

COMMITTEE ON WOMEN IN THE UNIVERSITY
ANNUAL REPORT, 2003-2004

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

II. 2003-2004 Activities

Agenda for 2003-2004. Committee co-chairs Associate Professor Nancy Mathews (Gaylord Nelson Institute for Environmental Studies) and Assistant Dean Jeff Hamm (School of Education) continued the committee's practice of beginning the year with a conversation about committee members' interests, followed by a collaborative agenda-setting exercise. The committee elected to focus on campus climate and work-life issues, with attention in both areas to the needs of women in the LGBT community, women of color, and women in leadership roles. The committee continues to review administrative data on women faculty and staff, including, for the first time, data on gender and race/ethnicity prepared for the UW-Madison Campus Diversity Plan Oversight Committee and data on women in leadership roles prepared for the Women in Science & Engineering Leadership Institute (WISELI).

Campus climate. In October 2003, the committee co-sponsored a visit from Professor Virginia Valian (Psychology and Linguistics, Hunter College) in partnership with the College of Engineering, DELTA: A Teaching & Learning Community, Graduate Women in Science (GWIS), Medical School, Office of the Provost, Lectures Committee, Women Faculty Mentoring Program, Women in Science & Engineering Leadership Institute (WISELI), and Women's Studies Program and Research Center. A nationally recognized scholar and lecturer on gender equity, Professor Valian authored *Why So Slow? The Advancement of Women* (Cambridge, MA: MIT Press, 1998 and 2000) and, with National Science Foundation support, developed "Tutorials for Change: Gender Schemas and Science Careers" (www.hunter.cuny.edu/gendertutorial/). The committee met with Provost Peter Spear in November 2003 to discuss the effects of Valian's visit.

The committee continues to value and support campus Days of Listening & Discovery, hosted by Associate Vice Chancellor for Diversity & Climate Bernice Durand. Two campus-wide sessions were held in Fall 2003. In September, thirty-six participants from the May 2003 sessions met to reflect on their initial experience and continue discussing concrete steps to improve campus climate (www.provost.wisc.edu/climate/dldii.html). In October, a student session focused on improving classroom climate (www.provost.wisc.edu/climate/dldstudents.html). The committee applauds Days of Listening & Discovery for encouraging and supporting "grassroots" participation in campus climate efforts.

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Women in Science & Engineering Leadership Institute Research Director Jennifer Sheridan met with the committee in February to present preliminary results from the *Study of Faculty and Academic Staff Worklife at the University of Wisconsin Madison*, including data on departmental climate, employment satisfaction and work-life balance. The study data reveal that, while most UW-Madison faculty and staff view their work experience in a positive light, measurable differences in experiences and perceptions exist between, for example, department chairs and departmental faculty, male and female faculty, and “majority” and “minority” faculty.

Responses to questions about departmental climate revealed that women faculty were significantly less likely to feel they were treated with respect by students, other faculty, and their department chairs or program directors. They were significantly more likely to encounter “unwritten rules” about collegial interactions, to feel excluded from informal departmental interactions, and to feel isolated within their departments and at the university. They were significantly less likely to report that their work was valued by their colleagues or that they were full and equal participants in departmental meetings and other decision-making processes. Not surprisingly, they reported significantly less job/career satisfaction. Similarly, faculty of color, both male and female, were significantly more likely to feel excluded and isolated within their departments and at the university. Women faculty, women academic staff, and faculty of color all reported that they did not have an equal voice in the allocation of resources.

With respect to work-life balance, women – whether faculty or staff, “majority” or “minority” were significantly more likely to report needing child care. Women academic staff were significantly more likely than their male counterparts to feel that family responsibilities forced them to forego professional activities and slowed their career advancement. They reported significantly more frequently than male academic staff that their units did not know about options for new parents. Women faculty were significantly more dissatisfied with their work-life balance than male faculty. They were significantly less likely to feel their departments and colleagues were supportive of family leave and family obligations, significantly more likely to experience difficulty in adjusting their work schedules to care for family members, significantly more likely to feel that personal responsibilities and commitments slowed their career progression and that women with children were perceived as “less committed” to their careers, and significantly more likely to have considered leaving UW-Madison. Faculty of color, male and female, were significantly more likely to consider leaving UW-Madison than white faculty.

WISELI will post a final report on the study when the data have been analyzed more fully.

The committee recognizes that success in improving climate within individual departments and units requires a more sophisticated understanding of microclimates. The WISELI/Provost’s Office study provides a foundation for both continuing analysis and direct efforts to improve campus climate. WISELI supports continuing study of interpersonal interactions and communication strategies and, in February 2004, showcased findings of Professor of English – and Committee on Women in the University Co-Chair – Cecilia Ford (“Getting Our Voices Heard: Patterns of Participation in University Meetings”). WISELI also has created Climate Workshops for Department Chairs (http://wiseli.engr.wisc.edu/initiatives/climate/workshops_deptchairs.html), a series of meetings designed to help department chairs assess and improve departmental climate. Findings from the WISELI/Provost’s Office study have informed the committee’s efforts to better understand and address issues of importance to women of color and to develop a discussion group or workshop series for women and allies.

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In May, the committee voted unanimously to adopt a resolution opposing efforts to limit the definition of marriage in Wisconsin through a constitutional amendment (Appendix 1).

Work-Life issues. In spring 2002-2003, the committee formulated an agenda for addressing several related work-life issues over a period of three to five years. Issues of continuing interest and importance to the committee include: 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.

The question of how much it would cost to offer paid parental leave has been raised by several groups recently, including the Women Faculty Mentoring Program’s advisory committee. In October, Professor Janet Hyde (Psychology and Women’s Studies) shared some data she had prepared on this topic. The committee will continue to explore this issue in 2004-2005.

In November, Associate Vice Chancellor for Diversity & Climate Bernice Durand, UW System Senior Academic Planner Fran Garb, Administrative Specialist Emily Gilbert, and UW System Coordinator for the Status of Women Louise Root-Robbins met with the committee to provide an overview of the UW System Sloan Project for Academic Career Advancement, a \$500,000.00, eighteen-month grant from the Sloan Foundation. This project used UW System as a “multi-campus laboratory” for improving employment practices and the work experience of faculty and staff, with pilot programs and demonstration sites at various campuses. The project sought to increase career options, improve flexibility, and promote policies and practices that support work-life balance.

The Committee on Women in the University and the University Child Care Committee met together in April to review and discuss a draft master plan for early childhood care and education at UW-Madison. The Committee on Women in the University provided additional feedback and endorsed the draft plan in May. The plan is based on the premise that the University of Wisconsin-Madison is committed to the development of a coordinated system of high-quality, affordable child care and education that addresses work-life needs of student, faculty and staff families and fulfills institutional research, instruction, outreach, and service missions. The plan addresses several critical needs: keeping university child care and education centers accessible and affordable, particularly for low-income student and staff families; expanding infant and toddler care; providing emergency back-up and sick child care for individual families; developing center-based summer programs for school-aged children (6-12 years); preparing to implement four-year-old kindergarten during the academic year; creating new models for center-based back-up care and conference care; and expanding work with community partners, in particular, the Dane County Parent Council (HeadStart).

The committee’s domestic partnership benefits work group, led by Cecilia Ford, Sara Karon, and JoAnne Lazarus, prepared a statement on domestic partnership benefits (Appendix 2). This statement, intended as the first of a series of position statements on issues of concern to the committee, was adopted by the committee in January.

The committee’s work-life work group, co-chaired by Linda Keller and Charlene Krembs, met throughout the summer and academic year to develop a proposal, enthusiastically adopted by the committee, to establish a virtual work-life center (Appendix 3).

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Data on women faculty and academic staff. The committee thanks 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 (www.bpa.wisc.edu/datadigest/DataDigest2003-2004.pdf).

The Committee on Women in the University continues to monitor the percentage of women in the University of Wisconsin-Madison's workforce (Appendix 4):

Women Employed at UW-Madison	1990-1991	2003-2004
Faculty	17.96%	26.21%
Executive/Director/Administrator (Academic Staff)	37.79%	48.07%
Academic Staff	49.26%	50.76%
Classified Staff	55.23%	55.80%
Employees in Training (including post-doctoral fellows)	29.38%	38.01%
Graduate Assistants	34.66%	43.82%
Total	41.75%	47.04%

In 2003-2004, 17.06% of female faculty and 13.27% of male faculty were Black, Asian, Native American, or Hispanic (Appendix 5).

20.24% of professors, 29.20% of associate professors, and 39.77% of assistant professors were women (Appendix 6). Women faculty held 20.75% of faculty administrative appointments (e.g., dean, director, department chair). 39% of associate deans and 18 of 114 department chairs were women. Among these department chairs, 8 women were in arts & humanities departments, 2 were in biological sciences departments, 1 was in a physical sciences department, and 7 were in social studies departments (Appendix 7).

46% of newly appointed faculty were women. 52% of faculty hired at the rank of assistant professor were women and 28% of faculty appointed with tenure were women (Appendix 8). 2003-2004 was the first year in which more women than men were appointed at the rank of assistant professor.

Among faculty hired at the rank of assistant professor in 1994-1995, the most recent year for which these data are available, 54.2% of the women and 65.7% of the men were tenured within nine years (Appendix 9). 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 2003-2004, 9.27% of female academic staff and 10.91% of male academic staff were Black, Asian, Native American, or Hispanic (Appendix 5).

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Women academic staff held 48.07% of non-faculty executive-level administrative appointments, 42.22% of instructional academic staff appointments and 35.14% of research academic staff appointments (Appendix 4).

The committee reviewed academic staff salary data and - with two caveats: that the number of individuals involved in each case is relatively small, and that the tables present aggregate data and do not account for relevant differences (e.g., disciplinary or market differences, educational attainment, years of experience, title prefix) - noted that there appear to be some differences in compensation for women academic staff holding "Category A" appointments in pay ranges 8-10, some instructional academic staff (e.g., CHS faculty, faculty associates, lecturers), and some research academic staff (e.g., scientists, researchers). The committee will continue to monitor this data.

III. Current Issues and Concerns

In 2004-2005, the committee will focus on the following topics:

- < Climate (climate at the department/unit level, allies group or workshop)
- < Work-Life (dependent and elder care issues, website)
- < Women in Leadership Roles

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IV. Committee Membership, 2003-2004

		Member Since	Term Ends
<u>Faculty:</u>			
Robert Blank	Medicine	2003	2006
Molly Carnes	Medicine: Geriatric Medicine	1998	2004
Nicola Ferrier	Mechanical Engineering	2003	2006
Cecilia Ford	English	1999	2004
Malcolm Forster	Philosophy	2002	2005
Alberta Gloria	Counseling Psychology	2003	2006
Jo-Anne Lazarus	Kinesiology	2002	2005
Nancy Mathews (co-chair)	Wildlife Ecology	2001	2007
Robert Wardrop	Statistics	2002	2005

Academic Staff:

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

Ex-Officio/Non-Voting:

Bernice Durand	Office of the Provost	2003	
Linda Greene	Law	1999	
Luis Piñero	Equity & Diversity Resource Center	1999	

Staff:

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

<i>Robert Blank</i>	<i>Medicine</i>	<i>2003</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>

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

<i>Molly Carnes</i>	<i>Medicine: Geriatric Medicine</i>	<i>1998</i>	<i>2004</i>
<i>Cecilia Ford</i>	<i>English</i>	<i>1999</i>	<i>2004</i>
<i>Linda Greene</i>	<i>Office of the Provost</i>	<i>1999</i>	<i>2004</i>
<i>Susan Nelson (designee)</i>	<i>Equity & Diversity Resource Center</i>	<i>1999</i>	<i>2004</i>
<i>Robert Wardrop</i>	<i>Statistics</i>	<i>2002</i>	<i>2004</i>

*The Committee on Women in the University mourns the death on 14 January 2005 of
William H. Sewell Professor of Rural Sociology*

Frederick H. Buttel

who was an active and dedicated member of our committee from 1997 to 2000.

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Committee on Women in the University, Annual Report, 2003-2004: 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
(19 May 2004)**

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, 2003-2004: Appendix 2.

The Committee on Women in the University needs to be both proactive and responsive in addressing equity concerns of UW-Madison employees. This is one of a series of "position statements" that will support our work for equity and help committee co-chairs and members respond to individuals, groups and media representatives who ask us to articulate the committee's stand on particular issues (including domestic partner benefits, leadership position searches, child care policies, and the diversity of our student body and faculty).

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

**Statement of Support for Equitable Employment Benefits
(21 January 2004)**

The Committee on Women in the University addresses issues of equity at the University of Wisconsin-Madison. One issue of continuing concern is the provision of domestic partner benefits. In 1999-2000, the committee supported a UW System recommendation to "make the learning and working environment more welcoming to women, especially women of color and women who self-identify as lesbian, bisexual or transgendered" (*Equality for Women in the University of Wisconsin System: A Focus for Action in the Year 2000*, p.36). In 2001, the committee commended the Domestic Partnership Benefits Task Force's work to secure health care benefits for same-sex partners and wrote in support of two bills sponsored by Representative Mark Pocan (LRB 3706/1, to provide legal recognition of domestic partnerships, and LRB 3688/2 - LRB 3619/2, to equalize insurance benefits for employees in domestic partnerships). The committee's position remains the same today: making the full employment benefit package available to all covered employees and their families, whether or not these families are constructed through marriage, is a matter of fundamental equity in the treatment of university employees.

Excluding same-sex partners and their children from the full range of employment benefits available to heterosexual married couples and their children undermines our efforts to create inclusive, supportive work and learning environments. As UW-Madison Professor and Department Chair Adam Gamoran (Sociology) stated in a February 2003 editorial, the State of Wisconsin's current policies send a negative message to employees in same sex relationships: "Your long-term, loving relationships do not count with us." (*Capitol Times*, 2/12/03).

Failure to provide these benefits puts our university and state at a competitive disadvantage. Nationally and internationally, both public and private institutions have provided employment benefits to families of same-sex couples and heterosexual couples in domestic partnerships as well as those of married employees. Some extend these benefits beyond the "nuclear family." (For example, St. Mary's Hospital in Madison provides a benefits package covering additional dependents, such as elderly parents.) Over 150 public and private universities in the United States offer full employment benefits to domestic partners and same-sex couples. Notable among these are Cornell University, New York University, the University of California System, and nine of our eleven partners in the Committee on Institutional Cooperation (CIC)*. In recent years, the University of Wisconsin-Madison has lost talented gay and lesbian faculty and staff to peer institutions offering more inclusive benefits packages. Several individuals have specifically cited the University's failure to offer an inclusive benefits package as reasons either to leave current positions or to refuse to accept positions offered.

The Committee on Women applauds the university's adoption of a domestic partnership benefits policy in May 2002 (<http://www.provost.wisc.edu/dppolicy.html>) and fully supports the provision of equitable benefits wherever the decision falls within the university's purview. In addition to these valuable first steps, the committee calls for the university to continue working actively to change exclusionary state policies that preclude equitable access to health, dental and major medical insurances and life insurance. To build a vibrant, twenty-first century economy and sustain our world-class university, the university and the state should collaborate to create an equitable and competitive benefits system that meets the needs of all State of Wisconsin employees and their families.

* CIC Institutions: University of Chicago, University of Illinois, Indiana University, University of Iowa, University of Michigan, Michigan State University, University of Minnesota, Northwestern University, Ohio State University, Pennsylvania State University, Purdue University, University of Wisconsin-Madison. [All but Ohio State University, Pennsylvania State University and the University of Wisconsin-Madison offer employees in domestic partnerships full employment benefits.]

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Committee on Women in the University, Annual Report, 2003-2004: Appendix 3.

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

Work-Life Work Group Proposal to Establish a Virtual Work-Life Resource Center

The challenge of balancing and integrating work and family life is an everyday reality for most American workers. As noted in the Sloan Work-Family Policy Network Report (Bailyn, Drago, Kochan, 2001), these challenges may be experienced as an increasing time squeeze, additional financial pressures, spill over of stresses to other social and community institutions, and high costs in turnover, absenteeism, and lost investments in human resources.

University of Wisconsin-Madison employees experience these challenges as well. They cut across all segments of the university community and are felt by women and men alike. On campus these challenges can result in decreased effectiveness, reduced productivity, a negative workplace climate, and faculty and staff turnover.

Recent reports on the status of women highlight the significance of these challenges for women faculty and academic staff. The 1999 Report of the Committee on the Status of Women in the University of Wisconsin System made five broad recommendations, the fourth of which called for each institution and the System in general to “provide conditions that allow for balancing work and personal life.” More recently, the Women in Science & Engineering Leadership Institute (WISELI) reported that participant data from its April 2002 town hall meetings indicates “work/family issues are of primary importance” to women in science and engineering on the UW-Madison campus. Over 55% of the WISELI respondents rated “work-home balance” as “a large impediment’ to performing to full potential” (Figure 3, attached).

Ready access to information and resources can support efforts to balance and integrate work and family. Both new and experienced employees often struggle to learn about pertinent benefits, policies and resources when facing new family challenges. The size and decentralization of many institutions exacerbates this difficulty. Some higher education institutions – the universities of Iowa and Michigan, for instance – have funded a central work-life office that disseminates information, refers employees to resources, and provides support. While the Committee on Women in the University sees the benefits of such a central office, we understand that current fiscal constraints and our campus’s existing architecture of programs and services make this solution impractical.

To facilitate access to resources and respond to work-life issues affecting employee productivity and satisfaction, the Committee on Women in the University proposes the creation of a “Virtual Work-Life Resource Center.” This resource center would exist as a centralized web site that links disparate information sources, a one-stop guide to ease the time intensive search process. The resource center would promote existing campus information resources, identify and make available less visible or little-known resources (both on and off campus), and, we hope, be incorporated into local divisional and department web sites.

The Virtual Work-Life Resource Center would require support staff to create the site, define its scope, identify links, publicize the site, and maintain the system. Our hope is that staffing for these functions could be provided from an existing office. Our committee is pleased to be a resource for this project.

The Virtual Work-Life Resource Center might be publicized in many ways: visibility from the *www.wisc.edu* homepage (perhaps a direct link from this site); an article in *Wisconsin Week*; business cards or bookmarks; informational messages to department administrators; and publicity through governance groups (e.g., CASIs and Equity and Diversity committees) and other venues (workshops, receptions, etc.).

We believe that the importance of work-life issues for many UW-Madison employees cannot be overstated. Providing easy access to resources and information through the Virtual Work-Life Resource Center could improve staff effectiveness and productivity, enhance the institutional climate by demonstrating an understanding of and respect for employees’ personal lives, and even be useful as a recruitment and retention tool.

Thank you for considering our proposal.

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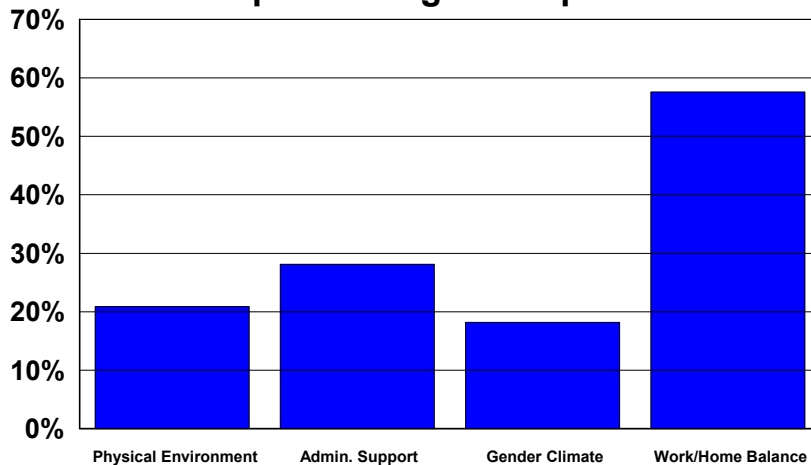
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Sheridan, Jennifer (Research Director), Jo Handelsman (Co-Director) and Molly Carnes (Co Director). *Current Perspectives of Women in Science & Engineering at UW-Madison: WISELI Town Hall Meeting Report.* Madison, WI: University of Wisconsin-Madison Women in Science & Engineering Leadership Institute (WISELI), 17 June 2002. [Please see Figure 3, below.] [http://wiseli.engr.wisc.edu/reports/TownHallReports/WISELI_Town_Hall_Report.pdf]

Figure 3.
Percent rating area as "a large impediment" to performing to full potential



Work Group

(Spring 2003 to Summer 2004)

Members

- Rob Blank, Assistant Professor, Medicine, Medical School
- Jeff Hamm, Assistant Dean, Education Academic Services, School of Education
- Linda Keller, Researcher, Atmospheric & Oceanic Sciences, College of Letters & Science (Co-chair)
- Charlene Krembs, Senior Information Processing Consultant, Administrative Computing Services, College of Agricultural & Life Sciences (Co-chair)
- Nancy Mathews, Associate Professor, Wildlife Ecology, College of Agricultural & Life Sciences, and the Gaylord Nelson Institute for Environmental Studies
- Victoria Pagán-Wolpert, Assistant Professor, Classics, College of Letters & Science
- Karen Steudel, Professor and Chair, Zoology, College of Letters & Science
- Lindsey Stoddard Cameron, Coordinator of New Faculty Services, Office of the Secretary of the Faculty
- Jenn Welsh, Program Assistant, Equity & Diversity Resource Center

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Committee on Women in the University, Annual Report, 2003-2004: Appendix 4.

Headcount of Faculty and Staff by Gender

		1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Faculty	Women	471	463	466	477	480	484	519	546	563	586
	Men	1,900	1,822	1,744	1,694	1,655	1,639	1,655	1,667	1,662	1,650
	Total	2,371	2,285	2,210	2,171	2,135	2,123	2,174	2,213	2,225	2,236
Faculty with Administrative Appointments	Women						34	31	36	39	49
	Men						170	183	182	193	188
	Total						204	214	218	232	237
Faculty without Administrative Appointments	Women	471	463	466	477	480	450	488	510	524	537
	Men	1,900	1,822	1,744	1,694	1,655	1,469	1,472	1,485	1,469	1,462
	Total	2,371	2,285	2,210	2,171	2,135	1,919	1,960	1,995	1,993	1,999
Executive/Director/Administrator(Non-Faculty)	Women	146	146	136	143	156	164	172	171	183	187
	Men	201	208	206	207	202	205	200	205	198	202
	Total	347	354	342	350	358	369	372	376	381	389
Academic Staff	Women	2,341	2,363	2,438	2,517	2,731	2,911	2,995	3,136	3,267	3,277
	Men	2,348	2,368	2,467	2,566	2,814	2,858	2,937	3,001	3,128	3,179
	Total	4,689	4,731	4,905	5,083	5,545	5,769	5,932	6,137	6,395	6,456
Instructional Academic Staff	Women	485	510	556	585	698	751	776	763	793	795
	Men	717	738	832	879	1,075	1,122	1,113	1,099	1,123	1,088
	Total	1,202	1,248	1,388	1,464	1,773	1,873	1,889	1,862	1,916	1,883
Research Academic Staff	Women					282	307	325	350	373	383
	Men					586	564	599	639	679	707
	Total					868	871	924	989	1,052	1,090
Other Academic Staff	Women	1,856	1,853	1,882	1,932	1,751	1,853	1,894	2,023	2,101	2,099
	Men	1,631	1,630	1,635	1,687	1,153	1,172	1,225	1,263	1,326	1,384
	Total	3,487	3,483	3,517	3,619	2,904	3,025	3,119	3,286	3,427	3,483
Classified Staff	Women	2,793	2,758	2,706	2,728	2,750	2,811	2,833	2,875	2,902	2,887
	Men	2,175	2,108	2,086	2,107	2,126	2,128	2,178	2,236	2,252	2,287
	Total	4,968	4,866	4,792	4,835	4,876	4,939	5,011	5,111	5,154	5,174
Employees-in-Training	Women	204	221	262	275	255	238	261	275	281	282
	Men	450	443	466	474	466	459	466	437	459	460
	Total	654	664	728	749	721	697	727	712	740	742
Graduate Assistants	Women	1,596	1,541	1,557	1,592	1,713	1,922	1,913	2,001	2,128	2,243
	Men	2,665	2,606	2,445	2,418	2,472	2,657	2,744	2,794	2,788	2,876
	Total	4,261	4,147	4,002	4,010	4,185	4,579	4,657	4,795	4,916	5,119
Total	Women	7,551	7,492	7,565	7,732	8,085	8,530	8,693	9,004	9,324	9,462
	Men	9,739	9,555	9,414	9,466	9,735	9,946	10,180	10,340	10,487	10,654
Grand Total		17,290	17,047	16,979	17,198	17,820	18,476	18,873	19,344	19,811	20,116

Notes:

1. Non-duplicating headcount reported: An individual who holds multiple appointments is counted only once. If the individual holds more than one category of appointment, that person is reported under the first appointment category that applies, according to the order given in the table. For example, an individual with both instructional academic staff and other academic staff appointments is shown as instructional academic staff.
2. LTEs, student and unclassified hourly workers, University Hospitals & Clinics staff are excluded.
3. Faculty with administrative appointments includes Dean, Associate or Assistant Dean, Department Chair, Academic Program Director, Chancellor, Vice Chancellor, and Associate Vice Chancellor.
4. Research academic staff includes individuals holding Category B Research Title Series: Researcher, Scientist, Research Animal Veterinarian, Instrumentation Innovator, and Visiting Scientist. It does not include Category A Research Staff such as Research Specialist.
5. From 1994 to 1998, faculty without administrative appointments included faculty with administrative appointments. Other academic staff included research academic staff.
6. 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 Office of Academic Planning & Analysis, February 2004.

Prepared from October EEO and IADS data.

Please see also: University of Wisconsin-Madison Data Digest for 2003-2004

Faculty & Staff: Headcount of Faculty and Staff by Gender (p. 31)

www.bpa.wisc.edu/datadigest/DataDigest2003-2004.pdf

(continued)

2003 Headcount of Faculty and Staff by Gender and Race/Ethnicity

	Faculty	Executive/ Director/ Administrator	Instructional Academic Staff	Other Academic Staff	Classified Staff	Employes- in-Training	Graduate Assistants	Total
Women								
Black	26	11	5	30	66	4	63	205
Asian	47	3	49	142	83	74	536	934
Native American	4	1	1	7	8	1	11	33
Hispanic	23	7	23	42	81	14	114	304
White/other	486	165	717	2,261	2,649	189	1,519	7,986
Total	586	187	795	2,482	2,887	282	2,243	9,462
Men								
Black	29	13	22	24	59	4	53	204
Asian	135	2	56	158	78	162	841	1,432
Native American	6	1	1	12	10	0	14	44
Hispanic	49	5	27	48	82	22	123	356
White/other	1,431	181	982	1,849	2,058	272	1,845	8,618
Total	1,650	202	1,088	2,091	2,287	460	2,876	10,654
Total	2,236	389	1,883	4,573	5,174	742	5,119	20,116

Source: October IADS data. Notes: Non-duplicating headcount reported- see technical note 8. LTEs, Student and Unclassified hourly workers excluded. "White/other" includes people who chose not to report their race/ethnicity.

Source University of Wisconsin-Madison Data Digest for 2003-2004
 Faculty & Staff: 2003 Headcount of Faculty and Staff by Gender and Race/Ethnicity (p. 39)
www.bpa.wisc.edu/datadigest/DataDigest2003-2004.pdf

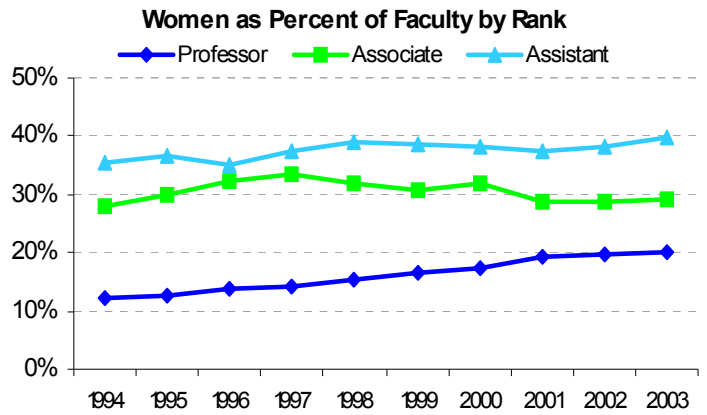
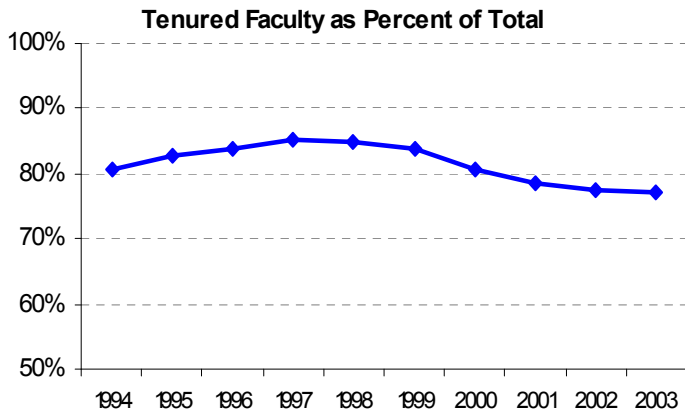
(continued)

Committee on Women in the University, Annual Report, 2003-2004: Appendix 6.
 Source University of Wisconsin-Madison Data Digest for 2003-2004

Faculty Headcount by Rank and Gender

		1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Professor	Women	179	181	191	196	212	225	233	262	269	275
	Men	1,269	1,249	1,201	1,174	1,158	1,143	1,127	1,103	1,098	1,084
Associate Professor	Women	126	135	146	157	138	125	125	107	101	106
	Men	327	319	305	314	295	283	266	267	250	257
Assistant Professor	Women	166	146	128	122	129	134	161	177	193	204
	Men	304	254	238	205	201	213	262	296	314	309
Instructor	Women	0	1	1	2	1	0	0	0	0	1
	Men	0	0	0	1	1	0	0	1	0	0
Total Faculty	Women	471	463	466	477	480	484	519	546	563	586
	Men	1,900	1,822	1,744	1,694	1,655	1,639	1,655	1,667	1,662	1,650
	Total	2,371	2,285	2,210	2,171	2,135	2,123	2,174	2,213	2,225	2,236
<i>Women Faculty as Percent of Total</i>		19.9	20.3	21.1	22.0	22.5	22.8	23.9	24.7	25.3	26.2

SOURCE: October EEO and IADS data.



Faculty & Staff: Faculty Headcount by Rank and Gender (p. 32)
www.bpa.wisc.edu/datadigest/DataDigest2003-2004.pdf

(continued)

Committee on Women in the University, Annual Report, 2003-2004: Appendix 7.

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

	October 2001			October 2002			October 2003		
	# 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
Total	1240	111	9.0%	1237	114	9.2%	1236	114	9.2%
Men	1015	95	9.4%	1007	98	9.7%	999	96	9.6%
Women	225	16	7.1%	230	16	7.0%	237	18	7.6%
Biological Sciences									
Men	371	43	11.6%	365	47	12.9%	374	46	12.3%
Women	54	2	3.7%	55	1	1.8%	59	2	3.4%
Physical Sciences									
Men	317	17	5.4%	317	18	5.7%	307	18	5.9%
Women	25	2	8.0%	29	1	3.4%	28	1	3.6%
Social Sciences									
Men	213	21	9.9%	211	19	9.0%	205	18	8.8%
Women	65	4	6.2%	66	6	9.1%	69	7	10.1%
Humanities									
Men	171	14	8.2%	171	14	8.2%	168	14	8.3%
Women	88	8	9.1%	88	8	9.1%	92	8	8.7%

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 University of Wisconsin Madison Office of Academic Planning & Analysis, February 2004.
 Prepared by: Mei-Hsia Chen and Margaret Harrigan
 IADS appointment system frozen slice, October 2001, 2002, 2003

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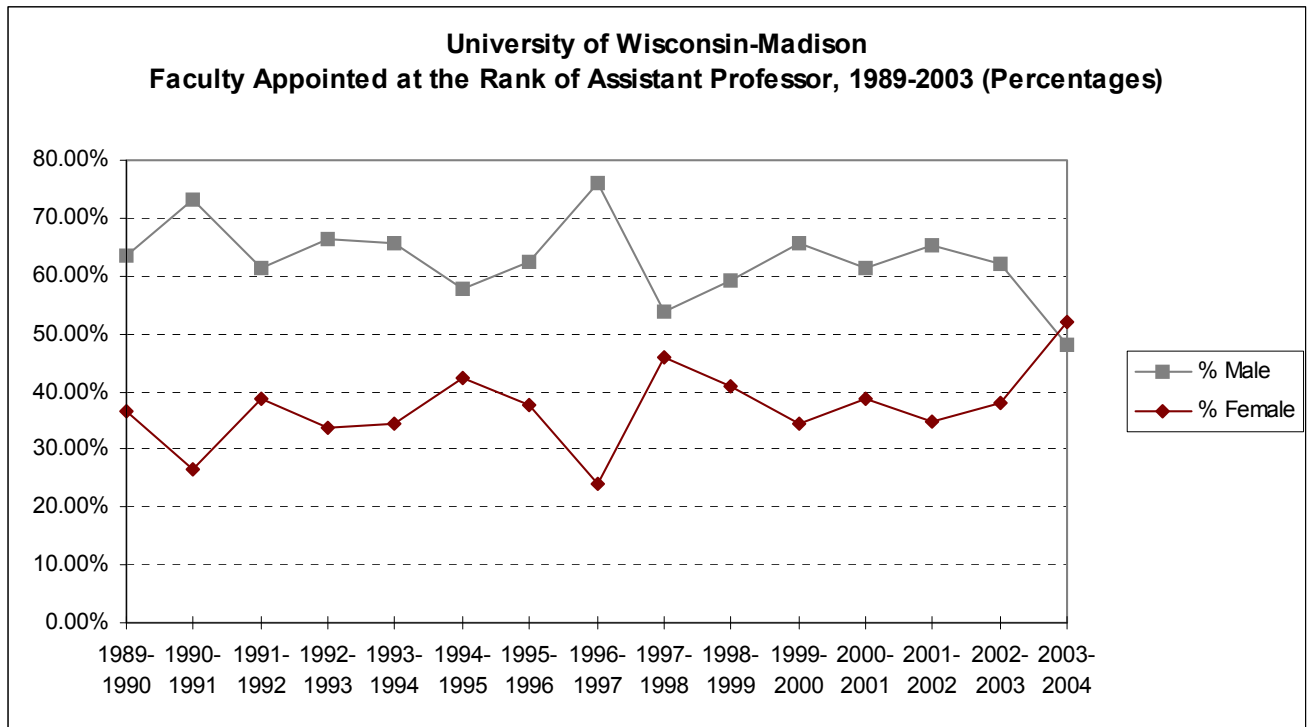
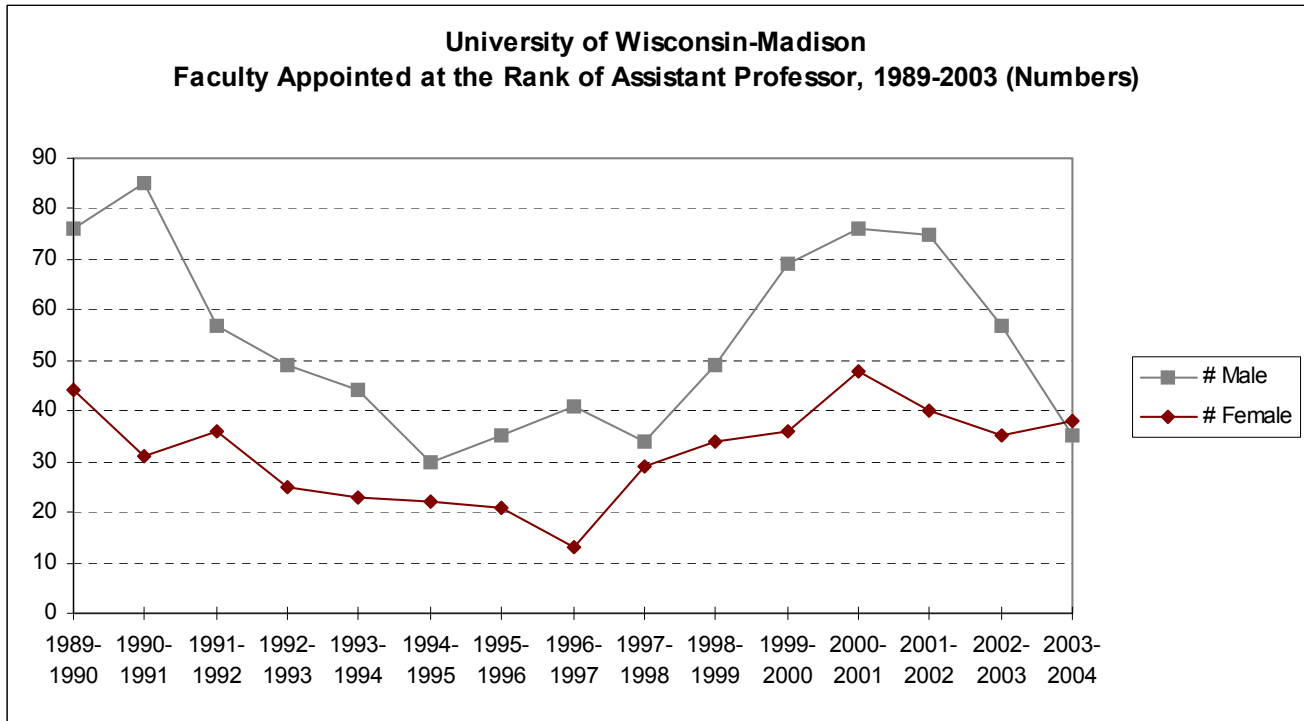
**Headcount of Dean, Associate Dean, Assistant Dean and Chancellor, Vice Chancellor,
and Associate and Assistant Vice Chancellor Positions at UW Madison by Gender**

Title Name	2000			2001			2002			2003		
	Women	Men	Percent Women	Women	Men	Percent Women	Women	Men	Percent Women	Women	Men	Percent Women
Full Professors	233	1127	17%	262	1103	19%	269	1098	20%	275	1084	20%
Positions Held by Faculty												
Chancellor	0	1	0%	0	1	0%	0	1	0%	0	1	0%
Vice Chancellor	0	1	0%	0	2	0%	0	2	0%	0	2	0%
Associate Vice Chancellor	1	2	33%	1	2	33%	2	1	67%	3	1	75%
Dean	3	11	21%	2	12	14%	2	12	14%	3	11	21%
Associate Dean	10	25	29%	12	26	32%	13	25	34%	14	22	39%
Assistant Dean	0	2	0%	0	3	0%	0	3	0%	0	3	0%
Non-Faculty Positions												
Vice Chancellor	1	2	33%	1	2	33%	1	2	33%	1	2	33%
Associate Vice Chancellor	0	0	--	0	1	0%	0	1	0%	1	2	33%
Assistant Vice Chancellor	3	6	33%	3	7	30%	3	6	33%	3	5	38%
Assistant Dean												
Large	12	11	52%	11	14	44%	13	14	48%	13	13	50%
Medium	31	14	69%	34	13	72%	31	16	66%	30	18	63%
Small	4	3	57%	5	4	56%	6	4	60%	6	3	67%
Associate Dean												
Large	5	7	42%	6	9	40%	7	10	41%	5	10	33%
Medium	1	3	25%	2	1	67%	3	1	75%	4	1	80%
Small	0	0	--	0	0	--	0	0	--	2	0	100%

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.

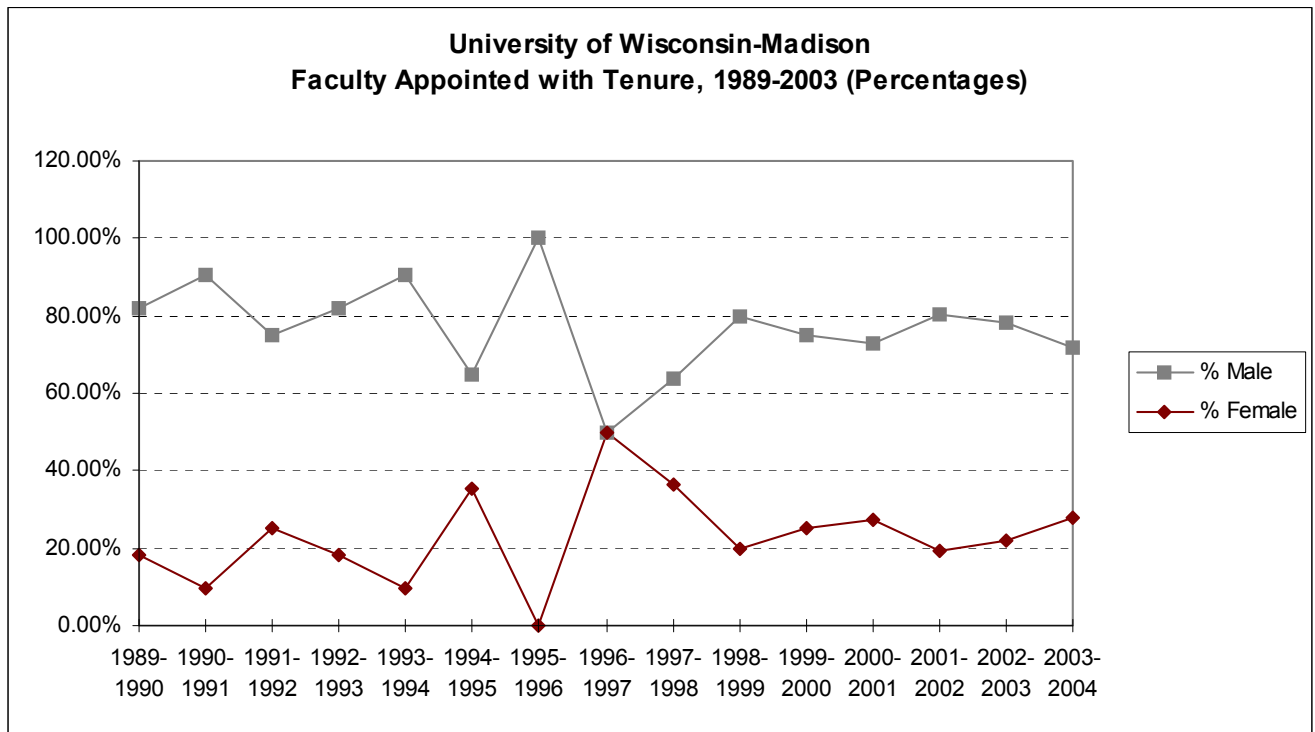
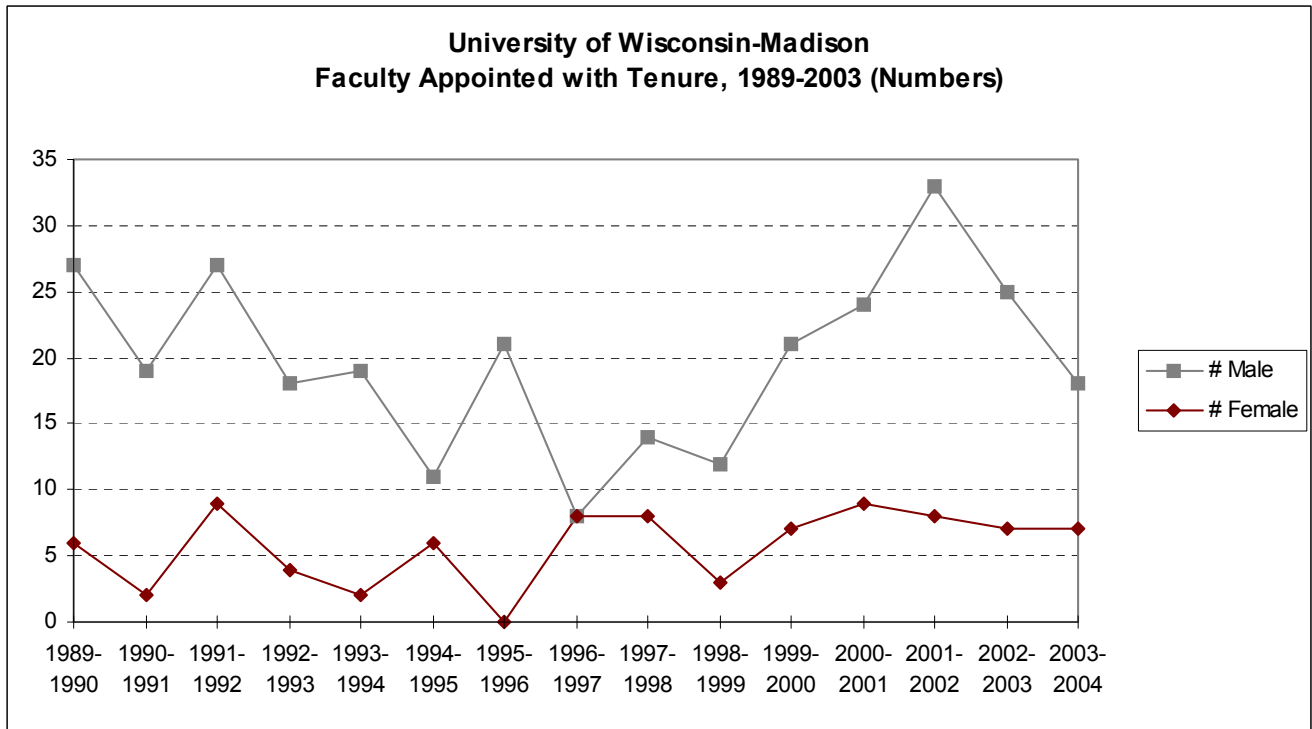
Source University of Wisconsin-Madison Office of Budget Planning & Analysis, 22 February 2005.
Prepared by Margaret Harrigan.
IADS appointment system frozen slice, October 2000, 2001, 2002, 2003

(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)



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].

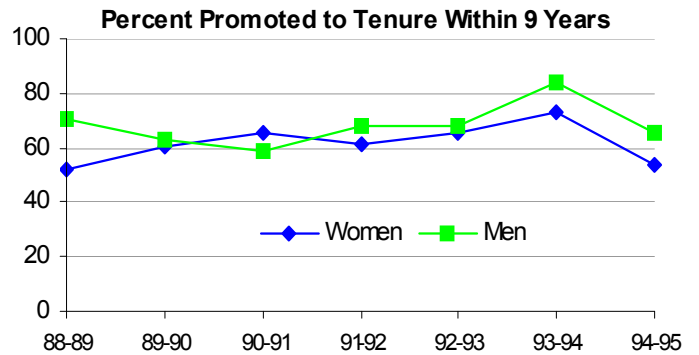
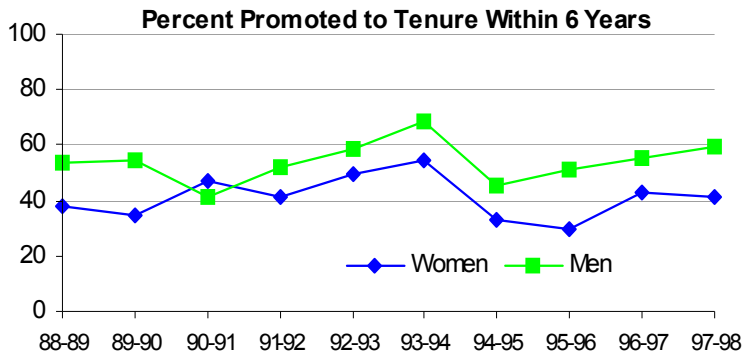
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Committee on Women in the University, Annual Report, 2003-2004: Appendix 9.

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
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	13	54.2	35	16	45.7	23	65.7
1995-96	20	6	30.0			37	19	51.4		
1996-97	14	6	42.9			40	22	55.0		
1997-98	29	12	41.4			32	19	59.4		

Source: UW Madison Tenure file 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, one hired in 1993-94, one in 1990-91 and one hired in 1994-95 still held probationary appointments after more than nine years.



Source University of Wisconsin-Madison Data Digest for 2003-2004
 Faculty & Staff: Faculty Promotions to Tenure by Gender (p. 33)
www.bpa.wisc.edu/datadigest/DataDigest2003-2004.pdf