

Updated
April 18, 2011

MEMORANDUM

To: Provost Paul DeLuca, Jr.
Vice Provost Steve Stern
Vice Provost Damon Williams
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 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 are similar to tables in the Data Digest, with added employment categories. Faculty counts are divided 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 2010 has remained approximately the same over the past three years. Compared to the high point in 1990, faculty positions have declined by over 250 – from 2444 to 2177. Instructional academic staff numbers have increased 19% since 2001; research academic staff positions have expanded by 28%. Classified staff has grown by a much smaller amount – about 6% since 2001. There are 10% more graduate student assistants (TA, PA, and RA) in 2010 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 31% of the current faculty and make up about 35% of faculty with administrative appointments. Nine years ago, women made up only 17% of faculty with administrative appointments. Minorities comprise about 18% of the faculty and 12% of faculty with administrative appointments. In 2001, 13% of faculty members were minorities; 9% 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, and classified staff has increased somewhat in the past ten years. Minorities in the classified staff have increased in the from 8% in 2001 to 13% in 2010; minority academic staff have increased from 9% to 12% in that time period.

Table 3: 2009 Headcount of Faculty and Staff by Gender and Race/Ethnicity

Table 3 shows the number of women and men in each racial/ethnic category, by major employe groups. About 20% of women faculty and 17% of men faculty are members of a minority group. In the academic staff, about 11% of women and 13% of men are minorities. About 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 2001, the number of women on the faculty has increased from 25% to 31%; minorities have increased from 13% to 18%. In 1987, fewer than 10% of full professors were women; currently women comprise 25% of full professors. About 43% of assistant professors are women and 27% are minorities in 2010. The number of faculty has increased for each ethnic minority group since 2001 except for Black/ African Americans. The number of Black faculty reached a peak of 60 in 2001 and is currently 47 individuals. Asians constitute over 60% of all minority faculty members at UW-Madison.

Table 6 and Figure 1: Women in Science Faculty Hires 1982-83 through 2010-11

Table 7 and Figure 2: Minority Faculty Hires 1982-83 through 2010-11

These tables show all new tenured and tenure-track faculty hired during the period 1982-83 through 2010-11. (Numbers for the current year are estimates.) 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 2001-02, about 37% of all faculty hires and 39% of tenure-track faculty hires have been women. Women comprise about 32% of all faculty members hired in the biological sciences and 21% of those in physical sciences since 2001 (Table 6). 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 48% of non-science hires at all ranks since 2001.

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 21% of all faculty hired (Table 7). In the past ten years, about 25% 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

Table 11: Faculty Promotions to Tenure by Divisional Committee Affiliation

Table 12: 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. 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. Faculty members hired between 1991-92 and 2004-05 are included in this analysis.

On average, about 42% of women and 55% of men are promoted within six years (Table 8). Within nine years, about 64% of women and 72% 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 difference in tenure rates between minority and non-minority faculty is somewhat less than the difference between male and female faculty. At six years, 47% of minority faculty and 51% of non-minority faculty were faculty promoted over the time period analyzed (Table 9). At nine years, about 65% of minority faculty and 70% 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 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 – 73% over the time period shown (Table 10). In contrast, 65% of female non-minority, 66% of male minority, and 63% 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 73-80% of faculty in the other divisions (Table 11). 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 12). Similarly, men and women are equally likely to achieve tenure within nine years in the Arts and Humanities division. Women comprise a small fraction of faculty in the physical sciences at UW. Over the period analyzed, on average three women in the Physical Sciences were hired per year and two were promoted within nine years. In the Social Studies division, 46% of women faculty and 57% of men faculty achieved tenure within nine years.

Table 13: Count of Higher-Level Administrative Positions by Gender and Faculty Status

Table 14: Count of Higher-Level Administrative Positions by Minority & Faculty Status

About 33% 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 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 22% by minorities. In comparison, about 12% of academic and limited staff are minorities; women make up about 52% of the academic and limited staff.

Table 15: Count of Academic Department Chairs and Academic Program Directors by Gender

Table 16: 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, 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 2010, 181 faculty members held a department chair or academic program director title. Of these leadership positions, 64 (35%) were occupied by women and 24 (13%) by minorities. The number of women in these leadership positions has increased over time. In 2002-03, women comprised 14% of academic program directors and department chairs. However, the number of minority faculty in these roles has increased only slightly – from 10% in 2002-03 to 13% in 2010-11.

Table 17: Comparison of Full-time Tenured and Tenure-Track Faculty by Gender at UW-Madison and Peer Institutions

Table 17 presents the number of full-time women tenured and tenure-track faculty at UW-Madison compared to our official peer institutions, based on the 2009 national IPEDS Fall Staff survey. The proportion of women faculty at UW-Madison is equal to the median at our peer institutions – about 30% of tenured and tenure-track faculty are women. UW-Madison ranks first among our peer institutions in the proportion of full professors who are women (24%).

Attachments

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

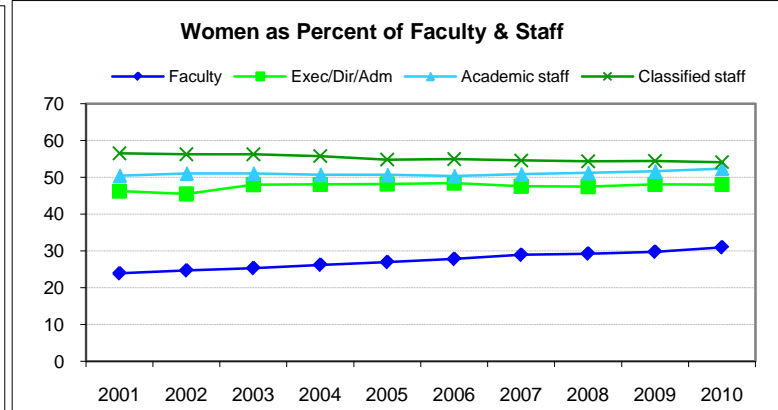
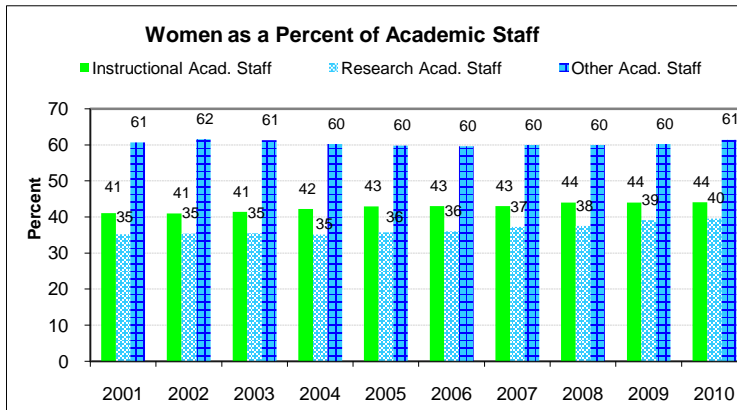
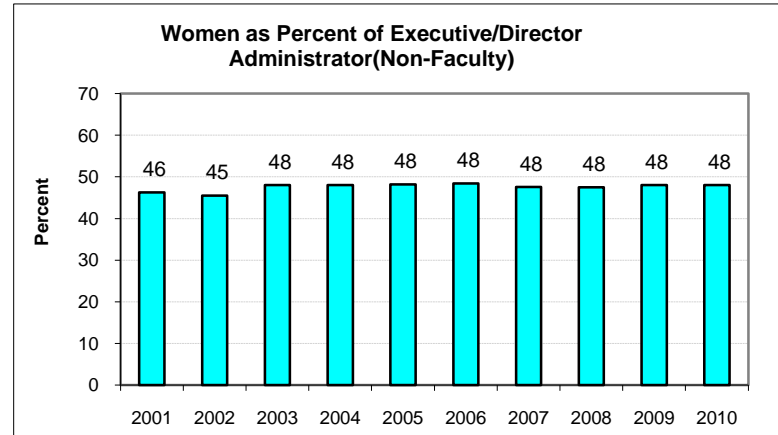
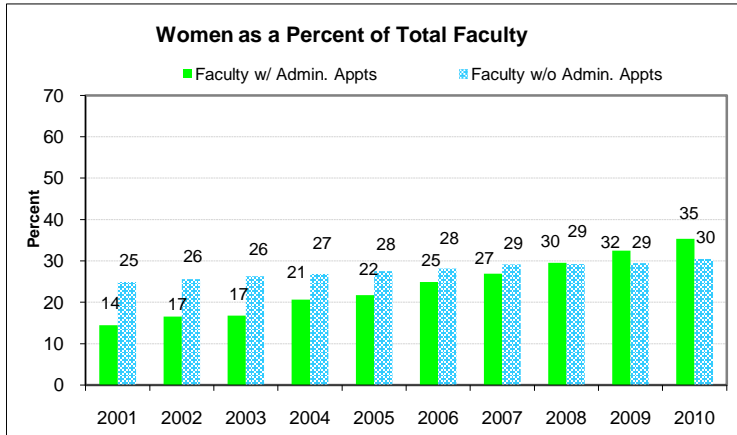
Table 1

Headcount of Faculty and Staff by Gender

| | | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 |
|---|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Faculty | Women | 546 | 563 | 586 | 603 | 617 | 639 | 643 | 648 | 663 | 674 |
| | Men | 1,667 | 1,662 | 1,650 | 1,635 | 1,603 | 1,571 | 1,555 | 1,530 | 1,512 | 1,503 |
| | Total | 2,213 | 2,225 | 2,236 | 2,238 | 2,220 | 2,210 | 2,198 | 2,178 | 2,175 | 2,177 |
| Faculty with Administrative Appointments | Women | 36 | 39 | 49 | 51 | 58 | 64 | 67 | 76 | 79 | 84 |
| | Men | 182 | 193 | 188 | 184 | 175 | 174 | 160 | 158 | 159 | 154 |
| | Total | 218 | 232 | 237 | 235 | 233 | 238 | 227 | 234 | 238 | 238 |
| Faculty without Administrative Appointments | Women | 510 | 524 | 537 | 552 | 559 | 575 | 576 | 572 | 584 | 590 |
| | Men | 1,485 | 1,469 | 1,462 | 1,451 | 1,428 | 1,397 | 1,395 | 1,372 | 1,353 | 1,349 |
| | Total | 1,995 | 1,993 | 1,999 | 2,003 | 1,987 | 1,972 | 1,971 | 1,944 | 1,937 | 1,939 |
| Executive/Director/ Administrator(Non-Faculty) | Women | 171 | 183 | 187 | 187 | 188 | 179 | 182 | 186 | 192 | 197 |
| | Men | 205 | 198 | 202 | 201 | 200 | 197 | 201 | 201 | 207 | 213 |
| | Total | 376 | 381 | 389 | 388 | 388 | 376 | 383 | 387 | 399 | 410 |
| Academic Staff | Women | 3,136 | 3,267 | 3,277 | 3,358 | 3,370 | 3,401 | 3,498 | 3,609 | 3,724 | 3,833 |
| | Men | 3,001 | 3,128 | 3,179 | 3,263 | 3,320 | 3,285 | 3,328 | 3,376 | 3,397 | 3,484 |
| | Total | 6,137 | 6,395 | 6,456 | 6,621 | 6,690 | 6,686 | 6,826 | 6,985 | 7,121 | 7,317 |
| Instructional Academic Staff | Women | 763 | 793 | 795 | 836 | 876 | 871 | 901 | 942 | 973 | 981 |
| | Men | 1,099 | 1,123 | 1,088 | 1,113 | 1,162 | 1,152 | 1,147 | 1,197 | 1,210 | 1,244 |
| | Total | 1,862 | 1,916 | 1,883 | 1,949 | 2,038 | 2,023 | 2,048 | 2,139 | 2,183 | 2,225 |
| Research Doctoral Academic Staff | Women | 350 | 373 | 383 | 406 | 426 | 439 | 450 | 467 | 485 | 499 |
| | Men | 639 | 679 | 707 | 729 | 758 | 739 | 750 | 728 | 720 | 762 |
| | Total | 989 | 1,052 | 1,090 | 1,135 | 1,184 | 1,178 | 1,200 | 1,195 | 1,205 | 1,261 |
| Other Academic Staff | Women | 2,023 | 2,101 | 2,099 | 2,116 | 2,068 | 2,091 | 2,147 | 2,200 | 2,266 | 2,353 |
| | Men | 1,263 | 1,326 | 1,384 | 1,421 | 1,400 | 1,394 | 1,431 | 1,451 | 1,467 | 1,478 |
| | Total | 3,286 | 3,427 | 3,483 | 3,537 | 3,468 | 3,485 | 3,578 | 3,651 | 3,733 | 3,831 |
| Classified Staff | Women | 2,876 | 2,902 | 2,887 | 2,872 | 2,852 | 2,829 | 2,843 | 2,866 | 2,904 | 2,929 |
| | Men | 2,236 | 2,252 | 2,287 | 2,365 | 2,333 | 2,353 | 2,385 | 2,399 | 2,462 | 2,481 |
| | Total | 5,112 | 5,154 | 5,174 | 5,237 | 5,185 | 5,182 | 5,228 | 5,265 | 5,366 | 5,410 |
| Permanent Classified Staff | Women | 2,758 | 2,775 | 2,754 | 2,765 | 2,745 | 2,718 | 2,732 | 2,738 | 2,768 | 2,764 |
| | Men | 2,157 | 2,183 | 2,205 | 2,269 | 2,254 | 2,272 | 2,305 | 2,317 | 2,352 | 2,337 |
| | Total | 4,915 | 4,958 | 4,959 | 5,034 | 4,999 | 4,990 | 5,037 | 5,055 | 5,120 | 5,101 |
| Project Classified Staff | Women | 118 | 127 | 133 | 107 | 107 | 111 | 111 | 128 | 136 | 165 |
| | Men | 79 | 69 | 82 | 96 | 79 | 81 | 80 | 82 | 110 | 144 |
| | Total | 197 | 196 | 215 | 203 | 186 | 192 | 191 | 210 | 246 | 309 |
| Employes-in-Training | Women | 275 | 281 | 282 | 314 | 324 | 324 | 325 | 361 | 424 | 422 |
| | Men | 437 | 459 | 460 | 485 | 489 | 503 | 482 | 507 | 571 | 588 |
| | Total | 712 | 740 | 742 | 799 | 813 | 827 | 807 | 868 | 995 | 1,010 |
| Graduate Assistants | Women | 2,001 | 2,128 | 2,243 | 2,341 | 2,398 | 2,310 | 2,261 | 2,279 | 2,327 | 2,391 |
| | Men | 2,794 | 2,788 | 2,876 | 2,881 | 2,888 | 2,828 | 2,822 | 2,728 | 2,779 | 2,900 |
| | Total | 4,795 | 4,916 | 5,119 | 5,222 | 5,286 | 5,138 | 5,083 | 5,007 | 5,106 | 5,291 |
| Total | Women | 9,005 | 9,324 | 9,462 | 9,675 | 9,749 | 9,682 | 9,752 | 9,949 | 10,234 | 10,446 |
| | Men | 10,340 | 10,487 | 10,654 | 10,830 | 10,833 | 10,737 | 10,773 | 10,741 | 10,928 | 11,169 |
| Grand Total | Total | 19,345 | 19,811 | 20,116 | 20,505 | 20,582 | 20,419 | 20,525 | 20,690 | 21,162 | 21,615 |

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.

Table 2

Headcount of Faculty and Staff by Race/Ethnicity

| | | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 |
|---|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Faculty | Black | 60 | 57 | 55 | 54 | 53 | 53 | 51 | 48 | 45 | 47 |
| | Asian/Pacific Islander | 163 | 176 | 183 | 187 | 198 | 206 | 216 | 228 | 232 | 238 |
| | American Indian | 8 | 9 | 10 | 11 | 11 | 12 | 13 | 13 | 12 | 10 |
| | Hispanic | 60 | 66 | 73 | 75 | 76 | 76 | 77 | 77 | 76 | 77 |
| | White/Unknown | 1,922 | 1,917 | 1,915 | 1,911 | 1,882 | 1,863 | 1,841 | 1,812 | 1,810 | 1,793 |
| | Two or More Races | | | | | | | | | | 12 |
| | Total | 2213 | 2225 | 2236 | 2238 | 2220 | 2210 | 2198 | 2178 | 2175 | 2177 |
| Faculty with Administrative Appointments | Black | 7 | 8 | 8 | 6 | 8 | 8 | 8 | 4 | 5 | 3 |
| | Asian/Pacific Islander | 6 | 10 | 14 | 11 | 9 | 12 | 10 | 14 | 12 | 11 |
| | American Indian | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 2 |
| | Hispanic | 6 | 5 | 7 | 8 | 8 | 6 | 5 | 4 | 5 | 8 |
| | White/Unknown | 199 | 209 | 212 | 209 | 207 | 211 | 203 | 211 | 215 | 210 |
| | Two or More Races | | | | | | | | | | 4 |
| | Total | 218 | 232 | 241 | 235 | 233 | 238 | 227 | 234 | 238 | 238 |
| Faculty without Administrative Appointments | Black | 53 | 49 | 47 | 48 | 45 | 45 | 43 | 44 | 40 | 44 |
| | Asian/Pacific Islander | 157 | 166 | 169 | 176 | 189 | 194 | 206 | 214 | 220 | 227 |
| | American Indian | 8 | 9 | 10 | 10 | 10 | 11 | 12 | 12 | 11 | 8 |
| | Hispanic | 54 | 61 | 66 | 67 | 68 | 70 | 72 | 73 | 71 | 69 |
| | White/Unknown | 1,723 | 1,708 | 1,703 | 1,702 | 1,675 | 1,652 | 1,638 | 1,601 | 1,595 | 1,583 |
| | Two or More Races | | | | | | | | | | 8 |
| | Total | 1,995 | 1,993 | 1,995 | 2,003 | 1,987 | 1,972 | 1,971 | 1,944 | 1,937 | 1,939 |
| Executive/ Director/ Administrator | Black | 23 | 22 | 24 | 21 | 19 | 18 | 20 | 21 | 21 | 20 |
| | Asian/Pacific Islander | 2 | 3 | 5 | 5 | 4 | 5 | 5 | 6 | 5 | 6 |
| | American Indian | 4 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 |
| | Hispanic | 12 | 12 | 12 | 14 | 16 | 16 | 16 | 16 | 16 | 18 |
| | White/Unknown | 335 | 342 | 346 | 346 | 346 | 334 | 340 | 342 | 355 | 361 |
| | Two or More Races | | | | | | | | | | 2 |
| | Total | 376 | 381 | 389 | 388 | 388 | 376 | 383 | 387 | 399 | 410 |
| Academic Staff | Black | 92 | 79 | 82 | 93 | 93 | 110 | 111 | 109 | 124 | 119 |
| | Asian/Pacific Islander | 326 | 367 | 411 | 448 | 488 | 503 | 517 | 556 | 553 | 565 |
| | American Indian | 24 | 24 | 22 | 29 | 29 | 28 | 33 | 36 | 35 | 28 |
| | Hispanic | 131 | 135 | 140 | 150 | 153 | 137 | 135 | 147 | 149 | 147 |
| | White/Unknown | 5,564 | 5,790 | 5,801 | 5,901 | 5,927 | 5,908 | 6,030 | 6,137 | 6,260 | 6,424 |
| | Two or more Races | | | | | | | | | | 34 |
| | Total | 6,137 | 6,395 | 6,456 | 6,621 | 6,690 | 6,686 | 6,826 | 6,985 | 7,121 | 7,317 |
| Instructional Academic Staff | Black | 26 | 24 | 27 | 29 | 28 | 34 | 34 | 33 | 35 | 34 |
| | Asian/Pacific Islander | 85 | 88 | 108 | 119 | 145 | 158 | 147 | 169 | 162 | 159 |
| | American Indian | 5 | 3 | 2 | 6 | 6 | 5 | 6 | 9 | 10 | 5 |
| | Hispanic | 50 | 54 | 50 | 53 | 62 | 52 | 48 | 53 | 53 | 57 |
| | White/Unknown | 1,696 | 1,747 | 1,696 | 1,742 | 1,797 | 1,774 | 1,813 | 1,875 | 1,923 | 1,962 |
| | Two or more Races | | | | | | | | | | 8 |
| | Total | 1,862 | 1,916 | 1,883 | 1,949 | 2,038 | 2,023 | 2,048 | 2,139 | 2,183 | 2,225 |
| Research Doctoral Academic Staff | Black | 4 | 5 | 6 | 7 | 9 | 7 | 9 | 6 | 9 | 9 |
| | Asian/Pacific Islander | 126 | 149 | 167 | 196 | 209 | 203 | 215 | 220 | 218 | 229 |
| | American Indian | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 |
| | Hispanic | 21 | 22 | 28 | 24 | 32 | 27 | 28 | 27 | 26 | 23 |
| | White/Unknown | 836 | 874 | 887 | 906 | 933 | 940 | 947 | 940 | 950 | 995 |
| | Two or more Races | | | | | | | | | | 3 |
| | Total | 989 | 1,052 | 1,090 | 1,135 | 1,184 | 1,178 | 1,200 | 1,195 | 1,205 | 1,261 |
| Other Academic Staff | Black | 62 | 50 | 49 | 57 | 56 | 69 | 68 | 70 | 80 | 76 |
| | Asian/Pacific Islander | 115 | 130 | 136 | 133 | 134 | 142 | 155 | 167 | 173 | 177 |
| | American Indian | 17 | 19 | 18 | 21 | 22 | 22 | 26 | 25 | 23 | 21 |
| | Hispanic | 60 | 59 | 62 | 73 | 59 | 58 | 59 | 67 | 70 | 67 |
| | White/Unknown | 3,032 | 3,169 | 3,218 | 3,253 | 3,197 | 3,194 | 3,270 | 3,322 | 3,387 | 3,467 |
| | Two or more Races | | | | | | | | | | 23 |
| | Total | 3,286 | 3,427 | 3,483 | 3,537 | 3,468 | 3,485 | 3,578 | 3,651 | 3,733 | 3,831 |

Table 2

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

| | | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 |
|-------------------------------|------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Classified Staff | Black | 127 | 130 | 125 | 135 | 128 | 126 | 127 | 130 | 133 | 129 |
| | Asian/Pacific Islander | 124 | 134 | 161 | 163 | 185 | 196 | 209 | 217 | 239 | 233 |
| | American Indian | 18 | 15 | 18 | 18 | 19 | 17 | 20 | 16 | 18 | 16 |
| | Hispanic | 144 | 159 | 165 | 211 | 236 | 256 | 270 | 272 | 288 | 291 |
| | White/Unknown | 4,697 | 4,716 | 4,705 | 4,710 | 4,617 | 4,587 | 4,602 | 4,630 | 4,688 | 4,713 |
| | Two or more Races | | | | | | | | | | 28 |
| | Total | 5,110 | 5,154 | 5,174 | 5,237 | 5,185 | 5,182 | 5,228 | 5,265 | 5,366 | 5,410 |
| Permanent Classified Staff | Black | 123 | 126 | 121 | 128 | 124 | 122 | 126 | 129 | 133 | 126 |
| | Asian/Pacific Islander | 117 | 130 | 149 | 154 | 174 | 189 | 202 | 210 | 226 | 217 |
| | American Indian | 17 | 15 | 18 | 17 | 18 | 15 | 19 | 15 | 16 | 15 |
| | Hispanic | 138 | 150 | 157 | 206 | 229 | 248 | 265 | 266 | 281 | 282 |
| | White/Unknown | 4,518 | 4,537 | 4,514 | 4,529 | 4,454 | 4,416 | 4,425 | 4,435 | 4,464 | 4,435 |
| | Two or more Races | | | | | | | | | | 26 |
| | Total | 4913 | 4958 | 4959 | 5034 | 4999 | 4990 | 5037 | 5055 | 5120 | 5101 |
| Project Classified Staff | Black | 4 | 4 | 4 | 7 | 4 | 4 | 1 | 1 | 0 | 3 |
| | Asian/Pacific Islander | 7 | 4 | 12 | 9 | 11 | 7 | 7 | 7 | 13 | 16 |
| | American Indian | 1 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 2 | 1 |
| | Hispanic | 6 | 9 | 8 | 5 | 7 | 8 | 5 | 6 | 7 | 9 |
| | White/Unknown | 179 | 179 | 191 | 181 | 163 | 171 | 177 | 195 | 224 | 278 |
| | Two or more Races | | | | | | | | | | 2 |
| | Total | 197 | 196 | 215 | 203 | 186 | 192 | 191 | 210 | 246 | 309 |
| Employes-in-Training | Black | 12 | 11 | 8 | 5 | 9 | 9 | 14 | 24 | 20 | 23 |
| | Asian/Pacific Islander | 210 | 220 | 243 | 282 | 266 | 271 | 275 | 306 | 341 | 324 |
| | American Indian | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | 0 | 2 |
| | Hispanic | 29 | 32 | 37 | 38 | 40 | 48 | 46 | 37 | 48 | 36 |
| | White/Unknown | 459 | 476 | 453 | 473 | 497 | 498 | 471 | 501 | 586 | 625 |
| | Two or more Races | | | | | | | | | | 0 |
| | Total | 712 | 740 | 742 | 799 | 813 | 827 | 807 | 868 | 995 | 1,010 |
| Graduate Assistants | Black | 119 | 121 | 125 | 148 | 141 | 127 | 147 | 141 | 147 | 140 |
| | Asian/Pacific Islander | 1,381 | 1,430 | 1,505 | 1,513 | 1,475 | 1,412 | 1,345 | 1,327 | 1,398 | 1,257 |
| | American Indian | 21 | 22 | 26 | 24 | 28 | 29 | 27 | 27 | 34 | 27 |
| | Hispanic | 217 | 233 | 252 | 260 | 280 | 265 | 273 | 260 | 255 | 268 |
| | White/Unknown | 3,057 | 3,110 | 3,211 | 3,277 | 3,362 | 3,305 | 3,291 | 3,252 | 3,272 | 3,589 |
| | Two or more Races | | | | | | | | | | 10 |
| | Total | 4,795 | 4,916 | 5,119 | 5,222 | 5,286 | 5,138 | 5,083 | 5,007 | 5,106 | 5,291 |
| Total | Black | 433 | 420 | 419 | 456 | 443 | 443 | 470 | 473 | 490 | 478 |
| | Asian/Pacific Islander | 2,206 | 2,330 | 2,508 | 2,598 | 2,616 | 2,593 | 2,567 | 2,640 | 2,768 | 2,623 |
| | American Indian | 77 | 73 | 79 | 85 | 91 | 90 | 96 | 94 | 101 | 86 |
| | Hispanic | 593 | 637 | 679 | 748 | 801 | 798 | 817 | 809 | 832 | 837 |
| | White/Unknown | 16,034 | 16,351 | 16,431 | 16,618 | 16,631 | 16,495 | 16,575 | 16,674 | 16,971 | 17,505 |
| | Two or more Races | | | | | | | | | | 86 |
| Grand Total | | 19,343 | 19,811 | 20,116 | 20,505 | 20,582 | 20,419 | 20,525 | 20,690 | 21,162 | 21,615 |

Source: October IADS data. Notes: Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded. "White/other" includes people who chose not to report their race/ethnicity. In the graphs, Academic Staff includes Executive/ Director/ Administrator, Instructional and Other Academic Staff.

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 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 Hawaiian or Pacific Islander), American Indian, Hispanic, or White.

Table 2

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

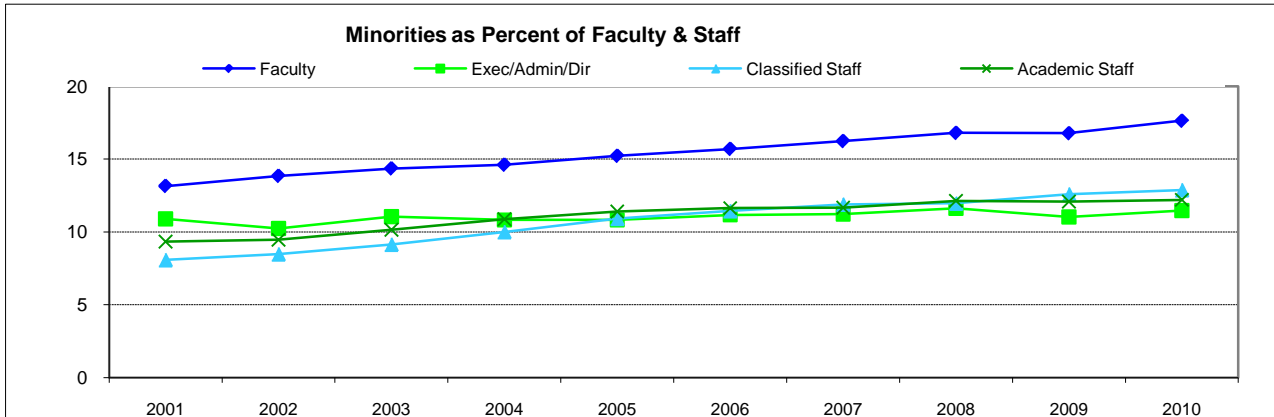
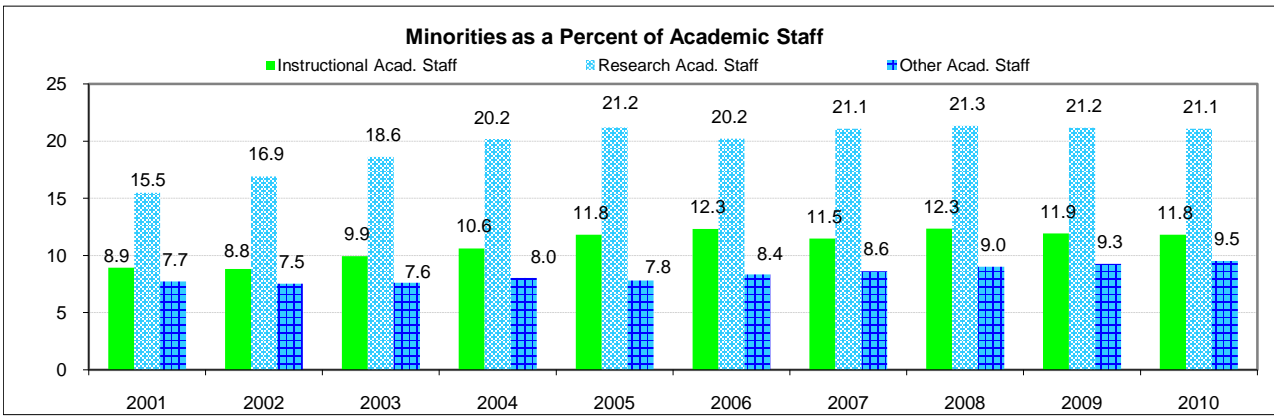
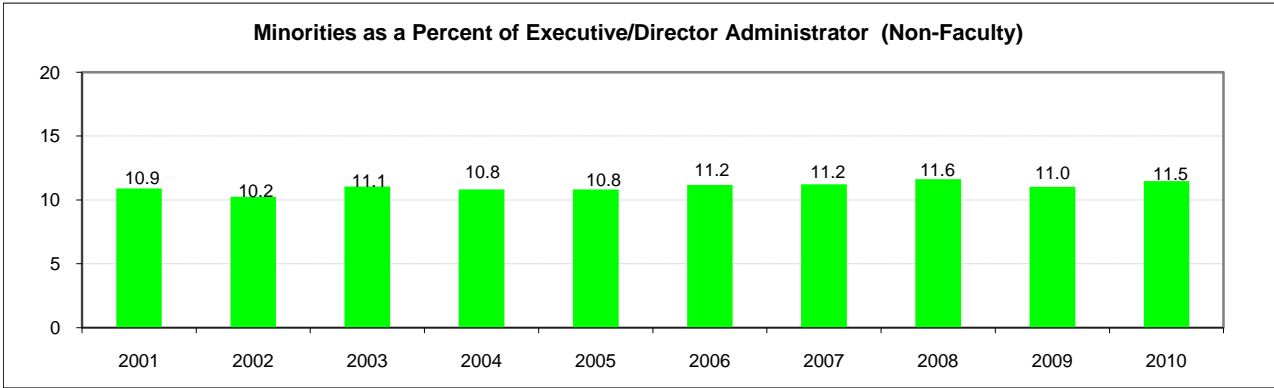
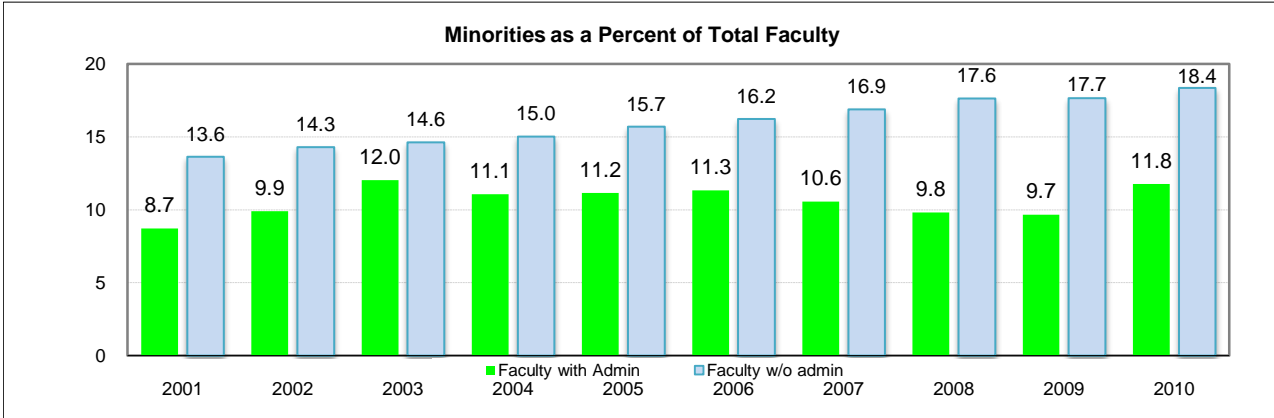


Table 2

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

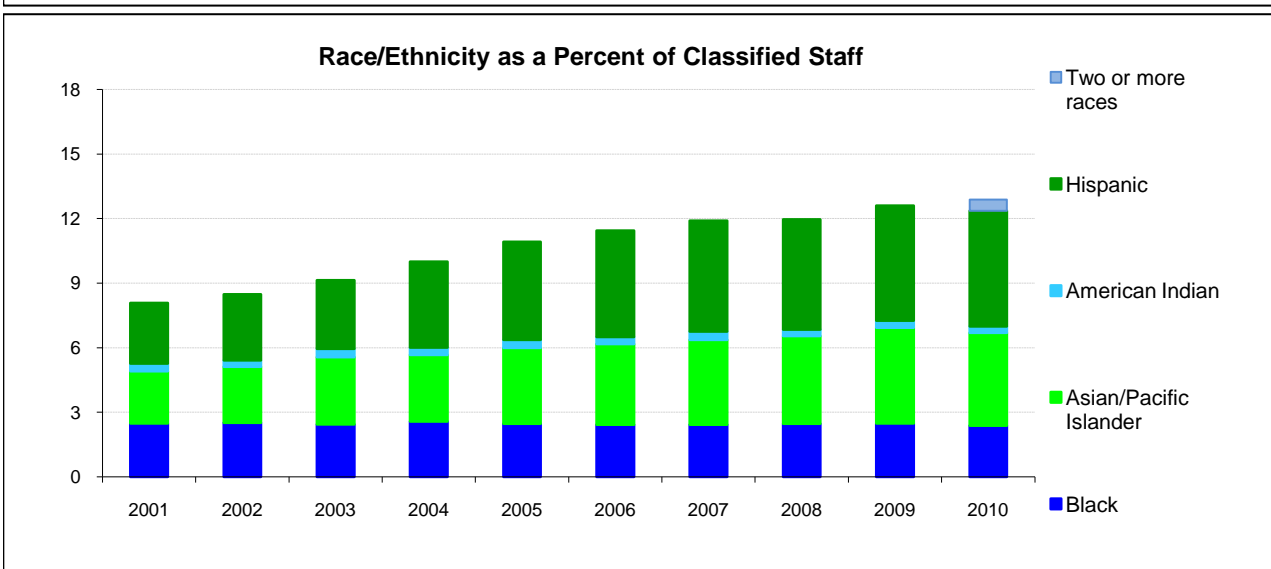
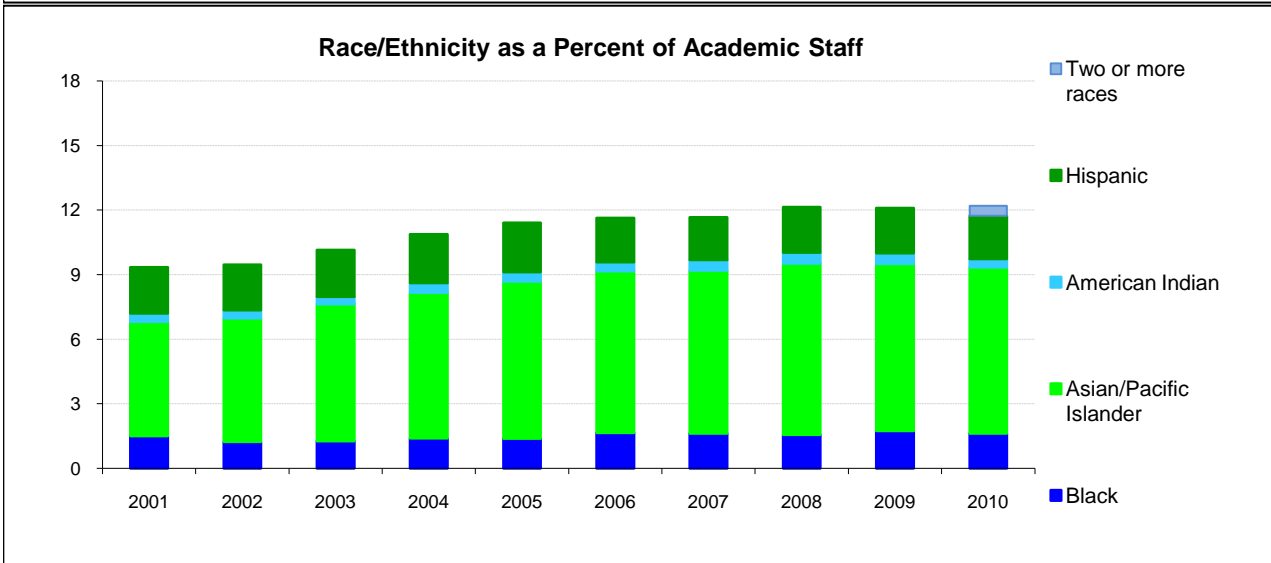
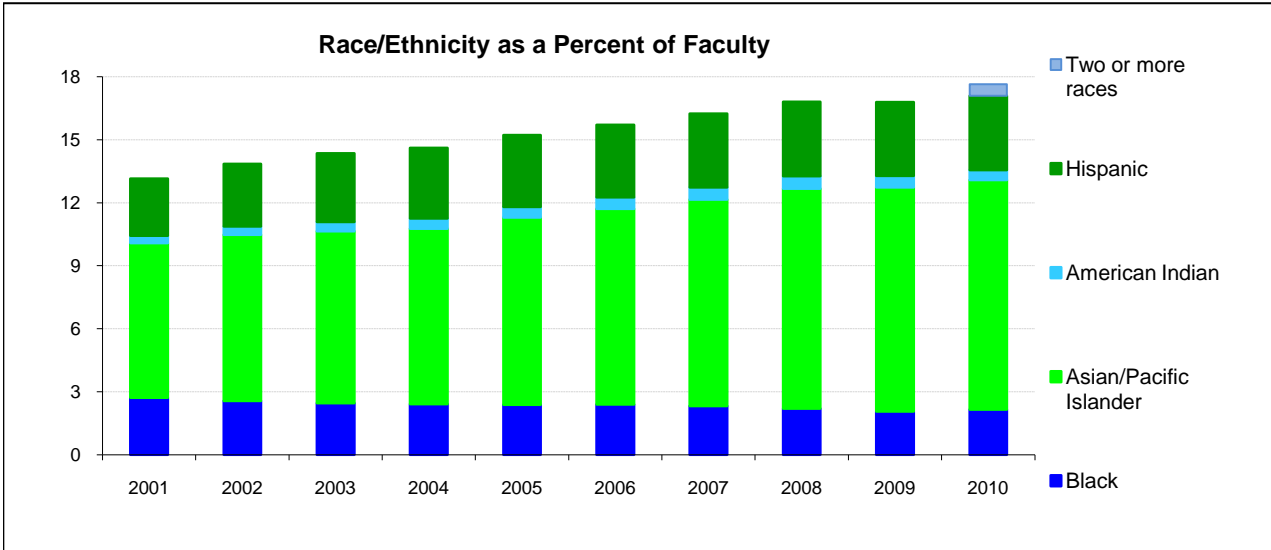


Table 3

2010 Headcount of Faculty and Staff by Gender and Race/Ethnicity

| | | Executive/ Director/ Faculty | Instructional Academic Staff | Other Academic Staff | Classified Staff | Employes- in-Training | Graduate Assistants | Total | |
|--------------------|-------------------|------------------------------------|------------------------------------|----------------------------|---------------------|--------------------------|------------------------|---------------|---------------|
| Women | Black | 23 | 11 | 11 | 46 | 59 | 15 | 83 | 248 |
| | Asian | 69 | 5 | 68 | 198 | 130 | 108 | 516 | 1,094 |
| | Native American | 6 | 0 | 3 | 13 | 7 | 0 | 19 | 48 |
| | Hispanic | 31 | 10 | 24 | 52 | 138 | 19 | 136 | 410 |
| | White/unknown | 541 | 171 | 870 | 2,523 | 2,578 | 280 | 1,632 | 8,595 |
| | Two or more races | 4 | 0 | 5 | 20 | 17 | 0 | 5 | 51 |
| | Total | 674 | 197 | 981 | 2,852 | 2,929 | 422 | 2,391 | 10,446 |
| Men | Black | 24 | 9 | 23 | 39 | 70 | 8 | 57 | 230 |
| | Asian | 169 | 1 | 91 | 208 | 103 | 216 | 741 | 1,529 |
| | Native American | 4 | 3 | 2 | 10 | 9 | 2 | 8 | 38 |
| | Hispanic | 46 | 8 | 33 | 38 | 153 | 17 | 132 | 427 |
| | White/unknown | 1,252 | 190 | 1,092 | 1,939 | 2,135 | 345 | 1,957 | 8,910 |
| | Two or more races | 8 | 2 | 3 | 6 | 11 | 0 | 5 | 35 |
| | Total | 1,503 | 213 | 1,244 | 2,240 | 2,481 | 588 | 2,900 | 11,169 |
| Grand Total | 2,177 | 410 | 2,225 | 5,092 | 5,410 | 1,010 | 5,291 | 21,615 | |

Source: October IADS data. Notes: Non-duplicating headcount reported- see Technical Note # 7. LTEs, Student and Unclassified hourly workers excluded. See technical note #10 for information on new race/ethnicity categories.

Table 4

Faculty Headcount by Rank and Gender

| | | 1987 | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 |
|------------------------------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Professor | Women | 140 | 179 | 181 | 191 | 196 | 212 | 225 | 233 | 262 | 269 | 275 | 283 | 291 | 298 | 303 | 307 | 312 | 324 |
| | 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 |
| | % Women | 9% | 12% | 13% | 14% | 14% | 15% | 16% | 17% | 19% | 20% | 20% | 21% | 22% | 23% | 23% | 24% | 24% | 25% |
| Associate Professor | Women | 79 | 126 | 135 | 146 | 157 | 138 | 125 | 125 | 107 | 101 | 106 | 110 | 113 | 135 | 137 | 151 | 153 | 157 |
| | Men | 292 | 326 | 319 | 305 | 314 | 295 | 283 | 266 | 267 | 250 | 257 | 253 | 244 | 259 | 264 | 278 | 281 | 290 |
| | % Women | 21% | 28% | 30% | 32% | 33% | 32% | 31% | 32% | 29% | 29% | 29% | 30% | 32% | 34% | 34% | 35% | 35% | 35% |
| Assistant Professor | Women | 137 | 165 | 146 | 128 | 122 | 129 | 134 | 161 | 177 | 193 | 204 | 210 | 213 | 203 | 202 | 190 | 198 | 192 |
| | Men | 342 | 304 | 253 | 237 | 205 | 200 | 213 | 262 | 296 | 314 | 309 | 319 | 315 | 293 | 279 | 265 | 262 | 254 |
| | % Women | 29% | 35% | 37% | 35% | 37% | 39% | 39% | 38% | 37% | 38% | 40% | 40% | 40% | 41% | 42% | 42% | 43% | 43% |
| Instructor | Women | 2 | 0 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 3 | 1 | 0 | 0 | 1 |
| | Men | 2 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 3 | 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 |
| | 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 |
| | 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 |
| <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 |

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.

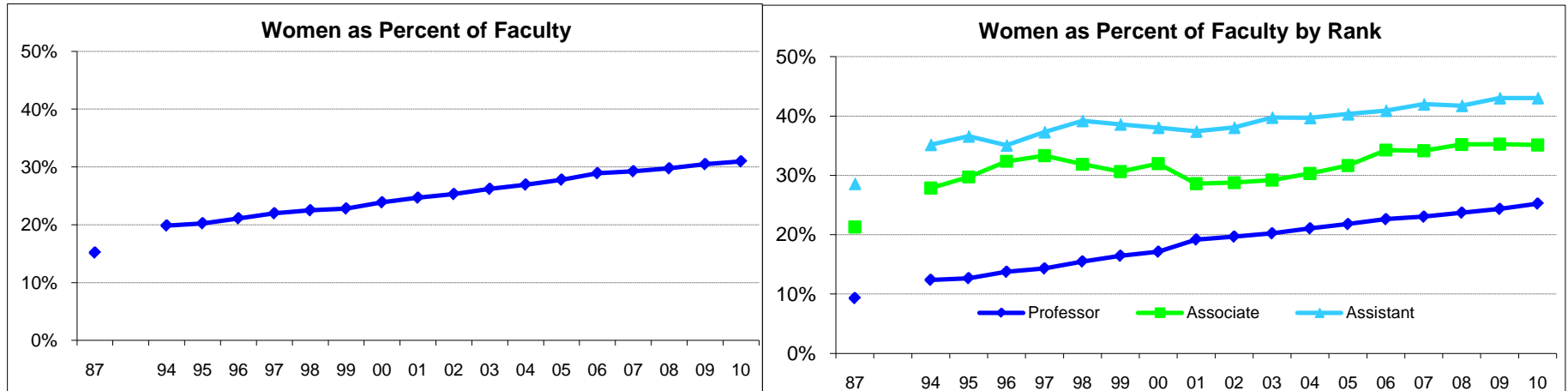


Table 5

Faculty Headcount by Rank and Race/Ethnicity

| | 1987 | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 |
|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Professor | | | | | | | | | | | | | | | | | | |
| Black | 17 | 19 | 20 | 19 | 17 | 18 | 19 | 18 | 21 | 24 | 24 | 25 | 26 | 27 | 27 | 25 | 22 | 20 |
| Asian | 44 | 56 | 52 | 54 | 58 | 54 | 55 | 57 | 63 | 67 | 71 | 71 | 77 | 79 | 87 | 93 | 100 | 109 |
| American Indian | 0 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |
| Hispanic | 14 | 20 | 21 | 24 | 26 | 27 | 27 | 29 | 35 | 38 | 38 | 37 | 35 | 32 | 29 | 32 | 32 | 34 |
| Two or more races | | | | | | | | | | | | | | | | | | 6 |
| White/Unknown | 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 | 1,124 | 1,112 |
| Associate Professor | | | | | | | | | | | | | | | | | | |
| Black | 5 | 5 | 10 | 10 | 14 | 14 | 12 | 11 | 12 | 10 | 11 | 10 | 7 | 5 | 6 | 8 | 7 | 8 |
| Asian | 20 | 23 | 25 | 21 | 26 | 32 | 32 | 31 | 30 | 31 | 30 | 33 | 39 | 51 | 51 | 60 | 57 | 58 |
| American Indian | 3 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 5 | 5 | 6 | 5 | 5 |
| Hispanic | 6 | 15 | 16 | 16 | 17 | 14 | 13 | 13 | 8 | 9 | 11 | 10 | 11 | 14 | 16 | 12 | 15 | 18 |
| Two or more races | | | | | | | | | | | | | | | | | | 2 |
| White/Unknown | 337 | 407 | 401 | 402 | 411 | 372 | 350 | 335 | 323 | 300 | 310 | 309 | 297 | 319 | 323 | 343 | 350 | 356 |
| Assistant Professor | | | | | | | | | | | | | | | | | | |
| Black | 4 | 17 | 10 | 12 | 9 | 15 | 16 | 23 | 27 | 23 | 20 | 18 | 20 | 21 | 18 | 15 | 16 | 19 |
| Asian | 24 | 37 | 37 | 39 | 36 | 34 | 41 | 59 | 70 | 78 | 82 | 83 | 82 | 76 | 78 | 76 | 75 | 71 |
| American Indian | 0 | 2 | 3 | 3 | 2 | 1 | 2 | 2 | 4 | 5 | 6 | 7 | 5 | 4 | 5 | 4 | 4 | 3 |
| Hispanic | 9 | 17 | 15 | 12 | 12 | 13 | 14 | 17 | 18 | 19 | 24 | 28 | 30 | 30 | 31 | 35 | 29 | 25 |
| Two or more races | | | | | | | | | | | | | | | | | | 4 |
| White/Unknown | 442 | 396 | 334 | 299 | 268 | 266 | 274 | 322 | 354 | 382 | 381 | 393 | 391 | 365 | 349 | 325 | 336 | 324 |
| Instructor | | | | | | | | | | | | | | | | | | |
| Black | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 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 |
| American Indian | 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 |
| Two or more races | | | | | | | | | | | | | | | | | | 0 |
| White/Unknown | 4 | 0 | 0 | 2 | 3 | 2 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 3 | 1 | 0 | 0 | 1 |
| Black | 26 | 41 | 40 | 41 | 40 | 47 | 47 | 52 | 60 | 57 | 55 | 54 | 53 | 53 | 51 | 48 | 45 | 47 |
| Total Faculty | | | | | | | | | | | | | | | | | | |
| Asian | 88 | 116 | 114 | 114 | 120 | 121 | 128 | 147 | 163 | 176 | 183 | 187 | 198 | 206 | 216 | 229 | 232 | 238 |
| American Indian | 3 | 7 | 8 | 7 | 6 | 4 | 6 | 6 | 8 | 9 | 10 | 11 | 11 | 12 | 13 | 13 | 12 | 10 |
| Hispanic | 29 | 52 | 52 | 52 | 55 | 54 | 54 | 59 | 61 | 66 | 73 | 75 | 76 | 76 | 76 | 79 | 76 | 77 |
| Two or more races | | | | | | | | | | | | | | | | | | 12 |
| White/Unknown | 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 | 1,810 | 1,793 |
| 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 |
| <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 |

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. "White/Unknown" includes people who chose not to report their race/ethnicity. In the graphs, Academic Staff includes Executive/ Director/ Administrator, Instructional and Other Academic Staff. 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 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 Hawaiian or Pacific Islander), American Indian, Hispanic, or White.

Table 5

Faculty Headcount by Rank and Race/Ethnicity, *continued*

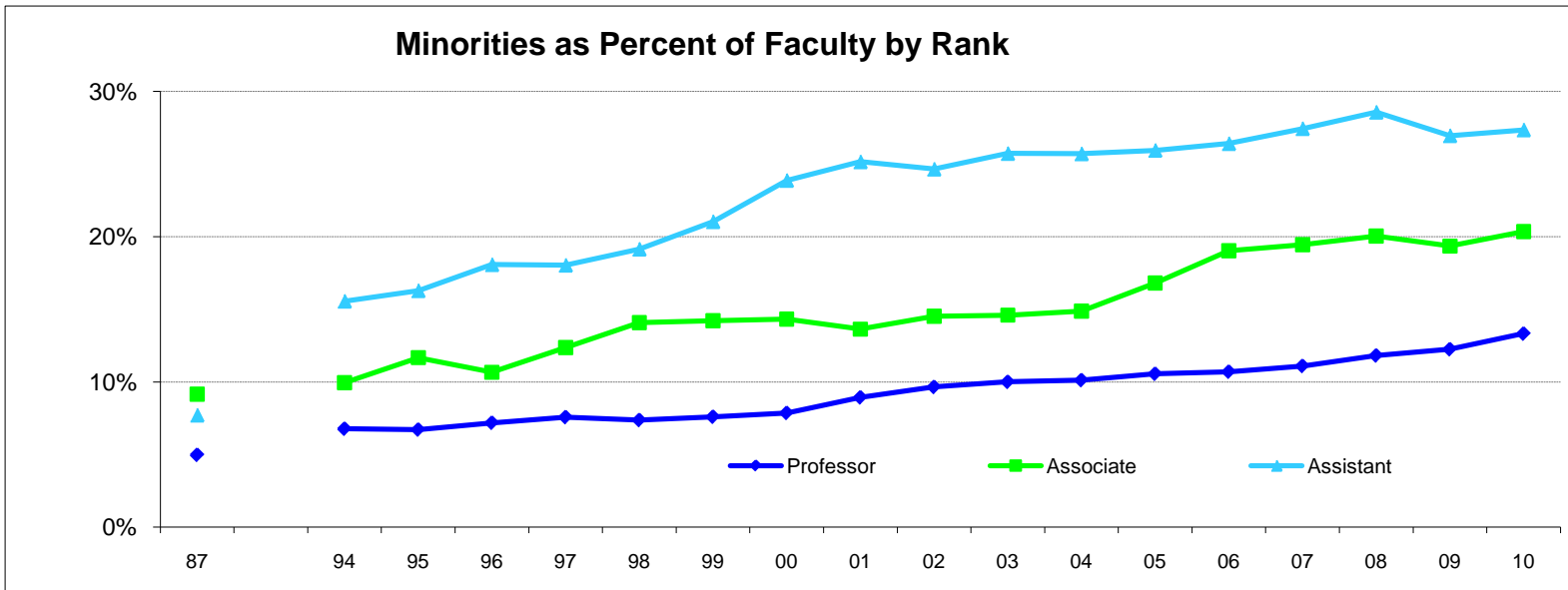
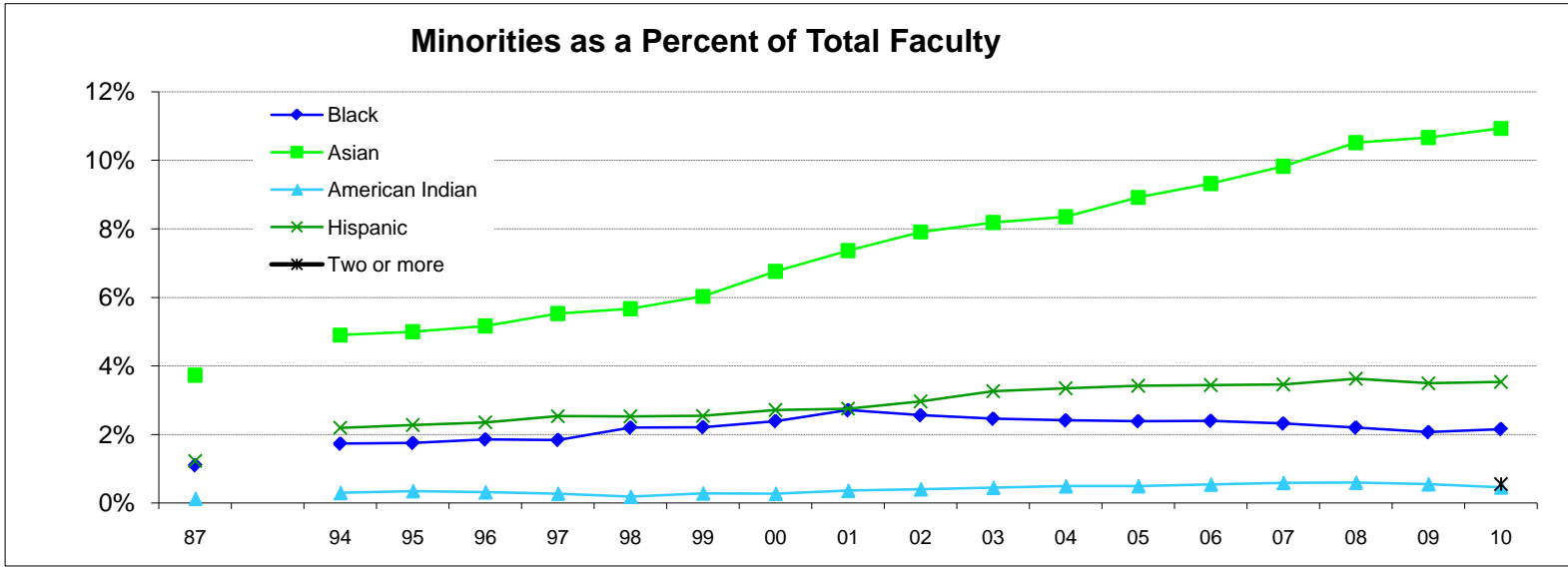


Table 6

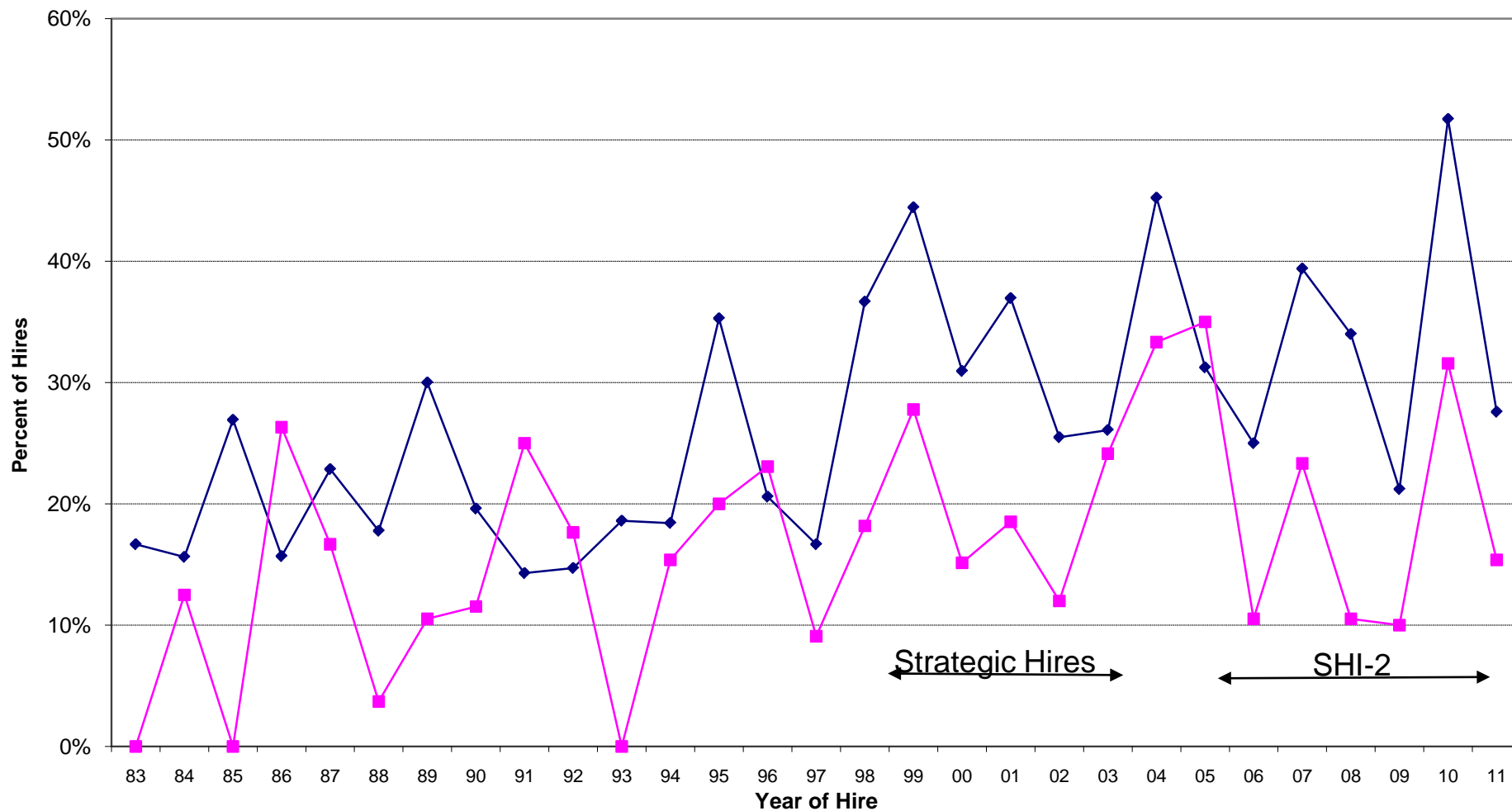
Women in Science Faculty Hires at UW Madison 1982-83 through 2010-11

| 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 | 94 | 33 | 20 | 27 | 7 | 2 | 29% | 21% | 10% |
| 2009-10 | 93 | 29 | 19 | 43 | 15 | 6 | 46% | 52% | 32% |
| 2010-11 | 105 | 29 | 13 | 39 | 8 | 2 | 37% | 28% | 15% |

Notes: Data from 2010-11 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.

Figure 1

UW-Madison Women Faculty Hires in the Sciences



◆ Biological Science ■ Physical Science

Table 7

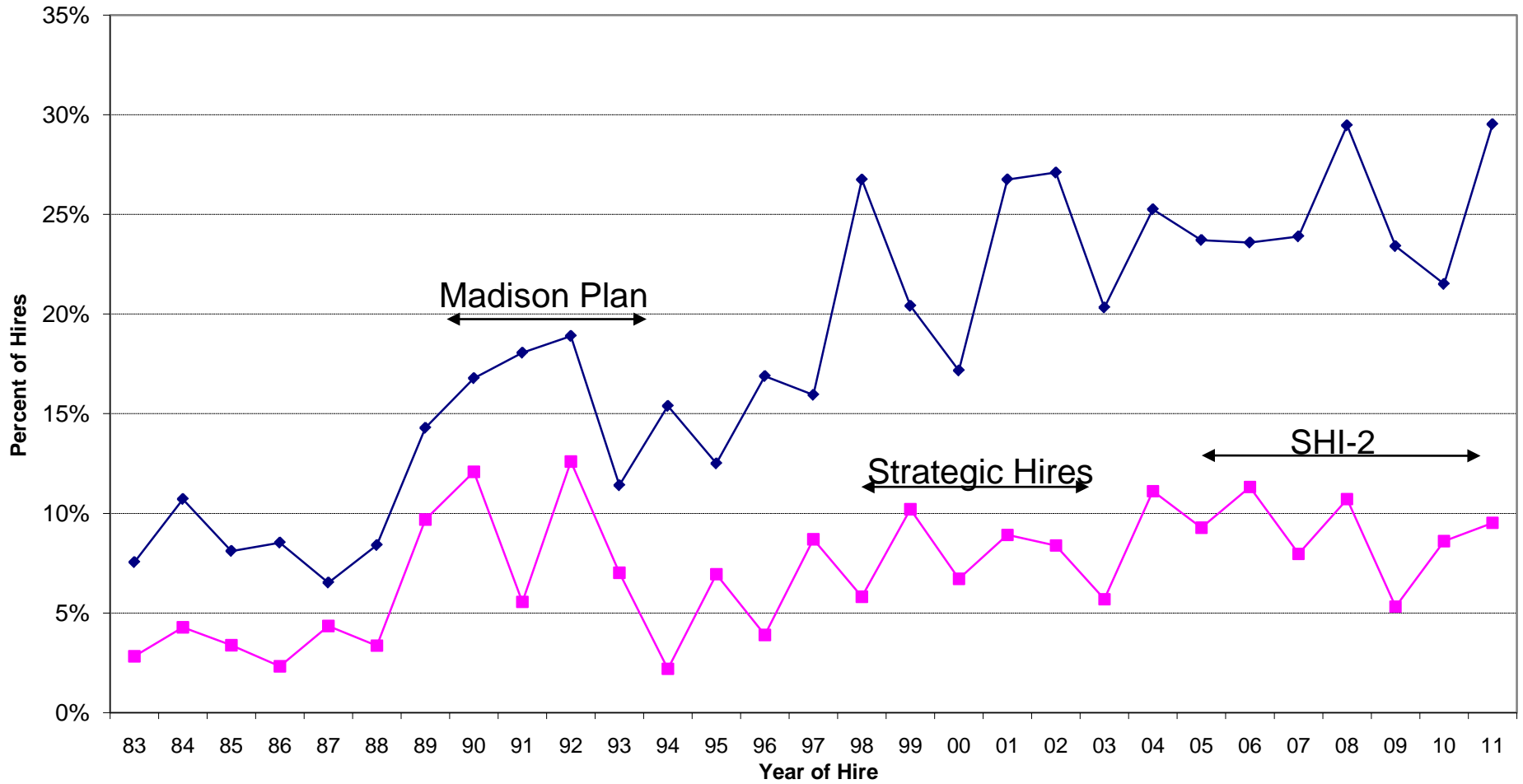
Minority Faculty Hires at UW Madison 1982-83 through 2010-11

| 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 | 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 | 94 | 21 | 1 | 17 | 0 | 3 | | 22% | 4% |
| 2009-10 | 93 | 20 | 5 | 12 | 0 | 3 | | 22% | 9% |
| 2010-11 | 105 | 31 | 5 | 21 | 0 | 3 | 2 | 30% | 10% |

Notes: 2010-11 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. Data collection for race/ethnicity changed in 2010. Individuals may now report two or more races.

Figure 2

UW-Madison Faculty Hires by Minority Status



◆ Minority Faculty ■ Non-Asian Minority Faculty

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 | 42 | 22 | 61 | 56 | 29 | 52 | 38 | 68 |
| 1992-93 | 26 | 13 | 50 | 17 | 65 | 56 | 33 | 59 | 38 | 68 |
| 1993-94 | 22 | 12 | 55 | 16 | 73 | 45 | 31 | 69 | 38 | 84 |
| 1994-95 | 24 | 8 | 33 | 13 | 54 | 35 | 16 | 46 | 23 | 66 |
| 1995-96 | 20 | 6 | 30 | 9 | 45 | 37 | 19 | 51 | 26 | 70 |
| 1996-97 | 14 | 6 | 43 | 8 | 57 | 40 | 24 | 60 | 29 | 73 |
| 1997-98 | 29 | 13 | 45 | 20 | 69 | 32 | 19 | 59 | 22 | 69 |
| 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 | | | 37 | 17 | 46 | | |
| 2004-05 | 29 | 14 | 48 | | | 52 | 32 | 62 | | |
| Average | 31 | 13 | 42 | 19 | 64 | 51 | 28 | 55 | 38 | 72 |

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. Thirteen faculty hired between 1991-92 and 2002-03 still held probationary appointments after more than nine years.

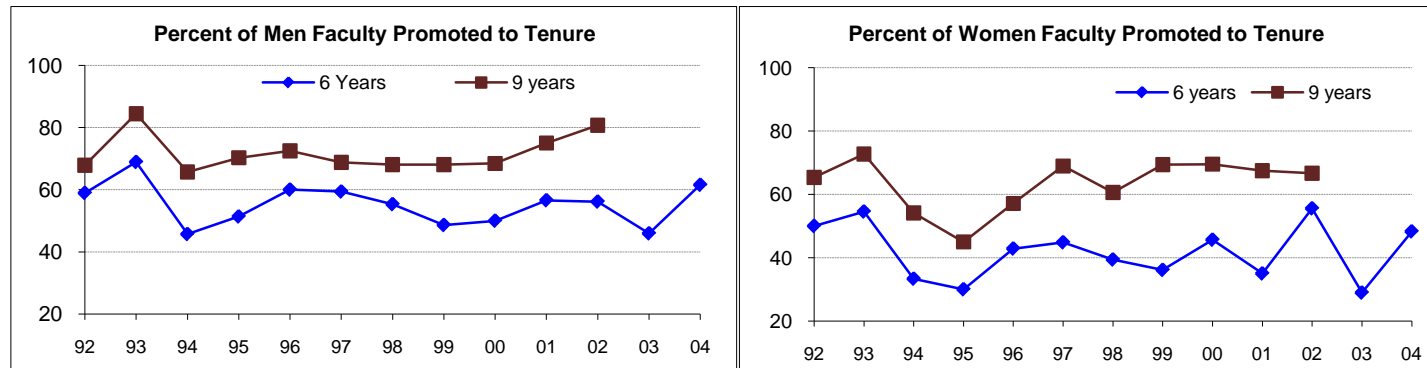


Table 9

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 | 19 | 9 | 47 | 12 | 63 | 73 | 35 | 48 | 48 | 66 |
| 1992-93 | 11 | 5 | 45 | 7 | 64 | 71 | 41 | 58 | 48 | 68 |
| 1993-94 | 10 | 7 | 70 | 8 | 80 | 57 | 36 | 63 | 46 | 81 |
| 1994-95 | 9 | 3 | 33 | 5 | 56 | 50 | 21 | 42 | 31 | 62 |
| 1995-96 | 12 | 5 | 42 | 6 | 50 | 45 | 20 | 44 | 29 | 64 |
| 1996-97 | 12 | 7 | 58 | 8 | 67 | 42 | 23 | 55 | 29 | 69 |
| 1997-98 | 16 | 8 | 50 | 9 | 56 | 45 | 24 | 53 | 33 | 73 |
| 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 | | | 53 | 18 | 34 | | |
| 2004-05 | 20 | 7 | 35 | | | 61 | 39 | 64 | | |
| Average | 19 | 9 | 47 | 12 | 65 | 63 | 32 | 51 | 45 | 70 |

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, Native American, or two or more races. Whites and those who choose not to report race or ethnicity are reported as non-minority. Thirteen faculty hired between 1991-92 and 2002-03 still held probationary appointments after 9 years.

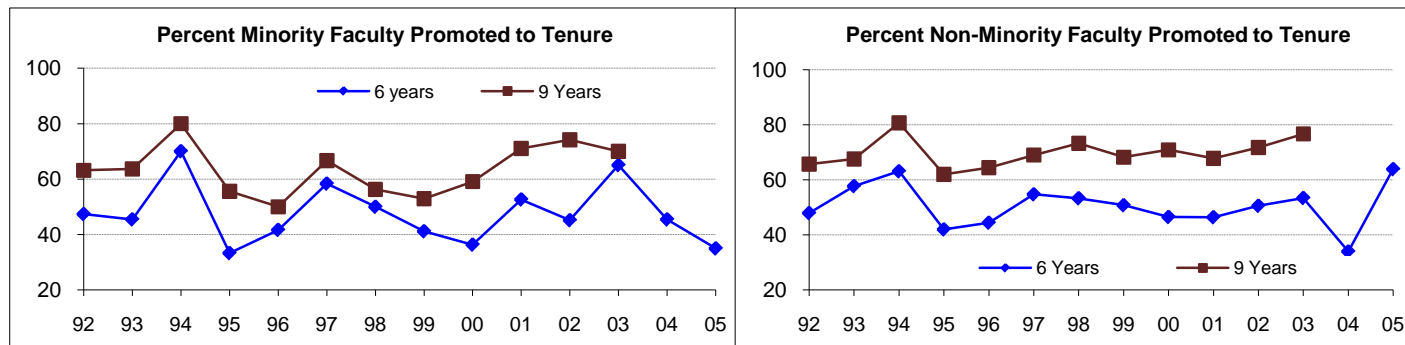


Table 10

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 |
| 1991-97 | 22 | 9 | 41 | 12 | 55 | 51 | 27 | 53 | 34 | 67 |
| 1997-03 | 59 | 28 | 47 | 39 | 66 | 85 | 42 | 49 | 56 | 66 |
| 2003-05 | 16 | 4 | 25 | | | 26 | 13 | 50 | | |
| Average per year | 7 | 3 | 42% | 4 | 63% | 12 | 6 | 51% | 8 | 66% |

| Entering Cohort | Non-Minority Women | | | | | Non-Minority Men | | | | |
|------------------|--------------------|-------------------------|---------|-------------------------|---------|------------------|-------|---------|-------|---------|
| | Total Hired | Promoted within 6 Years | | Promoted within 9 Years | | Total Hired | Years | | Years | |
| | | Count | Percent | Count | Percent | | Count | Percent | Count | Percent |
| 1991-97 | 120 | 51 | 43 | 73 | 61 | 218 | 125 | 57 | 158 | 72 |
| 1997-03 | 161 | 66 | 41 | 109 | 68 | 275 | 151 | 55 | 202 | 73 |
| 2003-05 | 51 | 21 | 41 | | | 63 | 36 | 57 | | |
| Average per year | 24 | 10 | 42% | 15 | 65% | 40 | 22 | 56% | 30 | 73% |

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. Thirteen faculty hired between 1991-92 and 2002-03 still held probationary appointments after 9 years.

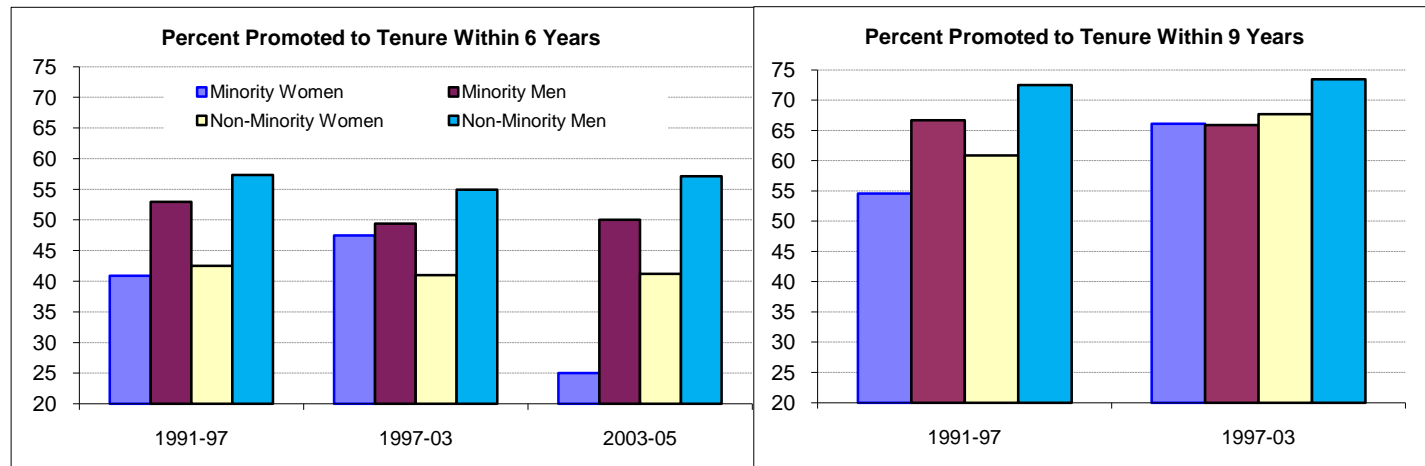


Table 11

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 |
| 1991-92 | 27 | 52 | 78 | 14 | 50 | 71 | 21 | 43 | 62 | 30 | 47 | 53 |
| 1992-93 | 30 | 60 | 70 | 6 | 67 | 83 | 17 | 71 | 76 | 29 | 41 | 55 |
| 1993-94 | 24 | 63 | 83 | 12 | 75 | 83 | 9 | 89 | 100 | 22 | 50 | 68 |
| 1994-95 | 27 | 44 | 67 | 10 | 50 | 60 | 5 | 40 | 100 | 17 | 29 | 41 |
| 1995-96 | 24 | 54 | 75 | 10 | 50 | 80 | 4 | 75 | 100 | 19 | 21 | 26 |
| 1996-97 | 18 | 67 | 83 | 11 | 55 | 73 | 8 | 50 | 63 | 17 | 47 | 53 |
| 1997-98 | 12 | 33 | 75 | 8 | 75 | 75 | 14 | 79 | 79 | 27 | 41 | 59 |
| 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 | 19 | 79 | 89 | 22 | 45 | 64 |
| 2003-04 | 25 | 36 | | 15 | 53 | | 12 | 25 | | 23 | 35 | |
| 2004-05 | 20 | 60 | | 19 | 68 | | 13 | 62 | | 29 | 45 | |
| Average | 25 | 48 | 73 | 15 | 63 | 78 | 15 | 60 | 80 | 27 | 39 | 53 |

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. Thirteen faculty hired between 1991-92 and 2002-03 still held probationary appointments after more than nine years.

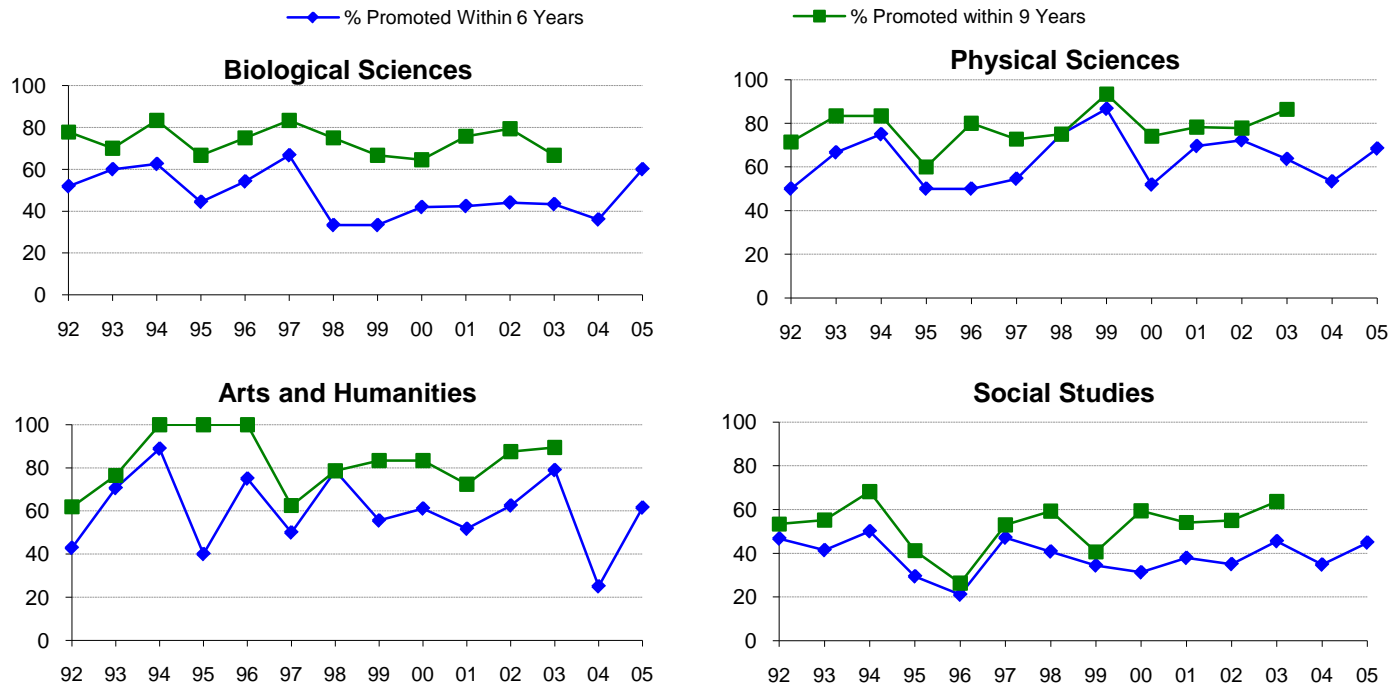


Table 12

Faculty Promotions to Tenure by Gender and Divisional Affiliation

| Entering Cohort | Women in Biological Sciences | | | | | Women 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 |
| 1991-97 | 35 | 18 | 51 | 26 | 74 | 11 | 3 | 27 | 4 | 36 |
| 1997-03 | 57 | 20 | 35 | 40 | 70 | 21 | 14 | 67 | 17 | 81 |
| 2003-05 | 17 | 6 | 35 | | | 12 | 6 | 50 | | |
| Average | 8 | 3 | 40% | 6 | 72% | 3 | 2 | 52% | 2 | 66% |

| Entering Cohort | Women in Arts and Humanities | | | | | Women 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 |
| 1991-97 | 34 | 20 | 59 | 27 | 79 | 62 | 19 | 31 | 28 | 45 |
| 1997-03 | 63 | 42 | 67 | 52 | 83 | 79 | 18 | 23 | 39 | 49 |
| 2003-05 | 9 | 3 | 33 | | | 29 | 10 | 34 | | |
| Average | 8 | 5 | 61% | 7 | 81% | 12 | 3 | 28% | 6 | 48% |

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. Thirteen faculty hired between 1991-92 and 2002-03 still held probationary appointments after 9 years.

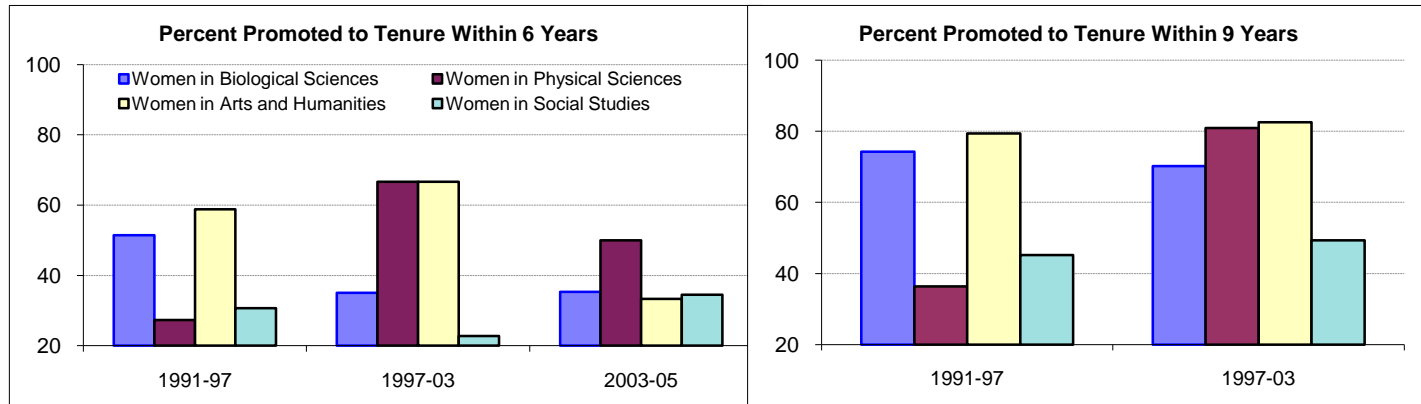


Table 12

Faculty Promotions to Tenure by Gender and Divisional Affiliation

| Entering Cohort | 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 |
| 1991-97 | 115 | 66 | 57 | 87 | 76 | 52 | 33 | 63 | 43 | 83 |
| 1997-03 | 98 | 44 | 45 | 71 | 72 | 92 | 62 | 67 | 74 | 80 |
| 2003-05 | 28 | 15 | 54 | | | 22 | 15 | 68 | | |
| Average | 17 | 9 | 52% | 11 | 74% | 12 | 8 | 66% | 8 | 81% |

| Entering Cohort | 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 |
| 1991-97 | 30 | 18 | 60 | 22 | 73 | 72 | 35 | 49 | 40 | 56 |
| 1997-03 | 59 | 35 | 59 | 48 | 81 | 111 | 52 | 47 | 65 | 59 |
| 2003-05 | 16 | 8 | 50 | | | 23 | 11 | 48 | | |
| Average | 8 | 4 | 58% | 6 | 79% | 15 | 7 | 48% | 9 | 57% |

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. Thirteen faculty hired between 1991-92 and 2002-03 still held probationary appointments after 9 years.

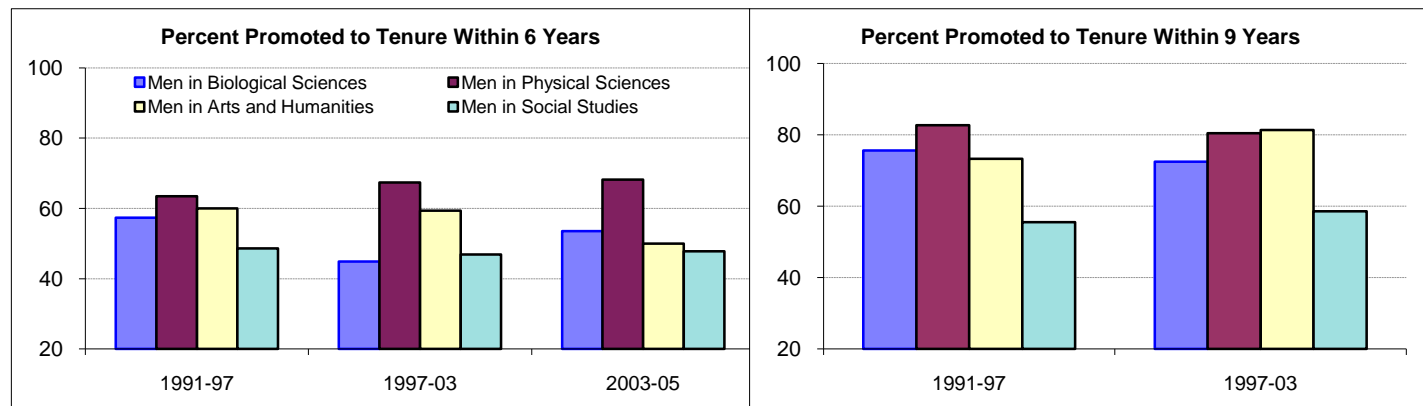


Table 13
Count of Higher-Level Administrative Positions by Gender and Faculty Status

| Title Name | 2002-03 | | 2006-07 | | 2007-08 | | 2008-09 | | 2009-10 | | 2010-11 | | |
|--|---------|-----|---------|-----|---------|-----|---------|-----|---------|-----|---------|-----|------|
| | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | % |
| Chancellor | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 100% |
| Provost/ Vice Chancellor | | | | | | | | | | | | | |
| Faculty | 0 | 3 | 0 | 2 | 0 | 3 | 0 | 3 | 0 | 3 | 0 | 3 | 0% |
| Non-Faculty | 1 | 2 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 2 | 0% |
| Vice Provost/ Associate Vice Chancellor | | | | | | | | | | | | | |
| Faculty | 2 | 2 | 0 | 1 | 2 | 2 | 0 | 2 | 0 | 2 | 0 | 2 | 0% |
| Non-Faculty | 0 | 1 | 2 | 2 | 2 | 3 | 2 | 5 | 2 | 5 | 2 | 5 | 29% |
| Assistant Vice Chancellor | | | | | | | | | | | | | |
| Non-Faculty | 3 | 6 | 2 | 4 | 2 | 5 | 2 | 5 | 2 | 4 | 2 | 4 | 33% |
| Academic Deans | 2 | 12 | 5 | 9 | 5 | 9 | 5 | 8 | 5 | 8 | 6 | 7 | 46% |
| Associate Dean - Faculty or CHS | 13 | 25 | 14 | 33 | 14 | 27 | 17 | 28 | 15 | 29 | 14 | 29 | 33% |
| Assistant Dean - Faculty or CHS | 0 | 0 | 0 | 4 | 0 | 3 | 0 | 3 | 0 | 2 | 0 | 2 | 0% |
| Assistant Dean- Non-Faculty | | | | | | | | | | | | | |
| Large | 13 | 15 | 11 | 15 | 12 | 14 | 14 | 11 | 15 | 15 | 16 | 14 | 53% |
| Medium/Large | | | 0 | 0 | 0 | 0 | 5 | 1 | 6 | 1 | 4 | 2 | 67% |
| Medium | 33 | 16 | 29 | 15 | 25 | 12 | 24 | 15 | 22 | 17 | 28 | 19 | 60% |
| Small | 8 | 4 | 11 | 5 | 10 | 5 | 5 | 3 | 5 | 3 | 6 | 3 | 67% |
| Associate Dean- Non-Faculty | | | | | | | | | | | | | |
| Large | 7 | 10 | 7 | 10 | 7 | 12 | 7 | 10 | 10 | 9 | 7 | 8 | 47% |
| Medium/Large | | | | | | | 1 | 1 | 1 | 1 | 3 | 2 | 60% |
| Medium | 3 | 1 | 4 | 3 | 5 | 3 | 5 | 1 | 4 | 1 | 3 | 1 | 75% |
| Small | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 100% |
| Total Higher Level Administrative Positions | | | | | | | | | | | | | |
| Faculty | 17 | 43 | 19 | 50 | 21 | 45 | 23 | 44 | 21 | 44 | 21 | 43 | 33% |
| Non-Faculty | 68 | 55 | 67 | 55 | 64 | 55 | 66 | 53 | 68 | 58 | 72 | 60 | 55% |

SOURCE: IADS October Frozen Appointment Data view

NOTES: Includes both paid and zero-dollar positions.

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

3/9/11

TABLE 14
Count of Higher-Level Administrative Positions by Minority and Faculty Status

| Title Name/Faculty Status | 2002-03 | | 2006-07 | | 2007-08 | | 2008-09 | | 2009-10 | | 2010-11 | | % 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 | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 1 | 1 | 50% |
| Vice Provost/ Associate Vice Chancellor | | | | | | | | | | | | | |
| Faculty | 2 | 2 | 0 | 3 | 0 | 3 | 0 | 2 | 0 | 2 | 0 | 2 | 0% |
| Non-Faculty | 0 | 1 | 0 | 4 | 0 | 4 | 1 | 5 | 1 | 6 | 1 | 6 | 14% |
| Assistant Vice Chancellor | | | | | | | | | | | | | |
| Non-Faculty | 3 | 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 67% |
| Dean - Faculty | 0 | 14 | 1 | 14 | 1 | 13 | 1 | 12 | 1 | 12 | 1 | 13 | 7% |
| Associate Dean-Faculty or CHS | 3 | 35 | 3 | 44 | 3 | 38 | 2 | 43 | 3 | 41 | 3 | 40 | 7% |
| Assistant Dean-Faculty or CHS | 1 | 2 | 0 | 4 | 0 | 2 | 0 | 3 | 0 | 2 | 0 | 2 | 0% |
| Assistant Dean - Non-Faculty | | | | | | | | | | | | | |
| Large | 3 | 25 | 3 | 23 | 4 | 22 | 3 | 22 | 4 | 26 | 4 | 26 | 13% |
| Medium/Large | | | | | | | 1 | 5 | 0 | 7 | 0 | 5 | 0% |
| Medium | 15 | 34 | 16 | 28 | 13 | 24 | 13 | 23 | 14 | 25 | 16 | 31 | 34% |
| Small | 2 | 10 | 2 | 14 | 1 | 14 | 1 | 3 | 1 | 7 | 2 | 7 | 22% |
| Associate Dean- Non-Faculty | | | | | | | | | | | | | |
| Large | 0 | 17 | 1 | 16 | 0 | 19 | 0 | 15 | 0 | 19 | 0 | 15 | 0% |
| Medium/Large | | | | | | | 0 | 2 | 0 | 2 | 1 | 4 | 20% |
| Medium | 0 | 4 | 0 | 7 | 0 | 8 | 0 | 6 | 0 | 5 | 0 | 4 | 0% |
| Small | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0% |
| Total Higher Level Administrative Positions | | | | | | | | | | | | | |
| Faculty | 6 | 57 | 4 | 69 | 4 | 60 | 3 | 64 | 4 | 61 | 4 | 61 | 6% |
| Non-Faculty | 24 | 99 | 26 | 96 | 22 | 95 | 23 | 85 | 24 | 102 | 29 | 102 | 22% |

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 15

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

| | 2002-03 | | 2007-08 | | 2008-09 | | 2009-10 | | 2010-11 | | |
|------------------------------|---------------------------------------|-----------------------------------|---------------------------------------|-----------------------------------|---------------------------------|-----------------------------------|----------------------------|---------------------------------------|----------------------------|---------------------------------|-----------------------------------|
| | # Dept Chair/ Acad Prog Dirs | Chair/ APD as % of Profs | # Dept Chair/ Acad Prog Dirs | Chair/ APD as % of Profs | Chair/ Acad Prog Dires | Chair/ APD as % of Profs | Number of Full Profs | # Dept Chair/ Acad Prog Dirs | Number of Full Profs | Chair/ Acad Prog Dires | Chair/ APD as % of Profs |
| Total | 186 | 14% | 186 | 14% | 187 | 14% | 1281 | 185 | 1283 | 181 | 14% |
| Men | 160 | 15% | 135 | 13% | 132 | 13% | 969 | 126 | 959 | 117 | 12% |
| Women | 26 | 10% | 51 | 17% | 55 | 18% | 312 | 59 | 324 | 64 | 20% |
| % Women | 14% | | 27% | | 29% | | 24% | 32% | 25% | 35% | |
| Biological Sciences | | | | | | | | | | | |
| Men | 60 | 17% | 54 | 16% | 49 | 14% | 329 | 46 | 321 | 44 | 14% |
| Women | 3 | 5% | 7 | 10% | 8 | 11% | 73 | 9 | 74 | 11 | 15% |
| Physical Sciences | | | | | | | | | | | |
| Men | 36 | 11% | 26 | 9% | 24 | 9% | 280 | 22 | 283 | 24 | 8% |
| Women | 1 | 4% | 6 | 23% | 4 | 15% | 28 | 5 | 32 | 3 | 9% |
| Social Studies | | | | | | | | | | | |
| Men | 39 | 15% | 30 | 13% | 36 | 16% | 219 | 35 | 212 | 30 | 14% |
| Women | 12 | 13% | 16 | 16% | 18 | 18% | 104 | 19 | 111 | 22 | 20% |
| Arts & Humanities | | | | | | | | | | | |
| Men | 25 | 15% | 25 | 17% | 23 | 16% | 141 | 23 | 143 | 19 | 13% |
| Women | 10 | 11% | 22 | 20% | 25 | 23% | 107 | 26 | 107 | 28 | 26% |

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

03/09/11

Table 16
Number of Full Professor Faculty, Department Chairs and Academic Program Directors
By Minority Status and Divisional Committee Affiliation

| | 2002-03 | | 2006-07 | | 2007-08 | | 2008-09 | | 2009-10 | | 2010-11 | | |
|----------------------------------|---------------------------------------|-----------------------------------|---------------------------------------|-----------------------------------|---------------------------------------|-----------------------------------|---------------------------------------|-----------------------------------|---------------------------------------|-----------------------------------|----------------------------|---------------------------------------|-----------------------------------|
| | # 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 | # 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 | 186 | 14% | 190 | 14% | 186 | 14% | 187 | 14% | 185 | 14% | 1283 | 181 | 14% |
| Non-minority | 167 | 14% | 168 | 14% | 166 | 14% | 168 | 14% | 165 | 14% | 1112 | 157 | 14% |
| Minority | 19 | 14% | 22 | 16% | 20 | 14% | 19 | 13% | 20 | 13% | 171 | 24 | 14% |
| % Minority | 10% | | 12% | | 11% | | 10% | | 11% | | 13% | 13% | |
| Biological Sciences | | | | | | | | | | | | | |
| Non-minority | 60 | 16% | 58 | 16% | 56 | 15% | 53 | 14% | 51 | 14% | 352 | 51 | 14% |
| Minority | 3 | 10% | 6 | 17% | 5 | 14% | 4 | 11% | 4 | 11% | 43 | 4 | 9% |
| Physical Sciences | | | | | | | | | | | | | |
| Non-minority | 34 | 11% | 31 | 11% | 27 | 10% | 24 | 9% | 25 | 10% | 257 | 24 | 9% |
| Minority | 3 | 8% | 7 | 17% | 5 | 11% | 4 | 9% | 2 | 4% | 58 | 3 | 5% |
| Social Studies | | | | | | | | | | | | | |
| Non-minority | 49 | 15% | 42 | 14% | 42 | 14% | 47 | 16% | 45 | 16% | 288 | 44 | 15% |
| Minority | 2 | 6% | 3 | 9% | 4 | 13% | 7 | 23% | 9 | 26% | 35 | 8 | 23% |
| Arts & Humanities | | | | | | | | | | | | | |
| Non-minority | 24 | 11% | 37 | 17% | 41 | 18% | 44 | 19% | 44 | 20% | 215 | 38 | 18% |
| Minority | 11 | 33% | 6 | 19% | 6 | 18% | 4 | 12% | 5 | 14% | 35 | 9 | 26% |

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 Analysis

3/9/11

Table 17

Comparison of Gender and Tenure Status of UW Madison Faculty with Peer Institutions

| Institution Name | Tenured | | | | Tenure Track | | | | Total | | | |
|-----------------------------|-------------|------------|------------|----------|--------------|------------|------------|----------|-------------|------------|------------|----------|
| | Men | Women | % Women | Ranking | Men | Women | % Women | Ranking | Men | Women | % Women | Ranking |
| Indiana | 684 | 276 | 29% | 4 | 234 | 174 | 43% | 4 | 918 | 450 | 33% | 1 |
| Washington | 776 | 324 | 29% | 1 | 157 | 129 | 45% | 1 | 933 | 453 | 33% | 2 |
| Michigan State | 1051 | 425 | 29% | 3 | 259 | 196 | 43% | 3 | 1310 | 621 | 32% | 3 |
| Minnesota | 1187 | 484 | 29% | 2 | 273 | 201 | 42% | 5 | 1460 | 685 | 32% | 4 |
| Ohio State | 1380 | 548 | 28% | 5 | 402 | 267 | 40% | 8 | 1782 | 815 | 31% | 5 |
| UW-Madison | 1113 | 410 | 27% | 7 | 241 | 184 | 43% | 2 | 1354 | 594 | 30% | 6 |
| Texas | 1098 | 377 | 26% | 11 | 293 | 213 | 42% | 6 | 1391 | 590 | 30% | 7 |
| Michigan | 1401 | 504 | 26% | 8 | 378 | 247 | 40% | 10 | 1779 | 751 | 30% | 8 |
| UC-Berkeley | 814 | 311 | 28% | 6 | 153 | 95 | 38% | 12 | 967 | 406 | 30% | 9 |
| Illinois | 987 | 339 | 26% | 10 | 300 | 189 | 39% | 11 | 1287 | 528 | 29% | 10 |
| UCLA | 1134 | 398 | 26% | 9 | 155 | 106 | 41% | 7 | 1289 | 504 | 28% | 11 |
| Purdue | 1023 | 282 | 22% | 12 | 276 | 182 | 40% | 9 | 1299 | 464 | 26% | 12 |
| Median excluding UW-Madison | | | 28% | | | | 42% | | | | 30% | |

Comparison of Gender and Rank of UW Madison Faculty with Peer Institutions

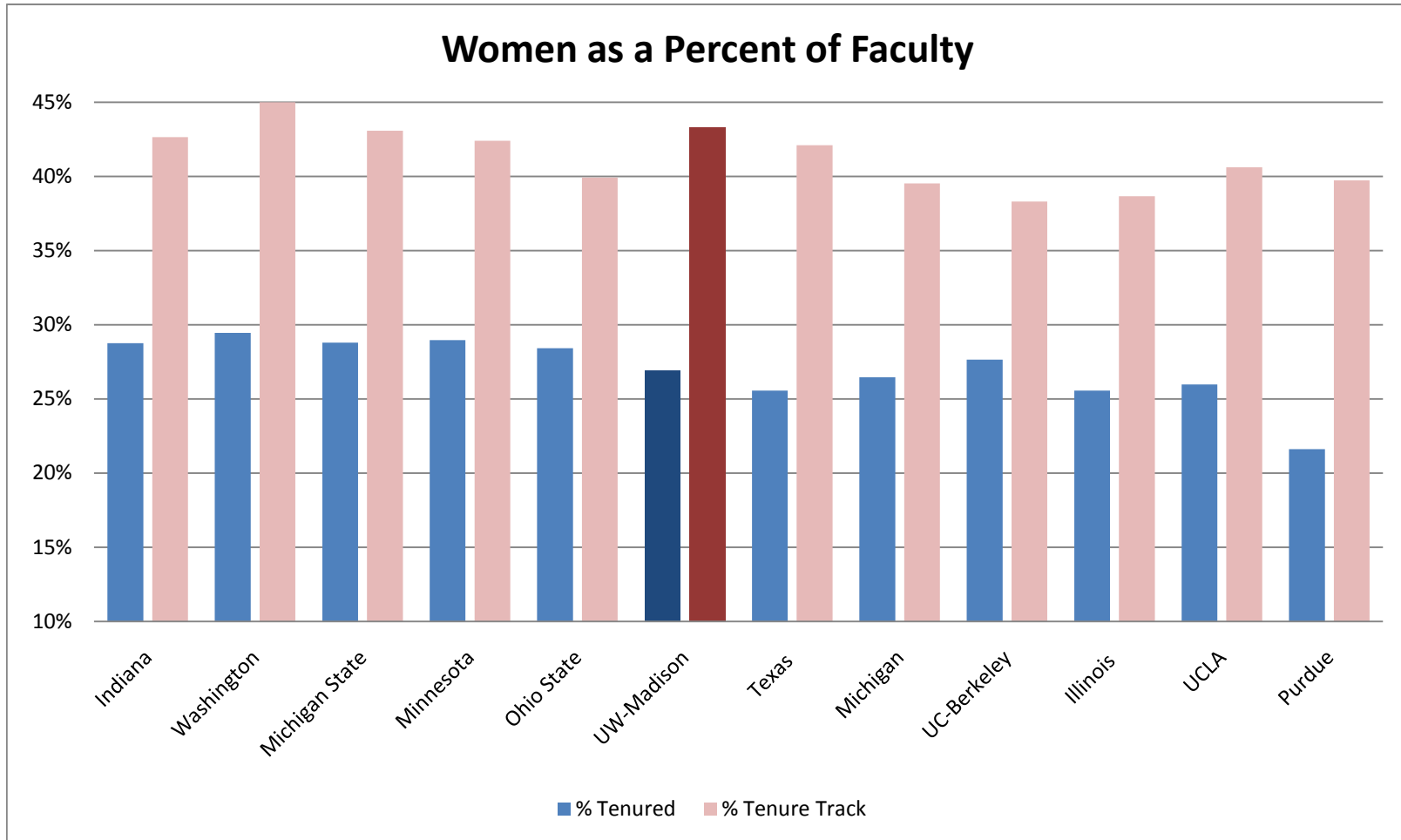
| Institution Name | Professor | | | | Associate Professor | | | | Assistant Professor | | | |
|-----------------------------|------------|------------|------------|----------|---------------------|------------|------------|-----------|---------------------|------------|------------|----------|
| | Men | Women | % Women | Ranking | Men | Women | % Women | Ranking | Men | Women | % Women | Ranking |
| Washington | 560 | 165 | 23% | 5 | 216 | 159 | 42% | 1 | 157 | 129 | 45% | 1 |
| Indiana | 485 | 154 | 24% | 2 | 246 | 147 | 37% | 5 | 187 | 149 | 44% | 1 |
| Michigan State | 719 | 210 | 23% | 6 | 342 | 218 | 39% | 4 | 249 | 193 | 44% | 3 |
| UW-Madison | 861 | 274 | 24% | 1 | 252 | 136 | 35% | 11 | 241 | 184 | 43% | 4 |
| Minnesota | 810 | 227 | 22% | 7 | 390 | 266 | 41% | 3 | 260 | 192 | 42% | 5 |
| Texas | 786 | 191 | 20% | 10 | 324 | 199 | 38% | 5 | 281 | 199 | 41% | 6 |
| Ohio State | 822 | 224 | 21% | 9 | 535 | 294 | 35% | 10 | 414 | 293 | 41% | 7 |
| UCLA | 939 | 289 | 24% | 3 | 190 | 109 | 36% | 7 | 154 | 104 | 40% | 8 |
| Michigan | 1002 | 274 | 21% | 8 | 423 | 238 | 36% | 8 | 354 | 238 | 40% | 9 |
| Purdue | 638 | 113 | 15% | 12 | 380 | 166 | 30% | 12 | 279 | 185 | 40% | 10 |
| Illinois | 656 | 153 | 19% | 11 | 338 | 190 | 36% | 9 | 292 | 185 | 39% | 11 |
| UC-Berkeley | 649 | 193 | 23% | 4 | 163 | 115 | 41% | 2 | 146 | 90 | 38% | 12 |
| Median excluding UW-Madison | | | 22% | | | | 36% | | | | 41% | |

Source: IPEDS Fall 2009. Includes all full-time tenured and tenure-track faculty in instruction, research and/or public service. Instructors not shown separately.

Prepared by: Office of Academic Planning and Analysis

04/18/11

Table 17



Source: Fall 2009 IPEDS Fall Staff report.

4/18/11