

Summary of UW-Madison Data on Faculty Diversity

March 11, 2009 Leadership Council

How Many Minority Faculty members do we have? (See Table 1)

Tables 1 & 2 provide a time trend, starting with 1987 (before the Madison Plan) and continuing with data for the past 15 years.

- Currently, 369 – about 17% – of faculty are minorities
 - this is an increase from 146 (around 6%) about 20 years ago, 11% in 1998
 - size of faculty has decreased by over 200 since 1987
- There have been increases in all racial/ethnic categories since 1987 (pre-Madison Plan). Since 1999: nearly all of growth has been in Asian, Hispanic and Native American. Black/African American peaked at 60 faculty in 2001, now back down to 48 (2.2%). Currently, 10.5% of our faculty is Asian, almost 1% is American Indian, about 3.6% is Hispanic/Latino
- 5% of full professors in 1987 were minorities; today minorities are 12% of profs
- In 2008, about 26% of our tenure-track faculty are minorities

How Many Women Faculty members do we have? (See Table 2)

- Currently, 648 women faculty – about 30% ; in 1987, 15% of faculty were women
- 24% of full professors and 42% of assistant professors are currently women;
- 9% of full professors and 29% of assistant profs were women in 1987

What do our hiring numbers look like? (See Table 3 and Table 4, Figure 1 and Figure 2)

Minorities:

- More minority hiring occurred during Madison Plan and Strategic Hiring Initiative, programs designed to increase minority hiring (pool of minority PhDs is also growing over this time period)
- Biggest increase is in Asian/Asian American faculty hires
- About 24% of faculty hires each year since 1999 have been minorities
- Context: pool of PhDs. Currently, about 21% of all PhDs to US citizens across all disciplines are granted to members of minority groups (less than 10% in 1980)
 - More in some fields less in others, doesn't include MD, DVM, JD degrees
 - about 13% of new PhDs are Black, Hispanic, American Indian (2005-06)
- About 9% of faculty hires at UW in past 10 years are Native American, Hispanic, Black (range 6-11%)

Women:

- In 1980's, about 27% of all faculty hires were women; in past 10 years, about 36% of faculty hires are women
- 19% of biological and 9% of physical science hires were women in 1980's
- Last 10 years: about 1/3 of biological science hires, 1/5 of physical science hires were women
- IPEDS data on pool of PhDs – 24% of recent PhDs in physical sciences & engineering went to women; about 50% of PhDs in biological and biomedical sciences went to women (2005-06)
- Graphs – a lot of variability from year to year, due to small numbers

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What about faculty retention?

- **Promotion to tenure** (See Tables 5-10 and Figure 4) -- Faculty hired since 1990-91, tracked for 6 and 9 years (to allow for tenure clock extensions). Note that those who left the university without tenure includes both those who would have received tenure had they stayed at UW and those who would have been denied tenure.
- Variability from year to year – small numbers. One more person of color getting tenure in a year with 12 minority hires would increase the percent receiving tenure by 8%
- Bigger gap in promotion rates between men and women at 6 years than at 9 years – a higher proportion of women get tenure clock extensions
- Male non-minority faculty have the highest rate of promotion – 72% of male non-minority, 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 (SS) probationary faculty achieve tenure within 9 years, compared to $\frac{3}{4}$ of other divisions
- Grouped in 5-year cohorts because small numbers of hires when broken down by division and gender or minority status
- For each division, minorities have a lower tenure rate than non-minorities--about a 10 % gap between minorities and non-minorities in Arts & Humanities (A&H), Social Studies, Biological Sciences; 6% in Physical sciences-- for those hired 1990-2001
- Differences between men and women within divisions are small. (More women than men tenured in A&H and Biological; 5% gap in SS;) Women are more likely to be in SS or A&H than men, few women hires in Physical Sciences
- **Retention of tenured faculty** (See Figure 3)
Survival curve – estimates average time to resignation or retirement, including data for those who have not yet left (censored cases) and those who have resigned/ retired
 - Censored cases -- we don't know how long they will stay – just more than the number of months they've been here so far.
 - Includes all those hired since July 1979 – about 30 years for the longest cases
 - It may be the case that retention patterns have changed over time, or are related to age or external market factors or other characteristics not controlled for
 - One-fourth of all faculty hired with tenure leave for any reason within 10 years; half leave within 17 years
 - Small numbers of minority faculty and women faculty hired with tenure
- **Probationary** (Figure 4):
 - About $\frac{1}{4}$ of probationary faculty leave within 6 years; half leave within 16 years. Once they receive tenure, they tend to stay longer than those hired with tenure (possibly because younger age at tenure. Faculty promoted to tenure – $\frac{2}{3}$ are younger than 40. Faculty hired with tenure 40% are under 40)

Conclusion: The number of women and minorities on the faculty is a function of hiring and retention. Because of low turnover, it takes many years or an overall increase in faculty to be able to make a substantial increase in faculty diversity. The data suggest that we may want to pay more attention to minority faculty retention and to recruitment of African American faculty.

Table 1

Faculty Headcount by Rank and Race/Ethnicity

	1987	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Professor	17	19	20	19	17	18	19	18	21	24	24	25	26	27	27	25
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	5	5	10	10	14	14	12	11	12	10	11	10	7	5	6	8
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	4	17	10	12	9	15	16	23	27	23	20	18	20	21	18	15
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	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
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	26	41	40	41	40	47	47	52	60	57	55	54	53	53	51	48
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>	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

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.

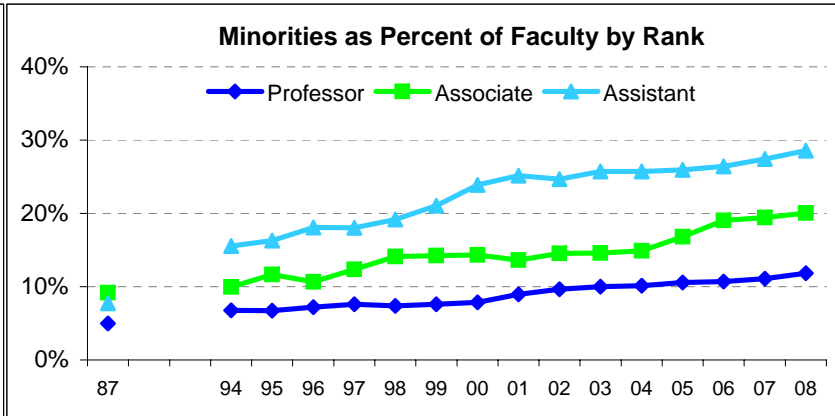
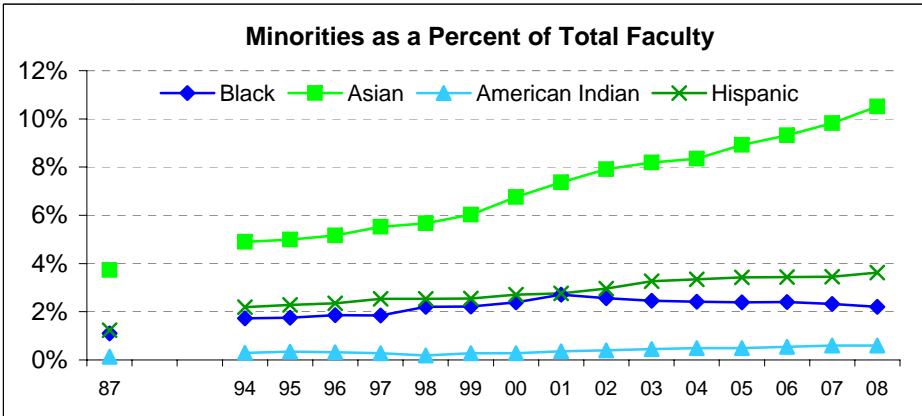


Table 2

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.

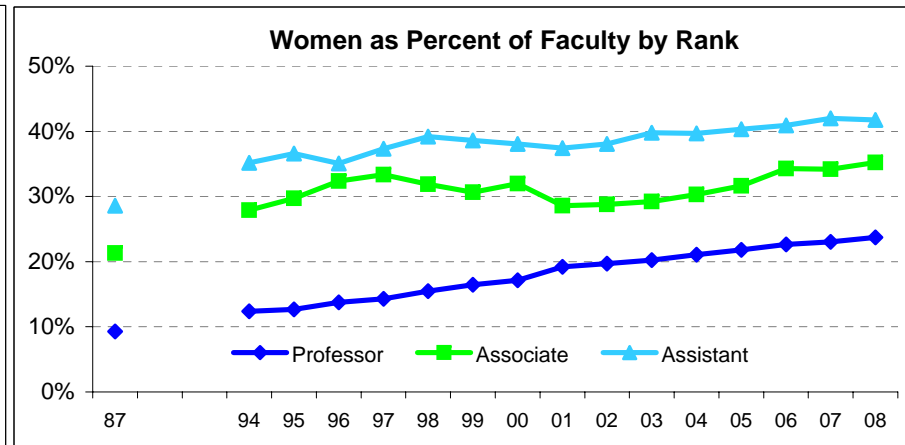
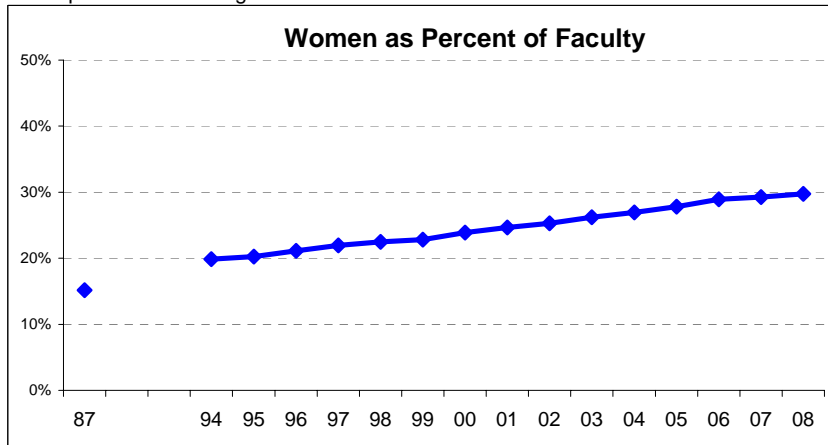


Table 3

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

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Figure 1

UW-Madison Faculty Hires by Minority Status

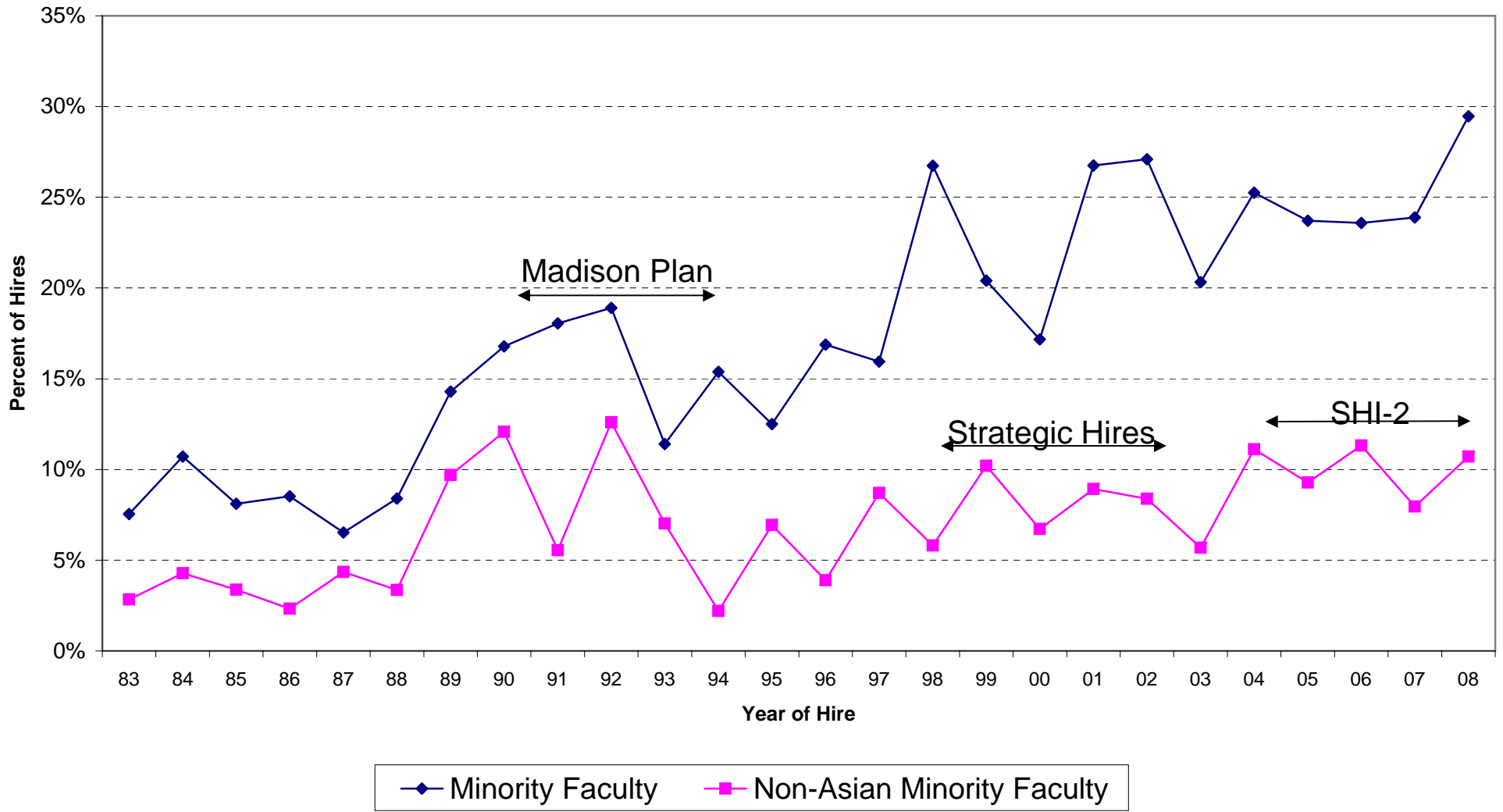


Table 4

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%

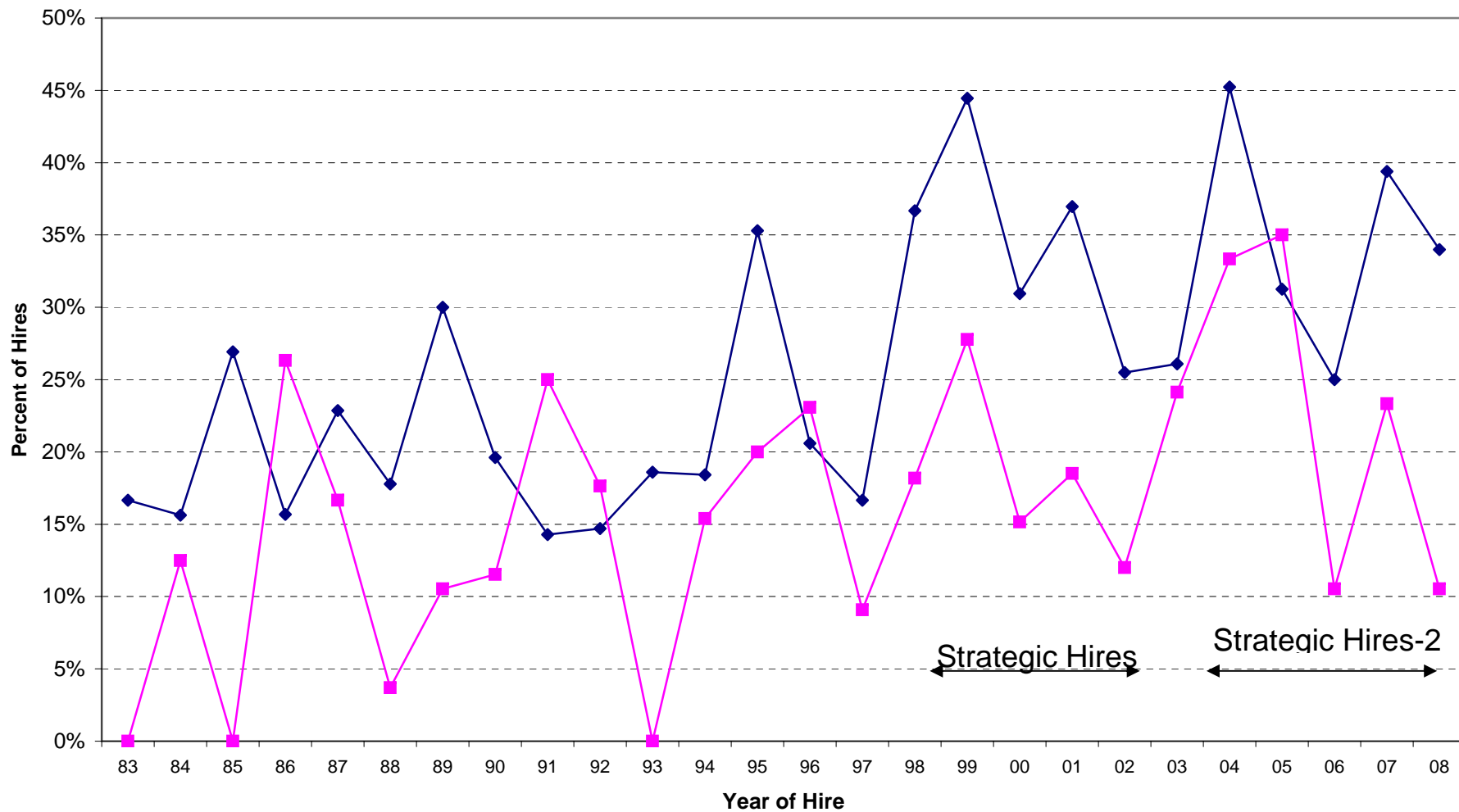
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3/6/09

Figure 2

UW-Madison Women Faculty Hires in the Sciences



◆ Biological Science ■ Physical Science

Table 5

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.

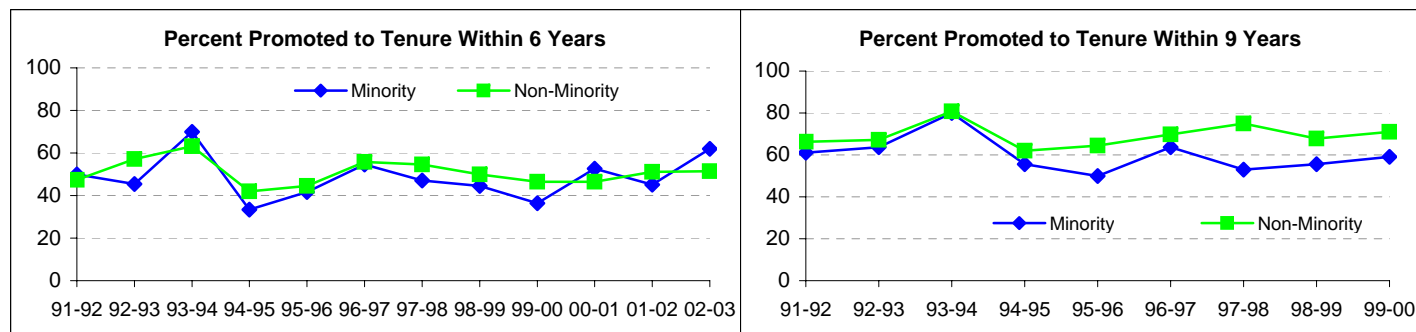


Table 6

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.

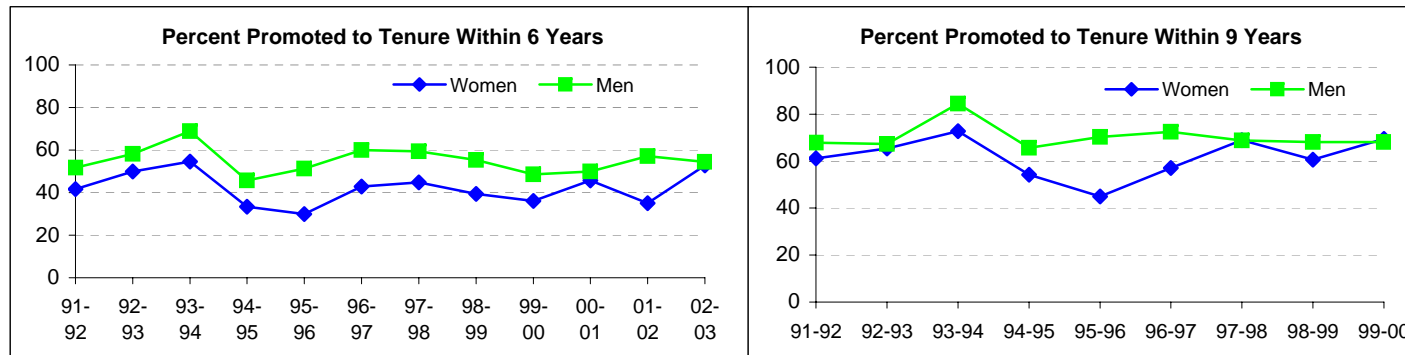


Table 7

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
1991-92	8	3	37.5	4	50.0	10	6	60.0	7	70.0
1992-93	2	1	50.0	1	50.0	9	4	44.4	6	66.7
1993-94	2	1	50.0	1	50.0	8	6	75.0	7	87.5
1994-95	3	1	33.3	2	66.7	6	2	33.3	3	50.0
1995-96	3	0	-	0	-	9	5	55.6	6	66.7
1996-97	4	3	75.0	4	100.0	7	3	42.9	3	42.9
1997-98	4	3	75.0	3	75.0	13	5	38.5	6	46.2
1998-99	9	2	22.2	4	44.4	9	6	66.7	6	66.7
1999-00	9	4	44.4	5	55.6	13	4	30.8	8	61.5
2000-01	16	8	50.0	12	75.0	22	12	54.5	15	68.2
2001-02	13	5	38.5			18	9	50.0		
2002-03	8	6	75.0			13	7	53.8		
Average	6.8	3.1	45.7%	3.6	60.0%	11.4	5.8	50.4%	6.7	63.2%

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.

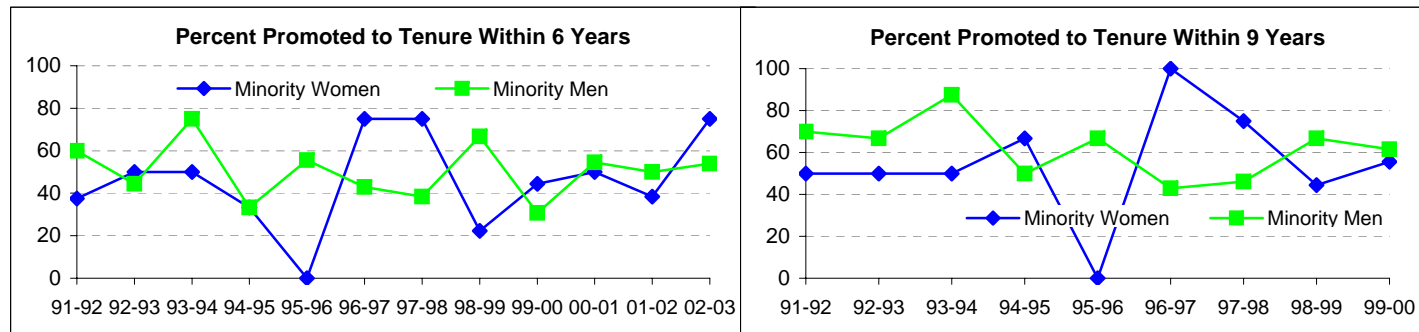


Table 8

Faculty Promotions to Tenure by Gender and Minority Status

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
1991-92	28	12	42.9	18	64.3	46	23	50.0	31	67.4
1992-93	24	12	50.0	16	66.7	46	28	60.9	32	69.6
1993-94	20	11	55.0	15	75.0	37	25	67.6	31	83.8
1994-95	21	7	33.3	11	52.4	29	14	48.3	20	69.0
1995-96	17	6	35.3	9	52.9	28	14	50.0	20	71.4
1996-97	10	3	30.0	4	40.0	33	21	63.6	26	78.8
1997-98	25	10	40.0	17	68.0	19	14	73.7	16	84.2
1998-99	24	11	45.8	16	66.7	38	20	52.6	26	68.4
1999-00	27	9	33.3	20	74.1	59	31	52.5	41	69.5
2000-01	30	13	43.3	20	66.7	54	26	48.1	37	68.5
2001-02	27	9	33.3			59	35	59.3		
2002-03	28	13	46.4			44	24	54.5		
Average	23.4	9.7	41.3%	14.6	64.6%	41.0	22.9	55.9%	28.0	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.

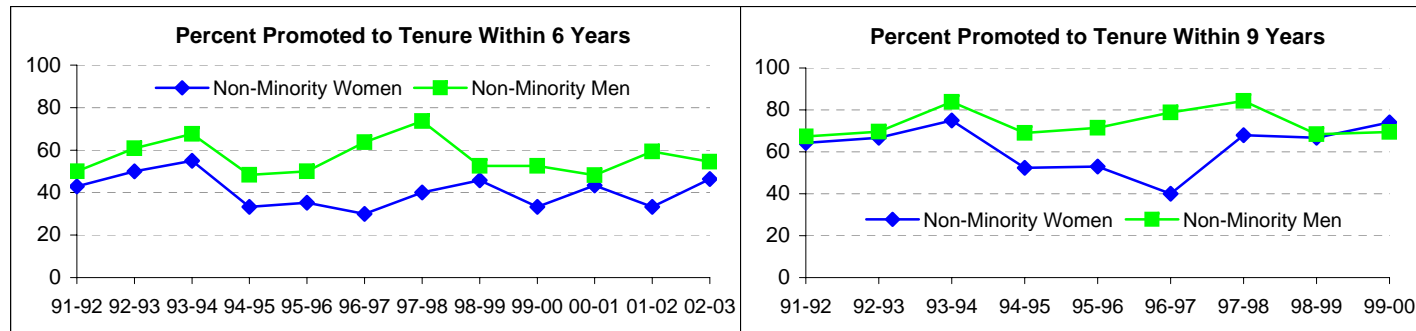


Table 9
UW-Madison Faculty Promotions to Tenure by Gender and Minority Status:
Biological and Physical Sciences

Entering Cohort	Biological Sciences					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
Women										
1991-96	32	15	46.9	23	71.9	10	3	30.0	4	40.0
1996-01	41	17	41.5	31	75.6	14	9	64.3	11	78.6
Average	36.5	16.0	43.8%	27.0	74.0%	12.0	6.0	50.0%	7.5	62.5%
Men										
1991-96	99	56	56.6	74	74.7	42	27	64.3	35	83.3
1996-01	68	31	45.6	48	70.6	70	46	65.7	55	78.6
Average	83.5	43.5	52.1%	61.0	73.1%	56.0	36.5	65.2%	45.0	80.4%
Minority										
1991-96	11	6	54.5	7	63.6	18	9	50.0	12	66.7
1996-01	23	10	43.5	15	65.2	27	19	70.4	21	77.8
Average	17.0	8.0	47.1%	11.0	64.7%	22.5	14.0	62.2%	16.5	73.3%
Non-minority										
1991-96	120	65	54.2	90	75.0	34	21	61.8	27	79.4
1996-01	86	38	44.2	64	74.4	57	36	63.2	45	78.9
Average	103.0	51.5	50.0%	77.0	74.8%	45.5	28.5	62.6%	36.0	79.1%

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.

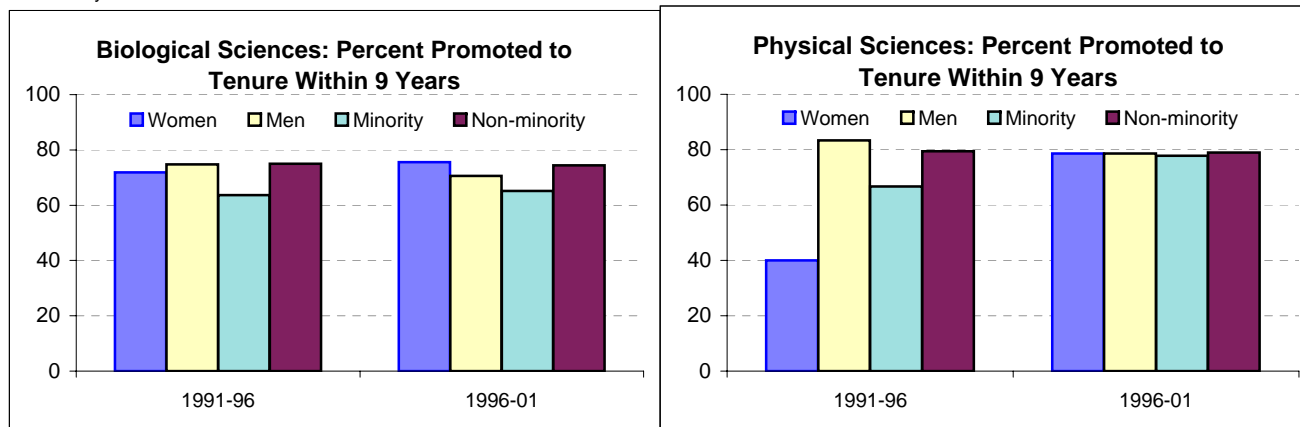


Table 10
UW-Madison Faculty Promotions to Tenure by Gender and Minority Status:
Arts and Humanities and Social Studies

Entering Cohort	Arts and Humanities					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
Women										
1991-96	30	18	60.0	24	80.0	56	18	32.1	26	46.4
1996-01	41	24	58.5	32	78.0	62	16	25.8	31	50.0
Average	35.5	21.0	59.2%	28.0	78.9%	59.0	17.0	28.8%	28.5	48.3%
Men										
1991-96	26	16	61.5	20	76.9	61	28	45.9	33	54.1
1996-01	46	27	58.7	35	76.1	83	38	45.8	46	55.4
Average	36.0	21.5	59.7%	27.5	76.4%	72.0	33.0	45.8%	39.5	54.9%
Minority										
1991-96	12	7	58.3	10	83.3	19	7	36.8	8	42.1
1996-01	23	11	47.8	15	65.2	33	10	30.3	15	45.5
Average	17.5	9.0	51.4%	12.5	71.4%	26.0	8.5	32.7%	11.5	44.2%
Non-minority										
1991-96	44	27	61.4	34	77.3	98	39	39.8	51	52.0
1996-01	64	40	62.5	52	81.3	112	44	39.3	62	55.4
Average	54.0	33.5	62.0%	43.0	79.6%	105.0	41.5	39.5%	56.5	53.8%

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.

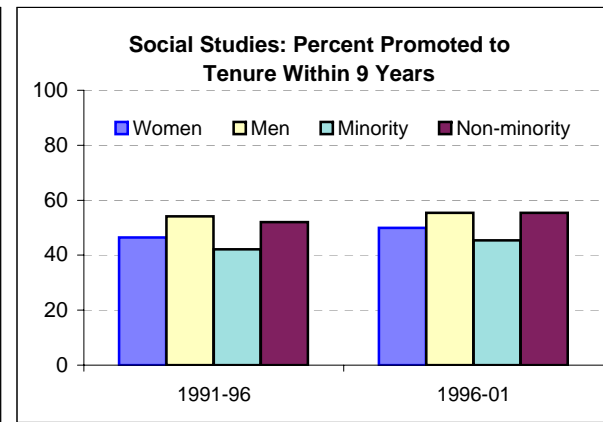
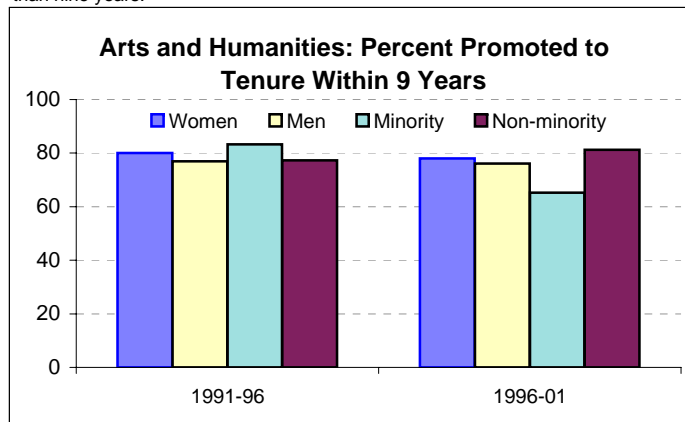
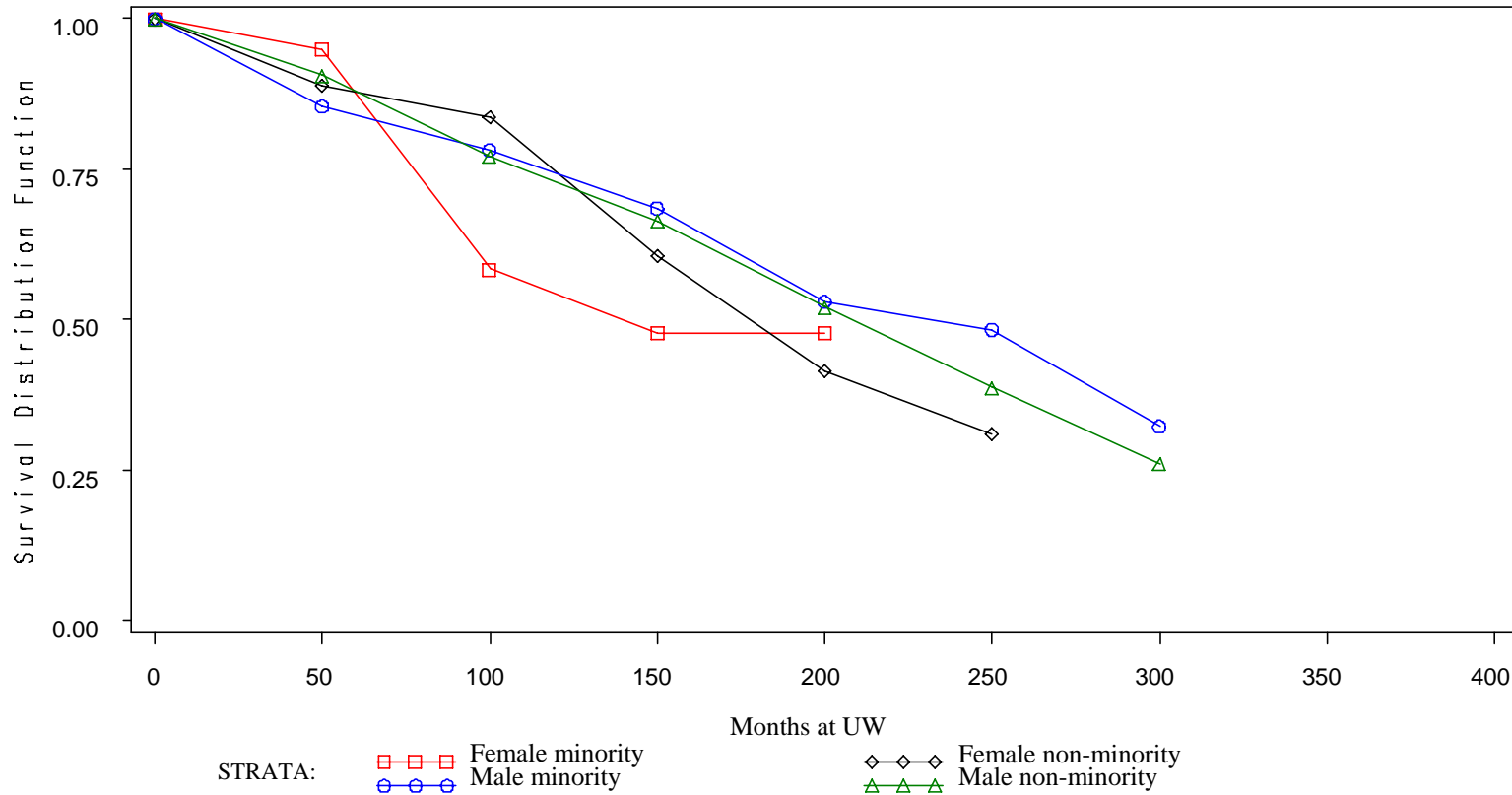


Figure 3

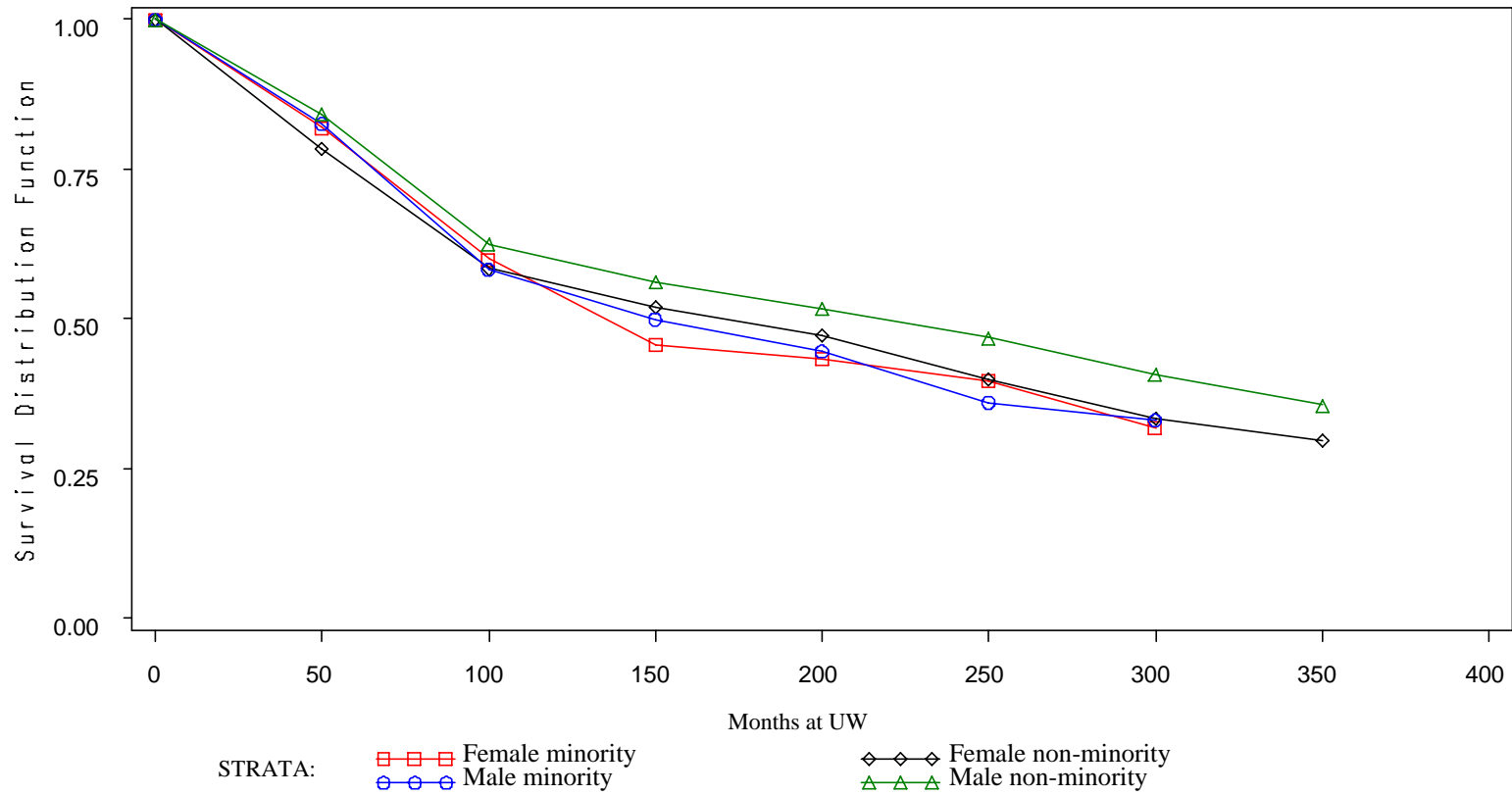
Retention: Faculty Hired with Tenure by Gender and Minority Status



NOTE: Includes UW-Madison faculty hired from 1979-80 through 2007-08, other than those who transferred from Extension in 1985.
Prepared by: Office of Academic Planning and Analysis
March 11 2009

Figure 4

Retention: Probationary Faculty — by Gender & Minority Status



NOTE: Includes UW-Madison faculty hired from 1979-80 through 2007-08, other than those who transferred from Extension in 1985.
Prepared by: Office of Academic Planning and Analysis March 11 2009