



July 29, 2014

MEMORANDUM

To: Provost Paul M. DeLuca, Jr.
Vice Provost Michael Bernard-Donals
Interim Vice Provost Patrick J. Sims
Members of the Committee on Women in the University

From: Margaret Harrigan

Subject: Data on Women and Minority Faculty and Staff at UW-Madison

Attached are several tables describing the number of faculty and staff at UW-Madison by gender, minority status, and employee category. This information expands on data provided in the annual Data Digest (apir.wisc.edu/datadigest.htm) and was presented to the Committee on Women in the University in spring 2014. A list of the included tables and a brief description of each follows.

In spring 2011, UW-Madison converted its human resources data system to a new PeopleSoft human resources data system (HRS). Information in the new system is collected and stored in different ways than in the past. The new system required the re-creation of many reports on which this memo are based. You may notice some discontinuities in the data compared to prior years.

Table 1: Headcount of Faculty and Staff by Gender and Employment Categories

Table 2: Headcount of Faculty and Staff by Race/Ethnicity and Employment Categories

Table 3: 2013 Headcount of Faculty and Staff by Gender and Race/Ethnicity

Table 4: 2013 Headcount by Race/Ethnicity and Non-resident Alien Status

Women are a majority of classified non-exempt and other academic staff. (See Table 1.) The smallest percentage of women is reported in the faculty, at 32.6%. All of the other employee categories - research and instructional academic staff, exempt classified staff, executive/director, graduate assistants, post-docs - are made up of between 40-49% women.

In Tables 2 and 3, we use the census categories for race/ethnicity. We do not distinguish between US citizens and non-resident aliens. The proportion of minority staff in the Executive/Director/Administrator and Academic Staff categories has been relatively stable for the past 10 years, between 10.5-12.5% for both groups. Minority classified staff has increased from 10.1% to 13.6% in past ten years; currently 16% of classified non-exempt and about 8% of classified exempt are people of color. Minority faculty has increased from 14.6% to 18.7% since 2004. Employees-in-training and graduate assistants have the highest proportion of people of color at about one-third.

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Comparatively, people of color comprise about 19% of the overall Dane County population (based on 2011 American Community Survey administered by US Census Bureau).

Table 3 shows the number of women and men in each racial/ethnic category, by major employee groups. The percentages of men and women who are members of a racial/ethnic minority are similar for all of the employment categories except for employees in training (EIT). Although more male EIT are reported as minority, this is due to the higher proportion of male Asian EIT who are here on a temporary visa.

Table 4 creates an additional category for faculty and staff who hold temporary visa status as non-resident aliens. Individuals with this temporary visa status are reported here as nonresident alien, regardless of race or ethnicity. The majority of non-resident aliens are employed as graduate assistants or post-docs. About 31% of graduate student assistants and 38% of EIT hold temporary visas in 2013. Table 3 showed about one-third of grad assistants and EIT were people of color. Excluding those on temporary visas, about 12.5% of grad assistants and 10% of EIT are people of color. The proportion of research-doctoral academic staff that is minority declines from 22% to 16% when minority staff who hold temporary visas are not included. Non-resident aliens comprise less than 3% of the other employment groups.

Table 5: Faculty Headcount by Rank and Gender

Table 6: Faculty Headcount by Rank and Race/Ethnicity

Women and minorities are an increasing percentage of the faculty at UW-Madison. Since 2004, the number of women on the faculty has increased from 27% to 33%. (See Table 5.) In 1987, fewer than 10% of full professors were women; currently women comprise 26% of full professors. Women have made up at least 40% of all assistant professors for over 10 years and now comprise over 40% of associate professors as well.

Table 6 shows the number of faculty of color has increased from 15% to 19% in the last ten years. The number of faculty has increased for each ethnic minority group since 1987. The number of Black faculty reached a peak of 60 in 2001; currently 54 individuals identify themselves as Black only and an additional 5 faculty report two or more races including Black. The number of faculty who identify as American Indian has declined from a high of 13 in 2008 to 8 currently. An additional three faculty who report two or more races identify American Indian as one of the races. The biggest growth in minority faculty over time has been in Asian category. About 12 percent of current UW Madison faculty – 256 people – report themselves as Asian. Asians constitute over 62% of all minority faculty members at UW-Madison.

Table 7 and Figure 1: Women in Science Faculty Hires 1982-83 through 2013-14

Table 8 and Figure 2: Minority Faculty Hires 1993-94 through 2013-14

These tables show all new tenured and tenure-track faculty hired during the period 1982-83 through 2013-14. During this time period three programs provided funds to increase faculty diversity at UW-Madison. The Madison Plan, instituted under Chancellor Shalala, allocated funds for hiring minority faculty from 1988-1989 through 1992-93. The Strategic Hiring Initiative (SHI) allocated money for diversity, women in science, and dual-career-couple hires from 1997-98 to 2001-02; the program was re-instated in 2003-04. The Strategic Pipeline and Recruitment Fund

(SPRF) was established in 2011-12 to increase faculty diversity (first impacting hires in 2012-13). SPRF defines diversity broadly – race/ethnicity, disability, gender, sexual orientation, and first generation to attend college.

Since 2003, about 40% of all faculty hires have been women. Women comprise about 37% of all faculty members hired in the biological sciences and 20% of those in physical sciences since 2003 (Table 7). Because only a few women in the sciences are hired each year, there is a great deal of variation in the proportion of science faculty hired each year who are women – the number of women physical scientists hired in a given year ranges from one in 1996-97 to seven in 2004-05 and 2006-07. Women make up about 53% of hires in the arts and humanities and 47% of social sciences hires since 2003.

Since 1988-89, minorities have comprised approximately 21% of all faculty hired (Table 8). In the past ten years, about 23% of faculty hires were members of a minority group; non-Asian minority faculty comprised about 9% of all faculty hired in past decade. Changes to data collection methods resulted in a substantial number of faculty hired in 2011-12 who did not report race and ethnicity. Despite additional efforts to collect data, we do not have race or ethnicity information available for over 25% of those hired in 2011-12.

In comparison, in 2011 about 51% of all doctoral degrees earned in the US are granted to women. Over 50% of doctoral degrees in biological and biomedical sciences and health professions are awarded to women. About 26% of doctoral degrees in physical sciences, mathematics, computer sciences, and engineering are granted to women. Currently, about 27% of doctoral degrees to US Citizens are granted to people of color.

Table 9: Faculty Promotions to Tenure by Gender

Table 10: Faculty Promotions to Tenure by Minority Status

Table 11: Faculty Promotions to Tenure by Gender and Minority Status

Table 12: Faculty Promotions to Tenure by Divisional Committee Affiliation

Table 13: Faculty Promotions to Tenure by Divisional Committee Affiliation and Gender

These tables show for faculty hired as assistant professors or instructors in a given year, the percent who were promoted to tenure within six years and within nine years of hire. Faculty members hired between 1998-99 and 2007-08 are included in this analysis.

Promotions are examined at nine years to allow for those who have extensions to the tenure clock. Note that those who left the university includes both those who would have received tenure had they stayed at UW and those who would have been denied tenure. A few faculty members still hold probationary appointments after nine years and are included in the tables as not having tenure. On average, about 43% of women and 54% of men are promoted within six years (Table 9). Within nine years, about 69% of women and 73% of men are promoted to tenure. A significant number of both men and women receive tenure clock extensions, although a somewhat higher proportion of women than men are granted an extension. The most common reason an extension is granted is for childbirth or adoption.

At six years, 47% of minority faculty and 51% of non-minority faculty were promoted over the time period analyzed (Table 10). At nine years, about 68% of minority faculty and 72% of non-

minority faculty hired with probationary status have been tenured. Because there are so few minorities hired in any given year, the percent who achieve tenure is subject to large variation. For example, if one more assistant professor hired in 1998-99 had been promoted, the percent promoted to tenure would have increased from 53% to 59%. Male non-minority faculty have the highest promotion rate within nine years – 74% over the time period shown (Table 11). In contrast, 67% of female non-minority, 66% of male minority, and 65% of female minority faculty are promoted within 9 years between 1993-94 and 2005-06.

Promotion rates differ by divisional affiliation: 57% of Social Studies probationary faculty achieved tenure within 9 years, compared to 73-81% of faculty in the other divisions (Table 12). Faculty members in the Biological Sciences are more likely to take advantage of tenure clock extensions. In the Biological Sciences, nearly three-fourths of both men and women faculty are promoted to tenure within nine years (Table 13). Similarly, men and women are equally likely to achieve tenure within nine years in the Arts and Humanities division. On average, about 81% of men in the Physical Sciences achieved tenure within nine years. Since 2000, women in the Physical Sciences have reached tenure at rates similar to men (79% for women v. 80% for men). Women in the Social Studies division are less likely to achieve tenure: on average, 51% of women Social Studies faculty and 58% of men achieved tenure within nine years.

Table 14: Count of Higher-Level Administrative Positions by Gender and Faculty Status

Table 15: Count of Higher-Level Administrative Positions by Minority & Faculty Status

About 32% of higher-level administrative positions occupied by faculty are held by women and 10% by minorities. Since these are typically drawn from faculty who hold full professor titles, one would expect the percentages to reflect the number of women and minority full professors at UW-Madison. Women comprise about 26% of all full professors; minorities make up 15% of all full professors. Of the non-faculty positions, about 56% are held by women and 19% by minorities. In comparison, women make up about 53% of the academic and limited staffs; about 13% of academic and limited staffs are minorities.

Table 16: Count of Academic Department Chairs and Academic Program Directors by Gender

Table 17: Count of Academic Department Chairs and Academic Program Directors by Minority Status

Academic program directors are administrators who head academic, research or instructional programs or centers on campus that are distinct from academic departments, such as the Center for East Asian Studies, Arts Institute, Institute for Research on Poverty, Waisman Center, and Medieval Studies. Because the role of academic program director is often similar to department chair, these titles are combined for these tables. In October 2013, 182 faculty members held a department chair or academic program director title. Of these leadership positions, 57 (31%) were occupied by women and 18 (10%) by minorities.

Attachments

cc: Jocelyn Milner, Robert Lavigna, Stephen Lund, Eden Inoway-Ronnie, Luis Pinero, Ruby Paredes

Technical Notes:

Academic Staff is divided into three groups: instructional academic staff (such as clinical faculty and lecturers), research doctoral academic staff (such as scientists and researchers), and all other academic staff (programmer analysts, research specialists, advisers, etc.). Executive/Director/Administrator category consists of administrators who do not also hold faculty positions and is comprised primarily of staff with Limited appointments such as vice chancellor, administrative director, associate and assistant director, and associate and assistant dean. About 8% of the Executive/Administrator/Director category (33 individuals) is composed of administrators with academic staff appointments, with titles such as administrative officer or assistant or associate director. Faculty who hold Limited administrative appointments such as provost, dean, associate dean, or academic program director are reported under faculty with administrative appointments. Classified staff is divided into two groups: exempt and non-exempt. Exempt refers to exempt from overtime rules under the federal Fair Labor Standards Act (FLSA). Most of the exempt positions are professional or supervisory. Employees-in-training (EIT) is comprised primarily of post-docs (research associates and post-doctoral fellows).

It is important to note that definitions and collection procedures for race and ethnicity data have changed since 2009. In 2010, federal requirements for collecting and reporting race and ethnic data changed allowing an individual to identify with more than one race or ethnic category. Data reported for years 2009 and earlier years follows the old reporting requirements allowing only one category. These changes make it difficult to compare over time. In particular, individuals who are now shown as “two or more races” would have identified as Black, Asian, White, or American Indian in past years. In addition, changes to the process for collecting and storing the data in 2011 caused problems. There is more missing data for new employees than we have had in the past, especially for those hired in 2011. Despite additional efforts to collect data, we do not have race or ethnicity information available for over 25% of those hired in 2011-12 and over 10% of those hired in 2012-13 and 2013-14.

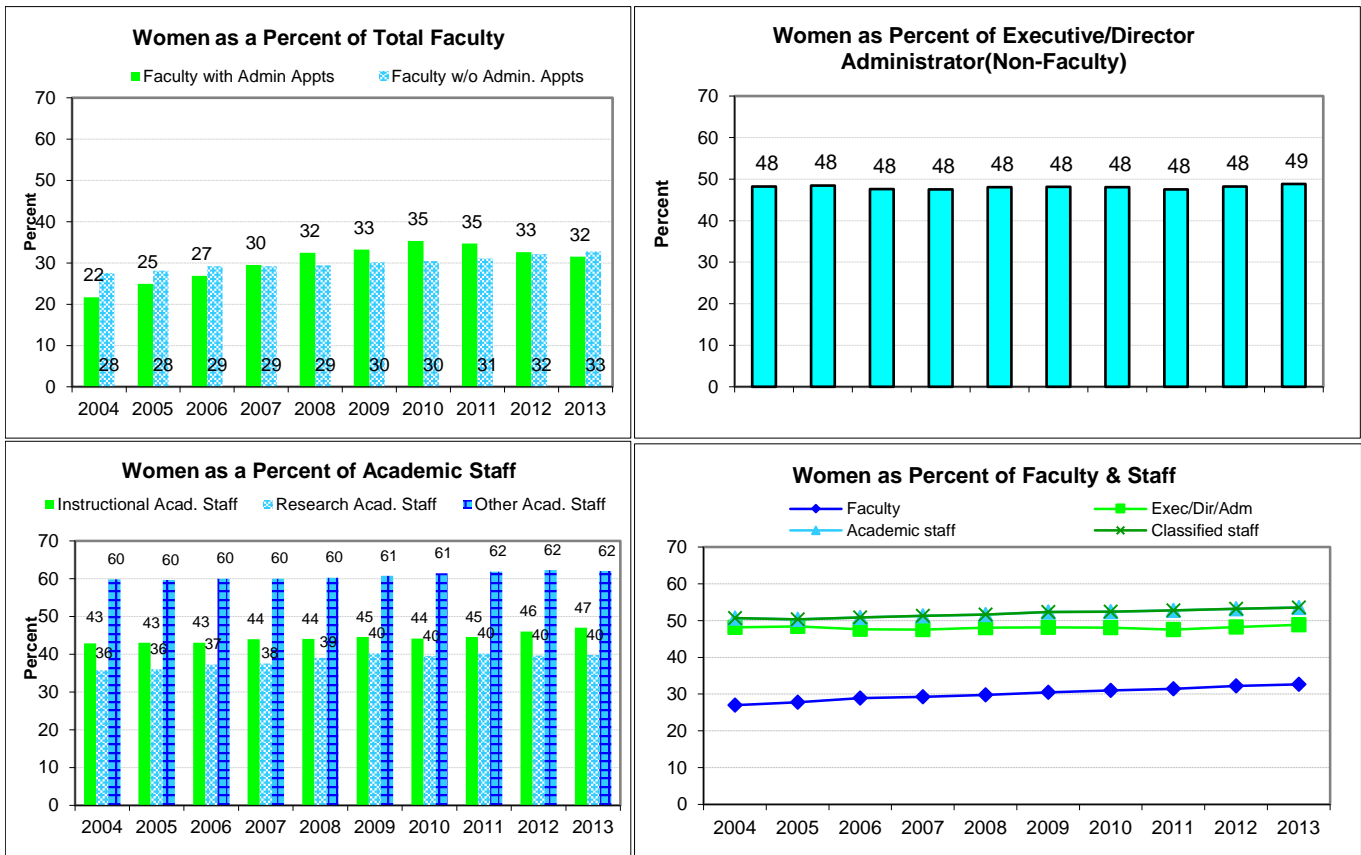
Table 1

Headcount of Faculty and Staff by Gender

		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Faculty	Women	603	617	639	643	648	663	674	671	700	714
	Men	1,635	1,603	1,571	1,555	1,530	1,512	1,503	1,465	1,473	1,475
	Total	2,238	2,220	2,210	2,198	2,178	2,175	2,177	2,136	2,173	2,189
Faculty with Administrative Appointments	Women	51	58	64	67	76	79	84	78	77	76
	Men	184	175	174	160	158	159	154	147	159	165
	Total	235	233	238	227	234	238	238	225	236	241
Faculty without Administrative Appointment	Women	552	559	575	576	572	584	590	593	623	638
	Men	1,451	1,428	1,397	1,395	1,372	1,353	1,349	1,318	1,314	1,310
	Total	2,003	1,987	1,972	1,971	1,944	1,937	1,939	1,911	1,937	1,948
Executive/Director/Administrator(Non-Faculty)	Women	187	188	179	182	186	192	197	193	205	210
	Men	201	200	197	201	201	207	213	213	220	220
	Total	388	388	376	383	387	399	410	406	425	430
Academic Staff	Women	3,358	3,370	3,401	3,498	3,609	3,724	3,833	3,836	3,930	3,999
	Men	3,263	3,320	3,285	3,328	3,376	3,397	3,484	3,429	3,453	3,467
	Total	6,621	6,690	6,686	6,826	6,985	7,121	7,317	7,265	7,383	7,466
Instructional Academic Staff	Women	836	876	871	901	942	973	981	981	1,057	1,084
	Men	1,113	1,162	1,152	1,147	1,197	1,210	1,244	1,221	1,242	1,223
	Total	1,949	2,038	2,023	2,048	2,139	2,183	2,225	2,202	2,299	2,307
Research Doctoral Academic Staff	Women	406	426	439	450	467	485	499	512	510	511
	Men	729	758	739	750	728	720	762	763	777	773
	Total	1,135	1,184	1,178	1,200	1,195	1,205	1,261	1,275	1,287	1,284
Other Academic Staff	Women	2,116	2,068	2,091	2,147	2,200	2,266	2,353	2,343	2,363	2,404
	Men	1,421	1,400	1,394	1,431	1,451	1,467	1,478	1,445	1,434	1,471
	Total	3,537	3,468	3,485	3,578	3,651	3,733	3,831	3,788	3,797	3,875
Classified Staff	Women	2,872	2,852	2,829	2,843	2,866	2,904	2,929	2,779	2,777	2,774
	Men	2,365	2,333	2,353	2,385	2,399	2,462	2,481	2,473	2,534	2,575
	Total	5,237	5,185	5,182	5,228	5,265	5,366	5,410	5,252	5,311	5,349
Exempt Classified Staff	Women								691	688	699
	Men								830	847	886
	Total								1,521	1,535	1,585
Non-Exempt Classified Staff	Women								2,088	2,089	2,075
	Men								1,643	1,687	1,689
	Total								3,731	3,776	3,764
Employes-in-Training	Women	314	324	324	325	361	424	422	400	398	395
	Men	485	489	503	482	507	571	588	634	588	519
	Total	799	813	827	807	868	995	1,010	1,034	986	914
Graduate Assistants	Women	2,341	2,398	2,310	2,261	2,279	2,327	2,391	2,345	2,355	2,364
	Men	2,881	2,888	2,828	2,822	2,728	2,779	2,900	2,915	2,991	3,015
	Total	5,222	5,286	5,138	5,083	5,007	5,106	5,291	5,260	5,346	5,379
Total	Women	9,675	9,749	9,682	9,752	9,949	10,234	10,446	10,224	10,365	10,456
	Men	10,830	10,833	10,737	10,773	10,741	10,928	11,169	11,129	11,259	11,271
Grand Total	Total	20,505	20,582	20,419	20,525	20,690	21,162	21,615	21,353	21,624	21,727

Table 1

Headcount of Faculty and Staff by Gender (continued)



Source: October IADS and HRS data.

Notes: Non-duplicating headcount reported: An individual who holds multiple appointments is counted only once. If an individual holds more than one appointment category, that person is reported under the first appointment category that applies, according to the order given in the table. E.g., an individual with both instructional academic staff and other academic staff appointments is shown as instructional academic staff. LTEs, student and unclassified hourly workers are excluded. Faculty with administrative appointments includes Dean, Associate or Assistant Dean, Department Chair, Academic Program Director, Chancellor, Provost, and Vice Provost. Research academic staff includes individuals holding Category B Research Title Series: Researcher, Scientist, Research Animal Veterinarian, Instrumentation Innovator, and Visiting Scientist. It does not include Category A Research Staff who assist in research such as Research Specialist.

Table 2

Headcount of Faculty and Staff by Race/Ethnicity

		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Faculty	Black	54	53	53	51	48	45	47	49	49	54
	Asian/Pacific Islander	187	198	206	216	228	232	238	233	246	256
	American Indian	11	11	12	13	13	12	10	9	9	8
	Hispanic	75	76	76	77	77	76	77	76	76	76
	White/Unknown	1,911	1,882	1,863	1,841	1,812	1,810	1,793	1,754	1,776	1,779
	Two or More Races							12	14	17	16
	Total		2238	2220	2210	2198	2178	2175	2177	2135	2173
Faculty with Administrative Appointments	Black	6	8	8	8	4	5	3	4	7	5
	Asian/Pacific Islander	11	9	12	10	14	12	11	11	8	9
	American Indian	1	1	1	1	1	1	2	2	2	0
	Hispanic	8	8	6	5	4	5	8	8	8	9
	White/Unknown	209	207	211	203	211	215	210	211	207	216
	Two or More Races							4	4	4	2
	Total		235	233	238	227	234	238	238	240	236
Faculty without Administrative Appointments	Black	48	45	45	43	44	40	44	45	42	49
	Asian/Pacific Islander	176	189	194	206	214	220	227	222	237	247
	American Indian	10	10	11	12	12	11	8	7	7	8
	Hispanic	67	68	70	72	73	71	69	68	68	67
	White/Unknown	1,702	1,675	1,652	1,638	1,601	1,595	1,583	1,543	1,570	1,563
	Two or More Races							8	10	13	14
	Total		2,003	1,987	1,972	1,971	1,944	1,937	1,939	1,895	1,937
Executive/ Director/ Administrator	Black	21	19	18	20	21	21	20	21	25	24
	Asian/Pacific Islander	5	4	5	5	6	5	6	6	7	10
	American Indian	2	3	3	2	2	2	3	2	2	2
	Hispanic	14	16	16	16	16	16	18	19	15	13
	White/Unknown	346	346	334	340	342	355	361	357	375	378
	Two or More Races							2	1	1	3
	Total		388	388	376	383	387	399	410	406	425
Academic Staff	Black	93	93	110	111	109	124	119	125	132	132
	Asian/Pacific Islander	448	488	503	517	556	553	565	562	588	591
	American Indian	29	29	28	33	36	35	28	31	29	29
	Hispanic	150	153	137	135	147	149	147	153	156	160
	White/Unknown	5,901	5,927	5,908	6,030	6,137	6,260	6,424	6,367	6,434	6,501
	Two or more Races							34	35	44	53
	Total		6,621	6,690	6,686	6,826	6,985	7,121	7,317	7,273	7,383
Instructional Academic Staff	Black	29	28	34	34	33	35	34	33	31	29
	Asian/Pacific Islander	119	145	158	147	169	162	159	156	164	164
	American Indian	6	6	5	6	9	10	5	5	7	7
	Hispanic	53	62	52	48	53	53	57	59	57	51
	White/Unknown	1,742	1,797	1,774	1,813	1,875	1,923	1,962	1,942	2,029	2,038
	Two or more Races							8	8	11	18
	Total		1,949	2,038	2,023	2,048	2,139	2,183	2,225	2,203	2,299
Research Doctoral Academic Staff	Black	7	9	7	9	6	9	9	10	12	10
	Asian/Pacific Islander	196	209	203	215	220	218	229	229	233	242
	American Indian	2	1	1	1	2	2	2	2	2	2
	Hispanic	24	32	27	28	27	26	23	24	28	24
	White/Unknown	906	933	940	947	940	950	995	1008	1008	1002
	Two or more Races							3	3	4	4
	Total		1,135	1,184	1,178	1,200	1,195	1,205	1,261	1,276	1,287
Other Academic Staff	Black	57	56	69	68	70	80	76	82	89	93
	Asian/Pacific Islander	133	134	142	155	167	173	177	177	191	185
	American Indian	21	22	22	26	25	23	21	24	20	20
	Hispanic	73	59	58	59	67	70	67	70	71	85
	White/Unknown	3,253	3,197	3,194	3,270	3,322	3,387	3,467	3,417	3,397	3,461
	Two or more Races							23	24	29	31
	Total		3,537	3,468	3,485	3,578	3,651	3,733	3,831	3,794	3,797

Table 2

Headcount of Faculty and Staff by Race/Ethnicity, *Continued*

		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Classified Staff	Black	135	128	126	127	130	133	129	136	146	162
	Asian/Pacific Islander	163	185	196	209	217	239	233	238	239	243
	American Indian	18	19	17	20	16	18	16	14	18	17
	Hispanic	211	236	256	270	272	288	291	283	272	275
	White/Unknown	4,710	4,617	4,587	4,602	4,630	4,688	4,713	4,552	4,606	4,619
	Two or more Races							28	29	30	33
	Total	5,237	5,185	5,182	5,228	5,265	5,366	5,410	5,252	5,311	5,349
Exempt Classified Staff	Black								24	25	26
	Asian/Pacific Islander								65	64	67
	American Indian								3	5	4
	Hispanic								31	28	27
	White/Unknown								1,389	1,406	1,453
	Two or more Races								9	7	8
	Total							1521	1535	1585	
Non-Exempt Classified Staff	Black								112	121	136
	Asian/Pacific Islander								173	175	176
	American Indian								11	13	13
	Hispanic								252	244	248
	White/Unknown								3,163	3,200	3,166
	Two or more Races								20	23	25
	Total							3,731	3,776	3,764	
Employes-in-Training	Black	5	9	9	14	24	20	23	17	14	10
	Asian/Pacific Islander	282	266	271	275	306	341	324	315	273	244
	American Indian	1	1	1	1	0	0	2	2	1	1
	Hispanic	38	40	48	46	37	48	36	33	31	35
	White/Unknown	473	497	498	471	501	586	625	674	663	614
	Two or more Races							0	0	4	10
	Total	799	813	827	807	868	995	1,010	1,041	986	914
Graduate Assistants	Black	148	141	127	147	141	147	140	145	142	145
	Asian/Pacific Islander	1,513	1,475	1,412	1,345	1,327	1,398	1,257	1,270	1,319	1,351
	American Indian	24	28	29	27	27	34	27	17	17	29
	Hispanic	260	280	265	273	260	255	268	262	273	294
	White/Unknown	3,277	3,362	3,305	3,291	3,252	3,272	3,589	3,538	3,534	3,498
	Two or more Races							10	42	61	62
	Total	5,222	5,286	5,138	5,083	5,007	5,106	5,291	5,274	5,346	5,379
Total	Black	321	315	317	343	343	357	349	493	508	527
	Asian/Pacific Islander	2,435	2,431	2,397	2,358	2,423	2,529	2,390	2,624	2,672	2,695
	American Indian	67	72	73	76	78	83	70	75	76	86
	Hispanic	537	565	542	547	537	544	546	826	823	853
	White/Unknown	11,908	12,014	11,908	11,973	12,044	12,283	12,792	17,242	17,388	17,389
	Two or more Races							58	121	157	177
	Grand Total	15,268	15,397	15,237	15,297	15,425	15,796	16,205	21,381	21,624	21,727

Source: October IADS and HRS data.

Notes: Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded. In the graphs,

Changes to Federal rules for the collection and reporting of race/ethnicity data are reflected in data for 2010 and later years. Employees are now asked a two-part question, asking first about Hispanic heritage and then about race. Unlike previous years, individuals may choose to report more than one race. Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Because of small numbers, individuals who identified as Native Hawaiian or Pacific Islanders are combined with Asians for this report. Individuals who choose not to report a racial/ethnic category are included with White/Unknown. For years prior to 2010, individuals were asked only one question and were allowed to choose only one racial/ethnic category: Black, Asian (including Native Hawaiian or Pacific Islander), American Indian, Hispanic, or White.

Prepared by: Office of Academic Planning and Institutional Research March 2014

Table 2

Headcount of Faculty and Staff by Race/Ethnicity, *Continued*

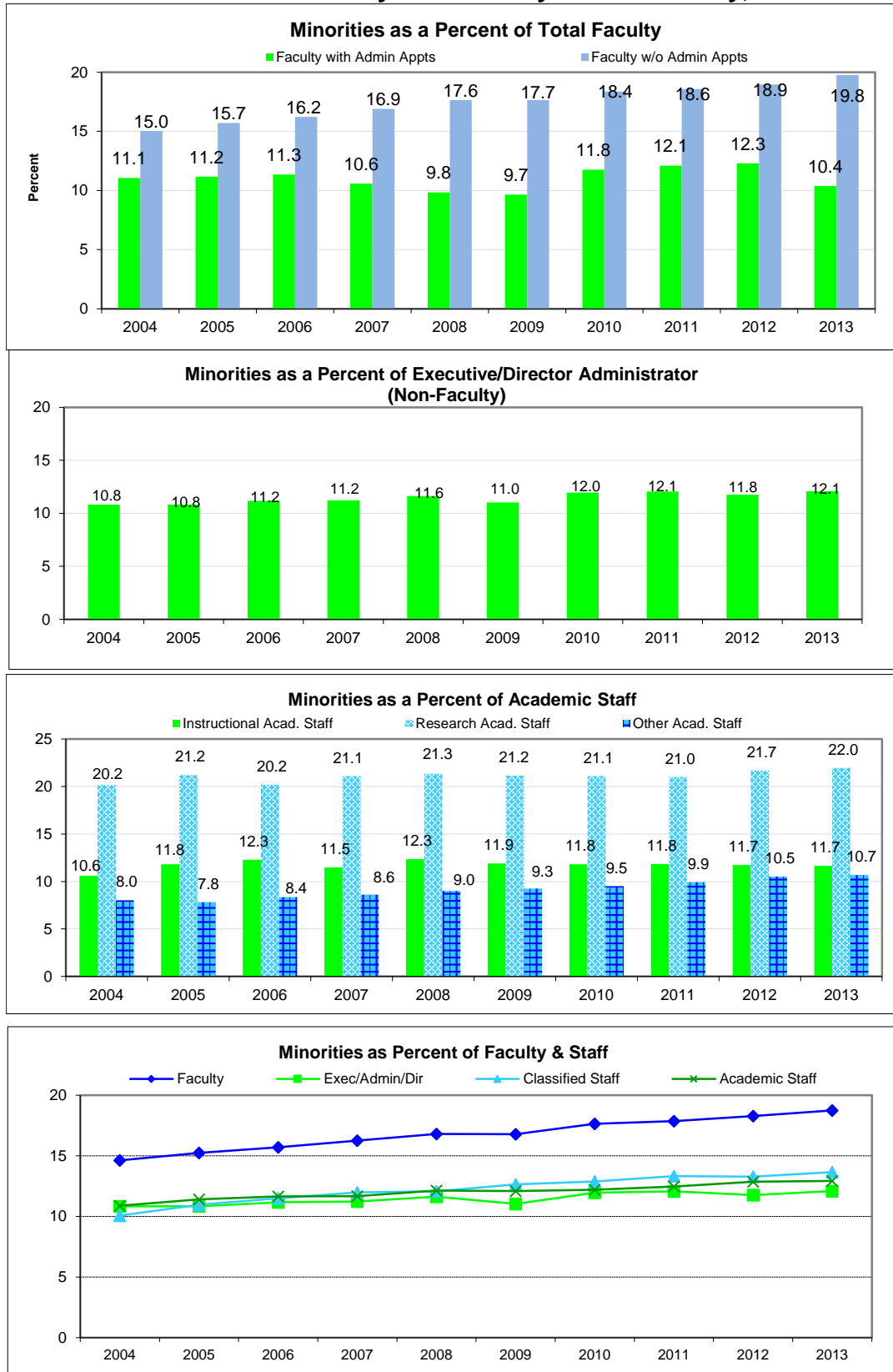


Table 2

Headcount of Faculty and Staff by Race/Ethnicity, *Continued*

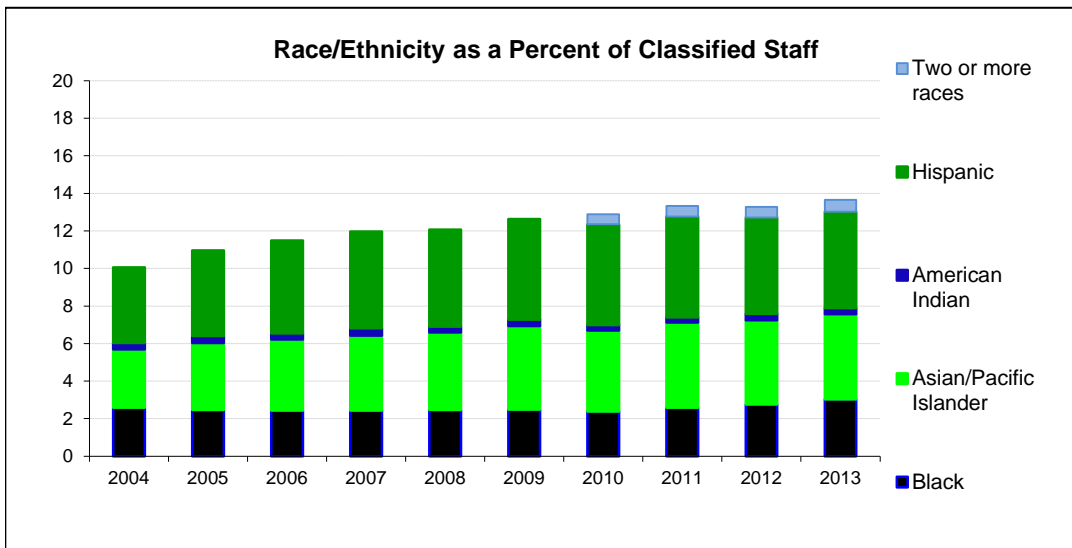
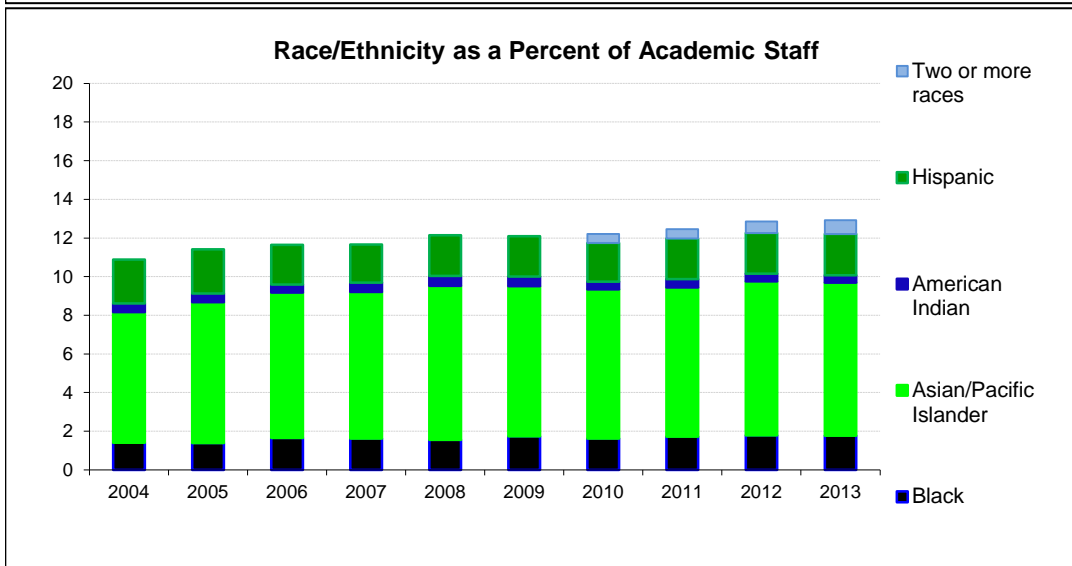
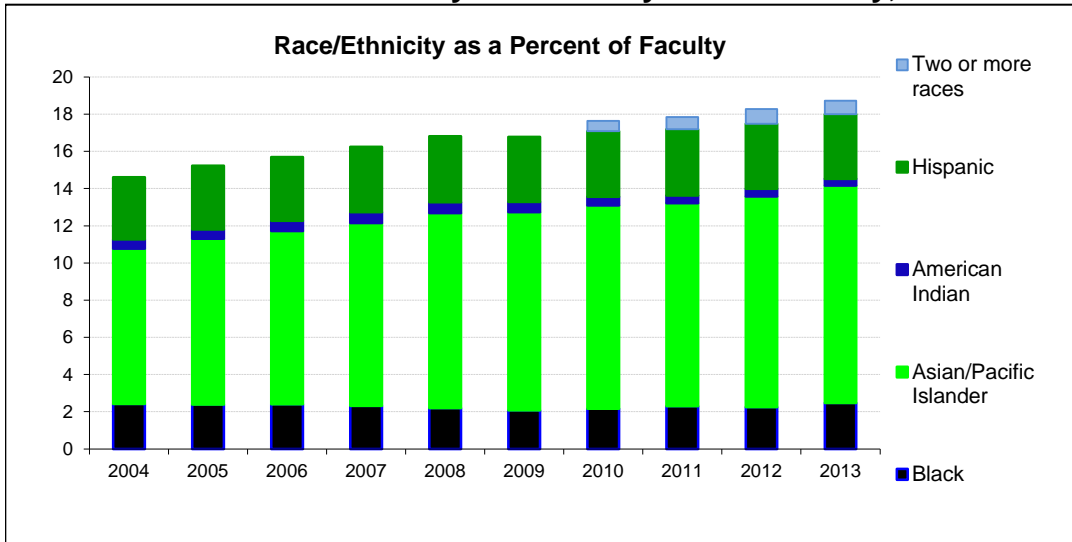


TABLE 3

2013 Headcount of Faculty and Staff by Gender and Race/Ethnicity

		Executive/ Director/ Faculty	Instructional Academic Administrator	Research Academic Staff	Other Academic Staff	Exempt Classified Staff	Non-Exempt Classified Staff	Employes- in-Training	Graduate Assistants	Total	
Women	Black	26	11	14	4	48	8	63	7	88	269
	Asian/Pacific Islander	73	8	84	96	117	34	105	85	519	1,121
	Native American	5	0	6	0	11	1	7	1	14	45
	Hispanic	32	7	19	13	49	11	123	14	129	397
	White	543	183	892	376	2,107	638	1,687	230	1,471	8,127
	Two or more races	7	1	10	2	25	3	17	5	33	103
	Unknown	28	0	59	20	47	4	73	53	110	394
	Total	714	210	1,084	511	2,404	699	2,075	395	2,364	10,456
<i>Percent Minority</i>	<i>20%</i>	<i>13%</i>	<i>12%</i>	<i>23%</i>	<i>10%</i>	<i>8%</i>	<i>15%</i>	<i>28%</i>	<i>33%</i>	<i>19%</i>	
Men	Black	28	13	15	6	45	18	73	3	57	258
	Asian/Pacific Islander	183	2	80	146	68	33	71	159	832	1,574
	Native American	3	2	1	2	9	3	6	0	15	41
	Hispanic	44	6	32	11	36	16	125	21	165	456
	White	1,147	192	1,003	578	1,280	798	1,293	241	1,750	8,282
	Two or more races	9	2	8	2	6	5	8	5	29	74
	Unknown	61	3	84	28	27	13	113	90	167	586
	Total	1,475	220	1,223	773	1,471	886	1,689	519	3,015	11,271
<i>Percent Minority</i>	<i>18%</i>	<i>11%</i>	<i>11%</i>	<i>22%</i>	<i>11%</i>	<i>8%</i>	<i>17%</i>	<i>36%</i>	<i>36%</i>	<i>21%</i>	
Grand Total		2,189	430	2,307	1,284	3,875	1,585	3,764	914	5,379	21,727
<i>Percent Women</i>		<i>33%</i>	<i>49%</i>	<i>47%</i>	<i>40%</i>	<i>62%</i>	<i>44%</i>	<i>55%</i>	<i>43%</i>	<i>44%</i>	<i>48%</i>
<i>Percent Minority</i>		<i>18.7%</i>	<i>12.1%</i>	<i>11.7%</i>	<i>22.0%</i>	<i>10.7%</i>	<i>8.3%</i>	<i>15.9%</i>	<i>32.8%</i>	<i>35.0%</i>	<i>20.0%</i>

Source: October HRS data.

Notes: Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded.

Employees are asked a two-part question, asking first about Hispanic heritage and then about race. Individuals may choose to report more than one race.

Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Because of small numbers, individuals who identified as Native Hawaiian or Pacific Islanders are combined with Asians for this report. Individuals who choose not to report a racial/ethnic category are reported as Unknown.

Prepared by: Office of Academic Planning and Institutional Research

March 2014

TABLE 4**2013 Headcount of Faculty and Staff by Race/Ethnicity**

	Executive/ Director/ Faculty	Instructional Administrator	Research Academic Staff	Other Academic Staff	Exempt Classified Staff	Non-Exempt Classified Staff	Employes- in-Training	Graduate Assistants	Total	
Black	52	24	29	9	90	26	136	9	125	500
Asian/Pacific Islander	238	10	143	172	149	66	172	57	252	1,259
Native American	8	2	7	2	20	4	13	1	29	86
Hispanic	73	13	43	22	81	27	244	19	212	734
White	1,671	375	1,876	924	3,372	1,436	2,980	406	3,012	16,052
Two or more races	15	3	18	4	31	8	25	8	56	168
Unknown	83	3	130	32	70	17	183	71	44	633
Nonresident Alien	49	0	61	119	62	1	11	343	1,649	2,295
Total	2,189	430	2,307	1,284	3,875	1,585	3,764	914	5,379	21,727
Percent Resident										
Minority	17.6%	12.1%	10.4%	16.3%	9.6%	8.3%	15.7%	10.3%	12.5%	12.6%
Percent Nonresident										
Alien	2.2%	0.0%	2.6%	9.3%	1.6%	0.1%	0.3%	37.5%	30.7%	10.6%

Source: October HRS data.

Notes: Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded.

Employees are asked a two-part question, asking first about Hispanic heritage and then about race. Individuals may choose to report more than one race.

Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Because of small numbers, individuals who identified as Native Hawaiian or Pacific Islanders are combined with Asians for this report. Individuals who choose not to report a racial/ethnic category are reported as unknown. Individuals with a non-permanent Visa status, regardless of race or ethnic heritage, are reported as Nonresident Alien.

Prepared by: Office of Academic Planning and Institutional Research

March 2014

Table 5

Faculty Headcount by Rank and Gender

		1987	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Professor	Women	140	179	181	191	196	212	225	233	262	269	275	283	291	298	303	307	312	324	322	329	338
	Men	1,366	1,267	1,248	1,199	1,174	1,157	1,143	1,127	1,103	1,098	1,084	1,060	1,044	1,019	1,012	987	969	959	923	942	952
	% Women	9%	12%	13%	14%	14%	15%	16%	17%	19%	20%	20%	21%	22%	23%	23%	24%	24%	25%	26%	26%	26%
Associate Professor	Women	79	126	135	146	157	138	125	125	107	101	106	110	113	135	137	151	153	157	163	172	171
	Men	292	326	319	305	314	295	283	266	267	250	257	253	244	259	264	278	281	290	269	249	249
	% Women	21%	28%	30%	32%	33%	32%	31%	32%	29%	29%	29%	30%	32%	34%	34%	35%	35%	35%	38%	41%	41%
Assistant Professor	Women	137	165	146	128	122	129	134	161	177	193	204	210	213	203	202	190	198	192	186	199	205
	Men	342	304	253	237	205	200	213	262	296	314	309	319	315	293	279	265	262	254	273	282	274
	% Women	29%	35%	37%	35%	37%	39%	39%	38%	37%	38%	40%	40%	40%	41%	42%	42%	43%	43%	41%	41%	43%
Instructor	Women	2	0	0	1	2	1	0	0	0	0	1	0	0	3	1	0	0	1	0	0	0
	Men	2	0	0	1	1	2	0	0	1	0	0	3	0	0	0	0	0	0	0	0	0
Total Faculty	Women	358	470	462	466	477	480	484	519	546	563	586	603	617	639	643	648	663	674	671	700	714
	Men	2,002	1,897	1,820	1,742	1,694	1,654	1,639	1,655	1,667	1,662	1,650	1,635	1,603	1,571	1,555	1,530	1,512	1,503	1,465	1,473	1,475
	Total	2,360	2,367	2,282	2,208	2,171	2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198	2,178	2,175	2,177	2,136	2,173	2,189
<i>Women Faculty as % of Total</i>		15.2	19.9	20.2	21.1	22.0	22.5	22.8	23.9	24.7	25.3	26.2	26.9	27.8	28.9	29.3	29.8	30.5	31.0	31.4	32.2	32.6

SOURCE: October IADS and HRS data. Data for 1988 through 1993 not available at this time. NOTES: Madison Plan in 1988 and Strategic Hiring Initiative from 1997-2002 and 2003-present both had goals to increase women in science hires.

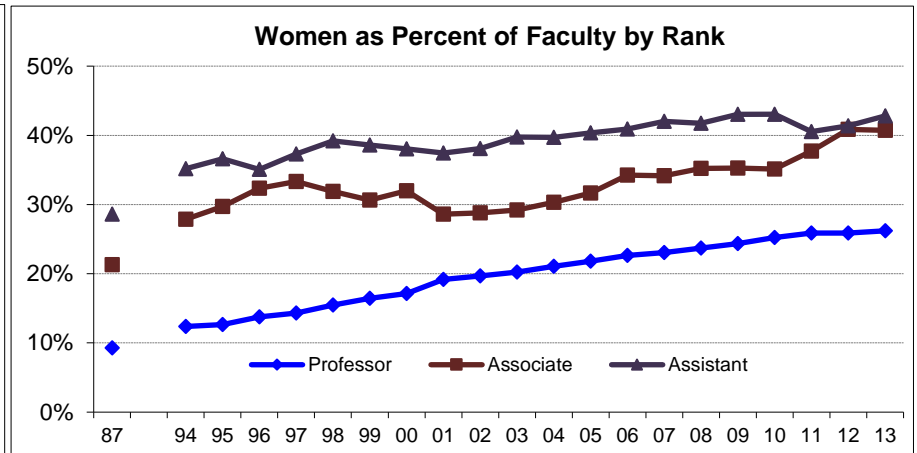
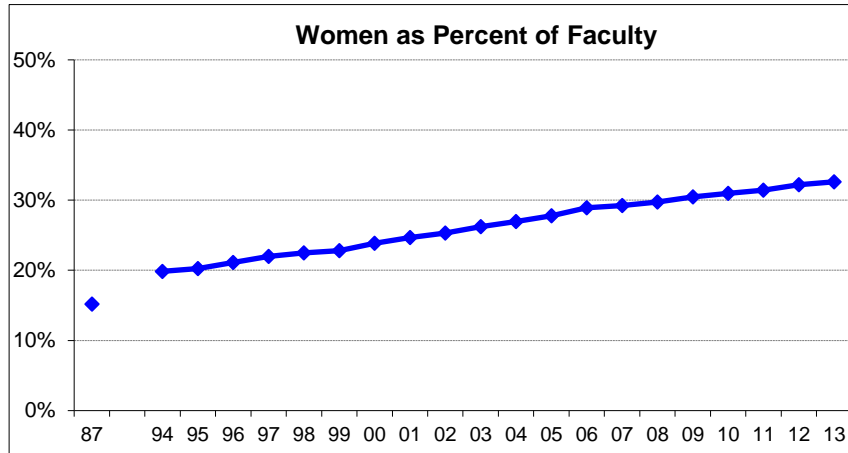


Table 6

Faculty Headcount by Rank and Race/Ethnicity

	1987	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Professor																					
Black	17	19	20	19	17	18	19	18	21	24	24	25	26	27	27	25	22	20	21	20	22
Asian	44	56	52	54	58	54	55	57	63	67	71	71	77	79	87	93	100	109	111	115	123
American Indian	0	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	2	3	3	4
Hispanic	14	20	21	24	26	27	27	29	35	38	38	37	35	32	29	32	32	34	36	36	38
Two or more races																		6	6	6	6
Unknown																		11	15	10	13
White	1431	1,348	1,333	1,291	1,268	1,268	1,264	1,253	1,243	1,235	1,223	1,207	1,194	1,176	1,169	1,141	1,113	1,097	1,057	1,078	1,079
Associate Professor																					
Black	5	5	10	10	14	14	12	11	12	10	11	10	7	5	6	8	7	8	6	8	10
Asian	20	23	25	21	26	32	32	31	30	31	30	33	39	51	51	60	57	58	51	58	66
American Indian	3	2	2	1	1	1	1	1	1	1	1	1	3	5	5	6	5	5	5	6	4
Hispanic	6	15	16	16	17	14	13	13	8	9	11	10	11	14	16	12	15	18	19	17	18
Two or more races																		2	3	4	2
Unknown																		10	13	14	16
White	337	407	401	402	411	372	350	335	323	300	310	309	297	319	323	343	340	343	334	312	300
Assistant Professor																					
Black	4	17	10	12	9	15	16	23	27	23	20	18	20	21	18	15	16	19	22	21	22
Asian	24	37	37	39	36	34	41	59	70	78	82	83	82	76	78	76	75	71	71	73	67
American Indian	0	2	3	3	2	1	2	2	4	5	6	7	5	4	5	4	4	3	1	0	0
Hispanic	9	17	15	12	12	13	14	17	18	19	24	28	30	30	31	35	29	25	21	23	20
Two or more races																		4	5	7	8
Unknown																		18	24	39	45
White	442	396	334	299	268	266	274	322	354	382	381	393	391	365	349	325	318	300	300	312	311
Instructor																					
Black	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or more races																		0	0	0	0
Unknown																		1	0	0	0
White	4	0	0	2	3	2	0	0	1	0	1	2	0	3	1	0	0	0	0	0	0
Total Faculty																					
Black	26	41	40	41	40	47	47	52	60	57	55	54	53	53	51	48	45	47	49	49	54
Asian	88	116	114	114	120	121	128	147	163	176	183	187	198	206	216	229	232	238	233	246	256
American Indian	3	7	8	7	6	4	6	6	8	9	10	11	12	13	13	12	10	9	9	8	8
Hispanic	29	52	52	52	55	54	54	59	61	66	73	75	76	76	76	79	76	77	76	76	76
Two or more races																		12	14	17	16
Unknown																		39	53	63	74
White	2,214	2,151	2,068	1,994	1,950	1,908	1,888	1,910	1,921	1,917	1,915	1,911	1,882	1,863	1,842	1,809	1,771	1,740	1,691	1,702	1,690
Total	2,360	2,367	2,282	2,208	2,171	2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198	2,178	2,175	2,177	2,135	2,173	2,189
<i>Minority Faculty as % of Total</i>	6.2	9.1	9.4	9.7	10.2	10.6	11.1	12.1	13.2	13.8	14.4	14.6	15.2	15.7	16.2	16.9	16.8	17.6	17.8	18.3	18.7

SOURCE: October IADS and HRS data. Data for 1988 through 1993 not available at this time. NOTES: Madison Plan operated from 1988-1993; Strategic Hiring Initiative ran from 1997-2002 and 2003-present. Both programs had goals to increase minority hires. In 2008 and prior years, "White" includes people who chose not to report their race/ethnicity. Changes to Federal rules for the collection and reporting of race/ethnicity data are reflected in data for 2010 and later years. Employees are now asked a two-part question, asking first about Hispanic heritage and then about race. Unlike previous years, individuals may choose to report more than one race. Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Because of small numbers, individuals who identified as Native Hawaiian or Pacific Islanders are combined with Asians for this report. For years prior to 2010, individuals were asked only one question and were allowed to choose only one racial/ethnic category: Black, Asian (including Native Hawaiian or Pacific Islander), American Indian, Hispanic, or White.

Table 7
Women in Science Faculty Hires at UW Madison 1982-83 through 2013-14

Year of Hire	New Faculty Hires					Women Faculty Hires					Women as % of Hires				
	Total	Biological Science	Physical Science	Arts & Humanities	Social Sciences	Total	Biological Science	Physical Science	Arts & Humanities	Social Sciences	Total	Biological Science	Physical Science	Arts & Humanities	Social Sciences
Post-Madison Plan															
1993-94	92	38	13	6	35	25	7	2	1	15	27%	18%	15%	17%	43%
1994-95	72	34	10	6	22	28	12	2	3	11	39%	35%	20%	50%	50%
1995-96	77	34	13	6	24	20	7	3	2	8	26%	21%	23%	33%	33%
1996-97	69	24	11	13	21	22	4	1	8	9	32%	17%	9%	62%	43%
Strategic Hiring Initiative															
1997-98	87	31	11	10	35	37	11	2	5	19	43%	35%	18%	50%	54%
1998-99	98	27	18	20	33	37	12	5	8	12	38%	44%	28%	40%	36%
1999-00	134	42	33	17	42	43	13	5	8	17	32%	31%	15%	47%	40%
2000-01	157	46	27	33	51	57	17	5	14	21	36%	37%	19%	42%	41%
2001-02	155	50	25	29	51	47	12	3	16	16	30%	24%	12%	55%	31%
Post-Strategic Hiring Initiative															
2002-03	123	46	29	18	30	43	12	7	12	12	35%	26%	24%	67%	40%
Strategic Hiring Initiative - Reestablished															
2003-04	99	42	15	12	30	45	19	5	7	14	45%	45%	33%	58%	47%
2004-05	97	32	20	12	33	34	10	7	2	15	35%	31%	35%	17%	45%
2005-06	106	36	19	18	33	43	9	2	12	20	41%	25%	11%	67%	61%
2006-07	113	33	30	12	38	45	13	7	6	19	40%	39%	23%	50%	50%
2007-08	111	49	19	10	33	42	17	2	4	19	38%	35%	11%	40%	58%
2008-09	94	34	20	12	28	27	8	2	7	10	29%	24%	10%	58%	36%
2009-10	92	29	19	13	31	43	15	6	7	15	47%	52%	32%	54%	48%
2010-11	107	32	14	21	40	40	9	2	13	16	37%	28%	14%	62%	40%
2011-12	119	50	14	25	30	46	21	2	13	10	39%	42%	14%	52%	33%
2012-13	129	36	25	16	52	58	17	6	6	29	45%	47%	24%	38%	56%
2013-14	109	39	17	19	34	44	16	2	13	13	40%	41%	12%	68%	38%
since 2003	1176	412	212	170	382	467	154	43	90	180	40%	37%	20%	53%	47%

Notes: New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. In 1985-86, faculty were transferred from UW-Extension and are not counted as new hires for this table. The legislature authorized over 100 additional faculty positions in the 1987-89 Biennial Budget. The Cluster Hiring Initiative provided funding and positions to increase UW Madison faculty. Approximately 150 cluster faculty positions were approved from 1998 through 2003. Science discipline is defined based on categories assigned by WISELI for the faculty member's primary department.

Figure 1

UW-Madison Women Science Faculty Hires as a Percent of All Science Faculty Hires

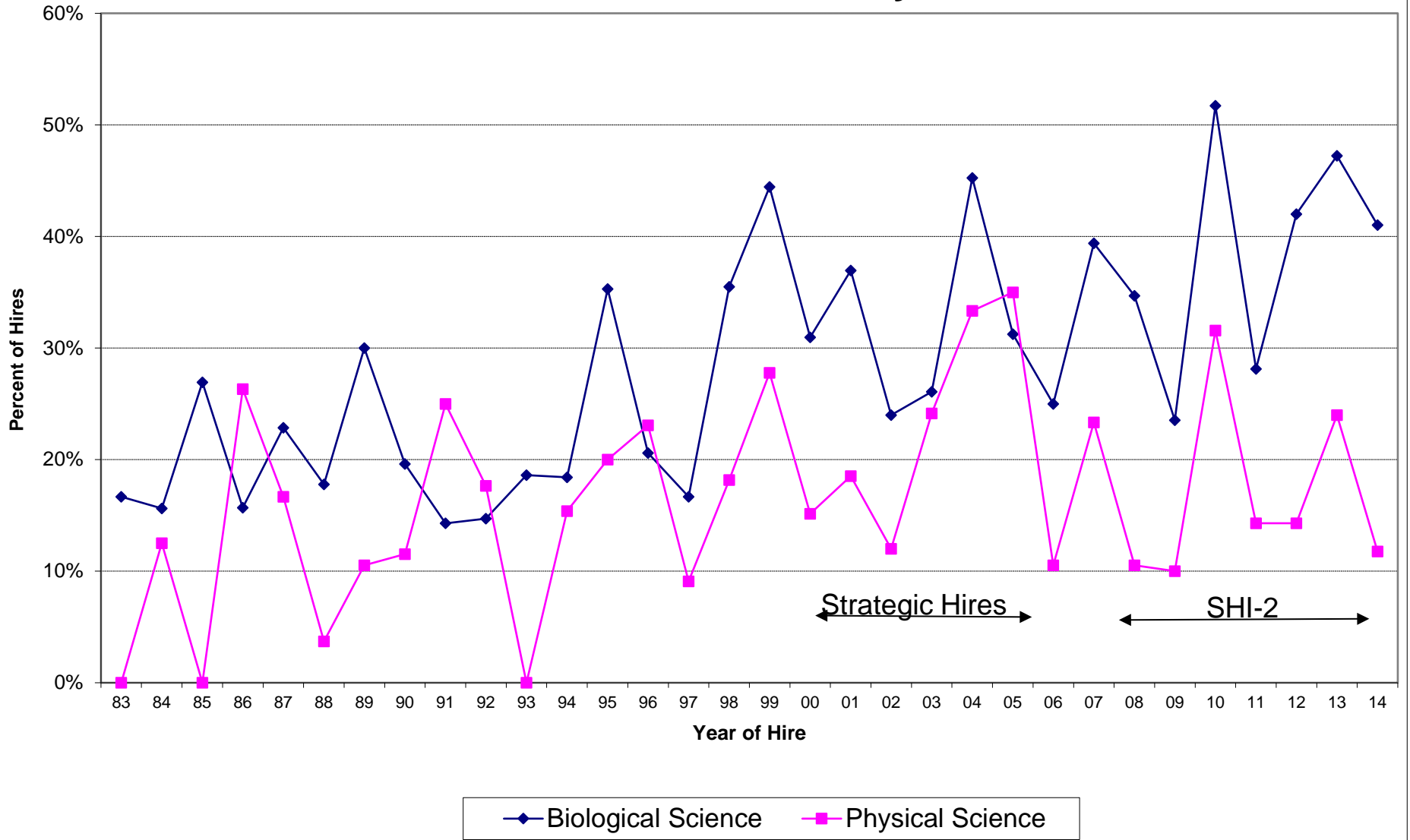


Table 8
Minority Faculty Hires at UW Madison 1982-83 through 2013-14

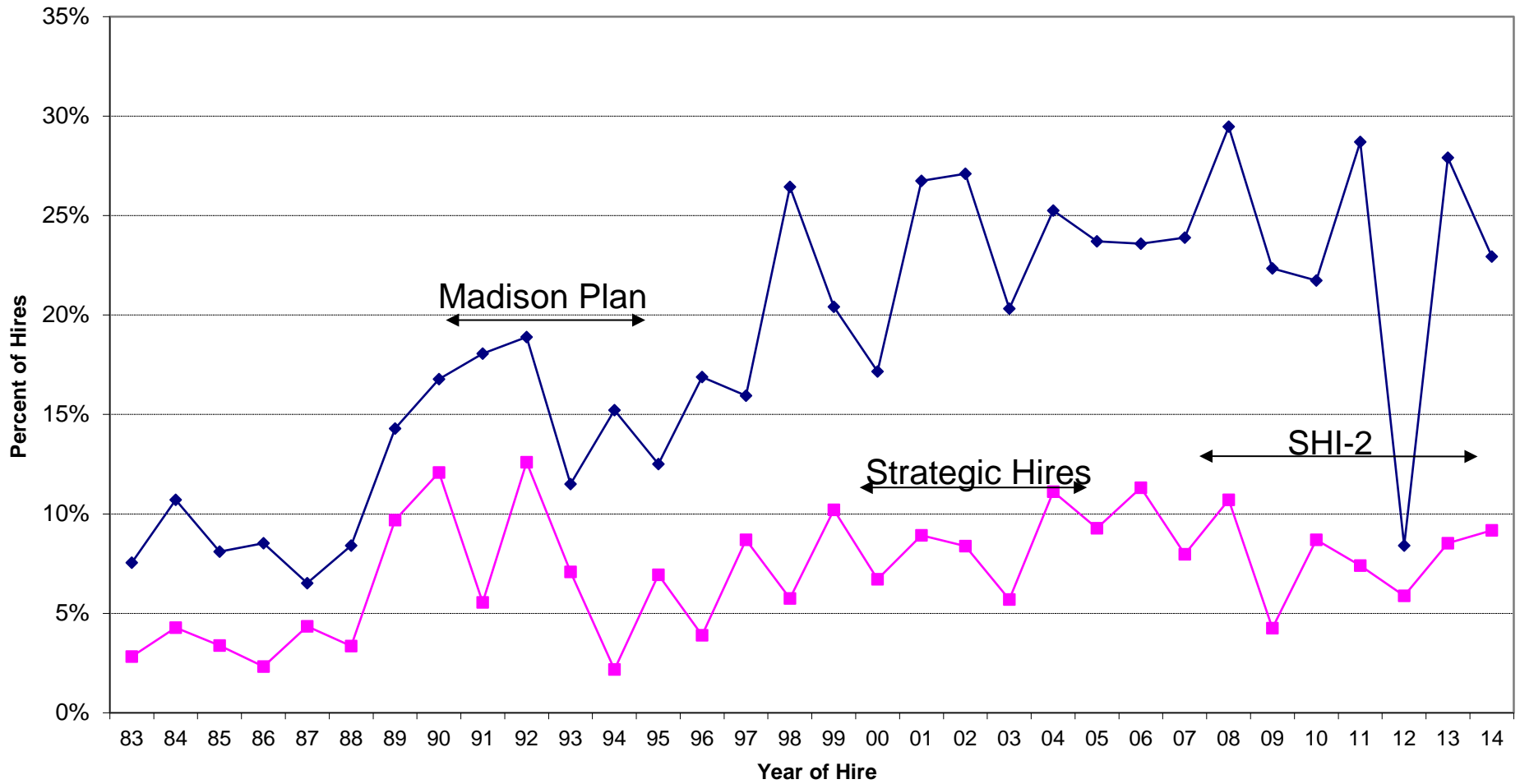
Year of Hire	Total Faculty Hired	Minority Faculty Hired						Two or More Races	Percent Minority	Percent Non-Asian Minority
		Total	Black	Asian	American Indian	Hispanic				
Pre-Madison Plan										
1982-83	106	8	0	5	0	3		8%	3%	
1983-84	140	15	2	9	0	4		11%	4%	
1984-85	148	12	2	7	2	1		8%	3%	
1985-86	129	11	0	8	0	3		9%	2%	
1986-87	92	6	2	2	0	2		7%	4%	
1987-88	119	10	0	6	1	3		8%	3%	
Madison Plan										
1988-89	196	28	4	9	2	13		14%	10%	
1989-90	149	25	7	7	2	9		17%	12%	
1990-91	144	26	5	18	0	3		18%	6%	
1991-92	127	24	7	8	1	8		19%	13%	
1992-93	113	13	3	5	2	3		12%	7%	
Post-Madison Plan										
1993-94	92	14	0	12	0	2		15%	2%	
1994-95	72	9	2	4	0	3		13%	7%	
1995-96	77	13	2	10	1	0		17%	4%	
1996-97	69	11	2	5	0	4		16%	9%	
Strategic Hiring Initiative										
1997-98	87	23	3	18	0	2		26%	6%	
1998-99	98	20	6	10	0	4		20%	10%	
1999-00	134	23	3	14	2	4		17%	7%	
2000-01	157	42	9	28	0	5		27%	9%	
2001-02	155	42	7	29	2	4		27%	8%	
Post-Strategic Hiring Initiative										
2002-03	123	24	3	18	1	2		20%	5%	
Strategic Hiring Initiative - Reestablished										
2003-04	99	25	0	14	2	9		25%	11%	
2004-05	97	23	5	14	0	4		24%	9%	
2005-06	106	25	2	13	0	10		24%	11%	
2006-07	113	27	4	18	1	4		24%	8%	
2007-08	112	33	4	21	1	7		29%	11%	
2008-09	94	21	1	17	0	3		22%	4%	
2009-10	92	20	5	12	0	3		22%	9%	
2010-11	108	29	5	21	0	3	2	27%	6%	
2011-12*	119	10	4	3	0	3	0	8%	6%	
2012-13	129	36	4	24	0	5	3	28%	9%	
2013-14	109	25	7	13	0	3	2	23%	9%	

*Race/ethnicity information is missing for over 25% of faculty hired in 2011-12 and over 10% in later years.

Notes: New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. In 1985-86, faculty were transferred from UW-Extension and are not counted as new hires for this table. The legislature authorized over 100 additional faculty positions in the 1987-89 Biennial Budget. The Cluster Hiring Initiative provided funding and positions to increase UW Madison faculty. Approximately 150 cluster faculty positions were approved from 1998 through 2003. Data collection for race/ethnicity changed in 2010: see notes for Table 2.

Figure 2

UW-Madison Faculty Hires by Minority Status



◆ Minority Faculty ■ Non-Asian Minority Faculty

TABLE 9

Faculty Tenure Promotions by Gender

Entering Cohort	Women					Men				
	Total Hired	Promoted within Six Years		Promoted within Nine Years		Total Hired	Promoted within Six Years		Promoted within Nine Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1998-99	33	13	39	20	61	47	26	55	32	68
1999-00	36	13	36	25	69	72	35	49	49	68
2000-01	46	21	46	32	70	76	38	50	52	68
2001-02	40	14	35	27	68	76	43	57	57	75
2002-03	36	20	56	24	67	57	32	56	46	81
2003-04	38	11	29	28	74	37	17	46	27	73
2004-05	29	14	48	21	72	52	32	62	38	73
2005-06	37	18	49	26	70	50	26	52	38	76
2006-07	35	17	49			48	28	58		
2007-08	37	16	43			53	30	57		
Average			43		69			54		73

Source: UW Madison Tenure file and IADS Note: Includes only individuals hired as probationary faculty in 2007-08 or earlier. See Technical Note #9 for an explanation of how time to tenure is calculated. Five faculty hired between 1998-99 and 2004-05 were promoted after 9 years (not shown).

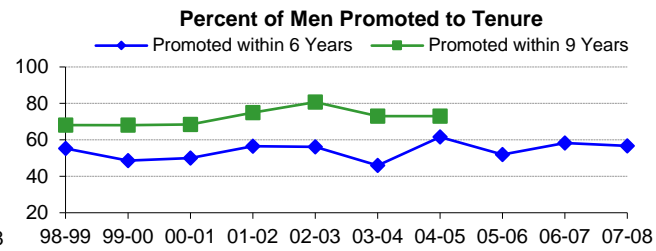
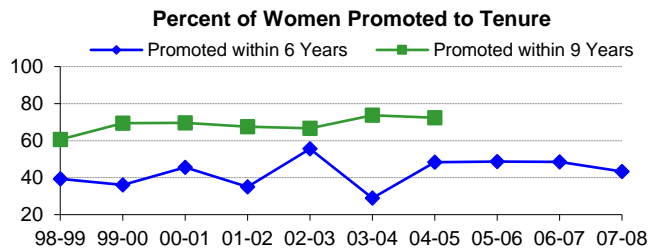


TABLE 10

Faculty Tenure Promotions by Minority Status

Entering Cohort	Minority					Non-Minority				
	Total Hired	Promoted within Six Years		Promoted within Nine Years		Total Hired	Promoted within Six Years		Promoted within Nine Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1998-99	17	7	41	9	53	63	32	51	43	68
1999-00	22	8	36	13	59	86	40	47	61	71
2000-01	38	20	53	27	71	84	39	46	57	68
2001-02	31	14	45	23	74	85	43	51	61	72
2002-03	20	13	65	14	70	73	39	53	56	77
2003-04	22	10	45	17	77	53	18	34	38	72
2004-05	20	7	35	11	55	61	39	64	48	79
2005-06	19	9	47	14	74	68	35	51	50	74
2006-07	23	11	48			60	34	57		
2007-08	28	14	50			62	32	52		
Average			47		68			51		72

Source: UW Madison Tenure file and IADS Note: Includes only individuals hired as probationary faculty in 2007-08 or earlier. Minority faculty include those who identified themselves as Black, Asian, Hispanic, American Indian, or two or more races. See Technical Note #9 for an explanation of how time to tenure is calculated. Five faculty hired between 1998-99 and 2004-05 were promoted after 9 years (not shown).

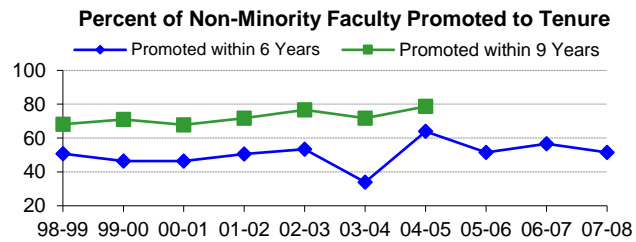
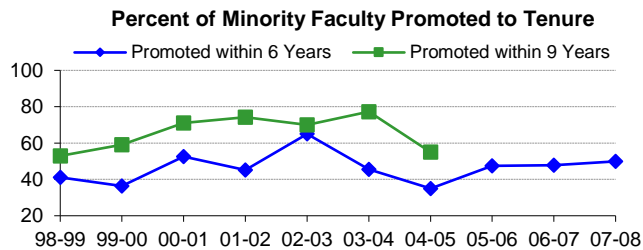


TABLE 11

Faculty Promotions to Tenure by Gender and Minority Status

Year of Hire	Minority Women					Minority Men				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1993-99	27	10	37	14	52	51	27	53	31	61
2000-06	68	28	41	48	71	104	53	51	71	68
2007-08	19	7	37			32	18	56		
average per year:	7	3	39%	4	65%	12	6	52%	7	66%

Year of Hire	Non-Minority Women					Non-Minority Men				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1993-99	141	60	43	88	62	232	137	59	171	74
2000-06	194	83	43	135	70	316	170	54	236	75
2007-08	53	26	49			69	40	58		
average per year:	24	11	44%	16	67%	39	22	56%	29	74%

Source: UW Madison Tenure file, IADS and HRS Note: Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Minority faculty include those who identified themselves as Black, Asian, Hispanic, Native American, Pacific Islander, or two or more races. Whites and those who choose not to report race or ethnicity are reported as non-minority. Twelve faculty hired between 1992-93 and 2003-04 still held probationary appointments after 9 years.

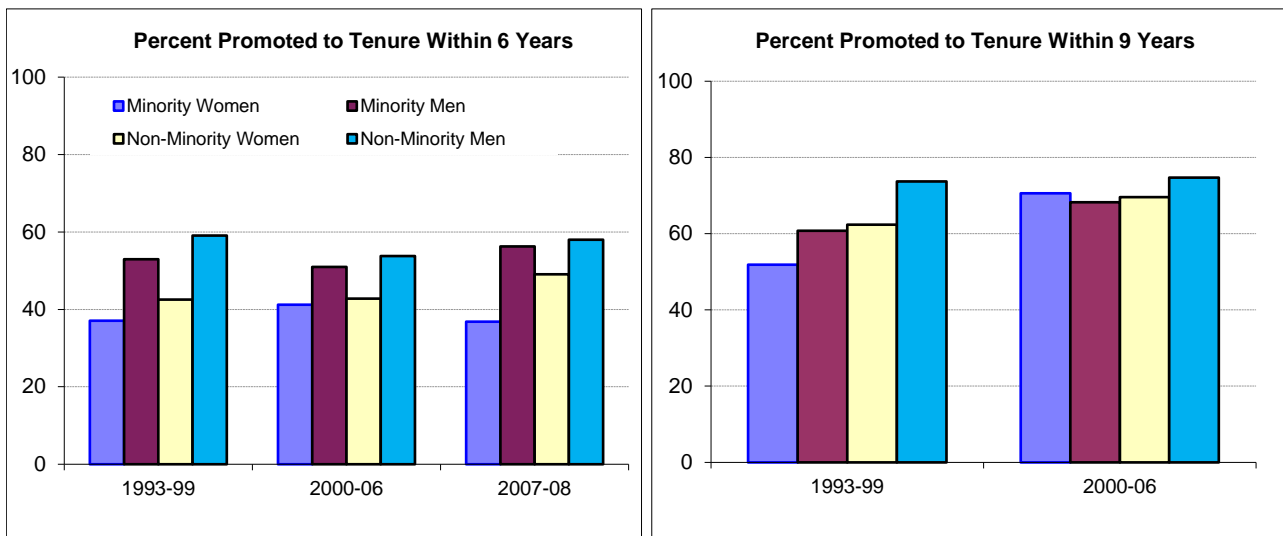


TABLE 12

Faculty Tenure Promotions by Divisional Committee Affiliation

Entering Cohort	Biological Sciences			Physical Sciences			Arts and Humanities			Social Studies		
	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years
1998-99	15	33	67	15	87	93	18	56	83	32	34	41
1999-00	31	42	65	27	52	74	18	61	83	32	31	59
2000-01	33	42	76	23	70	78	29	52	72	37	38	54
2001-02	34	44	79	18	72	78	24	63	88	40	35	55
2002-03	30	43	67	22	64	86	20	75	90	21	48	62
2003-04	25	36	84	15	53	87	12	25	75	23	35	52
2004-05	20	60	75	19	68	79	13	62	69	29	45	69
2005-06	23	39	70	19	68	79	15	67	87	30	40	67
2006-07	21	52		24	75		12	50		26	38	
2007-08	29	55		20	60		15	33		26	50	
Average	26	45	73	20	66	81	18	56	81	30	39	57

Source: UW Madison Tenure file and IADS Note: Includes only individuals hired as probationary faculty in 2007-08 or earlier. See Technical Note #9 for an explanation of how time to tenure is calculated. Five faculty hired between 1998-99 and 2004-05 were promoted after 9 years (not shown).

Faculty Tenure Promotions by Divisional Committee Affiliation

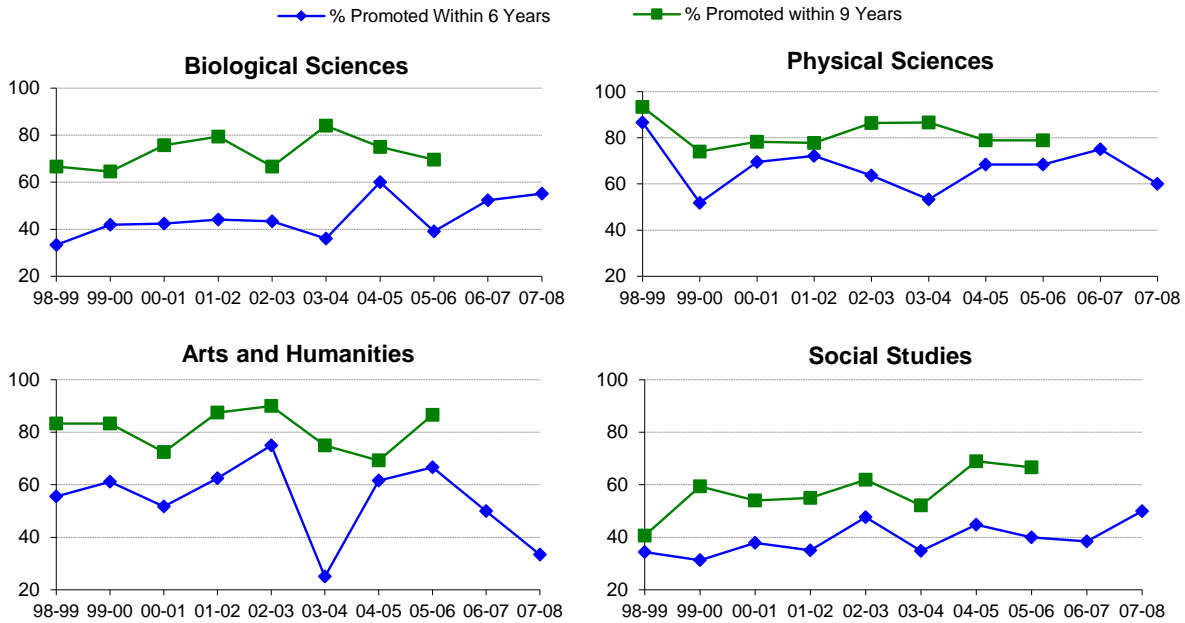


TABLE 13
Faculty Promotions to Tenure by Gender and Divisional Affiliation

Women in Biological Sciences						Women in Physical Sciences				
Year of Hire	Promoted within 6 Years			Promoted within 9 Years		Promoted within 6 Years			Promoted within 9 Years	
	Total Hired	Count	Percent	Count	Percent	Total Hired	Count	Percent	Count	Percent
1993-99	42	18	43	31	74	14	7	50	8	57
2000-06	67	24	36	49	73	29	16	55	23	79
2007-08	18	9	50			9	6	67		
Average	8	3	40%	6	73%	3	2	56%	2	72%

Women in Arts and Humanities						Women in Social Studies				
Year of Hire	Promoted within 6 Years			Promoted within 9 Years		Promoted within 6 Years			Promoted within 9 Years	
	Total Hired	Count	Percent	Count	Percent	Total Hired	Count	Percent	Count	Percent
1993-99	39	24	62	30	77	73	22	30	34	47
2000-06	68	45	66	57	84	98	26	27	54	55
2007-08	17	7	41			28	11	39		
Average	8	5	61%	6	81%	12	4	30%	6	51%

Source: UW Madison Tenure file, IADS and HRS Note: Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Twelve faculty hired between 1992-93 and 2003-043 still held probationary appointments after 9 years.

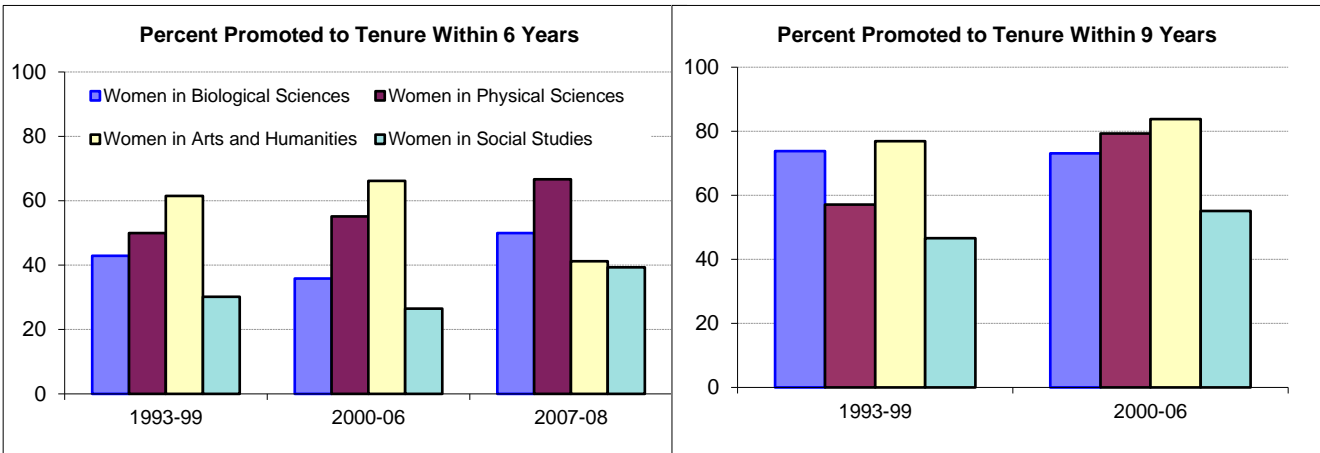


TABLE 13
Faculty Promotions to Tenure by Gender and Divisional Affiliation (continued)

Year of Hire	Men in Biological Sciences					Men in Physical Sciences				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1993-99	108	61	56	80	74	58	41	71	49	84
2000-06	129	61	47	95	74	114	75	66	91	80
2007-08	32	18	56			35	24	69		
Average	19	10	52%	15	74%	15	10	68%	12	81%

Year of Hire	Men in Arts and Humanities					Men in Social Studies				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1993-99	36	26	72	32	89	90	40	44	47	52
2000-06	63	32	51	49	78	114	55	48	72	63
2007-08	10	4	40			24	12	50		
Average	8	4	57%	7	82%	16	8	47%	10	58%

outside UW; no adjustments for tenure clock extensions. Twelve faculty hired between 1992-93 and 2003-04 still held probationary appointments after 9 years.

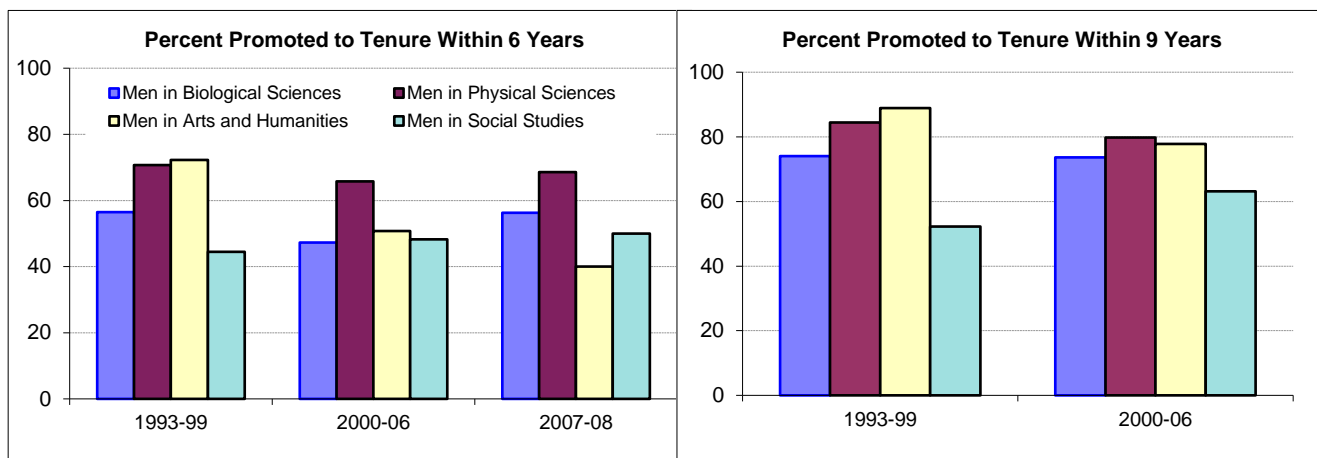


Table 14

Count of Higher-Level Administrative Positions by Gender and Faculty Status

Title Name	2002-03		2010-11		2011-12		2011-12		2013-14		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	%
Chancellor	0	1	1	0	0	1	0	1	1	0	100%
Provost/ Vice Chancellor											
Faculty	0	3	0	3	0	3	0	3	0	3	0%
Non-Faculty	1	2	0	2	0	2	0	2	0	3	0%
Vice Provost/ Associate Vice Chancellor											
Faculty	2	2	0	2	0	4	0	7	0	7	0%
Non-Faculty	0	1	2	5	2	4	4	4	3	6	33%
Assistant Vice Chancellor											
Non-Faculty	3	6	2	4	2	4	4	2	4	3	57%
Academic Deans	2	12	6	7	5	9	6	8	6	7	46%
Associate Dean: Faculty/CHS	13	25	14	29	19	29	14	30	15	27	36%
Assistant Dean: Faculty/CHS	0	0	0	3	0	2	0	2	0	2	0%
Assistant Dean- Non-Faculty											
Large	13	15	16	14	16	15	15	16	15	13	54%
Medium/Large			4	2	5	5	6	5	9	7	56%
Medium	33	16	28	19	26	16	30	14	29	15	66%
Small	8	4	6	3	4	5	3	5	3	4	43%
Associate Dean- Non-Faculty											
Large	7	10	7	8	9	11	11	9	11	8	58%
Medium/Large			3	2	3	2	7	1	6	3	67%
Medium	3	1	3	1	3	2	3	4	3	4	43%
Small	0	0	1	0	1	0	2	0	1	0	100%
Total Higher Level Administrative Positions											
Faculty	17	43	21	44	24	48	20	51	22	46	32%
Non-Faculty	68	55	72	60	71	66	85	62	84	66	56%

SOURCE: IADS, HRS as of October

NOTES: Includes both paid and zero-dollar positions.

Prepared by: Margaret Harrigan, Office of Academic Planning and Institutional Research

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Table 15

Count of Higher-Level Administrative Positions by Minority and Faculty Status

Title Name/Faculty Status	2002-03		2010-11		2011-12		2012-13		2013-14		% Minority
	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	
Chancellor	0	1	0	1	0	1	0	1	0	1	0%
Provost/ Vice Chancellor											
Faculty	0	3	0	3	0	3	0	3	0	3	0%
Non-Faculty	1	2	1	1	1	1	1	1	1	2	33%
Vice Provost/ Associate Vice Chancellor											
Faculty	2	2	0	2	0	4	0	6	2	5	29%
Non-Faculty	0	1	1	6	1	5	1	7	0	9	0%
Assistant Vice Chancellor											
Non-Faculty	3	6	4	2	4	2	5	1	4	3	57%
Dean - Faculty	0	14	1	12	1	13	3	11	2	11	15%
Associate Dean: Faculty/CHS	3	35	4	45	5	43	5	39	3	39	7%
Assistant Dean: Faculty/CHS	1	2	0	3	0	2	0	2	0	2	0%
Assistant Dean- Non-Faculty											
Large	3	25	4	28	4	27	4	27	4	24	14%
Medium/Large			0	6	0	10	1	10	2	14	13%
Medium	15	34	15	34	15	27	15	29	14	30	32%
Small	2	10	2	7	3	6	1	7	1	6	14%
Associate Dean- Non-Faculty											
Large	0	17	1	19	2	18	1	19	1	18	5%
Medium/Large			1	4	2	3	2	6	2	7	22%
Medium	0	4	0	4	0	5	0	7	0	7	0%
Small	0	0	0	1	0	1	0	2	0	1	0%
Total Higher Level											
Faculty	6	57	5	66	6	66	8	62	7	61	10%
Non-Faculty	24	99	29	112	32	105	31	116	29	121	19%

NOTES: Includes both paid and zero-dollar associate vice chancellors, assistant vice chancellors, deans, associate deans, and assistant deans. Minority faculty are those who identify themselves as Black or African American, Asian or Asian American, Native American, or Hispanic.

SOURCE: IADS and HRS EPM OCTJOB as of October

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Prepared by: Margaret Harrigan, Office of Academic Planning and Institutional Research

Table 16

**Number of Full Professor Faculty, Department Chairs and Academic Program Directors
By Gender and Divisional Committee Affiliation**

	2002-03		2010-11		2011-12		2012-13		2013-14		
	# Dept Chair & Acad Prog Dir	Chair/ APD as % of Profs	# Dept Chair & Acad Prog Dir	Chair/ APD as % of Profs	# Dept Chair & Acad Prog Dir	Chair/ APD as % of Profs	# Dept Chair & Acad Prog Dir	Chair/ APD as % of Profs	# of Full Profs	# Dept Chair & Acad Prog Dir	Chair/ APD as % of Profs
Total	186	14%	181	14%	183	15%	190	15%	1290	182	14%
Men	160	15%	117	12%	125	14%	131	14%	952	125	13%
Women	26	10%	64	20%	58	18%	59	18%	338	57	17%
% Women	14%		35%		32%		31%		26%	31%	
Biological Sciences											
Men	60	17%	44	14%	44	14%	48	15%	333	49	15%
Women	3	5%	11	15%	8	10%	9	10%	91	10	11%
Physical Sciences											
Men	36	11%	24	8%	23	8%	24	8%	280	23	8%
Women	1	4%	3	9%	3	9%	3	9%	36	3	8%
Social Studies											
Men	39	15%	30	14%	33	17%	34	17%	199	26	13%
Women	12	13%	22	20%	20	19%	22	21%	105	23	22%
Arts & Humanities											
Men	25	15%	19	13%	25	18%	25	18%	140	27	19%
Women	10	11%	28	26%	27	25%	25	24%	106	21	20%

SOURCE: IADS and HRS frozen slice, October

NOTES: Total faculty is a non-duplicating headcount of full professors. Faculty are assigned to a discipline based on their divisional committee affiliation. Includes both paid and zero-dollar academic program directors and associate or assistant academic program directors. Excludes academic program directors who do not also hold faculty appointments.

Prepared by: Margaret Harrigan, Office of Academic Planning and Institutional Research

07/25/14

Table 17

**Number of Full Professor Faculty, Department Chairs and Academic Program Directors
By Minority Status and Divisional Committee Affiliation**

	2002-03		2010-11		2011-12		2012-13		2013-14		
	# Dept Chair & Acad Prog Dir	Chair, APD as % of Profs	# Dept Chair & Acad Prog Dir	Chair, APD as % of Profs	# Dept Chair & Acad Prog Dir	Chair, APD as % of Profs	# Dept Chair & Acad Prog Dir	Chair, APD as % of Profs	Number of Full Profs	# Dept Chair & Acad Prog Dir	Chair, APD as % of Profs
Total	186	14%	181	14%	183	15%	190	15%	1290	182	14%
Non-minority	167	14%	157	14%	161	15%	167	15%	1098	164	15%
Minority	19	14%	24	14%	22	12%	23	13%	192	18	9%
% Minority	10%		13%		12%		12%		15%	10%	
Biological											
Non-minority	60	16%	51	14%	49	14%	53	15%	376	55	15%
Minority	3	10%	4	9%	3	7%	4	9%	48	4	8%
Physical											
Non-minority	34	11%	24	9%	24	10%	25	10%	253	25	10%
Minority	3	8%	3	5%	2	3%	2	3%	63	1	2%
Social Studies											
Non-minority	49	15%	44	15%	47	18%	50	19%	263	42	16%
Minority	2	6%	8	23%	6	17%	6	17%	41	7	17%
Arts &											
Non-minority	24	11%	38	18%	41	20%	39	19%	206	42	20%
Minority	11	33%	9	26%	11	30%	11	28%	40	6	15%

SOURCE: IADS appointment system frozen slice, October

NOTES: Total faculty is a non-duplicating headcount of full professors. Faculty are assigned to a discipline based on their divisional committee affiliation. Includes both paid and zero-dollar academic program directors and associate or assistant academic program directors. Minority faculty are those who identify themselves as Black, Asian, Pacific Islander, Native American, Hispanic, or two or more races. Excludes academic program directors who do not also hold faculty appointments.

Prepared by: Margaret Harrigan, Office of Academic Planning and Institutional Research

7/25/14