

February 27, 2008

MEMORANDUM

To: Laurie Beth Clark
Patrick Farrell
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 other categories. A list of tables and a brief description of each follows.

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

Tables 1 and 2 replicate tables in the Data Digest with added employment categories. In particular, they divide faculty into those who also hold administrative appointments (such as dean, associate dean, department chair) and those who do not. Academic Staff are 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.).

The number of faculty in 2007 has decreased slightly over the past three years and is slightly more than 1999 (1999 marked the lowest point in over 30 years). Compared to the high point in 1990, faculty positions have declined by almost 250 – from 2444 to 2198. Instructional academic staff numbers have increased 9% since 1999; overall, limited and academic staff positions have expanded by 18%. Classified staff has grown by a much smaller amount – about 6% since 1999. There are 11% more graduate student assistants in 2007 than there were eight years ago.

About 10% of UW faculty members also hold an administrative appointment such as dean or department chair. Women comprise about 29% of the faculty and make up about 30% of faculty with administrative appointments. Eight years ago, women made up only 17% of faculty with administrative appointments. Minorities comprise about 16% of the faculty and 11% of faculty with administrative appointments.

Table 3: 2007 Headcount of Faculty and Staff by Gender and Race/Ethnicity

This shows the number of women and men in each racial/ethnic category, by major employe groups. About 18% of women faculty and 15% of men faculty are members of a minority group. In the limited and academic staff, about 11% of women and 12% of men are minorities. Over one-third of graduate assistants and employees-in-training are members of a minority group (including students and post-docs who are foreign-born).

Table 4: Faculty Headcount by Rank and Gender

Table 5: Faculty Headcount by Rank and Race/Ethnicity

Women and minorities are an increasing percentage of the faculty at UW-Madison. Since 1998, the number of women on the faculty has increased from 22% to 29%; minorities have increased from 11% to 16%. In 1988, fewer than 10% of full professors were women; currently women comprise 23% of full professors. About 42% of assistant professors are women and 28% are minorities in 2007. The number of faculty has increased for each ethnic minority group since 1998, although the number of Black faculty has declined slightly since 2001. Asians constitute over half of all minority faculty at UW-Madison.

Table 6: Women in Science Faculty Hires at UW-Madison 1989-90 through 2007-08

Table 7: Minority Faculty Hires at UW-Madison 1982-83 through 2007-08 and by Whether Hired with Strategic Hiring Funds

These tables show all new faculty hired during the period – both tenured and tenure-track appointments. 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 SHI money is committed when an offer is made – sometimes two years or more before the individual arrives on campus as a new hire. The tables and graphs count new faculty based on the date their faculty employment starts at UW. Thus, although there were no new funds available from fall 2001 until fall 2003, some SHI hires recruited prior to 2001 began employment during the time when no new SHI funds were being allocated.

Since 1990-91, about 34% of all faculty hires and 37% of tenure-track faculty hires have been women. Women comprise about 28% of all faculty members hired in the biological sciences and 20% of those in physical sciences since 1990. 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 largest number of women physical scientists hired in one year was seven. Women make up about 44% of non-science hires at all ranks since 1990.

The Madison Plan, instituted under Chancellor Shalala, allocated funds for hiring minority faculty from 1988-1989 through 1992-93. Since 1988-89, minorities have comprised approximately 20% of all faculty hired. Non-Asian minority faculty are about 8% of all faculty hired since 1988-89, including 77 Blacks, 101 Hispanics, and 17 Native Americans.

Table 8: Faculty Promotions to Tenure by Gender

Table 9: Faculty Promotions to Tenure by Minority Status

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. Promotions are examined at nine years to allow for those who have one or more tenure clock extensions. 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.

On average, about 40% of women and 53% of men are promoted within six years. Within nine years, about 60% of women and 68% of men are promoted to tenure. A significant proportion of

both men and women receive extensions to the tenure clock, although somewhat more women than men are granted an extension.

Promotion rates of minority and non-minority faculty are fairly similar at six years – 45% of minority faculty and 49% of non-minority promoted over the time period analyzed. At nine years, about 58% of minority faculty and 66% of non-minority faculty hired with probationary status have been tenured. However, because there are so few minority faculty hired in any given year, the percent who achieve tenure is subject to large variation. For example, if one more assistant professor hired in 1995-96 had been promoted, the percent promoted to tenure would have increased from 50% to 58.3%. The difference in promotion rates between minority and non-minority faculty is largest for those hired in 1990-91. Excluding faculty hired in that year, 62% of minority faculty and 66% of non-minority faculty received tenure.

Table 10: Count of Higher-Level Administrative Positions by Gender and Faculty Status

Table 11: 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 6% 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 23% of all full professors; minorities make up 11% of all full professors. Of the non-faculty positions, about 55% are held by women and 19% by minorities. In comparison, about 12% of academic and limited staffs are minorities; women make up half of the academic and limited staff.

Table 12: Count of Academic Department Chairs by Gender

Table 13: Count of Academic Department Chairs by Minority Status

In 2007-08, there were 113 department chairs: 30 were women (27%) and 14 were minorities (12%). Note that Nursing, Business, Pharmacy, Nelson Institute, Law, and Human Ecology are units that do not have formal departments and thus cannot have official department chairs. The tables provide the number of women and minority professors in departments (excluding those in non-departmental units) as a reference point. In general, both women and minorities show a similar percent of department chairs and of all full professors in departments.

Table 14: Count of Academic Program Directors by Gender

Table 15: Count of 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 Folklore Program, East Asian Studies Program, Arts Institute, Institute for Research on Poverty, Center for Nanotechnology, and the Waisman Center. Not all programs or centers are headed by an academic program director – there are currently about 260 formally-approved centers or institutes at UW-Madison and only 69 academic program directors. Of the 69 positions in 2007, 19 are held by women (28% of all program directors) and 56 by minorities (7% of all program directors).

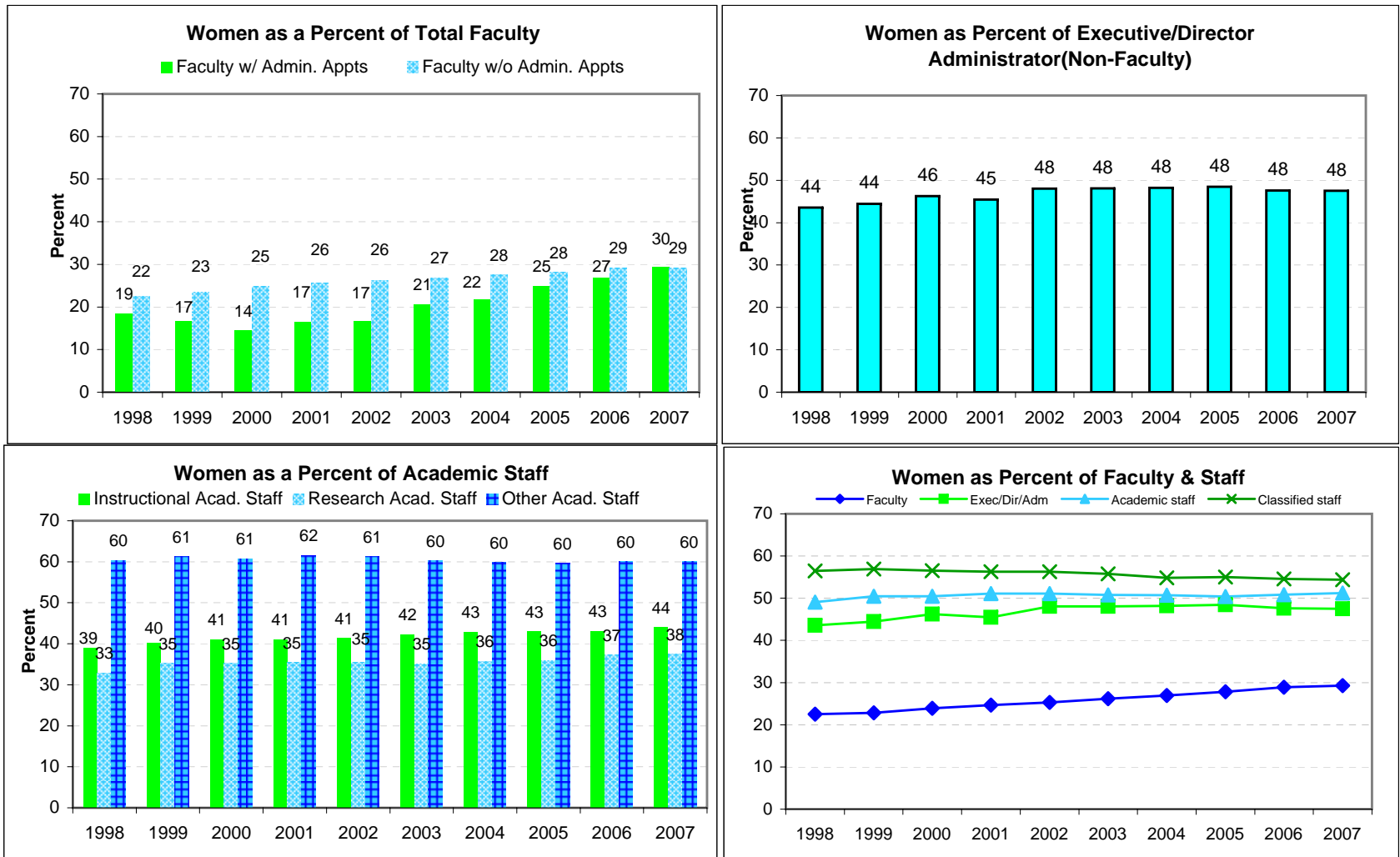
Attachments

cc: Jocelyn Milner, Carla Raatz, Stephen Lund, Eden Inoway-Ronnie, Luis Pinero, Ruby Paredes

Table 1
Headcount of Faculty and Staff by Gender

		1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Faculty	Women	480	484	519	546	563	586	603	617	639	643
	Men	1,654	1,639	1,655	1,667	1,662	1,650	1,635	1,603	1,571	1,555
	Total	2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198
Faculty with Administrative Appointments	Women	20	34	31	36	39	49	51	58	64	67
	Men	88	170	183	182	193	188	184	175	174	160
	Total	108	204	214	218	232	237	235	233	238	227
Faculty without Administrative Appointments	Women	460	450	488	510	524	537	552	559	575	576
	Men	1,556	1,469	1,472	1,485	1,469	1,462	1,451	1,428	1,397	1,395
	Total	2,016	1,919	1,960	1,995	1,993	1,999	2,003	1,987	1,972	1,971
Executive/Director/ Administrator(Non-Faculty)	Women	156	164	172	171	183	187	187	188	179	182
	Men	202	205	200	205	198	202	201	200	197	201
	Total	358	369	372	376	381	389	388	388	376	383
Academic Staff	Women	2,734	2,911	2,995	3,136	3,267	3,277	3,358	3,370	3,401	3,498
	Men	2,837	2,858	2,937	3,001	3,128	3,179	3,263	3,320	3,285	3,328
	Total	5,571	5,769	5,932	6,137	6,395	6,456	6,621	6,690	6,686	6,826
Instructional Academic Staff	Women	705	751	776	763	793	795	836	876	871	901
	Men	1,105	1,122	1,113	1,099	1,123	1,088	1,113	1,162	1,152	1,147
	Total	1,810	1,873	1,889	1,862	1,916	1,883	1,949	2,038	2,023	2,048
Research Doctoral Academic Staff	Women	286	307	325	350	373	383	406	426	439	450
	Men	584	564	599	639	679	707	729	758	739	750
	Total	870	871	924	989	1,052	1,090	1,135	1,184	1,178	1,200
Other Academic Staff	Women	1,743	1,853	1,894	2,023	2,101	2,099	2,116	2,068	2,091	2,147
	Men	1,148	1,172	1,225	1,263	1,326	1,384	1,421	1,400	1,394	1,431
	Total	2,891	3,025	3,119	3,286	3,427	3,483	3,537	3,468	3,485	3,578
Classified Staff	Women	2,752	2,811	2,833	2,876	2,902	2,887	2,872	2,852	2,829	2,843
	Men	2,122	2,128	2,178	2,236	2,252	2,287	2,365	2,333	2,353	2,385
	Total	4,874	4,939	5,011	5,112	5,154	5,174	5,237	5,185	5,182	5,228
Permanent Classified Staff	Women	2,600	2,669	2,717	2,758	2,775	2,754	2,765	2,745	2,718	2,732
	Men	2,029	2,046	2,101	2,157	2,183	2,205	2,269	2,254	2,272	2,305
	Total	4,629	4,715	4,818	4,915	4,958	4,959	5,034	4,999	4,990	5,037
Project Classified Staff	Women	152	142	116	118	127	133	107	107	111	111
	Men	93	82	77	79	69	82	96	79	81	80
	Total	245	224	193	197	196	215	203	186	192	191
Employes-in-Training	Women	251	238	261	275	281	282	314	324	324	325
	Men	456	459	466	437	459	460	485	489	503	482
	Total	707	697	727	712	740	742	799	813	827	807
Graduate Assistants	Women	1,709	1,922	1,913	2,001	2,128	2,243	2,341	2,398	2,310	2,261
	Men	2,451	2,657	2,744	2,794	2,788	2,876	2,881	2,888	2,828	2,822
	Total	4,160	4,579	4,657	4,795	4,916	5,119	5,222	5,286	5,138	5,083
Total	Women	8,082	8,530	8,693	9,005	9,324	9,462	9,675	9,749	9,682	9,752
	Men	9,712	9,946	10,180	10,340	10,487	10,654	10,830	10,833	10,737	10,773
Grand Total	Total	17,794	18,476	18,873	19,345	19,811	20,116	20,505	20,582	20,419	20,525

Table 1
Headcount of Faculty and Staff by Gender



Source: October EEO and IADS 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, University Hospitals & Clinics staff are excluded. Faculty with administrative appointments includes Dean, Associate or Assistant Dean, Department Chair, Academic Program Director, Chancellor, Provost, and Vice Provost. Department chairs included in 1999 and later years. 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 such as Research Specialist. Instructional academic staff increased over 200 in 1998 due to the merger of Physicians Plus Medical Group & the UW Medical Foundation.

Table 2

Headcount of Faculty and Staff by Race/Ethnicity

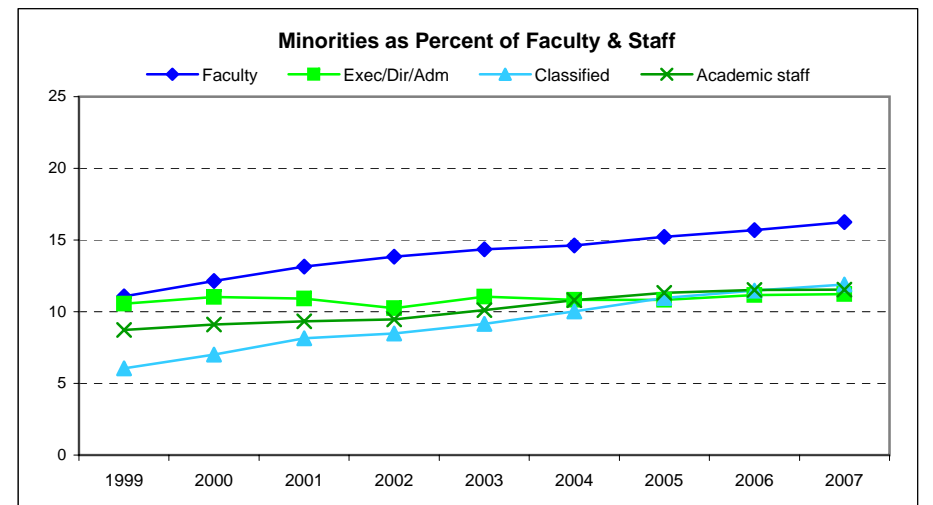
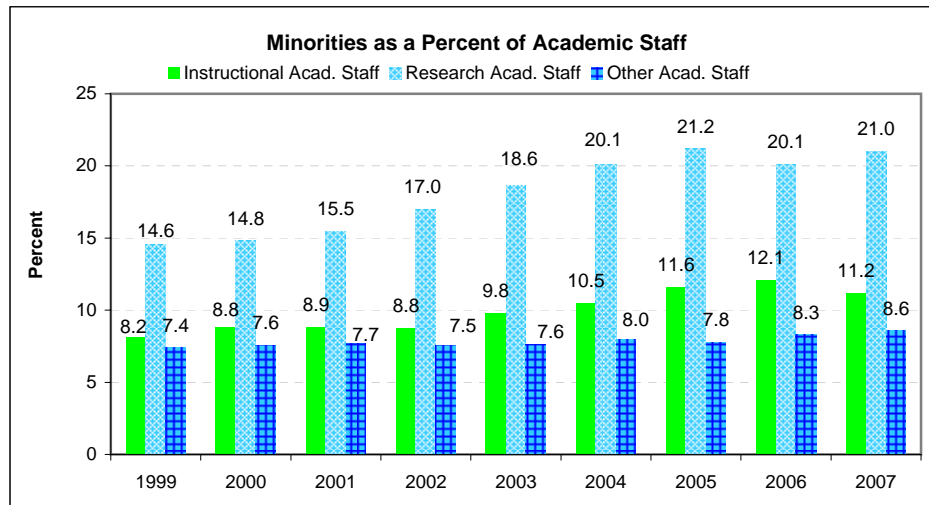
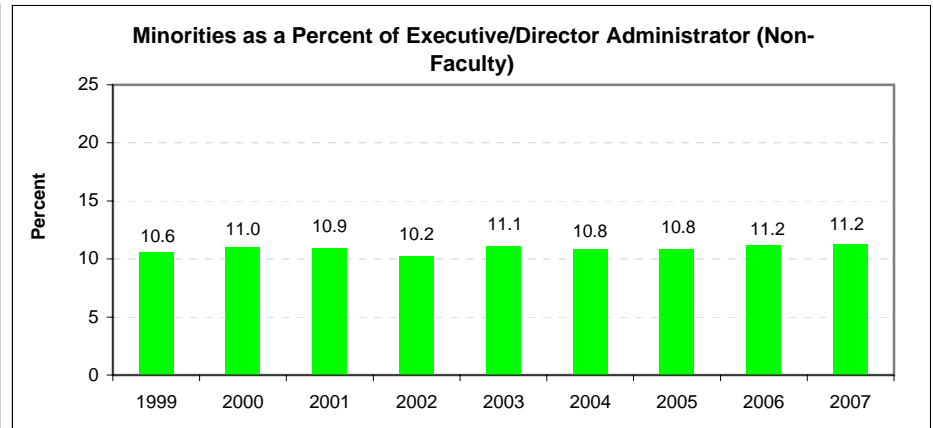
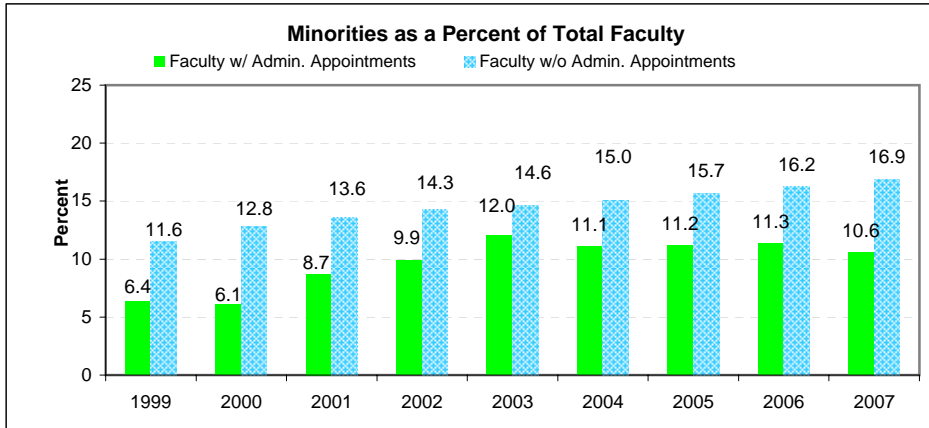
		1999	2000	2001	2002	2003	2004	2005	2006	2007
Faculty	Black	47	53	60	57	55	54	53	53	51
	Asian	128	147	163	176	183	187	198	206	216
	Native American	6	6	8	9	10	11	11	12	13
	Hispanic	54	58	60	66	73	75	76	76	77
	White/other	1,888	1,910	1,922	1,917	1,915	1,911	1,882	1,863	1,841
	Total	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198
Faculty with Administrative Appointments	Black	4	4	7	8	8	6	8	8	8
	Asian	5	4	6	10	14	11	9	12	10
	Native American	1	1	0	0	0	1	1	1	1
	Hispanic	3	4	6	5	7	8	8	6	5
	White/other	191	201	199	209	212	209	207	211	203
	Total	204	214	218	232	241	235	233	238	227
Faculty without Administrative Appointments	Black	43	49	53	49	47	48	45	45	43
	Asian	123	143	157	166	169	176	189	194	206
	Native American	5	5	8	9	10	10	10	11	12
	Hispanic	51	54	54	61	66	67	68	70	72
	White/other	1,697	1,709	1,723	1,708	1,703	1,702	1,675	1,652	1,638
	Total	1,919	1,960	1,995	1,993	1,995	2,003	1,987	1,972	1,971
Executive/Director/ Administrator(Non-Faculty)	Black	25	26	23	22	24	21	19	18	20
	Asian	1	1	2	3	5	5	4	5	5
	Native American	2	3	4	2	2	2	3	3	2
	Hispanic	11	11	12	12	12	14	16	16	16
	White/other	330	331	335	342	346	346	346	334	340
	Total	369	372	376	381	389	388	388	376	383
Academic Staff	Black	84	87	92	79	81	92	94	110	111
	Asian	280	316	325	367	410	444	481	495	509
	Native American	24	26	24	24	22	29	29	28	33
	Hispanic	116	111	131	135	140	150	153	137	134
	White/other	5,265	5,392	5,565	5,790	5,803	5,906	5,933	5,916	6,039
	Total	5,769	5,932	6,137	6,395	6,456	6,621	6,690	6,686	6,826
Instructional Academic Staff	Black	25	27	26	24	27	29	28	34	34
	Asian	80	93	84	87	106	117	140	153	142
	Native American	6	7	5	3	2	6	6	5	6
	Hispanic	42	40	50	54	50	53	62	52	47
	White/other	1,720	1,722	1,697	1,748	1,698	1,744	1,802	1,779	1,819
	Total	1,873	1,889	1,862	1,916	1,883	1,949	2,038	2,023	2,048
Research Academic Staff	Black	3	4	4	5	5	6	9	7	9
	Asian	106	113	126	150	168	196	209	202	214
	Native American	2	3	2	2	2	2	1	1	1
	Hispanic	16	17	21	22	28	24	32	27	28
	White/other	744	787	836	873	887	907	933	941	948
	Total	871	924	989	1,052	1,090	1,135	1,184	1,178	1,200
Other Academic Staff	Black	56	56	62	50	49	57	57	69	68
	Asian	94	110	115	130	136	131	132	140	153
	Native American	16	16	17	19	18	21	22	22	26
	Hispanic	58	54	60	59	62	73	59	58	59
	White/other	2,801	2,883	3,032	3,169	3,218	3,255	3,198	3,196	3,272
	Total	3,025	3,119	3,286	3,427	3,483	3,537	3,468	3,485	3,578

Table 2

Headcount of Faculty and Staff by Race/Ethnicity (continued)

		1999	2000	2001	2002	2003	2004	2005	2006	2007
Classified Staff	Black	127	115	128	130	126	135	128	127	127
	Asian	90	117	125	134	162	162	184	194	206
	Native American	20	20	20	15	20	18	20	18	20
	Hispanic	62	99	143	158	165	210	236	255	269
	White/other	4640	4660	4696	4717	4701	4712	4617	4588	4606
	Total	4,939	5,011	5,112	5,154	5,174	5,237	5,185	5,182	5,228
Permanent Classified Staff	Black	118	109	124	126	122	128	124	123	126
	Asian	80	108	118	130	150	153	173	188	199
	Native American	19	18	19	15	20	17	19	16	19
	Hispanic	59	92	137	149	157	205	229	247	264
	White/other	4,439	4,491	4,517	4,538	4,510	4,531	4,454	4,416	4,429
	Total	4,715	4,818	4,915	4,958	4,959	5,034	4,999	4,990	5,037
Project Classified Staff	Black	9	6	4	4	4	7	4	4	1
	Asian	10	9	7	4	12	9	11	6	7
	Native American	1	2	1	0	0	1	1	2	1
	Hispanic	3	7	6	9	8	5	7	8	5
	White/other	201	169	179	179	191	181	163	172	177
	Total	224	193	197	196	215	203	186	192	191
Employes-in-Training	Black	9	18	12	11	8	5	9	9	14
	Asian	196	205	210	220	239	275	264	269	272
	Native American	3	3	2	1	1	1	1	1	1
	Hispanic	23	28	29	32	37	37	39	47	46
	White/other	466	473	459	476	457	481	500	501	474
	Total	697	727	712	740	742	799	813	827	807
Graduate Assistants	Black	136	111	119	121	125	148	141	125	146
	Asian	1,093	1,209	1,305	1,347	1,414	1,422	1,389	1,324	1,252
	Native American	24	11	22	22	26	24	29	29	27
	Hispanic	243	216	217	233	251	258	280	264	274
	White/other	3,068	3,088	3,132	3,193	3,303	3,370	3,447	3,396	3,384
	Total	4,564	4,635	4,795	4,916	5,119	5,222	5,286	5,138	5,083
Total	Black	428	410	434	420	419	455	444	442	469
	Asian	1,788	1,995	2,130	2,247	2,413	2,495	2,520	2,493	2,460
	Native American	79	69	80	73	81	85	93	91	96
	Hispanic	509	523	592	636	678	744	800	795	816
	White/other	15,657	15,854	16,109	16,435	16,525	16,726	16,725	16,598	16,684
	Total	18,461	18,851	19,345	19,811	20,116	20,505	20,582	20,419	20,525

Table 2
Headcount of Faculty and Staff by Race/Ethnicity (continued)



Source: October EEO and IADS data.

Notes:

1. Non-duplicating headcount reported: An individual who holds multiple appointments is counted only once. If the individual holds more than one category of appointment, that person is reported under the first appointment category that applies, according to the order given in the table. For example, an individual with both instructional academic staff and other academic staff appointments is shown as instructional academic staff.
2. LTEs, student and unclassified hourly workers, University Hospitals & Clinics staff are excluded.
3. Faculty with administrative appointments includes Dean, Associate or Assistant Dean, Department Chair, Academic Program Director, Chancellor, Vice Chancellor, and Associate Vice Chancellor.
4. 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 such as Research Specialist.

Table 3

2007 Headcount of Faculty and Staff by Gender and Race/Ethnicity

	Faculty	Executive/ Director/ Administrator	Instructional Academic Staff	Other Academic Staff	Classified Staff	Employes- in-Training	Graduate Assistants	Total
Women								
Black	22	11	9	40	64	8	82	236
Asian	58	4	67	170	114	84	510	1,007
Native American	6	0	4	18	11	1	13	53
Hispanic	31	6	18	49	120	23	141	388
White/other	526	161	803	2,320	2,534	209	1,515	8,068
Total	643	182	901	2,597	2,843	325	2,261	9,752
Men								
Black	29	9	25	37	63	6	64	233
Asian	158	1	75	197	92	188	742	1,453
Native American	7	2	2	9	9	0	14	43
Hispanic	46	10	29	38	149	23	133	428
White/other	1,315	179	1,016	1,900	2,072	265	1,869	8,616
Total	1,555	201	1,147	2,181	2,385	482	2,822	10,773
Total	2,198	383	2,048	4,778	5,228	807	5,083	20,525

Source: October IADS data. Notes: Non-duplicating headcount reported- see technical note 8. LTEs, Student and Unclassified hourly workers excluded. "White/other" includes people who chose not to report their race/ethnicity.

Table 4

Faculty Headcount by Rank and Gender

		1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Professor	Women	212	225	233	262	269	275	283	291	298	303
	Men	1,157	1,143	1,127	1,103	1,098	1,084	1,060	1,044	1,019	1,012
Associate Professor	Women	138	125	125	107	101	106	110	113	135	137
	Men	295	283	266	267	250	257	253	244	259	264
Assistant Professor	Women	129	134	161	177	193	204	210	213	202	202
	Men	200	213	262	296	314	309	319	315	294	279
Instructor	Women	1	0	0	0	0	1	0	0	3	1
	Men	2	0	0	1	0	0	3	0	0	0
Total Faculty	Women	480	484	519	546	563	586	603	617	638	643
	Men	1,654	1,639	1,655	1,667	1,662	1,650	1,635	1,603	1,572	1,555
Total		2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198
<i>Women Faculty as Percent of Total</i>		22.5	22.8	23.9	24.7	25.3	26.2	26.9	27.8	28.9	29.3

SOURCE: October EEO and IADS data.

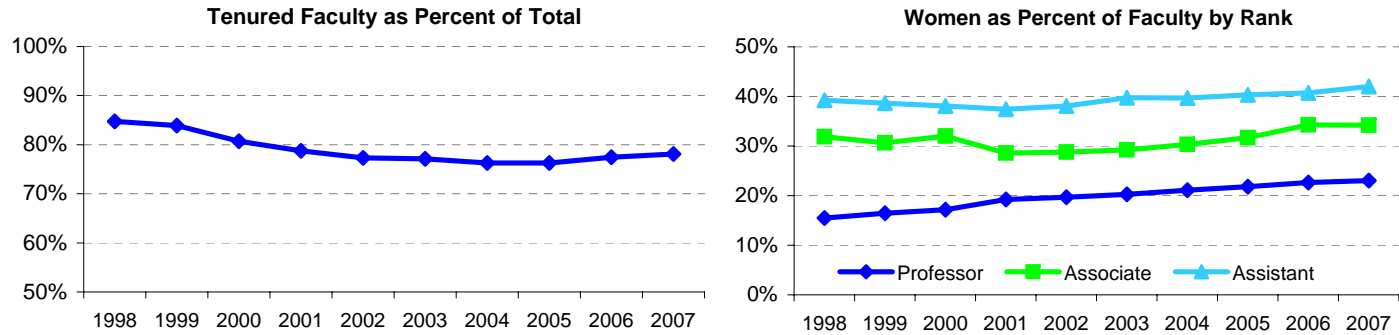


Table 5
Faculty Headcount by Rank and Race/Ethnicity

		1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Professor	Black	18	19	18	21	24	24	25	26	27	27
	Asian	54	55	57	63	67	71	71	77	79	87
	American Indian	2	3	3	3	3	3	3	3	3	3
	Hispanic	27	27	29	35	38	38	37	35	32	29
	White/Other	1,268	1,264	1,253	1,243	1,235	1,223	1,207	1,194	1,176	1,169
Associate Professor	Black	14	12	11	12	10	11	10	7	5	6
	Asian	32	32	31	30	31	30	33	39	51	51
	American Indian	1	1	1	1	1	1	1	3	5	5
	Hispanic	14	13	13	8	9	11	10	11	14	16
	White/Other	372	350	335	323	300	310	309	297	319	323
Assistant Professor	Black	15	16	23	27	23	20	18	20	21	18
	Asian	34	41	59	70	78	82	83	82	76	78
	American Indian	1	2	2	4	5	6	7	5	4	5
	Hispanic	13	14	17	18	19	24	28	30	30	32
	White/Other	266	274	322	354	382	381	393	391	365	348
Instructor	Black	0	0	0	0	0	0	1	0	0	0
	Asian	1	0	0	0	0	0	0	0	0	0
	American Indian	0	0	0	0	0	0	0	0	0	0
	Hispanic	0	0	0	0	0	0	0	0	0	0
	White/Other	2	0	0	1	0	1	2	0	3	1
Total Faculty	Black	47	47	52	60	57	55	54	53	53	51
	Asian	121	128	147	163	176	183	187	198	206	216
	American Indian	4	6	6	8	9	10	11	11	12	13
	Hispanic	54	54	59	61	66	73	75	76	76	77
	White/Other	1,908	1,888	1,910	1,921	1,917	1,915	1,911	1,882	1,863	1,841
	Total	2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198
Percent	Black	2.2	2.2	2.4	2.7	2.6	2.5	2.4	2.4	2.4	2.3
	Asian	5.7	6.0	6.8	7.4	7.9	8.2	8.4	8.9	9.3	9.8
	American Indian	0.2	0.3	0.3	0.4	0.4	0.4	0.5	0.5	0.5	0.6
	Hispanic	2.5	2.5	2.7	2.8	3.0	3.3	3.4	3.4	3.4	3.5
		<i>Minority Faculty as Percent of Total</i>	10.6	11.1	12.1	13.2	13.8	14.4	14.6	15.2	15.7

SOURCE: October IADS data.

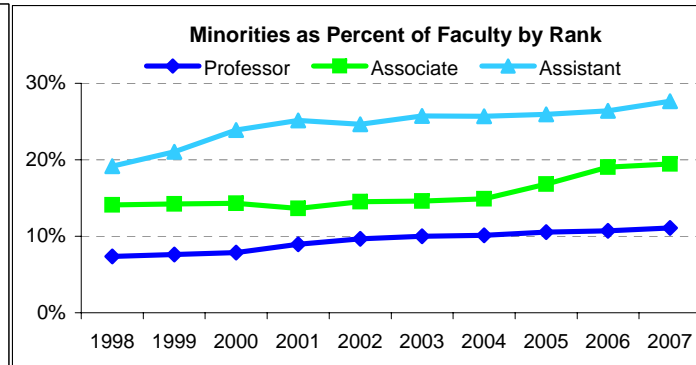
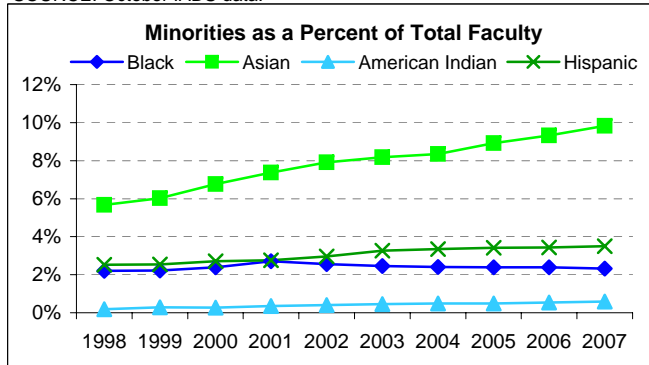


Table 6

**Women in Science Faculty Hires at UW-Madison 1989-90 through 2007-08
and by Whether Hired with Strategic Hiring Initiative (SHI) Funds**

	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	
Total Faculty Hired	143	127	113	91	71	77	69	86	98	134	157	156	123	99	97	106	113	104	
Men	110	82	82	66	43	57	47	49	61	91	99	109	80	54	63	63	68	66	
Women	33	45	31	25	28	20	22	37	37	43	57	47	43	45	34	43	45	38	
Percent Women	23%	35%	27%	27%	39%	26%	32%	43%	38%	32%	36%	30%	35%	45%	35%	41%	40%	37%	
Total Hired in Physical or Biological Sciences																			
Men	56	44	45	44	28	36	31	28	28	57	51	60	56	33	35	44	43	46	
Women	13	9	8	9	14	10	5	13	17	18	22	16	19	24	17	11	20	15	
Percent Women	19%	17%	15%	17%	33%	22%	14%	32%	38%	24%	30%	21%	25%	42%	33%	20%	32%	25%	
Women funded by SHI								6	14	9	8	3	0	2	3	4	6	3	
SHI as % of All Women								46%	82%	50%	36%	19%	0%	8%	18%	36%	30%	20%	
Physical Sciences																			
Men	20	14	11	11	8	10	10	9	13	28	22	22	22	10	13	17	23	17	
Women	7	3	0	2	2	3	1	2	5	5	5	3	7	5	7	2	7	2	
Women funded by SHI								2	5	1	3	1	0	1	1	0	2	1	
SHI as % of All Women								100%	100%	20%	60%	33%	0%	20%	14%	0%	29%	50%	
Biological Sciences																			
Men	36	30	34	33	20	26	21	19	15	29	29	38	34	23	22	27	20	29	
Women	6	6	8	7	12	7	4	11	12	13	17	13	12	19	10	9	13	13	
Women funded by SHI								4	9	8	5	2	0	1	2	4	4	2	
SHI as % of All Women								36%	75%	62%	29%	15%	0%	5%	20%	44%	31%	15%	

NOTES: Faculty hiring data and SHI data are preliminary for 2007-08.

The Science categories used for these tables were developed for UW's Women in Science and Engineering Leadership Institute (WISELI). Departments included in Biological Sciences for this analysis: Agronomy, Animal Science, Bacteriology, Biochemistry, Dairy Science, Entomology, Environmental Toxicology, Food Toxicology, Food Science, Forest Ecology & Management, Genetics, Horticulture, Nutritional Sciences, Plant Pathology, Wildlife Ecology, Kinesiology (other than Dance), Botany, Zoology, Communicative Disorders, Nelson Institute for Environmental Studies, Pharmacy, and all Veterinary Medicine and Medical School departments. Nursing is not included. Physical Sciences departments include Astronomy, Mathematics, Atmospheric & Oceanic Sciences, Physics, all College of Engineering departments, Biological Systems Engineering, Soil Science, Statistics, Geology & Geophysics, Chemistry, and Computer Science.

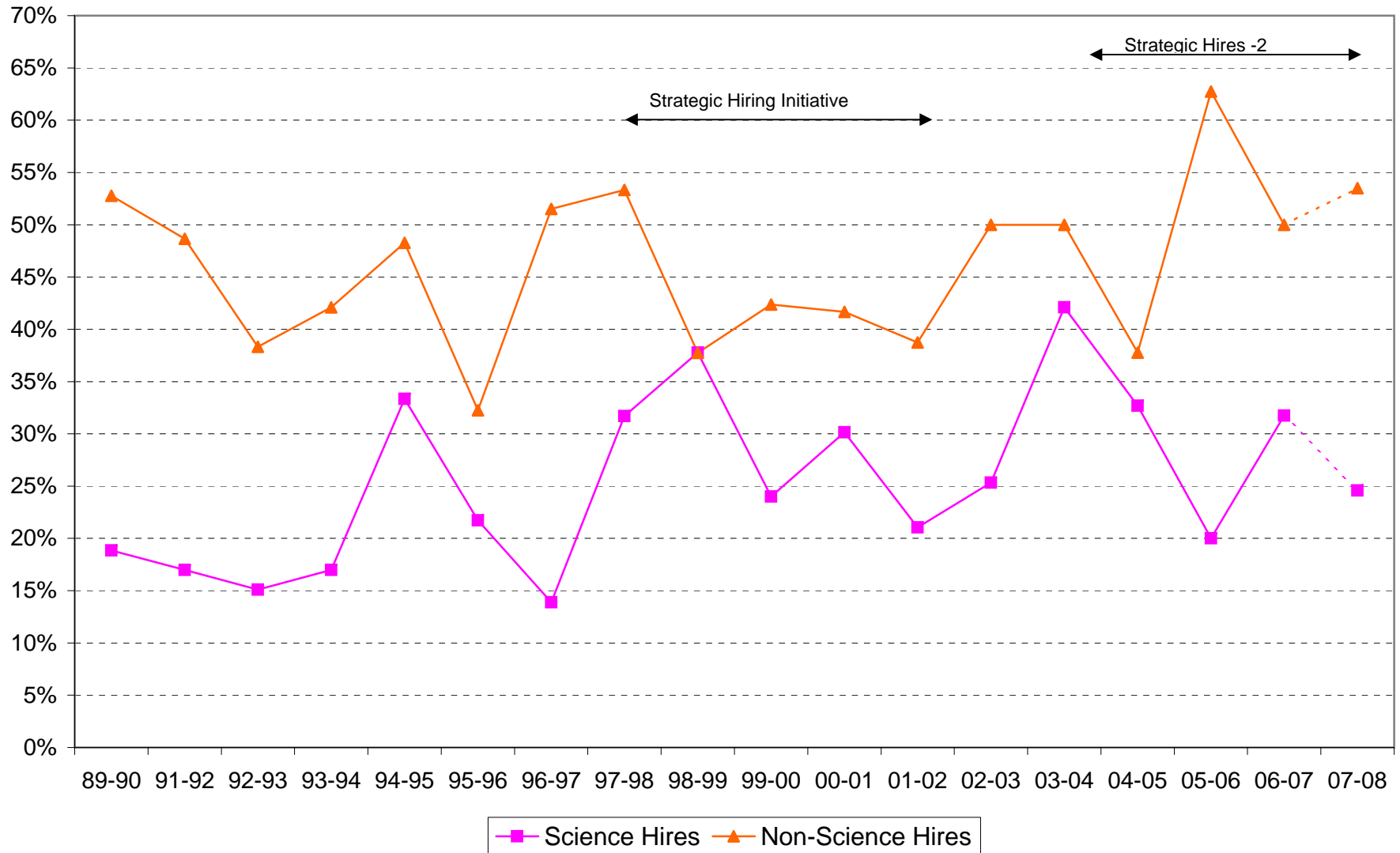
From 1997-98 through 2007-08, 51 women faculty were hired using Women in Science Funds through the Strategic Hiring Initiative (SHI). An additional 7 women hired in the Biological Sciences and funded through Diversity, Dual Career Couple or Anna Julia Cooper Fellow SHI are included in the counts of SHI hires above. Those hired with SHI funds holding non-faculty positions such as visiting professor are not included. 36 women hired with SHI funds are in departments not considered as Biological or Physical Sciences here and are not included in the SHI counts above. The SHI counts do not include faculty hired under the Cluster Hires Initiative.

SOURCE: IADS appointment data system

02/25/08

Table 6

Women Faculty Hires as Percent of Science and Non-Science Faculty Hires



NOTE: 2007-087 numbers are preliminary, based on faculty entered into the personnel system as of 2/8/2008.

Table 7

Minority Faculty Hires at UW-Madison 1982-83 through 2007-08 and by Whether Hired with Strategic Hiring Funds

Year of Hire	Total Faculty Hired	Minority Faculty Hired							Minority Faculty Hired with Strategic Hiring Initiative Funds					Faculty Hired with Strategic Hiring Funds as Percent of Minority Faculty Hired				
		Black	Asian	American Indian	Hispanic	Total	Percent Minority	Black	Asian	American Indian	Hispanic	Total	Black	Asian	American Indian	Hispanic	Total	
1982-83	105	0	5	0	3	8	8%											
1983-84	141	2	9	0	4	15	11%											
1984-85	148	2	7	2	1	12	8%											
1985-86	199	1	8	0	3	12	6%											
1986-87	92	2	2	0	2	6	7%											
1987-88	117	0	6	1	3	10	9%											
1988-89	196	4	9	2	13	28	14%											
1989-90	149	7	7	2	9	25	17%											
1990-91	143	5	18	0	3	26	18%											
1991-92	127	7	8	1	8	24	19%											
1992-93	113	3	5	2	3	13	12%											
1993-94	91	0	12	0	2	14	15%											
1994-95	71	2	4	0	3	9	13%											
1995-96	77	2	10	1	0	13	17%											
1996-97	69	2	5	0	4	11	16%											
1997-98	86	3	17	0	2	22	26%	3	4	0	1	8	100%	24%	--	50%	36%	
1998-99	98	6	9	0	4	19	19%	5	1	0	3	9	83%	11%	--	75%	47%	
1999-00	134	3	14	2	4	23	17%	2	1	2	2	7	67%	7%	100%	50%	30%	
2000-01	156	9	28	0	5	42	27%	6	5	0	1	12	67%	18%	--	20%	29%	
2001-02	156	7	29	2	4	42	27%	3	1	0	0	4	43%	3%	0%	0%	10%	
2002-03	123	3	18	1	2	24	20%	1	0	0	1	2	33%	0%	0%	50%	8%	
2003-04	99	0	14	2	9	25	25%	0	0	1	0	1	--	0%	50%	0%	4%	
2004-05	97	5	13	0	5	23	24%	3	0	0	2	5	60%	0%	--	--	22%	
2005-06	106	2	12	0	10	24	23%	1	2	0	3	6	50%	17%	--	30%	25%	
2006-07	113	4	18	1	4	27	24%	2	1	0	0	3	50%	6%	--	0%	11%	
2007-08	104	3	17	1	6	27	26%	1	2	0	1	4	33%	12%	--	17%	15%	

NOTES: Hiring and SHI data for 2007-08 are preliminary, based on data records through February 15, 2008.

Faculty hired with Strategic Hiring Initiative (SHI) Funds includes 16 individuals hired as Anna Julia Cooper Fellows who later became faculty and 34 faculty hired as Diversity hires from 1997-98 through 2007-08. Twelve Asian, 1 Black and 4 Hispanic faculty were hired with other SHI funds (Dual Career Couple and Women in Science) and are included in the strategic hiring fund hire totals above. Faculty hired with Madison Plan funding (adopted in 1988 to increase minority faculty hires) are not included under SHI above. The SHI counts also do not include faculty hired under the Cluster Hires Initiative.

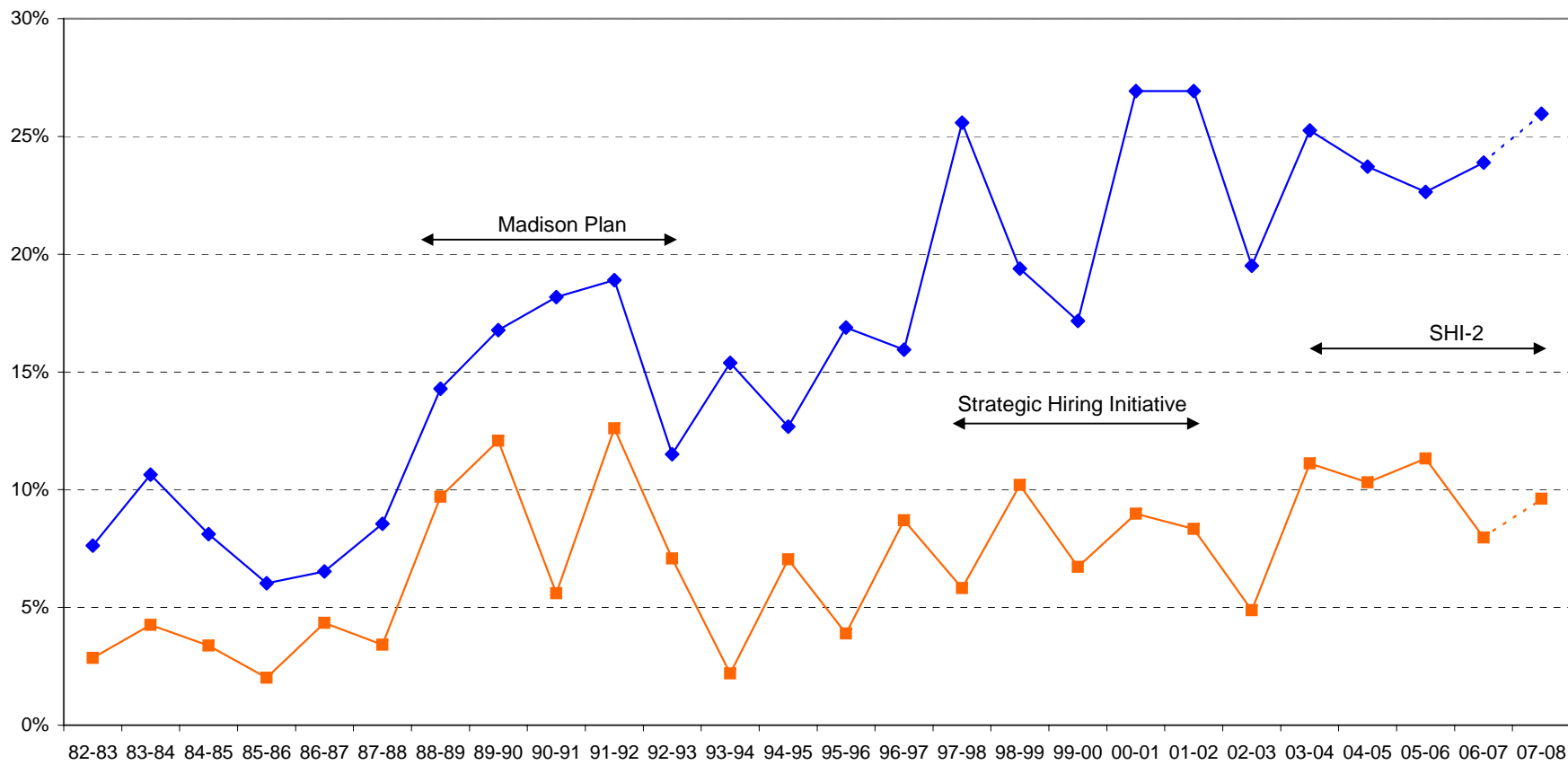
SOURCE: IADS appointment data system (faculty hired 1995-2007), UW-Madison Tenure file (hired 1982-1995). Excludes faculty transferred from Extension July 1985.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis

2/25/08

Table 7

Minority Faculty Hires as Percent of all Faculty Hires



Note: 2007-08 data is preliminary.

◆ All minority ■ Non-Asian minority

Table 8

Faculty Promotions to Tenure by Gender

Entering Cohort	Women					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
1988-89	61	23	37.7	32	52.5	88	47	53.4	62	70.5
1989-90	44	16	36.4	27	61.4	75	41	54.7	47	62.7
1990-91	31	14	45.2	20	64.5	85	35	41.2	50	58.8
1991-92	36	15	41.7	22	61.1	56	29	51.8	38	67.9
1992-93	26	13	50.0	17	65.4	56	33	58.9	38	67.9
1993-94	22	12	54.5	16	72.7	45	31	68.9	38	84.4
1994-95	24	8	33.3	13	54.2	35	16	45.7	23	65.7
1995-96	20	6	30.0	9	45.0	37	19	51.4	26	70.3
1996-97	14	6	42.9	8	57.1	40	24	60.0	29	72.5
1997-98	29	13	44.8	20	69.0	32	19	59.4	22	68.8
1998-99	34	13	38.2	20	58.8	49	26	53.1	32	65.3
1999-00	36	13	36.1			72	35	48.6		
2000-01	48	21	43.8			75	38	50.7		
2001-02	40	14	35.0			79	42	53.2		
Average	33.2	13.4	40.2	18.5	59.8	58.9	31.1	52.8	36.8	67.7

Source: UW Madison Tenure file and IADS Note: Includes only those individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Six faculty hired between 1990-91 and 1997-98 still held probationary appointments after more than nine years.

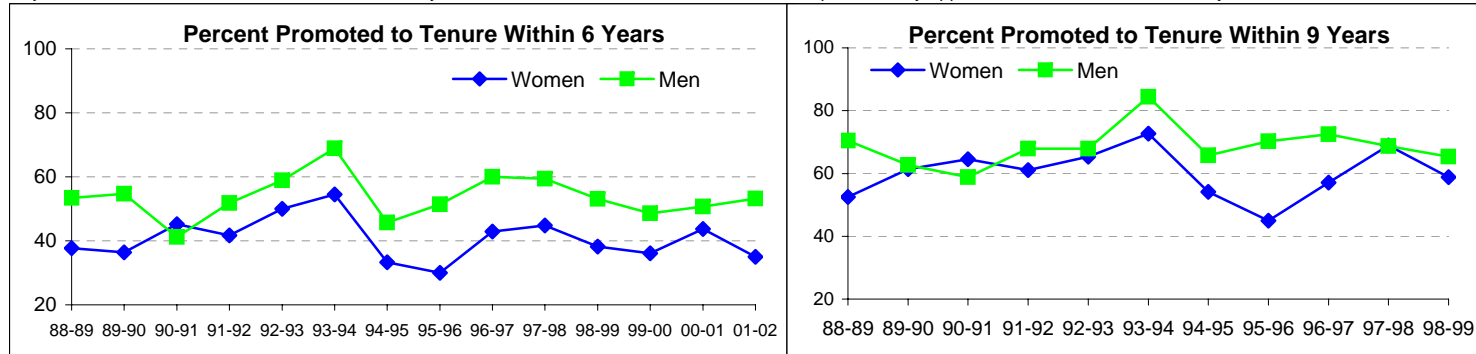


Table 9

Faculty Promotions to Tenure by Minority Status

Entering Cohort	Minority					Non-Minority				
	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
1988-89	20	12	60.0	16	80.0	129	58	45.0	78	60.5
1989-90	17	8	47.1	9	52.9	102	49	48.0	65	63.7
1990-91	23	4	17.4	8	34.8	93	45	48.4	62	66.7
1991-92	18	9	50.0	11	61.1	74	35	47.3	49	66.2
1992-93	11	5	45.5	7	63.6	71	41	57.7	48	67.6
1993-94	10	7	70.0	8	80.0	57	36	63.2	46	80.7
1994-95	9	3	33.3	5	55.6	50	21	42.0	31	62.0
1995-96	12	5	41.7	6	50.0	45	20	44.4	29	64.4
1996-97	11	6	54.5	7	63.6	43	24	55.8	30	69.8
1997-98	17	8	47.1	9	52.9	44	24	54.5	33	75.0
1998-99	18	8	44.4	10	55.6	65	31	47.7	42	64.6
1999-00	22	8	36.4			86	40	46.5		
2000-01	38	20	52.6			85	39	45.9		
2001-02	32	14	43.8			87	42	48.3		
Average	18.4	8.4	45.3	8.6	57.8	73.6	36.1	49.0	46.6	66.4

Source: UW Madison Tenure file and IADS 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, or Native American. Whites and those who choose not to report race or ethnicity are reported as non-minority. Six faculty hired between 1990-91 and 1997-98 still held probationary appointments after 9 years.

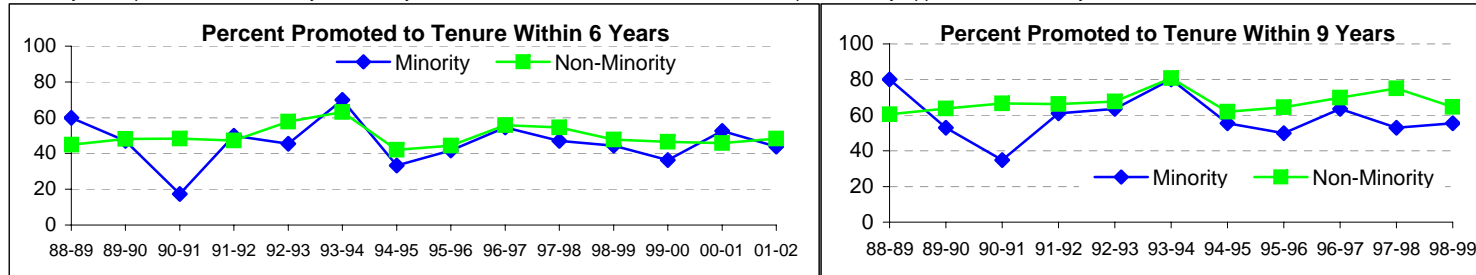


Table 10

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

Title Name	2002-03		2003-04		2004-05		2005-06		2006-07		2007-08		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	% Women
Chancellor	0	1	0	1	0	1	0	1	0	1	0	1	0%
Provost/ Vice Chancellor													
Faculty	0	3	0	3	0	3	0	3	0	2	0	3	0%
Non-Faculty	1	2	1	2	1	2	1	1	0	1	0	1	0%
Vice Provost/ Associate Vice Chancellor													
Faculty	2	2	3	2	3	2	3	1	0	1	2	2	50%
Non-Faculty	0	1	1	2	1	2	2	2	2	2	2	3	40%
Assistant Vice Chancellor													
Non-Faculty	3	6	3	5	3	5	2	4	2	4	2	4	33%
Academic Deans	2	12	3	12	3	11	4	10	5	9	5	9	36%
Associate Dean - Faculty or CHS	13	27	14	24	14	27	13	31	14	33	14	27	34%
Assistant Dean - Faculty or CHS	0	3	0	3	0	3	0	3	0	4	0	3	0%
Assistant Dean- Non-Faculty													
Large	13	14	13	13	11	14	12	14	11	15	12	14	46%
Medium	31	16	30	18	30	14	28	17	28	15	24	12	67%
Small	6	4	7	3	9	5	8	3	9	3	8	3	73%
Associate Dean- Non-Faculty													
Large	7	10	5	10	5	9	5	9	6	9	7	10	41%
Medium	3	1	4	1	4	1	4	2	4	3	5	3	63%
Small	0	0	2	0	2	0	1	0	1	0	1	0	100%
Total Higher Level Administrative Positions													
Faculty	17	48	20	45	20	47	20	49	19	50	21	45	32%
Non-Faculty	64	54	66	54	66	52	63	52	63	52	61	50	55%

SOURCE: IADS October Frozen Appointment Data view

NOTES: Includes both paid and zero-dollar positions. Dean positions do not include individuals in the dean of students office.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis

2/19/08

TABLE 11
Count of Higher-Level Administrative Positions by Minority and Faculty Status

Title Name/Faculty Status	2002-03		2003-04		2004-05		2005-06		2006-07		2007-08		% Minority
	Minority	Non-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	1	0%
Provost/ Vice Chancellor													
Faculty	0	3	0	3	0	3	0	3	0	3	0	3	0%
Non-Faculty	1	2	1	2	2	1	1	1	1	0	1	0	100%
Vice Provost/ Associate Vice Chancellor													
Faculty	2	2	1	4	0	5	0	4	0	3	0	3	0%
Non-Faculty	0	1	0	3	0	3	0	4	0	4	0	4	0%
Assistant Vice Chancellor													
Non-Faculty	3	6	3	5	3	5	3	3	3	3	3	3	50%
Dean - Faculty	0	14	0	15	1	13	1	13	1	13	1	13	7%
Associate Dean-Faculty or CHS	3	35	3	33	4	35	3	39	3	44	3	38	7%
Assistant Dean-Faculty or CHS	1	2	1	2	0	3	0	3	0	4	0	3	0%
Assistant Dean - Non-Faculty													
Large	3	24	3	23	3	22	3	23	3	23	4	22	15%
Medium	14	33	14	34	12	32	13	32	15	28	12	24	33%
Small	1	9	2	8	3	11	1	10	1	11	1	10	9%
Associate Dean- Non-Faculty													
Large	0	17	0	15	0	14	0	14	0	15	0	17	0%
Medium	0	4	0	5	0	5	0	6	0	7	0	8	0%
Small	0	0	0	2	0	2	0	1	0	1	0	1	0%
Total Higher Level Administrative Positions													
Faculty	6	57	5	58	5	60	4	63	4	68	4	61	6%
Non-Faculty	22	96	23	97	23	95	21	94	23	92	21	89	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, Asian, Native American, or Hispanic. Does not include the dean of students office.

Table 12

Number of Full Professor Faculty and Department Chairs By Gender and Discipline

	2002-03		2003-04		2004-05		2005-06		2006-07		2007-08		
	# of Dept Chairs	Dept Chairs as % of Profs	# of Dept Chairs	Dept Chairs as % of Profs	# of Dept Chairs	Dept Chairs as % of Profs	# of Dept Chairs	Dept Chairs as % of Profs	# of Dept Chairs	Dept Chairs as % of Profs	# of Full Profs in Depts	# of Dept Chairs	Dept Chairs as % of Profs
Total	112	9%	113	9%	113	9%	112	9%	115	10%	1206	113	9%
Men	96	9%	95	9%	98	10%	91	9%	86	9%	940	83	9%
Women	16	7%	18	8%	15	6%	21	8%	29	11%	266	30	11%
% Women	14%		16%		13%		19%		25%		22%	27%	
Biological Sciences													
Men	46	11%	45	11%	45	11%	44	11%	43	11%	389	40	10%
Women	1	2%	2	3%	2	3%	3	4%	5	7%	78	7	9%
% Women	2%		4%		4%		6%		10%		17%	15%	
Physical Sciences													
Men	18	6%	18	6%	18	6%	15	5%	15	5%	284	13	5%
Women	1	4%	1	4%	1	3%	4	14%	5	19%	27	7	26%
% Women	5%		5%		5%		21%		25%		9%	35%	
Social Sciences													
Men	19	9%	18	9%	18	10%	17	9%	16	9%	173	18	10%
Women	6	8%	7	9%	7	9%	7	9%	9	11%	78	6	8%
% Women	24%		28%		28%		29%		36%		31%	25%	
Arts & Humanities													
Men	13	7%	14	8%	17	11%	15	10%	12	8%	145	12	8%
Women	8	10%	8	9%	5	6%	7	8%	10	11%	95	10	11%
% Women	38%		36%		23%		32%		45%		40%	45%	

SOURCE: IADS appointment system frozen slice, October data

NOTES: Total faculty is a non-duplicating headcount of full professors. Excludes faculty who are in schools without departments (Business, IES, Pharmacy, Nursing, Law, Human Ecology). Faculty by discipline will not sum to total, since faculty with tenure in more than one department are counted in each department in which they hold tenure (excluding 0% tenure appointments). Faculty members are assigned to a discipline based on their tenure department (not divisional committee affiliation). Thus, all faculty in the department of Biochemistry are shown in the Biological Sciences area. The vast majority of department chairs also hold the rank of full professor. However, in any year, a small percentage of department chairs (e.g., 7 chairs, or 6% of total in 2002) hold the rank of associate professor.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis

2/7/08

Table 13

Number of Full Professor Faculty and Department Chairs By Minority Status and Discipline

	2002-03		2003-04		2004-05		2005-06		2006-07		2007-08		
	# of Dept Chairs	Dept Chairs as % of Profs	# of Dept Chairs	Dept Chairs as % of Profs	# of Dept Chairs	Dept Chairs as % of Profs	# of Dept Chairs	Dept Chairs as % of Profs	# of Dept Chairs	Dept Chairs as % of Profs	# of Full Profs in Depts	# of Dept Chairs	Dept Chairs as % of Profs
Total	112	9%	113	9%	113	9%	112	9%	115	10%	1206	113	9%
Non-minority	100	9%	99	9%	101	9%	97	9%	98	9%	1071	99	9%
Minority	12	10%	14	11%	12	9%	15	11%	17	13%	135	14	10%
% Minority	11%		12%		11%		13%		15%		11%	12%	
Biological Sciences													
Non-minority	44	10%	43	10%	42	10%	42	10%	41	10%	424	41	10%
Minority	3	9%	4	11%	5	14%	5	13%	7	17%	41	6	15%
% Minority	6%		9%		11%		11%		15%		9%	13%	
Physical Sciences													
Non-minority	17	6%	17	6%	18	6%	15	5%	16	6%	271	16	6%
Minority	2	5%	2	5%	1	3%	4	10%	4	10%	41	4	10%
% Minority	11%		11%		5%		21%		20%		13%	20%	
Social Sciences													
Non-minority	23	9%	22	9%	23	10%	22	10%	23	10%	221	23	10%
Minority	2	7%	3	9%	2	6%	2	6%	2	7%	30	1	3%
% Minority	8%		12%		8%		8%		8%		12%	4%	
Arts & Humanities													
Non-minority	16	7%	17	8%	18	8%	18	9%	18	9%	211	19	9%
Minority	5	15%	5	16%	4	13%	4	14%	4	14%	29	3	10%
% Minority	24%		23%		18%		18%		18%		12%	14%	

SOURCE: IADS appointment system frozen slice, October

NOTES: Total faculty is a non-duplicating headcount of full professors. Excludes faculty who are in schools without departments (Business, IES, Pharmacy, Nursing, Law, Human Ecology). Faculty by discipline will not sum to total, since faculty with tenure in more than one department are counted in each department in which they hold tenure (excluding 0% tenure appointments). Faculty members are assigned to a discipline based on their tenure department (not divisional committee affiliation). Thus, all faculty in the department of Biochemistry are shown in the Biological Sciences area. The vast majority of department chairs also hold the rank of full professor. However, in any year, a small percentage of department chairs (e.g., 7 chairs, or 6% of total in 2002) hold the rank of associate professor. Minority faculty are those who report themselves as Black, Hispanic, Asian or Native American. Non-Minority faculty includes Whites and those who choose not to report their heritage.

prepared by: Margaret Harrigan, Office of Academic Planning and Analysis

2/19/08

Table 14

Number of Full Professor Faculty and Academic Program Directors By Gender and Divisional Committee Affiliation

	2002-03		2003-04		2004-05		2005-06		2006-07		2007-08		
	Number of Acad Program Dirs	APD as % of Profs	Number of Acad Program Dirs	APD as % of Profs	Number of Acad Program Dirs	APD as % of Profs	Number of Acad Program Dirs	APD as % of Profs	Number of Acad Program Dirs	APD as % of Profs	Number of Full Profs	Number of Acad Program Dirs	APD as % of Profs
Total	67	5%	72	5%	72	5%	74	6%	73	6%	1315	69	5%
Men	59	5%	60	6%	55	5%	56	5%	57	6%	1012	50	5%
Women	8	3%	12	4%	17	6%	18	6%	16	5%	303	19	6%
% Women	12%		17%		24%		24%		22%		23%	28%	
Biological Sciences													
Men	15	4%	13	4%	15	4%	15	4%	15	4%	342	14	4%
Women	2	4%	2	3%	2	3%	1	2%	1	2%	67	0	0%
Physical Sciences													
Men	15	5%	18	6%	18	6%	18	6%	18	6%	295	12	4%
Women	0	0%	0	0%	0	0%	0	0%	0	0%	26	0	0%
Social Studies													
Men	18	7%	16	6%	10	4%	12	5%	12	5%	225	13	6%
Women	4	4%	6	6%	8	8%	8	8%	7	7%	101	8	8%
Arts & Humanities													
Men	11	7%	13	8%	12	8%	11	7%	12	8%	150	11	7%
Women	2	2%	4	4%	7	7%	9	9%	8	8%	109	11	10%

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. Excludes five male academic program directors without faculty status.

prepared by: Margaret Harrigan, Office of Academic Planning and Analysis 02/19/08

Table 15

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

	2002-03		2003-04		2004-05		2005-06		2006-07		2007-08		
	Number of Acad Program Dirs	APD as % of Profs	Number of Acad Program Dirs	APD as % of Profs	Number of Acad Program Dirs	APD as % of Profs	Number of Acad Program Dirs	APD as % of Profs	Number of Acad Program Dirs	APD as % of Profs	Number of Full Program Profs	Number of Acad Program Dirs	APD as % of Profs
Total	67	5%	72	5%	72	5%	74	6%	73	6%	1315	69	5%
Non-minority	61	5%	64	5%	65	5%	67	6%	67	6%	1169	64	5%
Minority	6	5%	8	6%	7	5%	7	5%	6	4%	146	5	3%
% Minority	9%		11%		10%		9%		8%		11%	7%	
Biological Sciences													
Non-minority	17	5%	15	4%	17	4%	16	4%	16	4%	372	14	4%
Minority	0	0%	0	0%	0	0%	0	0%	0	0%	37	0	0%
Physical Sciences													
Non-minority	14	5%	15	5%	15	5%	15	5%	15	5%	275	11	4%
Minority	1	3%	3	8%	3	8%	3	7%	3	7%	46	1	2%
Social Studies													
Non-minority	21	6%	21	7%	18	6%	19	6%	19	6%	296	19	6%
Minority	1	4%	1	3%	0	0%	1	3%	1	3%	30	2	7%
Arts & Humanities													
Non-minority	9	4%	13	6%	15	7%	17	8%	17	8%	226	20	9%
Minority	4	13%	4	13%	4	13%	3	9%	2	6%	33	2	6%

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, Native American, or Hispanic. Excludes five non-minority academic program directors who do not also hold faculty appointments.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis

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