

COMMITTEE ON WOMEN IN THE UNIVERSITY  
ANNUAL REPORT, 2004-2006

**I. Statement of Committee Functions**

The Committee on Women in the University:

1. Evaluates and monitors the status of women faculty and academic staff at the university;
2. Recommends to the University Committee and Academic Staff Executive Committee for consideration and action proposals related to priorities, programs, and policies directed toward improving the status of women at the University of Wisconsin-Madison; and
3. Makes suggestions to administrative offices about implementing priorities and policies designed to address issues of gender equity.

The committee's operating procedures – "Current Internal Procedures" (updated September 2005) and "Statement on Diversity in the Committee" (adopted December 1999) – are available upon request from the Office of the Secretary of the Faculty.

The committee was co-chaired in 2004-2005 by Assistant Dean Jeff Hamm (School of Education) and Associate Professor Nancy Mathews (Gaylord Nelson Institute for Environmental Studies). The committee is co-chaired this year by Researcher Linda Keller (Atmospheric & Oceanic Sciences) and Professor Julia Koza (Curriculum & Instruction and School of Music).

**II. Resolutions and Recommendations**

**Definition of Marriage.** On 19 May 2004, the Committee on Women in the University voted unanimously to adopt a *Resolution in Opposition to the Proposed Constitutional Amendment Regarding the Definition of Marriage* (Appendix 1). The committee's unanimous reaffirmation of its resolution on 19 November 2005 reflects members' steadfast opposition to this legislative action. University Committee Chair Patricia Flatley Brennan and PROFS President Richard R. Burgess cited the committee's resolution – along with resolutions adopted by the Faculty Senate (Document 1781, 5 April 2004), the Gay Lesbian, Bisexual and Transgender Issues Committee, and the University Child Care Committee (18 May 2004, reaffirmed 15 November 2005) – in their 20 January 2006 letter to Wisconsin State Assembly Speaker John Gard. The letter expressed the University of Wisconsin-Madison faculty's strong opposition to Assembly Joint Resolution 67 and Senate Joint Resolution 53 on the Definition of Marriage. The committee would like readers to be aware that the University of Wisconsin-Madison's academic staff and non-represented classified staff have also adopted resolutions in opposition to the proposed constitutional amendment (Academic Staff Assembly Document #332, 10 May 2004; Council for Non-Represented Classified Staff, February 2005).

**Women in Science & Engineering Leadership Institute.** The Committee on Women in the University recommends that the Women in Science & Engineering Leadership Institute's administrative partners continue to allocate resources to assure WISELI's success beyond the lifespan of the university's NSF ADVANCE Institutional Transformation award. WISELI's unique idea – using UW-Madison as a "living laboratory" to study barriers to women's participation and advancement in the sciences and engineering and to design evidence-based solutions – has already borne fruit for women faculty and staff campus-wide. In particular, the committee applauds three innovative WISELI initiatives that deserve continued support:

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- **Vilas Life Cycle Professorships** (formerly Life Cycle Research Grants)  
<http://wiseli.engr.wisc.edu/initiatives/lifecycle/LifeCycleGrants.htm>  
Life Cycle professorships provide research support funds to University of Wisconsin-Madison faculty and permanent PIs who are at critical junctures in their professional careers and whose research productivity has been directly affected by personal life events. In 2005-06, the Vilas Trustees have generously provided funding to support this initiative. To date, 28 faculty have received Life Cycle awards, averaging \$25,000 in direct costs each.
- **Department Chair Climate Workshops**  
[http://wiseli.engr.wisc.edu/initiatives/climate/workshops\\_deptchairs.html](http://wiseli.engr.wisc.edu/initiatives/climate/workshops_deptchairs.html)  
Based on principles of active learning, WISELI's series of three linked workshops provides opportunities for small cohorts of department chairs to use current research and personal experience to improve climate in their departments. Participating chairs learn from current research how unconscious assumptions and biases can affect climate, use a confidential survey to assess work and learning climates in their own departments, and formulate plans to improve departmental climate. To date, 26 department chairs have participated in these workshops, most of them in biological and physical science departments.
- **Search & Screen Committee Orientation**  
[http://wiseli.engr.wisc.edu/initiatives/hiring/training\\_hiring.html](http://wiseli.engr.wisc.edu/initiatives/hiring/training_hiring.html)  
A WISELI innovation that is being adopted beyond our campus, this workshop "provides search committees with the latest tips and advice for running efficient and effective searches, recruiting excellent and diverse applicants, and conducting fair and thorough reviews of candidates." In 2005, WISELI trained 92 search committee chairs and committee members at 17 sessions.

As a research center, WISELI is well-equipped to advance gender equity by analyzing the quality of faculty and academic staff work life and by evaluating the effectiveness of many campus programs dedicated to equity. The Committee on Women in the University found data from WISELI and the Office of the Provost's initial surveys of faculty and academic work life invaluable and is eager to review findings from WISELI and the Office of the Provost's *Spring 2006 Study of Faculty Work Life*. Beyond our campus, WISELI's research has significant benefits for the wider academic community and has been published in peer-reviewed journals including *Science*, *Gender Issues*, *Journal of Women & Minorities in Science & Engineering*, *Journal of Women's Health*, and the *Journal of Technology Transfer*.

We believe, and strongly recommend, that the university should continue to support WISELI in its current configuration as a research center, partnering with but not contained within the university's administration. This would provide the infrastructure to continue exemplary initiatives highlighted in this report and to sustain other worthwhile activities not discussed here. More importantly, it would preserve the flexibility and freedom required for WISELI to investigate new issues as they arise, create new evidence-based programs, and apply for outside funding to support new research and initiatives. The faculty and staff of WISELI have demonstrated an ability to make change on this campus in just five short years. We recommend the university give them the resources and support they need to sustain their positive impact on campus climate and the recruitment, retention, leadership and visibility of women at the University of Wisconsin-Madison.

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**UW System Status of Women Initiative.** On 23 November 2005, committee co-chairs Linda Keller and Julia Koza sent a letter to UW System President Kevin P. Reilly expressing the committee's concern about the loss of the UW System Coordinator for Women's Issues position. The committee recommended that President Reilly avoid duplicating the Committee on the Status of Women in the University of Wisconsin System's data collection and analysis, focusing instead on implementing recommendations presented in the committee's report: *Equality for Women in the University of Wisconsin System: A Focus for Action in the Year 2000*. Believing that allocating funds to more fully support and assess existing initiatives would be a wiser use of scarce resources than a new priority-setting exercise, and that the UW System Coordinator for Women's Issues position and institutional liaisons called for in *Equality for Women* provide an effective structure for addressing the committee's five recommendations at the campus and system levels, the committee further recommended that President Reilly appoint a full-time UW System Coordinator for Women's Issues. In his 12 December response to this letter, President Reilly indicated that he has appointed a working group that will draw on, but not reproduce, *Equality for Women*, and that will advise him on priorities, strategies, and possible structures for advancing the status of women in the University of Wisconsin System. Professor of Plant Pathology and Co-Director of WISELI Jo Handelsman will represent the University of Wisconsin-Madison on the working group. Director of UW System's Women's Studies Consortium Helen Klebesadel also is a participant. Interim Chancellor Vicki Lord Larson (UW-Eau Claire), who co-chaired the 1998-1999 Committee on the Status of Women in the University of Wisconsin System, is serving ex officio on the working group.

### III. Committee Activities

**Climate and diversity.** The committee has continued its ongoing discussion about ways to improve campus climate. Concluding that the committee should focus on improving climate at the departmental or unit level, and recognizing that this requires a more sophisticated understanding of microclimates, the committee's climate work group, led by committee co-chair Jeff Hamm, reviewed a number of books and articles on organizational change and considered creating a workshop or discussion series for individual women and allies, both women and men. The work group has consulted leaders of campus learning communities Seema Kapani, Hazel Symonette, and Harry Webne-Berhman about possible formats and materials for such an enterprise.

Members of the committee also have devoted considerable time to discussing how the committee might better serve its multiple constituencies and to educating themselves about issues of privilege and power. The committee has been especially concerned with better understanding the needs of women of color, women in the LGBTQ community, and women with disabilities. Two films the committee reviewed in Fall 2005 have been particularly helpful in stimulating thought and conversation: *Degrees of Difference: Culture Matters on Campus*, created at the University of Wisconsin-Madison in 1998 by Elizabeth Ellsworth, Mimi Orner, Clark Thompson and Rick Voithofer, and *Through My Lens*, a film created at the University of Michigan in 1999 by the Women of Color in the Academy Project. As an integral part of the committee's agenda-setting and decision-making processes, co-chairs and members have committed themselves to ask before acting: whose perspectives have been heard, whose voices have not been heard, and whose needs are or are not being met. The committee is revisiting ongoing climate and work-life projects to be sure they meet the needs of its diverse constituencies. The committee also is working to create a bibliography of readings on power and privilege.

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**Work-Life issues.** The committee continues to work on a multiple-year work-life agenda established in 2002-2003: assuring the availability and affordability of high-quality early childhood care and education; facilitating access to dependent care, partner care and elder care resources; expanding benefits to include domestic partner benefits; studying the cost of paid parental leave; and establishing a “one-stop shopping” place to obtain work-life information and resources. Over the past two years, the committee’s work-life work group, led by committee co-chair Linda Keller and committee member Charlene Krembs, has been working to develop a work-life website that facilitates access to a broad range of administrative, academic and community resources. The work group is seeking to support individual employees in meeting diverse personal and professional commitments and to foster a more inclusive, supportive work and learning environment. Thanks to the efforts of Secretary of the Academic Staff Colleen McCabe, the site is under construction and can be viewed at [www.worklife.wisc.edu](http://www.worklife.wisc.edu). The work group will be consulting other governance bodies, including the Diversity Oversight Committee, for advice on improving and completing the site. Ideas and suggestions from readers of this report are most welcome.

**Data on women faculty and academic staff.** The committee thanks Senior Policy & Planning Analyst Margaret Harrigan for her continuing help in obtaining and interpreting institutional data on women academic staff and faculty. The committee thanks the Office of Academic Planning and Analysis for including data on gender and race/ethnicity in the university’s Data Digest (<http://www.bpa.wisc.edu/datadigest/DataDigest2005-2006.pdf>).

The Committee on Women in the University continues to monitor the percentage of women in the University of Wisconsin-Madison’s workforce (Appendix 2):

<b>Women Employed at UW-Madison</b>	<b>1990-1991</b>	<b>2004-2005</b>	<b>2005-2006</b>
Faculty	17.96%	26.94%	27.79%
Executive/Director/Administrator (Academic Staff)	38.83%	48.20%	48.45%
Academic Staff	49.09%	50.72%	50.37%
Classified Staff	55.57%	54.84%	55.00%
Employees in Training (including post-doctoral fellows)	26.61%	39.30%	39.85%
Graduate Assistants	34.47%	44.83%	45.37%
<b>Total</b>	<b>41.78%</b>	<b>47.18%</b>	<b>47.37%</b>

The percentage of women faculty has increased from 16.3% in 1988 to nearly 28% in 2005. The academic “pipeline” continues to grow as well, with the numbers of women holding employee-in-training and graduate assistant posts rising approximately 10% between 1990 and 2005.

In 2005-2006, 17% of female faculty and 14% of male faculty were Black, Asian, Native American, or Hispanic (Appendix 3).

21.8% of professors, 31.65% of associate professors, and 40.34% of assistant professors were women (Appendix 4). Women faculty held 24.89% of faculty administrative appointments (e.g., dean, director, department chair)(Appendix 2). In October 2005, 31% of associate deans were women (Appendix 5) and 19% of 112 department chairs were women (Appendix 6).

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Women chaired 32% of the arts & humanities departments, 6% of the biological sciences departments, 21% of the physical sciences departments, and 29% of the social studies departments (Appendix 6), and directed 17 of 72 academic programs (Appendix 7).

In 2004-2005, 33% of newly appointed faculty were women. 34.12% of faculty hired at the rank of assistant professor were women and 26.67% of faculty appointed with tenure were women (Appendix 8).

Among fourteen women and 40 men hired at the rank of assistant professor in 1996-1997, the most recent year for which these data are available, 57.1% of the women and 72.5% of the men were tenured within nine years (Appendix 9). In this same cohort, 63.6% of the minority faculty and 69.8% of non-minority faculty won tenure (Appendix 10). Initiatives to retain women faculty – particularly institutional efforts to improve climate; assure that women are full, equal, and respected participants in departmental life and decision-making; create a family-friendly work environment and improve work-life balance – remain critically important.

In 2005-2006, 9.95% of female academic staff and 12.48% of male academic staff were Black, Asian, Native American, or Hispanic (Appendix 3). These figures include executive administrative staff, instructional academic staff and other academic staff.

The percentage of women holding academic staff executive administrative positions has climbed from 38% in 1988 to over 48% in 2005 (Appendix 2). In October 2005, among academic staff associate deans, 47.62% were women; among academic staff assistant deans, 58.53% were women (Appendix 5). 42.98% of instructional academic staff and 36% of research academic staff were women (Appendix 2).

#### IV. Current Issues and Concerns

In 2006-2007, the committee will focus on the following topics:

- ▶ **Climate:** focus on microclimates, strategies and tools for improving climate at the department/unit level
- ▶ **Diversity & Privilege:** inclusivity, understanding/meeting the needs of our committee's multiple constituencies
- ▶ **Women in Leadership Roles:** styles and types of leadership, "glass ceiling" vs. "maternal wall," making leadership roles more "habitable" for women and men

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**V. Committee Membership**

Committee on Women, 2004-2005

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Robert Blank	Medicine	2003	2006
Nicola Ferrier	Mechanical Engineering	2003	2006
Malcolm Forster	Philosophy	2002	2005
Alberta Gloria	Counseling Psychology	2003	2006
Julia Koza	Curriculum & Instruction/School of Music	2004	2007
Jo-Anne Lazarus	Kinesiology	2002	2005
Nancy Mathews (co-chair)	Gaylord Nelson Institute	2001	2007
Victoria Pagán-Wolpert	Classics	2004	2005
Leigh Payne	Political Science	2004	2005

Academic Staff:

Jeffrey Hamm (co-chair)	School of Education, Academic Services	2000	2006
Sara Karon	Health Systems Engineering	2002	2007
Linda Keller	Atmospheric & Oceanic Sciences	2002	2005
Charlene Krembs	CALS, Administrative Computing Services	2002	2005
Judith Manning	Medical Microbiology & Immunology	2000	2006
Steve Pearson	Employee Assistance Office	2001	2007

Ex-Officio/Non-Voting:

Bernice Durand	Office of the Provost	2003	
Nancy Malz (designee)	Equity & Diversity Resource Center	2004	2005
Luis Piñero	Equity & Diversity Resource Center	1999	

CNCS Liaison:

Deborah Zurbuchen	Surgical Sciences	2004	2007
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Staff:

Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	
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*The Committee on Women welcomes:*

<i>Julia Koza</i>	<i>Curriculum &amp; Instruction/School of Music</i>	<i>2004</i>	<i>2007</i>
<i>Victoria Pagán-Wolpert</i>	<i>Classics</i>	<i>2004</i>	<i>2005</i>
<i>Leigh Payne</i>	<i>Political Science</i>	<i>2004</i>	<i>2005</i>

*The Committee on Women in the University thanks friends of the committee and departing members:*

<i>Malcolm Forster</i>	<i>Philosophy</i>	<i>2002</i>	<i>2005</i>
<i>Jo-Anne Lazarus</i>	<i>Kinesiology</i>	<i>2002</i>	<i>2005</i>
<i>Victoria Pagán-Wolpert</i>	<i>Classics</i>	<i>2004</i>	<i>2005</i>
<i>Leigh Payne</i>	<i>Political Science</i>	<i>2004</i>	<i>2005</i>

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Committee on Women, 2005-2006

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Teresa Balsler	Soil Science	2005	2008
Robert Blank	Medicine	2003	2006
Karen Downs	Anatomy	2005	2006
Marilyn Essex	Psychiatry	2005	2008
Nicola Ferrier	Mechanical Engineering	2003	2006
Alberta Gloria	Counseling Psychology	2003	2006
Julia Koza (co-chair)	Curriculum & Instruction/School of Music	2004	2007
Nancy Mathews	Wildlife Ecology	2001	2007
Tanya Thresher	Scandinavian Studies	2005	2008

Academic Staff:

Jeffrey Hamm	School of Education, Academic Services	2000	2006
Sara Karon	Health Systems Engineering	2002	2007
Linda Keller (co-chair)	Atmospheric & Oceanic Sciences	2002	2008
Charlene Krembs	CALS, Administrative Computing Services	2002	2008
Judith Manning	Medical Microbiology & Immunology	2000	2006
Steve Pearson	Employee Assistance Office	2001	2007

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Bernice Durand	Office of the Provost	2003	
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Deborah Zurbuchen	Surgical Sciences	2004	2007
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Staff:

Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	
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*The Committee on Women welcomes:*

<i>Teresa Balsler</i>	<i>Soil Science</i>	<i>2005</i>	<i>2008</i>
<i>Karen Downs</i>	<i>Anatomy</i>	<i>2005</i>	<i>2006</i>
<i>Marilyn Essex</i>	<i>Psychiatry</i>	<i>2005</i>	<i>2008</i>
<i>Tanya Thresher</i>	<i>Scandinavian Studies</i>	<i>2005</i>	<i>2008</i>

*The Committee on Women in the University thanks friends of the committee and departing members:*

<i>Robert Blank</i>	<i>Medicine</i>	<i>2003</i>	<i>2006</i>
<i>Karen Downs</i>	<i>Anatomy</i>	<i>2005</i>	<i>2006</i>
<i>Nicola Ferrier</i>	<i>Mechanical Engineering</i>	<i>2003</i>	<i>2006</i>
<i>Alberta Gloria</i>	<i>Counseling Psychology</i>	<i>2003</i>	<i>2006</i>
<i>Jeffrey Hamm</i>	<i>School of Education, Academic Services</i>	<i>2000</i>	<i>2006</i>
<i>Judith Manning</i>	<i>Medical Microbiology &amp; Immunology</i>	<i>2000</i>	<i>2006</i>

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Committee on Women in the University, Annual Report, 2004-2006: Appendix 1.

**University of Wisconsin-Madison  
Committee on Women in the University**

**Resolution in Opposition to the  
Proposed Constitutional Amendment Regarding the Definition of Marriage**

(adopted 19 May 2004, reaffirmed 19 November 2005)

**Whereas, the Committee on Women in the University:**

- ▶ affirms the inherent dignity and worth of every person;
- ▶ asserts that every person deserves respect and equal protection under the law and affirms the importance of current federal, state, and university legislation prohibiting discrimination and harassment on the basis of race, color, creed, religion, sex, national origin or ancestry, age or disability, sexual orientation, arrest or conviction record, marital status, pregnancy, parental status, military status, or veteran status
- ▶ believes that the definition of marriage is not a constitutional issue;
- ▶ values equally the contributions and participation of lesbian, gay, bisexual, transgender, and heterosexual students and employees;
- ▶ recognizes that differential treatment of specific groups hinders the University of Wisconsin-Madison's capacity to attract and retain a diverse body of highly-qualified students and employees and therefore undermines its status as a world-class institution and mission as a university;
- ▶ applauds the University of Wisconsin-Madison's commitment to sustaining its domestic partnership benefits policy and continuing efforts to change exclusionary state policies that preclude equitable access to health, major medical insurances and life insurance; and
- ▶ works to develop a positive, inclusive campus climate and assure that university policies and practices are equitable;

**Be it therefore resolved that the Committee on Women in the University:**

- ▶ endorses resolutions adopted by the University of Wisconsin-Madison's Faculty Senate (Document 1781, 5 April 2004) and Academic Staff Assembly (Document #332, 10 May 2004) that oppose the Wisconsin Legislature's proposed constitutional amendment regarding the definition of marriage;
- ▶ opposes categorically the Wisconsin Legislature's joint resolution to amend the state's constitution by creating a new section 13 of article XIII with the following language: "*Only a marriage between one man and one woman shall be valid or recognized as a marriage in this state. A legal status identical or substantially similar to that of marriage for unmarried individuals shall not be valid or recognized in this state.*"

**Be it further resolved that the Committee on Women in the University calls for the Wisconsin Legislature to:**

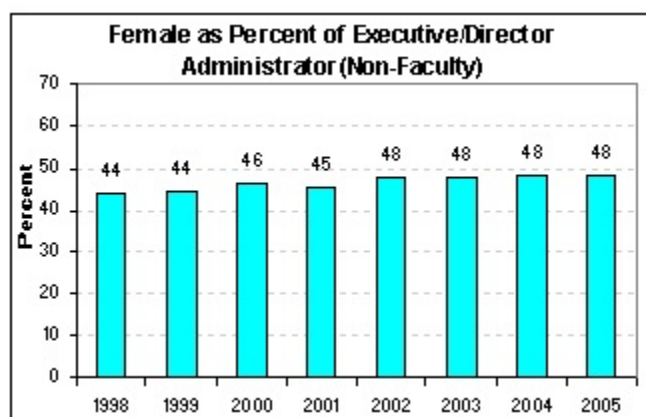
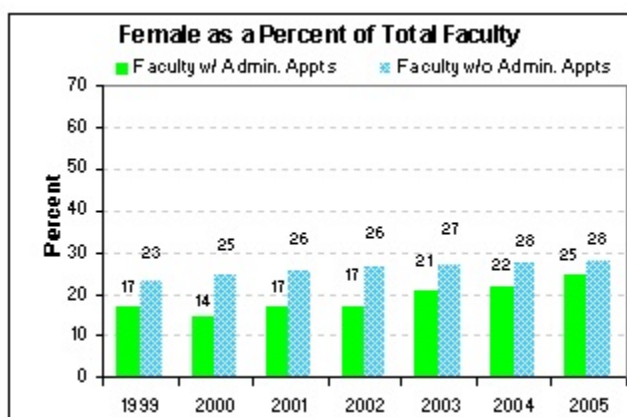
- ▶ provide leadership in improving the climate for lesbian, gay, bisexual and transgender citizens of the State of Wisconsin, by enacting our state's commitment to equal rights, legal protection, and dignity for all individuals and their families;
- ▶ withdraw [or defeat] the proposed constitutional amendment that would deny such rights, protection and dignity;
- ▶ collaborate with the University of Wisconsin System and University of Wisconsin-Madison to create an equitable and competitive benefits system that meets the needs of all State of Wisconsin employees and their families.

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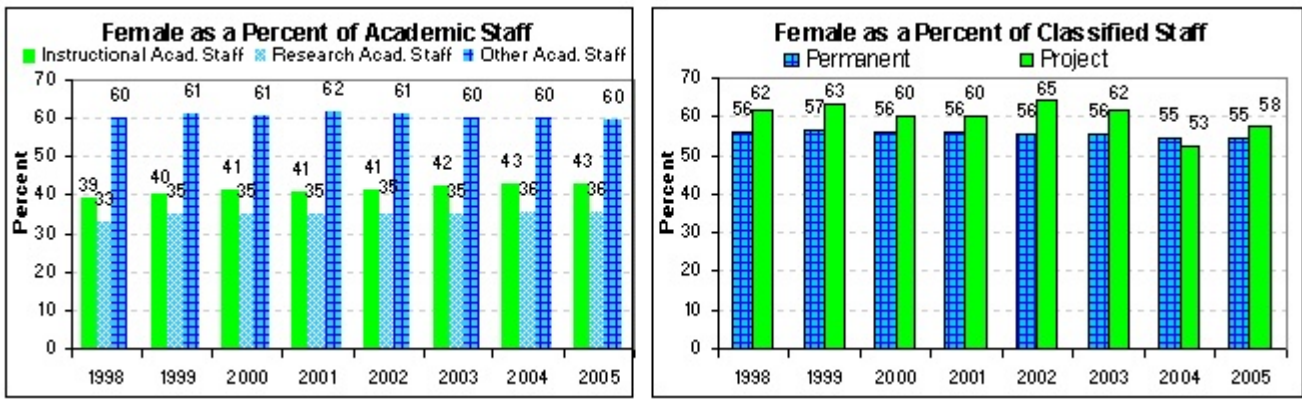
Committee on Women in the University, Annual Report, 2004-2006: Appendix 2.

**Headcount of Faculty and Staff by Gender**

		1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Faculty	Women	466	477	480	484	519	546	563	586	603	617
	Men	1,744	1,694	1,654	1,639	1,655	1,667	1,662	1,650	1,635	1,603
	Total	2,210	2,171	2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220
Faculty with Administrative Appointments	Women			20	34	31	36	39	49	51	58
	Men			88	170	183	182	193	188	184	175
	Total			108	204	214	218	232	237	235	233
Faculty without Administrative Appointments	Women			460	450	488	510	524	537	552	559
	Men			1,556	1,469	1,472	1,485	1,469	1,462	1,451	1,428
	Total			2,016	1,919	1,960	1,995	1,993	1,999	2,003	1,987
Executive/Director/Administrator(Non-Faculty)	Women	136	143	156	164	172	171	183	187	187	188
	Men	206	207	202	205	200	205	198	202	201	200
	Total	342	350	358	369	372	376	381	389	388	388
Academic Staff	Women	2,438	2,517	2,734	2,911	2,995	3,136	3,267	3,277	3,358	3,370
	Men	2,467	2,566	2,837	2,858	2,937	3,001	3,128	3,179	3,263	3,320
	Total	4,905	5,083	5,571	5,769	5,932	6,137	6,395	6,456	6,621	6,690
Instructional Academic Staff	Women	556	585	705	751	776	763	793	795	836	876
	Men	832	879	1,105	1,122	1,113	1,099	1,123	1,088	1,113	1,162
	Total	1,388	1,464	1,810	1,873	1,889	1,862	1,916	1,883	1,949	2,038
Research Doctoral Academic Staff	Women			286	307	325	350	373	383	406	426
	Men			584	564	599	639	679	707	729	758
	Total			870	871	924	989	1,052	1,090	1,135	1,184
Other Academic Staff	Women	1,882	1,932	1,743	1,853	1,894	2,023	2,101	2,099	2,116	2,068
	Men	1,635	1,687	1,148	1,172	1,225	1,263	1,326	1,384	1,421	1,400
	Total	3,517	3,619	2,891	3,025	3,119	3,286	3,427	3,483	3,537	3,468
Classified Staff	Women	2,706	2,728	2,752	2,811	2,833	2,876	2,902	2,887	2,872	2,852
	Men	2,086	2,107	2,122	2,128	2,178	2,236	2,252	2,287	2,365	2,333
	Total	4,792	4,835	4,874	4,939	5,011	5,112	5,154	5,174	5,237	5,185
Permanent Classified Staff				2,600	2,669	2,717	2,758	2,775	2,754	2,765	2,745
				2,029	2,046	2,101	2,157	2,183	2,205	2,269	2,254
				4,629	4,715	4,818	4,915	4,958	4,959	5,034	4,999
Project Classified Staff	Women			152	142	116	118	127	133	107	107
	Men			93	82	77	79	69	82	96	79
	Total			245	224	193	197	196	215	203	186
Employees-in-Training	Women	262	275	251	238	261	275	281	282	314	324
	Men	466	474	456	459	466	437	459	460	485	489
	Total	728	749	707	697	727	712	740	742	799	813
Graduate Assistants	Women	1,557	1,592	1,709	1,922	1,913	2,001	2,128	2,248	2,341	2,398
	Men	2,445	2,418	2,451	2,657	2,744	2,794	2,788	2,876	2,881	2,888
	Total	4,002	4,010	4,160	4,579	4,657	4,795	4,916	5,119	5,222	5,286
Total	Women	7,565	7,732	8,082	8,530	8,693	9,005	9,324	9,462	9,675	9,749
	Men	9,414	9,466	9,712	9,946	10,180	10,340	10,487	10,654	10,830	10,833
Grand Total		16,979	17,198	17,794	18,476	18,873	19,345	19,811	20,116	20,505	20,582



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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. For example, 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, Vice Chancellor, and Associate Vice Chancellor. Department chairs included in 1999 and later years.

Research academic staff includes individuals holding Category B Research Title Series: Researcher, Scientist, Research Animal Veterinarian, Instrumentation Innovator, and Visiting Scientist. It does not include Category A Research Staff such as Research Specialist.

Instructional academic staff increased over 200 in 1998 due to the merger of Physicians Plus Medical Group & the UW Medical Foundation.

Source October EEO and IADS data. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning & Analysis, for the Committee on Women in the University's 8 February 2006 meeting.

Please see also:

University of Wisconsin-Madison Data Digest, 2005-2006  
[www.bpa.wisc.edu/datadigest/DataDigest2005-2006.pdf](http://www.bpa.wisc.edu/datadigest/DataDigest2005-2006.pdf)  
"Headcount of Faculty and Staff by Gender" (p. 31)

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Committee on Women in the University, Annual Report, 2004-2006: Appendix 3.

**2005 Headcount of Faculty and Staff by Gender and Race/Ethnicity**

	Faculty	Executive/ Director/ Administrator	Instructional Academic Staff	Other Academic Staff	Classified Staff	Employes- in-Training	Graduate Assistants	Total
<b>Women</b>								
Black	22	11	5	33	71	8	73	223
Asian	54	2	59	145	94	78	562	994
Native American	5	1	2	13	10	0	14	45
Hispanic	26	6	31	46	111	18	133	371
White/other	510	168	779	2,257	2,566	220	1,616	8,116
<b>Total</b>	<b>617</b>	<b>188</b>	<b>876</b>	<b>2,494</b>	<b>2,852</b>	<b>324</b>	<b>2,398</b>	<b>9,749</b>
<b>Men</b>								
Black	31	8	23	32	57	1	60	212
Asian	143	2	80	192	89	178	786	1,470
Native American	6	2	4	10	9	0	9	40
Hispanic	48	10	31	45	125	20	133	412
White/other	1,375	178	1,024	1,879	2,053	290	1,900	8,699
<b>Total</b>	<b>1,603</b>	<b>200</b>	<b>1,162</b>	<b>2,158</b>	<b>2,333</b>	<b>489</b>	<b>2,888</b>	<b>10,833</b>
<b>Total</b>	<b>2,220</b>	<b>388</b>	<b>2,038</b>	<b>4,652</b>	<b>5,185</b>	<b>813</b>	<b>5,286</b>	<b>20,582</b>

Notes Non-duplicating headcount reported (see University of Wisconsin Madison Data Digest technical note 8). LTEs, Student and Unclassified hourly workers excluded. “White/other” includes people who chose not to report their race/ethnicity.

Source October IADS data. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning & Analysis, for the Committee on Women in the University’s 8 February 2006 meeting.

Please see also:

University of Wisconsin-Madison Data Digest, 2005-2006

[www.bpa.wisc.edu/datadigest/DataDigest2005-2006.pdf](http://www.bpa.wisc.edu/datadigest/DataDigest2005-2006.pdf)

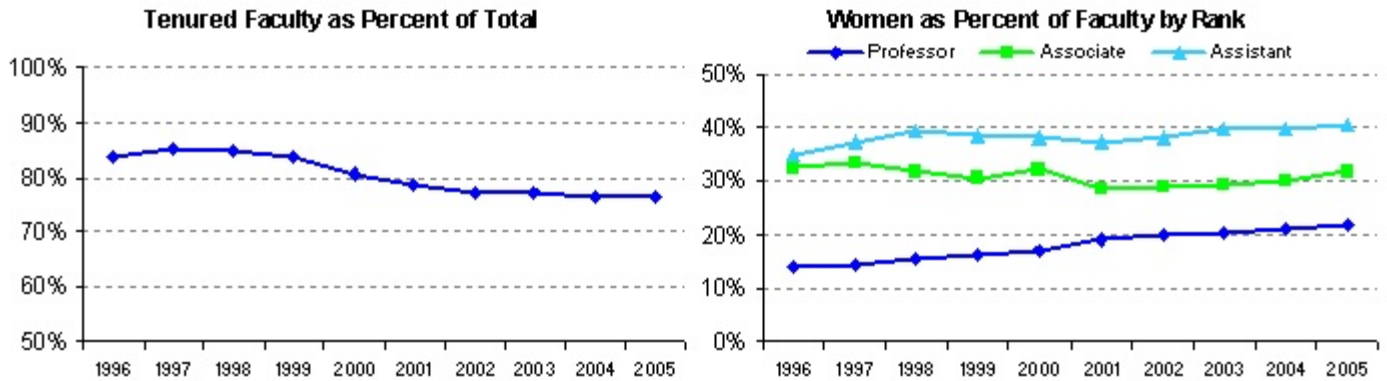
“Headcount of Faculty and Staff by Gender and Race/Ethnicity” (p. 40)

(continued)

Committee on Women in the University, Annual Report, 2004-2006: Appendix 4.

**Faculty Headcount by Rank and Gender**

		1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>Professor</b>	Women	191	196	212	225	233	262	269	275	283	291
	Men	1,201	1,174	1,158	1,143	1,127	1,103	1,098	1,084	1,060	1,044
<b>Associate Professor</b>	Women	146	157	138	125	125	107	101	106	110	113
	Men	305	314	295	283	266	267	250	257	253	244
<b>Assistant Professor</b>	Women	128	122	129	134	161	177	193	204	210	213
	Men	238	205	201	213	262	296	314	309	319	315
<b>Instructor</b>	Women	1	2	1	0	0	0	0	1	0	0
	Men	0	1	1	0	0	1	0	0	3	0
<b>Total Faculty</b>	Women	466	477	480	484	519	546	563	586	603	617
	Men	1,744	1,694	1,655	1,639	1,655	1,667	1,662	1,650	1,635	1,603
	<b>Total</b>	<b>2,210</b>	<b>2,171</b>	<b>2,135</b>	<b>2,123</b>	<b>2,174</b>	<b>2,213</b>	<b>2,225</b>	<b>2,236</b>	<b>2,238</b>	<b>2,220</b>
<i>Women Faculty as Percent of Total</i>		21.1	22.0	22.5	22.8	23.9	24.7	25.3	26.2	26.9	27.8



Source October EEO and IADS data. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning & Analysis, for the Committee on Women in the University's 8 February 2006 meeting.

Please see also:  
 University of Wisconsin-Madison Data Digest, 2005-2006  
[www.bpa.wisc.edu/datadigest/DataDigest2005-2006.pdf](http://www.bpa.wisc.edu/datadigest/DataDigest2005-2006.pdf)  
 "Faculty Headcount by Rank and Gender" (p. 32)

(continued)

Committee on Women in the University, Annual Report, 2004-2006: Appendix 5.

**Number of Dean, Associate Dean, Assistant Dean and Chancellor, Vice Chancellor, and Associate Vice Chancellor Positions by Gender and Faculty Status**

Title Name	October 2002		October 2003		October 2004		October 2005		
	Women	Men	Women	Men	Women	Men	Women	Men	% Women
<b>Chancellor</b>	0	1	0	1	0	1	0	1	0%
<b>Vice Chancellor</b>									
Faculty	0	3	0	3	0	3	0	3	0%
Non-Faculty	1	2	1	2	1	2	1	1	50%
<b>Associate Vice Chancellor</b>									
Faculty	2	2	3	2	3	2	3	1	75%
Non-Faculty	0	1	1	2	1	2	2	2	50%
<b>Assistant Vice Chancellor</b>									
Non-Faculty	3	6	3	5	3	5	2	4	33%
<b>Academic Deans</b>	2	12	3	12	3	11	4	10	29%
<b>Associate Dean - Faculty</b>	13	25	14	22	14	25	13	29	31%
<b>Assistant Dean- Faculty</b>	0	3	0	3	0	3	0	3	0%
<b>Assistant Dean- Non-Faculty</b>									
Large	13	14	13	13	11	14	12	14	46%
Medium	31	16	30	18	30	14	28	17	62%
Small	6	4	7	3	9	5	8	3	73%
<b>Associate Dean- Non-Faculty</b>									
Large	7	10	5	10	5	9	5	9	36%
Medium	3	1	4	1	4	1	4	2	67%
Small	0	0	2	0	2	0	1	0	100%

Notes Includes both paid and zero-dollar positions.

Source IADS Frozen Appointment Data view, October 2002, 2003, 2004, 2005. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning & Analysis, for the Committee on Women in the University's 8 March 2006 meeting.

(continued)

Committee on Women in the University, Annual Report, 2004-2006: Appendix 6.

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

	October 2002			October 2003			October 2004			October 2005		
	# of Full Profs in Depts	# of Dept Chairs	Dept Chairs as % of Profs	# of Full Profs in Depts	# of Dept Chairs	Dept Chairs as % of Profs	# of Full Profs in Depts	# of Dept Chairs	Dept Chairs as % of Profs	# of Full Profs in Depts	# of Dept Chairs	Dept Chairs as % of Profs
<b>Total</b>	1252	112	8.9%	1247	113	9.1%	1231	113	9.2%	1225	112	9.1%
Men	1021	96	9.4%	1009	95	9.4%	983	98	10.0%	971	91	9.4%
Women	231	16	6.9%	238	18	7.6%	248	15	6.0%	254	21	8.3%
Women as %	18%	14%		19%	16%		20%	13%		21%	19%	
<b>Arts &amp; Humanities</b>												
Men	174	13	7.5%	166	14	8.4%	155	17	11.0%	152	15	9.9%
Women	82	8	9.8%	85	8	9.4%	89	5	5.6%	87	7	8.0%
Women as %	32%	38%		34%	36%		36%	23%		36%	32%	
<b>Biological Sciences</b>												
Men	406	46	11.3%	407	45	11.1%	404	45	11.1%	401	44	11.0%
Women	60	1	1.7%	63	2	3.2%	63	2	3.2%	67	3	4.5%
Women as %	13%	2%		13%	4%		13%	4%		14%	6%	
<b>Physical Sciences</b>												
Men	306	18	5.9%	293	18	6.1%	291	18	6.2%	291	15	5.2%
Women	27	1	3.7%	27	1	3.7%	30	1	3.3%	29	4	13.8%
Women as %	8%	5%		8%	5%		9%	5%		9%	21%	
<b>Social Studies</b>												
Men	205	19	9.3%	198	18	9.1%	186	18	9.7%	181	17	9.4%
Women	72	6	8.3%	74	7	9.5%	79	7	8.9%	82	7	8.5%
Women as %	26%	24%		27%	28%		30%	28%		31%	29%	

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

Source IADS appointment system frozen slice, October 2002, 2003, 2004, 2005. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning & Analysis, for the Committee on Women in the University's 8 March 2006 meeting.

(continued)

Committee on Women in the University, Annual Report, 2004-2006: Appendix 7.

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

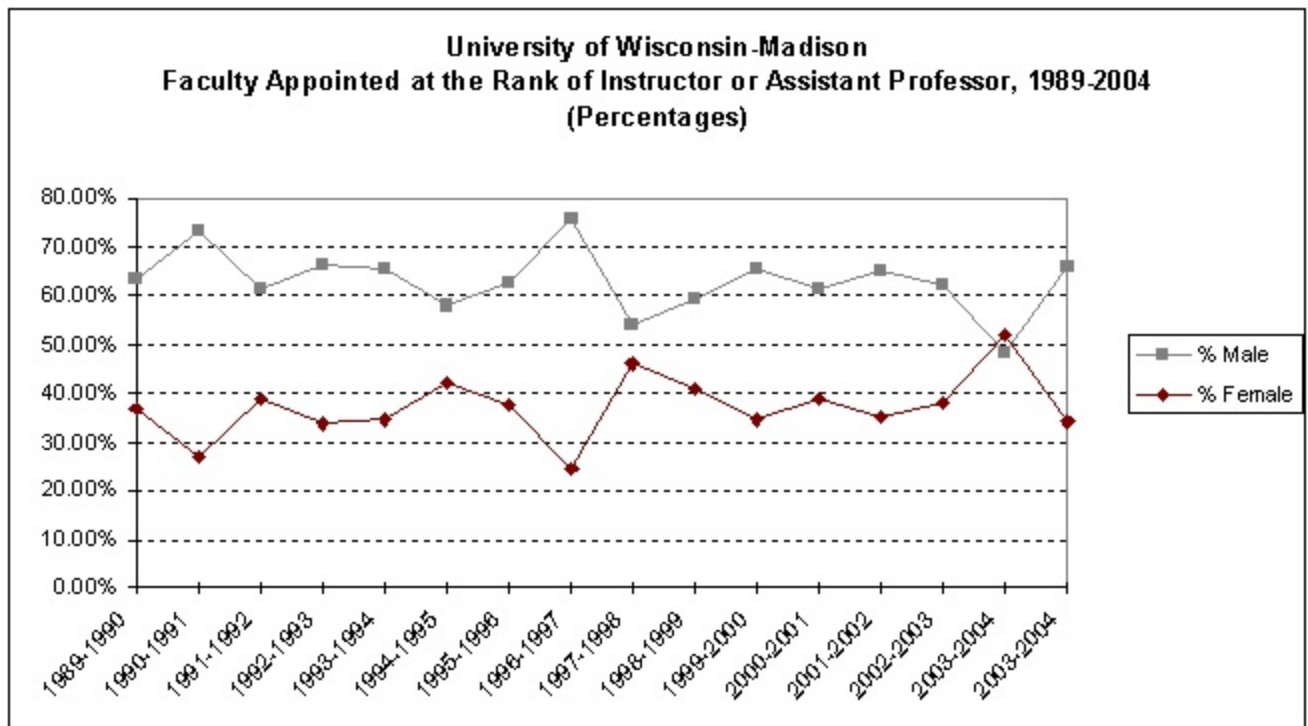
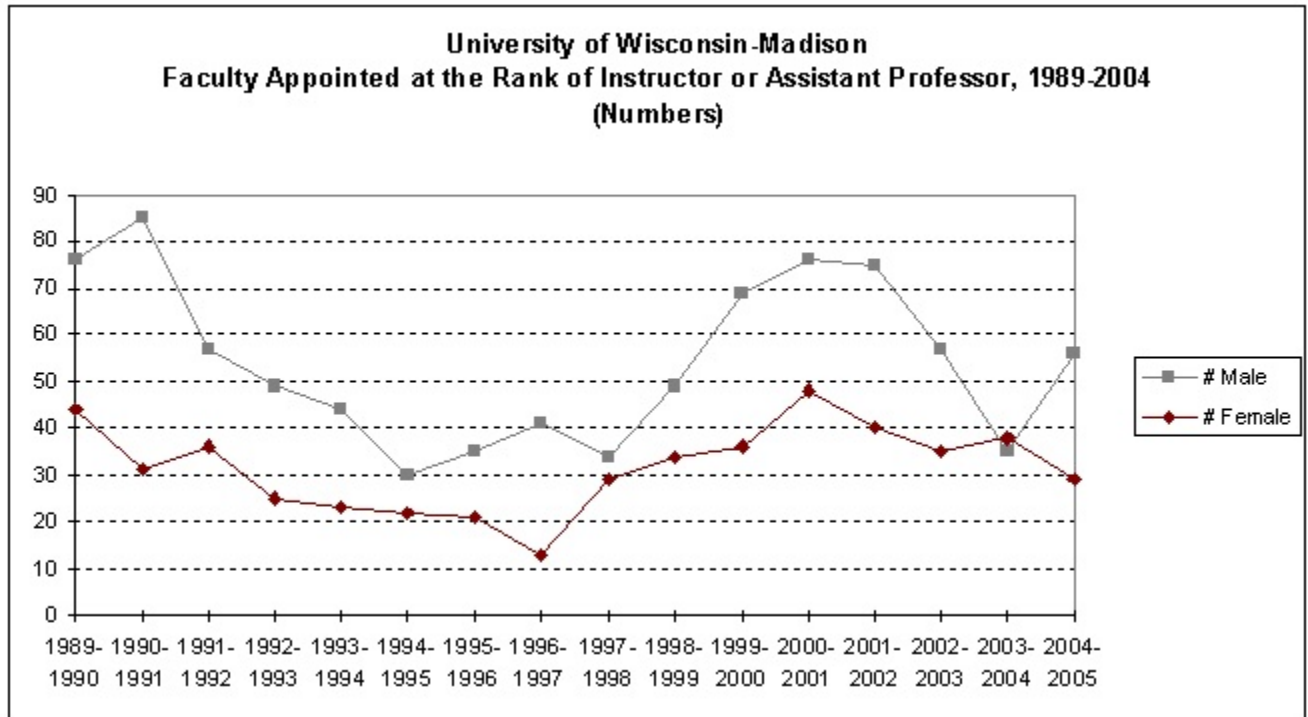
	October 2002			October 2003			October 2004			October 2005		
	Number of		APD as % of Profs	Number of		APD as % of Profs	Number of		APD as % of Profs	Number of		APD as % of Profs
	of Full Profs	Academic Program Directors		of Full Profs	Academic Program Directors		of Full Profs	Academic Program Directors		of Full Profs	Academic Program Directors	
<b>Total</b>	1352	67	5.0%	1359	72	5.3%	1343	72	5.4%	1335	72	5.4%
Men	1087	59	5.4%	1084	60	5.5%	1060	55	5.2%	1044	55	5.3%
Women	265	8	3.0%	275	12	4.4%	283	17	6.0%	291	17	5.8%
<b>Arts &amp; Humanities</b>												
Men	166	11	6.6%	166	13	7.8%	158	12	7.6%	157	11	7.0%
Women	89	2	2.2%	94	4	4.3%	99	7	7.1%	98	9	9.2%
<b>Biological Sciences</b>												
Men	349	15	4.3%	356	13	3.7%	353	15	4.2%	351	15	4.3%
Women	57	2	3.5%	59	2	3.4%	58	2	3.4%	61	1	1.6%
<b>Physical Sciences</b>												
Men	314	15	4.8%	309	18	5.8%	305	18	5.9%	304	18	5.9%
Women	24	0	0.0%	25	0	0.0%	28	0	0.0%	28	0	0.0%
<b>Social Studies</b>												
Men	258	18	7.0%	253	16	6.3%	244	10	4.1%	232	12	5.2%
Women	95	4	4.2%	97	6	6.2%	98	8	8.2%	104	8	7.7%

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 three male assistant academic program directors without faculty status.

Source IADS appointment system frozen slice, October 2002, 2003, 2004, 2005. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning & Analysis, for the Committee on Women in the University's 8 March 2006 meeting.

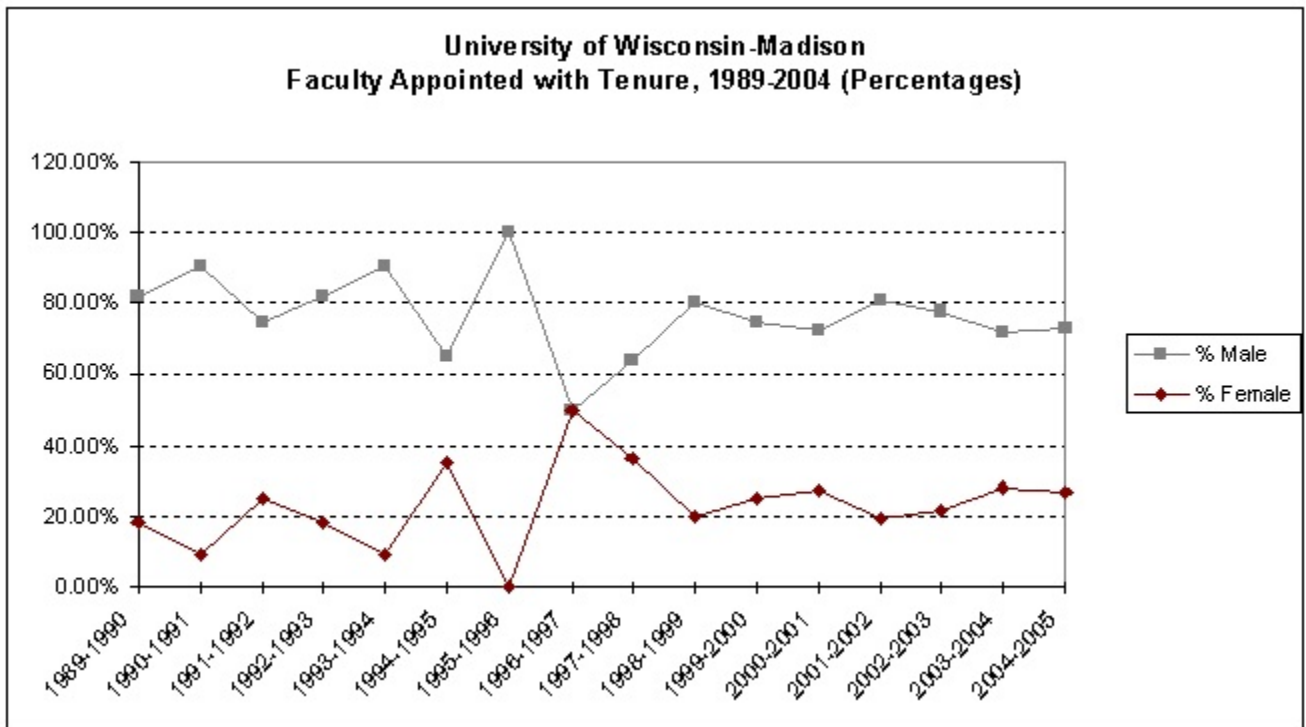
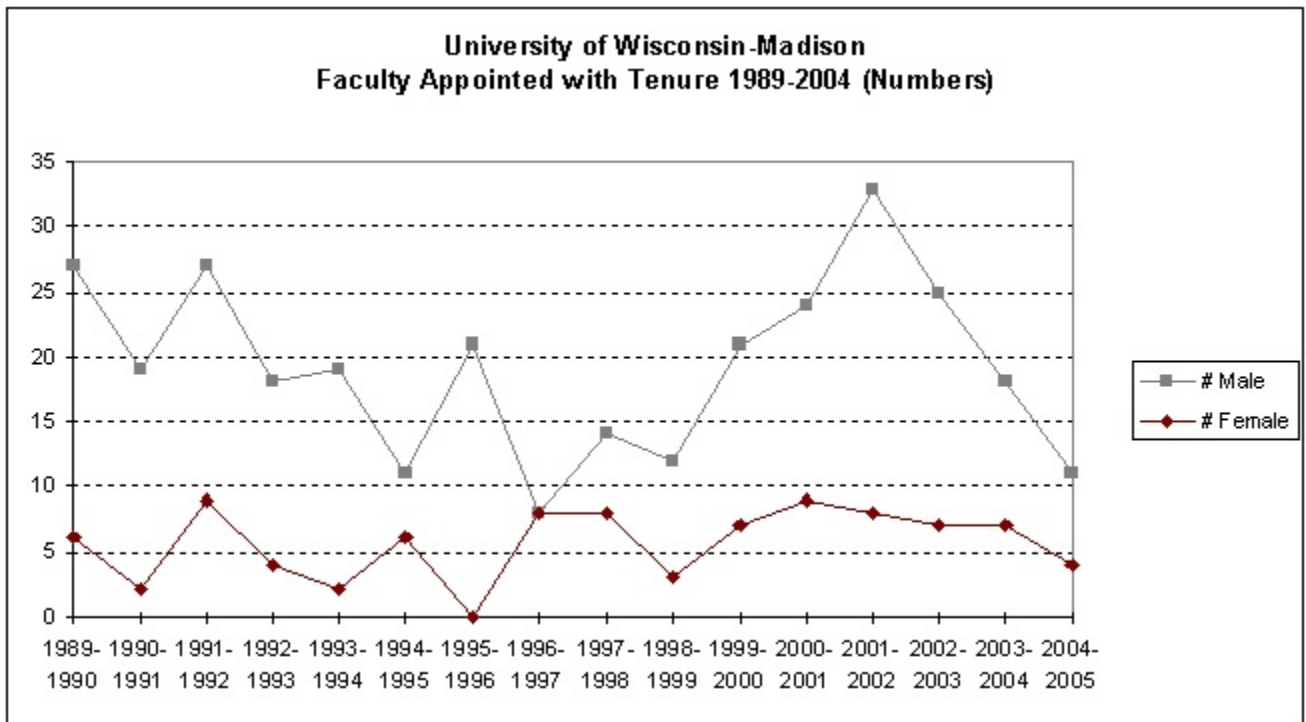
(continued)

Committee on Women in the University, Annual Report, 2004-2006: Appendix 8.



Source: Office of Human Resources and Office of the Secretary of the Faculty. Data were drawn from the Integrated Appointment Data System (IADS) [EEO data prior to 1994-1995, IADS data, 1994-1995 to present] and represent hires on an annual basis [15 May to 14 May].

(continued)



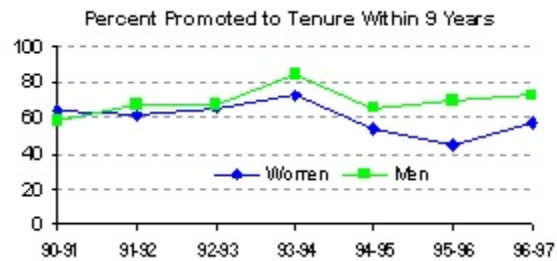
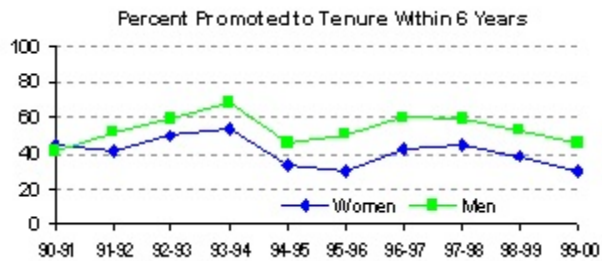
Source: Office of Human Resources and Office of the Secretary of the Faculty. Data were drawn from the Integrated Appointment Data System (IADS) [EEO data prior to 1994-1995, IADS data 1994-1995 to present] and represent hires on an annual basis [15 May to 14 May].

(continued)

Committee on Women in the University, Annual Report, 2004-2006: Appendix 9.

**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
1990-91	31	14	45.2	20	64.5	85	35	41.2	50	58.8
1991-92	36	15	41.7	22	61.1	56	29	51.8	38	67.9
1992-93	26	13	50.0	17	65.4	56	33	58.9	38	67.9
1993-94	22	12	54.5	16	72.7	45	31	68.9	38	84.4
1994-95	24	8	33.3	13	54.2	35	16	45.7	23	65.7
1995-96	20	6	30.0	9	45.0	37	19	51.4	26	70.3
1996-97	14	6	42.9	8	57.1	40	24	60.0	29	72.5
1997-98	29	13	44.8			32	19	59.4		
1998-99	34	13	38.2			49	26	53.1		
1999-00	36	11	30.6			72	33	45.8		



**Notes** Includes only those individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Six faculty hired between 1990-91 and 1996-97 still held probationary appointments after more than nine years.

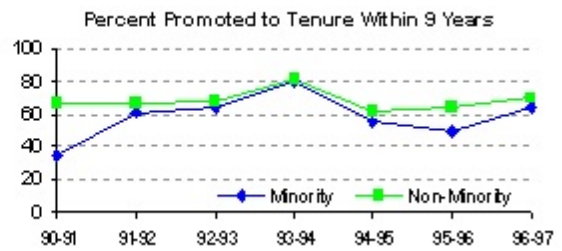
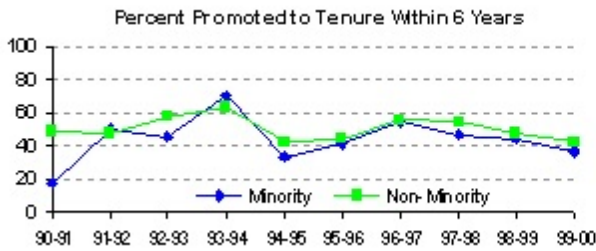
**Source** UW Madison Tenure file and IADS. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning & Analysis, for the Committee on Women in the University's 8 February 2006 meeting.

Please see also:  
 University of Wisconsin-Madison Data Digest, 2005-2006  
[www.bpa.wisc.edu/datadigest/DataDigest2005-2006.pdf](http://www.bpa.wisc.edu/datadigest/DataDigest2005-2006.pdf)  
 "Faculty Promotions to Tenure by Gender" (p. 33)

(continued)

**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
1990-91	23	4	17.4	8	34.8	93	45	48.4	62	66.7
1991-92	18	9	50.0	11	61.1	74	35	47.3	49	66.2
1992-93	11	5	45.5	7	63.6	71	41	57.7	48	67.6
1993-94	10	7	70.0	8	80.0	57	36	63.2	46	80.7
1994-95	9	3	33.3	5	55.6	50	21	42.0	31	62.0
1995-96	12	5	41.7	6	50.0	45	20	44.4	29	64.4
1996-97	11	6	54.5	7	63.6	43	24	55.8	30	69.8
1997-98	17	8	47.1			44	24	54.5		
1998-99	18	8	44.4			65	31	47.7		
1999-00	22	8	36.4			86	36	41.9		



**Notes** Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Minority faculty include those who identified themselves as Black, Asian, Hispanic, or Native American. Whites and those who choose not to report race or ethnicity are reported as non-minority. Six faculty hired between 1990-91 and 1996-97 still held probationary appointments after 9 years.

**Source** UW Madison Tenure file and IADS. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning & Analysis, for the Committee on Women in the University’s 8 February 2006 meeting.

Please see also:  
 University of Wisconsin-Madison Data Digest, 2005-2006  
[www.bpa.wisc.edu/datadigest/DataDigest2005-2006.pdf](http://www.bpa.wisc.edu/datadigest/DataDigest2005-2006.pdf)  
 “Faculty Promotions to Tenure by Minority Status” (p. 34)