

March 12, 2009

MEMORANDUM

To: Steve Stern
Damon Williams
Julie Underwood
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, or academic program director) 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 2008 has decreased slightly over the past four 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 over 250 – from 2444 to 2178. Instructional academic staff numbers have increased 14% since 1999; overall, limited and academic staff positions have expanded by 20%. Classified staff has grown by a much smaller amount – about 7% since 1999. There are 9% more graduate student assistants in 2008 than there were nine years ago.

About 11% of UW faculty members also hold an administrative appointment such as dean or department chair. Women comprise about 30% of the current faculty and make up about 32% of faculty with administrative appointments. Nine years ago, women made up only 17% of faculty with administrative appointments. Minorities comprise about 17% of the faculty and 10% of faculty with administrative appointments. In 1999, 11% of faculty members were minorities; 6% of faculty with administrative appointments were Black, Asian, Hispanic, or Native American.

Women as a percent of the Academic Staff and classified staff have remained fairly constant over the past decade. Minority representation in the academic staff, executive/administrative staff, and classified staff has increased somewhat in the past ten years. Minority representation in the classified staff has about doubled in the past 10 years – from 6% in 1999 to 12% in 2008.

Table 3: 2008 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 16% of men faculty are members of a minority group. In the limited and academic staff, about 11% of women and 13% 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 1999, the number of women on the faculty has increased from 23% to 30%; minorities have increased from 11% to 17%. In 1987, fewer than 10% of full professors were women; currently women comprise 24% of full professors. About 42% of assistant professors are women and 26% are minorities in 2008. The number of faculty has increased for each ethnic minority group since 1999, although the number of Black faculty has declined slightly since 2001. Asians constitute over half of all minority faculty at UW-Madison.

Table 6 and Figure 1: Women in Science Faculty Hires 1982-83 through 2008-09

Table 7 and Figure 2: Minority Faculty Hires 1982-83 through 2008-09

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 19% 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. Together with the SHI, these programs provided funds to increase faculty diversity at UW-Madison. Since 1988-89, minorities have comprised approximately 20% of all faculty hired. In the past ten years, about 24% of faculty hires were members of a minority group; non-Asian minority faculty comprised about 9% of all faculty hired in past decade.

Table 8: Faculty Promotions to Tenure by Gender

Table 9: Faculty Promotions to Tenure by Minority Status

Table 10: Faculty Promotions to Tenure by Gender and 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 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. Faculty members hired between 1990-91 and 2002-03 are included in this analysis.

On average, about 42% of women and 55% of men are promoted within six years. Within nine years, about 64% of women and 70% of men are promoted to tenure. A significant proportion of both men and women receive tenure clock extensions, although somewhat more women than men are granted an extension.

Promotion rates of minority and non-minority faculty are fairly similar at six years – 49% of minority faculty and 51% of non-minority promoted over the time period analyzed. At nine years, about 62% of minority faculty and 69% 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%.

Male non-minority faculty have the highest promotion rate within nine years – 72% over the time period shown. In contrast, 65% of female non-minority, 63% of male minority, and 60% of female minority faculty are promoted within 9 years. Promotion rates differ by divisional affiliation: about half of Social Studies probationary faculty achieved tenure within 9 years, compared to three-fourths of faculty in the other divisions. Even controlling for differences by division, minority faculty are somewhat less likely to achieve tenure within nine years.

Table 11: Count of Higher-Level Administrative Positions by Gender and Faculty Status

Table 12: Count of Higher-Level Administrative Positions by Minority & Faculty Status

About 34% of higher-level administrative positions occupied by faculty are held by women and 4% 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 24% of all full professors; minorities make up 12% 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 about half of the academic and limited staff.

Table 13: Count of Academic Department Chairs and Academic Program Directors by Gender
Table 14: 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 Folklore Program, Dance Program, East Asian Studies Program, Arts Institute, Institute for Research on Poverty, Center for Nanotechnology, and the Waisman Center. Because the role of academic program director is often very similar to department chair, these titles are combined for these tables. In October 2008, 187 faculty members held a department chair or academic program director title. Of these leadership positions, 55 (29%) were occupied by women and 19 (10%) by minorities.

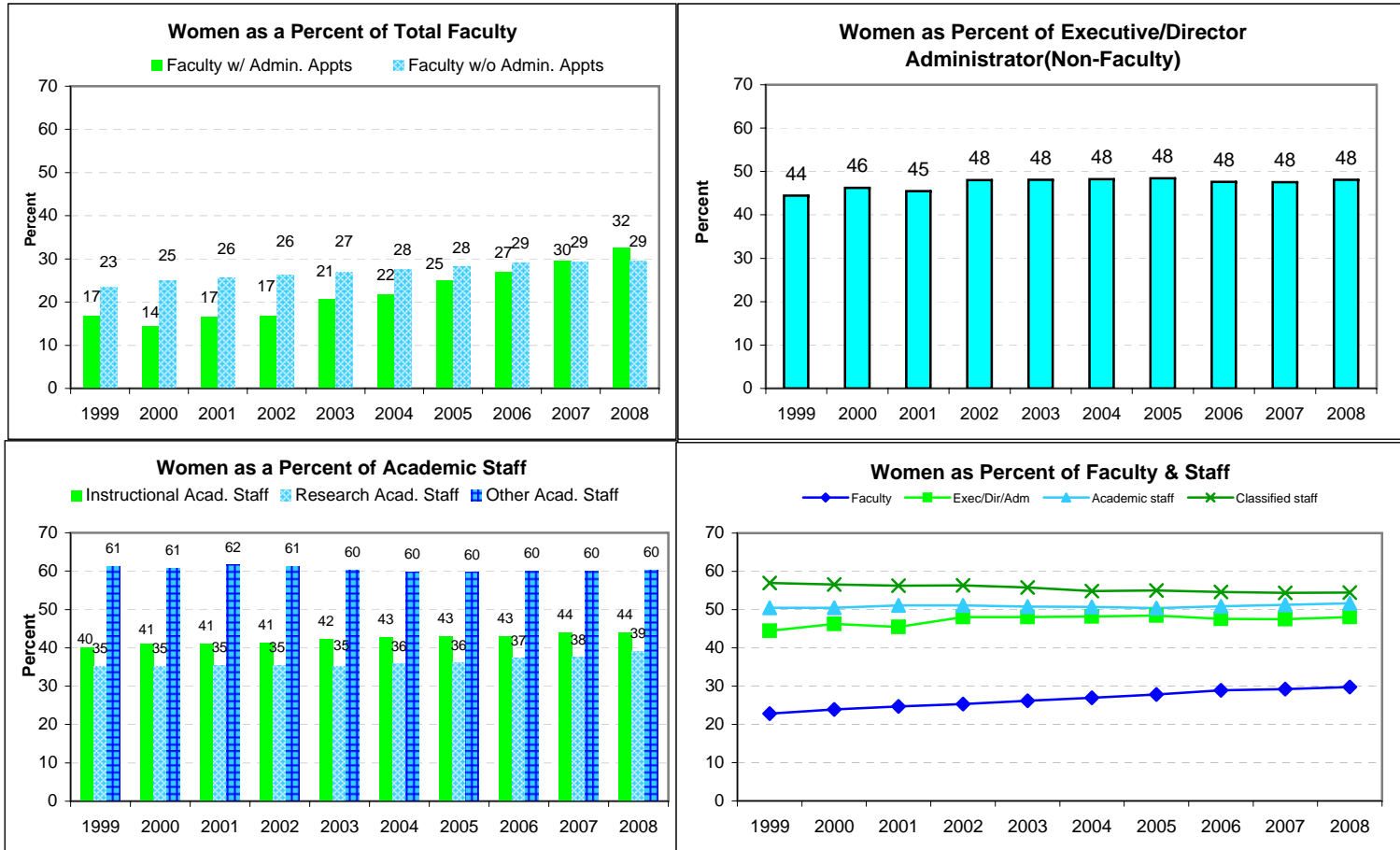
Attachments

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

Table 1
Headcount of Faculty and Staff by Gender

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Faculty	Women	484	519	546	563	586	603	617	639	643	648
	Men	1,639	1,655	1,667	1,662	1,650	1,635	1,603	1,571	1,555	1,530
	Total	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198	2,178
Faculty with Administrative Appointments	Women	34	31	36	39	49	51	58	64	67	76
	Men	170	183	182	193	188	184	175	174	160	158
	Total	204	214	218	232	237	235	233	238	227	234
Faculty without Administrative Appointments	Women	450	488	510	524	537	552	559	575	576	572
	Men	1,469	1,472	1,485	1,469	1,462	1,451	1,428	1,397	1,395	1,372
	Total	1,919	1,960	1,995	1,993	1,999	2,003	1,987	1,972	1,971	1,944
Executive/Director/Administrator(Non-Faculty)	Women	164	172	171	183	187	187	188	179	182	186
	Men	205	200	205	198	202	201	200	197	201	201
	Total	369	372	376	381	389	388	388	376	383	387
Academic Staff	Women	2,911	2,995	3,136	3,267	3,277	3,358	3,370	3,401	3,498	3,609
	Men	2,858	2,937	3,001	3,128	3,179	3,263	3,320	3,285	3,328	3,376
	Total	5,769	5,932	6,137	6,395	6,456	6,621	6,690	6,686	6,826	6,985
Instructional Academic Staff	Women	751	776	763	793	795	836	876	871	901	942
	Men	1,122	1,113	1,099	1,123	1,088	1,113	1,162	1,152	1,147	1,197
	Total	1,873	1,889	1,862	1,916	1,883	1,949	2,038	2,023	2,048	2,139
Research Doctoral Academic Staff	Women	307	325	350	373	383	406	426	439	450	467
	Men	564	599	639	679	707	729	758	739	750	728
	Total	871	924	989	1,052	1,090	1,135	1,184	1,178	1,200	1,195
Other Academic Staff	Women	1,853	1,894	2,023	2,101	2,099	2,116	2,068	2,091	2,147	2,200
	Men	1,172	1,225	1,263	1,326	1,384	1,421	1,400	1,394	1,431	1,451
	Total	3,025	3,119	3,286	3,427	3,483	3,537	3,468	3,485	3,578	3,651
Classified Staff	Women	2,811	2,833	2,876	2,902	2,887	2,872	2,852	2,829	2,843	2,866
	Men	2,128	2,178	2,236	2,252	2,287	2,365	2,333	2,353	2,385	2,399
	Total	4,939	5,011	5,112	5,154	5,174	5,237	5,185	5,182	5,228	5,265
Permanent Classified Staff	Women	2,669	2,717	2,758	2,775	2,754	2,765	2,745	2,718	2,732	2,738
	Men	2,046	2,101	2,157	2,183	2,205	2,269	2,254	2,272	2,305	2,317
	Total	4,715	4,818	4,915	4,958	4,959	5,034	4,999	4,990	5,037	5,055
Project Classified Staff	Women	142	116	118	127	133	107	107	111	111	128
	Men	82	77	79	69	82	96	79	81	80	82
	Total	224	193	197	196	215	203	186	192	191	210
Employes-in-Training	Women	238	261	275	281	282	314	324	324	325	361
	Men	459	466	437	459	460	485	489	503	482	507
	Total	697	727	712	740	742	799	813	827	807	868
Graduate Assistants	Women	1,922	1,913	2,001	2,128	2,243	2,341	2,398	2,310	2,261	2,279
	Men	2,657	2,744	2,794	2,788	2,876	2,881	2,888	2,828	2,822	2,728
	Total	4,579	4,657	4,795	4,916	5,119	5,222	5,286	5,138	5,083	5,007
Total	Women	8,530	8,693	9,005	9,324	9,462	9,675	9,749	9,682	9,752	9,949
	Men	9,946	10,180	10,340	10,487	10,654	10,830	10,833	10,737	10,773	10,741
Grand Total	Total	18,476	18,873	19,345	19,811	20,116	20,505	20,582	20,419	20,525	20,690

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

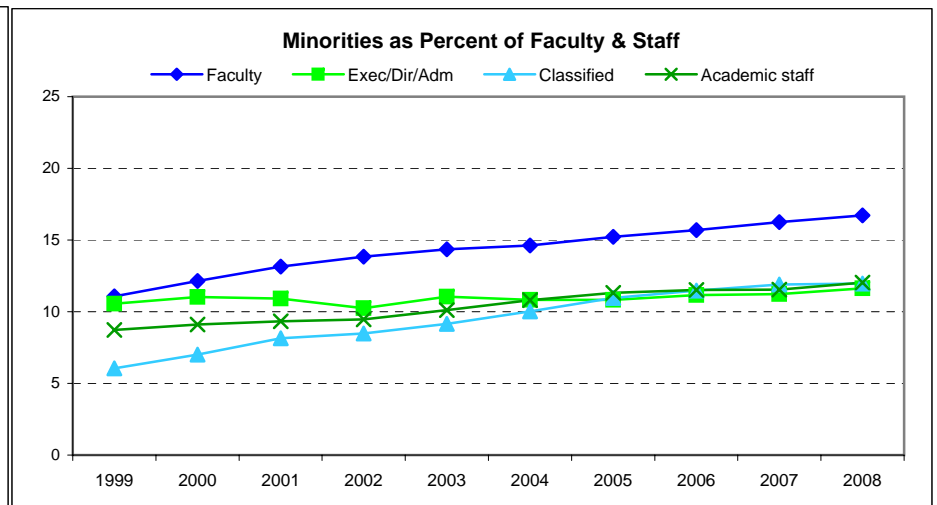
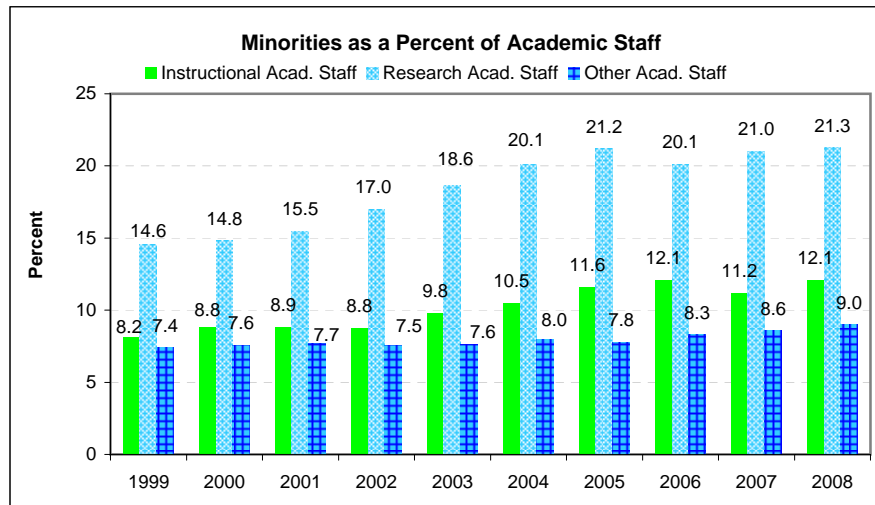
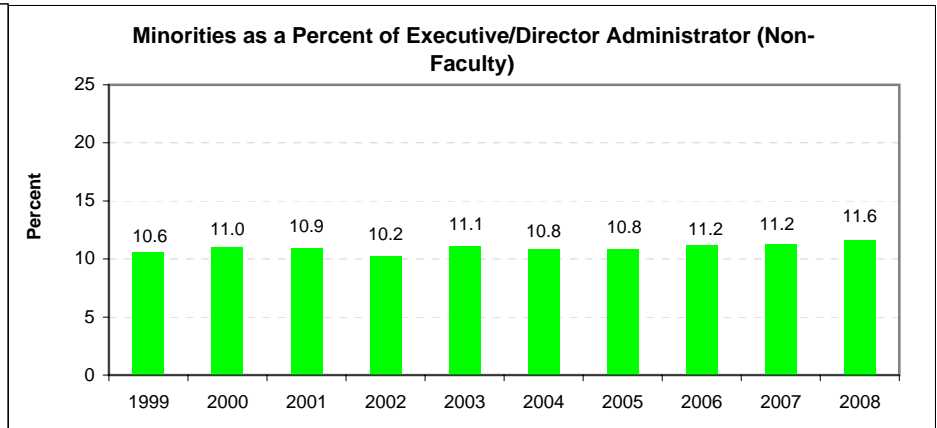
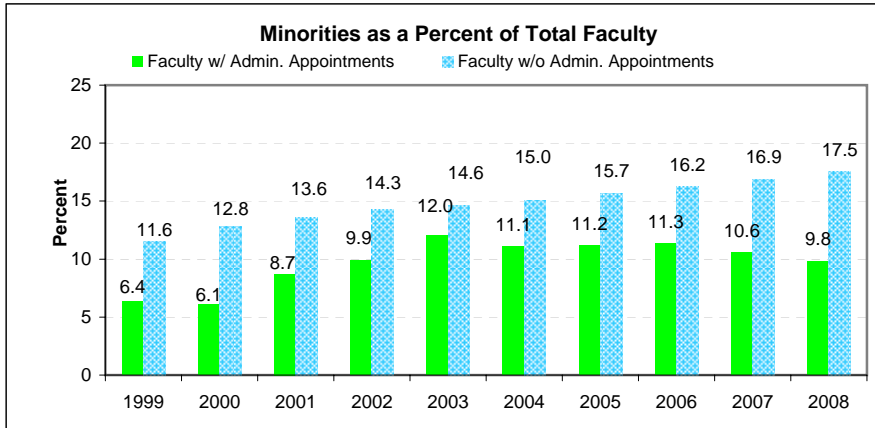
		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Faculty	Black	47	53	60	57	55	54	53	53	51	48
	Asian	128	147	163	176	183	187	198	206	216	226
	Native American	6	6	8	9	10	11	11	12	13	13
	Hispanic	54	58	60	66	73	75	76	76	77	77
	White/other	1,888	1,910	1,922	1,917	1,915	1,911	1,882	1,863	1,841	1,814
	Total	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198	2,178
Faculty with Administrative Appointments	Black	4	4	7	8	8	6	8	8	8	4
	Asian	5	4	6	10	14	11	9	12	10	14
	Native American	1	1	0	0	0	1	1	1	1	1
	Hispanic	3	4	6	5	7	8	8	6	5	4
	White/other	191	201	199	209	212	209	207	211	203	211
	Total	204	214	218	232	241	235	233	238	227	234
Faculty without Administrative Appointments	Black	43	49	53	49	47	48	45	45	43	44
	Asian	123	143	157	166	169	176	189	194	206	212
	Native American	5	5	8	9	10	10	10	11	12	12
	Hispanic	51	54	54	61	66	67	68	70	72	73
	White/other	1,697	1,709	1,723	1,708	1,703	1,702	1,675	1,652	1,638	1,603
	Total	1,919	1,960	1,995	1,993	1,995	2,003	1,987	1,972	1,971	1,944
Executive/Director/ Administrator(Non-Faculty)	Black	25	26	23	22	24	21	19	18	20	21
	Asian	1	1	2	3	5	5	4	5	5	6
	Native American	2	3	4	2	2	2	3	3	2	2
	Hispanic	11	11	12	12	12	14	16	16	16	16
	White/other	330	331	335	342	346	346	346	334	340	342
	Total	369	372	376	381	389	388	388	376	383	387
Academic Staff	Black	84	87	92	79	81	92	94	110	111	109
	Asian	280	316	325	367	410	444	481	495	509	548
	Native American	24	26	24	24	22	29	29	28	33	36
	Hispanic	116	111	131	135	140	150	153	137	134	147
	White/other	5,265	5,392	5,565	5,790	5,803	5,906	5,933	5,916	6,039	6,145
	Total	5,769	5,932	6,137	6,395	6,456	6,621	6,690	6,686	6,826	6,985
Instructional Academic Staff	Black	25	27	26	24	27	29	28	34	34	33
	Asian	80	93	84	87	106	117	140	153	142	163
	Native American	6	7	5	3	2	6	6	5	6	9
	Hispanic	42	40	50	54	50	53	62	52	47	53
	White/other	1,720	1,722	1,697	1,748	1,698	1,744	1,802	1,779	1,819	1,881
	Total	1,873	1,889	1,862	1,916	1,883	1,949	2,038	2,023	2,048	2,139
Research Academic Staff	Black	3	4	4	5	5	6	9	7	9	6
	Asian	106	113	126	150	168	196	209	202	214	219
	Native American	2	3	2	2	2	2	1	1	1	2
	Hispanic	16	17	21	22	28	24	32	27	28	27
	White/other	744	787	836	873	887	907	933	941	948	941
	Total	871	924	989	1,052	1,090	1,135	1,184	1,178	1,200	1,195
Other Academic Staff	Black	56	56	62	50	49	57	57	69	68	70
	Asian	94	110	115	130	136	131	132	140	153	166
	Native American	16	16	17	19	18	21	22	22	26	25
	Hispanic	58	54	60	59	62	73	59	58	59	67
	White/other	2,801	2,883	3,032	3,169	3,218	3,255	3,198	3,196	3,272	3,323
	Total	3,025	3,119	3,286	3,427	3,483	3,537	3,468	3,485	3,578	3,651

Table 2

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

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Classified Staff	Black	127	115	128	130	126	135	128	127	127	130
	Asian	90	117	125	134	162	162	184	194	206	215
	Native American	20	20	20	15	20	18	20	18	20	15
	Hispanic	62	99	143	158	165	210	236	255	269	270
	White/other	4640	4660	4696	4717	4701	4712	4617	4588	4606	4635
	Total	4,939	5,011	5,112	5,154	5,174	5,237	5,185	5,182	5,228	5,265
Permanent Classified Staff	Black	118	109	124	126	122	128	124	123	126	129
	Asian	80	108	118	130	150	153	173	188	199	209
	Native American	19	18	19	15	20	17	19	16	19	14
	Hispanic	59	92	137	149	157	205	229	247	264	264
	White/other	4,439	4,491	4,517	4,538	4,510	4,531	4,454	4,416	4,429	4,439
	Total	4,715	4,818	4,915	4,958	4,959	5,034	4,999	4,990	5,037	5,055
Project Classified Staff	Black	9	6	4	4	4	7	4	4	1	1
	Asian	10	9	7	4	12	9	11	6	7	6
	Native American	1	2	1	0	0	1	1	2	1	1
	Hispanic	3	7	6	9	8	5	7	8	5	6
	White/other	201	169	179	179	191	181	163	172	177	196
	Total	224	193	197	196	215	203	186	192	191	210
Employes-in-Training	Black	9	18	12	11	8	5	9	9	14	23
	Asian	196	205	210	220	239	275	264	269	272	302
	Native American	3	3	2	1	1	1	1	1	1	0
	Hispanic	23	28	29	32	37	37	39	47	46	37
	White/other	466	473	459	476	457	481	500	501	474	506
	Total	697	727	712	740	742	799	813	827	807	868
Graduate Assistants	Black	136	111	119	121	125	148	141	125	146	140
	Asian	1,093	1,209	1,305	1,347	1,414	1,422	1,389	1,324	1,252	1,216
	Native American	24	11	22	22	26	24	29	29	27	27
	Hispanic	243	216	217	233	251	258	280	264	274	261
	White/other	3,068	3,088	3,132	3,193	3,303	3,370	3,447	3,396	3,384	3,363
	Total	4,564	4,635	4,795	4,916	5,119	5,222	5,286	5,138	5,083	5,007
Total	Black	428	410	434	420	419	455	444	442	469	471
	Asian	1,788	1,995	2,130	2,247	2,413	2,495	2,520	2,493	2,460	2,513
	Native American	79	69	80	73	81	85	93	91	96	93
	Hispanic	509	523	592	636	678	744	800	795	816	808
	White/other	15,657	15,854	16,109	16,435	16,525	16,726	16,725	16,598	16,684	16,805
	Total	18,461	18,851	19,345	19,811	20,116	20,505	20,582	20,419	20,525	20,690

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

2008 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	20	11	10	36	64	13	76	230
Asian	60	5	82	186	120	94	523	1,070
Native American	6	0	7	17	7	0	14	51
Hispanic	33	7	22	53	125	17	141	398
White/other	529	163	821	2,375	2,550	237	1,525	8,200
Total	648	186	942	2,667	2,866	361	2,279	9,949
Men								
Black	28	10	23	40	66	10	63	240
Asian	169	1	82	199	95	207	693	1,446
Native American	7	2	2	10	8	0	13	42
Hispanic	46	9	31	41	145	20	120	412
White/other	1,280	179	1,059	1,889	2,085	270	1,839	8,601
Total	1,530	201	1,197	2,179	2,399	507	2,728	10,741
Total	2,178	387	2,139	4,846	5,265	868	5,007	20,690

Source: October IADS data. Notes: Non-duplicating headcount reported- see Technical Note # 7. LTEs, Student and Unclassified hourly workers excluded. "White/other" includes people who chose not to report their race/ethnicity.

Source: UW-Madison Data Digest 2008-09

03/09/09

Table 4

Faculty Headcount by Rank and Gender

		1987	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Professor	Women	140	179	181	191	196	212	225	233	262	269	275	283	291	298	303	307
	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
	% Women	9%	12%	13%	14%	14%	15%	16%	17%	19%	20%	20%	21%	22%	23%	23%	24%
Associate Professor	Women	79	126	135	146	157	138	125	125	107	101	106	110	113	135	137	151
	Men	292	326	319	305	314	295	283	266	267	250	257	253	244	259	264	278
	% Women	21%	28%	30%	32%	33%	32%	31%	32%	29%	29%	29%	30%	32%	34%	34%	35%
Assistant Professor	Women	137	165	146	128	122	129	134	161	177	193	204	210	213	203	202	190
	Men	342	304	253	237	205	200	213	262	296	314	309	319	315	293	279	265
	% Women	29%	35%	37%	35%	37%	39%	39%	38%	37%	38%	40%	40%	40%	41%	42%	42%
Instructor	Women	2	0	0	1	2	1	0	0	0	0	1	0	0	3	1	0
	Men	2	0	0	1	1	2	0	0	1	0	0	3	0	0	0	0
Total Faculty	Women	358	470	462	466	477	480	484	519	546	563	586	603	617	639	643	648
	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
	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
<i>Women Faculty as Percent 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

SOURCE: October EEO and IADS 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.

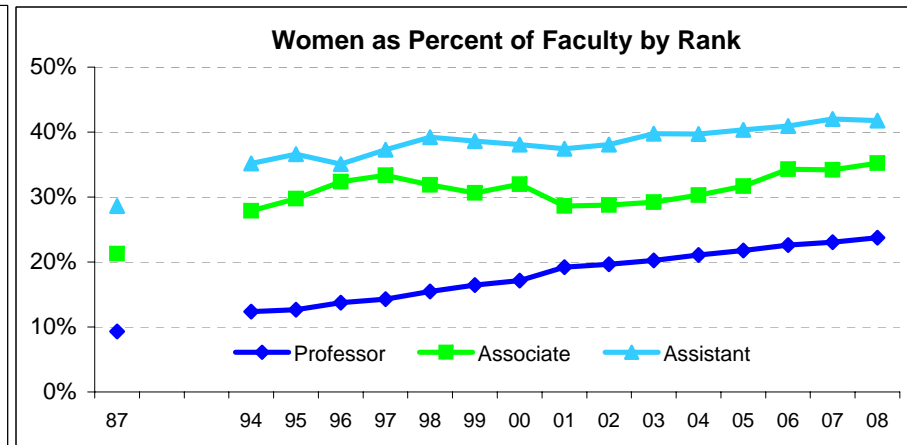
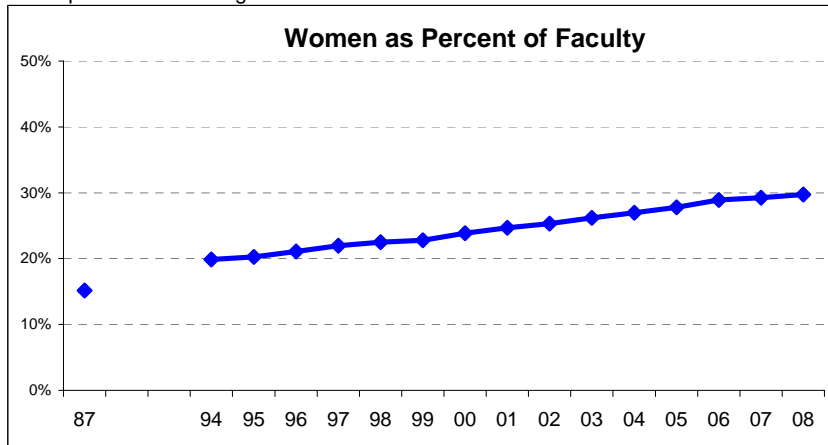


Table 5
Faculty Headcount by Rank and Race/Ethnicity

		1987	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Professor	Black	17	19	20	19	17	18	19	18	21	24	24	25	26	27	27	25
	Asian	44	56	52	54	58	54	55	57	63	67	71	71	77	79	87	93
	American Indian	0	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3
	Hispanic	14	20	21	24	26	27	27	29	35	38	38	37	35	32	29	32
	White/Other	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
Associate Professor	Black	5	5	10	10	14	14	12	11	12	10	11	10	7	5	6	8
	Asian	20	23	25	21	26	32	32	31	30	31	30	33	39	51	51	60
	American Indian	3	2	2	1	1	1	1	1	1	1	1	1	3	5	5	6
	Hispanic	6	15	16	16	17	14	13	13	8	9	11	10	11	14	16	12
	White/Other	337	407	401	402	411	372	350	335	323	300	310	309	297	319	323	343
Assistant Professor	Black	4	17	10	12	9	15	16	23	27	23	20	18	20	21	18	15
	Asian	24	37	37	39	36	34	41	59	70	78	82	83	82	76	78	76
	American Indian	0	2	3	3	2	1	2	2	4	5	6	7	5	4	5	4
	Hispanic	9	17	15	12	12	13	14	17	18	19	24	28	30	30	31	35
	White/Other	442	396	334	299	268	266	274	322	354	382	381	393	391	365	349	325
Instructor	Black	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
	Asian	0	0	0	0	0	1	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
	Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	White/Other	4	0	0	2	3	2	0	0	1	0	1	2	0	3	1	0
Total Faculty	Black	26	41	40	41	40	47	47	52	60	57	55	54	53	53	51	48
	Asian	88	116	114	114	120	121	128	147	163	176	183	187	198	206	216	229
	American Indian	3	7	8	7	6	4	6	6	8	9	10	11	11	12	13	13
	Hispanic	29	52	52	52	55	54	54	59	61	66	73	75	76	76	76	79
	White/Other	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
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	
<i>Minority Faculty as Percent of Total</i>	<i>6.2</i>	<i>9.1</i>	<i>9.4</i>	<i>9.7</i>	<i>10.2</i>	<i>10.6</i>	<i>11.1</i>	<i>12.1</i>	<i>13.2</i>	<i>13.8</i>	<i>14.4</i>	<i>14.6</i>	<i>15.2</i>	<i>15.7</i>	<i>16.2</i>	<i>16.9</i>	

SOURCE: October IADS 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.

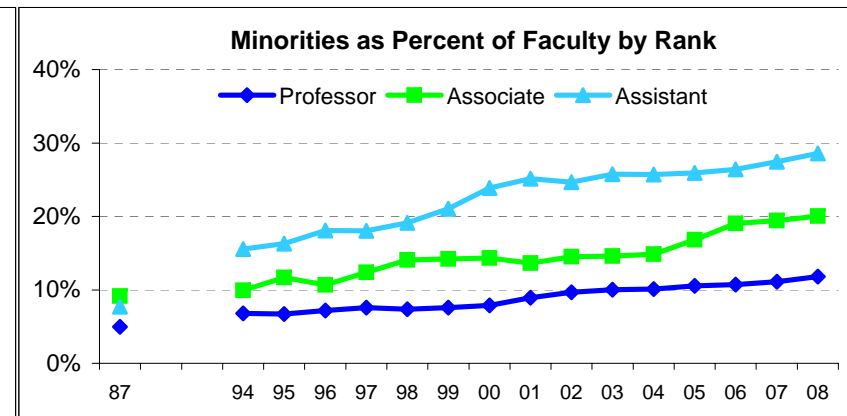
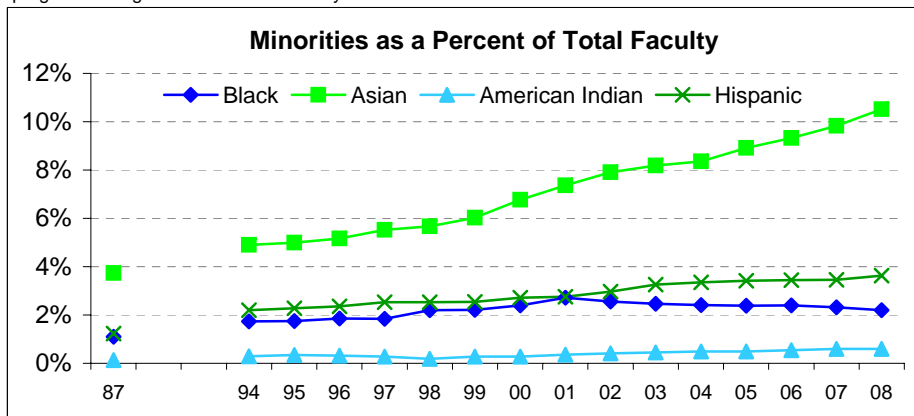


Table 6

Women in Science Faculty Hires at UW Madison 1982-83 through 2008-09

Year of Hire	New Faculty Hires			Women Faculty Hires			Women as % of Hires		
	Total	Biological Science	Physical Science	Total	Biological Science	Physical Science	Total	Biological Science	Physical Science
Pre-Madison Plan									
1982-83	106	48	14	24	8	0	23%	17%	0%
1983-84	140	64	16	29	10	2	21%	16%	13%
1984-85	148	52	22	41	14	0	28%	27%	0%
1985-86	129	51	19	40	8	5	31%	16%	26%
1986-87	92	35	18	26	8	3	28%	23%	17%
1987-88	119	45	27	28	8	1	24%	18%	4%
Madison Plan									
1988-89	196	50	38	68	15	4	35%	30%	11%
1989-90	149	51	26	49	10	3	33%	20%	12%
1990-91	144	42	28	34	6	7	24%	14%	25%
1991-92	127	34	17	45	5	3	35%	15%	18%
1992-93	114	43	11	31	8	0	27%	19%	0%
Post-Madison Plan									
1993-94	91	38	13	25	7	2	27%	18%	15%
1994-95	72	34	10	28	12	2	39%	35%	20%
1995-96	77	34	13	20	7	3	26%	21%	23%
1996-97	69	24	11	22	4	1	32%	17%	9%
Strategic Hiring Initiative									
1997-98	86	30	11	37	11	2	43%	37%	18%
1998-99	98	27	18	37	12	5	38%	44%	28%
1999-00	134	42	33	43	13	5	32%	31%	15%
2000-01	157	46	27	57	17	5	36%	37%	19%
2001-02	155	51	25	47	13	3	30%	25%	12%
Post-Strategic Hiring Initiative									
2002-03	123	46	29	43	12	7	35%	26%	24%
Strategic Hiring Initiative - Reestablished									
2003-04	99	42	15	45	19	5	45%	45%	33%
2004-05	97	32	20	34	10	7	35%	31%	35%
2005-06	106	36	19	43	9	2	41%	25%	11%
2006-07	113	33	30	45	13	7	40%	39%	23%
2007-08	112	50	19	42	17	2	38%	34%	11%
2008-09	87	29	19	26	7	2	30%	24%	11%

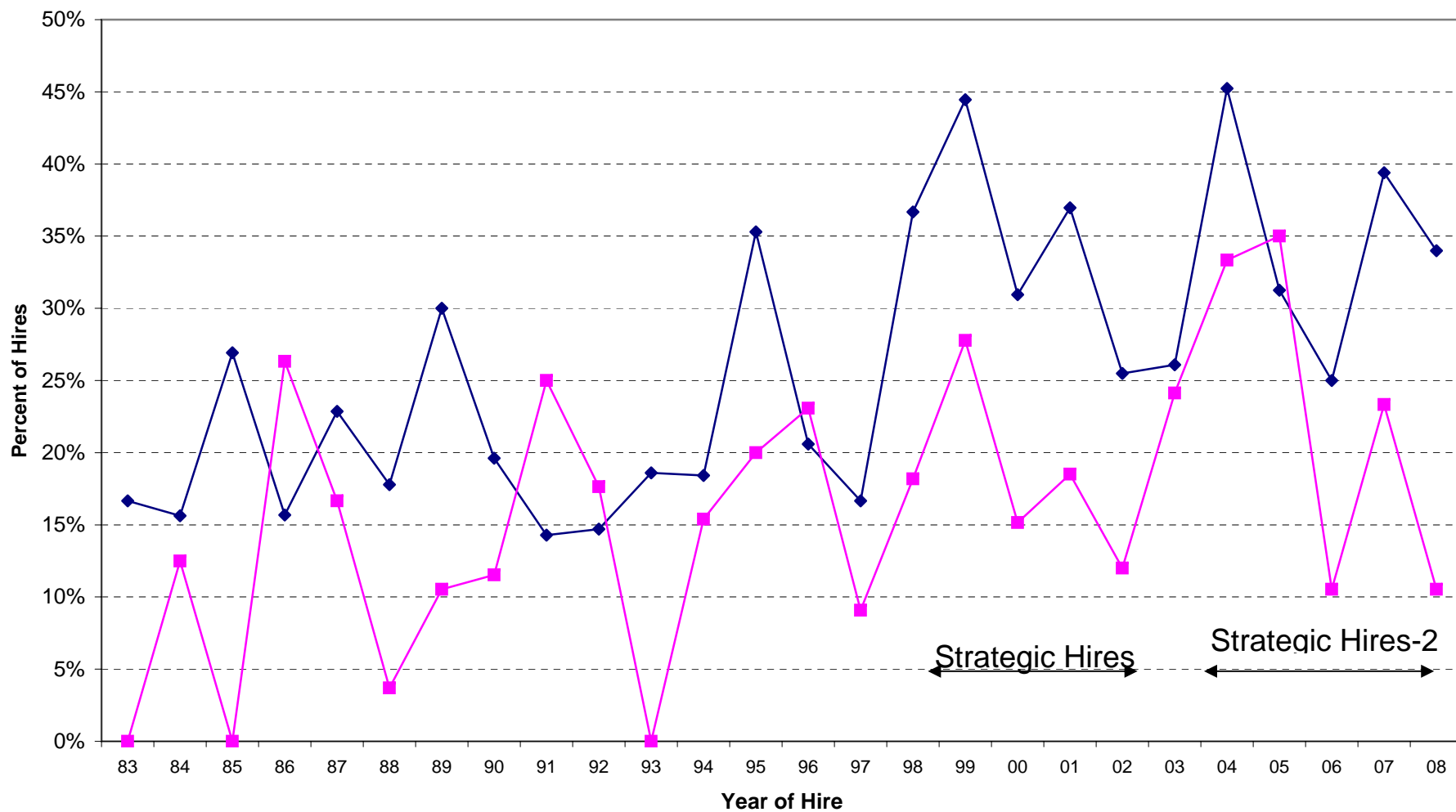
Notes: Data from 2008-09 are preliminary. New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. In 1985-86, faculty were transferred from UW-Extension and are not counted as new hires for this table. The legislature authorized over 100 additional faculty positions 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.

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

3/9/09

Figure 1

UW-Madison Women Faculty Hires in the Sciences



◆ Biological Science ■ Physical Science

Table 7

Minority Faculty Hires at UW Madison 1982-83 through 2008-09

Year of Hire	Total Faculty Hired	Minority Faculty Hired					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	114	13	3	5	2	3	11%	7%
Post-Madison Plan								
1993-94	91	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	86	23	3	18	0	2	27%	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	25	3	18	1	3	20%	6%
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	87	21	1	16	0	4	24%	6%

Notes: 2008-09 data are preliminary. 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.

SOURCE: University of Wisconsin - Madison Equal Employment Opportunity and appointment databases, Office of Academic Planning and Analysis

03/09/09

Figure 2

UW-Madison Faculty Hires by Minority Status

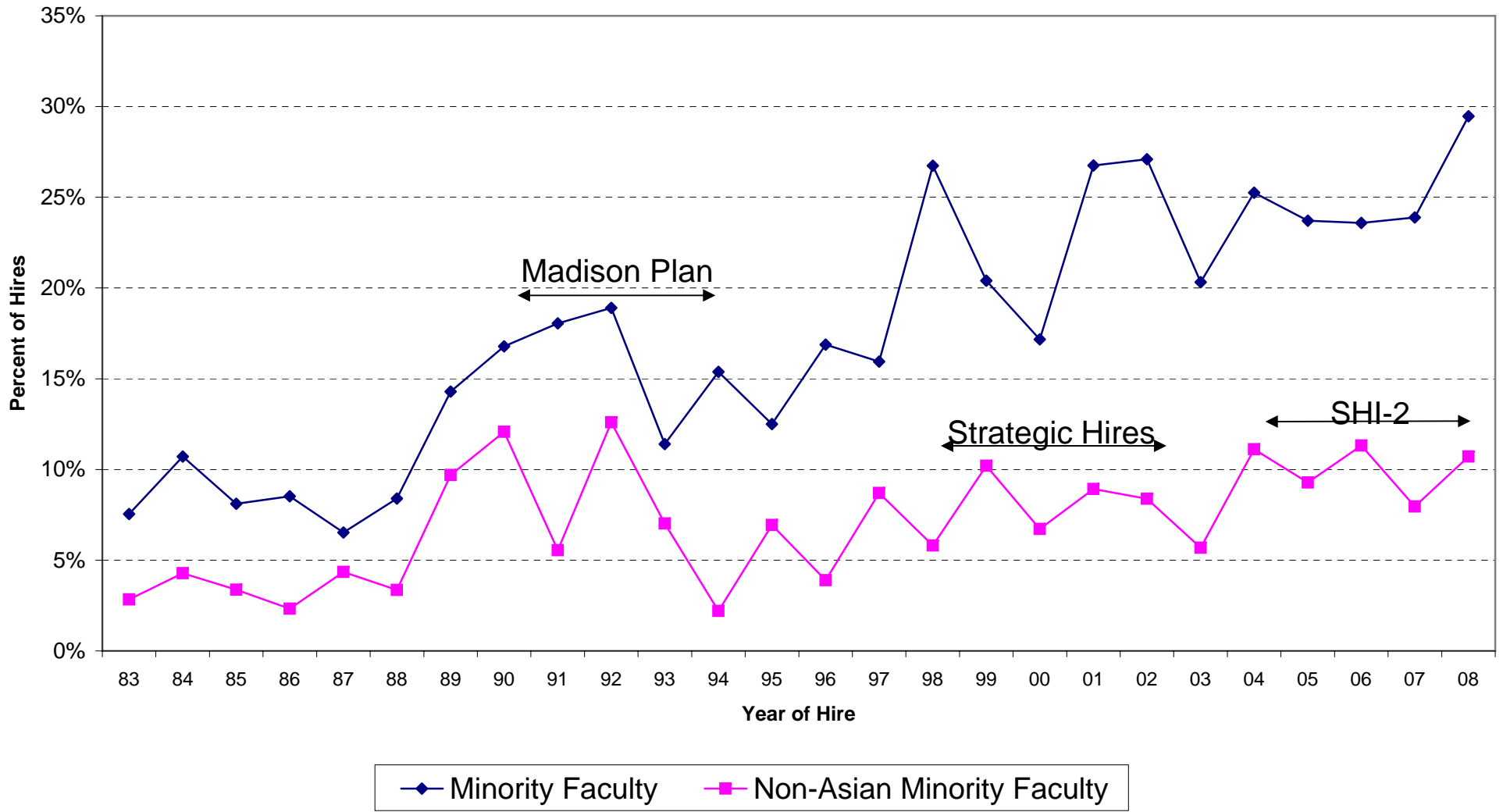


Table 8

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
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	55	32	58.2	37	67.3
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	33	13	39.4	20	60.6	47	26	55.3	32	68.1
1999-00	36	13	36.1	25	69.4	72	35	48.6	49	68.1
2000-01	46	21	45.7	32	69.6	76	38	50.0	52	68.4
2001-02	40	14	35.0			77	44	57.1		
2002-03	36	19	52.8			57	31	54.4		
Average	30.2	12.8	42.3	18.2	63.6	52.4	28.7	54.7	34.6	69.9

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. Seven faculty hired between 1993-94 and 1999-00 still held probationary appointments after more than nine years.

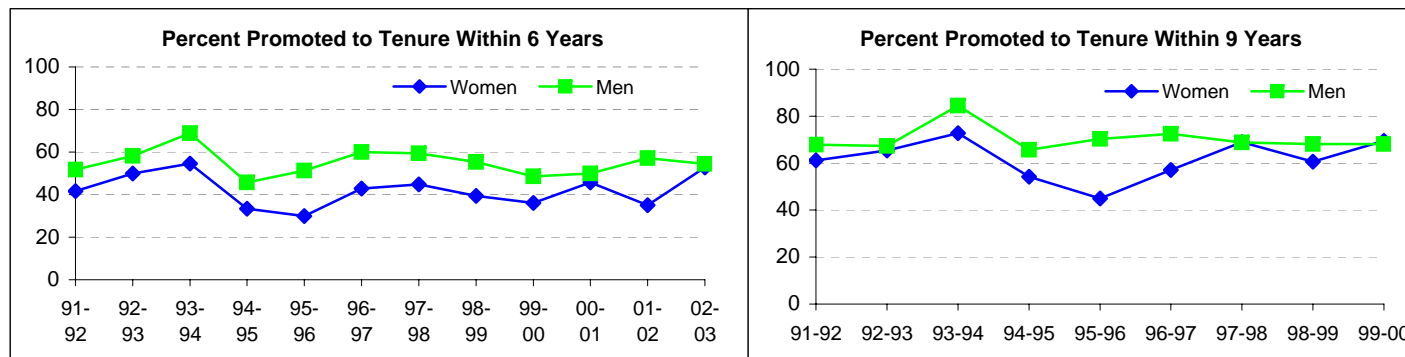


Table 9

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
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	70	40	57.1	47	67.1
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	62	31	50.0	42	67.7
1999-00	22	8	36.4	13	59.1	86	40	46.5	61	70.9
2000-01	38	20	52.6	27	71.1	84	39	46.4	57	67.9
2001-02	31	14	45.2			86	44	51.2		
2002-03	21	13	61.9			72	37	51.4		
Average	18.2	8.8	48.6	10.3	62.0	64.4	32.6	50.6	42.5	69.1

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. Seven faculty hired between 1993-94 and 1999-00 still held probationary appointments after 9 years.

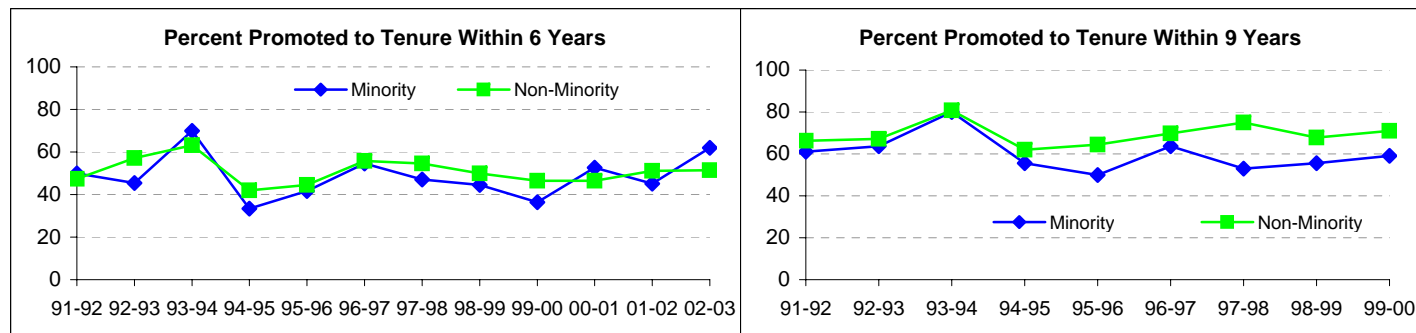


Table 10

Faculty Promotions to Tenure by Gender and Minority Status

Entering Cohort	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
1991-96	18	6	33.3	8	44.4	42	23	54.8	29	69.0
1996-01	42	20	47.6	28	66.7	64	30	46.9	38	59.4
2001-03	21	11	52.4			31	16	51.6		
Average	27.0	12.3	45.7%	18.0	60.0%	45.7	23.0	50.4%	33.5	63.2%

Entering Cohort	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
1991-96	110	48	43.6	69	62.7	186	104	55.9	134	72.0
1996-01	116	46	39.7	77	66.4	203	112	55.2	146	71.9
2001-03	55	22	40.0			103	59	57.3		
Average	93.7	38.7	41.3%	73.0	64.6%	164.0	91.7	55.9%	140.0	72.0%

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. Seven faculty hired between 1993-94 and 1999-00 still held probationary appointments after 9 years.

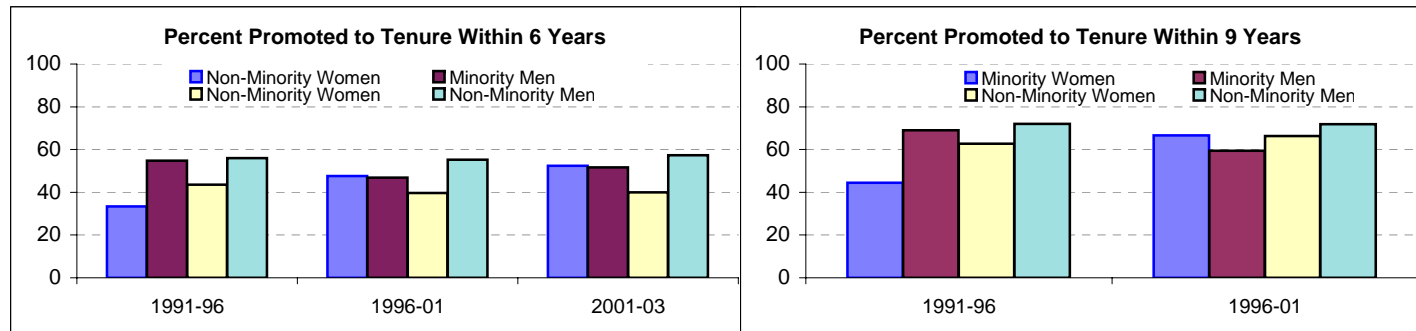


Table 11
Count of Higher-Level Administrative Positions by Gender and Faculty Status

Title Name	2002-03		2005-06		2006-07		2007-08		2008-09		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	%
Chancellor	0	1	0	1	0	1	1	0	1	0	100%
Provost/ Vice Chancellor											
Faculty	0	3	0	3	0	2	3	0	0	3	0%
Non-Faculty	1	2	1	1	0	1	2	0	0	1	0%
Vice Provost/ Associate Vice Chancellor											
Faculty	2	2	3	1	0	1	1	2	0	2	0%
Non-Faculty	0	1	2	2	2	2	2	2	2	4	33%
Assistant Vice Chancellor											
Non-Faculty	3	6	2	4	2	4	4	2	2	4	33%
Academic Deans	2	12	4	10	5	9	10	5	5	8	38%
Associate Dean - Faculty or CHS	13	27	13	31	14	33	29	14	17	28	38%
Assistant Dean - Faculty or CHS	0	3	0	3	0	4	3	0	0	3	0%
Assistant Dean- Non-Faculty											
Large	13	14	12	14	11	15	14	11	14	11	56%
Medium/Large	13	14	12	14	0	0	0	0	5	1	83%
Medium	31	16	28	17	28	15	17	28	23	13	64%
Small	6	4	8	3	9	3	3	9	2	2	50%
Associate Dean- Non-Faculty											
Large	7	10	5	9	6	9	9	6	7	8	47%
Medium/Large									1	1	50%
Medium	3	1	4	2	4	3	2	4	5	1	83%
Small	0	0	1	0	1	0	0	1	1	0	100%
Total Higher Level Administrative Positions											
Faculty	17	48	20	49	19	50	47	21	23	44	34%
Non-Faculty	77	68	75	66	63	52	53	63	62	46	57%

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

3/11/09

TABLE 12
Count of Higher-Level Administrative Positions by Minority and Faculty Status

Title Name/Faculty Status	2002-03		2005-06		2006-07		2007-08		2008-09		
	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	% 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	0	1	0	1	0	100%
Vice Provost/ Associate Vice Chancellor											
Faculty	2	2	0	4	0	3	0	3	0	2	0%
Non-Faculty	0	1	0	4	0	4	0	4	1	5	17%
Assistant Vice Chancellor											
Non-Faculty	3	6	3	3	3	3	3	3	3	3	50%
Dean - Faculty	0	14	1	13	1	13	1	13	1	12	8%
Associate Dean-Faculty or CHS	3	35	3	39	3	44	3	38	2	43	4%
Assistant Dean-Faculty or CHS	1	2	0	3	0	4	0	3	0	3	0%
Assistant Dean - Non-Faculty											
Large	3	24	3	23	3	23	4	22	3	22	12%
Medium/Large									1	5	17%
Medium	14	33	13	32	15	28	12	24	13	23	36%
Small	1	9	1	10	1	11	1	10	1	3	25%
Associate Dean- Non-Faculty											
Large	0	17	0	14	0	15	0	17	0	15	0%
Medium/Large									0	2	0%
Medium	0	4	0	6	0	7	0	8	0	6	0%
Small	0	0	0	1	0	1	0	1	0	1	0%
Total Higher Level Administrative Positions											
Faculty	6	57	4	63	4	68	4	61	3	64	4%
Non-Faculty	22	96	21	94	23	92	21	89	23	85	21%

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 13

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

	2002-03		2005-06		2006-07		2007-08		2008-09		
	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	Number of Full Profs	Chair/ Acad Prog Dirs	Chair/ APD as % of Profs
Total	180	13%	186	14%	190	14%	186	14%	1294	187	14%
Men	156	14%	147	14%	142	14%	135	13%	987	132	13%
Women	24	9%	39	13%	48	16%	51	17%	307	55	18%
% Women	13%		21%		25%		27%		24%	29%	
Biological Sciences											
Men	60	17%	57	16%	57	17%	54	16%	338	49	14%
Women	3	5%	4	7%	7	11%	7	10%	71	8	11%
Physical Sciences											
Men	35	11%	34	11%	33	11%	26	9%	281	24	9%
Women	1	4%	4	14%	5	19%	6	23%	26	4	15%
Social Studies											
Men	37	14%	30	13%	27	12%	30	13%	221	36	16%
Women	10	10%	15	14%	18	17%	16	16%	102	18	18%
Arts & Humanities											
Men	24	14%	26	17%	25	17%	25	17%	147	23	16%
Women	10	11%	16	16%	18	18%	22	20%	108	25	23%

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 academic program directors who do not also hold faculty appointments.

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

03/12/09

Table 14
Number of Full Professor Faculty, Department Chairs and Academic Program Directors
By Minority Status and Divisional Committee Affiliation

	2002-03		2005-06		2006-07		2007-08		2008-09		
	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	Number of Full Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs
Total	180	13%	186	14%	190	14%	186	14%	1294	187	14%
Non-minority	162	13%	164	14%	168	14%	166	14%	1141	168	15%
Minority	18	14%	22	16%	22	16%	20	14%	153	19	12%
% Minority	10%		12%		12%		11%		12%	10%	
Biological Sciences											
Non-minority	60	16%	56	15%	58	16%	56	15%	371	53	14%
Minority	3	10%	5	15%	6	17%	5	14%	38	4	11%
Physical Sciences											
Non-minority	33	11%	31	11%	31	11%	27	10%	261	24	9%
Minority	3	8%	7	17%	7	17%	5	11%	46	4	9%
Social Studies											
Non-minority	45	14%	43	14%	42	14%	42	14%	289	47	16%
Minority	2	6%	2	6%	3	9%	4	13%	34	7	21%
Arts & Humanities											
Non-minority	24	11%	34	15%	37	17%	41	18%	220	44	20%
Minority	10	30%	8	26%	6	19%	6	18%	35	4	11%

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 academic program directors who do not also hold faculty appointments.

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

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