

COMMITTEE ON WOMEN IN THE UNIVERSITY  
ANNUAL REPORT, 2002-2003

**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" (September 2002) and "Statement on Diversity in the Committee" (December 1999) – are available upon request from the Office of the Secretary of the Faculty.

**II. Institutional Context**

The committee began its work in 2002-2003 by identifying positive prior experiences, current interests and concerns, and priorities for action of committee members and friends. This activity, designed and facilitated by Rosa Garner (ombuds, Medical School) and Kathleen Holt (consultant, Employee Assistance Office), confirmed the continuing importance of coordinated, collaborative work with administrative offices, governance committees and campus organizations addressing shared concerns. In addition, it prompted the committee to focus on and experiment with group processes to assure that different voices from within and beyond the group would be heard. With approval from the University Committee, committee co-chairs Cecilia Ford (professor, English; faculty) and Jeff Hamm (assistant dean, School of Education; academic staff) continued the committee's tradition of shared leadership.

**III. 2002-2003 Activities**

**Campus climate.** Co-chair Jeff Hamm represented the Committee on Women in the University on Provost Spear's Campus Climate Networking Group, which met regularly throughout the year to share information, integrate and coordinate efforts of member groups, identify gaps and opportunities, and act in five key areas (listen and assess progress, lead, provide training and development opportunities, develop concrete programs and efforts, and provide information/communicate). In this role, Jeff Hamm worked with Gary Mitchell (president A.F.S.C.M.E. Local 2412 and program assistant, University Communications) to develop "Tools for Effective Leaders," a document identifying "dispositions, knowledge, and performances that effective leaders must demonstrate to promote a positive organizational climate." Additional details about the group's activities are posted on the climate website (<http://www.provost.wisc.edu/climate/update.html>).

In January 2003, the Committee on Women in the University endorsed a working definition of climate and related talking points and goals proposed by its own climate working group (Appendix A).

The committee also endorsed a proposal to invite nationally recognized scholar Virginia Valian to campus. Professor Valian (Psychology and Linguistics, Hunter College), author of *Why So Slow? The Advancement of Women* (Cambridge, MA: MIT Press, 1998 and 2000), has lectured nationally on gender equity and, with National Science Foundation support, is developing "Tutorials for Change: Gender Schemas and Science Careers" (<http://www.hunter.cuny.edu/gendertutorial/>).

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She co-directs Hunter College's Gender Equity Project, partially funded by an NSF ADVANCE Institutional Transformation Award (<http://www.hunter.cuny.edu/genderequity/>). [This endeavor was successful: Valian's October 2003 visit was co-sponsored by the committee in partnership with the College of Engineering, DELTA: A Teaching & Learning Community, Graduate Women in Science (GWIS), Medical School, Office of the Provost, University Lectures Committee, Women Faculty Mentoring Program, Women in Science & Engineering Leadership Institute (WISELI), and Women's Studies Program and Research Center.]

In May, several members and friends of the committee served as facilitator participants in "Days of Listening and Discovery" hosted by Bernice Durand (associate vice chancellor for diversity & climate, Office of the Provost). During five pilot sessions, 185 faculty, staff, and students shared their experiences, values and wishes for the university's future. Session materials and participant responses are posted on the university's climate web site (<http://www.provost.wisc.edu/climate/dld.html>).

**Data on women faculty and academic staff.** The committee thanks the Office of Human Resources and the Office of Academic Planning and Analysis for continuing to provide data on women faculty and academic staff and for including data on gender in the university's Data Digest (<http://www.bpa.wisc.edu/datadigest/2002-03/01frontcover.pdf>). The committee offers special thanks to Margaret Harrigan (policy & planning analyst, Academic Planning & Analysis, Office of the Provost) for assisting the committee in assembling and interpreting this data.

The Committee on Women in the University continues to monitor the percentage of women in the University of Wisconsin-Madison's workforce (Appendix B: Headcount of Faculty and Staff by Gender):

<b>Women Employed at UW-Madison</b>	<b>1990-1991</b>	<b>2002-2003</b>
Faculty	17.96%	25.30%
Executive/Director/Administrator (Academic Staff)	37.79%	48.03%
Academic Staff	49.26%	51.09%
Classified Staff	55.23%	56.31%
Employees in Training (incl. post-doctoral fellows)	29.38%	37.97%
Graduate Assistants	34.66%	43.29%
<b>Total</b>	<b>41.75%</b>	<b>47.06%</b>

In 2002-2003, among the faculty, 19.68% of professors, 28.77% of associate professors, and 38.97% of assistant professors were women (Appendix C: Faculty Headcount by Rank and Gender). In a recent comparison with twelve peer institutions, the University of Wisconsin Madison ranked 7th for the percentage of women holding assistant professor ("tenure-track" faculty) positions, 10th for percentage of women holding tenured faculty positions, and 9th for percentage of women in the faculty overall (Appendix D: 2001 Faculty by Tenure Status and Gender; Appendix E: 2001 Faculty by Rank and Gender).

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In 2002-2003, at the University of Wisconsin-Madison, 38.04% of faculty hired at the rank of assistant professor were women and 21.88% of faculty hired with tenure (Appendix F: University of Wisconsin-Madison Faculty Hires).

Among faculty hired at the rank of assistant professor in 1993-1994, the most recent year for which these data are available, 72.7% of the women and 84.4% of the men were tenured within nine years (Appendix G: Faculty Promotions to Tenure by Gender). Among women faculty hired between May 1991 and May 1995, 77.8% in the Arts & Humanities, 69.2% in the Biological Sciences, 54.2 in Social Studies, and only 42.9% in the Physical Sciences were tenured within nine years (Appendix H: Faculty Promotions to Tenure by Gender and Divisional Committee Affiliation for Faculty Hired Between May 1987 and May 1995).

In 2002-2003, women held 60.8% of "Category A" academic staff appointments, 41.5% of "Category B" instructional academic staff appointments, and 35.7% of "Category B" research academic staff appointments (Appendix I: Headcount and Average Salary of Category A Academic Staff by Salary Grade and Gender; Appendix J: Headcount and Average Salary of Category B Academic Staff by Title Series and Gender). The committee will discuss salary data from these tables in 2003-2004.

In 2002-2003, women held 38.7% of limited appointments, 18.8% with a faculty back-up position, 48.3% with an academic staff back-up position, and 31.6% with no faculty or academic staff back-up position (Appendix K: Headcount of Faculty, Limited and Academic Staff Appointments by Appointment Type and Gender). The committee will review additional data on women in leadership roles in 2003-2004 (Appendix L: Number of Full Professor Faculty and Department Chairs by Gender and Discipline; Appendix M: Headcount of Dean, Associate Dean, Assistant Dean and Chancellor, Vice Chancellor, and Associate Vice Chancellor Positions at UW Madison by Gender).

**Gender equity in faculty pay.** In November, the committee reviewed "The 2000-01 Faculty Gender Pay Equity Exercise at the University of Wisconsin-Madison" (Prepared by: Margaret N. Harrigan, policy & planning analyst, Budget Planning & Analysis; Linda S. Greene, associate vice chancellor, Office of the Provost; Martha L. Casey, assistant vice chancellor, Budget Planning & Analysis; Reviewed by: Helen H. Madsen, associate director, Administrative Legal Services; January 2002). Linda Greene (associate vice chancellor for faculty & staff programs) presented results of the 2000-2001 Gender Pay Equity Review (<http://www.wisc.edu/provost/GEFS.html>) and described new practices for assuring faculty pay equity detailed in Provost Peter Spear's memo re: "Equity in Faculty Salaries" (4 October 2002). The committee discussed the relationship between gender pay equity and departmental climate and recommended follow-up evaluation of individual women's experiences during the pay equity exercise. The committee thanks Associate Vice Chancellor Greene, Provost Spear, and other members of the faculty gender pay equity team for their action to integrate consideration of pay equity issues and ongoing departmental activities.

**Sexual assault/violence.** In April, Luis Piñero (assistant vice chancellor/Director, Equity & Diversity Resource Center (EDRC)) and Nancy Lynch (university legal counsel, Administrative Legal Services) educated the committee about sexual assault reporting requirements for University of Wisconsin-Madison employees and shared a draft document designed to notify faculty and staff of these requirements. UW System's "2002 Guidelines on Institutional Compliance with 36.11(22) and Reporting to UW System" detail institutional obligations to notify faculty and staff of their reporting obligations (Section B) and gather statistics and report to students on sexual assaults (Section C). By law, any University of Wisconsin-Madison employee who witnesses a sexual assault on or near campus, or who receives a first-hand report of such an assault, must report the incident to the EDRC. (The University Police Department urges employees who witness an assault to call 9-1-1 immediately.)

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The EDRC receives employee reports of sexual assault and annually reports such assaults. The EDRC works collaboratively with the Office of the Dean of Students, which receives student reports of sexual assault, to meet student assault reporting requirements. UW System requires that “the number of sexual assaults reported must include all eyewitness reports of sexual assault made by faculty and staff as well as all firsthand reports of sexual assault to any campus employee, including reports made to the department of security” (Section C.3).

**Work-Life issues.** In spring 2003, the committee began to formulate a strategy for addressing work-life issues, including child care, dependent care, domestic partner benefits, elder care, parental leave and access to work-life information and resources. Lynn Edlefsen (campus child care coordinator) and Louise Root-Robbins (coordinator for the President’s Initiative on the Status of Women, UW System) offered substantial help to the committee in formulating a multiple-year work-life agenda. The committee formed a work-life work group, chaired by committee members Linda Keller (researcher, Atmospheric & Oceanic Sciences) and Charlene Krembs (senior information processing consultant, CALS Administrative Computing Services), to begin work on these issues during the summer.

In March, the committee invited Provost Peter Spear (also chair, Campus Planning Committee) to discuss campus child care issues and help the committee strategize about planning for the future of child care on campus. In conversation with Provost Spear and Lynn Edlefsen (campus child care coordinator), the committee considered the following issues:

- < how the campus child care system contributes to the university’s mission;
- < how to ensure that child care and early education issues are an integral part of the campus planning process;
- < whether the campus planning committee or other administrative groups have established an explicit goal for increasing the number of child care spaces available to faculty, staff and students;
- < how the current budget situation affects the campus child care system; and
- < how the Committee on Women in the University can help advance child care and early learning on campus.

The group decided that the Committee on Women would work collaboratively in 2003-2004 with Lynn Edlefsen and the University Child Care Committee to draft a campus child care plan to be integrated into the campus master plan.

#### **IV. Current Issues and Concerns**

In 2003-2004 the committee will address the following topics:

- < Climate
- < Diversity/Women of Color
- < Gender Equity in Faculty Pay (update on new practices)
- < Women in Leadership Roles
- < Work-Life (child care, domestic partnership benefits, elder care, parental leave, work-life resources)

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**V. Committee Membership, 2002-2003**

		Member Since	Term Ends
<u>Faculty:</u>			
Linda Bartley	School of Music	2000	2003
Tonya Brito	Law School	2000	2003
Molly Carnes	Medicine: Geriatric Medicine	1998	2004
Cecilia Ford (co-chair)	English	1999	2005
Malcolm Forster	Philosophy	2002	2004
Jo-Anne Lazarus	Kinesiology	2002	2005
Nancy Mathews	Wildlife Ecology	2001	2004
Karen Steudel	Zoology	2002	2003
Robert Wardrop	Statistics	2001	2004
<u>Academic Staff:</u>			
Jeffrey Hamm (co-chair)	School of Education, Academic Services	2000	2006
Sara Karon	Health Systems Engineering	2002	2004
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	2004
<u>Ex-Officio/Non-Voting:</u>			
Bernice Durand	Office of the Provost	2003	
Linda Greene	Office of the Provost	1999	
Luis Piñero	Equity & Diversity Resource Center	1999	
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	
<i>The Committee on Women in the University thanks friends of the committee and departing members:</i>			
<i>Linda Bartley</i>	<i>School of Music</i>	<i>2000</i>	<i>2003</i>
<i>Patricia Flatley Brennan</i>	<i>Industrial Engineering, School of Nursing</i>	<i>1997</i>	<i>2002</i>
<i>Tonya Brito</i>	<i>Law School</i>	<i>2000</i>	<i>2003</i>
<i>Karen Steudel</i>	<i>Zoology</i>	<i>2002</i>	<i>2003</i>
<i>Sharon Stern</i>	<i>Office of Undergraduate Admissions</i>	<i>2000</i>	<i>2002</i>
<i>The Committee on Women welcomes:</i>			
<i>Malcolm Forster</i>	<i>Philosophy</i>	<i>2002</i>	<i>2004</i>
<i>Sara Karon</i>	<i>Health Systems Engineering</i>	<i>2002</i>	<i>2004</i>
<i>Linda Keller</i>	<i>Atmospheric &amp; Oceanic Sciences</i>	<i>2002</i>	<i>2005</i>
<i>Charlene Krembs</i>	<i>CALS, Administrative Computing Services</i>	<i>2002</i>	<i>2005</i>
<i>Jo-Anne Lazarus</i>	<i>Kinesiology</i>	<i>2002</i>	<i>2005</i>
<i>Karen Steudel</i>	<i>Zoology</i>	<i>2002</i>	<i>2003</i>

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**University of Wisconsin-Madison**  
**Committee on Women in the University**  
**Climate Initiative**  
**Climate Definition, Talking Points, and Goals**

**Definition**

Climate is the atmosphere or ambiance of an organization as perceived by its members. An organization's climate is reflected in and enacted through its structures, policies, and practices; the demographics of its membership; the attitudes, values, and actions of its members and leaders; and the quality of personal interactions.

**Talking Points**

1. A positive or "warm" climate is one in which individuals or groups experience inclusion, recognition, support, and respect. It energizes community members and permits them to contribute freely and effectively. A warm climate encourages creativity, productivity, full participation, and a sense of mutual responsibility and community among faculty, staff, and students.
2. A negative or "chilly" climate is one in which individuals or groups experience isolation, invisibility (often paired with excessive visibility), powerlessness, lack of respect, discrimination, and harassment. It can leave members of the community dispirited and alienated. A chilly climate decreases morale, drains energy from creative endeavors, reduces productivity, diminishes organizational effectiveness, prevents successful recruitment, and contributes to the loss of valuable personnel.
3. Differences in background, identity, experience, and perception lead to different experiences of climate on campus. Recognizing that some beliefs, values, and practices are privileged over others, we strive to create an inclusive community that incorporates and honors multiple perspectives. An environment of respect and civility allows us to acknowledge our differences, discuss them, and listen to and learn from each other. Our commitment to openness and continual learning means any member of the community can raise issues without fear of intimidation or reprisal.
4. We continually work to improve campus climate. We recognize that a positive work and learning environment requires developing equitable policies and practices and allocating resources fairly. Mindful of the contributions of all students, staff, and faculty, we strive to expand opportunities for participation in our academic community, thus realizing the promise of authentic shared governance.

**Goals**

To foster a dynamic and productive campus community, whose members are responsive to and respectful of each other, the Committee on Women in the University will:

- < continue to monitor the campus climate for women
- < heighten awareness of climate issues
- < promote honest dialogue about campus climate
- < develop activities to improve the climate for women, and seek and leverage the resources necessary to implement them.

*Adopted by the University of Wisconsin-Madison Committee on Women in the University on 22 January 2003.*

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University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix B: Headcount of Faculty and Staff by Gender

		1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
<b>Faculty</b>	Women	462	471	463	466	477	480	484	519	546	563
	Men	1,957	1,900	1,822	1,744	1,694	1,655	1,639	1,655	1,667	1,662
	<b>Total</b>	<b>2,419</b>	<b>2,371</b>	<b>2,285</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>Executive/Director/ Administrator</b>	Women	139	146	146	136	143	156	164	172	171	183
	Men	215	201	208	206	207	202	205	200	205	198
	<b>Total</b>	<b>354</b>	<b>347</b>	<b>354</b>	<b>342</b>	<b>350</b>	<b>358</b>	<b>369</b>	<b>372</b>	<b>376</b>	<b>381</b>
<b>Instructional Academic Staff</b>	Women	465	485	510	556	585	698	751	776	763	793
	Men	681	717	738	832	879	1,075	1,122	1,113	1,099	1,123
	<b>Total</b>	<b>1,146</b>	<b>1,202</b>	<b>1,248</b>	<b>1,388</b>	<b>1,464</b>	<b>1,773</b>	<b>1,873</b>	<b>1,889</b>	<b>1,862</b>	<b>1,916</b>
<b>Other Academic Staff</b>	Women	1,811	1,856	1,853	1,882	1,932	2,033	2,160	2,219	2,373	2,474
	Men	1,583	1,631	1,630	1,635	1,687	1,739	1,736	1,824	1,902	2,005
	<b>Total</b>	<b>3,394</b>	<b>3,487</b>	<b>3,483</b>	<b>3,517</b>	<b>3,619</b>	<b>3,772</b>	<b>3,896</b>	<b>4,043</b>	<b>4,275</b>	<b>4,479</b>
<b>Classified Staff</b>	Women	2,755	2,793	2,758	2,706	2,728	2,750	2,811	2,833	2,875	2,902
	Men	2,153	2,175	2,108	2,086	2,107	2,126	2,128	2,178	2,236	2,252
	<b>Total</b>	<b>4,908</b>	<b>4,968</b>	<b>4,866</b>	<b>4,792</b>	<b>4,835</b>	<b>4,876</b>	<b>4,939</b>	<b>5,011</b>	<b>5,111</b>	<b>5,154</b>
<b>Employes-in-Training</b>	Women	186	204	221	262	275	255	238	261	275	281
	Men	448	450	443	466	474	466	459	466	437	459
	<b>Total</b>	<b>634</b>	<b>654</b>	<b>664</b>	<b>728</b>	<b>749</b>	<b>721</b>	<b>697</b>	<b>727</b>	<b>712</b>	<b>740</b>
<b>Graduate Assistants</b>	Women	1,589	1,596	1,541	1,557	1,592	1,713	1,922	1,913	2,001	2,128
	Men	2,689	2,665	2,606	2,445	2,418	2,472	2,657	2,744	2,794	2,788
	<b>Total</b>	<b>4,278</b>	<b>4,261</b>	<b>4,147</b>	<b>4,002</b>	<b>4,010</b>	<b>4,185</b>	<b>4,579</b>	<b>4,657</b>	<b>4,795</b>	<b>4,916</b>
<b>Total</b>	<b>Women</b>	<b>7,407</b>	<b>7,551</b>	<b>7,492</b>	<b>7,565</b>	<b>7,732</b>	<b>8,085</b>	<b>8,530</b>	<b>8,693</b>	<b>9,004</b>	<b>9,324</b>
	<b>Men</b>	<b>9,726</b>	<b>9,739</b>	<b>9,555</b>	<b>9,414</b>	<b>9,466</b>	<b>9,735</b>	<b>9,946</b>	<b>10,180</b>	<b>10,340</b>	<b>10,487</b>
<b>Grand Total</b>		<b>17,133</b>	<b>17,290</b>	<b>17,047</b>	<b>16,979</b>	<b>17,198</b>	<b>17,820</b>	<b>18,476</b>	<b>18,873</b>	<b>19,344</b>	<b>19,811</b>

SOURCE: October EEO and IADS data. NOTES: Non-duplicating headcount reported- see technical note 8. LTEs, Student and Unclassified hourly workers excluded. Excludes University Hospitals & Clinics staff- see technical note 4. Instructional academic staff increased over 200 in 1998 due to the merger of Physicians Plus Medical Group & the UW Medical Foundation.

Source: University of Wisconsin-Madison Data Digest for 2002-2003  
 Faculty & Staff: Headcount of Faculty and Staff by Gender (p. 30)  
<http://www.bpa.wisc.edu/datadigest/2002-03/07facstaff.pdf>

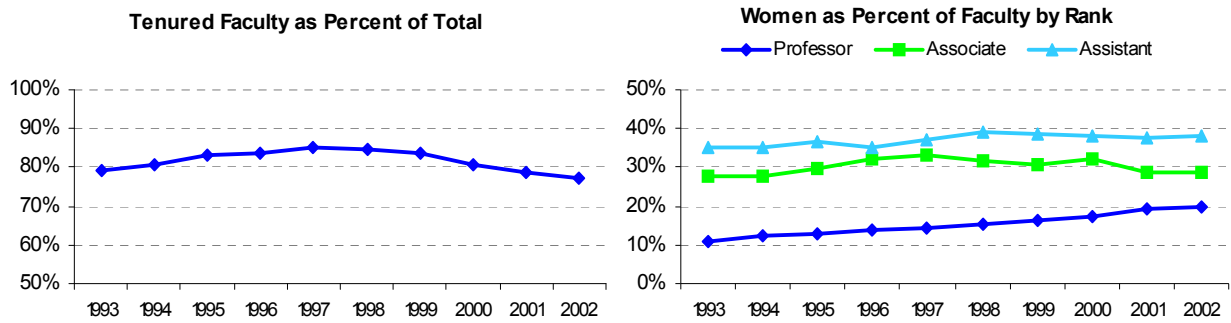
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University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix C: Faculty Headcount by Rank and Gender

**Faculty Headcount by Rank and Gender**

		1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
<b>Professor</b>	Women	157	179	181	191	196	212	225	233	262	269
	Men	1,297	1,269	1,249	1,201	1,174	1,158	1,143	1,127	1,103	1,098
<b>Associate Professor</b>	Women	124	126	135	146	157	138	125	125	107	101
	Men	323	327	319	305	314	295	283	266	267	250
<b>Assistant Professor</b>	Women	179	166	146	128	122	129	134	161	177	193
	Men	332	304	254	238	205	201	213	262	296	314
<b>Instructor</b>	Women	2	0	1	1	2	1	0	0	0	0
	Men	5	0	0	0	1	1	0	0	1	0
<b>Total Faculty</b>	Women	462	471	463	466	477	480	484	519	546	563
	Men	1,957	1,900	1,822	1,744	1,694	1,655	1,639	1,655	1,667	1,662
	<b>Total</b>	<b>2,419</b>	<b>2,371</b>	<b>2,285</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>
<i>Women Faculty as Percent of Total</i>		<i>19.1</i>	<i>19.9</i>	<i>20.3</i>	<i>21.1</i>	<i>22.0</i>	<i>22.5</i>	<i>22.8</i>	<i>23.9</i>	<i>24.7</i>	<i>25.3</i>

SOURCE: October EEO and IADS data.

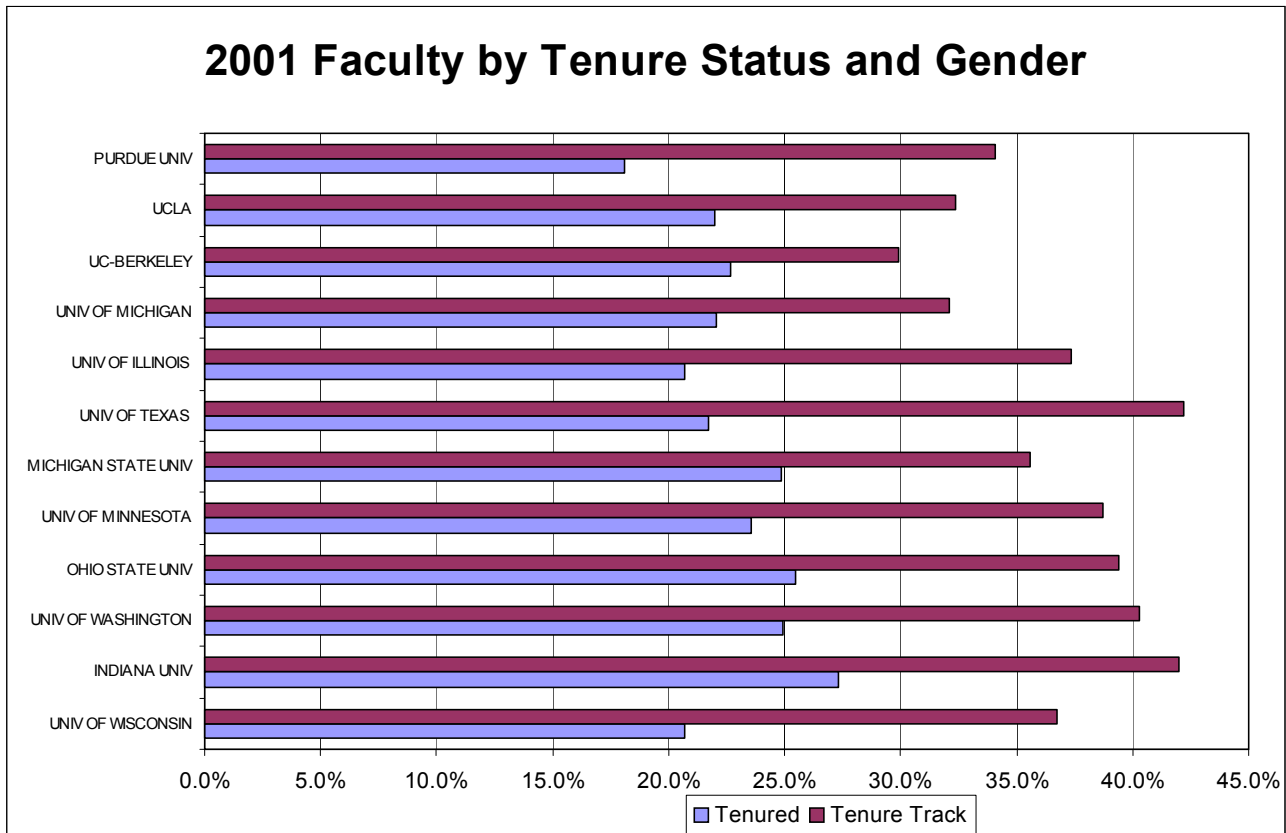


Source: University of Wisconsin-Madison Data Digest for 2002-2003  
 Faculty & Staff: Faculty Headcount by Rank and Gender (p. 31)  
<http://www.bpa.wisc.edu/datadigest/2002-03/07facstaff.pdf>

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University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix D: 2001 Faculty by Tenure Status and Gender



Comparison of Gender and Tenure Status of UW Madison Faculty with Peer Institutions - Fall 2001

Institution Name	Tenured				Tenure Track				Total			
	Men	Women	%Women	Ranking	Men	Women	%Women	Ranking	Men	Women	%Women	Ranking
UNIV OF WISCONSIN	1213	316	20.7%	10	279	162	36.7%	7	1492	478	24.3%	9
INDIANA UNIV	678	255	27.3%	1	163	118	42.0%	2	841	373	30.7%	1
UNIV OF WASHINGTON	893	297	25.0%	3	225	152	40.3%	3	1118	449	28.7%	2
OHIO STATE UNIV	1509	516	25.5%	2	349	227	39.4%	4	1858	743	28.6%	3
UNIV OF MINNESOTA	1393	430	23.6%	5	334	211	38.7%	5	1727	641	27.1%	5
MICHIGAN STATE UNIV	1050	347	24.8%	4	239	132	35.6%	8	1289	479	27.1%	4
UNIV OF TEXAS	1025	284	21.7%	9	222	162	42.2%	1	1247	446	26.3%	6
UNIV OF ILLINOIS	1121	292	20.7%	11	312	186	37.3%	6	1433	478	25.0%	7
UNIV OF MICHIGAN	1236	350	22.1%	7	438	207	32.1%	11	1674	557	25.0%	8
UC-BERKELEY	866	254	22.7%	6	136	58	29.9%	12	1002	312	23.7%	10
UCLA	1109	313	22.0%	8	161	77	32.4%	10	1270	390	23.5%	11
PURDUE UNIV	989	219	18.1%	12	242	125	34.1%	9	1231	344	21.8%	12
Median excluding UW Madison			22.7%				37.3%				26.3%	

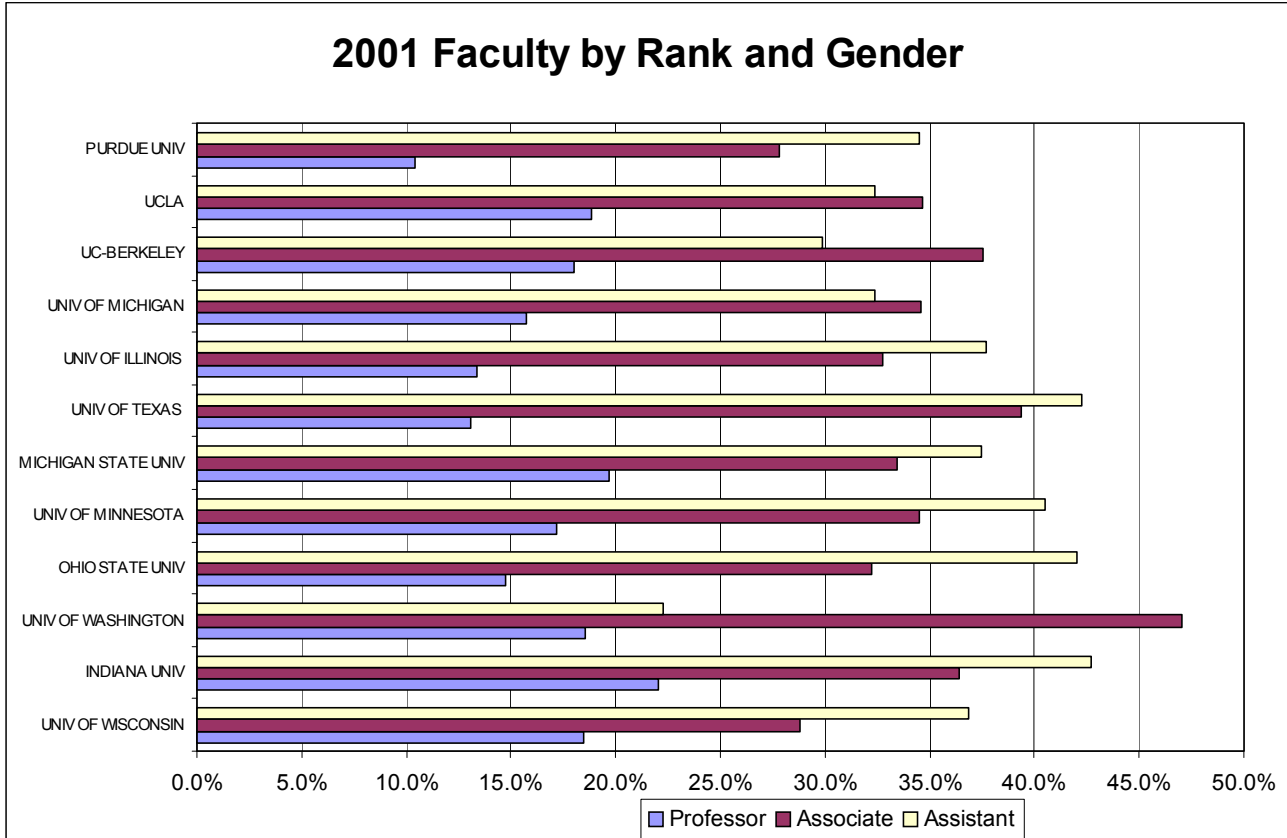
Source: 2001 IPEDS Fall Staff Survey, National Center for Education Statistics.

Notes: Includes only full-time tenured and tenure-track faculty on the payroll. Tenured/tenure-track instructors are included. Ranking is calculated based on the percent of women at that faculty rank.

Prepared by: Margaret Harrigan, Office of Academic Planning & Analysis.

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University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix E: 2001 Faculty by Rank and Gender



Comparison of Gender of UW Madison Faculty with Peer Institutions - Fall 2001

Institution Name	Professor				Associate				Assistant			
	Men	Women	%Women	Ranking	Men	Women	%Women	Ranking	Men	Women	%Women	Ranking
UNIV OF WISCONSIN	978	221	18.4%	5	235	95	28.8%	11	278	162	36.8%	7
INDIANA UNIV	453	128	22.0%	1	253	145	36.4%	4	134	100	42.7%	1
UNIV OF WASHINGTON	662	151	18.6%	4	278	247	47.0%	1	178	51	22.3%	12
OHIO STATE UNIV	825	143	14.8%	9	602	286	32.2%	10	424	307	42.0%	3
UNIV OF MINNESOTA	985	204	17.2%	7	421	222	34.5%	7	316	215	40.5%	4
MICHIGAN STATE UNIV	739	181	19.7%	2	328	165	33.5%	8	222	133	37.5%	6
UNIV OF TEXAS	765	115	13.1%	11	259	168	39.3%	2	209	153	42.3%	2
UNIV OF ILLINOIS	772	119	13.4%	10	347	169	32.8%	9	314	190	37.7%	5
UNIV OF MICHIGAN	909	170	15.8%	8	369	195	34.6%	6	395	189	32.4%	9
UC-BERKELEY	705	155	18.0%	6	155	93	37.5%	3	136	58	29.9%	11
UCLA	919	213	18.8%	3	185	98	34.6%	5	161	77	32.4%	10
PURDUE UNIV	618	72	10.4%	12	376	145	27.8%	12	237	125	34.5%	8
Median excluding UW Madison			17.2%				34.6%				37.5%	

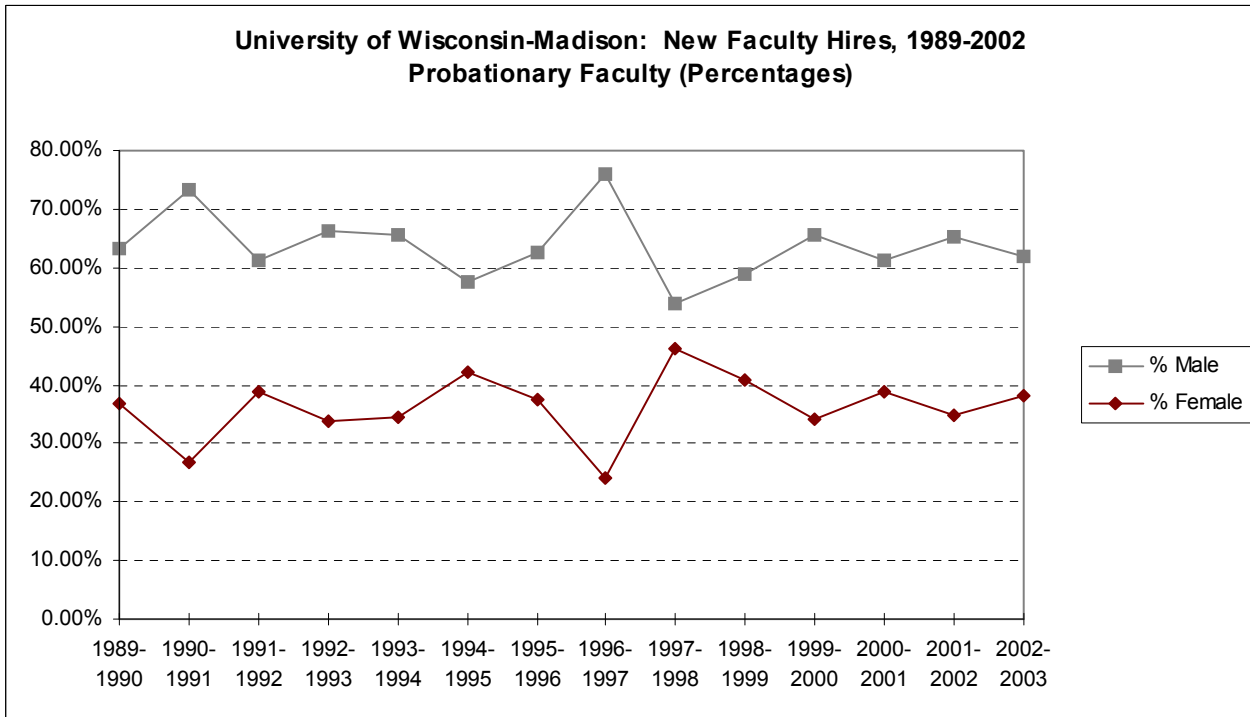
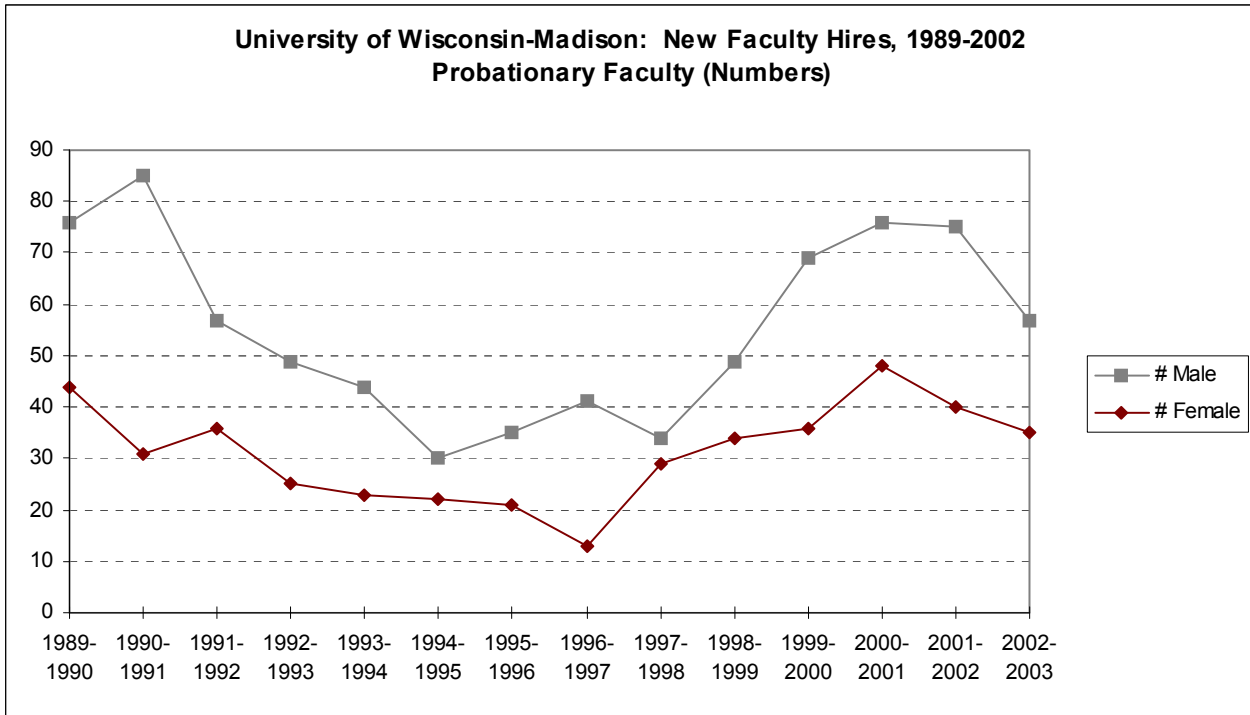
Source: 2001 IPEDS Fall Staff Survey, National Center for Education Studies.

Notes: Includes only full-time tenured and tenure-track faculty on the payroll. Ranking is calculated based on the percent of women at that faculty rank.

Prepared by: Margaret Harrigan, Office of Academic Planning & Analysis.

(continued)

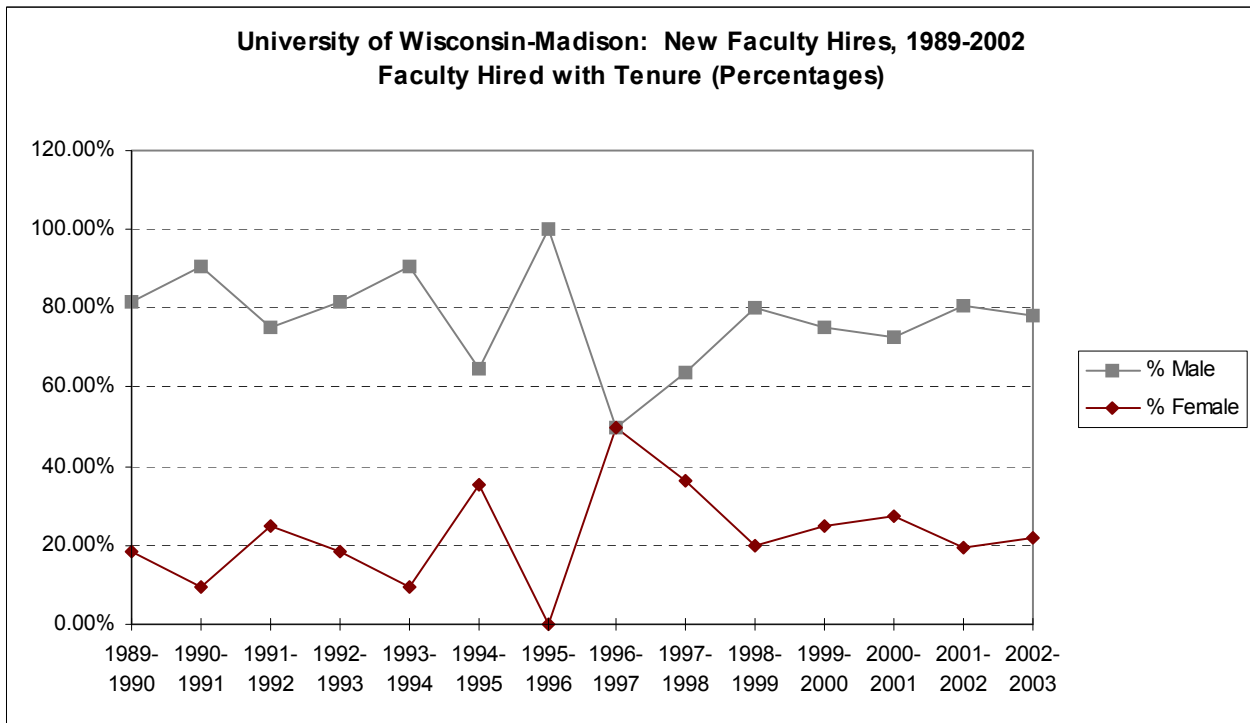
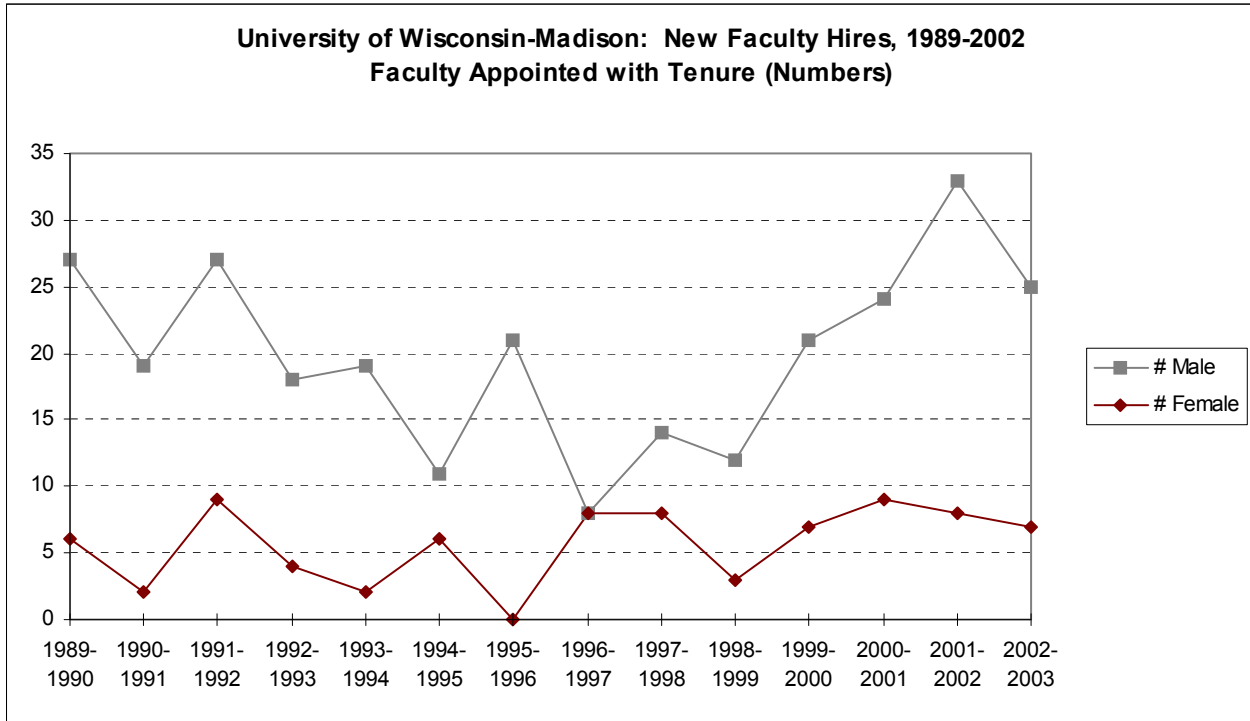
University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix F: University of Wisconsin-Madison Faculty Hires



Source: University of Wisconsin-Madison New Faculty Hires, 1989-2002: Probationary Faculty (Numbers, Percentages) graphs were prepared on 17 December 2003 by the Office of Human Resources and the 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)

University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
Appendix F: University of Wisconsin-Madison Faculty Hires



Source: University of Wisconsin-Madison New Faculty Hires, 1989-2003: Faculty Appointed with Tenure (Numbers, Percentages) graphs were prepared on 17 December 2003 by the Office of Human Resources and the 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].

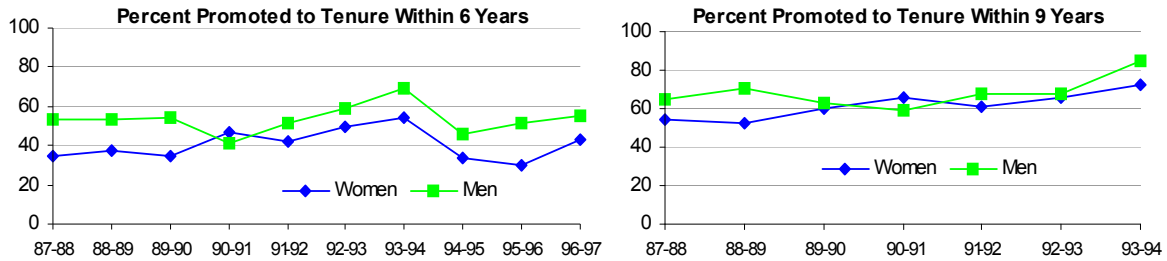
(continued)

University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix G: Faculty Promotions to Tenure by Gender

**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
1987-88	26	9	34.6	14	53.8	73	39	53.4	47	64.4
1988-89	61	23	37.7	32	52.5	88	47	53.4	62	70.5
1989-90	43	15	34.9	26	60.5	75	41	54.7	47	62.7
1990-91	32	15	46.9	21	65.6	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			35	16	45.7		
1995-96	20	6	30.0			37	19	51.4		
1996-97	14	6	42.9			40	22	55.0		

Source: UW Madison Tenure file Note: Probationary faculty only. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Two faculty hired in 1992-93, one hired in 1993-94 and one hired in 1990-91 still hold probationary appointments after more than nine years.



Source: University of Wisconsin-Madison Data Digest for 2002-2003  
 Faculty & Staff: Faculty Promotions to Tenure by Gender (p. 32)  
<http://www.bpa.wisc.edu/datadigest/2002-03/07facstaff.pdf>

(continued)

University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix H: Faculty Promotions to Tenure by Gender and Faculty Division for  
 Faculty Hired between May 1987 and May 1995

**Faculty Promotions to Tenure by Gender and Divisional Committee Affiliation  
 For Faculty Hired Between May 1987 and May 1995**

Divisional Committee Affiliation	Hired May 1987 - May 1991					Hired May 1991 - May 1995				
	Total Hired	Promoted within Six Years		Promoted within Nine Years		Total Hired	Promoted within Six Years		Promoted within Nine Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
<b>Biological Sciences</b>										
Men	101	57	56.4	70.0	69.3	82	48	58.5	62	75.6
Women	29	8	27.6	16.0	55.2	26	11	42.3	18	69.2
<b>Physical Sciences</b>										
Men	87	55	63.2	66.0	75.9	35	22	62.9	28	80.0
Women	17	12	70.6	15.0	88.2	7	3	42.9	3	42.9
<b>Social Studies</b>										
Men	82	25	30.5	38.0	46.3	49	24	49.0	28	57.1
Women	72	21	29.2	34.0	47.2	48	18	37.5	26	54.2
<b>Humanities</b>										
Men	50	25	50.0	32.0	64.0	25	15	60.0	19	76.0
Women	44	21	47.7	28.0	63.6	27	16	59.3	21	77.8
<b>Total</b>										
Men	320	162	50.6	206	64.4	191	109	57.1	137	71.7
Women	162	62	38.3	93	57.4	108	48	44.4	68	63.0

Source: UW Madison Tenure file and IADS appointment information system, May 2003.

Notes: Probationary faculty only. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Two faculty hired in 1992-93, and one each in 1990-91, 1993-94 and 1994-95 still hold probationary appointments after more than nine years.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis (21 May 2003).

(continued)

University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix I: Headcount and Average Salary of Category A Academic Staff by Salary Grade and Gender

**Headcount and Average Salary of Category A Academic Staff by Salary Grade and Gender**

Salary Grade	October 1999						October 2002					
	Headcount			Mean Salary			Headcount			Mean Salary		
	Women	Men	Women as % of Group	Women	Men	Women's Salary as % of Men's	Women	Men	Women as % of Group	Women	Men	Women's Salary as % of Men's
1	209	119	63.7%	24,860	24,874	100%	316	133	70.4%	27,566	27,959	99%
2	281	142	66.4%	30,400	30,183	101%	327	158	67.4%	33,443	33,881	99%
3	320	215	59.8%	35,348	37,403	95%	327	243	57.4%	39,449	41,296	96%
4	408	302	57.5%	41,906	45,576	92%	461	357	56.4%	45,625	49,814	92%
5	379	235	61.7%	48,058	51,932	93%	396	281	58.5%	53,944	59,502	91%
6	270	138	66.2%	54,837	56,866	96%	296	124	70.5%	60,676	63,733	95%
7	94	80	54.0%	65,261	67,384	97%	95	73	56.5%	71,378	73,637	97%
8	32	51	38.6%	76,185	79,461	96%	42	51	45.2%	83,686	90,866	92%
9	30	43	41.1%	85,451	90,357	95%	33	44	42.9%	94,727	98,832	96%
10	9	14	39.1%	102,611	105,376	97%	11	20	35.5%	114,113	115,156	99%
11	0	4	0.0%	0	116,485	0%	1	2	33.3%	184,225	156,009	118%
<b>Total</b>	<b>2032</b>	<b>1343</b>	<b>60.2%</b>				<b>2305</b>	<b>1486</b>	<b>60.8%</b>			

Source: IADS frozen appointment data, October 1999 and October 2002.

Notes: Category A academic staff includes titles for non-instructional and administrative positions. It contains over 270 titles such as research specialist, academic librarian, academic advisor, registrar, director, administrative program manager, and systems programmer. This analysis excludes zero dollar, lump sum and hourly appointments. Includes positions paid under extraordinary ranges. Individuals holding more than one appointment are counted for each appointment held. (In 2002, about 175 academic staff held more than one paid academic staff appointment.) Nine-month salaries are converted to a 12-month basis.

Prepared by: Margaret Harrigan, Office of Academic Planning & Analysis (21 May 2003).

(continued)

University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix J: Headcount and Average Salary of Category B Academic Staff by Title Series and Gender

**Headcount and Average Salary of Category B Academic Staff by Title Series and Gender**

	1999						2002					
	Headcount			Mean Salary			Headcount			Mean Salary		
	Women	Men	Women as % of Group	Women	Men	Women's Salary as % of Men's	Women	Men	Women as % of Group	Women	Men	Women's Salary as % of Men's
<b>Instructional</b>												
CHS Faculty	101	263	27.7%	62,158	68,939	90%	122	289	29.7%	66,165	71,504	93%
Clinical Faculty	232	263	46.9%	50,346	47,629	106%	262	296	47.0%	55,961	52,995	106%
Lecturer	285	276	50.8%	45,393	46,358	98%	259	247	51.2%	50,436	52,265	96%
Faculty Associate	79	77	50.6%	52,973	62,112	85%	99	91	52.1%	59,018	66,671	89%
Faculty Assistant	55	47	53.9%	35,830	35,884	100%	45	40	52.9%	35,694	36,462	98%
Visiting Faculty	26	75	25.7%	54,420	65,323	83%	20	65	23.5%	66,951	73,510	91%
Emeritus Faculty	7	111	5.9%	92,651	97,003	96%	4	89	4.3%	95,577	110,665	86%
Other	11	41	21.2%	54,122	64,078	84%	8	36	18.2%	60,627	74,995	81%
<b>Total</b>	796	1153	40.8%				819	1153	41.5%			
<b>Research</b>												
Scientist	134	319	29.6%	52,618	55,998	94%	177	375	32.1%	56,878	61,310	93%
Researcher	173	227	43.3%	44,636	49,311	91%	196	254	43.6%	50,034	56,135	89%
Res. Animal Veterinarian	8	3	72.7%	83,593	96,121	87%	9	2	81.8%	99,431	83,566	119%
Instrumentation Innovator	2	44	4.3%	60,193	63,101	95%	2	61	3.2%	70,147	71,844	98%
Visiting Scientist	5	6	45.5%	44,080	48,510	91%	5	9	35.7%	53,561	38,792	138%
<b>Total</b>	322	599	35.0%				389	701	35.7%			

Source: IADS frozen appointment data, October 1999 and October 2002.

Notes: Category B academic staff includes titles in which the duties and responsibilities are like the research and/or instructional duties typical of faculty at the University of Wisconsin. This analysis excludes zero dollar, lump sum and hourly appointments. Includes emeritus faculty. Individuals holding more than one appointment are counted for each appointment held. (In 2002, about 175 academic staff held more than one paid academic staff appointment.) Nine-month salaries are converted to a 12-month basis. Other instructional academic staff includes visiting lecturer, instrumentation innovator-instruction, adjunct faculty, and L/I faculty.

Prepared by: Margaret Harrigan, Office of Academic Planning & Analysis (21 May 2003).

(continued)



University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix K: Headcount of Faculty, Limited and Academic Staff Appointments by Appointment Type and Gender

**HEADCOUNT OF FACULTY, LIMITED AND ACADEMIC STAFF APPOINTMENTS  
 BY APPOINTMENT TYPE AND BY GENDER**

	1999				2002			
	Women	Men	Total	Women as % of Group	Women	Men	Total	Women as % of Group
<b>Limited Staff</b>	180	299	479	37.6%	206	326	532	38.7%
with Faculty backup	21	92	113	18.6%	24	104	128	18.8%
with Academic Staff backup	134	159	293	45.7%	157	168	325	48.3%
no Faculty or AS back-up (mainly coaches)	25	48	73	34.2%	25	54	79	31.6%
<b>Faculty</b>	484	1639	2123	22.8%	563	1662	2225	25.3%
<b>Academic Staff</b>	3184	3093	6277	50.7%	3361	3196	6557	51.3%

Source: IADS frozen appointment data, October 1999 and October 2002.

Notes: Limited appointments are made at the pleasure of the Board of Regents or specified appointing authority, and include positions such as chancellor, dean, assistant or associate dean, director, assistant and associate director, and academic program director. Limited appointments with no faculty or academic staff back-up include appointments with classified back-up, acting limited appointments, and appointments of athletic coaches. Zero-dollar limited appointments are included. Individuals who hold more than one appointment are counted in each appointment category. (For example, a person who holds both a faculty and a limited position is included in both counts. A person who holds two academic staff appointments is counted only once in the academic staff category.) Faculty appointments above include those with zero-dollar appointments and those with administrative appointments. Academic staff appointments reported above exclude all zero-dollar and volunteer appointments.

Prepared by: Margaret Harrigan, Office of Academic Planning & Analysis (21 May 2003).

(continued)

University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix L: Number of Full Professor Faculty and Department Chairs by Gender and Discipline

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

	October 2000			October 2001			October 2002		
	# 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>	1238	114	9.2%	1242	113	9.1%	1239	116	9.4%
Men	1039	98	9.4%	1017	96	9.4%	1009	100	9.9%
Women	199	16	8.0%	225	17	7.6%	230	16	7.0%
<b>Biological Sciences</b>									
Men	386	45	11.7%	374	44	11.8%	368	48	13.0%
Women	52	2	3.8%	54	2	3.7%	55	1	1.8%
<b>Physical Sciences</b>									
Men	331	18	5.4%	319	17	5.3%	318	18	5.7%
Women	18	1	5.6%	25	2	8.0%	29	1	3.4%
<b>Social Sciences</b>									
Men	217	20	9.2%	214	21	9.8%	213	19	8.9%
Women	57	5	8.8%	65	4	6.2%	67	6	9.0%
<b>Humanities</b>									
Men	165	15	9.1%	171	14	8.2%	171	15	8.8%
Women	78	8	10.3%	88	9	10.2%	87	8	9.2%

Source: IADS appointment system frozen slice, October 2000, 2001, 2002.

Notes: Total faculty is a non-duplicating headcount of full professors. Excludes faculty who are in schools without departments (Business, 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 (excludes 0% tenure appointments). Faculty members are assigned to a discipline based on their tenure department (not divisional committee affiliation). Thus, all faculty in the department of Biochemistry are shown in the Biological Sciences area. The vast majority of department chairs also hold the rank of full professor. However, in any year, a small percentage of department chairs (e.g., 7 chairs, or 6% of total in 2002) hold the rank of associate professor.

Prepared by: Margaret Harrigan, Office of Academic Planning & Analysis (21 May 2003).

(continued)

University of Wisconsin-Madison: Annual Report of the Committee on Women in the University, 2002-2003  
 Appendix M: Headcount of Dean, Associate Dean, Assistant Dean and  
 Chancellor, Vice Chancellor and Associate Vice Chancellor Positions at UW-Madison by Gender

**Headcount of Dean, Associate Dean, Assistant Dean and Chancellor, Vice Chancellor,  
 and Associate Vice Chancellor Positions at UW Madison by Gender**

Title Name	2000			2001			2002		
	Women	Men	Percent Women	Women	Men	Percent Women	Women	Men	Percent Women
<b>Full Professors</b>	233	1127	17%	262	1103	19%	269	1098	20%
<b>Positions Held by Faculty</b>									
Chancellor	0	1	0%	0	1	0%	0	1	0%
Vice Chancellor and Provost	0	1	0%	0	1	0%	0	1	0%
Associate Vice Chancellor	1	1	50%	1	1	50%	2	0	100%
Dean	3	11	21%	2	12	14%	2	12	14%
Associate Dean	10	25	29%	12	26	32%	13	25	34%
Assistant Dean	0	2	0%	0	3	0%	0	3	0%
<b>Non-Faculty Positions</b>									
Vice Chancellor	1	2	33%	1	2	33%	1	2	33%
Assistant Dean									
Large	12	11	52%	11	14	44%	13	14	48%
Medium	31	14	69%	35	14	71%	31	16	66%
Small	4	3	57%	5	4	56%	6	4	60%
Associate Dean									
Large	5	7	42%	6	9	40%	7	10	41%
Medium	1	3	25%	2	1	67%	3	1	75%

Source: IADS appointment system frozen slice, October 2000, 2001, 2002.

Notes: Includes both paid and zero-dollar appointments. Designation of the scope of associate and assistant dean positions (large, medium, or small) refers to the size of school or college, the number of areas of responsibility under the associate or assistant dean, as well as the level of responsibility for those areas.

Prepared by: Margaret Harrigan, Office of Academic Planning & Analysis (21 May 2003).