

COMMITTEE ON WOMEN IN THE UNIVERSITY
ANNUAL REPORT, 2007-2009

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” (reaffirmed September 2008) and “Statement on Diversity in the Committee” (adopted December 1999 and updated in September 2008) – are available upon request from the Office of the Secretary of the Faculty.

Associate Professor Rob Blank (Medicine: Endocrinology) and Senior Information Processing Consultant Charlene Krembs (College of Agricultural and Life Sciences, Administrative Computing Services) co-chaired the committee in 2007-2008.

Associate Professor Rob Blank (Medicine: Endocrinology) and Associate Scientist Sara Karon (UW Center for Health Systems Research and Analysis, College of Engineering) are co-chairing the committee in 2008-2009.

II. Resolutions

The Committee on Women continues to advocate for domestic partner health insurance and for repeal of the November 2006 constitutional amendment. The committee voted unanimously to adopt a Resolution Calling for Repeal of the November 2006 Constitutional Amendment and for Domestic Partnership Benefits on 14 November 2007 and voted unanimously to reaffirm this resolution on 10 September 2008 (Appendix 1).

On 11 March 2009, the committee voted unanimously to adopt an additional Resolution Calling for Domestic Partner Health Insurance and wrote a letter to Vice Provost Steve J. Stern, urging him to pursue passage of Assembly Bill 75 as actively and energetically as possible (Appendices 2 and 3).

In partnership with the GLBT Issues Committee, LGBT Campus Center, and Wisconsin Coalition for Domestic Partner Benefits, the committee encouraged members to send individual letters and to invite five or more colleagues to write to Steve Stern in his dual roles as vice provost for faculty and staff programs and as chair of the Domestic Partner Health Insurance Task Force.

The committee thanks former Vice Provost Laurie Beth Clark and colleagues for creating a web site to make administrative and governance committee statements, legislative and legal documents, and news stories more visible and accessible: www.news.wisc.edu/domesticPartnerBenefits/

The committee thanks current Vice Provost Steve J. Stern and colleagues on the Domestic Partner Health Insurance Task Force for their ongoing efforts to keep domestic partner health insurance among the university's top legislative priorities in 2008-2009.

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III. Committee Activities

Climate and Diversity. In May 2007, the committee met with 2009 Reaccreditation Project Director Nancy Mathews and Executive Assistant to the Provost and Reaccreditation Deputy Director Eden Inoway-Ronnie to discuss the question: “What will it mean to be a great public university in a changing world?” In response, committee members focused on the importance of creating a welcoming and inclusive climate for work and learning. These ideas were reflected and powerfully extended in the work of Reaccreditation Theme Team 5: Building a Welcoming, Respectful and Empowered University Community (www.greatu.wisc.edu/theme-teams/documents/team5_report_063008.pdf) and, ultimately, incorporated into the new Strategic Framework’s “Guiding Principles” (www.chancellor.wisc.edu/strategicplan/docs/strategicplan.pdf).

On 27 September 2007, at the invitation of UW System Associate Vice President for Academic Affairs Ron Singer, UW System Women’s Studies Consortium Director Helen Klebesadel, and UW System Inclusivity Initiative Director Lisa Beckstrand, several members of the Committee on Women participated in a focus group convened by the national research team of Rankin and Associates. The focus group helped identify questions for a system-wide climate survey intended for distribution to students, staff and faculty at UW Colleges, UW-La Crosse, UW-Milwaukee, UW-Oshkosh, and UW-Stevens Point. UW-Madison focus group participants included committee members Heather Daniels, John Norman, and Vicki Tobias; Mary Czyszak-Lyne (L&S Honors Program and Local 2412); Jenn Sheridan (WISELI); Lindsey Stoddard Cameron (Office of the Secretary of the Faculty/New Faculty Services); and Tom Woznick (Council for Non-Represented Classified Staff).

On 11 February 2009, the committee welcomed Vice Provost for Diversity and Climate Damon Williams for a conversation about his role as senior diversity officer and plans for his office, grounded in discussion of “Learning, Relationship Building, and Prioritizing: Strategic Transition Framework” (Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer, September 2008): www.diversity.wisc.edu/docs/UW_OVPDC_Transition_2008_print.pdf

Vice Provost Williams invited committee members to attend an Inclusive Excellence Activation Forum hosted by his office on 19 February 2009.

The committee congratulates the following individuals, who have been recognized for their efforts to advance women’s learning and professional success and to create a more diverse, equitable, and inclusive community:

Women’s Philanthropy Council – 2007 Champion Awards

Richard L. Barrows, Professor Emeritus, Agricultural and Applied Economics and
former Associate Dean for Student Academic Affairs, College of Agricultural and Life Sciences
Jenn Sheridan, Research Director, Women in Science and Engineering Leadership Institute (WISELI)

UW System – 13th Annual Outstanding Women of Color in Education Award

Linda S. Greene, Evjue-Bascom Professor, Law

UW-Madison – 1st Annual Outstanding Women of Color Award

Jacqueline A. DeWalt, Director, PEOPLE Program
Laura Klunder, Residence Hall Manager, University Housing
Susana Lastarria-Cornhiel, Senior Scientist, Urban and Regional Planning
Mary N. Layoun, Professor, Comparative Literature
Norma Saldivar, Associate Professor, Theatre and Drama; Director, Arts Institute
Patricia A. Y. Tellez-Giron, Associate Professor (CHS), Family Medicine

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UW System – 14th Annual Outstanding Women of Color in Education Award

Janice M. Rice, Senior Academic Librarian, UW Libraries

UW-Madison – 2nd Annual Outstanding Women of Color Award

Peggy Choi, Lecturer and Senior Outreach Specialist, Kinesiology: Dance Program

Le Ondra Clark, Ph.D. Candidate, Counseling Psychology

Sheri Williams Pannell, MFA Candidate, Theatre and Drama

May Lee Moua-Vue, Student Services Coordinator, International Student Services

Biographies for previous UW-Madison recipients of UW System's Annual Outstanding Women of Color in Education Award are posted on the UW System Women's Studies Consortium website:

<http://wsc.uwsa.edu/events/woc/wocmadison.htm>

Early Childhood Care and Education. The committee received an annual update from Office of Child Care and Family Resources Director Lynn Edlefson and Family Resources Specialist April Kigeysa on 9 April 2008 and held a joint meeting with the University Child Care Committee on 10 December 2008. The committee is enthusiastic about the Daisy Project (2011-2013 University Apartments, Building #39), which will house the School of Human Ecology's Preschool Laboratory – Linden Site during construction/renovation of the Human Ecology Building, and which will remain an early childhood care and education facility after completion of that project. The committee continues to recommend development of central and east campus sites, including Rust-Schreiner House (115-123 North Orchard Street), and advocates for continued provision of space, utilities, and maintenance for campus centers. In addition, the committee urges the chancellor and provost to make endowing early childhood care and education programs a high priority. Over the past three years, the Women's Philanthropy Council has generously funded Kids Kare for Faculty and Staff, giving \$27,000 for sliding-scale tuition support to low-income families using care for mildly ill children at Chicken Soup and emergency back-up care at Little Chicks. A parallel program, Kids Kare for Students, is funded through non-allocable student segregated fees. Endowing Kids Kare for Faculty and Staff would help assure the continued viability of sick child care and emergency back-up care services and would make a strong statement about the university's commitment to support families.

Effort Reporting. On 26 March 2008, the committee welcomed Associate Vice Chancellor for Research Administration and Director of Research and Sponsored Programs Kim Moreland for a conversation about her office's implementation of a new effort reporting system and response to a federal audit of effort reporting at UW-Madison. This issue has affected the committee directly, causing the loss of one highly productive and respected committee member. Another was retained through a director's intervention to assure support for continued participation on the committee. The committee feels strongly that, over time, 100% effort on sponsored projects should be phased out, with the university supporting at least 3-5% effort beyond work on the grant(s). This would enable academic staff to engage in critically important activities, including application for renewed or additional grant funding, research publication and dissemination, participation in shared governance, outreach to the broader community consistent with the Wisconsin Idea, and service within and beyond the hiring department or center. The university's current effort policy, finalized on 29 August 2007, is not in conflict with this view:

“Generally, faculty cannot commit 100% of their effort on sponsored projects, as time must be reserved for other UW duties. For academic staff, there is no limit on the amount of effort that can be devoted to sponsored projects. However, allocations of effort to sponsored projects must be reasonable given the individual's non-sponsored university activities.”

– UW-Madison Policy on Effort, Commitments, and Effort Certification
www.rsp.wisc.edu/effort/uwMadisonEffortPolicyFINAL2007-08-29.pdf

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The committee is planning a follow-up meeting with Associate Vice Chancellor Moreland in Fall 2009 to discuss how the policy is being implemented, whether the number of academic staff with 100% effort appointments has declined, what mechanisms are being used to support non-sponsored university activities, and whether there has been a differential impact on women.

Faculty Exit Interviews. On 14 May 2008, WISELI Evaluation Director Christine Maidl Pribbenow shared findings from the first round of faculty exit interviews she conducted for WISELI. Concerns emerging through the interviews included: a perception that research is not fully supported or understood; potential for poor alignment of duties with departmental expectations for tenure; ineffective mentoring; strained relations between the university and state; salary stagnation, compression or inversion; dual career constraints; and climate issues. WISELI's recommendations included better delineation of departmental criteria for tenure; adapting departmental mentoring committees to include faculty from outside the department, particularly when a faculty member pursues interdisciplinary research or has a joint appointment; decreasing teaching and service loads at critical points pre-tenure; and providing new opportunities for recognition and support post-tenure.

Family Leave. The committee has devoted extensive meeting and work group time to consideration of family leave issues since 2006.

Graduate Women in Science representatives Heather Allen, Katie Williams, and Sophia Zahed consulted the committee while developing a survey to explore GWIS members' expectations and experiences around parental leave and other family leave. WISELI Research Director Jenn Sheridan and Academic Planning and Analysis Senior Policy and Planning Analyst Margaret Harrigan also were consulted. The survey revealed that students perceptions of UW-Madison as "family-friendly" are highly variable and dependent on both personal relationships and lab, research group, or departmental microclimates.

The committee also worked closely with Academic Personnel Office Director Steve Lund to understand what family leave benefits are available to employees with varying types of appointments (faculty and academic staff with 12-month appointments, faculty and academic staff with 9-month appointments, permanent classified staff, postdoctoral fellows, research associates, teaching assistants and project assistants with 9-month appointments, project assistants with 12-month appointments). Benefits available to employees in domestic partnerships and marriages were charted.

The committee recommends:

- creating a family leave policy for undergraduate students – including “best practices” advice for faculty, such as provision for an “extended incomplete” grade following childbirth/adoption
- creating a family leave policy for graduate students to complement and extend the Compassionate Leave Policy – including “best practices” advice for faculty; provision for formal leave and re-enrollment, particularly following childbirth/adoption; and provision for “stopping the dissertation clock,” modeled on faculty policies and procedures for “stopping the tenure clock”
- developing a family leave policy for research assistants
- considering whether undergraduate and graduate student family leave policies could be modeled on the Military Service Policy
- supporting assistant professors more effectively by developing “best practices” advice for department chairs (whose consent is required for modification of duties following birth/adoption)

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- exploring mechanisms for providing at least six weeks of paid leave following childbirth/adoption, and a period of paid leave in other circumstances, for newer employees who have not yet accrued sufficient paid leave benefits to “cover” family leave
- exploring mechanisms for making central support available to PIs who are unable to provide family leave to their employees (in an effort to protect both the PI’s research productivity and the employee who requires family leave)

Leadership, Mentoring, and Career Development. Committee member Teri Balsler provided regular updates on activities of a “Women’s Ways of Leading” discussion group she founded in 2006. The group continued to meet throughout 2007-2008 and built a wiki space to accommodate participation beyond face-to-face discussions: <http://leadershipexplorationgroup.wikispaces.com/>

Professor Balsler also briefed the committee on a related course created to help students explore challenges and opportunities for leadership in the sciences: *InterENGR650: Women and Leadership in Medicine, Science and Engineering* (3 cr). The course was intended to: “review and discuss research on effective leadership; gender differences in leadership; how unconscious assumptions about the behaviors and traits of men, women, and leaders impede women’s advancement; and what evidence-based approaches to prevent activation and application of unconscious biases that may prevent them from leadership selection.”

On 23 January 2008, the committee met with Assistant to the Provost Mo Noonan Bischof and Coordinator of New Faculty Services Lindsey Stoddard Cameron to learn about leadership, mentoring, and professional development offerings for department chairs and directors, new faculty, and academic staff. The committee recommends development of extra-departmental mentoring opportunities for CHS faculty, who are not currently served through either the Academic Staff Mentoring Program or Women Faculty Mentoring Program.

Following an initial conversation in March 2008, the committee met several times with Office of Human Resource Development Director Don Schutt and Conference Coordinator Christine Ray to discuss possible content, format, keynote presentations, and sponsorship opportunities for a symposium on women and leadership to be offered in July 2009. The committee will co-sponsor, and encourages participation in, the *UW-Madison Women and Leadership Symposium* (Thursday, 23 July 2009, 8:00 a.m. to 4:00 p.m., The Pyle Center).

IV. Data on Women Faculty and Staff

The committee thanks Senior Policy and Planning Analyst Margaret Harrigan for her help in obtaining and interpreting institutional data on women academic staff and faculty. The committee thanks the Office of Academic Planning and Analysis for providing both current and historic data on gender and race/ethnicity in the university’s Data Digest (http://apa.wisc.edu/datadigest/DataDigest_09.pdf).

Readers will find additional information about data provided to the committee on the APA website:

Memo from Margaret Harrigan to Laurie Beth Clark, Patrick Farrell, Committee on Women
Re: Data on women and minority faculty and staff at UW-Madison (27 February 2008)
www.apa.wisc.edu/Diversity/FacStaff_GenderEthnic_200708_MH.pdf

Memo from Margaret Harrigan to Steve Stern, Damon Williams, Julie Underwood, Committee on Women
Re: Data on women and minority faculty and staff at UW-Madison (12 March 2009)
www.apa.wisc.edu/Diversity/FacStaff_GenderEthnic_200809_MH.pdf

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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	2008-2009
Faculty	17.96%	29.8%
Executive/Director/Administrator (Academic Staff)	38.83%	48.1%
Academic Staff	49.09%	51.7%
Classified Staff	55.57%	54.5%
Employees in Training (including post-doctoral fellows)	26.61%	41.6%
Graduate Assistants	34.47%	45.5%
Total	41.78%	48.17%

The percentage of women in the faculty has increased from 16.3% in 1988 to nearly 30% in 2008 (Appendices 4 and 7). 18.4% of female faculty and 16.3% of male faculty are Black, Asian, Native American, or Hispanic (Appendix 6).

In 1988, fewer than 10% of faculty holding the title of professor were women; today, 23.7% of faculty at this rank are women. Currently, 35.2% of associate professors and 41.8% of assistant professors are women (Appendix 7).

In 1987, 6.2% of faculty were Black, Asian, Native American, or Hispanic; today 16.9% of faculty come from these historically underrepresented groups. Currently, 11.8% of professors, 20% of associate professors, and 28.6% of assistant professors are faculty of color (Appendices 5 and 8).

Women hold 34% of faculty administrative appointments (e.g., dean, director, department chair) (Appendix 9). In October 2008, 5 of 13 academic deans were women and 38% of faculty and CHS faculty associate deans were women (Appendix 9). One dean and two associate deans were faculty of color (Appendix 10).

In a cohort of 187 department chairs and academic program directors holding faculty appointments, 55 (29%) are women and 19 (10%) are faculty of color. In the same cohort, women lead 52.1% of arts and humanities departments/programs, 14% of the biological sciences departments/programs, 14.3% of the physical sciences departments/programs, and 33.3% of the social studies departments/programs. Faculty of color hold 8.3% of these leadership positions in the arts and humanities, 7% in the biological sciences, 14.3% in the physical sciences, and 13% in the social studies (Appendices 11 and 12).

In 2006-2007, 38.9% of newly appointed faculty were women. 40.7% of faculty hired at the rank of assistant professor were women and 34.3% of faculty appointed with tenure were women (Appendix 13).

In 2007-2008, 36.8% of newly appointed faculty were women. 42% of faculty hired at the rank of assistant professor were women and 19.2% of faculty appointed with tenure were women (Appendix 13).

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Since 2003, nearly one quarter of faculty hired each year have been Black, Asian, Native American, or Hispanic. In 2007-2008, 29% of faculty hired belonged to these historically underrepresented groups (Appendix 14).

Hiring of women in science has fluctuated more from year to year. Overall, since 1990, approximately 28% of faculty members hired in the biological sciences and 19% of faculty members hired in the physical sciences have been women (Appendix 15).

Among 46 women and 76 men hired at the rank of assistant professor in 2000-2001, the most recent year for which these data are available, 69.6% of the women and 68.4% of the men were tenured within nine years (Appendix 16). In this same cohort, 71.1% of minority faculty and 67.9% of non-minority faculty won tenure (Appendix 17). Looking at gender and race/ethnicity together over a longer time period, sharper differences emerge. For faculty hired between 1991-1992 and 2000-2001, the average 9-year tenure rate is 60% for minority women, 63.2% for men who are minority men, 64.6% for non-minority women, and 72.0% for non-minority men (Appendix 18). It remains vitally important to recruit, effectively mentor through tenure, and actively work to retain women faculty of color.

Overall, including executive appointments, 51.7% of academic staff are women (Appendix 4). 12% are Black, Asian, Native American, or Hispanic (Appendix 5).

44% of instructional academic staff and 39.1% of research doctoral academic staff are women (Appendix 4). 12.1% of instructional academic staff and 21.3% of research doctoral academic staff are Black, Asian, Native American or Hispanic (Appendix 5).

In 1988, 38% of academic staff executive positions were held by women; today, 48.1% of these positions are held by women (Appendix 4). In October 2006, among academic staff associate deans, 58.3% were women and among academic staff assistant deans, 62% were women. Of the latter, 25.4% are academic staff of color. None of the associate deans is a person of color (Appendices 9 and 10).

V. Current Issues and Concerns

In 2009-2010, the committee will continue to focus on effort reporting, family leave, and early childhood care and education, among other issues identified through the committee's annual priority-setting exercise.

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VI. Committee Membership

Committee on Women in the University, 2007-2008

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Teresa Balsler	Soil Science	2005	2008
Robert Blank (co-chair)	Medicine	2003	2009
Marianne Bloch	Curriculum and Instruction	2006	2009
Malcolm Forster	Philosophy	2006	2009
Janet Mertz	Oncology	2006	2010
Tally Moses	Social Work	2007	2010
John Norman	Soil Science	2006	2009
Joann Peck	Marketing	2007	2010
Tanya Thresher	Scandinavian Studies	2005	2008

Academic Staff:

Heather Daniels	Neuroscience Training Program	2006	2009
Yolanda Garza (Sem. II)	Offices of the Dean of Students	2008	2008
Maya Holtzman	Graduate School, Diversity Resources	2006	2009
Sara Karon	Health Systems Engineering	2002	2010
Charlene Krembs (co-chair)	CALS, Administrative Computing Services	2002	2008
Vicki Tobias	Libraries	2007	2010

Ex-Officio/Non-Voting:

Bernice Durand	Office of the Provost, Diversity and Climate	2003	2007
Susan Nelson (designee)	Office for Equity and Diversity	2006	2008
Luis Piñero	Office for Equity and Diversity	1999	

CNCS Liaison:

Deborah Zurbuchen	Surgical Sciences	2004	2008
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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>Yolanda Garza (Sem. II)</i>	<i>Offices of the Dean of Students</i>	<i>2008</i>	<i>2008</i>
<i>Tally Moses</i>	<i>Social Work</i>	<i>2007</i>	<i>2010</i>
<i>Joann Peck</i>	<i>Business, Marketing</i>	<i>2007</i>	<i>2010</i>
<i>Vicki Tobias</i>	<i>Libraries</i>	<i>2007</i>	<i>2010</i>

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

<i>Teri Balsler</i>	<i>Soil Science</i>	<i>2005</i>	<i>2008</i>
<i>Bernice Durand</i>	<i>Office of the Provost, Diversity and Climate</i>	<i>2003</i>	<i>2008</i>
<i>Charlene Krembs (co-chair)</i>	<i>CALS, Administrative Computing Services</i>	<i>2002</i>	<i>2008</i>
<i>Deb Zurbuchen</i>	<i>Surgical Sciences</i>	<i>2004</i>	<i>2008</i>

The Committee on Women offers special thanks to departing Chancellor John Wiley, Vice Provost for Faculty and Staff Laurie Beth Clark, and Vice Provost for Diversity and Climate Bernice Durand.

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Committee on Women in the University, 2008-2009

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Robert Blank (co-chair)	Medicine	2003	2009
Marianne Bloch	Curriculum and Instruction	2006	2009
Silvia Cavagnero (Sem. II)	Chemistry	2009	2009
Malcolm Forster	Philosophy	2006	2009
Erica Halverson	Educational Psychology	2008	2011
Janet Mertz	Oncology	2006	2010
Tally Moses	Social Work	2007	2010
John Norman (Sem. I)	Soil Science	2006	2008
Joann Peck	Business, Marketing	2007	2009
Tanya Thresher	Scandinavian Studies	2005	2011
 <u>Academic Staff:</u>			
Heather Daniels	Graduate School, Research Services	2006	2009
Yolanda Garza	Offices of the Dean of Students	2008	2011
Maya Holtzman	Graduate School, Diversity Resources	2006	2009
Sara Karon (co-chair)	Health Systems Engineering	2002	2010
Sarah Pfatteicher	CALS, Undergraduate Programs and Services	2008	2011
Vicki Tobias	Libraries	2007	2010
 <u>Ex-Officio/Non-Voting:</u>			
Damon Williams	Office of the Provost, Diversity and Climate	2008	
Carole Kolb (Sem. II, designee)	Office of the Provost, Diversity and Climate	2009	2009
Luis Piñero	Office for Equity and Diversity	1999	
Susan Nelson (designee)	Office for Equity and Diversity	2006	2009
 <u>CNCS Liaison:</u>			
Connie Putland	School of Medicine and Public Health – HR	2008	2011
 <u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	
 <i>The Committee on Women welcomes:</i>			
<i>Erica Halverson</i>	<i>Educational Psychology</i>	<i>2008</i>	<i>2011</i>
<i>Carole Kolb (Sem. II)</i>	<i>Office of the Provost, Diversity and Climate</i>	<i>2009</i>	<i>2009</i>
<i>Sarah Pfatteicher</i>	<i>CALS, Undergraduate Programs and Services</i>	<i>2008</i>	<i>2011</i>
<i>Damon Williams</i>	<i>Office of the Provost, Diversity and Climate</i>	<i>2008</i>	
 <i>The Committee on Women in the University thanks friends of the committee and departing members:</i>			
<i>Silvia Cavagnero (Sem. II)</i>	<i>Chemistry</i>	<i>2009</i>	<i>2009</i>
<i>Rob Blank</i>	<i>Medicine: Endocrinology</i>	<i>2003</i>	<i>2009</i>
<i>Mimi Bloch</i>	<i>Curriculum and Instruction</i>	<i>2006</i>	<i>2009</i>
<i>Heather Daniels</i>	<i>Graduate School, Research Services</i>	<i>2006</i>	<i>2009</i>
<i>Malcolm Forster</i>	<i>Philosophy</i>	<i>2006</i>	<i>2009</i>
<i>John Norman</i>	<i>Soil Science</i>	<i>2006</i>	<i>2008</i>
<i>Joann Peck</i>	<i>Business, Marketing</i>	<i>2007</i>	<i>2009</i>

The Committee on Women offers special thanks to departing Provost Patrick Farrell, and welcomes Chancellor Carolyn “Biddy” Martin, Interim Provost Julie K. Underwood, Vice Provost for Faculty and Staff Steve J. Stern, and Vice Provost for Diversity and Climate Damon A. Williams.

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Committee on Women in the University, Annual Report, 2007-2009: Appendix 1.

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

**Resolution Calling for Repeal of the November 2006 Constitutional Amendment
and for Domestic Partnership Benefits**

(14 November 2007, reaffirmed 10 September 2008)

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:

- abhors the damage caused by the constitutional amendment;
- urges all faculty, staff and students to reach out to one another in compassion and continue working to create a welcoming environment and fully inclusive campus community; and
- reaffirms in the strongest possible terms our commitment to partner with administrators, governance bodies and campus organizations to secure domestic partnership benefits; and

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

- repeal the November 2006 constitutional amendment¹;
- 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; and
- 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.

¹Wisconsin Constitution. Article XIII, §13. Marriage [As created Nov. 2006]. *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.* [2003 J.R. 29, 2005 J.R. 30, vote Nov. 2006]

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Committee on Women in the University, Annual Report, 2007-2009: Appendix 2.

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

**Resolution Calling for Domestic Partner Health Insurance
(11 March 2009)**

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;
- values equally the contributions and participation of lesbian, gay, bisexual, transgender, and heterosexual students and employees;
- works to develop a positive, inclusive campus climate and assure that university policies and practices are equitable;
- recognizes that failure to provide equitable benefits hinders 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; and
- 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,

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

- reaffirms in the strongest possible terms our commitment to partner with administrators, governance bodies and campus organizations to secure domestic partnership benefits; and
- urges the Domestic Partnership Task Force and university administration actively and energetically to pursue passage of Governor Doyle's budget, Assembly Bill 75

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

- create an equitable and competitive benefits system that meets the needs of all State of Wisconsin employees and their families by passing Assembly Bill 75 with text relating to the definition and provision of domestic partner benefits intact (including Sections 773-776, 9315).

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Committee on Women in the University, Annual Report, 2007-2009: Appendix 3.

11 March 2009

MEMORANDUM

To: Steve Stern, Vice Provost for Faculty and Staff Programs, Office of the Provost, and
Chair, Domestic Partnership Benefits Task Force

From: The Committee on Women in the University

Re: Domestic Partnership Health Insurance

For many years, the Committee on Women in the University has supported equitable access to health, major medical, and life insurances for individuals in domestic partnerships. We are encouraged to see domestic partnership health insurance included once again in Governor Doyle's budget; however, we recognize this is only a first step toward enacting legislation that provides equal access to employment benefits.

We applaud your continuing efforts to keep domestic partnership health insurance among the university's highest legislative priorities and call upon you, in your dual roles as Vice Provost for Faculty and Staff Programs and Chair of the Domestic Partnership Benefits Task Force, to pursue passage of Assembly Bill 75 as actively and energetically as possible.

Members of our committee know, and we know you are fully aware, that language related to the definition and provision of domestic partnership benefits must remain intact as the budget wends its way through the legislative process. We need your help to communicate to legislators that:

UW-Madison's inability to offer domestic partnership health insurance poses a major disadvantage when it comes to hiring and retaining brilliant faculty and staff. Our university is increasingly isolated, with ALL other Big Ten and Ivy League institutions offering competitive employment benefits. The only remaining peer institution that does not is the University of Texas.

From an employee's perspective, the financial choice is stark. With employer paid health insurance comprising up to 25%-30% of total compensation, an employee who is married may receive a benefit worth almost \$10,000 per year that is denied to his or her colleague who is in a domestic partnership.

Institutional costs of employee departures related to our inability to provide domestic partnership benefits add up fast. For example, the loss of just three rising stars cost the university nearly \$8 million in grants. Yet the cost of providing equitable employment benefits remains very low. A 2005 survey of 128 large U.S. organizations by Hewitt and Associates revealed that, among employers offering domestic partner benefits, 64% found the benefit comprises less than 1% of total benefit costs. Only five percent experienced a cost increase greater than 3% of total benefit costs. Even in this troubled economic climate, it is possible to fund domestic partner health insurance – and the benefits of doing so far outweigh the costs.

Failure to provide domestic partnership health insurance has a draining effect on campus climate. While UW-Madison has made important gains in fostering diversity, we cannot achieve truly inclusive work and learning communities until disparate treatment of employees in domestic partnerships ends.

We remain committed to honoring the family relationships of all UW-Madison faculty, staff and students.

For all these reasons, and more, passing Assembly Bill 75 will be an important milestone for the State of Wisconsin. We are delighted to partner with you in this critically important effort.

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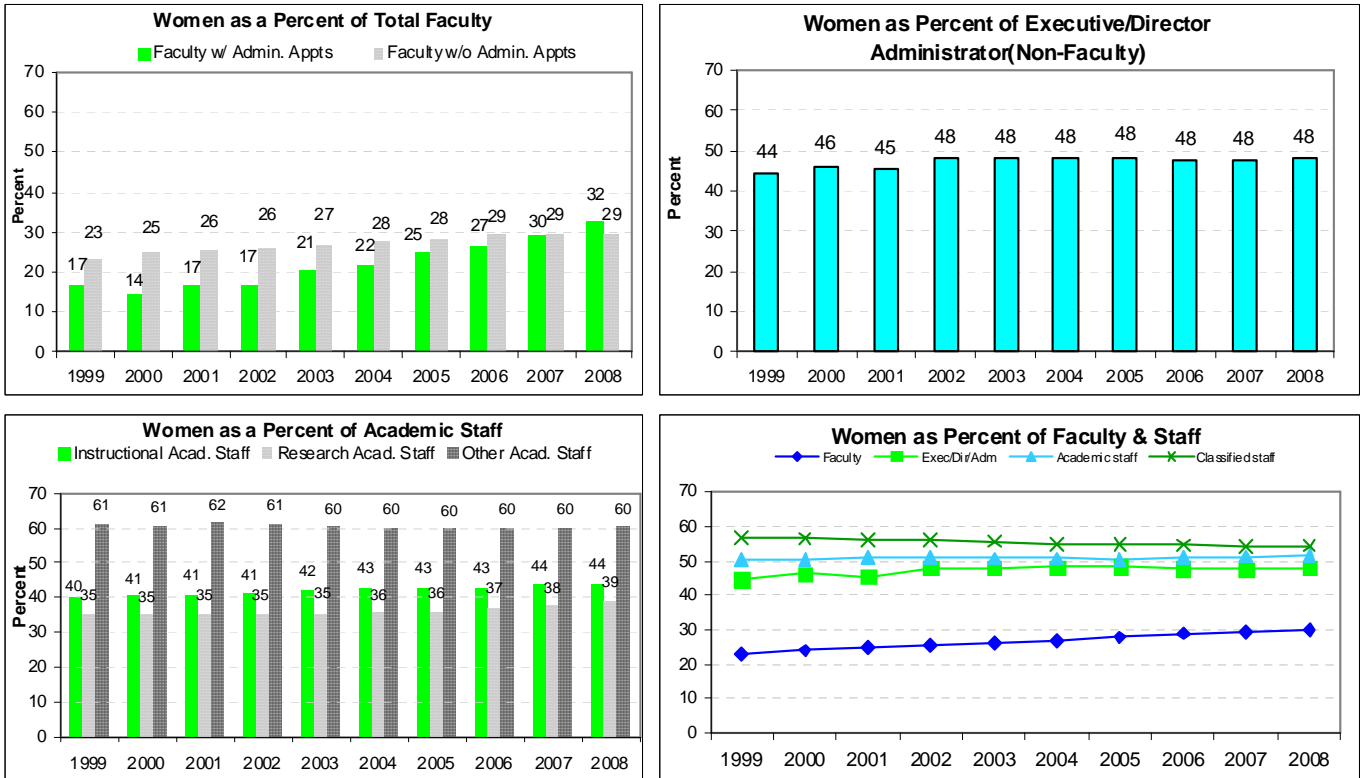
Committee on Women in the University, Annual Report, 2007-2009: Appendix 4.

Headcount of Faculty and Staff by Gender

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Faculty	Women	484	519	546	563	586	603	617	639	643	648
	Men	1,639	1,655	1,667	1,662	1,650	1,635	1,603	1,571	1,555	1,530
	Total	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198	2,178
Faculty with Administrative Appointments	Women	34	31	36	39	49	51	58	64	67	76
	Men	170	183	182	193	188	184	175	174	160	158
	Total	204	214	218	232	237	235	233	238	227	234
Faculty without Administrative Appointments	Women	450	488	510	524	537	552	559	575	576	572
	Men	1,469	1,472	1,485	1,469	1,462	1,451	1,428	1,397	1,395	1,372
	Total	1,919	1,960	1,995	1,993	1,999	2,003	1,987	1,972	1,971	1,944
Executive/Director/ Administrator(Non-Faculty)	Women	164	172	171	183	187	187	188	179	182	186
	Men	205	200	205	198	202	201	200	197	201	201
	Total	369	372	376	381	389	388	388	376	383	387
Academic Staff	Women	2,911	2,995	3,136	3,267	3,277	3,358	3,370	3,401	3,498	3,609
	Men	2,858	2,937	3,001	3,128	3,179	3,263	3,320	3,285	3,328	3,376
	Total	5,769	5,932	6,137	6,395	6,456	6,621	6,690	6,686	6,826	6,985
Instructional Academic Staff	Women	751	776	763	793	795	836	876	871	901	942
	Men	1,122	1,113	1,099	1,123	1,088	1,113	1,162	1,152	1,147	1,197
	Total	1,873	1,889	1,862	1,916	1,883	1,949	2,038	2,023	2,048	2,139
Research Doctoral Academic Staff	Women	307	325	350	373	383	406	426	439	450	467
	Men	564	599	639	679	707	729	758	739	750	728
	Total	871	924	989	1,052	1,090	1,135	1,184	1,178	1,200	1,195
Other Academic Staff	Women	1,853	1,894	2,023	2,101	2,099	2,116	2,068	2,091	2,147	2,200
	Men	1,172	1,225	1,263	1,326	1,384	1,421	1,400	1,394	1,431	1,451
	Total	3,025	3,119	3,286	3,427	3,483	3,537	3,468	3,485	3,578	3,651
Classified Staff	Women	2,811	2,833	2,876	2,902	2,887	2,872	2,852	2,829	2,843	2,866
	Men	2,128	2,178	2,236	2,252	2,287	2,365	2,333	2,353	2,385	2,399
	Total	4,939	5,011	5,112	5,154	5,174	5,237	5,185	5,182	5,228	5,265
Permanent Classified Staff	Women	2,669	2,717	2,758	2,775	2,754	2,765	2,745	2,718	2,732	2,738
	Men	2,046	2,101	2,157	2,183	2,205	2,269	2,254	2,272	2,305	2,317
	Total	4,715	4,818	4,915	4,958	4,959	5,034	4,999	4,990	5,037	5,055
Project Classified Staff	Women	142	116	118	127	133	107	107	111	111	128
	Men	82	77	79	69	82	96	79	81	80	82
	Total	224	193	197	196	215	203	186	192	191	210
Employes-in-Training	Women	238	261	275	281	282	314	324	324	325	361
	Men	459	466	437	459	460	485	489	503	482	507
	Total	697	727	712	740	742	799	813	827	807	868
Graduate Assistants	Women	1,922	1,913	2,001	2,128	2,243	2,341	2,398	2,310	2,261	2,279
	Men	2,657	2,744	2,794	2,788	2,876	2,881	2,888	2,828	2,822	2,728
	Total	4,579	4,657	4,795	4,916	5,119	5,222	5,286	5,138	5,083	5,007
Total	Women	8,530	8,693	9,005	9,324	9,462	9,675	9,749	9,682	9,752	9,949
	Men	9,946	10,180	10,340	10,487	10,654	10,830	10,833	10,737	10,773	10,741
	Total	18,476	18,873	19,345	19,811	20,116	20,505	20,582	20,419	20,525	20,690

(continued)

Headcount of Faculty and Staff by Gender



Notes Non-duplicating headcount reported: An individual who holds multiple appointments is counted only once. If an individual holds more than one appointment category, that person is reported under the first appointment category that applies, according to the order given in the table. E.g., an individual with both instructional academic staff and other academic staff appointments is shown as instructional academic staff.

LTEs, student and unclassified hourly workers, University Hospitals and Clinics staff are excluded.

Faculty with administrative appointments includes Dean, Associate or Assistant Dean, Department Chair, Academic Program Director, Chancellor, Provost, and Vice Provost. Department chairs included in 1999 and later years.

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

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

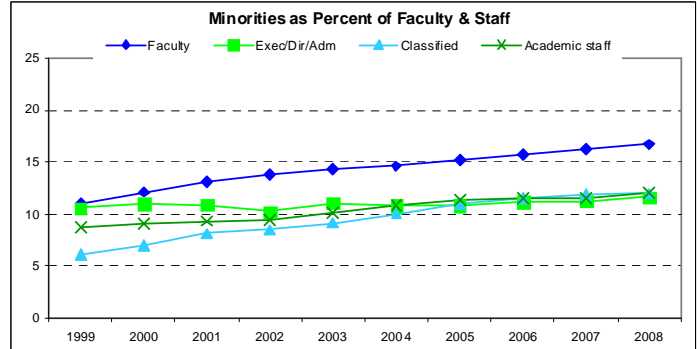
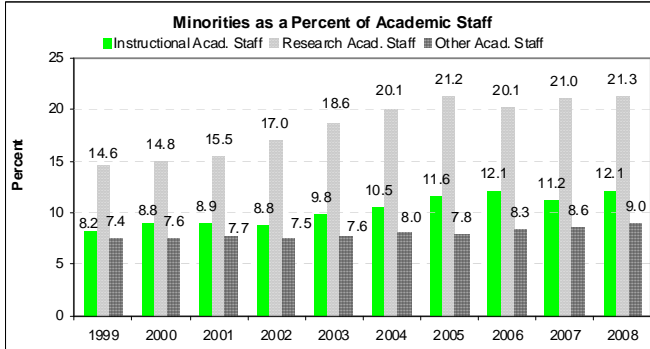
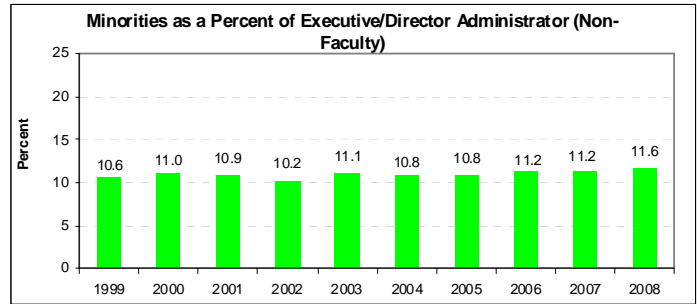
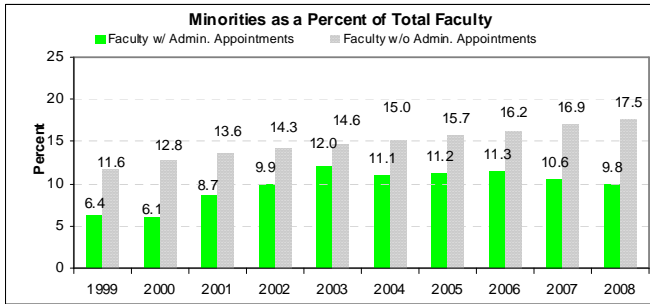
Source October EEO and IADS data. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University’s 11 March 2009 meeting.

Please see also:

University of Wisconsin-Madison Data Digest, 2008-2009
 Academic Planning and Analysis, Office of the Provost, and Office of Budget, Planning and Analysis
www.apa.wisc.edu/DataDigest/DATA_DIGEST_09.pdf
 “Headcount of Faculty and Staff by Gender” (p. 31)

(continued)

Headcount of Faculty and Staff by Race/Ethnicity



Notes 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.

LTEs, student and unclassified hourly workers, University Hospitals and 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.

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 and the UW Medical Foundation. 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 EEO and IADS data. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University’s 11 March 2009 meeting.

Please see also:

University of Wisconsin-Madison Data Digest, 2008-2009

Academic Planning and Analysis, Office of the Provost, and Office of Budget, Planning and Analysis

www.apa.wisc.edu/DataDigest/DATA_DIGEST_09.pdf

“Headcount of Faculty and Staff by Race/Ethnicity” (pp. 37-39)

(continued)

Committee on Women in the University, Annual Report, 2007-2009: Appendix 6.

2008 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	20	11	10	36	64	13	76	230
Asian	60	5	82	186	120	94	523	1,070
Native American	6	0	7	17	7	0	14	51
Hispanic	33	7	22	53	125	17	141	398
White/other	529	163	821	2,375	2,550	237	1,525	8,200
Total	648	186	942	2,667	2,866	361	2,279	9,949
Men								
Black	28	10	23	40	66	10	63	240
Asian	169	1	82	199	95	207	693	1,446
Native American	7	2	2	10	8	0	13	42
Hispanic	46	9	31	41	145	20	120	412
White/other	1,280	179	1,059	1,889	2,085	270	1,839	8,601
Total	1,530	201	1,197	2,179	2,399	507	2,728	10,741
Total	2,178	387	2,139	4,846	5,265	868	5,007	20,690

Notes Non-duplicating headcount reported – see technical note 7.

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 and Analysis, for the Committee on Women in the University’s 11 March 2009 meeting.

Please see also:

University of Wisconsin-Madison Data Digest, 2008-2009

Academic Planning and Analysis, Office of the Provost, and Office of Budget, Planning and Analysis

www.apa.wisc.edu/DataDigest/DATA_DIGEST_09.pdf

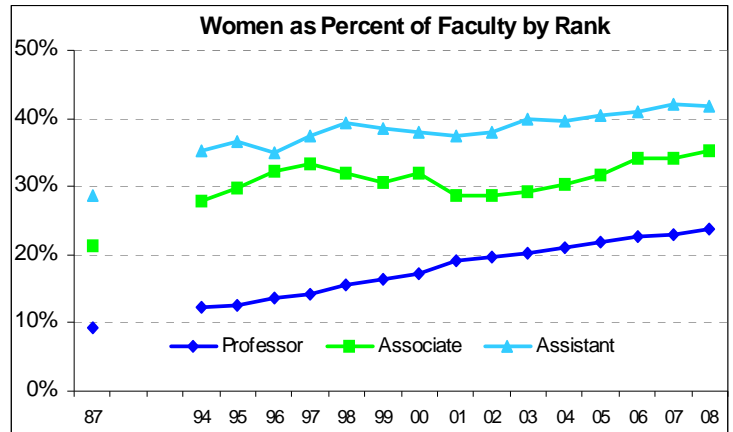
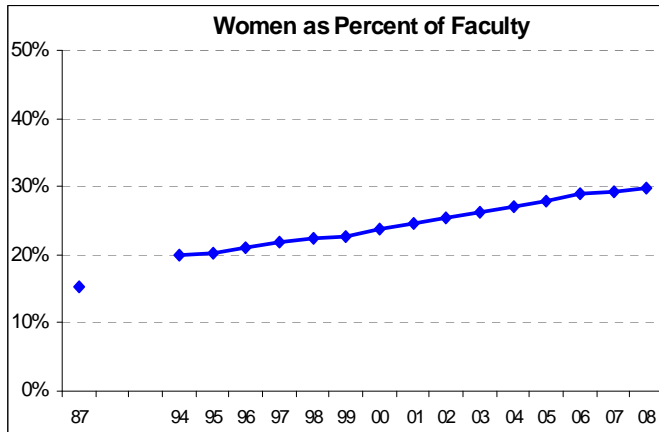
“2008 Headcount of Faculty and Staff by Gender and Race/Ethnicity” (p. 40)

(continued)

Committee on Women in the University, Annual Report, 2007-2009: Appendix 7.

Faculty Headcount by Rank and Gender

		1987	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Professor	Women	140	179	181	191	196	212	225	233	262	269	275	283	291	298	303	307
	Men	1,366	1,267	1,248	1,199	1,174	1,157	1,143	1,127	1,103	1,098	1,084	1,060	1,044	1,019	1,012	987
	% Women	9%	12%	13%	14%	14%	15%	16%	17%	19%	20%	20%	21%	22%	23%	23%	24%
Associate Professor	Women	79	126	135	146	157	138	125	125	107	101	106	110	113	135	137	151
	Men	292	326	319	305	314	295	283	266	267	250	257	253	244	259	264	278
	% Women	21%	28%	30%	32%	33%	32%	31%	32%	29%	29%	29%	30%	32%	34%	34%	35%
Assistant Professor	Women	137	165	146	128	122	129	134	161	177	193	204	210	213	203	202	190
	Men	342	304	253	237	205	200	213	262	296	314	309	319	315	293	279	265
	% Women	29%	35%	37%	35%	37%	39%	39%	38%	37%	38%	40%	40%	40%	41%	42%	42%
Instructor	Women	2	0	0	1	2	1	0	0	0	0	1	0	0	3	1	0
	Men	2	0	0	1	1	2	0	0	1	0	0	3	0	0	0	0
Total Faculty	Women	358	470	462	466	477	480	484	519	546	563	586	603	617	639	643	648
	Men	2,002	1,897	1,820	1,742	1,694	1,654	1,639	1,655	1,667	1,662	1,650	1,635	1,603	1,571	1,555	1,530
	Total	2,360	2,367	2,282	2,208	2,171	2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198	2,178
<i>Women Faculty as Percent of Total</i>		15.2	19.9	20.2	21.1	22.0	22.5	22.8	23.9	24.7	25.3	26.2	26.9	27.8	28.9	29.3	29.8



Notes Data for 1988 through 1993 not available at this time.

Madison Plan in 1988 and Strategic Hiring Initiative from 1997-2002 and 2003-present both had goals to increase women in science hires.

Source October EEO and IADS data. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University's 11 March 2009 meeting.

Please see also:

University of Wisconsin-Madison Data Digest, 2008-2009

Academic Planning and Analysis, Office of the Provost, and Office of Budget, Planning and Analysis

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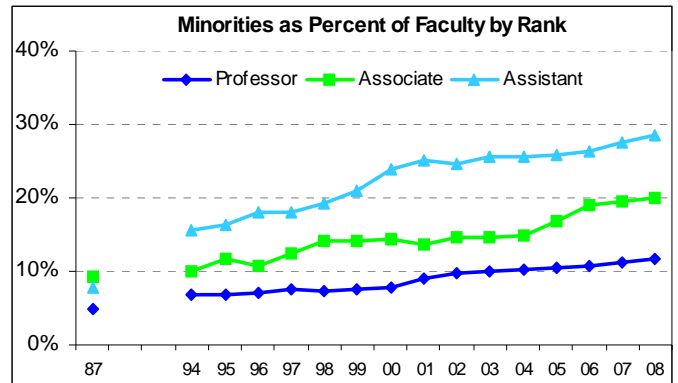
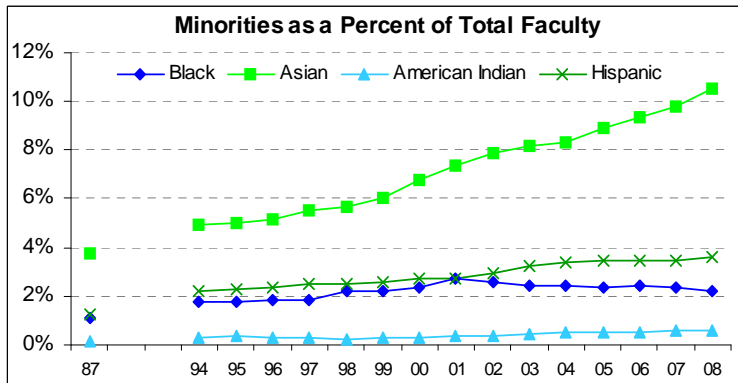
"Faculty Headcount by Rank and Gender" (p. 32)

(continued)

Committee on Women in the University, Annual Report, 2007-2009: Appendix 8.

Faculty Headcount by Rank and Race/Ethnicity

	1987	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	
Professor	Black	17	19	20	19	17	18	19	18	21	24	24	25	26	27	27	25
	Asian	44	56	52	54	58	54	55	57	63	67	71	71	77	79	87	93
	American Indian	0	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3
	Hispanic	14	20	21	24	26	27	27	29	35	38	38	37	35	32	29	32
	White/Other	1431	1,348	1,333	1,291	1,268	1,268	1,264	1,253	1,243	1,235	1,223	1,207	1,194	1,176	1,169	1,141
Associate Professor	Black	5	5	10	10	14	14	12	11	12	10	11	10	7	5	6	8
	Asian	20	23	25	21	26	32	32	31	30	31	30	33	39	51	51	60
	American Indian	3	2	2	1	1	1	1	1	1	1	1	1	3	5	5	6
	Hispanic	6	15	16	16	17	14	13	13	8	9	11	10	11	14	16	12
	White/Other	337	407	401	402	411	372	350	335	323	300	310	309	297	319	323	343
Assistant Professor	Black	4	17	10	12	9	15	16	23	27	23	20	18	20	21	18	15
	Asian	24	37	37	39	36	34	41	59	70	78	82	83	82	76	78	76
	American Indian	0	2	3	3	2	1	2	2	4	5	6	7	5	4	5	4
	Hispanic	9	17	15	12	12	13	14	17	18	19	24	28	30	30	31	35
	White/Other	442	396	334	299	268	266	274	322	354	382	381	393	391	365	349	325
Instructor	Black	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
	Asian	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	American Indian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	White/Other	4	0	0	2	3	2	0	0	1	0	1	2	0	3	1	0
Total Faculty	Black	26	41	40	41	40	47	47	52	60	57	55	54	53	53	51	48
	Asian	88	116	114	114	120	121	128	147	163	176	183	187	198	206	216	229
	American Indian	3	7	8	7	6	4	6	6	8	9	10	11	11	12	13	13
	Hispanic	29	52	52	52	55	54	54	59	61	66	73	75	76	76	76	79
	White/Other	2,214	2,151	2,068	1,994	1,950	1,908	1,888	1,910	1,921	1,917	1,915	1,911	1,882	1,863	1,842	1,809
Total	2,360	2,367	2,282	2,208	2,171	2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198	2,178	
<i>Minority Faculty as Percent of Total</i>	<i>6.2</i>	<i>9.1</i>	<i>9.4</i>	<i>9.7</i>	<i>10.2</i>	<i>10.6</i>	<i>11.1</i>	<i>12.1</i>	<i>13.2</i>	<i>13.8</i>	<i>14.4</i>	<i>14.6</i>	<i>15.2</i>	<i>15.7</i>	<i>16.2</i>	<i>16.9</i>	



Notes Data for 1988 through 1993 not available at this time.

Madison Plan operated from 1988-1993. Strategic Hiring Initiative ran from 1997-2002 and 2003-present. Both had goals to increase minority hires.

Source October IADS data. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University's 11 March 2009 meeting.

(continued)

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

Title Name	2002-03		2005-06		2006-07		2007-08		2008-09		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	% Women
Chancellor	0	1	0	1	0	1	1	0	1	0	100%
Provost/ Vice Chancellor											
Faculty	0	3	0	3	0	2	3	0	0	3	0%
Non-Faculty	1	2	1	1	0	1	2	0	0	1	0%
Vice Provost/ Associate Vice Chancellor											
Faculty	2	2	3	1	0	1	1	2	0	2	0%
Non-Faculty	0	1	2	2	2	2	2	2	2	4	33%
Assistant Vice Chancellor											
Non-Faculty	3	6	2	4	2	4	4	2	2	4	33%
Academic Deans	2	12	4	10	5	9	10	5	5	8	38%
Associate Dean - Faculty or CHS	13	27	13	31	14	33	29	14	17	28	38%
Assistant Dean - Faculty or CHS	0	3	0	3	0	4	3	0	0	3	0%
Assistant Dean- Non-Faculty											
Large	13	14	12	14	11	15	14	11	14	11	56%
Medium/Large	13	14	12	14	0	0	0	0	5	1	83%
Medium	31	16	28	17	28	15	17	28	23	13	64%
Small	6	4	8	3	9	3	3	9	2	2	50%
Associate Dean- Non-Faculty											
Large	7	10	5	9	6	9	9	6	7	8	47%
Medium/Large									1	1	50%
Medium	3	1	4	2	4	3	2	4	5	1	83%
Small	0	0	1	0	1	0	0	1	1	0	100%
Total Higher Level Administrative Positions											
Faculty	17	48	20	49	19	50	47	21	23	44	34%
Non-Faculty	77	68	75	66	63	52	53	63	62	46	57%

Notes Includes both paid and zero-dollar positions. Dean positions do not include individuals in the Offices of the Dean of Students.

Source IADS October Frozen Appointment Data View. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University's 11 March 2009 meeting.

(continued)

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

Title Name/Faculty Status	2002-03		2005-06		2006-07		2007-08		2008-09		% Minority
	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	
Chancellor	0	1	0	1	0	1	0	1	0	1	0%
Provost/ Vice Chancellor											
Faculty	0	3	0	3	0	3	0	3	0	3	0%
Non-Faculty	1	2	1	1	1	0	1	0	1	0	100%
Vice Provost/ Associate Vice Chancellor											
Faculty	2	2	0	4	0	3	0	3	0	2	0%
Non-Faculty	0	1	0	4	0	4	0	4	1	5	17%
Assistant Vice Chancellor											
Non-Faculty	3	6	3	3	3	3	3	3	3	3	50%
Dean - Faculty	0	14	1	13	1	13	1	13	1	12	8%
Associate Dean-Faculty or CHS	3	35	3	39	3	44	3	38	2	43	4%
Assistant Dean-Faculty or CHS	1	2	0	3	0	4	0	3	0	3	0%
Assistant Dean - Non-Faculty											
Large	3	24	3	23	3	23	4	22	3	22	12%
Medium/Large									1	5	17%
Medium	14	33	13	32	15	28	12	24	13	23	36%
Small	1	9	1	10	1	11	1	10	1	3	25%
Associate Dean- Non-Faculty											
Large	0	17	0	14	0	15	0	17	0	15	0%
Medium/Large									0	2	0%
Medium	0	4	0	6	0	7	0	8	0	6	0%
Small	0	0	0	1	0	1	0	1	0	1	0%
Total Higher Level Administrative Positions											
Faculty	6	57	4	63	4	68	4	61	3	64	4%
Non-Faculty	22	96	21	94	23	92	21	89	23	85	21%

Notes Includes both paid and zero-dollar associate vice chancellors, assistant vice chancellors, deans, associate deans, and assistant deans. Minority faculty are those who identify themselves as Black, Asian, Native American, or Hispanic. Does not include the Offices of the Dean of Students.

Source IADS October Frozen Appointment Data View. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University's 11 March 2009 meeting.

(continued)

Committee on Women in the University, Annual Report, 2007-2009: Appendix 11.

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

	2002-03		2005-06		2006-07		2007-08		2008-09		
	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	Number of Full Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs
Total	180	13%	186	14%	190	14%	186	14%	1294	187	14%
Men	156	14%	147	14%	142	14%	135	13%	987	132	13%
Women	24	9%	39	13%	48	16%	51	17%	307	55	18%
% Women	13%		21%		25%		27%		24%	29%	
Biological Sciences											
Men	60	17%	57	16%	57	17%	54	16%	338	49	14%
Women	3	5%	4	7%	7	11%	7	10%	71	8	11%
Physical Sciences											
Men	35	11%	34	11%	33	11%	26	9%	281	24	9%
Women	1	4%	4	14%	5	19%	6	23%	26	4	15%
Social Studies											
Men	37	14%	30	13%	27	12%	30	13%	221	36	16%
Women	10	10%	15	14%	18	17%	16	16%	102	18	18%
Arts & Humanities											
Men	24	14%	26	17%	25	17%	25	17%	147	23	16%
Women	10	11%	16	16%	18	18%	22	20%	108	25	23%

Notes Total faculty is a non-duplicating headcount of full professors. Faculty are assigned to a discipline based on their divisional committee affiliation. Includes both paid and zero-dollar academic program directors and associate or assistant academic program directors. Excludes academic program directors who do not also hold faculty appointments.

Source IADS appointment system frozen slice, October data. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University's 11 March 2009 meeting.

(continued)

Committee on Women in the University, Annual Report, 2006-2007: Appendix 12.

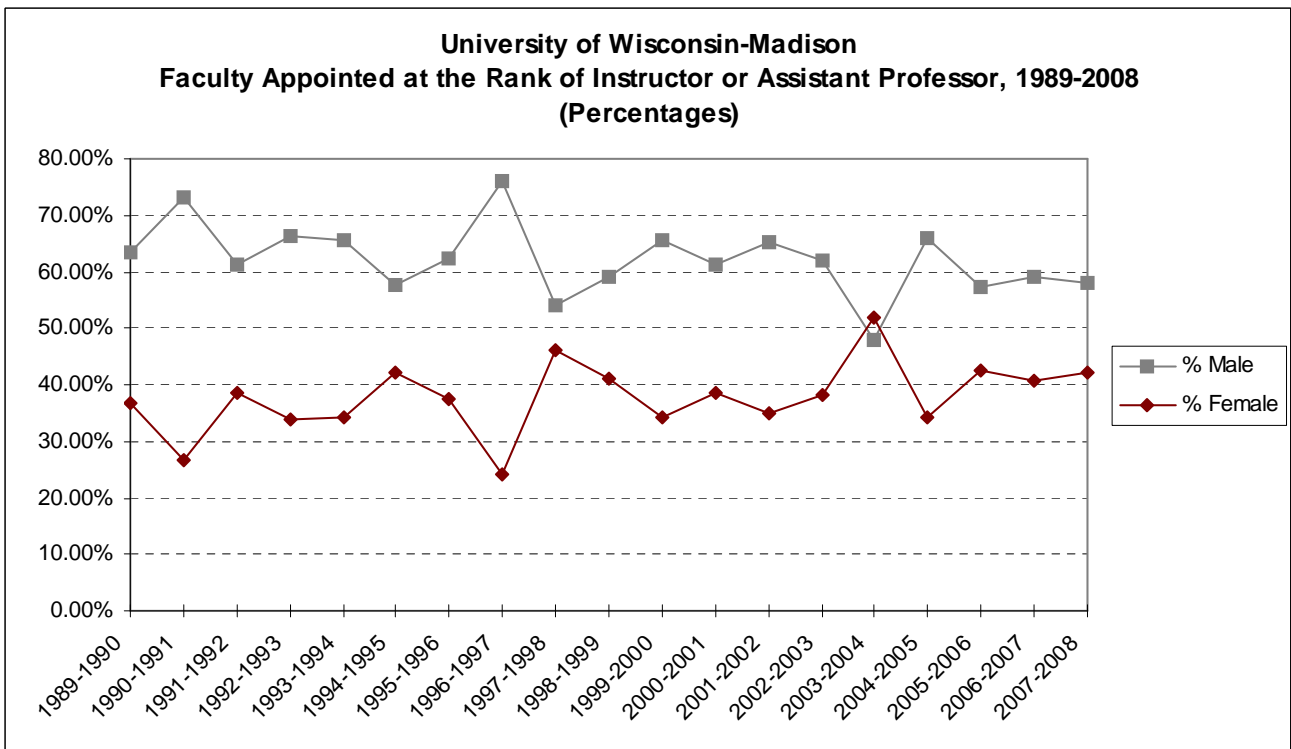
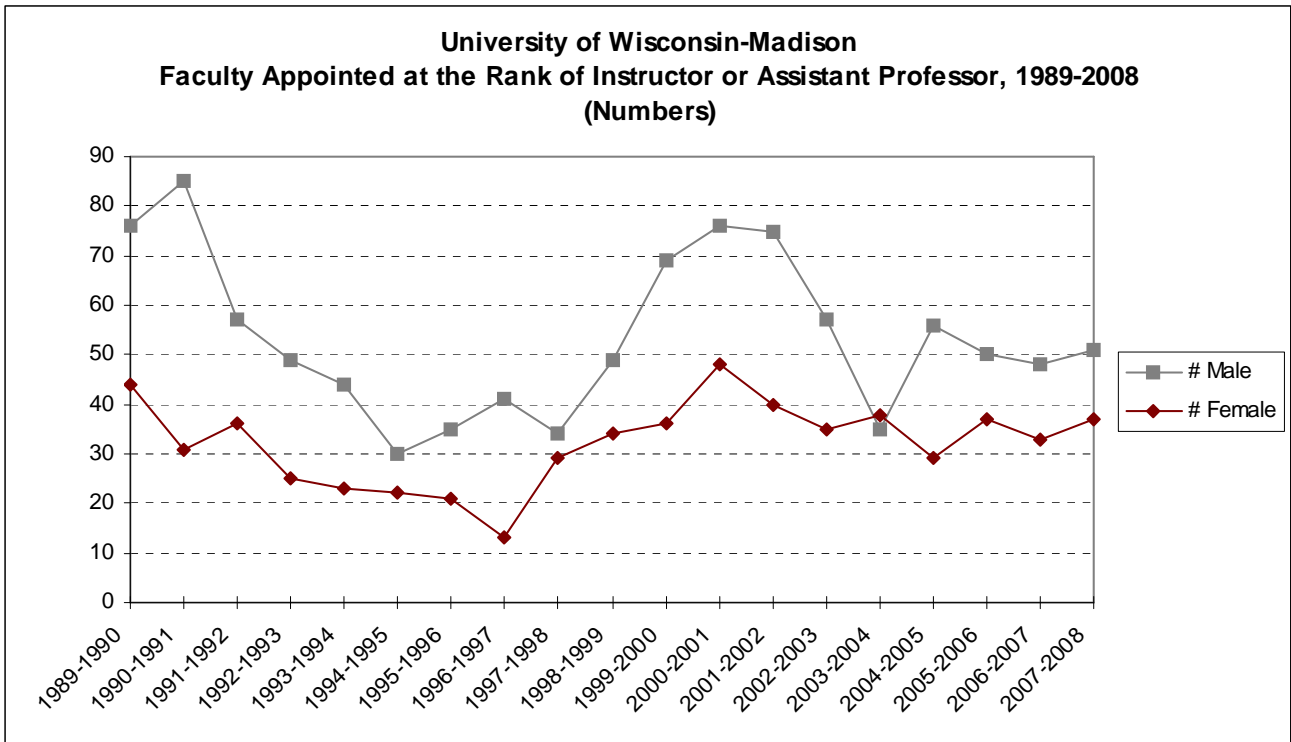
**Number of Full Professor Faculty, Department Chairs and Academic Program Directors
By Minority Status and Divisional Committee Affiliation**

	2002-03		2005-06		2006-07		2007-08		2008-09		
	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	Number of Full Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs
Total	180	13%	186	14%	190	14%	186	14%	1294	187	14%
Non-minority	162	13%	164	14%	168	14%	166	14%	1141	168	15%
Minority	18	14%	22	16%	22	16%	20	14%	153	19	12%
% Minority	10%		12%		12%		11%		12%	10%	
Biological Sciences											
Non-minority	60	16%	56	15%	58	16%	56	15%	371	53	14%
Minority	3	10%	5	15%	6	17%	5	14%	38	4	11%
Physical Sciences											
Non-minority	33	11%	31	11%	31	11%	27	10%	261	24	9%
Minority	3	8%	7	17%	7	17%	5	11%	46	4	9%
Social Studies											
Non-minority	45	14%	43	14%	42	14%	42	14%	289	47	16%
Minority	2	6%	2	6%	3	9%	4	13%	34	7	21%
Arts & Humanities											
Non-minority	24	11%	34	15%	37	17%	41	18%	220	44	20%
Minority	10	30%	8	26%	6	19%	6	18%	35	4	11%

Notes Total faculty is a non-duplicating headcount of full professors. Faculty are assigned to a discipline based on their divisional committee affiliation. Includes both paid and zero-dollar academic program directors and associate or assistant academic program directors. Minority faculty are those who identify themselves as Black, Asian, Native American, or Hispanic. Excludes academic program directors who do not also hold faculty appointments.

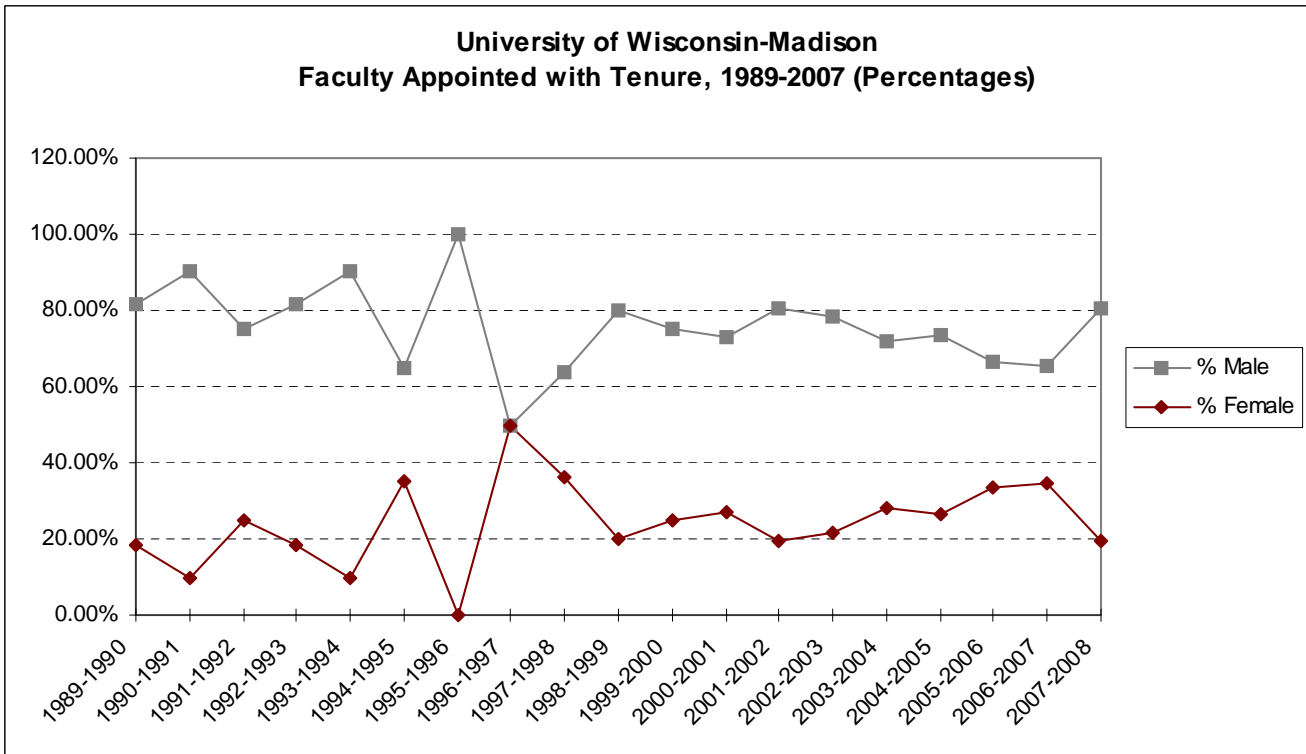
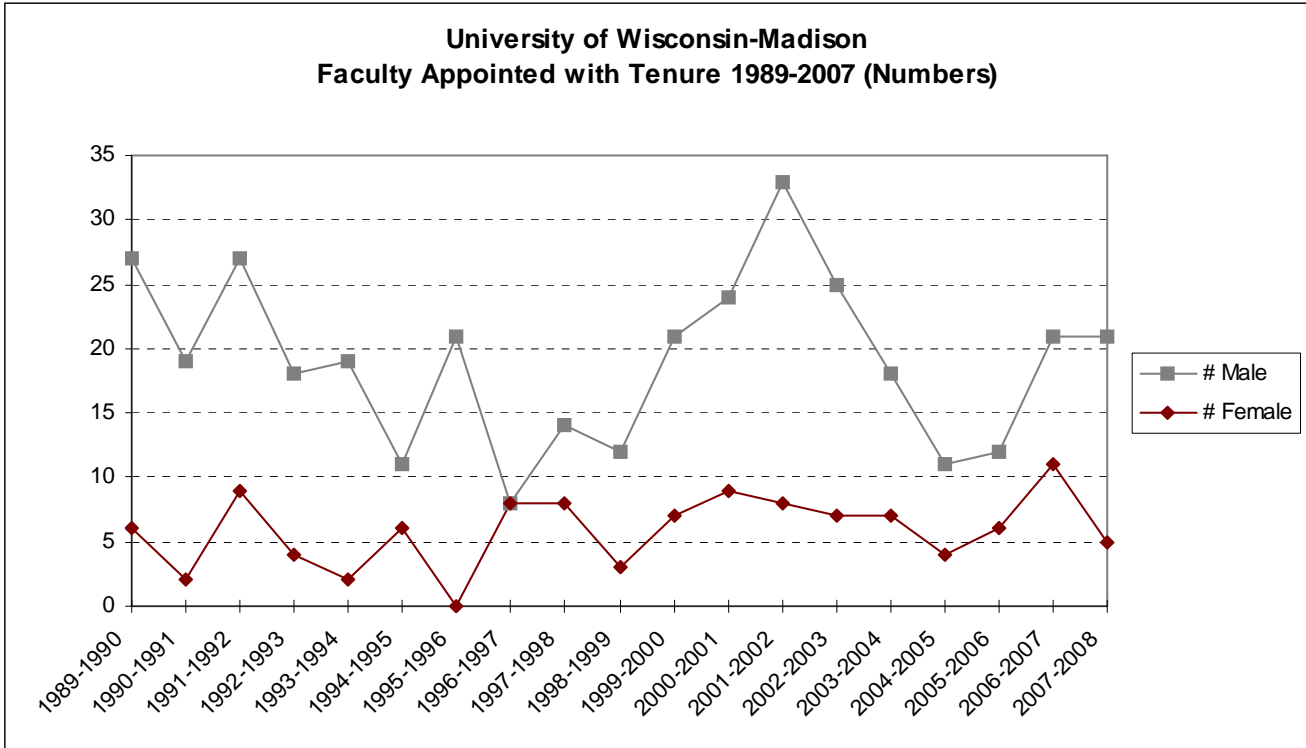
Source IADS appointment system frozen slice, October data. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University's 11 March 2009 meeting.

(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].

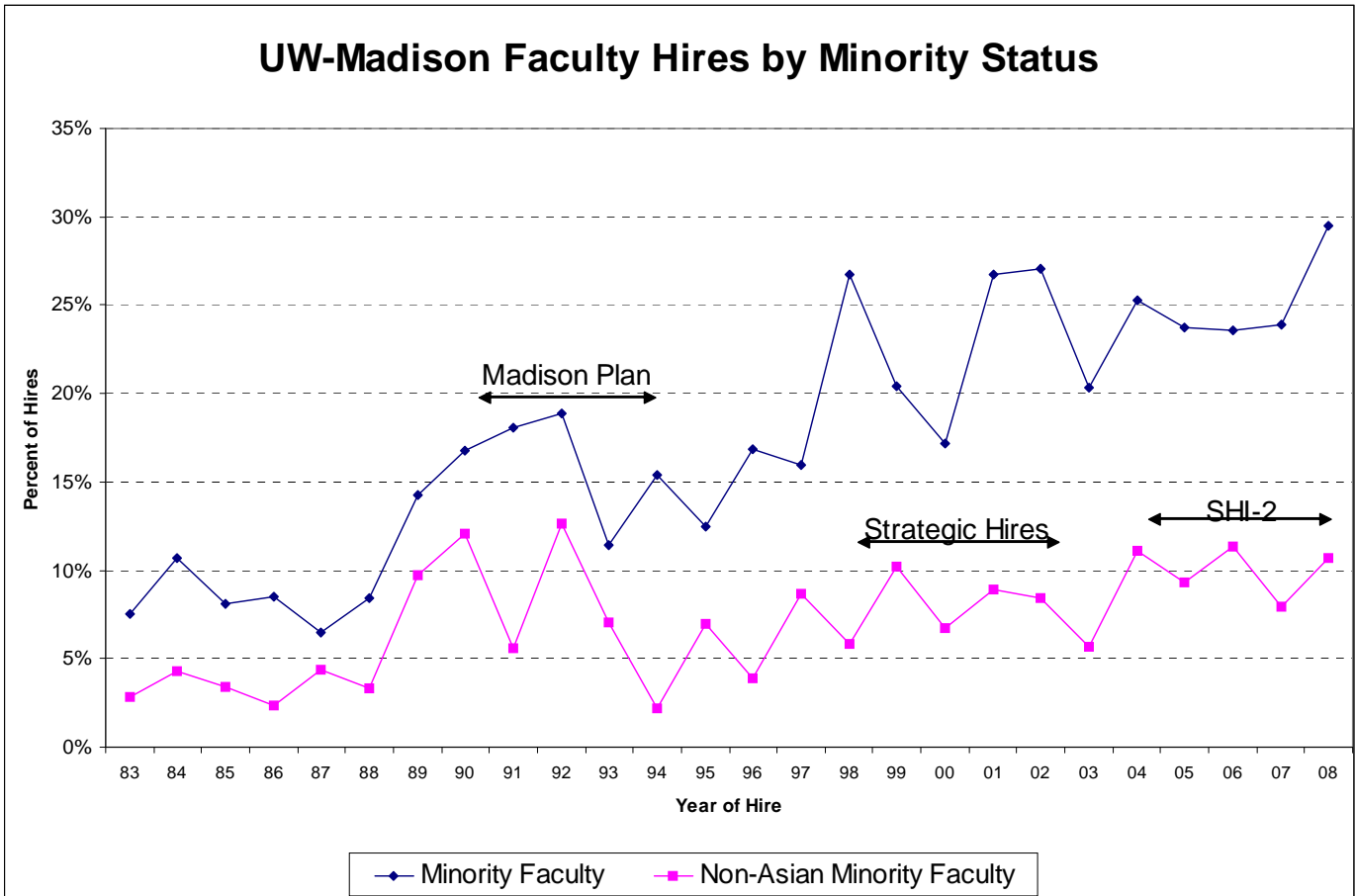
(continued)

Committee on Women in the University, Annual Report, 2006-2007: Appendix 14.

Minority Faculty Hires at UW Madison 1982-83 through 2008-09

Year of Hire	Total Faculty Hired	Minority Faculty Hired					Percent	
		Total	Black	Asian	American Indian	Hispanic	Percent Minority	Non-Asian Minority
Pre-Madison Plan								
1982-83	106	8	0	5	0	3	8%	3%
1983-84	140	15	2	9	0	4	11%	4%
1984-85	148	12	2	7	2	1	8%	3%
1985-86	129	11	0	8	0	3	9%	2%
1986-87	92	6	2	2	0	2	7%	4%
1987-88	119	10	0	6	1	3	8%	3%
Madison Plan								
1988-89	196	28	4	9	2	13	14%	10%
1989-90	149	25	7	7	2	9	17%	12%
1990-91	144	26	5	18	0	3	18%	6%
1991-92	127	24	7	8	1	8	19%	13%
1992-93	114	13	3	5	2	3	11%	7%
Post-Madison Plan								
1993-94	91	14	0	12	0	2	15%	2%
1994-95	72	9	2	4	0	3	13%	7%
1995-96	77	13	2	10	1	0	17%	4%
1996-97	69	11	2	5	0	4	16%	9%
Strategic Hiring Initiative								
1997-98	86	23	3	18	0	2	27%	6%
1998-99	98	20	6	10	0	4	20%	10%
1999-00	134	23	3	14	2	4	17%	7%
2000-01	157	42	9	28	0	5	27%	9%
2001-02	155	42	7	29	2	4	27%	8%
Post-Strategic Hiring Initiative								
2002-03	123	25	3	18	1	3	20%	6%
Strategic Hiring Initiative - Reestablished								
2003-04	99	25	0	14	2	9	25%	11%
2004-05	97	23	5	14	0	4	24%	9%
2005-06	106	25	2	13	0	10	24%	11%
2006-07	113	27	4	18	1	4	24%	8%
2007-08	112	33	4	21	1	7	29%	11%
2008-09	93	21	1	16	0	4	23%	5%

(continued)



Notes 2008-2009 data are preliminary. New hires are counted from May 16 to May 15 each year. Includes zero-dollar appointments. In 1985-86, faculty were transferred from UW-Extension and are not counted as new hires for this table. The legislature authorized over 100 additional faculty lines in the 1987-89 Biennial Budget. The Cluster Hiring Initiative provided funding and positions to increase UW faculty. Approximately 150 cluster faculty positions were approved from 1998 to 2003.

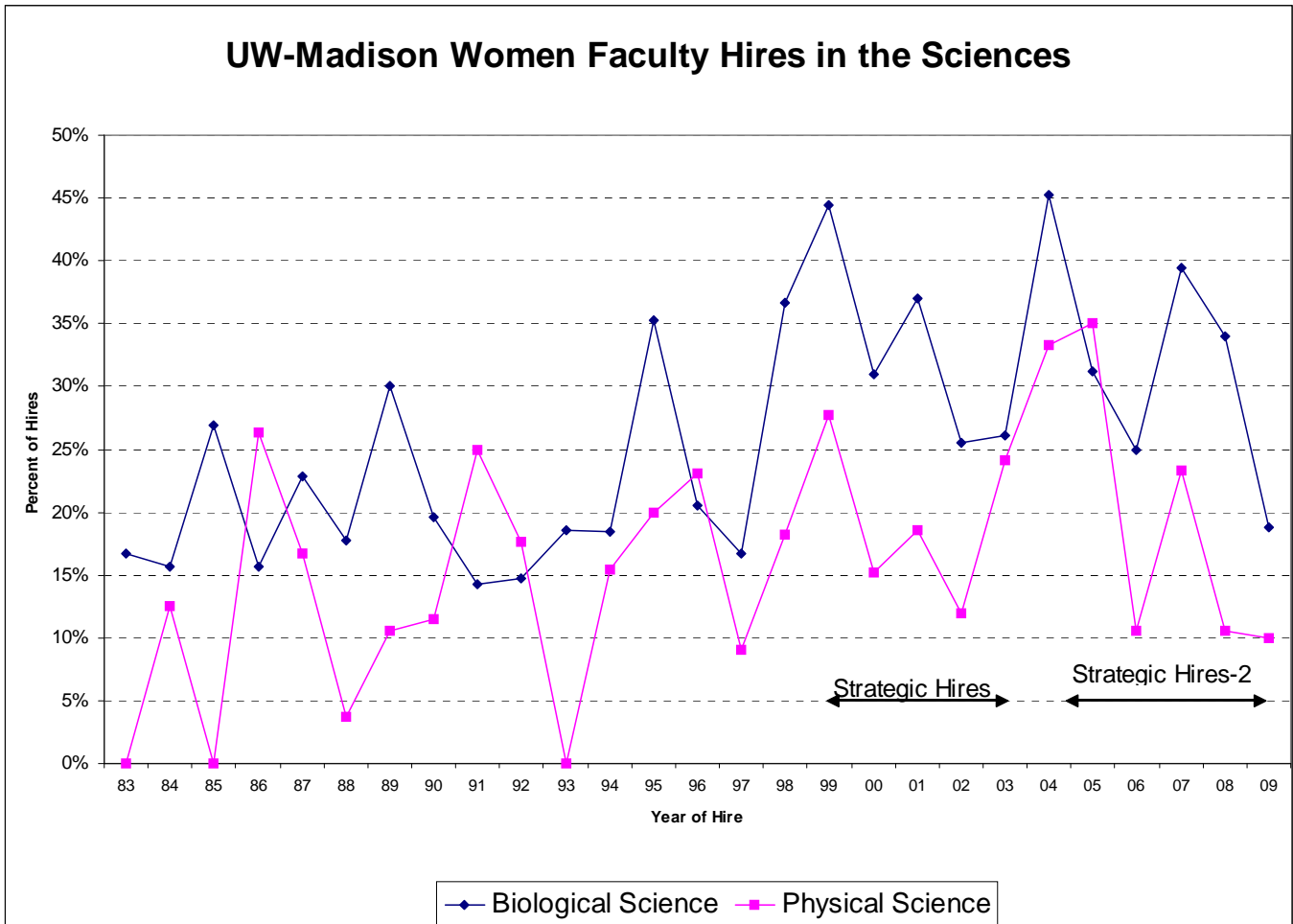
Source University of Wisconsin-Madison Equal Employment Opportunity and appointment databases. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University's 11 March 2009 meeting.

(continued)

Women in Science Faculty Hires at UW Madison 1982-83 through 2008-09

Year of Hire	New Faculty Hires			Women Faculty Hires			Women as % of Hires		
	Total	Biological Science	Physical Science	Total	Biological Science	Physical Science	Total	Biological Science	Physical Science
Pre-Madison Plan									
1982-83	106	48	14	24	8	0	23%	17%	0%
1983-84	140	64	16	29	10	2	21%	16%	13%
1984-85	148	52	22	41	14	0	28%	27%	0%
1985-86	129	51	19	40	8	5	31%	16%	26%
1986-87	92	35	18	26	8	3	28%	23%	17%
1987-88	119	45	27	28	8	1	24%	18%	4%
Madison Plan									
1988-89	196	50	38	68	15	4	35%	30%	11%
1989-90	149	51	26	49	10	3	33%	20%	12%
1990-91	144	42	28	34	6	7	24%	14%	25%
1991-92	127	34	17	45	5	3	35%	15%	18%
1992-93	114	43	11	31	8	0	27%	19%	0%
Post-Madison Plan									
1993-94	91	38	13	25	7	2	27%	18%	15%
1994-95	72	34	10	28	12	2	39%	35%	20%
1995-96	77	34	13	20	7	3	26%	21%	23%
1996-97	69	24	11	22	4	1	32%	17%	9%
Strategic Hiring Initiative									
1997-98	86	30	11	37	11	2	43%	37%	18%
1998-99	98	27	18	37	12	5	38%	44%	28%
1999-00	134	42	33	43	13	5	32%	31%	15%
2000-01	157	46	27	57	17	5	36%	37%	19%
2001-02	155	51	25	47	13	3	30%	25%	12%
Post-Strategic Hiring Initiative									
2002-03	123	46	29	43	12	7	35%	26%	24%
Strategic Hiring Initiative - Reestablished									
2003-04	99	42	15	45	19	5	45%	45%	33%
2004-05	97	32	20	34	10	7	35%	31%	35%
2005-06	106	36	19	43	9	2	41%	25%	11%
2006-07	113	33	30	45	13	7	40%	39%	23%
2007-08	112	50	19	42	17	2	38%	34%	11%
2008-09	93	32	20	26	6	2	28%	19%	10%

(continued)



Notes 2008-2009 data are preliminary. New hires are counted from May 16 to May 15 each year. Includes zero-dollar appointments. In 1985-86, faculty were transferred from UW-Extension and are not counted as new hires for this table. The legislature authorized over 100 additional faculty lines in the 1987-89 Biennial Budget. The Cluster Hiring Initiative provided funding and positions to increase UW faculty. Approximately 150 cluster faculty positions were approved from 1998 to 2003. Science discipline is based on categories assigned by WISELI for the faculty member's primary department.

Source IADS appointment data system. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University's 11 March 2009 meeting.

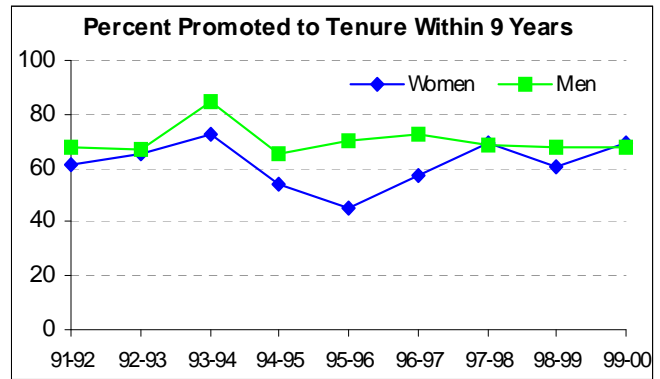
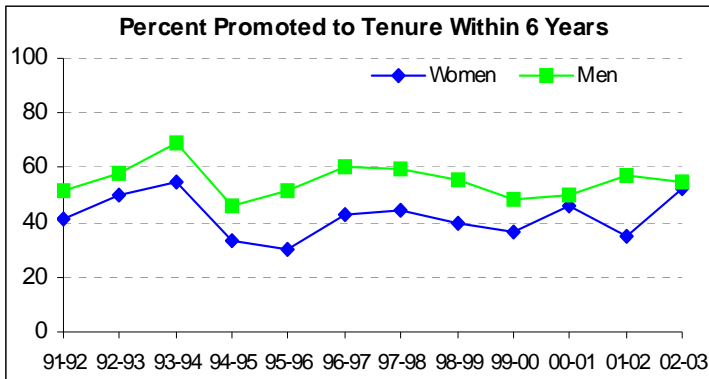
(continued)

Committee on Women in the University, Annual Report, 2006-2007: Appendix 16.

Faculty Promotions to Tenure by Gender

Entering Cohort	Women					Men				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1991-92	36	15	41.7	22	61.1	56	29	51.8	38	67.9
1992-93	26	13	50.0	17	65.4	55	32	58.2	37	67.3
1993-94	22	12	54.5	16	72.7	45	31	68.9	38	84.4
1994-95	24	8	33.3	13	54.2	35	16	45.7	23	65.7
1995-96	20	6	30.0	9	45.0	37	19	51.4	26	70.3
1996-97	14	6	42.9	8	57.1	40	24	60.0	29	72.5
1997-98	29	13	44.8	20	69.0	32	19	59.4	22	68.8
1998-99	33	13	39.4	20	60.6	47	26	55.3	32	68.1
1999-00	36	13	36.1	25	69.4	72	35	48.6	49	68.1
2000-01	46	21	45.7	32	69.6	76	38	50.0	52	68.4
2001-02	40	14	35.0			77	44	57.1		
2002-03	36	19	52.8			57	31	54.4		
Average	30.2	12.8	42.3	18.2	63.6	52.4	28.7	54.7	34.6	69.9

Notes Includes only those individuals hired as probationary faculty. Adjustments made for time on tenure clock



outside UW; no adjustments for tenure clock extensions. Seven faculty hired between 1993-94 and 1999-00 still held probationary appointments after more than nine years.

Source UW Madison Tenure file and IADS data. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University’s 11 March 2009 meeting.

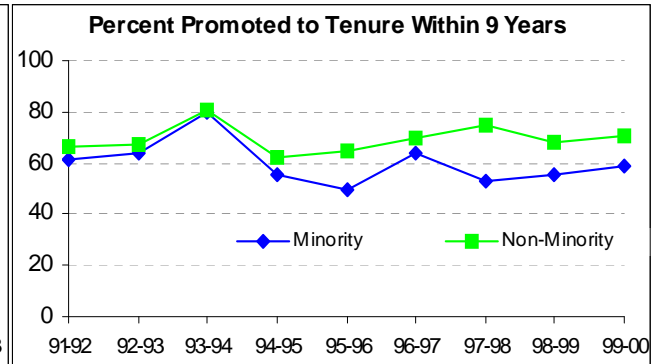
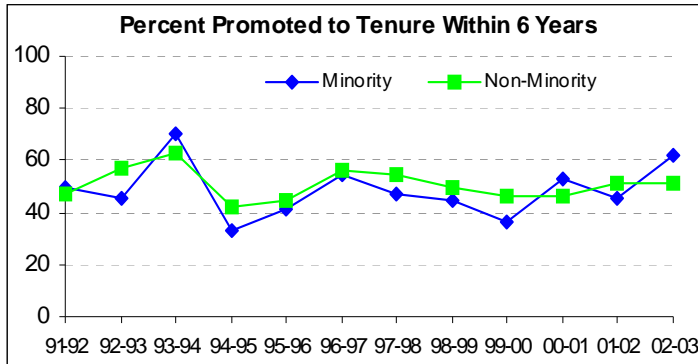
Please see also:

University of Wisconsin-Madison Data Digest, 2008-2009
 Academic Planning and Analysis, Office of the Provost, and Office of Budget, Planning and Analysis
www.apa.wisc.edu/DataDigest/DATA_DIGEST_09.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
1991-92	18	9	50.0	11	61.1	74	35	47.3	49	66.2
1992-93	11	5	45.5	7	63.6	70	40	57.1	47	67.1
1993-94	10	7	70.0	8	80.0	57	36	63.2	46	80.7
1994-95	9	3	33.3	5	55.6	50	21	42.0	31	62.0
1995-96	12	5	41.7	6	50.0	45	20	44.4	29	64.4
1996-97	11	6	54.5	7	63.6	43	24	55.8	30	69.8
1997-98	17	8	47.1	9	52.9	44	24	54.5	33	75.0
1998-99	18	8	44.4	10	55.6	62	31	50.0	42	67.7
1999-00	22	8	36.4	13	59.1	86	40	46.5	61	70.9
2000-01	38	20	52.6	27	71.1	84	39	46.4	57	67.9
2001-02	31	14	45.2			86	44	51.2		
2002-03	21	13	61.9			72	37	51.4		
Average	18.2	8.8	48.6	10.3	62.0	64.4	32.6	50.6	42.5	69.1



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, Native American or Hispanic. Whites and those who choose not to report race or ethnicity are reported as non-minority. Seven faculty hired between 1993-94 and 1999-00 still held probationary appointments after nine years.

Source UW Madison Tenure file and IADS data. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University's 11 March 2009 meeting.

Please see also:

University of Wisconsin-Madison Data Digest, 2006-2007

Academic Planning and Analysis, Office of the Provost and Office of Budget, Planning and Analysis

www.apa.wisc.edu/DataDigest/DATA_DIGEST_09.pdf

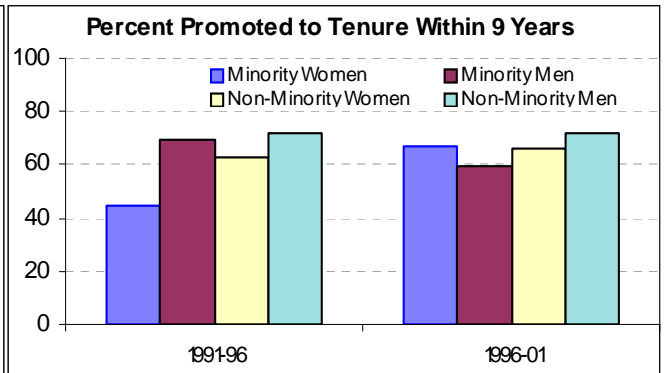
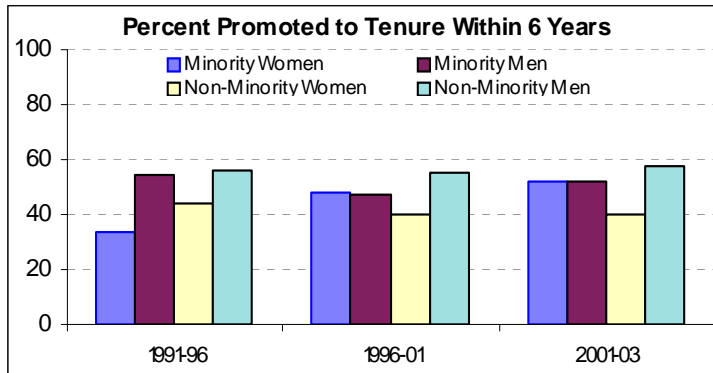
"Faculty Promotions to Tenure by Minority Status" (p. 34)

(continued)

Faculty Promotions to Tenure by Gender and Minority Status

Entering Cohort	Minority Women					Minority Men				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1991-96	18	6	33.3	8	44.4	42	23	54.8	29	69.0
1996-01	42	20	47.6	28	66.7	64	30	46.9	38	59.4
2001-03	21	11	52.4			31	16	51.6		
Average	27.0	12.3	45.7%	18.0	60.0%	45.7	23.0	50.4%	33.5	63.2%

Entering Cohort	Non-Minority Women					Non-Minority Men				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1991-96	110	48	43.6	69	62.7	186	104	55.9	134	72.0
1996-01	116	46	39.7	77	66.4	203	112	55.2	146	71.9
2001-03	55	22	40.0			103	59	57.3		
Average	93.7	38.7	41.3%	73.0	64.6%	164.0	91.7	55.9%	140.0	72.0%



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, Native American or Hispanic. Whites and those who choose not to report race or ethnicity are reported as non-minority. Seven faculty hired between 1993-94 and 1999-00 still held probationary appointments after nine years.

Source UW Madison Tenure file and IADS. Prepared by Senior Policy and Planning Analyst Margaret Harrigan, Office of Academic Planning and Analysis, for the Committee on Women in the University's 11 March 2009 meeting.