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ABSTRACT

This study, covering all 16 campuses of the University, is designed to determine if women are distributed across the academic levels in a similar pattern to their male colleagues; and if women's salaries in each level are comparable to the corresponding men's salaries. In the former case, both the actual headcount and the full-time equivalents (FTE) are presented for each unit. For salaries, the dollar difference between the average pay, converted to a 9-month equivalent, were calculated for each title in the department. Both persons and university units were excluded who were not engaged in teaching and/or research. Each unit begins with explanatory and summary highlights. An appendix follows containing the data sheets arranged alphabetically by department. The bulk of the data comes from the Madison Campus. Ten divisions are covered in which overall it was found that women are not distributed across the academic levels in a pattern similar to their male colleagues nor is their salary generally comparable to the corresponding male salary. Other units included the Milwaukee Campus, the Green Bay Complex, the Parkside Complex, the Center System, the University Extension and the Medical Center. The report urges further in-depth exploration of apparent inequities. (LR)

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Final Report on Status of Academic Women

HE002 620

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PREFACE

At the request of the Faculty Council, the Central University Office of Planning and Analysis undertook an exploratory study of the status of academic women at the University of Wisconsin. The study covers all 16 campuses of the University. The previous interim report dealt only with the College of Letters and Science and will occasionally be referred to for comparisons.

The study is designed to determine:

- a) If women are distributed across the academic levels in a similar pattern to their male colleagues; and
- b) If women's salaries in each level are comparable to the corresponding men's salaries.

This approach does not cover the many variables that affect salary and promotion such as degrees held, years of experience in the field, reputation, publications, age, and choice. However, it was felt that if consistent differences between women and their male colleagues were found in terms of academic title and financial rewards, then there might be sound basis upon which to explore further the possibility of discrimination. Therefore, the approach has been to gather hard data on academic title and salary for both sexes so that valid comparisons could be made.

METHODOLOGY

Using the 1969-70 University of Wisconsin Budget, Volume II, Staff Detail, the names, title, and salary of all the academic staff were recorded by department.

All 12-month salaries were converted to a nine-month equivalent, the common denominator. As the Budget Staff Detail does not indicate the sex of the employee, payroll files were used for this variable. However, some inaccuracies were found in the payroll sex categorizations, which resulted in a detailed review of names and recalculations so that the inaccuracies were rectified and the data were made reliable. Names whose gender was not readily apparent were double checked by calling the department offices.

Some notations should be made. Only filled positions were counted. These were reported on a headcount basis (actual numbers of bodies present) and on an FTE basis (full time equivalent). The former method shows numbers and the latter the uses of the numbers. For example, there may be two men and four women present in a particular department. However, if both men are full time and all the women are half time employees, then the FTE will show that the number of men and women, (as far as full time positions and salary are concerned), are the same. Where a headcount figure has a fraction, it indicates a split appointment. The individual may be in more than one department such as English in Letters and Science, and English at University Extension. In this way one avoids counting a particular individual more than one employee. Both the arithmetic mean and the median salaries were determined in each department by title and sex. The dollar difference between the average salaries (mean and median) of men and women were also calculated for each title in each department.

Excluded from this study were persons who were paid "No Salary" for teaching and/or research in a particular department. This would apply to an administrator who may also hold a professorship in his department but does not act in a professorial role. Also excluded were visiting academicians, as it was felt that there was not an on-going reciprocal interest between them and the University.

I. MADISON CAMPUS SUMMARY

Certain divisions on the Madison Campus were excluded from this study because they dealt primarily with a service, administered special programs, were geared toward maintenance or in the case of the Medical School, contained unique titles in the various positions which would not be comparable to the other divisions. The divisions excluded were:

- General Education Administration
- General Services
- Air Force Aerospace Studies
- Arboretum
- Intercollegiate Athletics
- Leadership and Need Scholarship Program
- Medical Center Administration
- Medical School
- Military Science
- Naval Science
- Physical Plant
- Physical Plant - Heating and Air Conditioning
- Psychiatric Institute
- Residence Halls
- Student Loans
- State Laboratory of Hygiene
- Summer Session
- University Health Service
- University Hospitals
- Veterans Books and Supplies
- Wisconsin Union
- Work-Study Program - Student

Included in this analysis are the following major divisions of the Madison Campus, University of Wisconsin:

- Agricultural and Life Science
- School of Business
- School of Education
- College of Engineering
- Graduate School
- Law School
- College of Letters and Science
- Library School
- School of Nursing
- School of Pharmacy

REPORTING THE DATA

Each division is arranged in the order listed on the previous page.

Following the summary pertaining to the individual division is an Appendix containing the data sheets. These data sheets are arranged alphabetically by department and are self explanatory. Some departments are large and varied and in these cases sub-department data sheets are included, following by the department totals. At the conclusion of the departmental data sheets is the summary sheet for the entire college or school. When an entire college or school is comprised of only one department by the same name, such as the School of Business, only the departmental summary sheet will be found.

The graphs which accompany some departmental data sheets in the College of Letters and Science illustrate the women's mean salary (always based on the FTE count) and median salary dollar differential compared to males for the same level. Obviously the graphs will only show those positions in which there is male and female representation at a particular level in the same department. The base line (0) indicates both the mean and the median male salary. The broad intervals are \$500 apart, and each line in between the large intervals represents \$100. The graphs should always be used in conjunction with their accompanying table so that one can see the numbers the graph represents.

WHAT DOES THE DATA SHOW?

The all campus summary tables will be limited to the levels of Professor, Associate Professor, Assistant Professor, and Instructor. The Professional, Scientific, and Specialist category is excluded as it is as varied in composition as are the departments. Nevertheless, the category of Professional, Scientific, and Specialist should not be ignored in follow-up studies.

Of the ten divisions included in this study, two, the School of Business and the School of Pharmacy have no women represented with the titles of Professor through Instructor.

A look at TABLE II shows that in general, the FTE percentage of women at a particular level in individual divisions generally remains constant or slightly exceeds the headcount percentage of women. A more detailed review reveals that the headcount and the FTE percentages remain constant at each academic level in the School of Nursing and in the Library School. In the College of Engineering and the Law School, (each having only one female representative in the levels of Professor - Instructor) the FTE percentage is less than the headcount, which indicates that in these two instances the women represented are not full-time staff. However, the College of Agriculture and Life Science shows a slight increase of the women's FTE percentage over the headcount percentage at each level except Assistant Professor; the College of Letters and Science shows a similar increase or constancy in the FTE percentage at each level excepting Instructor. The School of Education and the Graduate School show a consistent increase (or constancy) of the women's FTE percentage over the headcount at every level where women are present. In the totals for all ten divisions there is an increase or constancy in each title except Instructor.

This data would indicate that proportionately men have more fractional positions than women in the upper ranks but that there are more women than men at the title of Instructor who are fractional appointments.

Still referring to TABLE II, it would be worthwhile to see if there are consistent patterns in the distribution of women faculty that mirror the College of Letters and Science--that the percentage of women consistently decreases as the academic levels increase. Does this hold true for the other nine divisions?

We can immediately eliminate the Schools of Business and Pharmacy as they have no women on their academic staff. The School of Nursing should also be excluded as there is only one male on the staff. The Law School and the College of Engineering would have to be eliminated as there is only one academic woman above the level of Professional, Scientific, and Specialist on each of their respective staffs, which gives no grounds for comparison. For the remaining divisions, it is most difficult to find any consistent pattern. The College of Agriculture and Life Science follows the same pattern as the College of Letters and Science except that there is a large decrease in the percentage of women at the Associate Professor rank. The School of Education shows a fairly constant percentage of women faculty at the three Professorial ranks but with a large increase at the Instructor level. The pattern is reversed in the Graduate School. The Library School, which has no Professors, shows a decrease in the percentage of women at the Associate Professor rank in comparison with the Instructor level; the percentage of women at the Assistant Professor rank falls below them both. Therefore, it can be seen that there is not one consistent pattern to be seen in all divisions. The only generalizations which can be made are that the title of Instructor usually has the highest percentage of women and that when one views the combined totals for all ten divisions there is a consistent decrease in the percentage of women as the levels increase.

It would be fruitful to compare the percentage of academic women in the ten divisions of the Madison Campus to the national figures for public universities. The national data is supplied by the Fall, 1966 issue of Higher Education, published by the United States Department of Health, Education and Welfare. The percentages for the Madison Campus are on a headcount basis.



TABLE I
 THE PERCENTAGE OF ACADEMIC WOMEN BY LEVEL:
 MADISON CAMPUS COMPARED TO NATIONAL PUBLIC UNIVERSITIES

Title	Madison	National
PROFESSOR	4.8%	5.4%
ASSOCIATE PROFESSOR	6.8%	10.4%
ASSISTANT PROFESSOR	11.5%	14.8%
INSTRUCTOR	50.5%	30.5%
TOTAL	9.1%	14.0%

At every level excepting Instructor, the percentage of women faculty is below the national figures. The data in TABLE I also indicates that the Madison Campus employs women at the Instructor level well out of proportion to what would be expected. This is the lowest level and also the least remunerative. The statistics for the Madison campus look even less impressive considering that the national percentages are for 1966 and the Madison percentages for 1969. Considering the fact that the percentage of doctor's degrees awarded to women jumped in 1967 to 12% (1969 Handbook on Women Workers, p. 198) as opposed to 10% and 11% for most of the past 20 years, thus increasing the number of potential female applicants, indicates that further inquiry into the causes for the low percentage of women at the Assistant Professor rank is advisable.

There do not appear to be any dramatic patterns when viewing the raw numbers of faculty other than the scarcity of women in some divisions. Tables III and IV provide numerical summaries of the 10 divisions in this survey.



Table V provides a summary view of mean average salaries for men and women faculty in the ten divisions. Women earn less than their male colleagues at each title in each division with the exceptions of the Associate Professor rank in the Graduate School (where a .50 FTE woman is compared to 11.30 FTE males), the Instructor level in the Library School, and the Assistant Professor rank in Nursing. In these cases the women earn more than their male colleagues. It might be noted that at the rank of Professor the highest women's mean average salary of all the divisions falls below the lowest male average salary for the same rank.

For a more detailed analysis one must view the summaries for the individual divisions where unique elements in a particular division are discussed.

However, on the basis of the data reported in this over-all summary, it appears that women are not distributed across the academic levels in a pattern similar to their male colleagues nor is their salary generally comparable to the corresponding male salary.

In general, there is a scarcity of women at the professorial ranks and in top administrative positions. It is also generally true that as women increase in academic level, the dollar differential between them and their male colleagues increases. Further in-depth exploration of the apparent inequities does seem necessary.

TABLE II

PERCENTAGE OF WOMEN FACULTY IN TEN DIVISIONS

BY TITLE, HEADCOUNT, AND FTE

Madison Campus: 1969-70

DIVISION	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR		TOTAL	
	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE
College of Agriculture and Life Science	10.2%	10.3%	3.8%	3.9%	13.0%	12.4%	42.4%	45.5%	9.8%	9.7%
School of Business	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
School of Education	11.7%	11.8%	12.8%	13.0%	12.6%	12.6%	24.4%	25.9%	12.6%	12.7%
College of Engineering	.0%	.0%	.0%	.0%	2.7%	2.0%	.0%	.0%	.7%	.5%
Graduate School	3.2%	3.9%	3.2%	3.4%	1.4%	1.6%	.0%	.0%	2.7%	3.3%
Law School	3.6%	2.8%	.0%	.0%	.0%	.0%	.0%	.0%	3.0%	2.3%
College of Letters and Science	2.5%	2.5%	5.0%	5.1%	11.0%	11.1%	35.0%	31.4%	7.1%	6.9%
*Library School	.0%	.0%	33.3%	33.3%	19.1%	19.1%	50.0%	50.0%	26.4%	26.4%
School of Nursing	100.0%	100.0%	100.0%	100.0%	93.1%	93.1%	100.0%	100.0%	97.9%	97.9%
School of Pharmacy	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
TOTAL	4.8%	4.8%	6.8%	6.9%	11.5%	11.6%	50.5%	49.4%	9.1%	9.1%

* There are no faculty with the rank of Professor in the Library School.

TABLE III

MEN AND WOMEN FACULTY IN TEN DIVISIONS BY TITLE
HEADCOUNT

Madison Campus: 1969-70

DIVISION	PROFESSOR				ASSOCIATE PROFESSOR				ASSISTANT PROFESSOR				INSTRUCTOR				TOTAL			
	M	W	T	M	M	W	T	M	M	W	T	M	M	W	T	M	M	W	T	M
Agriculture & Life Science	140.70	16.06	156.76	56.23	2.25	58.48	54.81	8.23	63.04	1.36	1.00	2.36	253.10	27.54	280.64					
Business	25.76	--	25.76	5.37	--	5.37	31.50	--	31.50	1.00	--	1.00	63.63	--	63.63					
Education	65.27	8.67	73.94	35.23	5.17	40.40	47.42	6.86	54.28	3.26	1.05	4.31	151.18	21.75	172.93					
Engineering	73.66	--	73.66	36.48	--	36.48	36.50	1.00	37.50	2.00	--	2.00	148.64	1.00	149.64					
Graduate School	45.28	1.50	46.78	15.06	.50	15.56	23.22	.33	23.55	--	--	--	83.56	2.33	85.89					
Law School	27.00	1.00	28.00	2.50	--	2.50	1.50	--	1.50	.00	--	1.00	32.00	1.00	33.00					
Letters & Science	382.03	10.00	392.03	160.35	8.52	168.87	241.50	29.91	274.41	13.45	38.45	808.88	61.88	870.76						
Library School	--	--	--	2.00	1.00	3.00	12.72	3.00	15.72	2.00	2.00	4.00	16.72	6.00	22.72					
Nursing	--	1.32	1.32	--	5.53	5.53	.75	10.07	10.82	--	18.91	18.91	.75	35.83	36.58					
Pharmacy	7.94	--	7.94	3.30	--	3.30	5.21	--	5.21	--	--	--	16.45	--	16.45					
*Total	767.64	38.55	806.19	316.52	22.97	339.49	455.13	59.40	514.53	35.62	36.41	72.03	1574.91	157.33	1732.24					

*The School of Nursing accounts for:
 Women Professors 3.4%
 Women Associate Professors 24.1%
 Women Assistant Professors 17.0%
 Women Instructors 51.9%
 Total Academic Women in Ten Divisions 22.8%

TABLE IV
MEN AND WOMEN FACULTY IN TEN DIVISIONS, BY TITLE

FTE
Madison Campus: 1969-70

DIVISION	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Agriculture & Life Science	140.34	16.06	156.40	56.06	2.25	58.31	54.81	7.73	62.54	1.20	1.00	2.20	252.41	27.04	279.45
Business	24.76	--	24.76	5.37	--	5.37	31.50	--	31.50	1.00	--	1.00	62.63	--	62.63
Education	64.77	8.67	73.44	34.73	5.17	39.90	47.42	6.86	54.28	3.01	1.05	4.06	149.93	21.75	171.68
Engineering	73.24	--	73.24	36.48	--	36.48	36.50	.75	37.25	2.00	--	2.00	148.22	.75	148.97
Graduate School	36.80	1.50	38.30	11.30	.50	11.80	19.87	.33	20.20	--	--	--	67.97	2.33	70.30
Law School	26.25	.75	27.00	2.50	--	2.50	1.50	--	1.50	1.00	--	1.00	31.25	.75	32.00
Letters & Science	374.26	9.50	383.76	158.55	8.52	167.07	238.21	29.91	268.12	25.00	11.45	36.45	796.02	59.38	855.40
Library School	--	--	--	2.00	1.00	3.00	12.72	3.00	15.72	2.00	2.00	00	16.72	5.00	22.72
Nursing	--	1.32	1.32	--	5.53	5.53	.75	10.07	10.32		18.91	3.91	.75	35.83	36.58
Pharmacy	7.94	--	7.94	3.30	--	3.30	5.21	--		--	--	--	16.45	--	16.45
Total	748.36	37.80	786.16	310.29	22.97	333.26	448.49	58.65	507.14	35.21	34.41	69.62	1542.35	153.83	1696.18

TABLE V

MEAN AVERAGE SALARIES OF FACULTY BY DIVISION, TITLE AND SEX

Madison Campus: 1969-70

DIVISION	TITLES							
	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR	
	Men	Women	Men	Women	Men	Women	Men	Women
Agriculture & Life Science	17,971	16,489	13,298	12,327	11,351	10,410	9,833	8,500
Business	19,057	--	15,933	--	13,613	--	12,250	--
Education	18,573	16,500	13,436	12,770	11,483	11,477	9,265	9,007
Engineering	18,946	--	13,903	--	12,117	12,060	7,450	--
Graduate School	20,229	17,967	14,074	15,464	11,493	10,800	--	--
Law	21,080	15,900	14,970	--	16,233	--	8,509	--
Letters and Science	19,598	16,184	13,423	12,265	11,059	10,840	9,249	8,886
Library	--	--	14,866	11,693	11,065	9,486	8,313	8,791
Nursing	--	16,811	--	12,601	10,100	11,289	--	8,729
Pharmacy	18,570	--	14,356	--	12,055	--	--	--

Note: The School of Business and the School of Pharmacy do not have women employed at any of the levels of Professor - Instructor.

II. COLLEGE OF AGRICULTURAL AND LIFE SCIENCES

A total of 30 departments are represented in this college. Of this total, 20 departments have no women on the academic staff while the remaining 10 departments show women represented at some academic level. There are no women in the category of Administration.

Following is a broad view of academic women in the College of Agricultural and Life Science. Data for the individual departments can be seen in the collection of data sheets in Appendix A.

Table I
PERCENT OF TOTAL COLLEGE MEMBERSHIP
REPRESENTED BY WOMEN (BY TITLE)
 Madison: College of Agricultural and Life Sciences
 University of Wisconsin
 1969-70

Title	Percent Women are of Total Membership Headcount	FTE
Professor	10.2%	10.3%
Associate Professor	3.8%	3.9%
Assistant Professor	13.0%	12.4%
Instructor	42.4%	45.5%
Administration	0.0%	0.0%
Professional, Scientific, and Specialist	22.2%	21.0%
Total for Agriculture and Life Science (All titles)	11.5%	11.2%

Table II
NUMBER OF WOMEN (BY TITLE)
Madison: College of Agricultural and Life Sciences
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	16.06	16.06
Associate Professor	2.25	2.25
Assistant Professor	8.23	7.73
Instructor	1.00	1.00
Administration	.0	.0
Professional, Scientific, & Specialist	10.82	9.98
Total for Agriculture and Life Science	38.36	37.02

Table III
DOLLAR DIFFERENTIAL* OF ACADEMIC WOMEN (BY TITLE)
Madison: College of Agricultural and Life Sciences
University of Wisconsin
1969-70

Title	Dollar Differential
Professor	-1,482
Associate Professor	- 951
Assistant Professor	- 941
Instructor	-1,333
Professional, Scientific, & Specialist	-1,653

* Based upon academic year mean salaries and includes departments where both sexes are not represented.

At first glance, the women in the College of Agricultural and Life Science would seem to fare better than their female colleagues in the College of Letters and Science. Although the percentage of women in the totals of both colleges are roughly equal there is a significant increase in the percentage of women at the Professorial rank in the College of Agricultural and Life Science. There is a minor increase at the Assistant Professor and Instructor levels and a decrease at the Associate Professor and Professional, Scientific, and Specialist levels when compared to the College of Letters and Science.

However, it is worth noting that the School of Family Resources and Consumer Science is included in the College of Agricultural and Life Science. If this traditionally "women's field" is excluded from the statistics, the College of Agricultural and Life Science takes on a different appearance. (Table IV)

Table IV

A VIEW OF THE ACADEMIC MEMBERSHIP OF THE COLLEGE OF AGRICULTURAL AND LIFE SCIENCE WITH THE SCHOOL OF FAMILY RESOURCES INCLUDED AND EXCLUDED

Madison Campus, University of Wisconsin 1969-70

Title	Headcount							
	Included				Excluded			
	M	W	T	% Women	M	W	T	% Women
Professor	140.70	16.06	156.76	10.2	140.43	6.17	146.60	4.2
Associate Professor	56.23	2.25	58.48	3.8	56.23	.25	56.48	.4
Assistant Professor	54.81	8.23	63.04	13.0	54.33	1.50	55.83	2.7
Instructor	1.36	1.00	2.36	42.4	1.36	.00	1.36	.0
Administrator	4.98	.00	4.98	.0	4.38	.00	4.38	.0
Professional, Scientific, and Specialist	37.99	10.82	48.81	22.2	37.99	7.82	45.81	17.1
Total	296.07	38.36	334.43	11.5	294.72	15.74	310.46	5.1
F.T.E.								
Professor	140.34	16.06	156.40	10.3	140.09	6.17	146.26	4.2
Associate Professor	56.06	2.25	58.31	3.9	56.06	.25	56.31	.4
Assistant Professor	54.81	7.73	62.54	12.4	54.33	1.50	55.83	2.7
Instructor	1.20	1.00	2.20	45.5	1.20	.00	1.20	.0
Administrator	4.93	.00	4.93	.0	4.38	.00	4.38	.0
Professional, Scientific, and Specialist	37.49	9.98	47.47	21.0	37.49	6.98	44.47	15.7
Total	294.83	37.02	331.85	11.2	293.55	14.90	308.45	4.8



It can be seen that by merely excluding one traditionally "women's area" the numbers and percentages of women's representation changes dramatically. The numbers and percentages of women is greatly reduced and this is seen especially at the professorial ranks. Further, it is worth noting that even in the School of Family Resources and Consumer Science, where males are in the minority, the mean salary for males exceeds that of their female colleagues at every level where both sexes are represented and that a man holds the only position with the title of Administration. If one compares the women's mean salary in the School of Family Resources and Consumer Science with the mean salary of their male colleagues in the College of Agricultural and Life Science, the discrepancy in dollar differential increases even more.

The College of Agricultural and Life Science does seem to follow the pattern of the College of Letters and Science in that in all but one department the women's dollar differential is significantly below that of the males at each level. Women are relatively concentrated in the School of Family Resources and Consumer Science. Their distribution across the academic levels is scattered. When the School of Family Resources and Consumer Science is included in the Agricultural and Life Science totals, the percentage of women represented generally decreases as the level increases. When it is excluded: (1) the percentage of women at the professorial ranks is significantly decreased but not in the general pattern of decreasing as the ranks get higher; (2) one half of the women are in the Professional, Scientific, and Specialist category. Therefore, the sample of women in the three professorial ranks is quite small and defies generalizations.

APPENDIX A

Data for the College of Agriculture and Life Science
Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison
 College or School Ag. & Life Science
 Department Admin- Office of Dean & Dir.
 Department Code 2-04-0300

A-1

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Female	Male	Total	Female	Male	Total	Female	Male	Total
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.	2.35		2.35	2.35	2.35	2.35	22,453	22,453	22,453						
Prof. Sci. & Spec.															
Total	2.35		2.35	2.35	2.35	2.35	22,453	22,453	22,453						

STATUS OF WOMEN STUDY

Campus Madison
 College or School Ag. & Life Science
 Department Admin-Resident Instruction
 Department Code 2-04-1000

A-2

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.	.67		.67	.67		.67	11,045			11,045	11,045			11,045
Instr.	1.00		1.00	1.00		1.00	10,309			10,309	10,309			10,309
Admin.	1.33		1.33	1.33		1.33	18,947			18,947	18,613			18,613
Prof. Sci. & Spec.	.07		.07	.07		.07	17,836			17,836	17,836			17,836
Total	3.07		3.07	3.07		3.07	14,383			14,383	14,383			14,383

STATUS OF WOMEN STUDY

Campus Madison

College or School Ag. & Life Science

Department Admin - Wis. Experimental Station

Department Code 2-04-1200

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
24														
Prof.														
ASSOC. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	1.82		1.82	1.82		1.82	13,444			13,444	13,444			13,444
Total	1.82		1.82	1.82		1.82	13,444			13,444	13,444			13,444

STATUS OF WOMEN STUDY

MADISON

Campus

College or School AGRICULTURE & LIFE SCI.

Department AGRONOMY

Department Code 2-04-1500

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	6.03	1.00	7.03	6.03	1.00	7.03	17,002	18,736	+ 1,714	17,255	16,036	18,736	+ 270	
Assoc. Prof.	2.00		2.00	2.00		2.00	11,945			11,945	11,945			
Asst. Prof.	7.00		7.00	7.00		7.00	11,179			11,179	11,536			
Instr.														
Admin.														
Prof. Sci. & Spec.	2.00		2.00	2.00		2.00	7,184			7,184	7,184			
Total	17.03	1.00	18.03	17.03	1.00	18.03	12,869	18,736	+ 5,867	13,190				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department BACTERIOLOGY
 Department Code 2-04-1800

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	5.62	1.00	6.62	5.62	1.00	6.62	22,821	18,327	22,142	- 4,494	22,868	18,327	22,142	- 4,541
Assoc. Prof.	4.00		4.00	4.00		4.00	13,909		13,909		13,991			
Asst. Prof.	2.83		2.83	2.83		2.83	11,823		11,823		11,667			
Instr.														
Admin.														
Prof. Sci. & Spec.	.83	.82	1.65	.83	.82	1.65	5,973	6,545	6,257	+ 572	5,973	6,545	6,257	+ 572
Total	13.28	1.82	15.10	13.28	1.82	15.10	16,740	13,019	16,292	- 3,721	16,292			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGR. & LIFE SCI.
 Department BIOCHEMISTRY
 Department Code 2-04-2100

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof.	12.81		12.81	12.81	18,783		18,783	18,638				
Assoc. Prof.	1.52		1.52	1.52	15,763		15,763	15,810				
Asst. Prof.	2.00		2.00	2.00	12,805		12,805	12,805				
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	16.33		16.33	16.33	17,770		17,770	17,770				17,770

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department DAIRY PLANT
 Department Code 2-04-2700

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.													
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	6,423			6,423	6,423		
Total	1.00		1.00	1.00		1.00	6,423			6,423	6,423		

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGR. & LIFE SCI.
 Department DAIRY SCIENCE
 Department Code 2-04-3000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	2.91		2.91	2.91		2.91	18,128			18,128	18,614			
Assoc. Prof.	3.95		3.95	3.95		3.95	12,817			12,817	12,457			
Asst. Prof.	3.18		3.18	3.18		3.18	11,154			11,154	11,209			
Instr.														
Admin.														
Prof. Sci. & Spec.	5.50		5.50	5.50		5.50	7,223			7,223	7,184			
Total	15.54		15.54	15.54		15.54	11,491			11,491				

Campus MADISON

College or School AGRI. & LIFE SCI.

Department ECONOMICS (AGRICULTURAL)

Department Code 2-04-3300

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
30	11.20		11.20	11.20		11.20	17,817			17,817	16,936		
Prof.	3.71		3.71	3.71		3.71	13,855			13,855	13,418		
Assoc. Prof.	1.74		1.74	1.74		1.74	11,869			11,869	11,885		
Instr.													
Admin.													
Prof. Sci. & Spec.		1.00	1.00		.66	.66		7,181		7,181		7,181	
Total	16.65	1.00	17.65	16.65	.66	17.31	16,312	7,181	- 9,131	15,964			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department EDUCATION (AG. & EXT.)
 Department Code 2-04-3600

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	2.64		2.64	2.64		2.64	18,273			18,273	18,818		
Assoc. Prof.	1.13	.25	1.38	1.13	.25	1.38	12,689	12,027	662	12,569	13,116	12,027	- 1,089
Asst. Prof.	2.29		2.29	2.29		2.29	11,593			11,593	11,045		
Instr.													
Admin.													
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	10,000			10,000	10,000		
Total	7.06	.25	7.31	7.06	.25	7.31	14,041	12,027	- 2,014	13,972			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department ENGINEERING (AGRI.)
 Department Code 2-04-3900

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	2.63		2.63	2.63		2.63	18,768			18,768	18,491			
Assoc. Prof.	3.90		3.90	3.90		3.90	13,891			13,891	13,745			
Asst. Prof.	1.00		1.00	1.00		1.00	12,191			12,191	12,191			
Instr.														
Admin.														
Prof. Sci. & Spec.	.50		.50	.50		.50	6,226			6,226	6,226			
Total	8.03		8.03	8.03		8.03	14,799			14,799	14,799			

STATUS OF WOMEN STUDY

MADISON

Campus

College or School AGRI. & LIFE SCI.

Department ENTOMOLOGY

Department Code 2-04-4200

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	11.95		11.95	11.95		11.95	16,809				16,809	16,527		
Assoc. Prof.	2.72		2.72	2.72		2.72	12,554				12,554	12,498		
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	4.09		4.09	4.09		4.09	6,171				6,171	5,727		
Total	18.76		18.76	18.76		18.76	13,873				13,873			

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STATUS OF WOMEN STUDY

Campus MADISON

College or School AGRI. & LIFE SCI.

Department FOOD SCI. & INDUSTRIES

Department Code 2-04-4600

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total								
3 4 Prof.	5.53	1.91	7.44	5.53	1.91	7.44	18,524	17,657	18,301	- 867	18,301	18,655	17,632	- 1,023
Assoc. Prof.	4.72		4.72	4.72		4.72	13,674		13,674		13,674	13,500		
Asst. Prof.	2.59		2.59	2.59		2.59	9,475		9,475		9,475	10,244		
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	12.84	1.91	14.75	12.84	1.91	14.75	14,916	17,657	15,271	+2,741	15,271			

STATUS OF WOMEN STUDY

Campus MADISON

College of School AGRI. & LIFE SCI.

Department FOOD RESEARCH INSTITUTE

Department Code 2-04-4700

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	1.87		1.87	1.87		1.87	17,437			17,437	17,468			
Assoc. Prof.	1.00		1.00	1.00		1.00	13,664			13,664	13,664			
Asst. Prof.	2.41		2.41	2.41		2.41	11,297			11,297	11,127			
Instr.														
Admin.														
Prof. Sci. & Spec.	.25		.25	.25		.25	23,727			23,727	23,727			
Total	5.53		5.53	5.53		5.53	14,363			14,363				



Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department GENETICS
 Department Code 2-04-5400

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	7.31		7.31	7.14		7.14	19,565			19,565	19,432			
ASSOC. Prof.	1.00		1.00	1.00		1.00	14,114			14,114	14,114			
Asst. Prof.	2.00		2.00	2.00		2.00	12,639			12,639	12,866			
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	10.31		10.31	10.14		10.14	17,549			17,649				

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Campus Madison

College or School Ag. & Life Science

Department School Family Resources & Consumer Science

Department Code 2-04-57

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	.27	9.89	10.16	.25	9.89	10.14	20,045	15,908	-4,137	16,010	20,045	15,745	-4,300	
Assoc. Prof.		2.00	2.00		2.00	2.00		12,387		12,387		12,387		
Asst. Prof.	.48	6.73	7.21	.48	6.23	6.71	10,923	10,437	-486	10,472	10,437	10,000	-437	
Instr.		1.00	1.00		1.00	1.00		8,500		8,500		8,500		
Admin.	.60		.60	.55		.55	20,045			20,045	20,045			
Prof. Sci. & Spec.		3.00	3.00		3.00	3.00		7,917		7,917		7,950		
Total	1.35	22.62	23.97	1.28	22.12	23.40	16,565	12,635	-3,930	12,849				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department HORTICULTURE
 Department Code 2-04-6000

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total		
	Male	Female	Total	Male	Female	Total									
Prof.	7.11		7.11	7.11		7.11	16,593			16,593					
Assoc. Prof.	3.16		3.16	3.16		3.16	12,204			12,204					
Asst. Prof.	2.66		2.66	2.66		2.66	11,216			11,216					
Instr.															
Admin.															
Prof. Sci. & Spec.	4.00		4.00	4.00		4.00	6,415			6,415			6,550		
Total	16.93		16.93	16.93		16.93	12,524			12,524					

STATUS OF WOMEN STUDY

Campus MADISON

College or School AG. & LIFE SCIENCES

Department INTERNATIONAL AG. PROGRAMS

Department Code 2-04-6200

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.	1.00		1.00	1.00		1.00	10,636			10,636	10,636				
Instr.															
Admin.															
Prof. Sci. & Spec.	1.70		1.70	1.70		1.70	19,757			19,757	19,187				
Total	2.70		2.70	2.70		2.70	16,379			16,379	16,379				

STATUS OF WOMEN STUDY



Campus MADISON
 College or School AG. & LIFE SCI.
 Department JOURNALISM (AG)
 Department Code 2-04-6300

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	2.78	.26	3.04	2.78	.26	3.04	15,886	15,022	15,812	- 864	15,431	15,022	15,226	- 409
Assoc. Prof.	.67		.67	.67		.67	12,027		12,027		12,027		12,027	
Asst. Prof.	2.26		2.26	2.26		2.26	11,032		11,032		10,391		10,391	
Instr.	.36		.36	.20		.20	7,451		7,451		7,451		7,451	
Admin.														
*Prof. Sci. & Spec.	.60		.60	.60		.60	10,718		10,718		10,718		10,718	
Total	6.67	.26	6.93	6.51	.26	6.77	13,074	15,022	13,143	+ 1,948	13,143	15,022	13,143	

*All statistics refer to employment as a Lecturer

Campus MADISON
 College or School AG. & LIFE SCI.
 Department LAND TENURE CENTER
 Department Code 2-04-6400

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	.76		.76	.76		.76	17,537			17,537	16,378		
Assoc. Prof.	1.50		1.50	1.50		1.50	13,292			13,292	13,557		
Asst. Prof.	.96		.96	.96		.96	12,068			12,068	12,068		
Instr.													
Admin.													
Prof. Sci. & Spec.	3.00	6.00	9.00	2.50	5.50	8.00	6,669	5,661	- 1,008	5,976	6,218	4,870	- 1,348
Total	6.22	6.00	12.22	5.72	5.50	11.22	10,756	5,661	- 5,095	8,258			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department LIBRARY (AG)
 Department Code 2-04-6600

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.	1.00		1.00	1.00		1.00	14,236			14,236				
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.00		1.00	1.00		1.00	14,236			14,236				

STATUS OF MEN STUDY

Campus MADISON

College or School AG. & LIFE SCI.

Department MEAT AND ANIMAL SCIENCE

Department Code 2-04-6900

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	6.94		6.94	6.94		6.94	16,581			16,581	16,896			
Assoc. Prof.	3.11		3.11	3.11		3.11	13,735			13,735	13,336			
Asst. Prof.	2.72		2.72	2.72		2.72	11,000			11,000	11,291			
Instr.														
Admin.														
Prof. Sci. & Spec.	2.72		2.72	2.72		2.72	7,257			7,257	7,159			
Total	15.49		15.49	15.49		15.49	13,392			13,392				

STATUS OF WOMEN STUDY

Campus Madison

College or School Ag. & Life Science

Department School of Natural Resources

Department Code 2-04-73

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	6.68		6.68	6.68		6.68	17,703				17,703	17,453			
Assoc. Prof.	7.69		7.69	7.69		7.69	13,103				13,103	13,304			
Asst. Prof.	3.37		3.37	3.37		3.37	11,242				11,242	11,004			
Instr.															
Admin.	.70		.70	.70		.70	22,091				22,091	22,091			
Prof. Sci. & Spec.															
Total	18.44		18.44	18.44		18.44	14,771				14,771				

STATUS OF WOMEN STUDY

Campus MADISON

College or School AG. & LIFE SCI.

Department NUTRI. SCI. - GENERAL

Department Code 2-04-7400

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male									Female
Prof.	2.01	2.00	4.01	1.84	2.00	3.84	19,149	16,393	-2,756	17,713	18,458	16,393	-2,065
Assoc. Prof.	1.50		1.50	1.33		1.33	13,656			13,656	14,032		
Asst. Prof.	1.40	.50	1.90	1.40	.50	1.90	11,332	11,332		11,332	11,639	11,332	-307
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	4.91	2.50	7.41	4.57	2.50	7.07	15,156	15,381	+ 225	15,235			

STATUS OF WOMEN STUDY

Campus MADISON

College or School AG. & LIFE SCI.

Department PLANT PATHOLOGY - GENERAL

Department Code 2-04-75

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.F.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	14.60		14.60	14.60		14.60	17,173			17,173	17,018		
Assoc. Prof.	1.00		1.00	1.00		1.00	13,631			13,631	13,631		
Asst. Prof.	2.00		2.00	2.00		2.00	11,536			11,536	11,536		
Instr.													
Admin.													
Prof. Sci. & Spec.	4.91		4.91	4.91		4.91	6,294			6,294	6,308		
Total	22.07		22.07	22.07		22.07	14,320			14,320			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department POULTRY SCIENCE
 Department Code 2-04-7800

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	3.78		3.78	3.78		3.78	17,548			17,548	17,264			
Assoc. Prof.														
Asst. Prof.	1.10		1.10	1.10		1.10	10,621			10,621	10,739			
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	4.88		4.88	4.88		4.88	15,987			15,987				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department SOCIOLOGY (RURAL)
 Department Code 2-04-8400

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Female	Male	Total
	Male	Female	Total	Male	Female	Total							
Prof.	4.60		4.60	4.60		4.60	18,738	18,738			18,573		
Assoc. Prof.	.67		.67	.67		.67	14,400	14,400			14,400		
Asst. Prof.	1.54		1.54	1.54		1.54	12,013	12,013			11,864		
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	6.81		6.81	6.81		6.81	16,790	16,790			16,790		

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department SOILS
 Department Code 2-04-8600

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	9.78		9.78	9.78		9.78	18,275			18,275		16,282		
Assec. Prof.	4.43		4.43	4.43		4.43	12,251			12,251		11,999		
Asst. Prof.	1.12		1.12	1.12		1.12	10,532			10,532		10,420		
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	15.33		15.33	15.33		15.33	15,969			15,969				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department UNIV. EXP. FARMS
 Department Code 2-04-8900

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof.	2.37		2.37		15,442			15,442	15,505			
Assoc. Prof.	1.85		1.85		13,514			13,514	13,475			
Asst. Prof.	3.85		3.85		10,472			10,472	10,626			
Instr.												
Admin.												
Prof. Sci. & Spec.	4.00		4.00		9,413			9,413	6,599			
Total	12.07		12.07		11,563			11,563				



STATUS OF WOMEN STUDY

Campus Madison
 College or School Ag. & Life Science
 Department Totals
 Department Code 2-04

A-51 ✓

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
57 2 Prof.	140.70	16.06	156.76	140.34	16.06	156.40	17,971	16,489	17,818	-1,482				
Assoc. Prof.	56.23	2.25	58.48	56.06	2.25	58.31	13,298	12,347	13,261	- 951				
Asst. Prof.	54.81	8.23	63.04	54.81	7.73	62.54	11,351	10,410	11,234	- 941				
Instr.	1.36	1.00	2.36	1.20	1.00	2.20	9,833	8,500	9,227	-1,333				
Admin.	4.98		4.98	4.93		4.93	21,179		21,179					
Prof. Sci. & Spec.	37.99	10.82	48.81	37.49	9.98	47.47	8,165	6,512	7,817	-1,653				
Total	296.07	38.36	334.43	294.83	37.02	331.85	14,617	12,065	-2,552					

III. SCHOOL OF BUSINESS

In the School of Business women are represented only at the Professional, Scientific, and Specialist level. There are no female Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, nor any women at the Administrative level.

The following table shows the percent of women in the School of Business.

PERCENT OF SCHOOL OF BUSINESS MEMBER REPRESENTED
BY WOMEN (BY TITLE)

Madison: School of Business, University of Wisconsin
1969-70

Title	Percentage of Women	
	Headcount	FTE
Professor	0%	0%
Associate Professor	0%	0%
Assistant Professor	0%	0%
Instructor	0%	0%
Professional, Scientific & Specialist	30.0%	28.7%
Total for School of Business (all titles)	4.0%	4.1%

The details of the numbers of women and the dollar differential can be seen by referring to Appendix A.

APPENDIX A

Data for the School of Business

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus MADISON
 College or School BUSINESS
 Department BUSINESS
 Department Code 2-12-2000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Female	Male	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	25.76		25.76	24.76		24.76	19,057		19,057		19,223			
Assoc. Prof.	5.37		5.37	5.37		5.37	15,933		15,933		15,845			
Asst. Prof.	31.50		31.50	31.50		31.50	13,613		13,613		13,385			
Instr.	1.00		1.00	1.00		1.00	12,250		12,250		12,250			
Admin.	1.20		1.20	1.20		1.20	21,876		21,876		21,446			
*Prof. Sci. & Spec.	7.00	3.00	10.00	5.61	3.00	8.61	14,094	7,400	-6,694	11,761	15,000	6,382	-8,618	
Total	71.83	3.00	74.83	69.44	3.00	72.44	15,895	7,400	-8,495	15,543				

*The data includes 2.00 (headcount) and 1.8 (FTE) males employed as Lecturers.

IV. SCHOOL OF EDUCATION

Women are employed in 15 of the 21 departments in the School of Education. Six departments employ men only; two departments employ women only. Four departments among those employing women have men in the upper levels but women only in the Professional, Scientific, and Specialist category.

Department by department data is contained in Appendix A. Tables for the entire School of Education are reproduced below.

TABLE I
PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: School of Education
University of Wisconsin

1969-70

Title	Percent Women are in Total Membership	
	Headcount	FTE
Professor	11.7%	11.8%
Associate Professor	12.8%	13.0%
Assistant Professor	12.6%	12.6%
Instructor	24.4%	25.9%
Administration	0%	0%
Professional, Scientific, and Specialist	45.2%	42.7%
*Lecturer	77.8%	83.0%
Total for Education (all titles)	20.4%	19.2%

*Lecturers were culled from the Professional, Scientific, and Specialist category, the "catch-all" category. Please note that Lecturers are included in the Professional, Scientific, and Specialist figures.



TABLE II
NUMBER OF WOMEN (BY TITLE)
Madison: School of Education
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	8.67	8.67
Associate Professor	5.17	5.17
Assistant Professor	6.86	6.86
Instructor	1.05	1.05
Administration	0	0
Professional, Scientific, and Specialist	25.38	25.38
*Lecturer	7.00	6.50
Total for Education (all titles)	47.13	42.96

*See note at bottom of TABLE I

TABLE III
DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
Madison: School of Education
University of Wisconsin
1969-70

Title	Dollar Differential
Professor	-2073
Associate Professor	- 666
Assistant Professor	- 6
Instructor	- 258
Professional, Scientific, and Specialist	-2073

The School of Education is unlike the College of Letters and Science in that women are fairly uniformly distributed in the professorial ranks in percentages, and form a higher percentage of the Professor, Associate Professor, Assistant Professor, and Lecturer positions than do women in Letters and Sciences. As is true in Letters and Sciences, however, there is a positive correlation between increase in level and increased discrepancy in dollar differential, though that discrepancy is smaller in the School of Education than in the College of Letters and Sciences.

A closer examination of the data reveals some interesting characteristics of the School. Physical Education is included in the School and accounts for nearly all the female full Professors. When the Physical Education departments, Women's Physical Education, Professional and Basic, Men's Physical Education, Professional and Basic, the Nielson Tennis Stadium, and the Intramural Recreation Program are removed from the School of Education statistics--departments which offer a program distinctly different from those offered elsewhere in the School--the percentages and numbers change in a noteworthy way.

TABLE IV
PERCENTAGE OF SCHOOL MEMBERSHIP REPRESENTED BY WOMEN,
EXCLUSIVE OF THE DEPARTMENTS OF PHYSICAL EDUCATION (BY TITLE)

Title	Headcount		FTE	
	Number	Percent	Number	Percent
Professor	1.67	2.7%	1.67	2.8%
Associate Professor	1.67	5.0%	1.76	5.1%
Assistant Professor	3.86	9.1%	3.86	9.1%
Instructor	1.05	34.4%	1.05	34.4%
Professional, Scientific, & Specialist	20.28	43.9%	16.11	40.4%
*Lecturer	1.90	48.7%	1.40	51.3%
Total (All titles)	28.53	15.1%	24.36	13.4%

*See note to Table I

Table IV shows the very close correspondence between the level by level percentages of women in Letters and Sciences and in those departments of the School of Education concerned with Administration, Art, and the training of future public educators. We may now say of these revised statistics that as the academic level gets higher, the percentages of women at each level decrease.

A number of special features of the School of Education seem significant. Looking again at the Physical Education departments, in which women at the rank of Professor are concentrated, we find that female Professors in Women's Physical Education make better than \$300 more on the mean average than their male counterparts in the Men's Physical Education departments. On the other hand, the female full Professors who hold appointments in Men's Physical Education average less than do male full Professors in Men's Physical Education, and a comparison of men and women in Women's Physical Education and Men's Physical Education departments reveals that the mean salary for women is lower than for men at all levels other than Professor. See Appendix A.14 and A.16 for exceptions at the Assistant Professor level.

In the Professional, Scientific, and Specialist category, we find a tendency among departments employing both men and women for women to hold the lower paid Specialist positions, only occasionally to hold better paying jobs in lesser administrative positions, and never to hold the high paying directorships of centers, bureaus, and projects. This generally accounts for the large dollar differential between the mean salaries of men and women at the Professional, Scientific, and Specialist level.

Though public school teaching has been traditionally a "woman's field,"* we find that the staffs responsible for training public school teachers at the University of Wisconsin are predominantly male. In the Administration of the School of Education, the Dean, Associate and Assistant Deans, and Assistants to the Dean are men. The sole woman who holds an academic appointment in the Administration is a Specialist. In the department concerned with the provision of teacher training, the Department of Curriculum and Instruction, 9.7% of those holding the positions of Lecturer, Instructor, and above are women.

*1969 Handbook on Women Workers, Women's Bureau, United State Department of Labor, Bulletin 294, p. 96. Note that 86% of all Teachers (elementary school) and 47% of all Teachers (secondary school) are women in the United States.

APPENDIX A

Data for the School of Education

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison
 College or School Education
 Department Administration
 Department Code 2-17-0500

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total									
Prof.	.50		.50	.50		.50	17182			17182		17182			17182
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.	2.50		2.50	2.50		2.50	21895			17182	21600				21600
Prof. Sci. & Spec.	4.00	1.00	5.00	3.90	.50	4.40	14038	13091	--947	13931	12272	13091	+819		13091
Total	7.00	1.00	8.00	6.90	.50	7.40	17113	13091	-4022	16841					

STATUS OF WOMEN STUDY

Campus MADISON

College or School EDUCATION

Department ART

Department Code 2-17-1000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	10.25	.50	10.75	9.75	.50	10.25	17,464	15,100	-2,364	17,348	17,570	15,100	-2,470	
Assoc. Prof.	11.17		11.17	11.17		11.17	12,353			12,357	12,000			
Asst. Prof.	7.00		7.00	7.00		7.00	9,979			9,979	10,000			
Instr.														
Admin.														
* Prof. Sci. & Spec.	1.00		1.00	.33		.33	9,090			9,043	9,090			
Total	29.42	.50	29.92	28.25	.50	28.75	13,490	15,100	+1,610	13,518				

* Lecturer only

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department CLINICAL EXP. FOR TEACHERS
 Department Code 2-17-1200

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof.												
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.	4.00		4.00	3.55	3.55	8,568	8,568	7,773				
Total	4.00		4.00	3.55	3.55	8,568	8,568					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department COUNS. & GUIDANCE
 Department Code 2-17-1600

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.	5.00		5.00	5.00		5.00	18,654			18,654	19,000				
Assoc. Prof.	1.00		1.00	1.00		1.00	15,170			15,170	15,170				
Asst. Prof.	1.00		1.00	1.00		1.00	12,069			12,069	12,069				
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00	4.00	5.00	1.00	2.00	3.00	10,300	6,725	-3,575	7,917	10,300	6,600		-3,700	
Total	8.00	4.00	12.00	8.00	2.00	10.00	17,351	6,725	-10,626	14,425					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department CURR. & INST.
 Department Code 2-17-2000

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	14.98	.17	15.15	14.98	.17	15.15	18,389	17,400	18,378	- 989	17,050	17,400	17,400 + 350
Assoc. Prof.	7.36	.67	8.03	7.36	.67	8.03	13,459	12,060	13,350	-1,399	13,200	12,660	12,660 -1,160
Asst. Prof.	10.65	1.53	12.18	10.65	1.53	12.18	12,029	10,857	11,882	-1,172	11,550	11,000	11,000 - 550
Instr.	1.00	1.05	2.05	1.00	1.05	2.05	8,000	9,007	8,516	+1,007	8,000	8,975	8,975 + 975
Admin.													
Prof. Sci. & Spec.	1.50	.40	1.90	1.50	.40	1.90	10,373	10,500	10,400	+ 127	9,409	10,500	10,500 +1,091
Total	35.49	3.82	39.31	35.49	3.82	39.31	14,826	10,752	14,438	-4,074			

*Lecturers .50 .40 .90 .50 .40 .90

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department ED. ADMINISTRATION
 Department Code 2-17-2300

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	11.00	1.00	12.00	11.00	1.00	12.00	19,935	17,260	19,570	-2,675	18,704	17,260	17,260	-1,444
Assoc. Prof.	2.00		2.00	2.00		2.00	16,175		16,175		13,850			
Asst. Prof.	4.00		4.00	4.00		4.00	12,665		12,665		12,000			
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	17.00	1.00	18.00	17.00	1.00	18.00	17,682	17,260	17,658	- 422	17,658			

STATUS OF WOMEN STUDY

Campus MADISON

College or School EDUCATION

Department ED POLICY STUDIES

Department Code 2-17-2700

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Dollar Dif.	Female	Male	Total	Dollar Dif.	Female	Male	Total
	Male	Female	Total	Male	Female	Total								
Prof.	5.10		5.10	5.10		5.10		19,834	18,125	19,834				
Assoc. Prof.	1.40		1.40	1.40		1.40		13,120	13,645	13,120				
Asst. Prof.	1.67	1.33	3.00	1.67	1.33	3.00		11,088	12,564	11,743	+1,476	10,950	12,040	+1,090
Instr.	1.00		1.00	1.00		1.00		10,650		10,650		10,650		
Admin.														
Prof. Sci. & Spec.	1.00		1.00	.67		.67		9,552		9,552		9,552		
Total	10.17	1.33	11.50	9.84	1.33	11.17		15,761	12,564	15,380	-3,197	10,650	12,040	15,380

STATUS OF WOMEN STUDY

Campus MADISON

College or School EDUCATION

Department ED PSYCHOLOGY

Department Code 2-17-3000

Category	HEADCOUNT				F.T.E.				AVERAGE SALARY				MEDIAN			
	Male		Female		Male		Female		Male		Female		Total		Dollar Dif.	
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Dollar Dif.	Female	Male	Total	Dollar Dif.	Total	
Prof.	5.85		5.85	5.85		5.85	20,218			20,218						
Assoc. Prof.	2.00	1.00	3.00	2.00	1.00	3.00	13,407			13,561			463	13,400	13,870	+ 470
Asst. Prof.	7.00		7.00	7.00		7.00	11,633			11,633				11,500		
Instr.																
Admin.																
*Prof. Sci. & Spec.		1.50	1.50		1.50	1.50				9,699					10,742	
Total	14.85	2.50	17.35	14.85	2.50	17.35	15,254			11,368			-3,886	14,694		

*Lecturer .50 .50 .50

STATUS OF WOMEN STUDY

Campus MADISON

College or School EDUCATION

Department INSTRUCT. MATERIALS CENTER

2-17-4300

Department Code _____

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	2.50	2.50	2.50	2.50	2.50	2.50		9,058		9,058		7,658		
Total	2.50	2.50	2.50			2.50		9,058		9,058				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department INSTR. RES. LABS.
 Department Code 2-17-4600

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.	1.00		1.00	1.00		1.00	16,810			16,810	16,810				
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	5.42	3.38	8.80	5.42	2.71	8.13	13,556	6,365	-7,191	11,159	13,377	6,448	-6,929		
Total	6.42	3.38	9.80	6.42	2.71	9.13	14,056	6,365	-7,691	11,778					

STATUS OF WOMEN STUDY

Campus MADISON

College or School EDUCATION

Department MOTOR LEARNING RES. LAB.

Department Code 2-17-5000

RANK	NUMBER						AVERAGE SALARY				MEL				
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Female	Male	Total	Dollar Dif.	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.		.50	.50		.50	.50			13,128				13,128		13,128
Total		.50	.50		.50	.50			13,128				13,128		13,128

STATUS OF MEN STUDY

Campus MADISON

College or School EDUCATION

Department NIELSON TENNIS STADIUM

Department Code 2-17-5200

APR 12

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.		Total	Dollar Dif.	Male	Female	Total	Male	Female	Total	Dollar Dif.
	Male	Female	Male	Female									
Prof.													
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	.45		.45		.45		8,918		8,918		8,918		
Total	.45		.45		.45		8,918		8,918		8,918		

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department PHY. ED. MEN (PROF)
 Department Code 2-17-5500

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	4.72	1.75	6.47	4.72	1.75	6.47	16,678	15,239	16,289	-1,439	16,977	15,059	16,289	-1,918
Assoc. Prof.	1.97		1.97	1.97		1.97	13,398		13,398		13,220			
Asst. Prof.	1.01		1.01	1.01		1.01	12,601		12,601		9,851			
Instr.	.26		.26	.26		.26	6,648		6,648		6,648			
Admin.														
Prof. Sci. & Spec.	1.96		1.96	1.88		1.88	13,451		13,451		14,768			
Total	9.92	1.75	11.67	9.84	1.75	11.59	14,721	15,239	14,799	+ 518	14,799			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department PHY ED MEN (BASIC)
 Department Code 2-17-5900

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F. E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	1.00		1.00	1.00		1.00	15,000			15,000	15,000			
Assoc. Prof.	1.50		1.50	1.50		1.50	13,303			13,303	13,240			
Asst. Prof.	4.52		4.52	4.52		4.52	11,016			11,016	10,508			
Instr.	1.00		1.00	.75		.75	10,000			10,000	10,000			
Admin.														
Prof. Sci. & Spec.	2.38		2.38	2.38		2.38	14,970			14,970	15,055			
Total	10.40		10.40	10.15		10.15	12,599			12,599				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department INTRAMURAL RECREATION PROG.
 Department Code 2-17-6000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	.12		.12	.12		.12	15,055		15,055		15,055			
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.12		.12	.12		.12	055		15,055		15,055			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department PHY ED WOMEN (PROF)
 Department Code 2-17-6300

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.		4.45	4.45		4.45	4.45		16,899		16,899		16,365		
Assoc. Prof.		2.60	2.60		2.60	2.60		12,709		12,709		12,661		
Asst. Prof.	2.53	1.94	4.47	2.53	1.94	4.47	11,359	11,661 + 302		11,490	10,828	10,428	- 400	
Instr.														
Admin.														
Prof. Sci. & Spec.		2.57	2.57		2.57	2.57		8,750		8,750		8,125		
Total	2.53	11.56	14.09	2.53	11.56	14.09	11,359	13,021 +1,662		12,925				

* All Lecturers

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department R & D CENTER
 Department Code 2-17-7500

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	1.25		1.25	1.25		1.25	20,940			20,940	12,300			
Assoc. Prof.	2.83		2.83	2.33		2.33	13,572			13,572	13,400			
Asst. Prof.	2.17		2.17	2.17		2.17	12,226			12,226	12,330			
Instr.														
Admin.														
*Prof. Sci. & Spec.	4.00	1.00	5.00	3.42	1.00	4.42	15,326	13,009	-2,317	14,802	13,418	13,009	-409	
Total	10.25	1.00	11.25	9.17	1.00	10.17	14,912	13,009	-1,903	14,725				

*Lecturer .50 .50 .50 .50

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department STUDIES IN BEHAV. DISAB.
 Department Code 2-17-7800

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	5.50		5.50	5.50		5.50	17,610			17,610	17,285			
Assoc. Prof.	3.00		3.00	3.00		3.00	14,063			14,063	13,680			
Asst. Prof.	5.00	1.00	6.00	5.00	1.00	6.00	11,485	11,175	- 310	11,433	11,225	11,175	- 258	
Instr.														
Admin.														
*Prof. Sci. & Spec.	2.00	3.00	5.00	2.00	2.50	4.50	14,250	11,149	-3,101	12,527	14,250	11,000	-3,250	
Total	15.50	4.00	19.50	15.50	3.50	19.00	14,514	11,157	-3,357	13,896				

*Lecturer 1.00 1.00 .50 .50



STATUS OF MEN STUDY

Campus MADISON
 College or School EDUCATION
 Department ED. PLACEMENT BUREAU
 Department Code 2-17-8000

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00	3.00	4.00	1.00	2.50	3.50	13,582	7,122	8,967	-6,460	8,967	13,582	6,938	-6,644	
Total	1.00	3.00	4.00	1.00	2.50	3.50	13,582	7,122	8,967	-6,460	8,967	13,582	6,938	-6,644	

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department WIS. IMPROV. PROG.
 Department Code 2-17-9550

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	11,864			11,864			11,864		
Total	1.00		1.00	1.00		1.00	11,864			11,864			11,864		

STATUS OF WOMEN STUDY

Campus MADISON

College or School EDUCATION

Department TOTALS

Department Code 2-17

A-22

RANK	NUMBER				AVERAGE SALARY				MEDIAN						
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Female	Male	Total	Dollar Dif.	Female	Male	Total
	Male	Female	Total	Male											
Prof.	65.27	8.67	73.94	64.77	8.67	73.44	18,573	16,500	-2,073	18,328					
Assoc. Prof.	35.23	5.17	40.40	34.73	5.17	39.90	13,436	12,770	- 666	13,350					
Asst. Prof.	47.42	6.86	54.28	47.42	6.86	54.28	11,483	11,477	- 6	11,482					
Instr.	3.26	1.05	4.31	3.01	1.05	4.06	9,265	9,007	- 258	9,199					
Admin.	2.50		2.50	2.50		2.50	21,895			21,895					
* Prof. Sci. & Spec.	30.71	25.38	56.09	28.50	21.21	49.71	12,807	8,794	-4,013	11,095					
Total	184.39	47.13	231.52	180.93	42.96	223.89	14,807	10,860	-3,947	14,050					

*Total Lecturers 2.00 7.00 9.00 1.33 6.50 7.85

V. COLLEGE OF ENGINEERING

In the College of Engineering, women are employed in four of the 15 departments. No woman is employed as a Professor, Associate Professor, Instructor, Lecturer, nor does any hold the title of Administration, and the one woman with the rank of Assistant Professor is in the department of Administration. Of the six (headcount) women at the Professional, Scientific, and Specialist level, four work in the Library, one works in Administration, and one has a .50 appointment in the Engineering Experiment Station and a .50 appointment in the Foreign Programs Department.

See Appendix A for the data sheets. General statistics are tabulated below.

TABLE I

PERCENT OF TOTAL COLLEGE MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: College of Engineering
University of Wisconsin
1969-70

Title	Percent Women are of Total Membership	
	Headcount	F.T.E.
Professor	0%	0%
Associate Professor	0%	0%
Assistant Professor	2.7%	2.0%
Instructor	0%	0%
Administration	0%	0%
Professional, Scientific, & Specialist	15.7%	12.4%
Total for Engineering (All titles)	3.7%	2.7%



TABLE II
 NUMBER OF WOMEN (BY TITLE)
 Madison: College of Engineering
 University of Wisconsin
 1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	0	0
Associate Professor	0	0
Assistant Professor	1.00	.75
Instructor	0	0
Administration	0	0
Professional, Scientific, and Specialist	6.00	4.25
Total (all titles)	7.00	5.00

TABLE III
 DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
 Madison: College of Engineering
 University of Wisconsin
 1969-70

Title	Dollar Differential
Assistant Professor	-57
Professional, Scientific, and Specialist	-4112

Citing the United States Department of Labor's 1965 Handbook on Women Workers as her source of information, Caroline Bird states, "Engineering is the American Profession with the fewest women."* This situation seems to be reflected in the fact that the College of Engineering employs no woman outside the Professional, Scientific, and Specialist category except for a single Assistant Professor in the Administration.

*Born Female, New York, 1968, p. 76.

APPENDIX A

Data for the College of Engineering

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus MADISON

College or School ENGINEERING

Department ADMINISTRATION

Department Code 2-19-0500

A-1

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.		1.00	1.00		.75	.75		12,060		12,060		12,060		12,060	
Instr.															
Admin.	3.32		3.32	3.32		3.32	19,869			19,869	17,141				
Prof. Incl. & Spec.	2.42	1.00	3.42	2.42	.58	3.00	11,427	10,297	11,200	11,115					
Total	5.74	2.00	7.74	5.74	1.33	7.07	16,310	11,261	-5,049	15,260					

STATUS OF WOMEN STUDY

Campus MADISON

College or School ENGINEERING

Department CHEM. ENGINEERING

Department Code 2-19-1200

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	9.83		9.83	9.83		9.83	19,627				19,627	19,536			
Assoc. Prof.	2.00		2.00	2.00		2.00	14,628				14,628	14,628			
Asst. Prof.	4.00		4.00	4.00		4.00	12,564				12,564	12,448			
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	15.83		15.83	15.83		15.83	17,211				17,211				

STATUS OF WOMEN STUDY

Campus MADISON

College or School ENGINEERING

Department CIVIL ENGINEERING

Department Code 2-19-1500

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female									
Prof. 89	10.48		10.48	10.48		19,768		19,768		19,768	20,245			
Assoc. Prof.	7.68		7.68	7.68		13,715		13,715		13,715	13,645			
Asst. Prof.	5.00		5.00	5.00		12,252		12,252		12,252	12,030			
Instr.	1.00		1.00	1.00		7,400		7,400		7,400	7,400			
Admin.														
Prof. Sci. & Spec.														
Total	24.16		24.16	24.16		15,773		15,773		15,773				

STATUS OF WOMEN STUDY

Campus MADISON

College or School ENGINEERING

Department ELECTRICAL ENG.

Department Code 2-19-2500

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.F.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	18.27		18.27	18.18		18.18	18,237		18,237		17,473		
Assoc. Prof.	7.88		7.88	7.88		7.88	14,071		14,071		14,080		
Asst. Prof.	6.26		6.26	6.26		6.26	12,093		12,093		11,900		
Instr.													
Admin.													
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	7,635		7,635		7,635		
Total	33.41		33.41	33.32		33.32	15,776		15,776				

STATUS OF WOMEN STUDY

Campus MADISON

College or School ENGINEERING

Department INSTRUM. SYST. CTR.

Department Code 2-19-3000

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof.	1.00		1.00	1.00	18,335			18,335	18,335			
Assoc. Prof.												
Asst. Prof.	.50		.50	.50	13,000			13,000	13,000			
Instr.												
Admin.												
Prof. Sci. & Spec.	5.92		5.92	5.92	12,733			12,733	12,733			
Total	7.42		7.42	7.42	13,524			13,524	13,524			

STATUS OF WOMEN STUDY

Campus MADISON

College or School ENGINEERING

Department ENG. GRAPHICS

Department Code 2-19-3200

A-6

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	.27		.27	.27		.27	17,190			17,190	17,190			
Assoc. Prof.	3.00		3.00	3.00		3.00	13,730			13,730	13,910			
Asst. Prof.	2.00		2.00	2.00		2.00	11,755			11,755	11,755			
Instr.	1.00		1.00	1.00		1.00	7,500			7,500	7,500			
Admin.														
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	11,500			11,500	11,500			
Total	7.27		7.27	7.27		7.27	12,151							

* All lecturers.



STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department ENGR. EXPER. STA.
 Department Code 2-19-3500

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof.	1.87		1.87	1.87	21,514		21,514	20,504				
Assoc. Prof.	.45		.45	.45	13,813		13,813	13,790				
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.	7.17	.50	7.67	.50	15,041	5,973	14,450	12,273	5,973	-6,300		
Total	9.49	.50	9.99	.50	16,258	5,973	15,743					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department FOREIGN PROGRAMS
 Department Code 2-19-4200

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male									
Prof.													
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admiu.													
Prof. Sci. & Spec.	1.00	.50	1.50	1.00	.50	1.50	14,105	5,973	-8,132	11,395	14,105	5,973	-8,132
Total	1.00	.50	1.50	1.00	.50	1.50	14,105	5,973	-8,132	11,395	14,105	5,973	-8,132

STATUS OF WOMEN STUDY

MADISON

Campus

ENGINEERING

College or School

HYB COMP. CTR.

Department

2-19-4600

Department Code

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male								
Prof.												
Assoc. Prof.												
Asst. Prof.	.24		.24	.24	12,300			12,300	12,300	12,300		
Instr.												
Admin.												
Prof. Sci. & Spec.	1.20		1.20	1.20	12,295			12,295	12,295	16,855		
Total	1.44		1.44	1.44	12,295			12,295	12,295			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department INDUSTRIAL ENG.
 Department Code 2-19-5000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	2.00		2.00	2.00		2.00		17,751		17,751	17,751			
ASSOC. Prof.	1.00		1.00	1.00		1.00		13,600		13,600	13,600			
Asst. Prof.	2.50		2.50	2.50		2.50		12,332		12,332	12,360			
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	5.50		5.50	5.50		5.50		14,533		14,533	14,533			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department LIBRARY
 Department Code 2-19-5500

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof. 97														
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	2.50	4.00	6.50	1.50	2.67	4.17	9,456	7,497	-1,959	6,900	6,638	8,202		
Total	2.50	4.00	6.50	1.50	2.67	4.17	9,456	7,497	-1,959	6,900	6,638	8,202		

STATUS OF WOMEN STUDY

Campus MADISON

College or School ENGINEERING

Department ENG. MECHANICS

Department Code 2-19-7000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	6.94		6.94	6.94		6.94	19,018			19,018	18,855			
Assoc. Prof.	2.67		2.67	2.67		2.67	13,490			13,490	13,565			
Asst. Prof.	2.00		2.00	2.00		2.00	11,750			11,750	11,750			
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	11.61		11.61	11.61		11.61	16,489			16,489				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department MIN. & METALS ENG.
 Department Code 2-19-7500

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	6.00		6.00	6.00		6.00	18,331			18,331	18,450			
Assoc. Prof.	3.00		3.00	3.00		3.00	13,727			13,727	13,950			
Asst. Prof.	3.50		3.50	3.50		3.50	11,817			11,817	11,990			
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	12.50		12.50	12.50		12.50	15,402			15,402				



STATUS OF WOMEN STUDY

Campus MADISON

College or School ENGINEERING

Department 2 13 0009

Department Code

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	2.00		2.00	2.00		2.00	18,974			18,974	18,974		
Assoc. Prof.	3.00		3.00	3.00		3.00	14,283			14,283	14,073		
Asst. Prof.	1.00		1.00	1.00		1.00	12,031			12,031	12,031		
Instr.													
Admin.													
Prof. Sci. & Spec.	5.00		5.00	5.00		5.00	8,150			8,150	8,104		
Total	11.00		11.00	11.00		11.00	12,143			12,143			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department TOTALS
 Department Code 2-19

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.		Male	Female	Female	Male	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male									
Prof.	73.66		73.66	73.24	73.24	18,946							
Assoc. Prof.	36.48		36.48	36.48	36.48	13,903							
Asst. Prof.	36.50	1.00	37.50	36.50	36.50	12,117	12,060	57	12,115				
Instr.	2.00		2.00	2.00	2.00	7,450							
Admin.	3.32		3.32	30.06	3.32	19,869							
*Prof. Sci. & Spec.	32.21	6.00	38.21	30.06	4.25	11,626	7,514	-4,112	11,117				
Total	184.17	7.00	191.17	181.60	5.00	15,221	8,196	-7,025	15,033				

*Lecturers

VI. GRADUATE SCHOOL

Women are employed in 12 of the 24 divisions of the Graduate School (above the Professional, Scientific, and Specialist level in four of the 24 divisions). Twelve divisions employ men only; no divisions employ women only.

An appendix contains the data sheets. Summaries are tabulated below.

TABLE I

PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: Graduate School

1969-70

Title	Percent Women are of Total Membership Headcount	FTE
Professor	3.2%	3.9%
Associate Professor	3.2%	3.4%
Assistant Professor	1.4%	1.6%
Administration	.0%	.0%
Professional, Scientific, and Specialist	27.2%	26.3%
Total for Graduate School (All titles)	19.6%	19.9%

TABLE II
 NUMBER OF WOMEN (BY TITLE)
 Madison: Graduate School
 1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	1.50	1.50
Associate Professor	.50	.50
Assistant Professor	.33	.33
Administration	.0	.0
Professional, Scientific, and Specialist	55.41	51.89
Total for Graduate School (All titles)	57.74	54.22

TABLE III
 DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
 Madison: Graduate School
 1969-70

Title	Dollar Differential
Professor	-2,262
Associate Professor	+1,390
Assistant Professor	- 693
Professional, Scientific, and Specialist	-3,072

Women are well represented at the lowest level but represented at the professorial ranks by so small a sample that it is hard to draw any conclusions about patterns or trends. The largest sample is at the rank of Professor (three salaries are represented in the mean average in Appendix A.69) and the dollar differential at that rank is significantly unfavorable to women; yet even this statistic does not lead to any obvious conclusion, since it represents four departments of 63 and four divisions of 24. What is clear is that women are not well represented in the professorial ranks.

A number of other patterns emerge in an examination of the data. All employees with the title of Administration in the Administration are men (5.14--headcount). All employees in the Professional, Scientific, and Specialist category are Specialists and women (9.00--headcount). In the Graduate School, the general case is that when men and women both hold Professional, Scientific, and Specialist titles, women hold the lower paying Specialist and Administrative positions while men hold the higher paying Specialist and top Administrative positions. For one example, in the Enzyme Institute, the single Professional, Scientific, and Specialist level man is the Director; the single woman in the same academic category is the Assistant Director. At the University Press, women hold twice as many positions as men, yet the Director and Assistant Director are men. One exceptional case is worth noting: in the Special Journals Department of the University Press, the only employees with academic titles are two Specialists, a man and a woman. The woman earns well over twice the salary of the man.

APPENDIX A

Data for the Graduate School

Madison Campus, University of Wisconsin 1969-70



STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE SCHOOL

Department ADMINISTRATION

Department Code 2-34-0200

A-1

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount		F.T.E.		Female	Male	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male									
Prof. 107													
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.	5.14		5.14	5.14		18,146		18,146	20,950				
Prof. Sci. & Spec.		9.00	9.00	7.00	7.00			6,564		6,480			
Total	5.14	9.00	14.14	12.14	18,146	11,468		6,564	20,950	6,480			

STATUS OF WOMEN STUDY

MADISON

Campus

College or School GRADUATE SCHOOL

Department GEN ED ADM STU AFFAIRS

Department Code 2-34-0300

RANK	NUMBER				AVERAGE SALARY				MEDIAN							
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Male	Female	Total	
	Male	Female	Total	Male												Female
Prof. 108																
Assoc. Prof.	.05		.05	.05	.05			15,136			15,136		15,136		15,136	
Asst. Prof.																
Instr.																
Admin.																
Prof. Sci. & Spec.																
Total	.05		.05	.05	.05			15,136			15,136		15,136		15,136	

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department AGR. & LIFE SCI. BACT.
 Department Code 2-34-0418

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	.06		.06	.06		.06	22,664			22,664				
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.06		.06	.06		.06	22,664			22,664				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department AG. LIFE SCI_BIOCHEM
 Department Code 2-34-0421

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Male	Female								
Prof.	.08		.08		24,546		24,546					
ASSOC. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	.08		.08		24,546		24,546					24,546



STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department AG & LIFE SCI. WLIFE ECOL.
 Department Code 2-34-0477

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.	.22		.22	.22		.22					18,982				
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.22		.22	.22		.22					18,982				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department AGR. & LIFE SCI. SCI LS
 Department Code 2-34-0486

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	.17		.17	.17	.17	20,700		20,700	20,700				
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.17		.17	.17	.17	20,700		20,700	20,700				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department AGR. & LIFE SCI. TOTALS
 Department Code 2-34-04

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male									
Prof.	.53		.53		.53		20,790		20,790	21,682			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.53		.53		.53		20,790		20,790	21,682			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department CENTER SYSTEM MARATHON
 Department Code 2-34-10

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.			Female	Male	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.												
Assoc. Prof.	.09		.09	.09		13,800		13,800	13,800			
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	.09		.09	.09		13,800		13,800	13,800			



Campus MADISON
 College or School GRADUATE
 Department EDUCATION ART
 Department Code 2-34-1710

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.		Total	Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Male	Female									
Prof.	.50	.50	1.00	.50	1.00	15,900	15,100	15,500	- 800	15,900	15,100	15,500	-800
Asst. Prof.	.50		.50	.50	.50	13,200		13,200		13,200		13,200	
Asst. Prof.	1.00		1.00	.33	.33	11,150		11,150		11,150		11,150	
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	2.00	.50	2.50	1.33	1.83	13,684	15,100	14,087	+1,416	15,100	14,087	14,087	

STATUS OF MEN STUDY

Campus MADISON
 College or School GRADUATE
 Department ED. CURR. & INST.
 Department Code 2-34-1720

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof.	.50		.50	.50				20,520				
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	.50		.50	.50				20,520				20,520

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department EDUCATION ED. POL. STUDIES
 Department Code 2-34-1727

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	
	Male	Female	Total	Male	Female	Total									
Prof.	.50		.50	.50		.50	15,050			15,050					
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.50		.50	.50		.50	15,050			15,050					

STATUS OF MEN STUDY

Campus MADISON

College or School GRADUATE

Department EDUCATION TOTALS

Department Code 2-34-17

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	1.50	.50	2.00	1.50	.50	2.00	17,157	15,100	16,643	-2,057	15,900	15,100	15,500
Assoc. Prof.	.50		.50	.50		.50	13,200		13,200		13,200		
Asst. Prof.	1.00		1.00	.33		.33	11,150		11,150		11,150		
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	3.00	.50	3.50	2.33	.50	2.83	15,444	15,100	15,394	-344	15,100	15,394	

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department ENG. CHEM ENGR.
 Department Code 2-34-1912

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.	.17		.17	.17		.17	16,085			16,085	16,085				
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.17		.17	.17		.17	16,085			16,085	16,085				

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department ENG. ELEC. ENG.

Department Code 2-34-1925

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male								
Prof.	.82		.82	.42		.42			17,485	17,485		
Assoc. Prof.	1.00		1.00	.25		.25			15,400	15,400		
Asst. Prof.	1.00		1.00	.49		.49			12,035	12,035		
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	2.82		2.82	1.16		1.16			14,733	14,733		

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department ENG. IN SYS. CTR.

Department Code 2-34-1930

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.T.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof.												
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.	.76		.76	.76	.76	15,464	15,464	15,464	15,464			
Total	.76		.76	.76	.76	15,464	15,464	15,464	15,464			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department Engineering Totals
 Department Code 2-34-19

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.		Total	Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Male	Female									
Prof.	.99		.99		.59	17,081		17,081		16,785			
Asst. Prof.	1.00		1.00		.25	15,400		15,400		15,400			
Instr.	1.00		1.00		.49	12,035		12,035		12,035			
Admin.													
Prof. Sci. & Spec.	.76		.76		.76	15,464		15,464		15,464			
Total	3.75		3.75		2.09	15,109		15,109		15,109			

STATUS OF MEN STUDY

Campus MADISON
 College or School GRADUATE SCHOOL
 Department L&S BOTANY
 Department Code 2-34-4813

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof.												
Assoc. Prof.												
Asst. Prof.	.50		.50	.50	10,000		10,000				10,000	
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	.50		.50	.50	10,000		10,000				10,000	

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S CHEMISTRY
 Department Code 2-34-4815

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female								
Prof.	1.00		1.00	.50		22,100			22,100				
Assoc. Prof.													
Asst. Prof.													
Instr.													
Adm.													
Prof. Sci. & Spec.													
Total	1.00		1.00	.50		22,100			22,100				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S COMPUT. SCI.
 Department Code 2-34-4820

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Female	Male	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	.16		.16	.16		.16		17,700		17,700	17,700			
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.16		.16	.16		.16		17,700		17,700	17,700			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S ECONOMICS
 Department Code 2-34-4822

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male										
Prof.	1.51		1.51	1.25		1.25	18,800			18,800	18,000			
Assoc. Prof.	.50		.50	.50		.50	15,000			15,000	15,000			
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	2.01		2.01	1.75		1.75	17,714			17,714	17,714			

STATUS OF MEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S ENGLISH
 Department Code 2-34-4824

RANK	NUMBER						AVERAGE SALARY			MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total						
Prof.	2.50		2.50	2.00		2.00	19,850		19,850	20,200		
Assoc. Prof.												
Asst. Prof.	.67		.67	.67		.67	10,797		10,797	10,600		
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	3.17		3.17	2.67		2.67	17,578		17,578			17,578

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S FR. & ITAL.
 Department Code 2-34-4826

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
1 Prof.	.50		.50		.50				18,000				
2 Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.50		.50		.50				18,000			18,000	

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S GEOGRAPHY

Department Code 2-34-4829

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	.08		.08	.08		.08	18,000			18,000				
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.08		.08	.08		.08	18,000			18,000				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S GEOL & GEOPH
 Department Code 2-34-4832

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	.25		.25	.25		.25	15,200			15,200			15,200	
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.25		.25	.25		.25	15,200			15,200			15,200	

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S GERMAN
 Department Code 2-34-4835

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.	.50		.50	.50		.50	12,600			12,600	12,600				
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.50		.50	.50		.50	12,600			12,600	12,600				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S HISTORY
 Department Code 2-34-4838

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof.	4.87		4.87	2.45	2.45	19,813		19,813	19,250			
Assoc. Prof.	3.79		3.79	2.21	2.21	13,552		13,552	13,150			
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	8.66		8.66	4.66	4.66	16,862		16,862				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S MATH.
 Department Code 2-34-4854

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	4.25		4.25	2.65		2.65	18,736			18,736	17,000		
Assoc. Prof.	1.83		1.83	1.09		1.09	13,584			13,584	13,200		
Asst. Prof.	1.50		1.50	.72		.72	12,347			12,347	12,250		
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	7.58		7.58	4.46		4.46	16,446			16,446			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S MATH RES. C.
 Department Code 2-34-4855

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.		Male	Female	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male									
Prof.	.18		.18	.18		.18		19,636		19,636			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.18		.18	.18		.18		19,636		19,636			

STATUS OF WOMEN STUDY

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Campus MADISON
 College or School GRADUATE
 Department L&S METEOROL
 Department Code 2-34-4857

A-29

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total		
	Male	Female	Total	Male	Female	Total									
1 Prof.	.92		.92	.92		.92	20,433			20,433					
2 Assoc. Prof.	1.30		1.30	1.30		1.30	14,267			14,267					
3 Asst. Prof.	.37		.37	.37		.37	12,030			12,030					
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	2.59		2.59	2.59		2.59	16,137			16,137					

Campus MADISON
 College or School GRADUATE
 Department L&S MUSIC
 Department Code 2-34-4860

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male									
Prof.	.26		.26	.13	.13			15,140	15,140	15,140			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.26		.26	.13	.13			15,140	15,140	15,140			

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STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S PHILOSOPHY
 Department Code 2-34-4865

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male									
Prof. 137	1.00		1.00	.50	.50			17,000		17,000			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	1.00		1.00	.50	.50			17,000		17,000			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S POL SCI.
 Department Code 2-34-4872

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	.50		.50	.50		.50	17,400			17,400	17,400		
Assoc. Prof.	1.00		1.00	50		.50	15,000			15,000	15,000		
Asst. Prof.	2.11		2.11	72		.72	12,304			12,304	12,200		
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	3.61		3.61	1.72		1.72	14,569			14,569			

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STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S PSYCHOLOGY
 Department Code 2-34-4874

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.	1.00		1.00	1.00		1.00	17,650			17,650	17,650				
Assoc. Prof.	1.00		1.00	1.00		1.00	14,500			14,500	14,500				
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.		.50	.50		.50	.50				13,870	13,870			13,870	
Total	2.00	.50	2.50	2.00	.50	2.50	16,075	13,870	-2,205	15,634					

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S SCAND. STU.

Department Code 2-34-4878

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male									
Prof. 140	.50		.50	.50		.50		19,000		19,000			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.50		.50	.50		.50		19,000		19,000			

STATUS OF MEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S SLAV. LANG.

Department Code 2-34-4880

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	
	Male	Female	Total	Male	Female	Total								
Prof.		.50	.50		.50	.50		18,400		18,400		18,400		
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total		.50	.50		.50	.50		18,400		18,400		18,400		

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AT-55

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S SOCIAL WORK

Department Code 2-34-4882

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male									
Prof.	.50		.50		.50				23,200				23,200
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.50		.50		.50				23,200				23,200

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STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S SOCIOLOGY

Department Code 2-37-4883

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male								
Prof. 14	.25		.25	.25	.25			22,300			22,300	
Assoc. Prof.	.69		.69	.50				14,000			14,000	
Asst. Prof.	.23		.23	.23				11,278			11,278	
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	1.17		1.17	.98				15,479			15,479	

STATUS OF WC STUDY

Campus MADISON

College or School GRADUATE

Department L&S SP. & PORT.

Department Code 2-34-4885

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	.16		.16	.16		.16	15,325			15,325	15,325			
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.16		.16	.16		.16	15,325			15,325	15,325			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S SPEECH
 Department Code 2-34-4887

RANK	NUMBER						AVERAGE SALARY				MEDIAN						
	Headcount			P.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total				
	Male	Female	Total	Male	Female	Total											
Prof.	1.71		1.71	1.12		1.12	16,393			16,393							
Assoc. Prof.																	
Asst. Prof.																	
Instr.																	
ADMIN.																	
Prof. Sci. & Spec.																	
Total	1.71		1.71	1.12		1.12	16,393			16,393							

Campus MADISON
 College or School GRADUATE
 Department L&S STATISTICS
 Department Code 2-34-4890

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	
	Male	Female	Total	Male	Female	Total									
Prof.															
146 Assoc. Prof.	.33		.33	.33		.33	15,000			15,000		15,000			
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.33		.33	.33		.33	15,000			15,000		15,000			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S URB. & REG. PL.

Department Code 2-34-4894

A-41

RANK	NUMBER						AVERAGE SALARY				MEDIAN					
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total			
	Male	Female	Total	Male	Female	Total										
Prof. 147	.04		.04	.04		.04	23,421			23,421						
Assoc. Prof.																
Asst. Prof.																
Instr.																
Admin.																
Prof. Sci. & Spec.																
Total	.04		.04	.04		.04	23,421			23,421			23,421			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S ZOOLOGY
 Department Code 2-34-4897

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 148	.50		.50	.50		.50	20,400			20,400	20,400			
ASSOC. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.50		.50	.50		.50	20,400			20,400	20,400			

Campus MADISON

College or School GRADUATE

Department LETTERS & SCIENCES TOTALS

Department Code 2-34-48

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof. 189	22.64	.50	23.14	16.14	.50	16.64	19,063	18,400	-663	19,043	18,400	+400			
Assoc. Prof.	10.94		10.94	7.93		7.93	13,992			13,992	13,900				
Asst. Prof.	5.38		5.38	3.21		3.21	11,528			11,528	11,950				
Instr.															
Admin.															
Prof. Sci. & Spec.		.50	.50		.50	.50		13,870		13,870		13,870			
Total	38.96	1.00	39.96	27.28	1.00	28.28	16,702	16,135	-567	16,682				13,870	



STATUS OF OPEN STUDY

Campus MADISON
 College or School GRAD.
 Department MEDICAL PATHOLOGY
 Department Code 2-34-53

RANK	NUMBER						AVERAGE SALARY				MEDIAN					
	Head count			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total			
	Male	Female	Total	Male	Female	Total										
Prof. 150	1.00		1.00	.44		.44	17,644			17,644						
ASSOC. Prof.																
Asst. Prof.																
Instr.																
Admin.																
Prof. Sci. & Spec.																
Total	1.00		1.00	.44		.44	17,644			17,644						

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department BIOPHYSICS - GENERAL
 Department Code 2-34-7300

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	2.00		2.00	2.00		2.00	19,070			19,070	19,391		
Assoc. Prof.	1.48		1.48	1.48		1.48	14,021			14,021	14,526		
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	1.25		1.25	1.25		1.25	12,201			12,201	11,479		
Total	4.73		4.73	4.73		4.73	15,675			15,675			

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STATUS OF WOMEN STUDY

A-4

Campus MADISON
 College or School GRADUATE
 Department BIOTRON
 Department Code 2-34-7400

A-46

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
ASSOC. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	2.67	1.00	3.67	2.67	1.00	3.67	13,827	7,036	-6,791	11,997	11,864	7,036	-4,828	11,997	
Total	2.67	1.00	3.67	2.67	1.00	3.67	13,827	7,036	-6,791	11,997	11,864	7,036	-4,828	11,997	

MADISON

Campus

College or School GRADUATE

Department COMP. CENTER

Department Code 2-34-7800

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof. 153	1.00		1.00	1.00		1.00	18,955				18,955	18,700			
Assoc. Prof.	.50		.50	.50		.50	17,900				17,900	17,900			
Asst. Prof.	1.49		1.49	1.49		1.49	12,748				12,748	12,788			
Instr.															
Admin.															
Prof. Sci. & Spec.	75.00	20.00	95.00	75.00	19.75	94.75	9,354	7,495	-1,858	8,967	8,836	7,475	-1,361		
Total	77.99	20.00	97.99	77.99	19.75	97.74	9,598	7,495	-2,103	9,172					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department ENZYME INSTITUTE
 Department Code 2 34-8100

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.	4.51		4.51	4.51		4.51	25,346			25,346		24,955			
Assoc. Prof.															
Asst. Prof.	8.00		8.00	8.00		8.00	10,594			10,594		10,309			
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00	13,549	10,000	-3,549	11,774	13,549	10,000	-3,549		
Total	13.51	1.00	14.51	13.51	1.00	14.51	15,737	10,000	-5,737	15,342					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department MARINE STUDIES CENTER
 Department Code 2-34-8300

A-49

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof. 253	2.00		2.00	1.50	1.50	20,033			20,033			
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.	2.00		2.00	2.00	2.00	8,591			8,591		8,591	
Total	4.00		4.00	3.50	3.50	13,495			13,495			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department HUMANITIES INST. FOR RES.

Department Code 2-34-8400

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof. 156	.72		.72	.72	22,991		22,991	22,991				
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.	2.00		2.00	2.00	9,500		9,500	9,500	9,500			
Total	2.72		2.72	2.72	13,071		13,071	13,071				

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department MOLECULAR BIOL.

Department Code 2-34-8600

RANK	NUMBER				AVERAGE SALARY				MEDIAN						
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Female	Male	Total	Dollar Dif.	Female	Male	Total
	Male	Female	Total	Male											
Prof. 157	.90		.90	.90		.90		22,664		22,664	22,664			22,664	
Assoc. Prof.															
Asst. Prof.	3.18		3.18	3.18		3.18		13,218		13,218	13,218			12,866	
Instr.															
Adm. Serv.															
Prof. Sci. & Spec.	.75		.75	.75		.75		10,276		10,276	10,276			10,276	
Total	4.83		4.83	4.83		4.83		14,521		14,521	14,521			14,521	

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department PHYS. SCI. GENERAL

Department Code 2-34-8900

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	8.48		8.48	7.98		7.98	12,416			12,416	14,114				
Total	8.48		8.48	7.98		7.98	12,416			12,416	14,114				

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department PHY SCI COMP CTR

Department Code 2-34-8910

A-34

RANK	NUMBER				AVERAGE SALARY				MEDIAN						
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male											
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	2.00		2.00		2.00		2.00		10,268		10,268		10,268		10,268
Total	2.00		2.00		2.00		2.00		10,268		10,268		10,268		10,268

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Campus MADISON
 College or School GRADUATE
 Department phys sci shops
 Department Code 2-34-8970

RANK	NUMBER						AVERAGE SALARY			MEDIAN				
	Headcount			F.T.E.			Dollar Dif.	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	8.25		8.25	8.25		8.25		11,481			11,481	10,882		
Total	8.25		8.25	8.25		8.25		11,481			11,481			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department PHYSICAL SCIENCE TOTALS

Department Code 2-34-89

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.															
162 Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	18.73		18.73	18.23		18.23	11,757			11,757					
Total	18.73		18.73	18.23		18.23	11,757			11,757					

AT 50

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department RES. ANIMAL RESOURCE PROG.
 Department Code 2-34-9000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			P.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
1. Prof.														
66														
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	10,685			10,685	10,685			
Total	1.00		1.00	1.00		1.00	10,685			10,685	10,685			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department SPACE SCI. & ENG. CENTER
 Department Code 2-34-9100

A-50

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	.62		.62	.62		.62	18,363			18,363				
Assoc. Prof.	.17		.17	.17		.17	12,200			12,200				
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	18.34	1.00	19.34	17.74	.25	17.99	11,453	9,818	-1,635	11,431	10,636	9,818	-818	
Total	19.13	1.00	20.13	18.53	.25	18.78	11,689	9,818	-1,871	11,667				

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STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department SURVEY RES. LAB.
 Department Code 2-34-9200

RANK	NUMBER				AVERAGE SALARY				MEDIAN		
	Headcount		F. T. E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male							
1-Prof.	.29		.29	.29	19,145			19,145	19,145		
165											
Assoc. Prof.											
Asst. Prof.											
Instr.											
Admin.											
Prof. Sci. & Spec.	.58		.58	.58	9,818			9,818	9,818	9,818	
Total	.87		.87	.87	12,927			12,927	12,927		



Campus MADISON
 College or School GRADUATE
 Department SPEC. PROFESSORS STEENBOCK
 Department Code 2-34-9370

A-6U

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	1.00		1.00	1.00	1.00	20,455			20,455				
166 Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	1.00		1.00	1.00	1.00	20,455			20,455				

STATUS OF WOMEN STUDY

MADISON

Campus

College or School GRADUATE

Department SPEC. PROFS. U. HOUSES

Department Code 2-34-9390

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	1.00	.50	1.50	1.00	.50	1.50	26,400	20,400	24,400	-6,000	26,400	20,400	24,400	-6,000
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.00	.50	1.50	1.00	.50	1.50	26,400	20,400	24,400	-6,000	26,400	20,400	24,400	-6,000

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STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department SPEC. PROF. WARE PROF.
 par. no. Code 2-34-9395

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
168 Prof.	1.50		1.50	1.14		1.14	23,199			23,199				
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.50		1.50	1.14		1.14	23,199			23,199				

Campus MADISON

College or School GRADUATE

Department SPECIAL PROFESSORS TOTALS

Department Code 2-34-93

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	3.50	.50	4.00	3.14	.50	3.64	23,344	20,400	-2,944	22,940	25,000	20,400	-4,600	
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	3.50	.50	4.00	3.14	.50	3.64	23,344	20,400	-2,944	22,940	25,000	20,400	-4,600	



STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department WATER RESOURCES

Department Code 2-34-9400

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	.58		.58	.42		.42	17,714			17,714	18,450		
Assoc. Prof.	.33		.33	.33		.33	12,000			12,000	12,000		
Asst. Prof.	1.17		1.17	1.17		1.17	11,352			11,352	11,600		
Instr.													
Admin.													
Prof. Sci. & Spec.	10.14	3.00	13.14	6.70	3.00	11.70	11,339	6,777	-4,562	10,169	11,291	6,413	-4,878
Total	12.22	3.00	15.22	10.62	3.00	13.62	11,603	6,777	-4,826	10,540			



Campus MADISON

Office S. G. O. BLDG.

Department U. INDUSTRIAL RES. PROG.

Department Code 2-34-9500

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	2.50		2.50	2.50		2.50	18,568			18,568	18,000			
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	2.50	.91	3.41	2.50	.91	3.41	12,450	8,223	-4,227	11,322	13,787	8,223	-5,564	
Total	5.00	.91	5.91	5.00	.91	5.91	15,509	8,223	-7,286	14,387				

Campus MADISON
 College or School GRADUATE
 Department U.W. PRESS
 Department Code 2-34-9700

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
172 Prof.														
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	8.00	18.00	26.00	8.00	17.63	25.63	10,609	6,924	-3,685	8,074	10,068	6,177	-3,891	
Total	8.00	18.00	26.00	8.00	17.63	25.63	10,609	6,924	-3,685	8,074	10,068	6,177	-3,891	

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department UW PRESS SPEC. JOUR.

Department Code 2-34-9750

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	.85	1.85	4,745	10,955	+6,210	7,599	4,745	10,955	+6,210		
Total	1.00	1.00	2.00	1.00	.85	1.85	4,745	10,955	+6,210	7,599	4,745	10,955	+6,210		

STATUS OF MEN STUDY

Campus MADISON

College or School GRADUATE

Department uw press totals

Department Code 2-34-97

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
174 Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	9.00	19.00	28.00	9.00	18.48	27.48	9,957	7,093	-2,864	9,614	6,117	-3,437			
Total	9.00	19.00	28.00	9.00	18.48	27.48	9,957	7,093	-2,864	9,614	6,117	-3,437			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE SCHOOL

Department TOTALS

Department Code 2-34

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	45.28	1.50	46.78	36.80	1.50	38.30	17,967	20,229	20,140	-2,262			
Assoc. Prof.	15.06	.50	15.56	11.30	.50	11.80	15,464	14,074	14,133	+1,390			
Asst. Prof.	23.22	.33	23.55	19.87	.33	20.20	10,800	11,493	11,484	- 693			
Instr.													
Admin.	5.14		5.14	5.14		5.14		18,146	18,146				
Prof. Sci. & Spec.	148.22	55.41	203.63	145.68	51.89	197.57	7,316	10,388	9,581	-3,072			
Total	236.92	57.74	294.66	218.79	54.22	273.01	7,708	12,516	11,561	-4,808			

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VII. LAW SCHOOL

Women are represented in both departments of the Law School, but only one holds an appointment higher than Professional, Scientific, and Specialist.

Appendix A contains the data sheets for the Law School. Summaries are tabulated below.

TABLE I
PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)
Madison: Law School
University of Wisconsin
1969-70

Title	Headcount	FTE
Professor	3.6%	2.8%
Associate Professor	0%	0%
Assistant Professor	0%	0%
Instructor	0%	0%
Administration	0%	0%
Professional, Scientific, and Specialist	77.8%	75.5%
Total for Law School (all Titles)	18.2%	16.4%

2

TABLE II
NUMBER OF WOMEN (BY TITLE)
Madison: Law School
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	1.00	.75
Associate Professor	0	0
Assistant Professor	0	0
Instructor	0	0
Administration	0	0
Professional, Scientific, and Specialist	7.00	6.17
Total (All titles)	8.00	6.92

TABLE III
DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
Madison: Law School
University of Wisconsin
1969-70

Title	Dollar Differential
Professor	-5180
Professional, Scientific, and Specialist	-1859

The Law School sample is too small to reveal any particular trends in salary-differential or title by title distribution. However, we do find that women are in the majority in the lowest level, whereas at the highest professorial rank, there is only one woman among a number of men.

A close look at the Law Library reveals that though women are in the majority among the employees holding academic appointments (five out of seven--headcount), the head of the Library at the highest salary is a man. Also, the highest paid employee with a Specialist title is a man.

APPENDIX A

Data for the Law School

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus MADISON
 College or School LAW
 Department GENERAL
 Department Code 2-45-1000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	27.00	1.00	28.00	26.25	.75	27.00	21,080	15,900	-5,180	20,936	20,502	15,900	-4,602	
Assoc. Prof.	2.50		2.50	2.50		2.50	14,970			14,970	14,700			
Asst. Prof.	1.50		1.50	1.50		1.50	16,233			16,233	16,600			
Instr.	1.00		1.00	1.00		1.00	8,509			8,509	8,509			
Admin.	2.00		2.00	2.00		2.00	24,083			24,083	24,083			
Prof. Sci. & Spec.		2.00	2.00		2.00	2.00		8,137		8,137		8,137		
Total	34.00	3.00	37.00	33.25	2.75	36.00	20,205	10,254	-9,951	19,445				



STATUS OF WOMEN STUDY

Campus MADISON
 College or School LAW
 Department LIBRARY
 Department Code 2-45-5000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	2.00	5.00	7.00	2.00	4.17	6.17	10,998	6,991	-4,007	10,998	6,360	-4,638		
Total	2.00	5.00	7.00	2.00	4.17	6.17	10,998	6,991	-4,007	10,998	6,360	-4,638		

Prof.
 Assoc. Prof.
 Asst. Prof.
 Instr.
 Admin.

STATUS OF WOMEN STUDY

Campus MADISON

College or School LAW

Department TOTAL

Department Code 2-45

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Head count			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	27.00	1.00	28.00	26.25	.75	27.00	21,080	15,900	-5,180	20,936				
Assoc. Prof.	2.50		2.50	2.50		2.50	14,970			14,970				
Asst. Prof.	1.50		1.50	1.50		1.50	16,233			16,233				
Instr.	1.00		1.00	1.00		1.00	8,509			8,509				
Admin.	2.00		2.00	2.00		2.00	24,083			24,083				
Prof. Sci. & Spec.	2.00	7.00	9.00	2.00	6.17	8.17	9,217	7,358	-1,859	8,249				
Total	36.00	8.00	44.00	35.25	6.92	42.17	19,682	8,284	-11,398	17,812				

VIII. COLLEGE OF LETTERS AND SCIENCE

Of the 55 departments in the College of Letters and Science represented, 27 departments have no women as Instructors, Assistant Professors, Associate Professors, or full Professors; a half-time lecturer is the sole female with a teaching position present in these departments. Eleven of these 27 departments employ women in non-faculty Professional, Scientific and Specialist positions only while the remaining 16 employ no women at all. In the one department that has no males, the entire staff of that department is a woman at .67 time. The remaining 27 departments show female representation at a level of at least Instructor or above.

A look at academic women in the total picture for the College of Letters and Science is now in order as data for individual departments can be viewed independently in the collection of tables in Appendix A.

TABLE I

PERCENT OF TOTAL COLLEGE MEMBERSHIP
REPRESENTED BY WOMEN (BY TITLE)
Madison: College of Letters and Science
University of Wisconsin
1969-70

Title	Percent Women are of Total Membership	
	Headcount	FTE
Professor	2.5%	2.5%
Associate Professor	5.0%	5.1%
Assistant Professor	11.0%	11.1%
Instructor	35.0%	31.4%
Professional, Scientific and Specialist	46.5%	41.9%
Lecturer ²	58.1%	52.5%
Total for L&S (All titles)	11.0%	10.0%

²Lecturers were culled from the Professional, Scientific and Specialist category, as the latter category is a "catch all" which includes Project Associates, Specialists, Lecturers, etc. Please note that they are included in the Professional, Scientific and Specialist figures. Data on lecturers is indicated in footnotes where applicable.



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TABLE II

NUMBER OF WOMEN (BY TITLE)

Madison: College of Letters and Science
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	10.00	9.50
Associate Professor	8.52	8.52
Assistant Professor	29.91	29.91
Instructor	13.45	11.45
Professional, Scientific and Specialist	44.62	35.03
Total L&S (All titles)	106.50	94.41

TABLE III

DOLLAR DIFFERENTIAL* OF WOMEN FACULTY (BY TITLE)

Madison: College of Letters and Science
University of Wisconsin
1969-70

Title	Dollar Differential
Professor	- \$3,744
Associate Professor	- \$1,158
Assistant Professor	- \$ 219
Instructor	- \$ 363
Professional, Scientific and Specialist	- \$3,226

*Based upon academic year mean salaries and includes departments where both sexes are not represented.

Note: The statistics for Lecturers are not available at this time.



In general, for women, there is a positive correlation between an increase in academic level and increased discrepancy in dollar differential. As the levels get higher, the percentages, (and usually numbers,) of women employed at each level consistently decrease. This tendency has also been noted at Johns Hopkins University,³ at the University of Minnesota, Twin Cities Campus,⁴ Columbia University,⁵ the University of Maryland,⁶ and many others. (In the Columbia study it was found that salaries at Barnard College when compared to Columbia were lower for women "varying from an average difference of over \$5,500 at the full Professor level to \$1,765 at the Assistant Professor level"⁷.)

At the University of Chicago, a survey of the 1969 faculty showed that of the 460 full Professors, only 11 were women. It goes on to note that of the entire faculty, women are 2.4% of all Professors, 5.6% of all Associate Professors, 11.2% of all Assistant Professors and 13.0% of all Instructors.⁸ (These

³ Anne Alexander, "Who's Come a Long Way, Baby?" The Johns Hopkins Magazine (April, 1970), p. 11.

⁴ David Kuhn, Minneapolis Tribune (May 23, 1970)

⁵ Report from the Committee on Discrimination Against Faculty Women, Columbia University, 1969, p. 4.

⁶ Circular Letter No. 5 of the National Association of State Universities and Land-Grant Institutions (March 18, 1970) . . . 11.

⁷ Report from The Committee on Discrimination Against Faculty Women, Columbia University, 1969, p. 5.

⁸ Jo Freeman, "Women on the Social Science Faculties since 1892." (Draft of a speech delivered to a university panel on the status of women at the University of Chicago, Winter 1969).

percentages closely mirror those of the 1969-70 faculty of the Madison campus College of Letters and Science with the exception of the instructor category). Patricia Graham reports that the 2% figure for the proportion of full Professors who are women also applies at Stanford University and Columbia University.⁹

A longitudinal view of the University of Wisconsin can be provided by using the 1962 survey compiled by Dr. E. B. Fred, President Emeritus of this university.¹⁰ The faculty of the College of Letters and Science of 1959-60 can be compared to that of 1969-70. Figures are on a headcount basis.

⁹Patricia Albjerg Graham, "Women in Academe," Science (September 25, 1970), p. 1284.

¹⁰E. B. Fred, "Women and Higher Education: With Special Reference to the University of Wisconsin," The Journal of Experimental Education (December 1962), pp. 169-70.

TABLE IV

COMPARISONS OF MEN AND WOMEN FACULTY, 1959-60 AND 1969-70
COLLEGE OF LETTERS & SCIENCE, MADISON CAMPUS

Full and Associate Professors				
Year	Total	Men	Women	% Women
1959-60	279	267	12	4.3
1969-70	561	542	19	3.3
Assistant Professor and Instructor				
Year	Total	Men	Women	% Women
1959-60	143	120	23	16.1
1969-70	310	267	43	14.0
Totals: Professor - Instructor				
Year	Total	Men	Women	% Women
1959-60	422	387	35	8.3
1969-70	871	809	62	7.1

It can readily be seen that while the numbers of faculty in each category have increased, the percentages of women in each rank has consistently decreased.

The statistics reported in this survey of Madison's College of Letters and Science, and other studies cited, show that the status of women is indeed not the same as that of their male colleagues in terms of financial rewards and their position in the academic hierarchy.

APPENDIX A

Data by Departments and Totals for all Departments in the College of Letters and Science, Madison Campus, University of Wisconsin. Included are some Illustrative Graphs.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department African Language & Literature
 Department Code 2-48-0600

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Female	Male	Total	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof. 190	1.00		1.00	1.00		1.00	17,700		17,700						17,700
Assoc. Prof.															
Asst. Prof.	2.00		2.00	2.00		2.00	11,850		11,850						11,850
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	8,000		8,000						8,000
Total	4.00		4.00	4.00		4.00	12,350		12,350						12,350



STATUS OF WOMEN STUDY

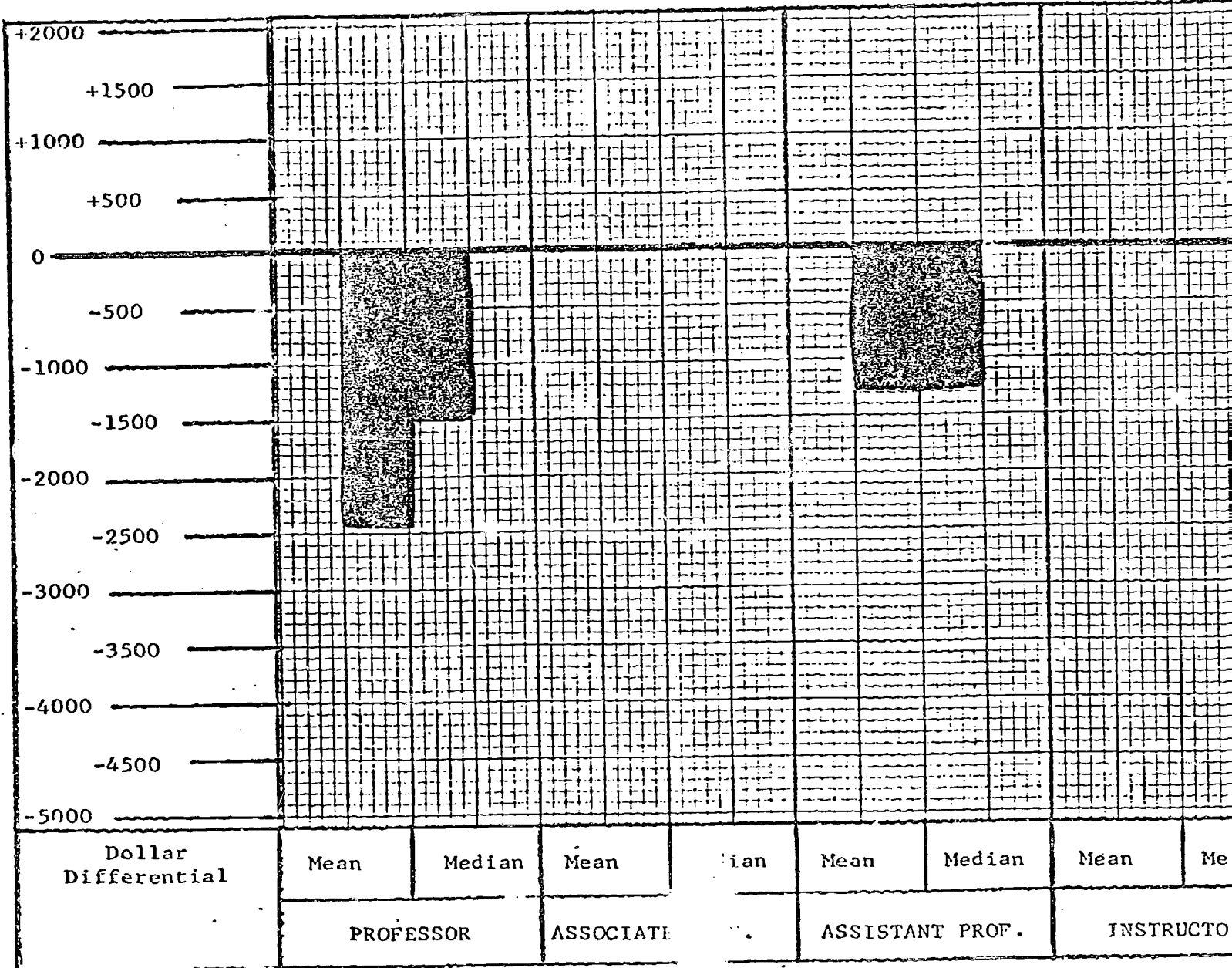
Campus MADISON
 College or School L & S
 Department ANTHROPOLOGY
 Department Code 2-48-0700

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	
	Male	Female	Male	Female								
Prof.	6.00	1.00	7.00	5.50	1.00	6.50	19,291	16,900	18,923	18,350	16,900	-1,450
ASSOC. Prof.	4.00		4.00	4.00		4.00	12,875		12,875	12,600		
Asst. Prof.	2.00	.33	2.33	2.00	.33	2.33	11,250	10,000	11,073	11,250	10,000	-1,250
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	12.00	1.33	13.33	11.50	1.33	12.83	15,661	15,188	15,612	15,612		



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Anthropology
 Department Code 2-48-0700



STATUS OF WOMEN STUDY

Campus MADISON

College or School L & S

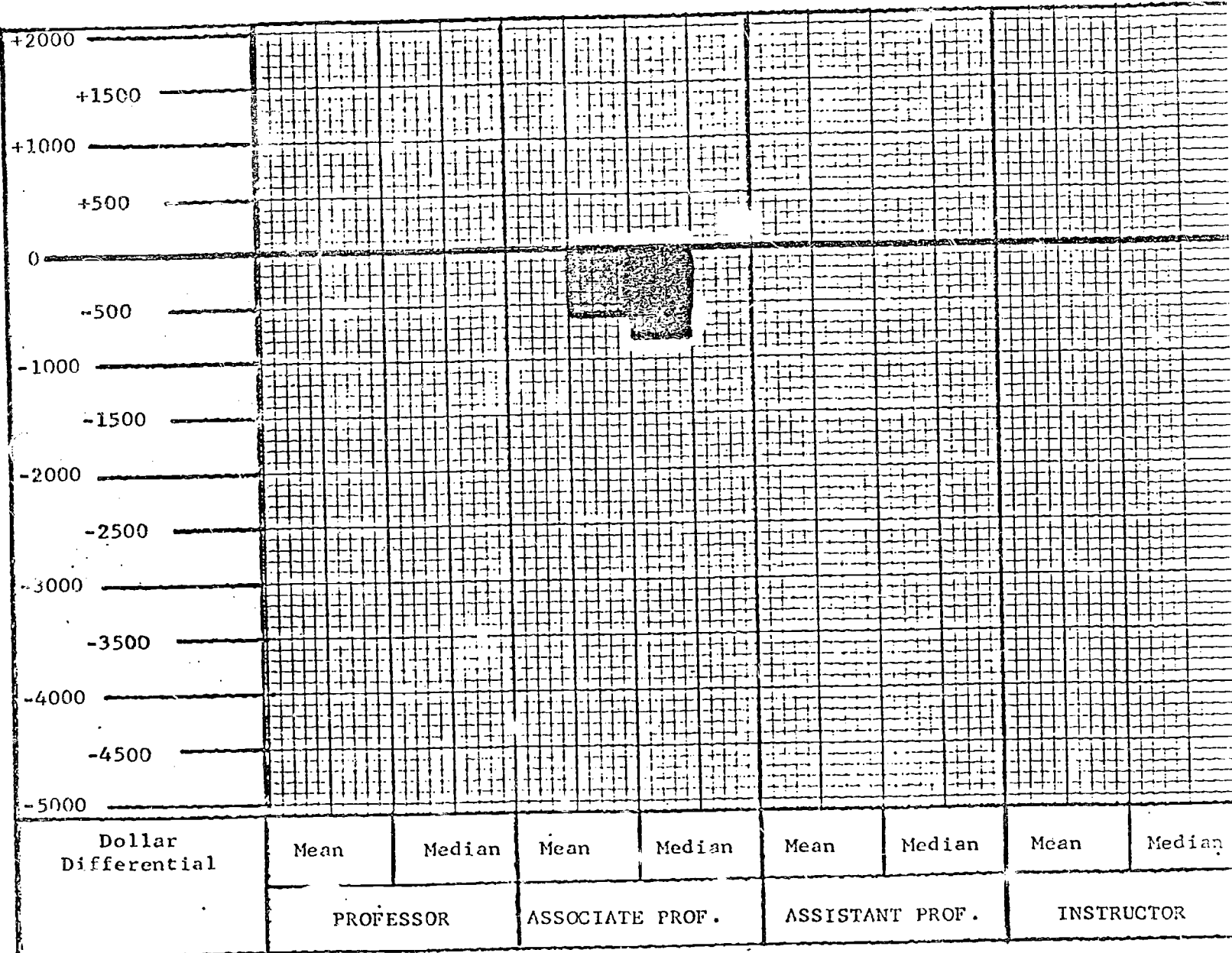
Department ART HISTORY

Department Code 2-48-0900

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	3.00		3.00	3.00		3.00	19,533			19,533	18,100		
Assoc. Prof.	3.00	1.00	4.00	3.00	1.00	4.00	13,400	12,800	- 600	13,250	13,600	12,800	- 800
Asst. Prof.	1.00		1.00	1.00		1.00	10,000			10,000	10,000		
Instr.		1.00	1.00		1.00	1.00		9,500		9,500		9,500	
Admin.													
Prof. Sci. & Spec.													
Total	7.00	2.00	9.00	7.00	2.00	9.00	15,543	11,150	-4,393	14,567			

STATU. OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Art History
 Department Code 2-48-0900



Campus Madison

College or School Letters and Science

Department Afro-American & Race Relations Center

Department Code 2-48-1000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	1.00		1.00	.83		.83	14,318			14,318	14,318			
Total	1.00		1.00	.83		.83	14,318			14,318	14,318			



STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Astronomy

Department Code 2-48-1100

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof. 196	4.00		4.00	3.83		3.83	21,975			21,975	22,175		
Assoc. Prof.	2.00		2.00	2.00		2.00	13,900			13,900	13,900		
Asst. Prof.	3.00		3.00	3.00		3.00	10,367			10,367	10,300		
Instr.													
Admin.													
Prof. Sci. & Spec.		1.00	1.00		.50	.50						5,809	
Total	9.00	1.00	10.00	8.83	.50	9.33	16,202	5,809		15,645			



STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Botany

Department Code 2-48-1300

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	12.33		12.33	12.33		12.33	18,846			18,846	19,000			
ASSOC. Prof.														
Asst. Prof.	5.33		5.33	4.43		4.43	10,308			10,308	10,300			
Instr.														
Admin.														
Prof. Sci. & Spec.	4.00	2.00	6.00	3.25	1.75	5.00	7,552	6,686		7,249	7,139	6,709		
Total	21.66	2.00	23.66	20.01	1.75	21.76	15,128	6,686		14,443				

STATUS OF MEN STUDY

Campus Madison

College or School Letters and Science

Department Chemistry

Department Code 2-48-15

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	20.29		20.29	19.79		19.79	21,088			21,088	20,150				
ASSOC. Prof.	6.00		6.00	6.00		6.00	13,400			13,400	13,450				
Asst. Prof.	14.00		14.00	14.00		14.00	11,457			11,457	11,600				
Instr.															
Admin.															
* Prof. Sci. & Spec.	4.00	1.00	5.00	4.00	.50	4.50	9,655	10,000	+345	9,693	10,064	10,000	-64		
Total	44.29	1.00	45.29	43.79	.50	44.29	15,911	10,000		15,844					

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*All statistics for women in this category refer to employment as a Lecturer; all statistics for men refer to employment as a Specialist.



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Chem. Lab.-Theoretical
 Department Code 2-48-1600

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	.50		.50	.50		.50	18,670			18,670				
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.50		.50	.50		.50	18,670			18,670				



STATUS OF WOMEN STUDY

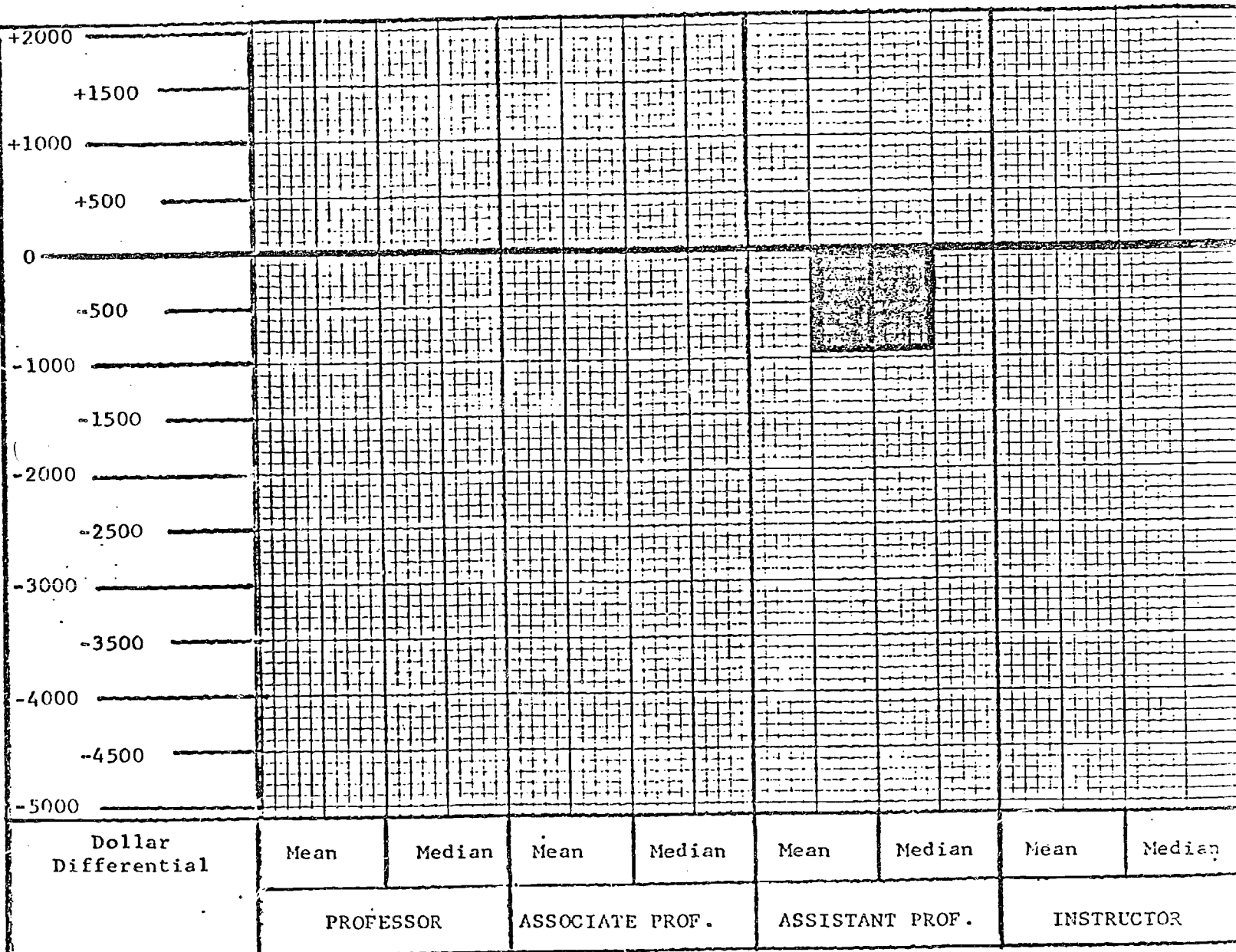
Campus MADISON
 College or School L & S
 Department CLASSICS
 Department Code 2-48-1700

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof. 25	2.78		2.78	2.69		2.69	20,639			20,639	20,528		
ASSOC. Prof.	2.00		2.00	2.00		2.00	13,100			13,100	13,100		
Asst. Prof.	1.00	.50	1.50	1.00	.50	1.50	11,950	11,000	- 950	11,633	11,950	11,000	- 950
Instr.													
Admin.													
* Prof. Sci. & Spec.		1.00	1.00		.50	.50		12,000		12,000		12,000	
Total	5.78	1.50	7.28	5.69	1.00	6.69	16,462	11,500		15,720			

*All statistics refer to employment as a Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Classics
 Department Code 2-48-1700



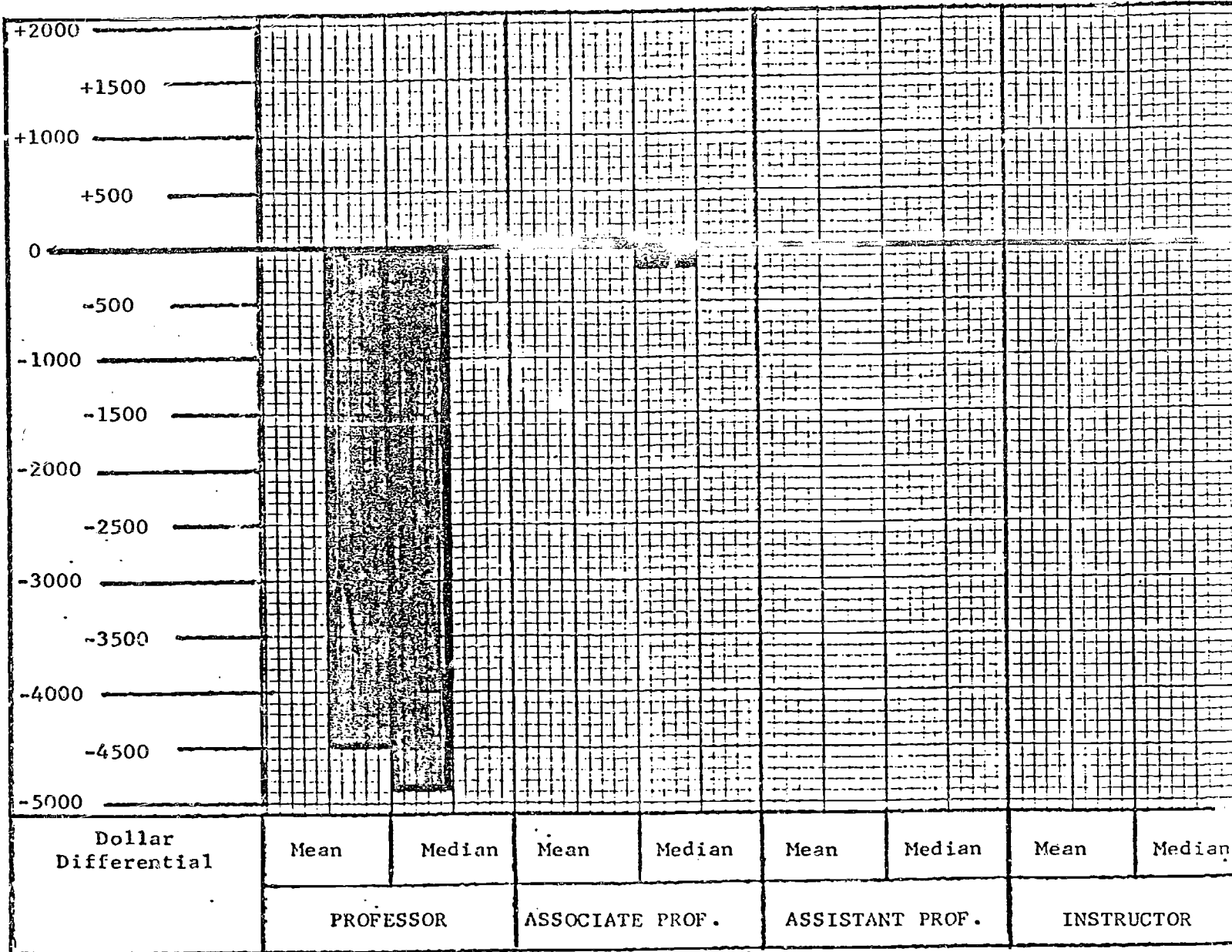
Campus MADISON
 College or School L & S
 Department COMMUNICATIVE DISORDERS
 Department Code 2-48-1800

RANK	NUMBER			AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total								
Prof.	2.60	1.00	3.60	1.00	19,577	15,100	18,333	-4,477	20,000	15,100	-4,900
Assoc. Prof.	1.76	1.00	2.76	1.00	12,738	12,800	12,751	+ 62	13,000	12,800	- 200
Asst. Prof.	5.27		5.27	5.27	11,534		11,534		11,150		
Instr.											
Admin.											
Prof. Sci. & Spec.	2.00	5.00	7.00	4.25	9,695	7,892	8,503	-1,803	9,696	7,550	-2,146
Total	11.63	7.00	18.63	6.25	13,195	9,864	12,031	-3,331			



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Communicative Disorders
 Department Code 2-48-1800



STATUS OF WOMEN STUDY

Campus MADISON

College or School L & S

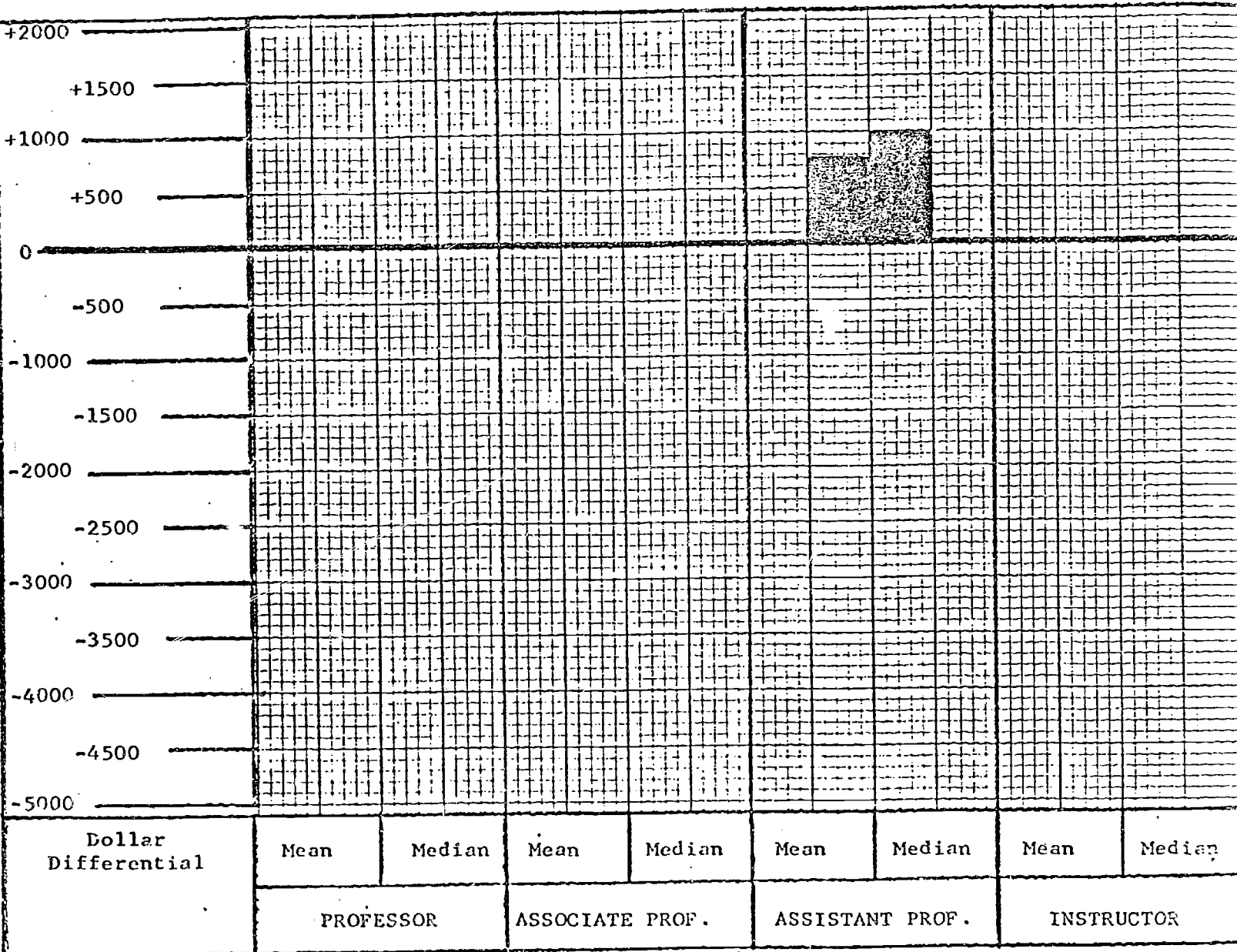
Department COMPARATIVE LIT.

Department Code 2-48-1900

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 204	3.25		3.25	2.92		2.92	19,081				19,081	18,950		
Assoc. Prof.	1.00		1.00	1.00		1.00	13,000				13,000	13,000		
Asst. Prof.	3.00	.50	3.50	3.00	.50	3.50	10,217	11,000 +	783	10,329	10,000	11,000	+1,000	
Instr.	1.00		1.00	1.00		1.00	10,500			10,500	10,500			
Admin.														
Prof. Sci. & Spec.														
Total	8.25	.50	8.75	7.92	.50	8.42	13,872	11,000		13,702				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Comparative Literature
 Department Code 2-48-1900



STATUS OF MEN STUDY

Campus Madison

College or School Letters and Science

Department Computer Science

Department Code 2-48-2000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 2008	7.15		7.15	7.15		7.15	20,355			20,355	19,125			
Assoc. Prof.	3.67		3.67	3.67		3.67	14,988			14,988	15,493			
Asst. Prof.	5.52		5.52	5.52		5.52	12,949			12,949	13,113			
Instr.	2.00		2.00	2.00		2.00	8,135			8,135	8,135			
Admin.														
* Prof. Sci. & Spec.	.57		.57	.57		.57	15,783			15,783	15,781			
Total	18.91		18.91	18.91		18.91	15,721			15,721				

* .28 of the .57 figure refers to employment as a Lecturer.



Campus MADISON

College or School L & S

Department EAST ASIAN LANG. & LIT.

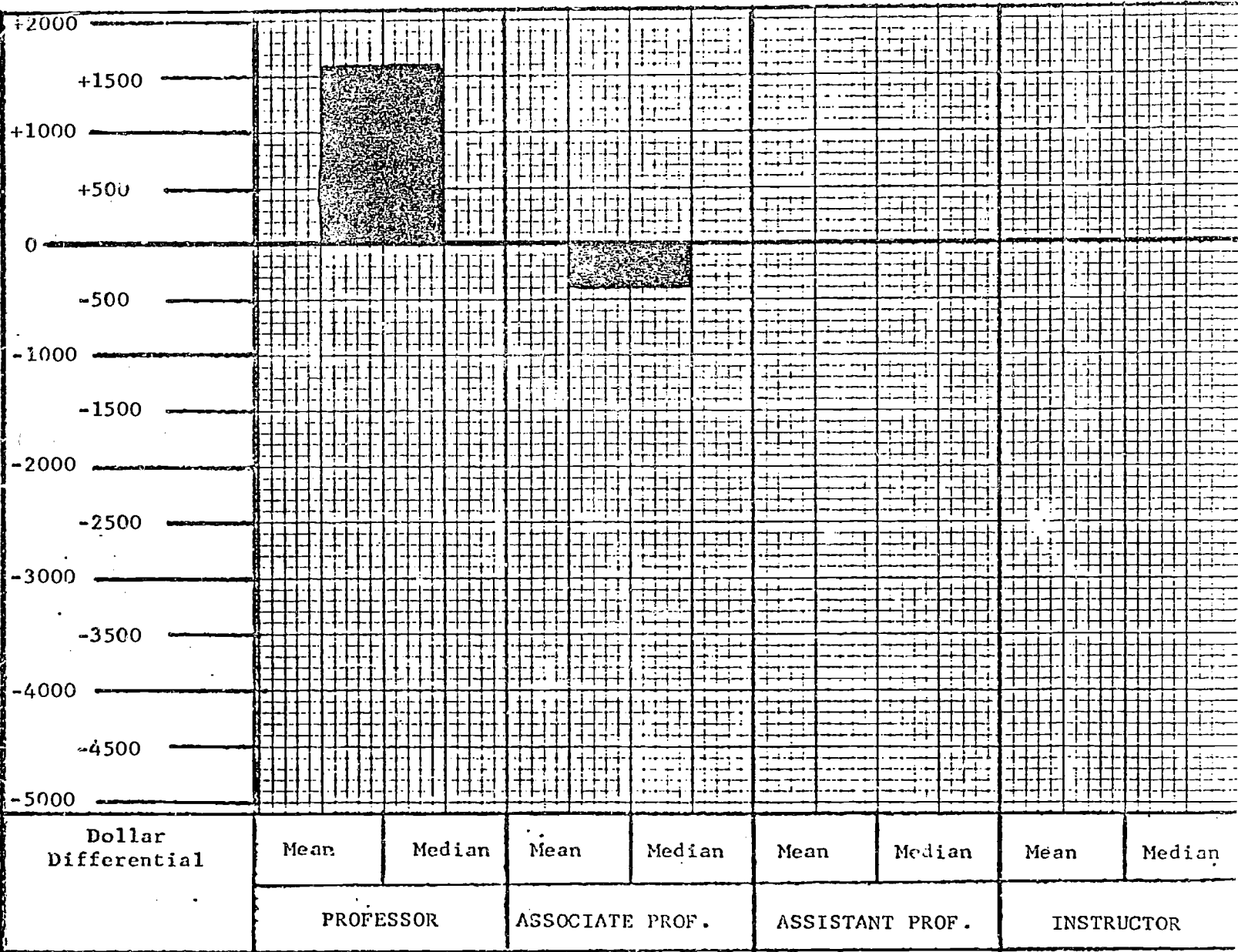
Department Code 2-48-2100

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof. 23	1.00	1.00	2.00	1.00	1.00	2.00	15,700	17,300	16,500	+1,600	16,500	15,700	17,300	+1,600	
Assoc. Prof.	1.00	1.00	2.00	1.00	1.00	2.00	13,300	12,900	13,100	- 400	13,100	13,300	12,900	- 400	
Asst. Prof.	3.00		3.00	3.00		3.00	10,667		10,667		10,667	10,400			
Instr.	2.00		2.00	2.00		2.00	9,050		9,050		9,050	9,050			
Admin.															
Prof. Sci. & Spec.															
Total	7.00	2.00	9.00	7.00	2.00	9.00	11,300	15,100	12,144		12,144				



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department East Asian Languages and Literature
 Department Code 2-48-2100



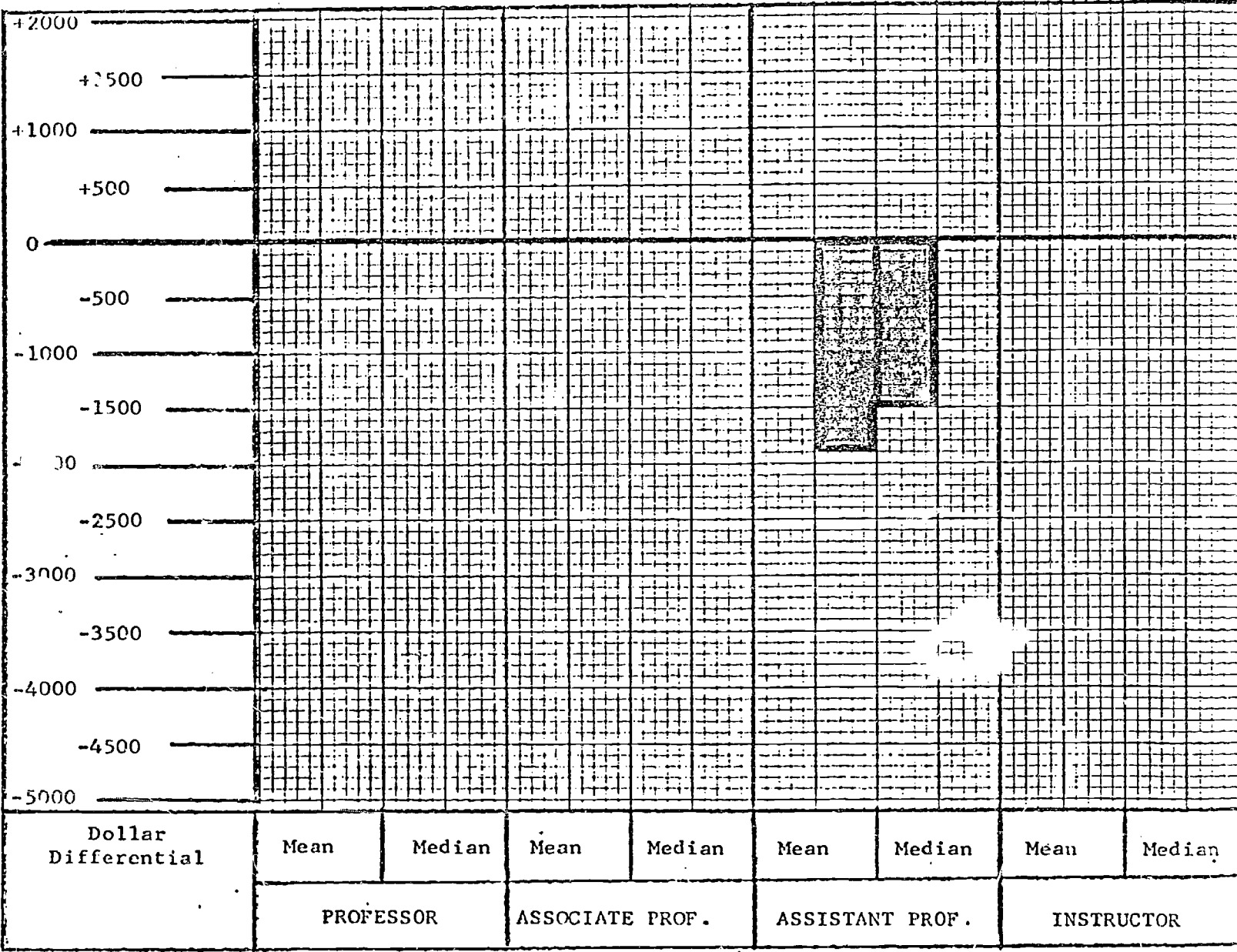
STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Economics
 Department Code 2-48-2200

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Total	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total										
Prof. 200	19.23		19.23	19.17		19.17	19,929			19,929	20,000					
Assoc. Prof.	3.15		3.15	3.15		3.15	15,600			15,600	15,000					
Asst. Prof.	10.50	1.00	11.50	10.50	1.00	11.50	12,381	10,500	-1,881	12,217	12,000	10,500	-1,500			
Instr.																
Admin.																
Prof. Sci. & Spec.	3.00	2.00	5.00	3.00	1.34	4.34	10,555	5,758	-4,797	9,074	11,127	5,776	-5,351			
Total	35.88	3.00	38.88	35.82	2.34	38.16	16,437	7,768		16,013						

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Economics
 Department Code 2-48-2200



STATUS OF MEN STUDY

Campus Madison
 College or School Letters and Science
 Department Elvehjem Art Center
 Department Code 2-48-2300

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total		
	Male	Female	Total	Male	Female	Total									
Prof.															
211															
Assoc. Prof.															
Asst. Prof.															
Instr.	1.00		1.00	1.00		1.00	9,213			9,213	9,213				
Admin.															
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00	13,827	6,545	-7,282	10,186	13,827	6,545	182		
Total	2.00	1.00	3.00	2.00	1.00	3.00	10,115	6,545		9,132					





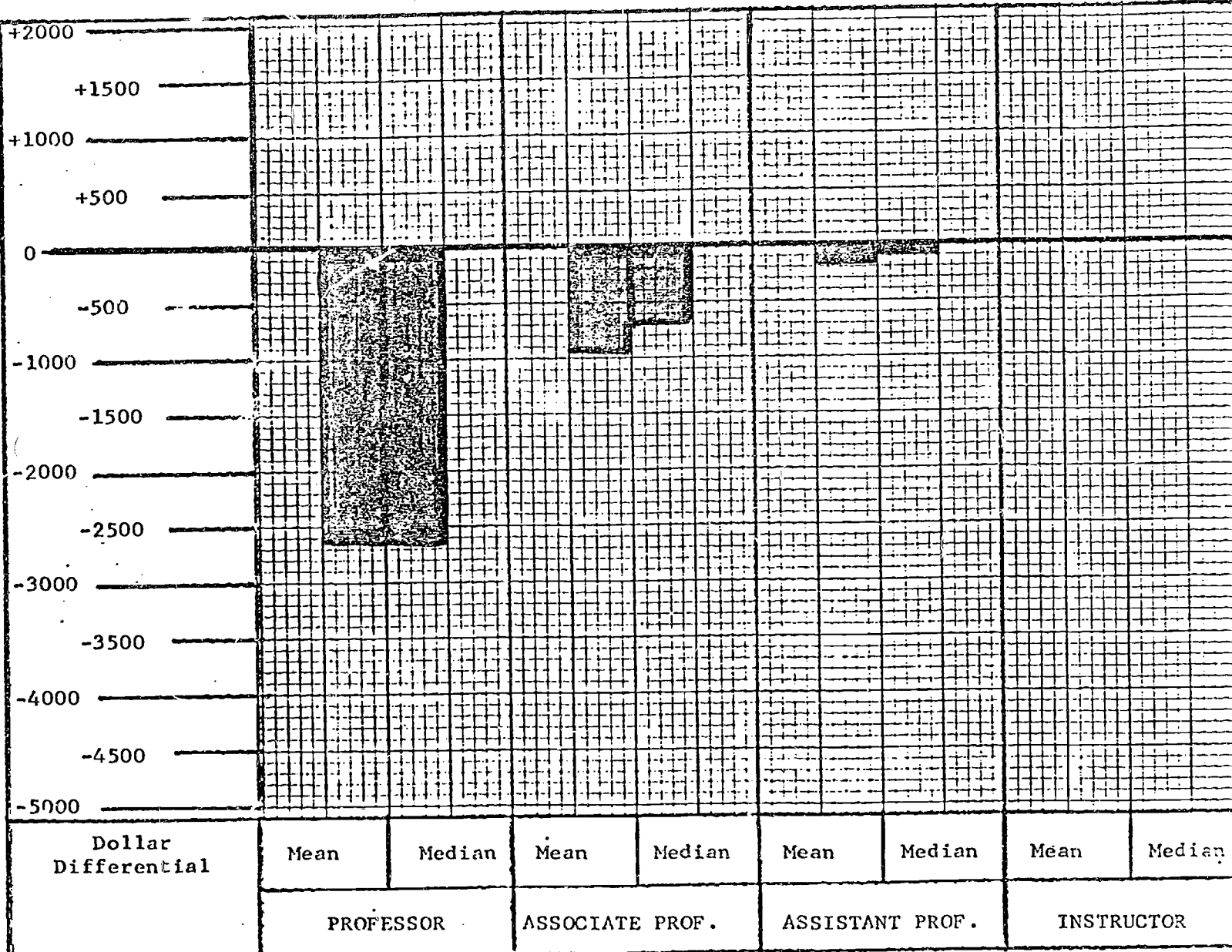
Campus Madison
 College or School Letters and Science
 Department English
 Department Code 2-48-2400

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total								
Prof. 212	17.01	1.50	18.51	17.01	1.50	18.51	19,458	16,800	-2,658	19,242	20,350	17,700	-2,650	
Assoc. Prof.	13.50	1.00	14.50	13.50	1.00	14.50	13,235	12,300	- 935	13,170	13,000	12,300	- 700	
Asst. Prof.	25.33	1.00	26.33	25.33	1.00	26.33	10,284	10,100	- 184	10,276	10,200	10,100	- 100	
Instr.	2.00		2.00	2.00		2.00	9,700			9,700	9,700			
Admin.														
* Prof. Sci. & Spec.		1.00	1.00		.50	.50		11,600		11,600		11,600		
Total	57.84	4.50	62.34	57.84	4.00	61.84	13,654	13,350		13,631				

* All statistics refer to employment as Lecturer.

STATUS WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department English
 Department Code 2-48-2400



STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department French & Italian

Department Code 2-48-2600

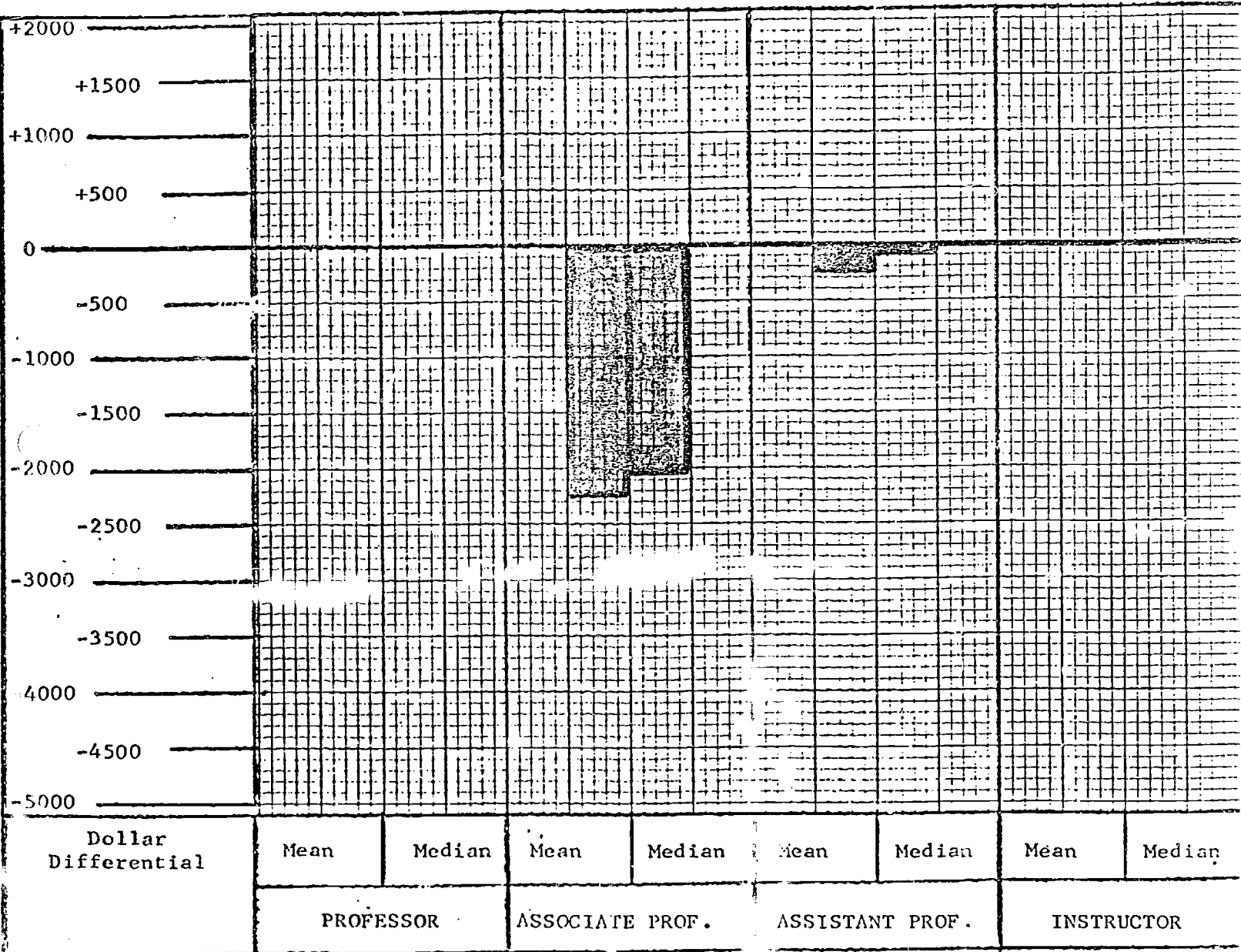
RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof. 212	6.50		6.50	6		6.50	18,338			18,338	18,235		
Assoc. Prof.	6.00	1.00	7.00	6	1.00	7.00	14,000	11,750	-2,250	13,679	13,800	11,750	-2,050
Asst. Prof.	10.33	1.24	11.57	10.33	1.24	11.57	10,430	10,202	- 228	10,399	10,391	10,285	- 106
Instr.		2.00	2.00		2.00	2.00		8,800		8,800		8,800	
Admin.													
*Prof. Sci. & Spec.		2.00	2.00		1.50	1.50		8,667		8,667		8,750	
Total	22.83	6.24	29.07	22.83	5.74	28.57	13,621	9,582		12,806			

* All statistics refer to employment as Lecturer.



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department French and Italian
 Department Code 2-48-2600



Campus Madison
 College or School Letters and Science
 Department Environmental Design Center
 Department Code 2-48-2700

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof. 216	1.00		1.00	1.00		1.00	17,600			17,600			
Assoc. Prof.	1.00		1.00	1.00		1.00	14,200			14,200			
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	10,841			10,841			10,841
Total	3.00		3.00	3.00		3.00	14,214			14,214			14,214

STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Geography

Department Code 2-48-29

RANK	NUMBER						AVERAGE SALARY						MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total											
Prof. 217	8.76		8.76	8.76		8.76	19,494			19,494	18,900						
Assoc. Prof.	3.41		3.41	3.41		3.41	13,563			13,563	13,425						
Asst. Prof.	5.00		5.00	5.00		5.00	11,756			11,756	11,600						
Instr.																	
Admin.																	
Prof. Sem. & Spec.	.29	1.50	1.79	.29	1.50	1.79	14,460	6,764	-7,696	8,011	19,340	6,505	-12,835				
Total	17.46	1.50	18.96	17.46	1.50	18.96	16,036	6,764	-9,272	15,303							



STATUS OF WOMEN STUDY



Campus Madison

College or School Letters and Science

Department Geology and Geophysics

Department Code 2-48-3200

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof. 218	15.50		15.50	14.50		14.50	19,524	19,524	19,524		19,800				
Assoc. Prof.	3.00		3.00	3.00		3.00	12,733	12,733	12,733		12,500				
Asst. Prof.	3.00		3.00	3.00		3.00	11,533	11,533	11,533		11,500				
Instr.															
Admin.															
* Prof. Sci. & Spec.	3.19		3.19	3.19		3.19	9,639	9,639	9,639		9,409				
Total	24.69		24.69	23.69		23.69	16,321	16,321	16,321						

* 1.00 (Headcount) and 1.00 (FTE) of the 3.19 figure refers to employment as Lecturer.

Campus Madison
 College or School Letters and Science
 Department German
 Department Code 2-48-3500

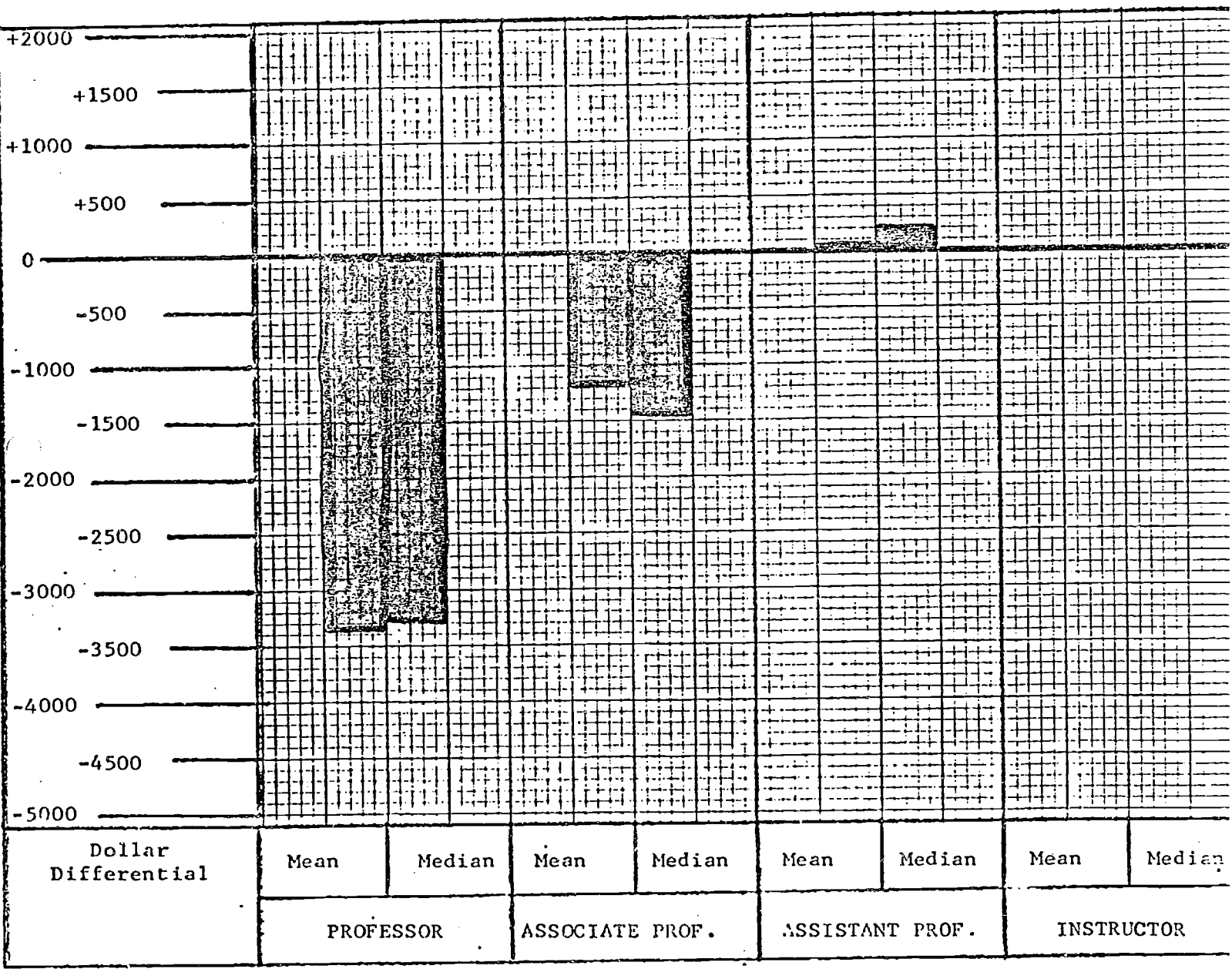
RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	5.17	1.00	6.17	5.17	.50	5.67	19,269	15,200	-3,369	18,982	19,200	15,900	-3,300	
Assoc. Prof.	2.82	.33	3.15	2.82	.33	3.15	13,252	12,060	-1,192	13,112	13,500	12,060	-1,440	
Asst. Prof.	5.00	2.00	7.00	5.00	2.00	7.00	10,496	10,550	+ 54	10,511	10,330	10,550	+ 220	
Instr.	1.00		1.00	1.00		1.00	9,600			9,600	9,600			
Admin.														
*Prof. Sci. & Spec.		1.00	1.00		.30	.30		10,000		10,000		10,000		
Total	13.99	4.33	18.32	13.99	3.13	17.12	14,230	11,524		13,733				

* All statistics refer to employment as Lecturer.



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department German
 Department Code 2-48-3500



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Hebrew and Semetic Studies
 Department Code 2-48-3700

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof. 221	1.00		1.00	1.00		1.00	17,200			17,200			
Assoc. Prof.													
Asst. Prof.	1.00		1.00	1.00		1.00	9,550			9,550			
Instr.	2.00		2.00	2.00		2.00	8,400			8,400			
Admin.													
Prof. Sci. & Spec.													
Total	4.00		4.00	4.00		4.00	10,888			10,888			



Campus Madison

College or School Letters and Science

Department History

Department Code 2-48-3800

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	26.73		26.73	24.60		24.60	19,475			19,475	19,400			
Assoc. Prof.	6.71		6.71	6.00		6.00	13,467			13,467	13,200			
Asst. Prof.	4.00		4.00	4.00		4.00	10,438			10,438	10,450			
Instr.	1.50		1.50	1.50		1.50	10,267			10,267	10,200			
Admin.														
*Prof. Sci. & Spec.	.20		.20	.20		.20	11,733			11,733	11,733			
Total	39.14		39.14	36.30		36.30	17,063			17,063				

*All statistics refer to employment as Lecturer.

Campus Madison
 College or School Letters and Science
 Department History of Science
 Department Code 2-48-3900

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	2.35		2.35	2.35		2.35	19,855		19,855		19,570		
Assoc. Prof.	3.00		3.00	3.00		3.00	13,167		13,167		13,500		
Asst. Prof.	1.00		1.00	1.00		1.00	11,300		11,300		11,300		
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	6.35		6.35	6.35		6.35	15,348		15,348				15,348

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Campus Madison
 College or School Letters and Science
 Department Humanities Institute for Research
 Department Code 2-48-4100

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 22 14	2.67		2.67	2.58		2.58	24,395				24,395	23,600		
Assoc. Prof.	1.00		1.00	1.00		1.00	12,000				12,000			
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	24,545				24,545	24,545		
Total	4.67		4.67	4.58		4.58	21,722				21,722			

STATUS OF OPEN STUDY

Campus Madison

College or School Letters and Science

Department Ibero-American Area Study

Department Code 2-48-4200

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	1.75		1.75	1.75		1.75	19,200				19,200	19,400		
Assoc. Prof.	1.58		1.58	1.42		1.42	13,274				13,274			
Asst. Prof.		.67	.67		.67	.67	10,000				10,000		10,000	
Instr.	1.00		1.00	1.00		1.00	9,500				9,500	9,500		
Admin.														
Prof. Sci. & Spec.														
Total	4.33	.67	5.00	4.17	.67	4.84	14,856	10,000			14,184			



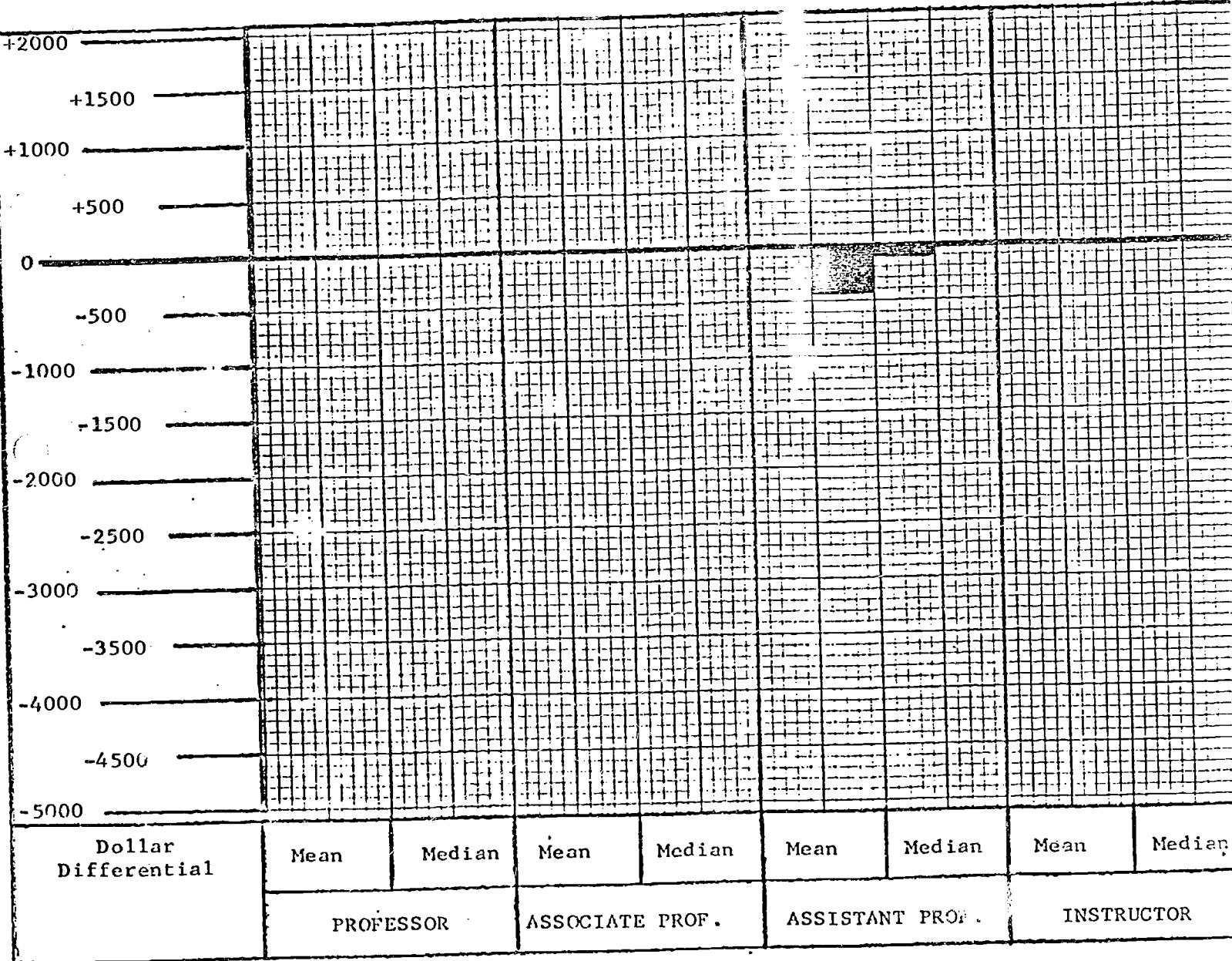
STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Indian Studies
 Department Code 2-48-4400

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	1.66		1.66	1.66		1.66	18,199			18,199	18,000		
Assoc. Prof.	1.50		1.50	1.50		1.50	11,950			11,950	12,275		
Asst. Prof.	4.00	1.00	5.00	4.00	1.00	5.00	10,425	10,000	-425	10,340	10,100	10,000	-100
Instr.	1.50		1.50	1.50		1.50	9,333			9,333	9,500		
Admin.													
Prof. Sci. & Spec.													
Total	8.66	1.00	9.66	8.66	1.00	9.66	12,004	10,000		11,784			

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Indian Studies
 Department Code 2-48-4400



STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science
 Department Industrial Relations Research Institute

Department Code 2-48-4500

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	.54		.54	.54		.54	22,733			22,733	22,200		
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	.66	4.00	4.66	.66	3.50	4.16	17,694	7,675	-10,019	9,237	17,518	6,804	-10,714
Total	1.20	4.00	5.20	1.20	3.50	4.70	19,974	7,675		10,787			

Campus Madison
 College or School Letters and Science
 Department Institute for Research on Poverty
 Department Code 2-48-4600

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	3.16		3.16	2.99		2.99	21,362			21,362	20,500		
Assoc. Prof.	1.95		1.95	1.95		1.95	15,267			15,267	15,136		
Asst. Prof.	1.83		1.83	1.83		1.83	11,146			11,146	11,000		
Instr.													
Admin.													
Prof. Sci. & Spec.	3.00	2.00	5.00	3.00	2.00	5.00	16,114	6,750	-9,364	12,368	16,350	6,750	-9,600
Total	9.94	2.00	11.94	9.77	2.00	11.77	16,629	6,750		14,943			

Campus Madison
 College or School Letters and Science
 Department Integrated Liberal Studies
 Department Code 2-48-4700

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total								
Prof. 230	.70		.70	.70		.70	20,000			20,000	20,000			
ASSOC. Prof.														
ASST. Prof.														
Instr.		1.00	1.00		.25	.25	8,900			8,900	8,900			
Ad-in.														
*Prof. Sci. & Spec.		1.62	1.62		1.12	1.12	9,613			9,613	9,613			9,650
Total	.70	2.62	3.32	.70	1.37	2.07	9,482			13,039				

* All statistics refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Journalism
 Department Code 2-48-4900

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.	6.75		6.75	6.75		6.75	17,978			17,978	17,550				
ASSOC. Prof.	5.44		5.44	5.44		5.44	13,489			13,489	13,650				
Asst. Prof.	2.00		2.00	2.00		2.00	11,200			11,200	11,200				
Instr.															
Admin.															
Prof. Sci. & Spec.		1.00	1.00		.31	.31			5,655		5,655		5,655		
Total	14.19	1.00	15.19	14.19	.31	14.50	14,973		5,655		14,486				

Campus Madison

College or School Letters and Science

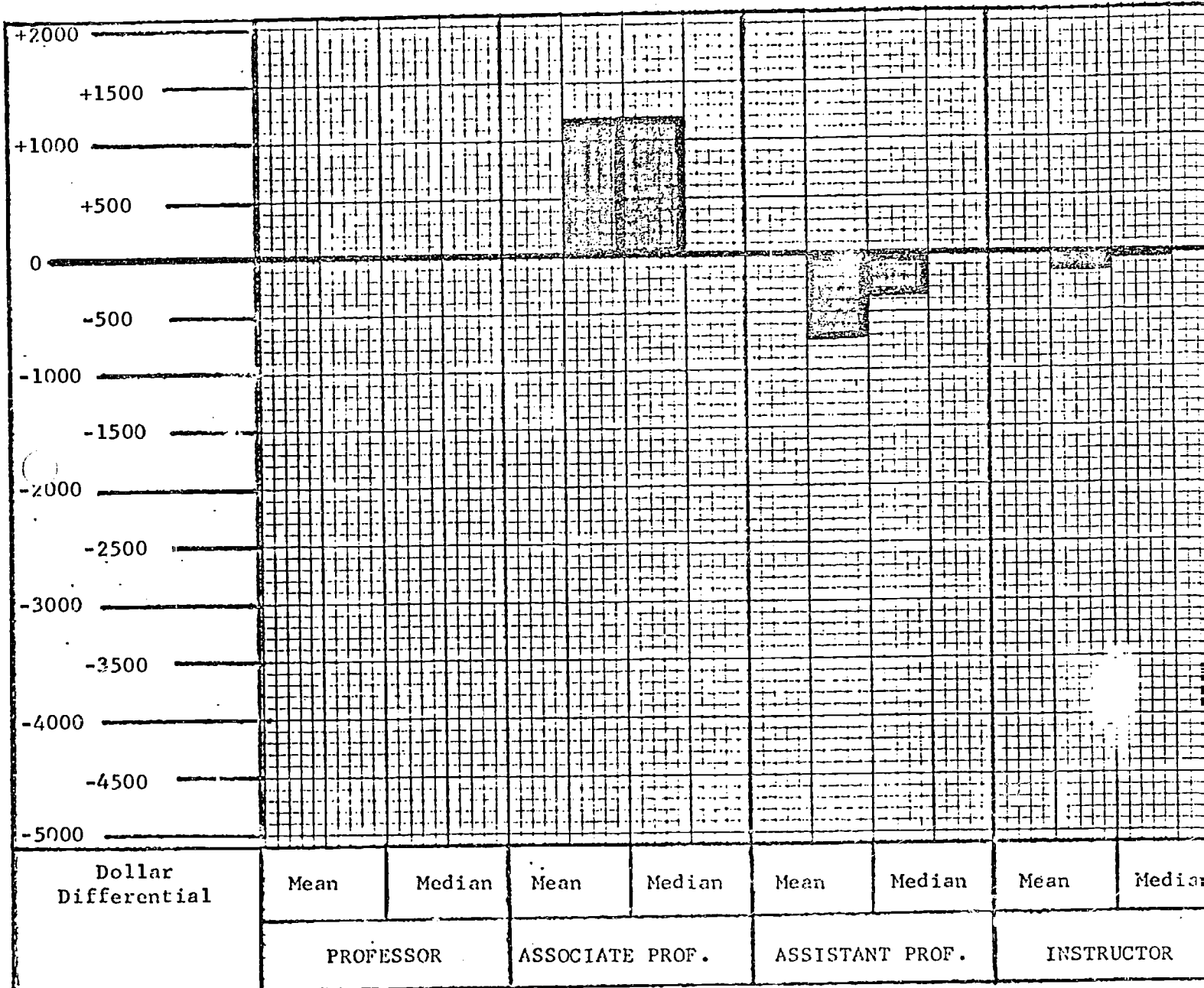
Department Library School

Department Code 2-48-5100

RANK	NUMBER						AVERAGE SALARY						MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total											
Prof.	3.00		3.00	3.00		3.00	16,767			16,767				17,200			
ASSOC. Prof.	1.00	.19	1.19	1.00	.19	1.19	13,200	14,400	+1,200	13,392	14,400	13,200	14,400	13,200	14,400	14,400	+1,200
Asst. Prof.	2.00	3.00	5.00	2.00	3.00	5.00	12,675	11,950	- 725	12,240	11,950	12,675	12,300	12,675	12,300	12,300	- 375
Instr.	2.00	2.00	4.00	2.00	1.50	3.50	9,075	8,957	- 118	9,024	8,957	9,075	9,035	9,075	9,035	9,035	- 40
Admin.																	
Prof. Sci. & Spec.		1.50	1.50		1.50	1.50		14,771		14,771			12,993				
Total	8.00	6.69	14.69	8.00	6.19	14.19	13,375	11,994		12,768	11,994	13,375	12,768	13,375	12,768	12,768	

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Library School
 Department Code 2-48-5100



STATUS OF WOMEN STUDY

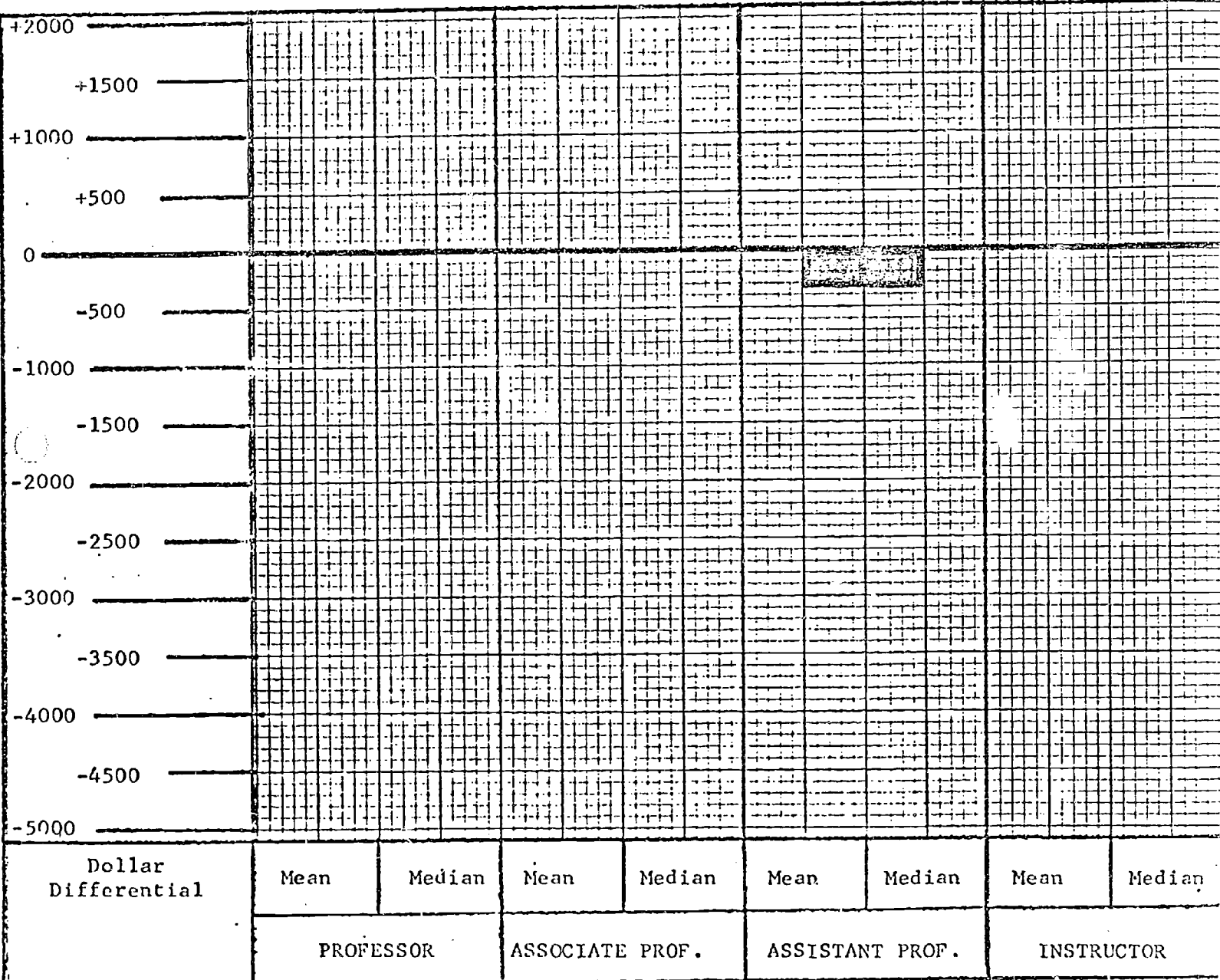
Campus Madison
 College or School Letters and Science
 Department Linguistics
 Department Code 2-48-5200

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total									
Prof.	3.00		3.00	3.00		3.00	18,267			18,267	16,600				
Assoc. Prof.	.33		.33	.33		.33	16,375			16,375	16,375				
Asst. Prof.	2.00	1.00	3.00	2.00	1.00	3.00	10,810	10,475	-335	10,698	10,810	10,475	-335		
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	5.33	1.00	6.33	5.33	1.00	6.33	15,352	10,475		14,581					



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Linguistics
 Department Code 2-48-5200



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Mathematics
 Department Code 2-48-5400

RANK	NUMBER						AVERAGE SALARY				MEDIAN	
	Headcount			F.T.E.			Females	Total	Dollar Dif.	Male	Female	Dollar Dif.
	Male	Female	Total	Male	Female	Total						
Prof.	27.63		27.63	27.32		27.32	20,157		20,157	19,900		
Assoc. Prof.	15.62		15.62	15.62		15.62	13,133		13,133	13,000		
Asst. Prof.	10.50		10.50	10.50		10.50	10,805		10,805	10,600		
Instr.		1.00	1.00		1.00	1.00	7,300		7,300		7,300	
Admin.												
*Prof. Sci. & Spec.		1.00	1.00		.40	.40	12,500		12,500		12,500	
Total	53.75	2.00	55.75	53.44	1.40	54.84	16,267	8,786	16,076			

* All statistics refer to employment as Lecturer.



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Math Research Center - Army
 Department Code 2-48-5500

RANK	NUMBER						AVERAGE SALARY						MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Female	Male	Total	Dollar Dif.	Female	Male	Total
	Male	Female	Total	Male	Female	Total											
Prof.	10.97		10.97	10.97		10.97	22,396			22,396	20,868						
ASSOC. Prof.	2.32		2.32	2.32		2.32	13,364			13,364	13,200						
ASST. Prof.	.99		.99	.99		.99	13,333			13,333	13,275						
Instr.																	
Admin.																	
Prof. Sci. & Spec.	.29		.29	.29		.29	15,918			15,918	15,918						
Total	14.57		14.57	14.57		14.57	20,213			20,213	20,213						



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Meteorology
 Department Code 2-48-5700

RANK	NUMBER						AVERAGE SALARY						MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total											
Prof.	5.29		5.29	5.29		5.29	22,061			22,061	21,950						
Assoc. Prof.	5.66		5.66	5.66		5.66	13,984			13,984	13,900						
Asst. Prof.	1.63		1.63	1.63		1.63	12,116			12,116	12,100						
Instr.																	
Admin.																	
Prof. Sci. & Spec.	1.50		1.50	1.50		1.50	10,009			10,009	10,759						
Total	14.08		14.08	14.08		14.08	16,379			16,379							

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STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department School of Music

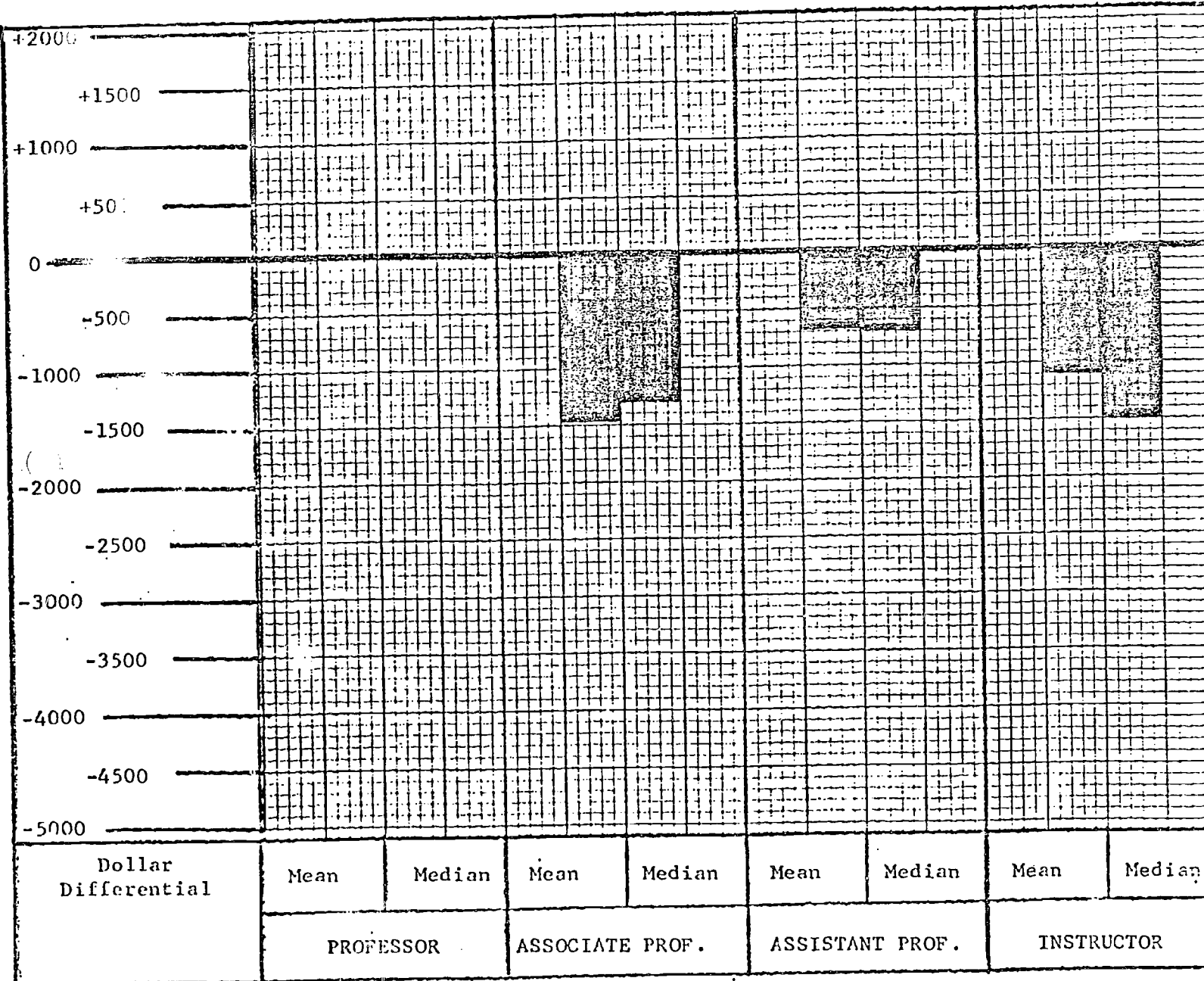
Department Code 2-48-6000

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.	17.18		17.18	16.81		16.81	16,545			16,545	16,100				
Assoc. Prof.	10.50	2.00	12.50	10.50	2.00	12.50	12,871	11,400	-1,471	12,636	12,700	11,400	-1,300		
Asst. Prof.	13.84	3.00	16.84	13.84	3.00	16.84	11,061	10,400	-661	10,942	11,000	10,300	-700		
Instr.	1.00	1.45	2.45	1.00	.70	1.70	9,800	8,704	-1,096	9,349	9,800	8,323	-1,475		
Admin.															
*Prof. Sci. & Spec.	4.00		4.00	3.34		3.34	11,131			11,131	10,487				
Total	46.52	6.45	52.97	45.49	5.70	51.19	13,482	10,542		13,155					

* 1.00 of the 4.00 Headcount and .34 of the 3.34 FTE figures refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department School of Music
 Department Code 2-48-6000



STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Philosophy

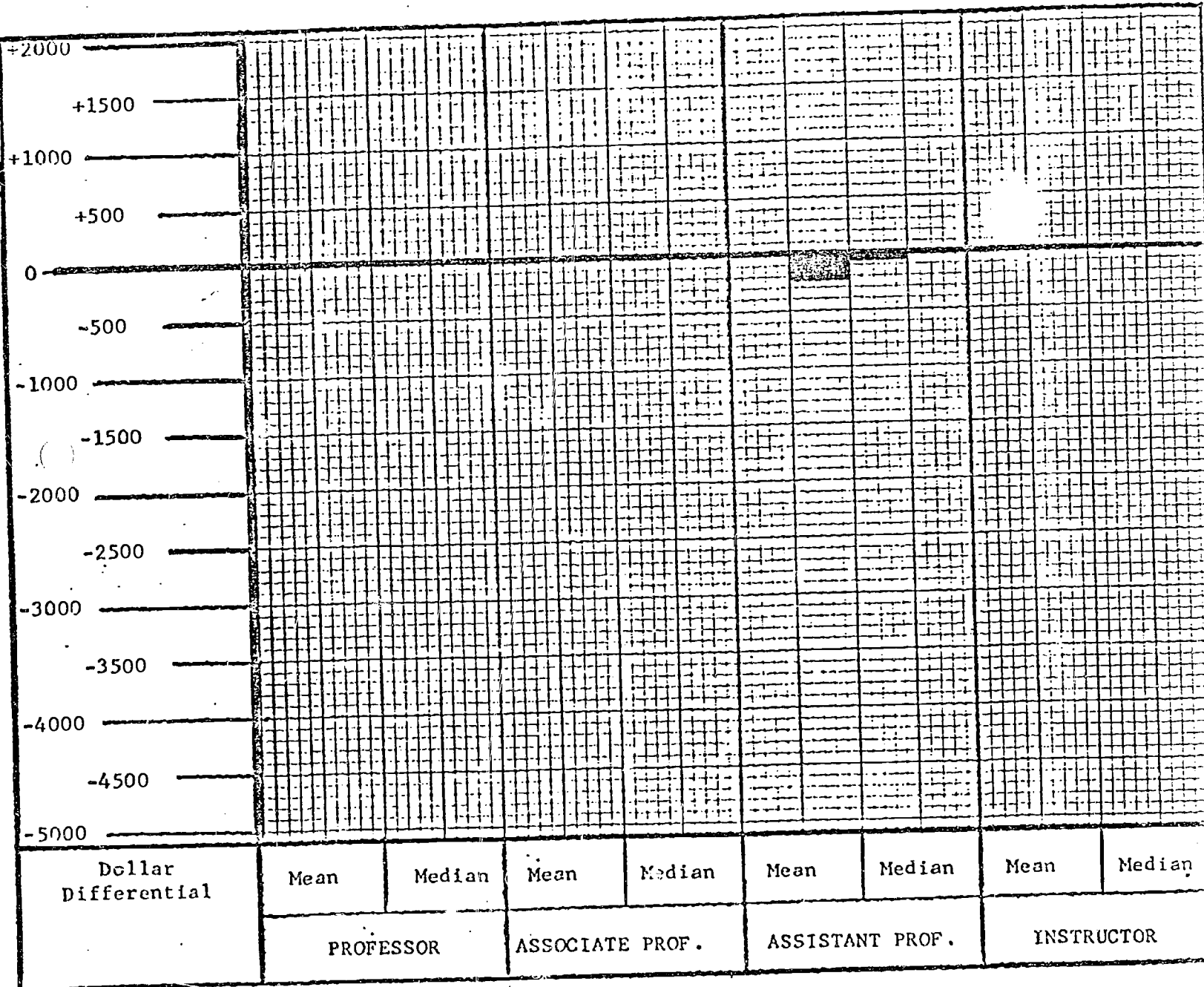
Department Code 2-48-6500

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	5.00		5.00	5.00		5.00	19,987		19,987		20,050		
Assoc. Prof.	2.00		2.00	2.00		2.00	13,025		13,025		13,025		
Asst. Prof.	14.33	1.00	15.33	14.33	1.00	15.33	10,454	10,220	10,439	-234	10,300	10,220	-80
Instr.	2.00		2.00	2.00		2.00	9,435		9,435		9,435		
Admin.													
*Prof. Sci. & Spec.	2.00		2.00	1.34		1.34	10,270		10,270		9,950		
Total	25.33	1.00	26.33	24.67	1.00	25.67	12,502	10,220	12,413				

* All statistics refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Philosophy
 Department Code 2-48-6500



STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Physics

Department Code 2-48-67

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 34	32.35		32.35	32.35		32.35	19,476			19,476	18,670			
Assoc. Prof.	9.00		9.00	9.00		9.00	12,727			12,727	12,900			
Asst. Prof.	4.00		4.00	4.00		4.00	11,043			11,043	11,000			
Instr.														
Admin.														
Prof. Sci. & Spec.	3.00	1.00	4.00	3.00	1.00	4.00	10,745	7,658	-3,087	9,974	12,518	7,658	-4,860	
Total	48.35	1.00	49.35	48.35	1.00	49.35	16,980	7,658		16,791				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Institute for Plant Development
 Department Code 2-48-7000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	.51		.51	.51		.51	23,867			23,867	24,300			
Asst. Prof.	.17		.17	.17		.17	10,800			10,800	10,800			
Instr.														
Admin.														
Prof. Sci. & Spec.	1.33		1.33	1.33		1.33	9,772			9,772	12,964			
Total	2.01		2.01	2.01		2.01	13,435			13,435				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Political Science
 Department Code 2-48-7200

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
245 Prof.	10.92		10.92	10.92		10.92	21,031			21,031	21,400				
Assoc. Prof.	5.00		5.00	4.50		4.50	13,578			13,578	13,000				
Asst. Prof.	9.89		9.89	8.50		8.50	11,300			11,300	11,300				
Instr.															
Admin.															
Prof. Sci. & Spec.		2.00	2.00		1.06	1.06		6,794		6,794				6,733	
Total	25.81	2.00	27.81	23.92	1.06	24.98	16,171	6,794		15,773					

STATUS OF TEN STUDY

Campus Madison

College or School Letters and Science

Department Public Policy and Admin. Research Center

Department Code 2-48-7300

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 246														
Asso. Prof.	1.00		1.00	1.00		1.00	16,000			16,000	16,000			
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.		2.00	2.00		1.50	1.50		16,294		16,294		14,041		
Total	1.00	2.00	3.00	1.00	1.50	2.50	16,000	16,294	+294	16,176				

STATUS OF WOMEN STUDY

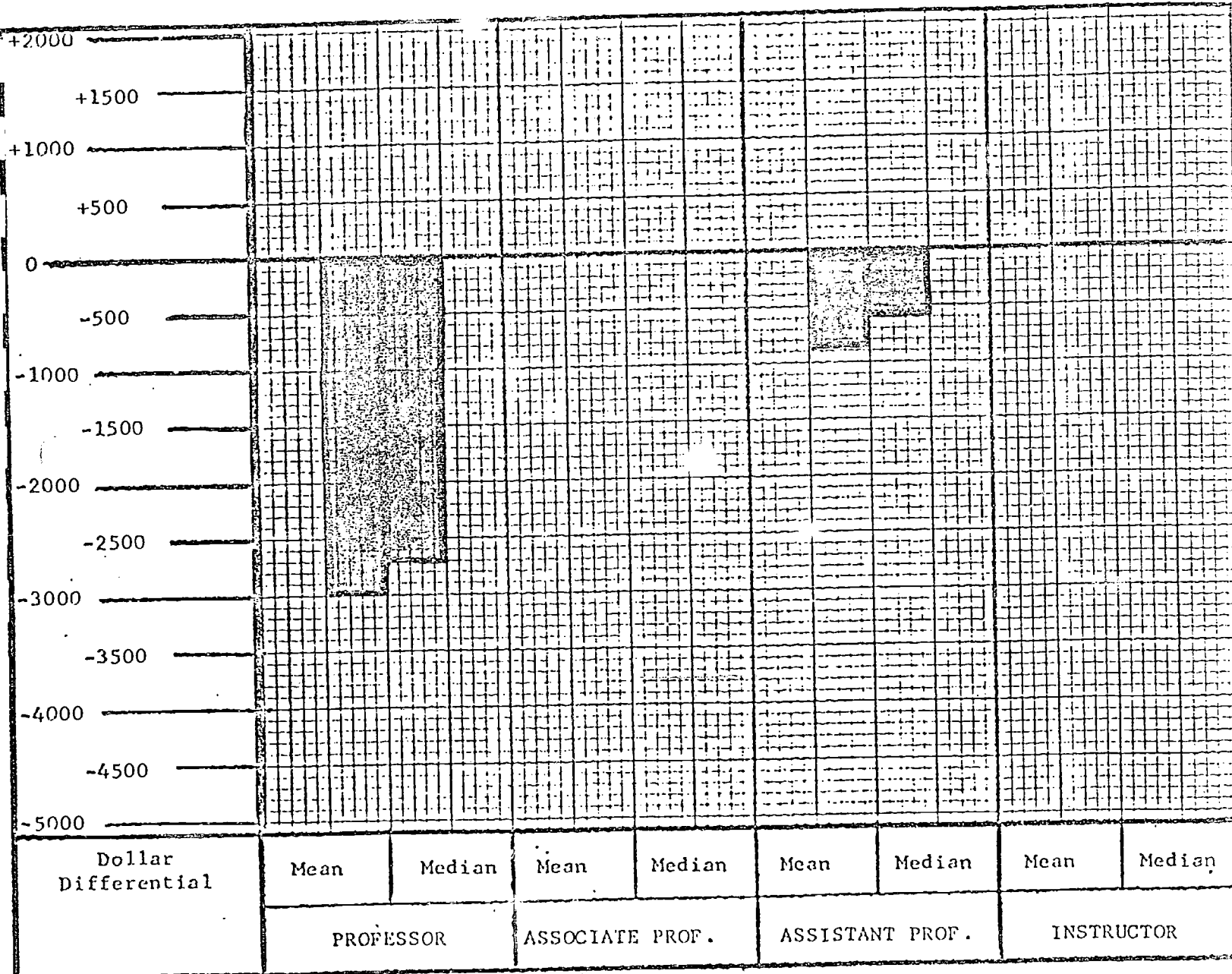
Campus Madison
 College or School Letters and Science
 Department Psychology
 Department Code 2-48-7400

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 247	16.50	1.00	17.50	16.50	1.00	17.50	18,894	15,900	18,723	-2,994	18,600	15,900	-2,700	
Assoc. Prof.	1.50		1.50	1.50		1.50	14,467		14,467		14,350			
Asst. Prof.	11.00	1.00	12.00	10.50	1.00	11.50	11,262	10,400	11,187	- 862	11,000	10,400	- 600	
Instr.														
Admin.														
Prof. Sci. & Spec.	.25		.25	.25		.25	10,100		10,100		10,100			
Total	29.25	2.00	31.25	28.75	2.00	30.75	15,796	13,150	15,627					



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Psychology
 Department Code 2-48-7400



STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Primate Research Center

Department Code 2-48-76

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	1.30		1.30	1.30		1.30	19,696				19,696	19,469			
ASSOC. Prof.	1.24		1.24	1.24		1.24	15,252				15,252	15,074			
Asst. Prof.	.90		.90	.90		.90	15,014				15,014	15,014			
Instr.															
Admin.															
Prof. Sci. & Spec.	2.75		2.75	2.75		2.75	17,874				17,874	15,600			
Total	6.19		6.19	6.19		6.19	17,315				17,315				



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Scandinavian Studies
 Department Code 2-48-7800

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	1.25		1.25	1.25		1.25	17,480			17,480	18,050			
Assoc. Prof.	.50		.50	.50		.50	13,600			13,600	13,600			
Asst. Prof.	1.00	1.00	2.00	1.00	1.00	2.00	10,675	10,675		10,675	10,675	10,675		
Instr.														
Admin.														
Prof. Sci. & Spec.		2.00	2.00		2.00	2.00		7,850		7,850		7,850		
Total	2.75	3.00	5.75	2.75	3.00	5.75	14,300	8,792		11,426				

* All statistics refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
College or School Letters and Science
Department Scandinavian Studies
Department Code 2-48-7800

+2000																						
+1500																						
+1000																						
+500																						
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-4000																						
-4500																						
-5000																						
Dollar Differential	Mean	Median	Mean	Median	Mean	Median	Mean	Median														
	PROFESSOR		ASSOCIATE PROF.		ASSISTANT PROF.		INSTRUCTOR															



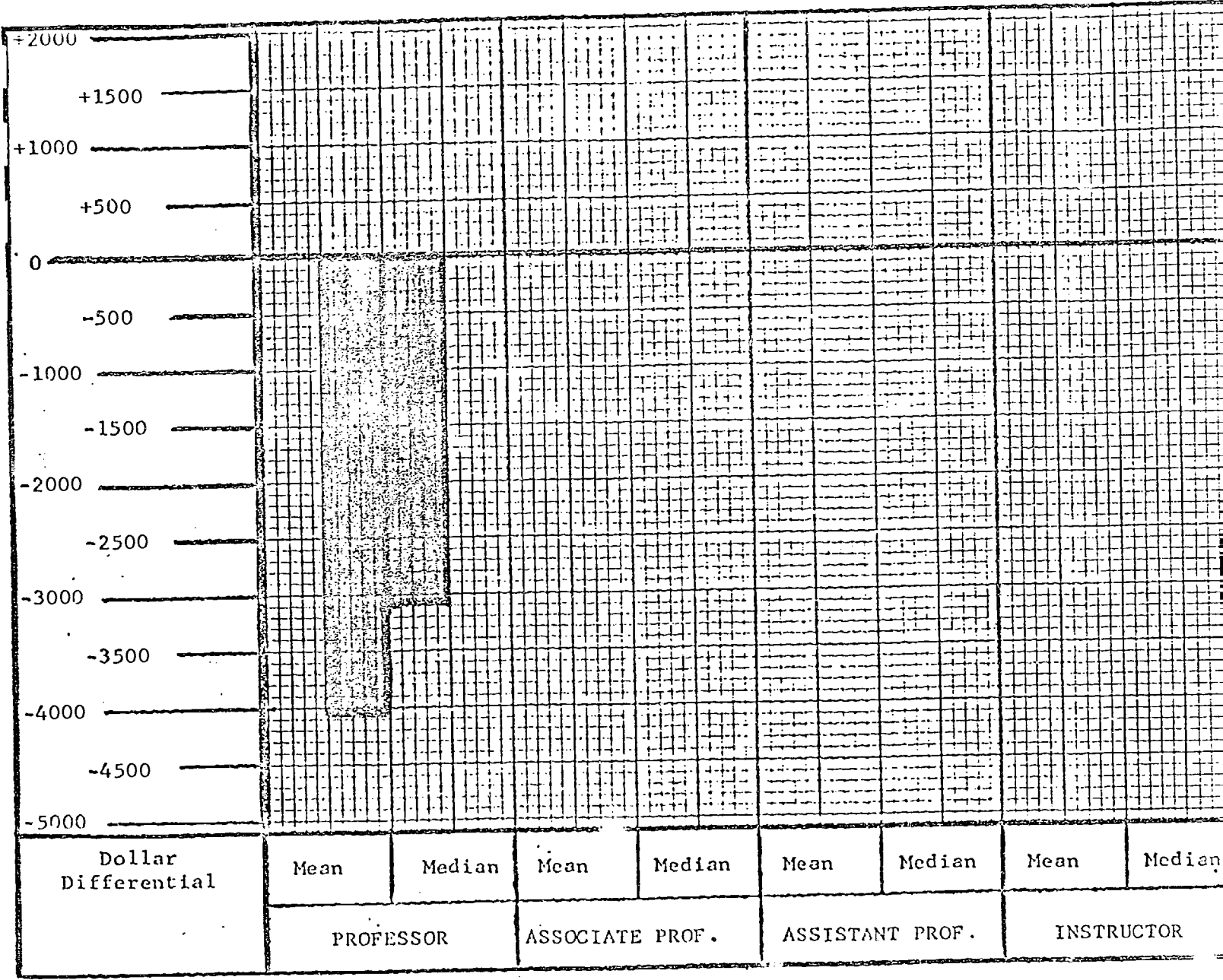
STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Slavic Languages
 Department Code 2-48-8000

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof. 252	3.00	.50	3.50	3.00	.50	3.50	22,450	18,400	21,871	-4,050	21,871	21,500	18,400	-3,100	
Assoc. Prof.	1.00		1.00	1.00		1.00	14,100		14,100		14,100	14,100			
Asst. Prof.	4.00		4.00	3.50		3.50	11,500		11,500		11,500	11,300			
Instr.		1.00	1.00		1.00	1.00		9,600	9,600		9,600		9,600		
Admin.															
Prof. Sci. & Spec.															
Total	8.00	1.50	9.50	7.50	1.50	9.00	16,227	12,533	15,611		15,611				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Slavic Languages
 Department Code 2-48-8000



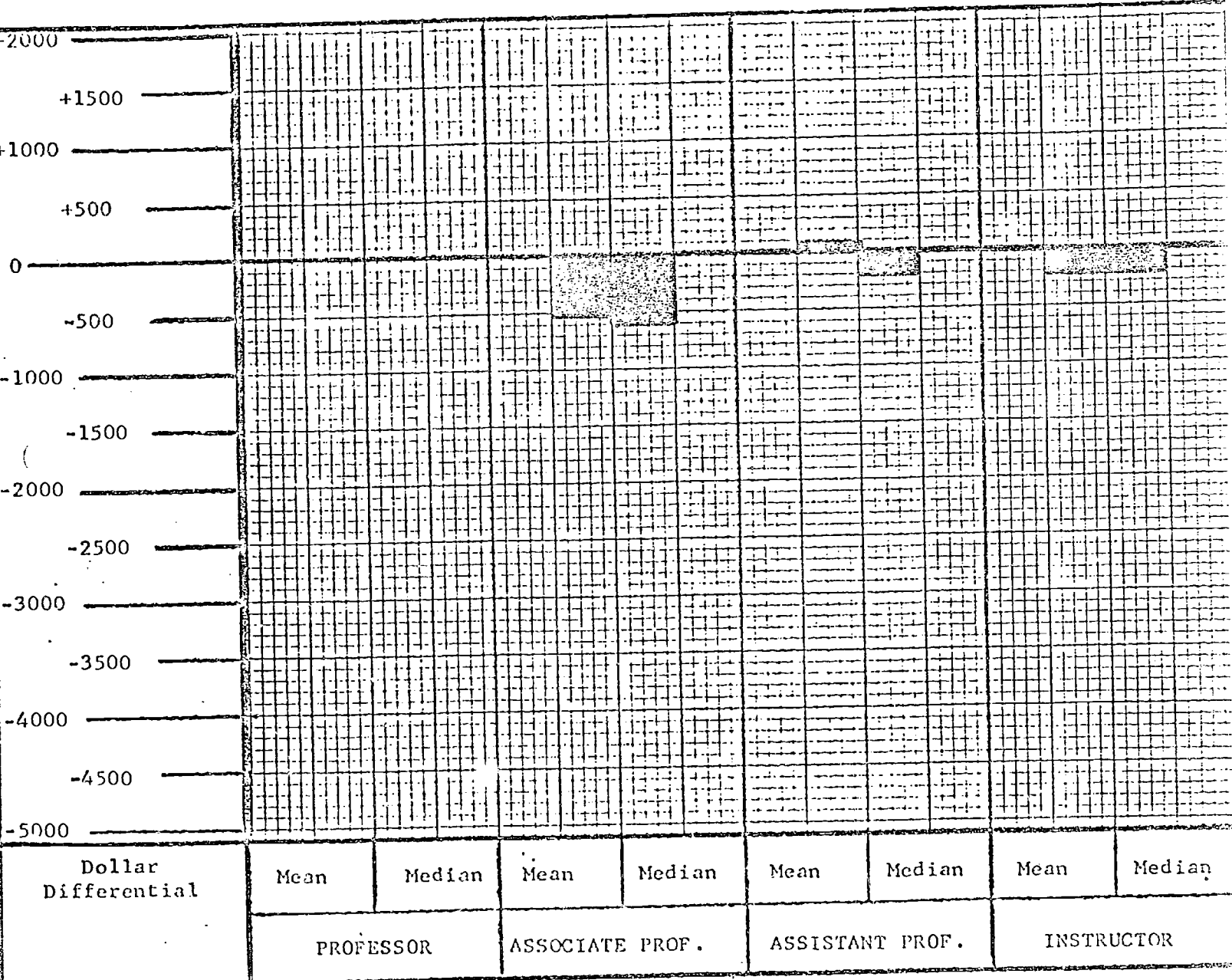
STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Social Work
 Department Code 2-48-8200

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	2.84		2.84	2.84		2.84	19,378				19,378	19,055		
Assoc. Prof.	1.67	1.00	2.67	1.67	1.00	2.67	12,961	12,436	- 525	12,765	13,050	12,436	- 614	
Asst. Prof.	7.00	6.67	13.67	7.00	6.67	13.67	11,400	11,476	+ 76	11,440	11,455	11,250	- 205	
Instr.	3.00	3.00	6.00	3.00	3.00	6.00	9,371	9,164	- 207	9,267	9,295	9,082	- 213	
Admin.														
Prof. Sci. & Spec.	1.00	3.00	4.00	1.00	3.00	4.00	20,700	7,282	-13,418	10,636	20,700	7,936	-12,764	
Total	15.51	13.67	29.18	15.51	13.67	29.18	13,225	10,118		11,777				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Social Work
 Department Code 2-48-8200



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Sociology
 Department Code 2-48-8300

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 256	16.96	1.00	17.96	16.96	1.00	17.96	20,160	15,500	-4,660	19,901	19,100	15,500	-3,600	
Assoc. Prof.	5.48		5.48	5.05		5.05	13,278			13,278	13,100			
Asst. Prof.	12.44	1.00	13.44	12.44	1.00	13.44	10,789	10,600	- 189	10,774	10,850	10,600	- 250	
Instr.														
Admin.														
* Prof. Sci. & Spec.	4.33	3.00	7.33	3.83	2.50	6.33	10,280	8,882	-1,398	9,720	9,770	9,500	- 270	
Total	39.21	5.00	44.21	38.28	4.50	42.78	15,221	10,734		14,745				

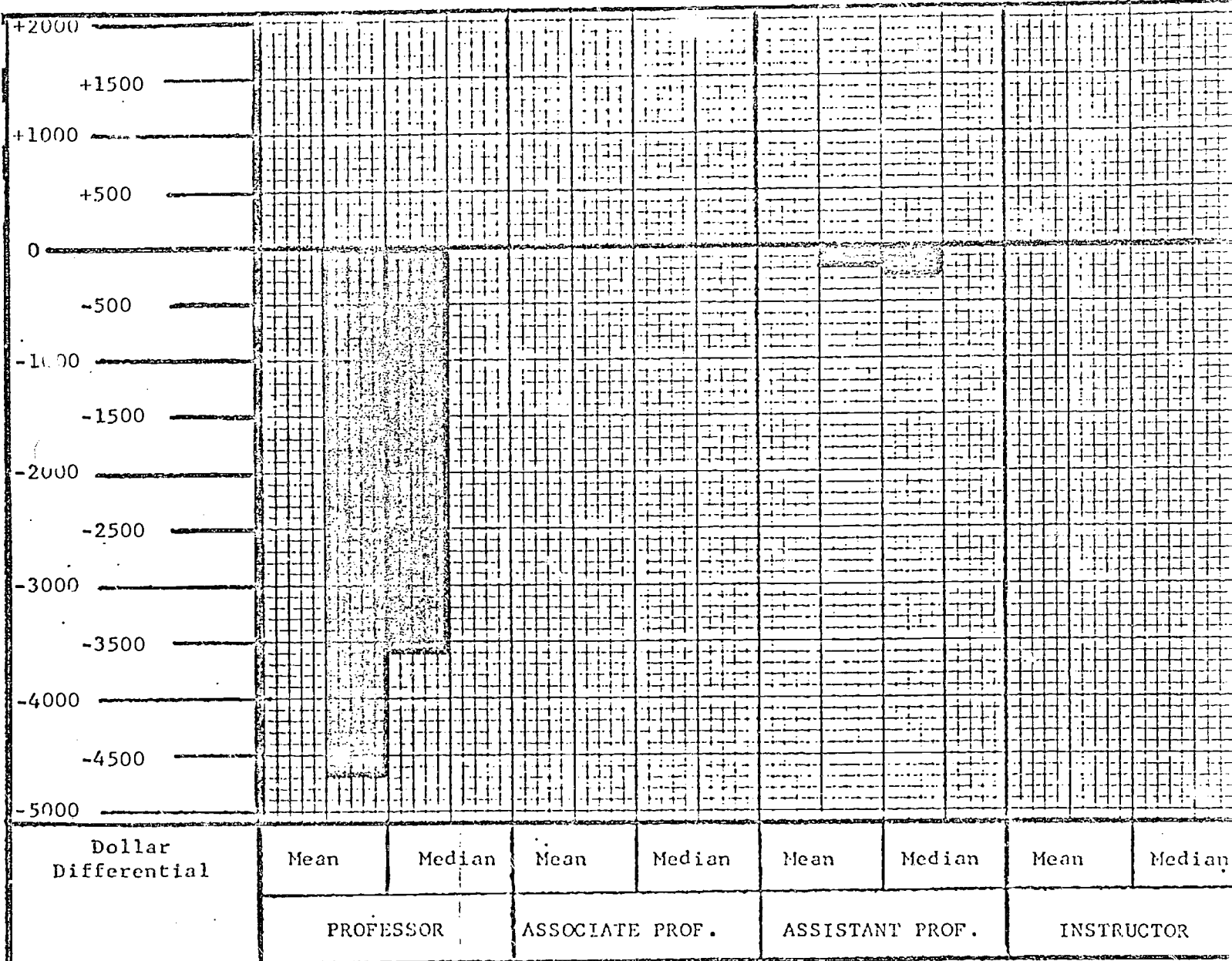
* All statistics for men refer to employment as Lecturer. However, 2.00 of the 3.00 Headcount and 1.50 of the 2.50 FTE statistics for women refer to employment as Lecturer. There is one woman Specialist.



STATUS OF WOMEN STUDY

A-68

Campus Madison
 College or School Letters and Science
 Department Sociology
 Department Code 2-48-8300



STATUS OF WOMEN STUDY

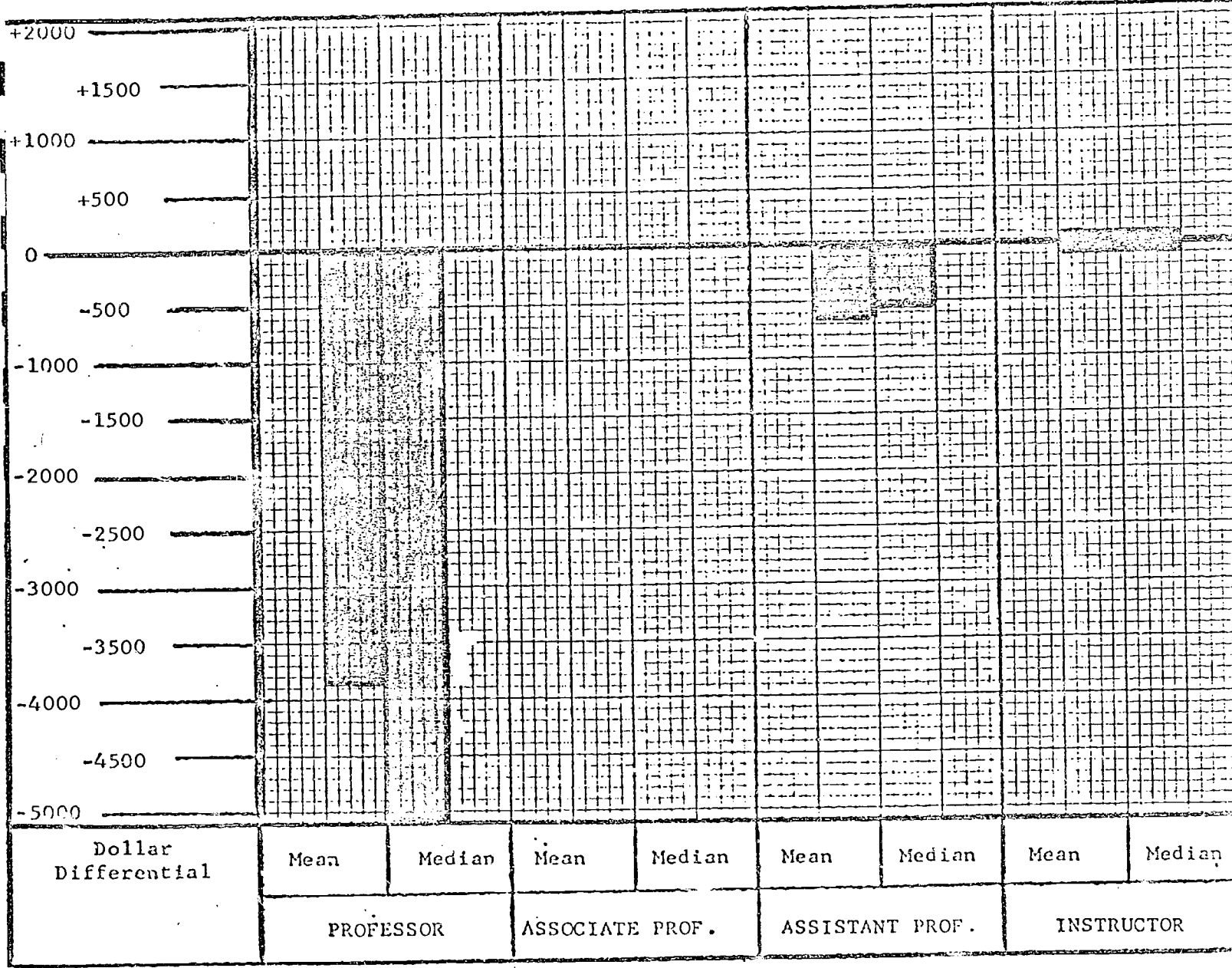
Campus Madison
 College or School Letters and Science
 Department Spanish and Portuguese
 Department Code 2-48-85

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
258 Prof.	8.77	1.00	9.77	8.27	1.00	9.27	19,557	15,700	19,141	-3,857	19,141	20,800	15,700	-5,100	
Assoc. Prof.	1.49		1.49	1.49		1.49	12,519		12,519		13,240				
Asst. Prof.	5.00	2.00	7.00	5.00	2.00	7.00	10,900	10,250	10,714	- 650	10,800	10,800	10,250	- 550	
Instr.	1.00	1.00	2.00	1.00	1.00	2.00	8,500	8,500	8,500		8,500	8,500	8,500		
Admin.															
* Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	.50	1.50	10,186	8,800	9,724	-1,386	10,186	10,186	8,800	-1,386	
Total	17.26	5.00	22.26	16.76	4.50	21.26	15,130	10,911	14,237		14,237				

* All statistics for women refer to employment as Lecturer. The statistics for men refer to employment as Specialist.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Spanish and Portuguese
 Department Code 2-48-85



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Speech
 Department Code 2-48-8700

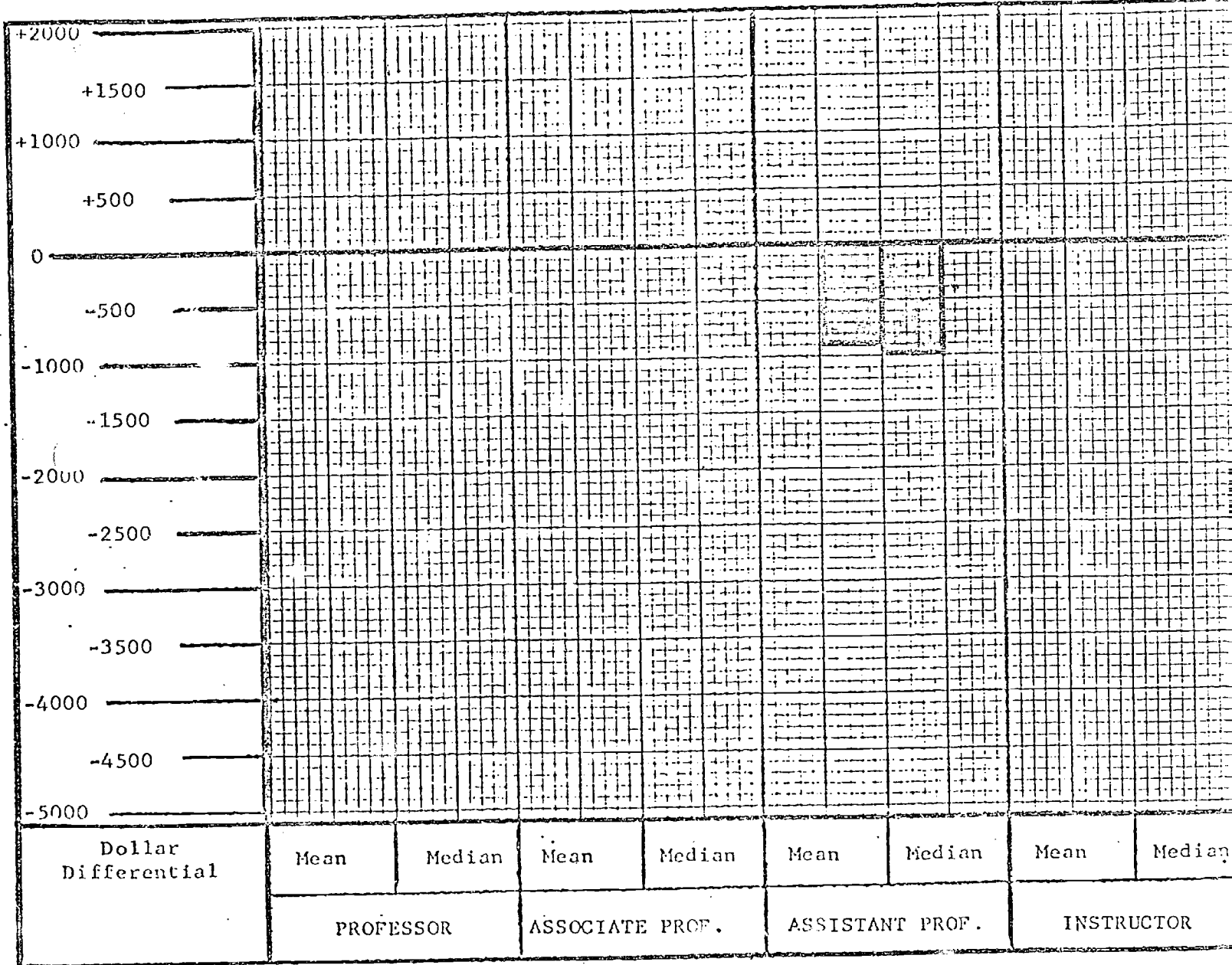
RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male								
Prof.	9.69		9.69	8.98	8.98	18,008		18,008	16,850			
ASSOC. Prof.	5.50		5.50	5.50	12,856			12,856	13,000			
Asst. Prof.	10.55	1.00	11.55	10.55	1.00	10,899	899	10,000	11,000	10,000	10,821	-1,000
Instr.	1.00		1.00	1.00	9,000			9,000	9,000			
Admin.												
* Prof. Sci. & Spec.	1.00	.33	1.33	1.00	.33	14,000	-6,145	7,855	14,000	7,855	12,475	-6,145
Total	27.74	1.33	29.07	27.03	1.33	13,703		9,468	13,505			

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* Statistics for men refer to employment as Lecturer. Statistics for women refer to employment as Specialist.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Speech
 Department Code 2-48-8700



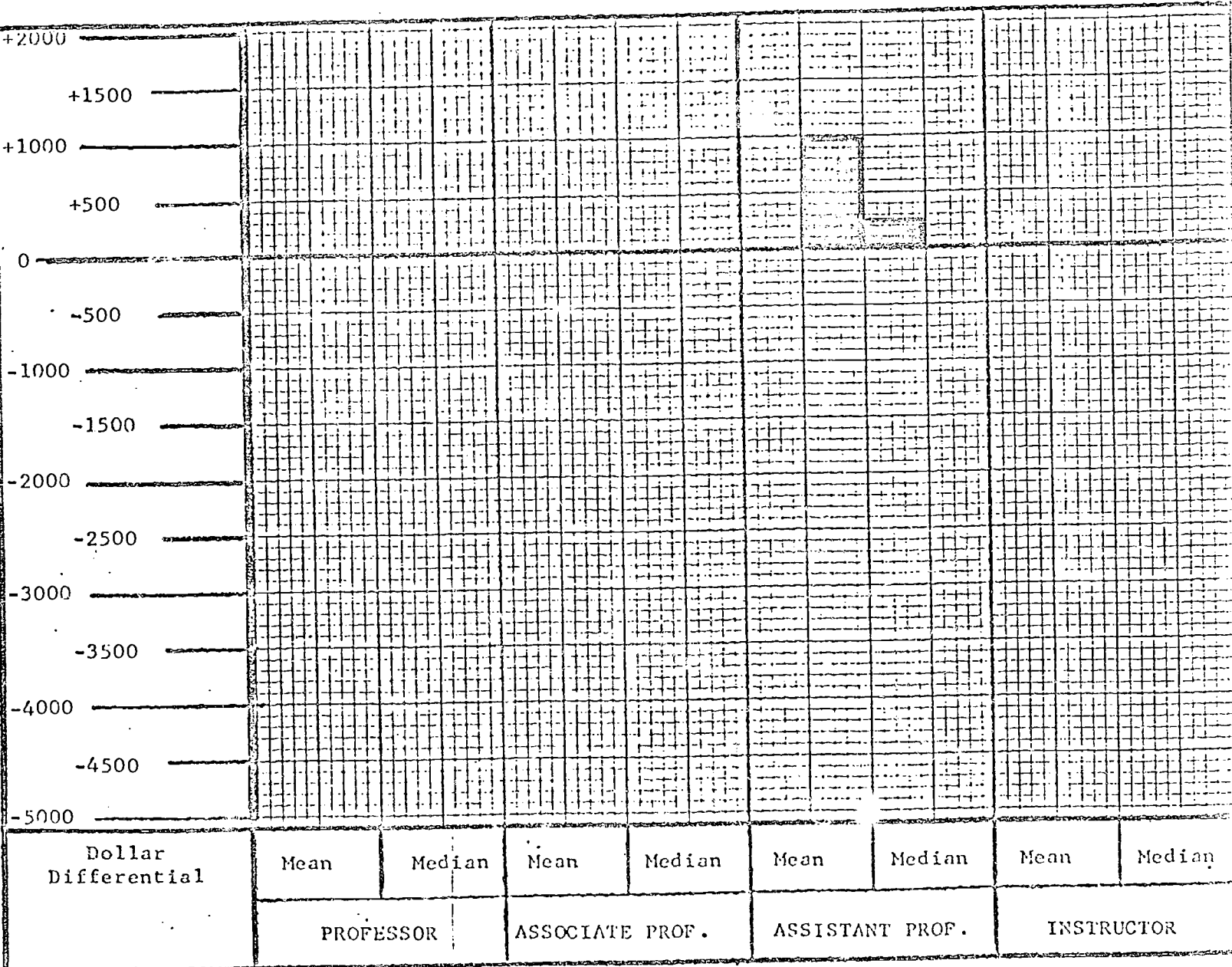
STATUS OF MEN STUDY

Campus Madison
 College or School Letters and Science
 Department Statistics
 Department Code 2-48-9000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	3.68		3.68	3.68		3.68	18,868			18,868	16,400			
Assoc. Prof.	3.67		3.67	3.67		3.67	14,673			14,673	14,250			
Asst. Prof.	5.50	1.00	6.50	5.50	1.00	6.50	11,413	12,400	+987	11,565	12,150	12,400	+250	
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	12.85	1.00	13.85	12.85	1.00	13.85	14,479	12,400		14,329				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Statistics
 Department Code 2-48-9000



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Summer Services - Music
 Department Code 2-48-9160

RANK	NUMBER					AVERAGE SALARY				MEDIAN				
	Headcount		F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female									
Prof.	.05		.05	.05			17,282		17,282	17,282				
264 Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.05		.05	.05			17,282		17,282	17,282				



STATUS OF TEN STUDY

Campus Madison
 College or School Letters and Science
 Department University Theater
 Department Code 2-48-9200

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof.												
ASSOC. Prof.												
ASSI. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.	.67	.67	.67	.67		7,855	7,855			7,855		
Total	.67	.67	.67	.67		7,855	7,855			7,855		

STATUS OF WOMEN STUDY

Page 1

Campus Madison
 College or School Letters and Science
 Department Urban & Regional Planning
 Department Code 2-48-9400

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male									
Prof. 266	3.21		3.21	2.87		2.87		20,271		20,271	21,450		
Assoc. Prof.	.89		.89	.89		.89		13,483		13,483	15,000		
Asst. Prof.	3.83		3.83	3.83		3.83		10,921		10,921	11,050		
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	7.93		7.93	7.59		7.59		14,757		14,757			

STATUS OF WOMEN STUDY

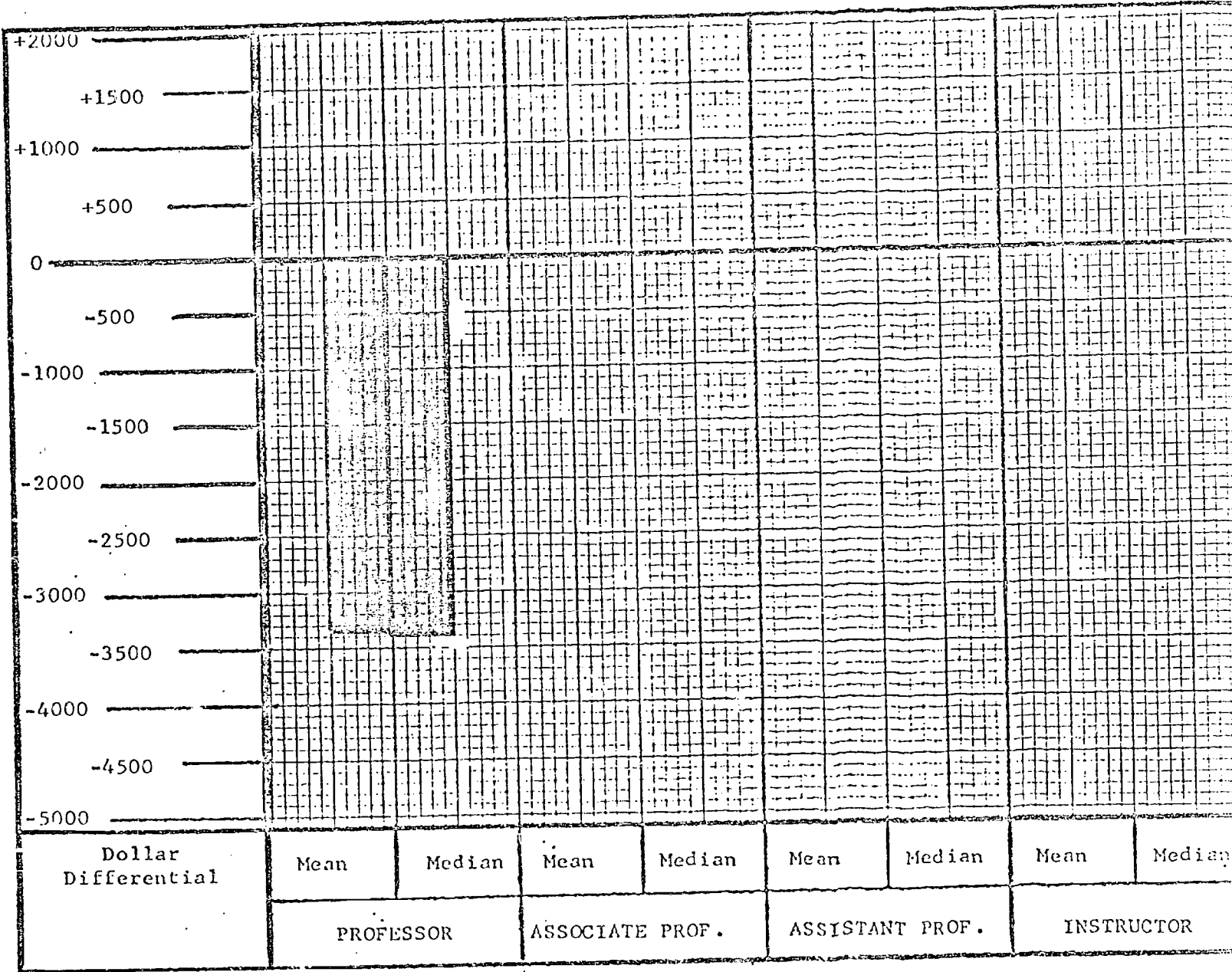
Campus Madison
 College or School Letters and Science
 Department Zoology
 Department Code 2-48-9700

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	14.55	1.00	15.55	14.05	1.00	15.05	18,349	15,000	18,126	-3,349	18,400	15,000	18,126	-3,400
267 Assoc. Prof.	6.49		6.49	6.49		6.49	13,283		13,283		13,000		13,283	
Asst. Prof.	2.82		2.82	2.82		2.82	12,008		12,008		12,249		12,008	
Instr.														
Admin.														
Prof. Sci. & Spec.	3.00		3.00	3.00		3.00	9,109		9,109		9,327		9,109	
Total	26.86	1.00	27.86	26.36	1.00	27.36	15,372	15,000	15,358				15,358	



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Zoology
 Department Code 2-48-9700



STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Totals

Department Code _____

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount		Total	F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female		Male	Female								
Prof.	382.03	10.00	392.03	374.26	9.50	383.76	19,598	16,184	-3,744	19,514			
Assoc. Prof.	160.35	8.52	168.87	158.55	8.52	167.07	13,423	12,265	-1,158	13,364			
Asst. Prof.	241.50	29.91	271.41	238.21	29.91	268.12	11,059	10,840	-219	11,034			
Instr.	25.00	13.45	38.45	25.00	11.45	36.45	9,249	8,886	-363	9,135			
Admin.													
* Prof. Sci. & Spec.	51.36	44.62	95.98	48.62	35.03	83.65	11,696	8,470	-3,226	10,346			
Total	860.24	106.50	966.74	844.64	94.41	939.05	15,402	10,393	-5,009	14,899			

* Lecturers: 9.81 13.62 23.43 7.99 8.82 16.81
 Note: Lecturer data is included in the Professional, Scientific and Specialist category.



IX. LIBRARY SCHOOL

Women are employed at all academic levels in the Library School except Administration. There are no full Professors, either men or women, in the Library School.

An appendix contains the data sheets. General figures are tabulated below.

TABLE I

PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: Library School

1969-70

Title	Percent Women are of Total Membership	
	Headcount	FTE
Associate Professor	33.3%	33.3%
Assistant Professor	19.1%	19.1%
Instructor	50.0%	50.0%
Administration	.0%	.0%
Professional, Scientific, and Specialist	78.12%	77.8%
Total for Library School (All titles)	54.7%	54.2%

TABLE II
 NUMBER OF WOMEN (BY TITLE)
 Madison: Library School
 1969-70

Title	Numbers of Women	
	Headcount	FTE
Associate Professor	1.00	1.00
Assistant Professor	3.00	3.00
Instructor	2.00	2.00
Administration	.00	.00
Professional, Scientific, and Specialist	25.00	25.00
Total (All titles)	31.00	30.50

TABLE III
 DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
 Madison: Library School
 1969-70

Title	Dollar Differential
Associate Professor	-3,173
Assistant Professor	-1,579
Instructor	+ 478
Professional, Scientific, and Specialist	- 164

Women receive equal representation with men at the Instructor level and are favored in the salary differential. In addition, the percentages of women at each level are generally higher than in other Madison campus schools. However, we still find that the Library School follows the Letters and Sciences patterns in that there is a positive correlation between increased academic level and increased discrepancy in dollar differential; and as the level gets higher, the numbers (though not the percentages) of women employed decreases.

Library work in this country has been traditionally a "woman's field."¹ If we look at the composition of the student body of the Library School, we see that over-all, 81% of the students are women.² Yet only 26.4% of the total staff above the Professional, Scientific, and Specialist level consists of women and no women are represented at the Administration level. The percent of women in the second graduate year (i.e., Ph.D. program) is quite a bit smaller than in the first graduate year (i.e., M.A. program). Yet there are still 10% more women in the second graduate year than there are in the levels above Professional, Scientific, and Specialist.

¹ 1969 Handbook on Women Workers, United States Bureau of Labor, Women's Bureau, Bulletin 294, Table 42, p. 97 lists librarians among the occupational groups in which women are 80-89% of the total employed. See also Caroline Bird, Born Female, New York, 1968, p. 79.

² Student Statistics, June, 1970, Office of Planning and Analysis, The University of Wisconsin, book of original statistics in Van Hise, Room 1564. Note, however, that though the M.A. candidates are 86.2% women, the Ph.D. candidates are only 36.4% women.

APPENDIX A

Data for the Library School

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison

College or School General Library

Department General Library

Department Code 2-49-1000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.	2.00	1.00	3.00	2.00	1.00	3.00	14,866	11,693	-3,173	13,898	14,866	11,693	-3,173	
Asst. Prof.	12.72	3.00	15.72	12.72	3.00	15.72	11,065	9,486	-1,579	10,764	11,127	11,005	- 122	
Instr.	2.00	2.00	4.00	2.00	2.00	4.00	8,313	8,791	+ 478	8,552	8,313	8,791	+ 478	
Admin.	2.00		2.00	2.00		2.00	19,857			19,857	19,857			
Prof. Sci. & Spec.	7.00	25.00	32.00	7.00	24.50	31.50	7,579	7,415	- 164	7,452	6,912	7,315	+ 403	
Total	25.72	31.00	56.72	25.72	30.50	56.22	10,883	7,849	-3,034	9,237				

X. SCHOOL OF NURSING

There is a total of nine Departments represented in the School of Nursing. Only one male is on the staff in this entire division, an Assistant Professor who is a 3/4 time employee. It should be noted that, in this case, the man earns \$1,189 less than his female colleagues of equal rank.

APPENDIX A

Data for the Medical Center - School of Nursing

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Administration

Department Code 2-54-0200

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male								
Prof.												
Assoc. Prof.												
Asst. Prof.	2.00	2.00	2.00	2.00		10,894		10,894		10,894		
Instr.												
Admin.	3.00	3.00	3.00	3.00		16,880		16,880		16,251		
Prof. Sci. & Spec.	3.00	3.00	3.00	2.00	2.00	8,660		8,660		7,527		
Total	8.00	8.00	8.00	7.00	7.00	12,822		12,822				

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STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Foundations

Department Code 2-54-1800

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Dollar Dif.
	Male	Female	Total	Male	Female	Total							
Prof.		.32	.32		.32	.32		18,409	18,409	18,409		18,409	
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total		.32	.32		.32	.32		18,409	18,409	18,409		18,409	

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Foundamentals - Surg. Nursing

Department Code 2-54-2000

RANK	NUMBER						AVERAGE SALARY				MEDIAN							
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total					
	Male	Female	Total	Male	Female	Total												
Prof. 3275																		
Assoc. Prof.		.91	.91		.91	.91		12,392		12,392		12,392		12,392				
Asst. Prof.		2.00	2.00		2.00	2.00		12,735		12,735		12,735		12,735				
Instr.		9.00	9.00		8.50	8.50		8,790		8,790		8,500		8,500				
Admin.																		
Prof. Sci. & Spec.		4.41	4.41		3.91	3.91		7,058		7,058		6,809		6,809				
Total		16.32	16.32		15.32	15.32		9,083		9,083		9,083		9,083				

*There is .41 Headcount (.41 FTE) woman employed as a Lecturer.



STATUS OF WOMEN STUDY

Campus Madison
 College or School Medical Center - Nursing
 Department Nursing- Mgmt.
 Department Code 2-54-4200

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 280		.83	.83		.83	.83		12,600		12,600		12,600		
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total		.83	.83		.83	.83		12,600		12,600		12,600		

STATUS OF WOMEN STUDY



Campus Madison
 College or School Medical Center - Nursing
 Department Nurs. Obstetric Nurs.
 Department Code 2-54-5800

RANK	NUMBER						AVERAGE SALARY				MEDIAN						
	Headcount			F.T.E.			Dollar Dif.	Female	Male	Total	Female	Male	Total				
	Male	Female	Total	Male	Female	Total											
Prof. 281																	
ASSOC. Prof.	1.00	1.00	1.00	1.00	1.00	1.00	12,500	12,500		12,500	12,500						
ASST. Prof.	1.83	1.83	1.83	1.83	1.83	1.83	10,690	10,690		10,690	10,740						
Instr.	2.00	2.00	2.00	2.00	2.00	2.00	8,782	8,782		8,782	8,782						
Admin.																	
Prof. Sci. & Spec.																	
Total	4.83	4.83	4.83	4.83	4.83	4.83	10,275	10,275		10,275	10,275						

*There is 1.00 Headcount (1.00 FTE) female Clinical Assistant Professor included at this rank.
 *There is 1.00 Headcount (1.00 FTE) female Clinical Instructor included at this rank.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Medical Center - Nursing
 Department Pediatric Nursing
 Department Code 2-54-6700

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.		1.00	1.00		1.00	1.00	16,300								
Assoc. Prof.		.83	.83		.83	.83	12,822								
Asst. Prof.		1.42	1.42		1.42	1.42	11,860								
Instr.		3.41	3.41		3.41	3.41	8,620								
Admin.															
Prof. Sci. & Spec.		.45	.45		.45	.45	7,866								
Total		7.11	7.11		7.11	7.11	10,797								

*There is 1.00 Headcount (1.00 FTE) female Clinical Assistant Professor included at this rank.

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Psychiatric Nursing

Department Code 2-54-8900

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.		.96	.96		.96	.96		12,245		12,245		12,245		
Asst. Prof.														
Instr.		2.32	2.32		2.32	2.32		8,772		8,772		8,600		
Admin.														
Prof. Sci. & Spec.		2.00	2.00		2.00	2.00		7,268		7,268		7,268		
Total		5.28	5.28		5.28	5.28		8,834		8,834				

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Public Health Nursing

Department Code 2-54-9000

RANK	NUMBER						AVERAGE SALARY			MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.		.82	.82		.82	.82		11,455		11,455			11,455	
Instr.		1.68	1.68		1.68	1.68		8,660		8,660			8,650	
Admin.														
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00		6,300		6,300			6,300	
Total		3.50	3.50		3.50	3.50		8,623		8,623				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Medical Center - Nursing
 Department R & D
 Department Code 2-54-9300

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	
	Male	Female	Total	Male	Female	Total								
Prof.														
Asst. Prof.	.75	2.00	2.75	.75	.00	2.75	10,100	10,300	+ 200	10,245	10,100	10,300	+ 200	
Instr.		.50	.50		.50	.50		8,182		8,182		8,182		
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00		9,700		9,700		9,700		
Total	.75	4.50	5.25	.75	4.50	5.25	10,100	10,542	+ 442	10,479				

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Totals

Department Code 2-54

RANK.	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.		1.32	1.32		1.32	1.32	16,811		16,811						
Assoc. Prof.		5.53	5.53		5.53	5.53	12,601		12,601						
Asst. Prof.	.75	10.07	10.82	.75	10.07	10.82	11,289	10,100	11,204	+1,189	11,204				
Instr.		18.91	18.91		18.91	18.91	8,729		8,729		8,729				
Admin.															
Prof. Sci. & Spec.		11.86	11.86		10.36	10.36	7,625		7,625		7,625				
Total	.75	50.69	51.44	.75	48.69	49.44	10,186	10,100	11,204	+ 86	10,183				

XI. SCHOOL OF PHARMACY

The School of Pharmacy employs no women in academic positions according to the data in this summary.

APPENDIX A

Data for the School of Pharmacy

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison

College or School Pharmacy

Department Pharmacy

Department Code 2-68-1000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	7.94		7.94	7.94		7.94	18,570			18,570	18,099			
Assoc. Prof.	3.30		3.30	3.30		3.30	14,356			14,356	13,850			
Asst. Prof.	5.21		5.21	5.21		5.21	12,055			12,055	12,061			
Instr.														
Admin.	3.00		3.00	3.00		3.00	18,137			18,137	16,180			
Prof. Sci. & Spec.	.70		.70	.70		.70	11,221			11,221	11,455			
Total	20.15		20.15	19.70		19.70	15,814			15,814				

No Women

XII. MILWAUKEE CAMPUS

The Milwaukee campus was analyzed on a division basis in order that the samples might be large enough for comparison. Omitted were divisions that dealt primarily with a service or special program such as Housing and Inter-collegiate Athletics respectively. Included are the following thirteen major divisions on the Milwaukee campus:

- School of Architecture
- School of Business Administration
- Computer Center
- School of Education
- College of Applied Science and Engineering
- School of Fine Arts
- Graduate School
- College of Letters and Science
- Library
- School of Library and Information Science
- School of Nursing
- School of Pharmacy
- School of Social Welfare

Of the thirteen divisions included in this analysis, two, the School of Architecture and the College of Applied Science and Engineering, employ no academic women. As the individual divisions can be viewed independently in the appendix, the tables that follow are summaries of the thirteen divisions.



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TABLE I
SUMMARY OF MEN AND WOMEN IN THIRTEEN DIVISIONS,
BY TITLE, HEADCOUNT, AND FTE
Milwaukee Campus: 1969-70

TITLE	HEADCOUNT				FTE			
	Men	Women	Total	% Women	Men	Women	Total	% Women
PROFESSOR	142.53	18.50	161.03	11.5%	140.44	18.50	158.94	11.6%
ASSOCIATE PROFESSOR	116.55	19.76	136.31	14.5%	116.55	19.76	136.31	14.5%
ASSISTANT PROFESSOR	199.99	48.00	247.99	19.4%	198.15	46.60	244.75	19.0%
INSTRUCTOR	34.00	16.33	50.33	32.4%	32.50	15.83	48.33	32.8%
*LECTURER	30.12	40.08	70.20	57.1%	28.12	37.83	65.95	57.4%
ADMINISTRATION	18.84	2.00	20.84	9.6%	18.67	2.00	20.67	9.7%
PROFESSIONAL, SCIENTIFIC, AND SPECIALIST	68.43	94.25	162.68	57.9%	64.56	86.30	150.86	57.2%
TOTAL	580.34	198.84	779.18	25.5%	570.87	188.99	759.86	24.9%

*Lecturers were culled from the Professional, Scientific and Specialist category, as the latter category is a "catch-all" which includes Project Associates, Specialist, Lecturers, etc. Please note that they are included in the Professional, Scientific and Specialist figures.

As was found on the Madison campus, there is very little difference in the percentage of women between the Headcount and the FTE. On the Milwaukee campus the greatest concentration of women in percentage and numbers is at the Professional, Scientific and Specialist level; the title of Administration has the fewest women numerically and in percentage. The School of Nursing is the only division that has women represented in the category of Administration.

A review of the remaining levels of Lecturer through Professor shows that there is a consistent decrease in the percentage of women as the instructional level increases. The greatest percentage of women concerned with instruction

is at the title of Lecturer and the smallest at the rank of Professor, with consistent decreases along the way. However, numerically, the greatest concentration of women is at the rank of Assistant Professor.

While there is this pattern of the percentage of women decreasing (Lecturer through Professor) as the levels increase when viewing the summary for thirteen divisions, the pattern does not emerge consistently when viewing each division independently. For example, in Fine Arts, the highest percentage of women is at the rank of Professor.

It would be fruitful to compare the percentage of academic women in the thirteen divisions of the Milwaukee campus to the national figures for public universities. The national data is supplied by the Fall, 1966 issue of Higher Education, published by the United States Department of Health, Education and Welfare. The percentages for the Milwaukee campus are on a headcount basis and only the levels of Professor, Associate Professor, Assistant Professor, and Instructor are being compared.

TABLE II
THE PERCENTAGE OF ACADEMIC WOMEN BY LEVEL:
MILWAUKEE CAMPUS COMPARED TO NATIONAL PUBLIC UNIVERSITIES

<u>TITLE</u>	<u>MILWAUKEE</u>	<u>NATIONAL</u>
PROFESSOR	11.5	5.4
ASSOCIATE PROFESSOR	14.5	10.4
ASSISTANT PROFESSOR	19.4	14.8
INSTRUCTOR	<u>32.4</u>	<u>30.5</u>
TOTAL	21.0	14.0

Although the national figures are for 1966 and the Milwaukee figures for 1969, it can be seen that women on the Milwaukee campus would seem to fare far better than their female colleagues on the Madison campus. At each level the Milwaukee percentages exceed the national figures where the reverse was true for the Madison campus with the exception of the Instructor level. It might also be noted that on a national basis there is the pattern of the percentage of women decreasing as the levels increase.

In the analysis of the Madison campus it was found that as the levels increased from Instructor to Professor the dollar differential between men and women also consistently increased; the result being unfavorable to the women faculty. Does this pattern hold true for the Milwaukee campus? The mean average salary is the basis for comparison. The median is shown on the divisional data sheets.

TABLE III
DOLLAR DIFFERENTIAL BETWEEN MEN AND WOMEN FACULTY
SUMMARY OF THIRTEEN DIVISIONS, BY TITLE

Title	Mean Average Salary		Dollar Difference
	Men	Women	
PROFESSOR	17,954	16,246	- 1,708
ASSOCIATE PROFESSOR	13,904	13,104	- 800
ASSISTANT PROFESSOR	11,560	10,672	- 888
INSTRUCTOR	9,085	8,306	- 779

According to Table III, the Milwaukee campus does not follow the pattern of an unfavorable dollar differential increase for women as the level increases other than the fact that the greatest discrepancy between men and women is at the rank of Professor. Female Associate Professors, Assistant Professors, and Instructors all earn about \$800 less than their male colleagues when viewing the totals of thirteen major divisions. However, it should be kept in mind that there is variation when viewing the individual divisions independently.

Using the mean average salary as the basis for comparison, women earn less than their male colleagues at every level in twelve divisions. The only exception is at the Assistant Professor rank in the School of Business Administration where the dollar differential is favorable to women.

In the final analysis of the Milwaukee campus, it can be said that the women are generally concentrated at the lower levels of instruction and they earn less than their male colleagues of equal title. However, it should also be said that academic women fare better on the Milwaukee campus than the national figures regarding the percentage of women employed at each academic level. Further, female Professors and Associate Professors fare better on the Milwaukee campus than is true of the women in equal ranks on the Madison campus in terms of the dollar differential. On the other hand, female Assistant Professors and Instructors, show a greater dollar discrepancy when compared to their male colleagues at the Milwaukee campus than is true of academic women with these titles on the Madison campus. It would appear that further in-depth study is needed to determine if the apparent inequities on the Milwaukee campus are due to discrimination or to other significant variables.

A P P E N D I X A

Data for Milwaukee Campus

University of Wisconsin - 1969-70

Campus Milwaukee

School of Architecture

Division Totals

Division Code 3-05

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.	2.33		2.33	2.33		2.33	15,747				15,747	16,335		
Asst. Prof.	3.00		3.00	3.00		3.00	12,000				12,000	11,500		
Instr.														
Admin.	1.00		1.00	1.00		1.00	18,982				18,982	18,982		
Prof. Sci. & Spec.														
Total	6.33		6.33	6.33		6.33	14,482				14,482			

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STATUS OF WOMEN STUDY

Campus Milwaukee

School of Business Administration

Division Totals

Division Code 3-08

RANK	NUMBER						AVERAGE SALARY						MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total											
Prof.	8.50		8.50	8.50		8.50	19,285			19,285			19,285	19,260			
Assoc. Prof.	.27		.27	.27		.27	20,455			20,455			20,455	20,455			
Asst. Prof.	14.12	2.00	16.12	13.62	2.00	15.62	12,992	13,809	+ 817	13,096	13,000	13,809	13,809	13,809			+809
Instr.	1.00		1.00	1.00		1.00	9,300			9,300	9,300						
Admin.	2.00		2.00	2.00		2.00	17,636			17,636	17,636						
*Prof. Sci. & Spec.	7.70	1.00	8.70	6.95	1.00	7.95	11,361	9,470	-1,891	11,123	9,818	9,470	9,470	9,470			-348
Total	33.59	3.00	36.59	32.34	3.00	35.34	14,532	12,362		14,347							

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*Lecturer 4.70 4.20 4.20

STATUS OF WOMEN STUDY

Campus Milwaukee

Computer Center

Division Totals

Division Code 3-13

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	9.23	1.00	10.23	9.23	1.00	10.23	10,690	9,982	-978	9,122	9,982	+860	
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
* Prof. Sci. & Spec.	9.23	1.00	10.23	9.23	1.00	10.23	10,690	9,982	-978	9,122	9,982	+860	
Total	9.23	1.00	10.23	9.23	1.00	10.23	10,690	9,982					

*Lecturer .50 .50 .50

STATUS OF WOMEN STUDY

Campus Milwaukee

School of Education

Division Totals

Division Code 3-17

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	13.58	2.00	15.58	13.08	2.00	15.08	16,702	16,265	- 437	16,640	16,635	15,130	-1,505		
Assoc. Prof.	20.95	10.00	30.95	20.95	10.00	30.95	13,947	12,895	-1,052	13,607	13,593	12,825	- 768		
Asst. Prof.	23.12	8.49	31.61	23.12	8.49	31.61	11,567	11,274	- 293	11,488	11,755	11,500	- 255		
Instr.															
Admin.															
	2.42		2.42	2.42		2.42	18,389			18,389	19,023				
* Prof. Sci. & Spec.	8.00	16.75	24.75	7.00	15.75	22.75	11,679	9,388	-2,291	10,093	12,387	9,500	-2,887		
Total	68.07	37.24	105.31	66.57	36.24	102.81	13,584	11,178	-2,406	12,735					

*Lecturer 6.25 12.75 19.00 5.25 12.25 17.50

STATUS OF WOMEN STUDY

Campus Milwaukee

 College of Engineering

 Division Totals

 Division Code 3-19

RANK	NUMBER						AVERAGE SALARY						MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total											
Prof.	12.90		12.90	12.90		12.90	16,363			16,363				16,050			
Assoc. Prof.	8.00		8.00	8.00		8.00	14,425			14,425				14,400			
Asst. Prof.	24.50		24.50	24.50		24.50	12,284			12,284				12,250			
Instr.																	
Admin.																	
* Prof. Sci. & Spec.	2.00		2.00	2.00		2.00	18,515			18,515				15,515			
	6.00		6.00	6.00		6.00	10,065			10,065				9,890			
total	53.40		53.40	53.40		53.40	13,574			13,574							

*Lecturer 6.00 6.00 6.00

STATUS OF WOMEN STUDY

Campus Milwaukee

School of Fine Arts

Division Totals

Division Code 3-21

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	14.00	3.00	17.00	14.00	3.00	17.00	15,667	14,710	15,498	-957	15,403	15,000	-403
Asst. Prof.	9.00	1.00	10.00	9.00	1.00	10.00	12,804	12,220	12,746	-584	12,800	12,220	-580
Instr.	21.33	4.00	25.33	21.33	4.00	25.33	10,803	10,184	10,706	-619	10,620	9,942	-678
Admin.	9.00	1.00	10.00	9.00	1.00	10.00	8,546	8,500	8,541	-46	8,500	8,500	±0
Prof. Sci. & Spec.	1.67		1.67	1.67		1.67	17,469		17,469		17,469		
Total	57.00	9.00	66.00	56.50	9.00	65.50	12,031	11,732	11,990	-299			

STATUS OF WOMEN STUDY

Campus Milwaukee

Graduate School

Division Totals

Division Code 3-34

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	.77		.77	.77		.77	18,552			18,552	19,610			
Assoc. Prof.	.50		.50	.50		.50	15,900			15,900	15,900			
Asst. Prof.	1.50		1.50	1.50		1.50	12,108			12,108	11,300			
Instr.														
Admin.	2.67		2.67	2.67		2.67	17,081			17,081	18,000			
* Prof. Sci. & Spec.	1.50	3.00	4.50	1.50	3.00	4.50	11,767	5,458	-6,309	7,561	12,650	6,068	-6,582	
Total	6.94	3.00	9.94	6.94	3.00	9.94	14,917	5,458		12,075				

*Lecturer .50 .50 .50

STATUS OF WOMEN STUDY

Campus Milwaukee

College of Letters and Science

Division Totals

Division Code 3-48

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Male	Female	Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total									
Prof.	90.28	9.50	99.78	88.69	9.50	98.19	18,666	17,021	-1,645	18,506	18,045	15,850	-2,195		
Assoc. Prof.	69.08	6.76	75.84	69.08	6.76	75.84	13,825	13,258	- 567	13,776	13,800	13,255	- 545		
Asst. Prof.	108.00	15.00	123.00	106.66	14.50	121.16	11,268	10,459	- 809	11,171	11,125	10,450	- 675		
Instr.	21.00	4.33	25.33	19.50	3.83	23.33	9,390	7,868	-1,522	9,138	9,475	8,350	-1,125		
Admin.	3.08		3.08	2.91		2.91	20,124			20,124	21,000				
* Prof. Sci. & Spec.	17.33	30.50	47.83	17.16	28.58	45.74	12,776	7,753	-5,023	9,635	11,986	7,100	-4,886		
Total	308.77	66.09	374.86	304.00	63.17	367.17									

*Lecturer: 6.50 22.33 28.83 6.50 21.83 28.33



STATUS WOMEN STUDY

Campus Milwaukee

Library

Division Totals

Division Code 3-50

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	1.00		1.00	1.00		1.00	12,764			12,764			
Assoc. Prof.	3.00		3.00	3.00		3.00	13,745			13,745			
Asst. Prof.		2.00	2.00		2.00	2.00		8,406		8,406		8,406	
Instr.	3.00	2.00	5.00	3.00	2.00	5.00	8,643	7,776	- 867	8,296	8,182	7,776	- 406
Admin.	1.00		1.00	1.00		1.00	20,373			20,373	20,373		
Prof. Sci. & Spec.	3.00	12.00	15.00	3.00	11.00	14.00	5,046	6,165	+1,119	5,925	5,073	6,400	+1,327
Total	11.00	16.00	27.00	11.00	15.00	26.00							

Campus Milwaukee

School of Library and Information Science

Division Totals

Division Code 3-51

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.	1.00	1.00	2.00	1.00	1.00	2.00	15,085	13,550	-1,535	14,318	15,085	13,550	-1,535	14,318	
Asst. Prof.	1.00	1.51	2.51	1.00	1.51	2.51	15,950	12,915	-3,035	14,126	15,950	12,915	-3,035	14,126	
Instr.															
Admin.															
*Prof. Sci. & Spec.	3.00	3.00	6.00	2.50	2.25	4.75	15,482	10,040	-5,442	12,904	14,510	9,600	-4,910	12,904	
Total	5.00	5.51	10.51	4.50	4.76	9.26									

*Lecturer 2.00 3.00 5.00 1.50 2.25 3.75 (Remaining male is Director)

STATUS OF WOMEN STUDY

Campus Milwaukee

School of Nursing

Division Totals

Division Code 3-65

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	
	Male	Female	Total	Male	Female	Total								
Prof.		2.00	2.00		2.00	2.00		15,273	15,273			15,273		
Assoc. Prof.														
Asst. Prof.		13.00	13.00		12.10	12.10		10,229	10,229			10,174		
Instr.		9.00	9.00		9.00	9.00		8,588	8,588			8,484		
Admin.		2.00	2.00		2.00	2.00		16,793	16,793			16,793		
*Prof. Sci. & Spec.	1.00	8.00	9.00	1.00	7.00	8.00	10,856	7,390	7,823	-3,466	10,856	7,710	-3,146	
Total	1.00	34.00	35.00	1.00	32.10	33.10								

*Lecturer 1.00 1.00 .50 .50

STATUS OF WOMEN STUDY

Campus Milwaukee

School of Pharmacy

Division Totals

Division Code 3-68

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	1.00	1.00	2.00	1.00	1.00	2.00	14,800	14,600	-200	14,700	14,800	14,600	-200	
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.00	1.00	2.00	1.00	1.00	2.00								

Campus Milwaukee

School of Social Welfare

Division Totals

Division Code 3-86

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total										
Prof.	1.50	2.00	3.50	1.50	2.00	3.50	17,400	17,050	383	17,433	17,050	383	17,433	17,050	383	
Assoc. Prof.	1.42		1.42	1.42		1.42	15,082			15,082			15,082	15,300		
Asst. Prof.	3.42	2.00	5.42	3.42	2.00	5.42	12,549	10,749	-1,800	12,486	10,749	-1,737	12,486	10,749	-1,737	
Instr.																
Admin.	3.00		3.00	3.00		3.00	19,428			19,428			19,428	17,026		
*Prof. Sci. & Spec.	9.67	19.00	28.67	8.72	16.72	25.44	11,057	9,311	-1,736	10,918	9,400	-1,518	10,918	9,400	-1,518	
Total	19.01	23.00	42.01	18.06	20.72	38.78										

*Lecturer 3.67 1.00 4.67 3.67 1.00 4.67

STATUS OF WOMEN STUDY

Campus Milwaukee

13 Divisions

Totals

Department Code _____

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	142.53	18.50	161.03	140.44	18.50	158.94	17,954	16,246	-1,708				
Assoc. Prof.	116.55	19.76	136.31	116.55	19.76	136.31	13,904	13,104	- 800				
Asst. Prof.	199.99	48.00	247.99	198.15	46.60	244.75	11,560	10,672	- 888				
Instr.	34.00	16.33	50.33	32.50	15.83	48.33	9,085	8,306	- 779				
Admin.	18.84	2.00	20.84	18.67	2.00	20.67	18,628	16,793	-1,835				
*Prof. Sci. & Spec.	68.43	94.25	162.68	64.56	86.30	150.86	11,252	8,149	-3,103				
Total	580.34	198.84	779.18	570.87	188.99	759.86							

*Lecturer 30.12 40.08 70.20 28.12 37.83 65.95

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XIII. GREEN BAY COMPLEX

The Green Bay report concerns the following divisions:

- Academic Division
- College of Community Sciences
- College of Creative Communication
- College of Environmental Sciences
- College of Human Biology
- School of Professional Studies

All departments of the following campuses which parallel divisions listed above have been included in the statistics for

- Fox Valley Campus
- Manitowoc County Campus
- Marinette County Campus

This report does not concern itself with the service oriented and special program oriented divisions of:

- General Educational Administration
- General Services
- Instructional Resources
- Library
- Office of Community Outreach and Research
- Physical Plant
- Student Aid
- Auxiliary Enterprises
- Summer Session
- Student Work-Study Program

nor have service and special program oriented departments of the Fox Valley, Manitowoc, and Marinette County Campuses been considered.

The Appendix contains data for each College and branch campus.

No women considered in this report hold the title of Professor, Administration, or Lecturer. Women appear at all levels employing men on the Fox Valley Campus and, except for Administration, in the College of Human Biology. The School of Professional Studies employs no women. Representation varies in the remaining divisions. When we compare positions held by men with those held by women we find that there are no instructional level women in the Academic Division, no female Instructors or Associate Professors in the College of Communication Sciences, no female Professors or Associate Professors in the College of Creative Communication, no female Associate or Assistant Professors on the Manitowoc County Campus and no female Instructors on the Marinette County campus.

The following tables summarize the data gathered for this report.

TABLE I
PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)
Green Bay
University of Wisconsin
1969-70

Title	Percent Women are in Total Membership	
	Headcount	FTE
Professor	0	0
Associate Professor	11.5	11.6
Assistant Professor	14.2	13.0
Instructor	10.6	10.6
Administration	0	0
Professional, Scientific, & Specialist	16.8	16.5
*Lecturer	0	0
Total (All titles)	12.2	11.7

* Lecturers are culled from the Professional, Scientific, and Specialist category.

TABLE II
 NUMBERS OF WOMEN (BY TITLE)
 Green Bay
 University of Wisconsin
 1969-70

Title	Number of Women	
	Headcount	FTE
Professor	0	0
Associate Professor	2.00	2.00
Assistant Professor	10.00	9.00
Instructor	5.00	5.00
Administration	0	0
Professional, Scientific & Specialist	2.00	1.93
Total	19.00	17.93

TABLE III
 DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
 Green Bay
 University of Wisconsin
 1969-70

Title	Dollar Differential
Associate Professor	- 725
Assistant Professor	- 216
Instructor	- 500
Professional, Scientific, & Specialist	+1530

The statistics show no uniform pattern in the distribution of women. The largest number and percentage of instructional level women are Assistant Professors and their unfavorable dollar differential is the smallest in the three instructional levels at which women are employed. The dollar differential is extremely favorable to women of the Professional, Scientific, and Specialist category and the largest percent, though smallest FTE count of women is employed at that level.

Green Bay employs a higher percentage of female Associate Professors than is shown in the Madison campus or national statistics on page ⁵7, Table I of the Madison report. The percentage of female Assistant Professors is the same as Madison's, and hence, lower than the national statistics. Figures for female Instructors were lower than Madison campus or national percentages.

A P P E N D I X A

Data for Green Bay Complex

University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Green Bay
 College or School Academic Division
 Department Division Totals
 Department Code 5-05

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.	.33		.33	.33		.33	13,750			13,750					
Asst. Prof.	2.92		2.92	2.84		2.84	11,705			11,705					
Instr.	1.00		1.00	1.00		1.00	11,500			11,500					
Admin.															
Prof. Sci. & Spec.	5.17	1.00	6.17	5.08	.93	6.01	10,795	4,909	-5,886	9,884	12,510	4,909			
Total	9.42	1.00	10.42	9.25	.93	10.18	11,256	4,909	-6,347	10,676					

STATUS OF WOMEN STUDY

Campus Green Bay

College or School College of Community Sciences

Department Division Totals

Department Code 5-20

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.	3.50		3.50	3.42		3.42	15,092			15,092	15,125			
Asst. Prof.	7.00	1.00	8.00	6.91	1.00	7.91	11,716	12,500	+784	11,815	12,000	12,500	+500	
Instr.	6.00		6.00	6.00		6.00	10,617			10,617	10,875			
Admin.	1.00		1.00	1.00		1.00	20,250			20,250	20,250			
Prof. Sci. & Spec.														
Total	17.50	1.00	18.50	17.50	1.00	18.33	12,494	12,500	+ 6	12,494				



STATUS OF WOMEN STUDY

Campus Green Bay

College or School College of Creative Communication

Department Division Totals

Department Code 5-25

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	1.67		1.67	1.34		1.34	19,500			19,500	19,500		
Assoc. Prof.	4.67		4.67	4.67		4.67	13,322			13,322	13,500		
Asst. Prof.	11.04	3.00	14.04	11.04	3.00	14.04	11,021	10,333	-688	10,874	11,000	10,250	-750
Instr.	8.00	1.00	9.00	8.00	1.00	9.00	9,438	9,250	-188	9,417	9,750	9,250	-500
Admin.	1.00		1.00	1.00		1.00	19,227			19,227	19,227		
Prof. Sci. & Spec.	2.00		2.00	2.00		2.00	12,170			21,170	12,170		
Total	28.38	4.00	32.38	28.05	4.00	32.05	11,729	10,063	-1,666	11,524			



Campus Green Bay

College or School College of Environmental Science

Department Division Totals

Department Code 5-30

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	1.50		1.50	1.42		1.42	17,806				17,806	17,863		
Assoc. Prof.	1.50	1.00	2.50	1.42	1.00	2.42	17,095	13,500	-3,595	15,609	16,470	13,500	-2,970	
Asst. Prof.	13.00	1.00	14.00	13.00	1.00	14.00	11,231	13,000	+1,769	11,357	11,000	13,000	+2,000	
Instr.	4.00	1.00	5.00	4.00	1.00	5.00	10,875	9,250	-1,625	10,550	10,750	9,250	-1,500	
Admin.	1.50		1.50	1.41		1.41	18,706			18,706	17,595			
*Prof. Sci. & Spec.	.25		.25	.25		.25	9,818			9,818	9,818			
Total	21.75	3.00	24.75	21.50	3.00	24.50	12,460	11,917	- 543	12,393				

318

*All Lecturer

STATUS OF MEN STUDY

Campus Green Bay

College or School College of Human Biology

Department Division Totals

Department Code 5-35

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.	1.00	2.00	3.00	1.00	1.50	2.50	12,000	10,917	11,350	-1,083	12,000	11,250	12,000	-750
Instr.	2.00	1.00	3.00	2.00	1.00	3.00	11,000	10,250	10,750	-750	11,000	10,250	11,000	-750
Admin.	1.00		1.00	.92		.92	19,227		19,227		19,227		19,227	
* Prof. Sci. & Spec.	.50	1.00	1.50	.41	1.00	1.41	15,545	18,500	17,641	+2,955	15,545	18,500	15,545	+2,955
Total	4.50	4.00	8.50	4.33	3.50	7.83	13,418	12,893	13,179	-525				

A-5

*Lecturer .50

.50

.41

STATUS OF WOMEN STUDY

Campus Green Bay

College or School School of Professional Studies

Department Division Totals

Department Code 5-40

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	.33		.33	.33		.33	18,000			18,000	18,000			
Assoc. Prof.	1.00		1.00	1.00		1.00	15,000			15,000	15,000			
Asst. Prof.	4.54		4.54	4.54		4.54	11,833			11,833	12,000			
Instr.														
Admin.														
* Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	19,227			19,227	19,227			
	.67		.67	.67		.67	14,750			14,750	14,750			
Total	7.54		7.54	7.54		7.54	13,763			13,763	13,763			

*All Lecturer



STATUS OF WOMEN STUDY

Salaries have been computed to include only those departments which parallel Green Bay divisions relevant to and included in this report.

Campus Green Bay

College or School Fox Valley Campus

Department See Note to Left - Totals

Department Code 5-82

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.	3.00	1.00	4.00	3.00	1.00	4.00	13,583	13,750	+167	13,625	13,750	13,750		
Asst. Prof.	10.00	2.00	12.00	10.00	1.50	11.50	11,120	11,000	-120	11,104	11,000	10,875	-125	
Instr.														
Admin.	8.00	1.00	9.00	8.00	1.00	9.00	9,463	10,000	+537	9,522	9,625	10,000	+375	
Prof. Sci. & Spec.														
Total	21.00	4.00	25.00	21.00	3.50	24.50	10,840	11,500	+660	10,935				

STATUS OF OPEN STUDY

Campus Green Bay

College or School Fox Valley Campus

Department Totals - College of Community Sciences

Department Code 5-82-40

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.	1.00		1.00	1.00		1.00	10,450		10,450	10,450				
Instr.	3.00		3.00	3.00		3.00	10,083		10,083	10,083				
Admin.														
Prof. Sci. & Spec.														
Total	4.00		4.00	4.00		4.00	10,175		10,175	10,175				

STATUS OF MEN STUDY

Campus Green Bay

College or School Fox Valley Campus

Department College of Creative Communication - Totals

Department Code 5-82-48

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.	2.00	1.00	3.00	2.00	1.00	3.00	13,375	13,750	13,500	+375	13,375	13,750	13,750	+375	
Asst. Prof.	6.00	1.00	7.00	6.00	1.00	7.00	10,958	11,250	11,000	+292	10,625	11,250	11,250	+625	
Instr.	3.00	1.00	4.00	3.00	1.00	4.00	8,733	10,000	9,050	+1,267	8,500	10,000	10,000	+1,500	
Admin.															
Prof. Sci. & Spec.															
Total	11.00	3.00	14.00	11.00	3.00	14.00	10,791	11,667	10,979	+876	10,791	11,667	10,979		



STATUS OF WOMEN STUDY

Campus Green Bay

College or School Fox Valley Campus

Department College of Environmental Sciences - Totals

Department Code 5-82-56

RANK	NUMBER						AVERAGE SALARY			MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total						
Prof.												
Assoc. Prof.	1.00		1.00	1.00		1.00	14,000			14,000		
Asst. Prof.	3.00		3.00	3.00		3.00	11,667			11,667		
Instr.	2.00		2.00	2.00		2.00	9,625			9,625		
Admin.												
Prof. Sci. & Spec.												
Total	6.00		6.00	6.00		6.00	11,375			11,375		

4-10

324

STATUS OF WOMEN STUDY

Campus Green Bay

College or School Fox Valley Campus

Department College of Human Biology - Totals

Department Code 2-82-64

A-11

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.				Female	Male	Total	Dollar Dif.	Female	Male	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.	1.00	1.00	1.00	.50	.50	.50	10,500	10,500	10,500			10,500		
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.00	1.00	1.00	.50	.50	.50	10,500	10,500	10,500			10,500		

325

STATUS OF WOMEN STUDY

Totals have been computed to include only those departments which parallel Green Bay divisions relevant to and included in this report.

Campus Green Bay

College or School Manitowoc County Campus

Department See Note to Left - Totals

Department Code 5-89

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.	1.40		1.40	1.33		1.33	14,507			14,507	14,260			
Asst. Prof.	5.00		5.00	5.00		5.00	11,100			11,100	11,250			
Instr.	4.00	1.00	5.00	4.00	1.00	5.00	9,313	8,500	- 813	9,150	9,250	8,500	-750	
Admin.														
* Prof. Sci. & Spec.	.33		.33	.33		.33	14,750			14,750	14,750			
Total	10.73	1.00	11.73	10.33	1.00	11.33	11,287	8,500	-2,787	11,073				

326

*All Lecturer

STATUS OF MEN STUDY

Campus Green Bay

College or School Manitowoc County Campus

Department College of Community Sciences - Totals

Department Code 5-89-40

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.	2.00		2.00	2.00		2.00	11,625			11,625		11,625		
Instr.														
Admin.														
*Prof. Sci. & Spec.	.33		.33	.33		.33	14,750			14,750		14,750		
Total	2.33		2.33	2.33		2.33	12,068			12,068				

*All Lecturer

STATUS OF WOMEN STUDY

Campus Green Bay

College or School Manitowoc County Campus

Department College of Creative Communication - Totals

Department Code 5-89-48

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F...E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.	.40		.40	.33		.33	13,770			13,770	13,770				
Asst. Prof.	1.00		1.00	1.00		1.00	10,000			10,000	10,000				
Instr.	2.00	1.00	3.00	2.00	1.00	3.00	8,875	8,500	-375	8,750	8,875	8,500	-375		
Admin.															
Prof. Sci. & Spec.															
Total	3.40	1.00	4.40	3.33	1.00	4.33	9,698	8,500	-1,198	9,421	8,875	8,500	-375	9,421	

STATUS OF WOMEN STUDY

Campus Green Bay

College or School Manitowoc County Campus

Department College of Environmental Sciences - Total

Department Code 5-89-56

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Male	Female	Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.	1.00		1.00	1.00		1.00	14,750			14,750	14,750				
Asst. Prof.	1.00		1.00	1.00		1.00	11,500			11,500	11,500				
Instr.	2.00		2.00	2.00		2.00	9,750			9,750	9,750				
Admin.															
Prof. Sci. & Spec.															
Total	4.00		4.00	4.00		4.00	11,438			11,438	11,438				



STATUS OF WOMEN STUDY

Campus Green Bay

College or School Manitowoc County Campus

Department College of Human Biology - Totals

Department Code 5-89-64

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.	1.00		1.00	1.00		1.00	10,750			10,750	10,750			
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.00		1.00	1.00		1.00	10,750			10,750	10,750			

STATUS WOMEN STUDY

Totals have been computed for selected departments rather than the entire division. Only those departments which paralleled divisions on the Green Bay Campus included in this report have been made part of the totals on this sheet.

Campus Green Bay

College or School Marinette County Campus

Department See Note to Left - Totals

Department Code 5-91

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.	6.00	1.00	7.00	6.00	1.00	7.00	11,083	10,250	-833	10,964	11,125	10,250	-875	
Instr.	9.00		9.00	9.00		9.00	9,861			9,861	10,000			
Admin.														
*Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	8,500			8,500	8,500			
Total	16.00	1.00	17.00	16.00	1.00	17.00	10,234	10,250	+ 16	10,235				

*All Lecturer

STATUS OF WOMEN STUDY

Campus Green Bay

College or School Marinette County Campus

Department College of Community Sciences - Totals

Department Code 5-91-40

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.	1.00		1.00	1.00		1.00		11,000			11,000				
Asst. Prof.	2.00		2.00	2.00		2.00		8,875			8,875				
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	3.00		3.00	3.00		3.00		9,583			9,583				

Campus Green Bay

College or School Marinette County Campus

Department College of Creative Communication - Totals

Department Code 5-91-48

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.	4.00	1.00	5.00	4.00	1.00	5.00	11,063	10,250	10,900	- 812	11,125	10,250	10,250	- 875	
Instr.	1.00		1.00	1.00		1.00	10,000		10,000		10,000				
Admin.															
*Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	8,500		8,500		8,500				
Total	6.00	1.00	7.00	6.00	1.00	7.00	10,458	10,250	10,429	- 208	10,250				

333

*All Lecturer

STATUS OF WOMEN STUDY

Campus Green Bay

College or School Marinette County Campus

Department College of Environmental Sciences - Total

Department Code 5-91-56

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Female	Male	Total	Dollar Dif.	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.	1.00		1.00	1.00		1.00		11,250		11,250				
Instr.	6.00		6.00	6.00		6.00		10,167		10,167				
Admin.														
Prof. Sci. & Spec.														
Total	7.00		7.00	7.00		7.00		10,321		10,321				

STATUS OF MEN STUDY

Campus Green Bay

College or School Totals-Men and Women

Department _____

Department Code 5

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	3.50		3.50	3.09		3.09	18,561				18,561			
Assoc. Prof.	15.40	2.00	17.40	15.17	2.00	17.17	14,350	13,625	-725	14,265				
Asst. Prof.	60.50	10.00	70.50	60.33	9.00	69.33	11,285	11,069	-216	11,257				
Instr.	42.00	5.00	47.00	42.00	5.00	47.00	9,950	9,450	-500	9,897				
Admin.	5.50		5.50	5.33		5.33	**							
*Prof. Sci. & Spec.	9.92	2.00	11.92	9.74	1.93	11.67	10,430	11,960	+1,530	10,683				
Total	136.82	19.00	155.82	135.56	17.93	153.59	11,319	10,999	-320	11,280				

335

*Lecturers 2.75 2.75 2.66 2.66

**Administration salaries not included here or in totals.

XIV. PARKSIDE COMPLEX

The following divisions are included in this report:

School of Modern Industry

College of Science and Society.

The appendix contains data for both divisions and departments within them. No data has been included for sub-departments.

Excluded are divisions dealing primarily with a service or special program.

The excluded divisions are:

General Educational Administration

General Services

Arboretum

Athletics

Auxiliary Enterprises

Leadership and Need Scholarship Program

Learning Center

Library

Physical Plant

Summer Session

Student Loans

No women hold the rank of Professor on the Parkside campus. They are represented in the two divisions included in this study, but are not present in either the departments of Education - Physical Education or Social Science within the College of Science and Society.

Summary tables for the entire campus are included below and the appendix contains data for divisions and departments.

TABLE I
 PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)
 Parkside Campus
 University of Wisconsin
 1969-70

Title	Percent Women are in Headcount	Total Membership FTE
Professor	0%	0%
Associate Professor	20.6%	20.6%
Assistant Professor	5.5%	5.5%
Instructor	18.3%	18.3%
Professional, Scientific & Specialist	60.0%	60.0%
*Lecturer	50.0%	50.0%
Total	13.6%	13.6%

* Lecturers have been culled from the Professional, Scientific, and Specialist category.

TABLE II
 NUMBER OF WOMEN (BY TITLE)
 Parkside Campus
 University of Wisconsin
 1969-70

Title	Number of Women Headcount	FTE
Professor	0	0
Associate Professor	2.00	2.00
Assistant Professor	2.00	2.00
Instructor	3.00	3.00
Professional, Scientific, & Specialist	3.00	3.00
*Lecturer	2.00	2.00
Total	10.00	10.00

* See note at bottom of Table I.

TABLE III
DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
Parkside Campus
University of Wisconsin
1969-70

Title	Dollar Differential
Associate Professor	-1388
Assistant Professor	- 448
Instructor	+ 185
Professional, Scientific, & Specialist	- 717

In numbers, women are fairly uniformly distributed throughout the academic levels at positions in which they are employed. In percentages, however, there is no uniform pattern other than the large concentration of women in the Professional, Scientific, and Specialist category and the much smaller concentration of women in the higher academic positions. In the professorial ranks, as rank increases, dollar differential increases. The one level at which the dollar differential is favorable to women is the Instructor level.

A comparison with the Madison campus statistics will show that a larger percentage of women are employed at Parkside with the title of Associate Professor and that the Parkside percentage is greater than the national percentage cited on page ⁵ seven, Table I of the report. At the levels of Professor, Assistant Professor, and Instructor, however, Parkside employs a percentage of women smaller than the levels shown in the Madison or national statistics.

A P P E N D I X A

Data for Parkside Complex
University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Parkside

College or School School of Modern Industry

Department Engineering Science

Department Code 4-60-1200

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.	1.00	1.00	2.00	1.00	1.00	2.00	10,500	12,300	+1800	11,400	10,500	12,300	+1800	
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.00	1.00	2.00	1.00	1.00	2.00	10,500	12,300	+1800	11,400	10,500	12,300	+1800	11,400



STATUS OF WOMEN STUDY

Campus Parkside

College or School College of Science and Society

Department Division Totals

Department Code 4-76

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	6.00		6.00	6.00		6.00	17,558			17,558			
Assoc. Prof.	7.69	2.00	9.69	7.69	2.00	9.69	14,438	13,050	-1388	14,151			
Asst. Prof.	33.61	1.00	34.61	33.61	1.00	34.61	11,632	10,000	-1632	11,585			
Instr.	13.35	3.00	16.35	13.35	3.00	16.35	9,848	10,033	+ 185	9,882			
Admin.													
*Prof. Sci. & Spec.	2.00	3.00	5.00	2.00	3.00	5.00	10,750	10,033	- 717	10,320			
Total	62.65	9.00	71.65	62.65	9.00	71.65	12,136	10,700	-1436	11,955			

*Lecturers 2.00 2.00 4.00 2.00 2.00 4.00

STATUS OF WOMEN STUDY

Campus Parkside

College or School College of Science and Society

Department Education - Physical Education

Department Code 4-76-20

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			Total	Male	Female	Total	Dollar Dif.	Female	Male	Total	Male	Female	Total
	Male	Female	Total											
Prof.														
Assoc. Prof.														
Asst. Prof.	3.25		3.25	3.25	3.25	12,509	12,509				12,509			
Instr.	.85		.85	.85	10,135	10,135	10,135				10,135			
Admin.														
Prof. Sci. & Spec.														
Total	4.10		4.10	4.10	12,017	12,017	12,017				12,017			

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STATUS OF WOMEN STUDY

Campus Parkside

College or School College of Science and Society

Department Humanistic Studies

Department Code 4-76-40

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	1.00		1.00	1.00		1.00	18,000				18,000			
Assoc. Prof.	3.00	1.00	4.00	3.00	1.00	4.00	14,267	12,500	-1767	13,825	14,500	12,500	-2000	
Asst. Prof.	14.36		14.36	14.36		14.36	11,434			11,434	11,400			
Instr.	4.00	2.00	6.00	4.00	2.00	6.00	9,875	10,250	+ 375	10,000	9,600	10,250	+ 650	
Admin.														
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00		11,000		11,000			11,000	
Total	22.36	4.00	26.36	22.36	4.00	26.36	11,827	11,000	- 827	11,703				



STATUS OF WOMEN STUDY

Campus Parkside

College or School College of Science and Society

Department Science

Department Code 4-76-60

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	5.00		5.00	5.00		5.00	17,470			17,470	17,500			
Assoc. Prof.	3.00	1.00	4.00	3.00	1.00	4.00	14,318	13,600 - 718	14,139	14,400	13,600 - 800			
Asst. Prof.	13.00	1.00	14.00	13.00	1.00	14.00	11,708	-1708	11,586	12,000	10,000 -2000			
Instr.	2.50	1.00	3.50	2.50	1.00	3.50	9,420	+ 180	9,471	9,500	9,600 + 100			
Admin.														
*Prof. Sci. & Spec.	1.00	2.00	3.00	1.00	2.00	3.00	11,500	-1950	10,200	11,500	9,550 -1950			
Total	24.50	5.00	29.50	24.50	5.00	29.50	12,961	-2501	12,537					

A-5

*All lecturers.



STATUS OF WOMEN STUDY

Campus Parkside

College or School College of Science and Society

Department Social Science

Department Code 4-76-80

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.	1.69		1.69	1.69		1.69	14,953			14,953	15,032			
Asst. Prof.	3.00		3.00	3.00		3.00	11,300			11,300	11,500			
Instr.	6.00		6.00	6.00		6.00	9,967			9,967	9,950			
Admin.														
*Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	10,000			10,000	10,000			
Total	11.69		11.69	11.69		11.69	11,032			11,032				

*All lecturers.



STATUS OF WOMEN STUDY

Campus Parkside

College or School Totals: Men and Women

Department _____

Department Code 4

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	6.00		6.00	6.00		6.00	17,558			17,558				
Assoc. Prof.	7.69	2.00	9.69	7.69	2.00	9.69	14,438	13,050	-1388	14,151				
Asst. Prof.	34.61	2.00	36.61	34.61	2.00	36.61	11,598	11,150	- 448	11,573				
Instr.	13.35	3.00	16.35	13.35	3.00	16.35	9,848	10,033	+ 185	9,882				
Admin.														
*Prof. Sci. & Spec.	2.00	3.00	5.00	2.00	3.00	5.00	10,750	10,033	- 717	10,320				
Total	63.65	10.00	73.65	63.65	10.00	73.65	12,110	10,860	-1250	11,940				

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*Lecturers 2.00 2.00 4.00 2.00 2.00 4.00

XV. CENTER SYSTEM

The following divisions are included with certain departments left out.

They are:

Departments

All of the Baraboo Sauk County Campus

Marathon County Campus

Marshfield-Wood County Campus

Rock County Campus

Sheboygan County Campus

Waukesha County Campus

except for the departments of

Administration

Athletics

Library

Student Affairs

on each campus, and

All of the Washington County Campus

except for the departments of

Administration

Library.

Excluded from the report were the service-oriented and special program divisions of

General Educational Administration

General Services

Leadership and Need Scholarship Program

Library
 Student Loan Funds
 Summer Session
 Student Work-Study Programs

Women are employed in all divisions except for the one called Departments. There are no women holding the rank of Professor in the Center System, the Baraboo-Sauk County Campus has men but no women of professorial rank, and the Marathon County, Rock County and Waukesha County campuses have men but no women holding the Associate Professor rank.

The tables below summarize data for the entire Center System. An appendix contains campus by campus totals and percentages, but there are no data sheets for individual departments.

TABLE I
 PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED
 BY WOMEN (BY TITLE)
 Center System
 University of Wisconsin
 1969-70

Title	Percent Women are in Total Membership	
	Headcount	FTE
Professor	0%	0%
Associate Professor	6.2%	6.2%
Assistant Professor	21.3%	21.3%
Instructor	16.9%	17.1%
Professional, Scientific and Specialist	47.2%	44.3%
*Lecturer	47.8%	45.2%
Totals	19.6%	18.6%

*Lecturers have been culled from the Professional, Scientific and Specialist categories.

TABLE II
 NUMBER OF WOMEN (BY TITLE)
 Center System
 University of Wisconsin
 1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	0	0
Associate Professor	1.00	1.00
Assistant Professor	12.00	12.00
Instructor	18.50	18.50
Professional, Scientific and Specialist	9.00	5.63
*Lecturer	9.00	5.63
Total	40.50	37.13

*See note to Table I

TABLE III
 DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
 Center System
 University of Wisconsin
 1969-70

Title	Dollar Differential
Associate Professor	+141
Assistant Professor	- 39
Instructor	-234
Professional, Scientific and Specialist	- 31

At the upper instructional levels, the numbers of women, though not the percentages, decrease as the level increases. On the other hand, dollar differential is most unfavorable at the Instructor level and most favorable at the Associate Professor rank (only one salary represented, however, at this rank).

The Center System employs a smaller percentage of women as Professors, Associate Professors, and Instructors than will be found in the Madison campus and national statistics on page 10, Table ~~X~~^I. At the rank of Assistant Professor, on the other hand, the Center System percentage is higher than the Madison campus and national percentages.

A P P E N D I X A

Data for the Center System
University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Center System

College or School Baraboo-Sauk County Campus

Division Totals

Division Code 8-15

RANK	NUMBER						AVERAGE SALARY				MEDIAN	
	Headcount			F.T.E.			Dollar Dif.	Total	Male	Female	Male	Female
	Male	Female	Total	Male	Female	Total						
Prof.	.25		.25	.25		.25			15,900	15,900		
Asst. Prof.	1.84		1.84	1.84		1.84			14,490	14,490		
Instr.	5.16	1.33	6.49	5.16	1.33	6.49	31	9,107	9,096	9,127	9,000	8,866
Admin.												
*Prof. Sci. & Spec.	4.00	3.00	7.00	2.08	1.46	3.54	- 376	8,383	9,038	8,662	8,900	8,788
Total	12.25	4.33	16.58	10.33	2.79	13.12	-1,491	10,068	10,385	8,894	9,000	8,866

352

*All Lecturers



STATUS OF WOMEN STUDY

Campus Center System

College or School Marathon County Campus

Division Totals

Division Code 8-28

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	
	Male	Female	Male	Female									Male
Prof.	1.00		1.00		1.00		1.00		16,000		16,000		
Assoc. Prof.	5.91		5.91		5.91		5.91		12,756		12,756		
Asst. Prof.	9.50	2.00	11.50	2.00	9.50	2.00	11.50	11,112	11,302	11,112	11,157	11,112 - 45	
Instr.	11.34	2.00	13.34		11.34	2.00	13.34	-227	9,215	8,988	9,181	9,191	8,988
Admin.													
*Prof. Sci. & Spec.	1.25	1.00	2.25	.67	.50	.67	1.17	+203	8,900	9,103	9,016	8,901	9,103 +202
Total	29.00	5.00	34.00	4.67	28.25	4.67	32.92	-981	10,895	9,914	10,755		

*Lecturers 1.00 1.00 2.00 .25 .67 .92

STATUS OF WOMEN STUDY

Campus Center System

College or School Marshfield - Wood County Coll.

Division Totals

Division Code 8-32

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	1.42	1.00	2.42	1.42	1.00	2.42	11,809	11,066	-743	11,502	11,888	11,066	-822	
Assoc. Prof.														
Asst. Prof.														
Instr.	12.66	1.00	13.66	1.66	1.00	13.66	9,213	9,200	-13	9,212	9,124	9,200	+76	
Admin.														
*Prof. Sci. & Spec.		1.00	1.00		.50	.50		9,020		9,020		9,020		
Total	14.08	3.00	17.08	14.08	2.50	16.58	9,477	9,910	+433	9,542				

354

*All Lecturers



STATUS OF WOMEN STUDY

Campus Center System

College or School Rock County Campus

Division Totals

Division Code 8-35

RANK	NUMBER						AVERAGE SALARY						MEDIAN				
	Headcount			I T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total											
Prof.	.21		.21	.21		.21	15,545			15,545				15,545			
Assoc. Prof.	2.00		2.00	2.00		2.00	12,000			12,000				12,000			
Prof.	5.00	3.00	8.00	5.00	3.00	8.00	10,110	10,269	+159	10,169	10,000	10,218	+218	10,000	10,218	10,218	+218
Instr.	14.33	2.67	17.00	13.58	2.67	16.25	9,136	9,090	- 46	9,129	9,170	8,700	-470	9,170	8,700	8,700	-470
Admin.																	
*Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	.50	1.50	10,282	9,900	-382	10,155	10,282	9,900	-382	10,282	9,900	9,900	-382
Total	22.54	6.67	29.21	21.79	6.17	27.96	9,742	9,724	- 18	9,738	9,742	9,724	- 18	9,738	9,724	9,738	- 18

A-4

*All Lecturers

STATUS OF WOMEN STUDY

Campus Center System

College or School Sheboygan County Campus

Division Totals

Division Code 8-37

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	1.00	1.00	2.00	1.00	1.00	2.00	14,000	13,535	27,535	- 465	14,000	13,535	27,535	-465
Assoc. Prof.	6.00	1.00	7.00	6.00	1.00	7.00	10,929	11,500	11,010	+ 571	10,532	11,500	11,500	+968
Instr.	13.42	1.00	14.42	13.42	1.00	14.42	9,226	8,492	9,175	- 734	8,904	8,492	8,492	-412
Admin.														
*Prof. Sci. & Spec.	1.00		1.00	.67		.67	8,358		8,358		8,358		8,358	
Total	21.42	3.00	24.42	21.09	3.00	24.09	9,910	11,176	10,068	+1,266	10,068		10,068	

A-5

3250

*All Lecturers

Campus Center System

College or School Washington County Campus

Division Totals

Division Code 8-38

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.	3.00	1.00	4.00	3.00	1.00	4.00	10,212	12,720	10,839	+2,508	10,201	12,720	+2,519		
Instr.	16.50	1.00	17.50	16.50	1.00	17.50	9,465	8,500	9,410	-965	9,400	8,500	-900		
Admin.															
*Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	10,266		10,266		10,266				
Total	20.50	2.00	22.50	20.50	2.00	22.50	9,612	10,610	9,701	+998					

A-6

STATUS OF WOMEN STUDY

Campus Center System

College or School Waukesha County Campus

Division Totals

Division Code 8-39

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	3.00		3.00	3.00		3.00	13,587			13,587	14,000			
Assoc. Prof.	17.86	4.00	21.86	17.86	4.00	21.86	10,756	10,363	-393	10,684	10,831	10,358	-473	
Instr.	17.20	9.50	26.70	16.58	9.50	26.08	9,211	9,063	-148	9,157	9,056	8,958	-98	
Admin.														
*Prof. Sci. & Spec.	1.25	3.00	4.25	1.25	2.50	3.75	10,798	10,870	+72	10,846	11,229	10,775	-454	A-7
Total	39.31	16.50	55.81	38.69	16.00	54.69	10,314	9,670	-644	10,126				

*All Lecturers



STATUS OF WOMEN STAFF

Campus Center System
 College or School Departments
 Division Totals
 Division Code 8-44

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male										
Prof.	4.38		4.38	4.38		4.38	16,390			16,390	16,875			
ASSOC. Prof.	1.38		1.38	1.38		1.38	15,738			15,738	15,464			
ASST. Prof.	.64		.64	.64		.64	12,661			12,661	12,659			
Instr.	.30		.30	.30		.30	9,500			9,500	9,500			
Admin.														
*Prof. Sci. & Spec.	.58		.58	.58		.58	11,945			11,945	11,945			
Total	7.28		7.28	7.28		7.28	15,301			15,301				

*All Lecturers

STATUS OF WOMEN STUDY

Campus Center System

College or School Totals

Division Totals

Division Code 8

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Male	Female	Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total									
Prof.	5.84		5.84	5.84		5.84	16,272			16,272					
Assoc. Prof.	15.13	1.00	16.13	15.13	1.00	16.13	13,394	13,535	+141	13,402					
Asst. Prof.	44.42	12.00	56.42	44.42	12.00	56.42	10,853	10,814	- 39	10,844					
Instr.	90.91	18.50	109.41	89.54	18.50	108.04	9,244	9,010	-234	9,204					
Admin.															
*Prof. Sci. & Spec.	10.08	9.00	19.08	7.08	5.63	12.71	9,868	9,837	- 31	9,854					
Total	166.38	40.50	206.88	162.01	37.13	199.14	10,353	9,840	-513	10,258					

*All but .25 headcount (male), .25 FTE (male) are Lecturers.

XVI. UNIVERSITY EXTENSION

Included in this report were the following divisions:

Liberal and Professional Education

Human Resource Development

Economic and Environmental Development

Educational Communications - Department of Agricultural Journalism

Community Programs

The appendix has data sheets for each division, but none for departments except in the case of Agricultural Journalism.

Excluded from the report were the divisions below, concerned primarily with services and special programs:

General Educational Administration

Staff Training and Development

All of Educational Communications except the Department of Agricultural Journalism

Administrative Services

Educational Communications Division.

No women hold the title of Administration in the divisions included in this report. Otherwise, they are represented at all levels in all divisions with the exceptions of Professor, Associate Professor, and Instructor in Economic and Environmental Development and Professor in Community Programs. In the case of the Department of Agricultural Journalism, included in this report to allow for comparison with the parallel department in the Madison campus College of Agricultural, and Life Sciences the only woman employed is a .74 (headcount and F.T.E.) Professor.

PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED BY
WOMEN (BY TITLE)
University Extension
University of Wisconsin
1969-70

Title	Percent Women are in Total Membership	
	Headcount	FTE
Professor	6.9	7.1
Associate Professor	14.4	14.8
Assistant Professor	16.5	17.0
Instructor	38.7	38.0
Administration	0	0
Professional, Scientific & Specialist	44.1	40.1
*Lecturer	38.3	34.1
TOTAL	24.4	23.1

* Lecturers are culled from the Professional, Scientific and Specialist category.

TABLE II
NUMBER OF WOMEN (BY TITLE)
University Extension
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	5.36	5.36
Associate Professor	14.04	12.56
Assistant Professor	32.00	26.73
Instructor	42.00	29.52
Administration	0	0
Professional, Scientific & Specialist	55.25	43.45
*Lecturer	3.00	2.00
TOTAL	148.65	117.62

* See note to Table I.

TABLE III
 DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
 University Extension
 University of Wisconsin
 1969-70

Title	Dollar Differential
Professor	-513
Associate Professor	-519
Assistant Professor	-1075
Instructor	-948
Professional, Scientific & Specialist	-3311

Both number and percentages of women decrease as the academic level becomes higher. On the other hand, though dollar differential is most unfavorable to women at the Professional, Scientific, and Specialist level, there is no consistent pattern of dollar difference in the instructional categories. In general, the dollar difference, unfavorable to women at all levels, is roughly twice as much for Assistant Professors and Instructors as it is for Professors and Associate Professors.

Compared to the Madison campus and national statistics recorded on page seven, Table I, University Extension shows a higher percentage of women at each of the professorial ranks. The percentage of women at the Instructor level is higher than the national figure but lower than the Madison campus figure.

A P P E N D I X A

Data for University Extension
University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus University Extension

College or School Liberal & Professional Education

Department Division Totals

Department Code 9-21

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total										
Prof.	17.71	.68	18.39	17.21	.68	17.89	17,775	18,409	17,000	+ 634	17,282	18,409	17,000		18,409	+1127
Assoc. Prof.	12.99	2.55	15.54	12.89	2.55	15.44	13,522	14,002	13,605	+ 480	13,179	14,277	13,605		14,277	+1098
Asst. Prof.	16.12	1.00	17.12	15.95	1.00	16.95	12,245	11,045	12,175	-1200	11,455	11,045	12,175		11,045	- 410
Instr.		1.00	1.00		1.00	1.00		8,858	8,858			8,858	8,858		8,858	
Admin.	1.75		1.75	1.75		1.75	18,394		18,394				18,394	18,052		
Prof. Sci. & Spec.	19.19	7.60	26.79	18.12	6.60	24.72	12,233	9,777	11,578	-2456	11,626	9,475	11,578		9,475	-2151
Total	67.76	12.83	80.59	65.92	11.83	77.75	14,099	11,211	13,660	-2888			13,660			

365

*Lecturer 1.94

1.94

1.94

STATUS OF WOMEN STUDY

Campus University Extension

College or School Human Resource Development

Department Division Totals

Department Code 9-22

RANK	NUMBER						AVERAGE SALARY						MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total											
Prof.	10.40	3.94	14.34	9.79	3.94	13.73	18,138	16,284	17,613	-1854	17,591	15,930	17,613	-1661			
Assoc. Prof.	9.52	5.84	15.36	9.52	5.84	15.36	13,925	12,412	13,346	-1513	13,668	12,490	13,346	-1178			
Asst. Prof.	11.00	7.84	18.84	11.00	7.84	18.84	11,898	10,973	11,509	-925	12,048	10,024	11,509	-2024			
Instr.		2.00	2.00		1.67	1.67		9,382	9,382			9,295					
Admin.	1.13		1.13	1.12		1.12	21,506		21,506		20,864		21,506				
*Prof. Sci. & Spec.	17.55	14.00	31.55	17.10	12.16	29.26	11,528	9,481	10,677	-2047	11,864	9,758	10,677	-2106			
Total	49.60	33.62	83.22	48.53	31.45	79.98	13,645	11,244	12,701	-2401			12,701				

266

* Lecturers 2.33 3.00 5.33 2.33 2.50 4.83

STATUS OF WOMEN STUDY

Campus University Extension

College or School Economic & Environmental

Department Division Totals

Department Code 9-23

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Female	Total
	Male	Female	Total	Male	Female	Total										
Prof.	35.75		35.75	35.75		35.75	16,570			16,570	16,855					
Assoc. Prof.	26.98		26.98	26.98		26.98	13,131			13,131	12,649					
Asst. Prof.	28.05	1.66	29.71	27.95	1.66	29.61	11,369	9,284	-2085	11,253	11,209	9,021	-2188			
Instr.	6.00		6.00	5.90		5.90	9,563			9,563	9,842					
Admin.	1.00		1.00	1.00		1.00	20,160			20,160	20,160					
* Prof. Sci. & Spec.	28.31	4.50	28.31	23.06	3.87	26.93	11,070	6,712	-4358	10,444	10,882	6,177	-4,705			
Total	121.59	6.16	127.75	120.64	5.53	126.17	13,231	7,478	-5753	12,980						

*Lecturer .17 .17 .17

Campus University Extension
 College or School Educational Communications
 Department Agricultural Journalism
 Department Code 9-25-1400

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	2.22	.74	2.96	2.22	.74	2.96	15,331	15,022	15,254	- 309	15,431	15,022	15,254	- 409
Assoc. Prof.	.33		.33	.33		.33	12,027		12,027		12,027		12,027	
Asst. Prof.	2.74		2.74	2.74		2.74	10,878		10,878		10,800		10,878	
Instr.	.64		.64	.36		.36	7,451		7,451		7,451		7,451	
Admin.														
*Prof. Sci. & Spec.	.40		.40	.40		.40	10,718		10,718		10,718		10,718	
Total	6.33	.74	7.07	6.05	.74	6.79	12,360	15,022	12,650	+2662	15,022		12,650	

33
36
8

* All lecturer

Campus University Extension

College or School Community Programs

Department Totals

Department Code 9-26

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	6.00		6.00	4.76		4.76	14,149			14,149	13,956		
Assoc. Prof.	33.71	5.65	39.36	22.73	4.17	26.90	11,387	10,892	11,319	9,544	10,767	11,757	+ 990
Asst. Prof.	104.31	21.50	125.81	72.41	16.23	88.64	9,719	8,748	9,544	- 971	9,448	8,578	- 870
Instr.	60.00	39.00	99.00	41.99	26.85	68.84	8,155	7,194	7,776	- 961	8,108	7,102	-1006
Admin.	2.02		2.02	2.02		2.02	15,646		15,646		15,055		
Prof. Sci. & Spec.	9.00	29.15	38.15	6.47	20.82	27.29	7,763	6,536	6,827	-1227	6,656	6,464	- 192
Total	215.04	95.30	310.34	150.38	68.07	218.45	9,671	7,592	9,023	-2079			

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Campus University Extension

College or School _____

Department Totals: Men and Women _____

Department Code 9

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	72.08	5.36	77.44	69.73	5.36	75.09	16,884	16,371	- 513	16,847				
Assoc. Prof.	83.53	14.04	97.57	72.45	12.56	85.01	12,749	12,230	- 519	12,673				
Asst. Prof.	162.22	32.00	194.22	130.05	26.73	156.78	10,593	9,518	-1075	10,410				
Instr.	66.64	42.00	108.64	48.25	29.52	77.77	8,322	7,374	- 948	7,962				
Admin.	5.90		5.90	5.89		5.89	18,358			18,358				
*Prof. Sci. & Spec.	69.95	55.25	125.20	65.15	43.45	108.60	11,182	7,871	-3311	9,858				
Total	460.32	148.65	608.97	391.52	117.62	509.14	12,048	8,974	-3074	11,337				

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*Lecturer 4.84 3.00 7.84 4.84 2.50 7.34

XVII

MEDICAL CENTER

THE UNIVERSITY OF WISCONSIN: 1969-70

The Medical Center of the University of Wisconsin is comprised of seven divisions: Administration, University Hospitals, State Hygiene Laboratory, Medical School, School of Nursing, Psychiatric Institute, and the University Health Services. Except for the School of Nursing, which was included in the University-wide report on the Status of Women, each division will be viewed independently in the above order. Larger divisions contain several departments and the latter may contain subdepartments. Subdepartment data sheets are followed by the department totals and division totals follow the department data sheets in the Appendix of each division.

A word should be said about the special classification of Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, and Clinical Instructor. Persons with these classifications are included in the data for the respective rank as they are occasionally the entire staff in a particular department or a large portion of it. However, they somewhat mar the data because of their peculiar relationship with the various divisions of the Medical Center. They are not on the tenure track and are usually fractional appointments engaged in teaching, research, or service. Some receive just token salaries as their primary income is from a source other than the University. Others receive salaries that are competitive for the particular skill. For this reason, salary information has been excluded from the data as there is no basis for valid comparisons. Included in the data sheets is information on headcount and FTE employees by rank and sex. Notations have been made on the individual data sheets regarding the presence of staff with the title "Clinical" preceding their rank.

MEDICAL CENTER
ADMINISTRATION

There is only one woman with academic status in this division.
She represents 9% of the academic staff as a half-time employee.

APPENDIX A

Raw Data for the Medical Center - Administration

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division _____

Department Administration

Sub-Department _____

Code Number 2-50

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	5.05	.50	5.55	5.05	.50	5.55
Total	5.05	.50	5.55	5.05	.50	5.55

MEDICAL CENTER
UNIVERSITY HOSPITALS
Madison: 1969-70

A total of 25 departments are represented in this division. Four show only male academic staff (Code numbers 2-51-0200, 2-51-3300, 2-51-6400 and 2-51-9300) and seven departments show only female academic staff (Code numbers 2-51-0300, 2-51-24, 2-51-49, 2-51-56, 2-51-6100, 2-51-8500, and 2-51-94). The remaining departments show women and men represented at some level.

A view of the composition of University Hospitals follows:

TABLE I
THE ACADEMIC COMPOSITION OF THE MEDICAL CENTER - UNIVERSITY HOSPITALS
BY RANK AND SEX
Madison: 1969-70

Rank	Headcount				FTE			
	Male	Female	Total	% Women	Male	Female	Total	% Women
Professor	1.04	.22	1.26	17.5%	1.04	.22	1.26	17.5%
Associate Professor	2.84	1.00	3.84	26.0%	2.48	1.00	3.48	28.7%
Assistant Professor	2.53	3.58	6.11	58.6%	2.53	3.58	6.11	58.6%
Instructor	.76	1.00	1.76	56.8%	.76	1.00	1.76	56.8%
Professional, Scientific & Special.	271.81	71.90	343.71	20.9%	258.96	65.49	324.45	20.2%
Total	278.98	77.70	356.68	21.8%	265.77	71.29	337.06	21.2%

While the sample of staff in the titles of Professor through Instructor is quite small for both men and women it is significant to note that the percentages of women at each level generally decreases as the levels increase.

The statistics for the Professional, Scientific and Specialist category are greatly affected by the fact that Interns and Residents are included. A glance at the Department of Medical Education shows that there are 224 (headcount) male Interns or Residents and 20 (headcount) female Interns or Residents. If the Department of Medical Education was excluded, the percentage of women in the Professional, Scientific, and Specialist category would be raised to 52% rather than 20.9% (headcount).

APPENDIX A

Raw Data for the Medical Center - University Hospitals

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Administration

Sub-Department _____

Code Number 2-51-0200

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	5.00		5.00	3.55		3.55
Total	5.00		5.00	3.55		3.55

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Admissions -Bed Control

Sub-Department _____

Code Number 2-51-0300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		2.00	2.00		2.00	2.00
Total		2.00	2.00		2.00	2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Fiscal Affairs

Sub-Department 2-51-08

Code Number _____

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	4.00	3.00	7.00	4.00	3.00	7.00
Total	4.00	3.00	7.00	4.00	3.00	7.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Central Services

Sub-Department _____

Code Number 2-51-12

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.	.79		.79	.79		.79
Instr.						
Admin.						
Prof. Sci. & Spec.	19.55	4.00	23.55	19.55	4.00	23.55
Total	20.34	4.00	24.34	20.34	4.00	24.34

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Laboratories

Sub-Department Administration

Code Number 2-51-1502

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.79		.79	.79		.79
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.79		1.79	1.79		1.79

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Bio. and Res.
 Code Number 2-51-1504

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	.49		.49	.49		.49
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	.49		.49	.49		.49

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Chem. - Auto.
 Code Number 2-51-1514

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.		.82	.82		.82	.82
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total		.82	.82		.82	.82

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Chem. - Manl.
 Code Number 2-51-1515

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.	.83		.83	.83		.83
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.83		1.83	1.83		1.83

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Laboratories

Sub-Department Spec. Chem.

Code Number 2-51-1517

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.	.91		.91	.91		.91
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	.91		.91	.91		.91

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Immun. Hema
 Code Number 2-51-1562

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	.85		.85	.49		.49
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	.85		.85	.49		.49

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Transfus S
 Code Number 2-51-1566

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.		.76	.76		.76	.76
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total		.76	.76		.76	.76

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Laboratories

Sub-Department Hemat.-Cent.

Code Number 2-51-1593

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	.50		.50	.50		.50
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total	.50	1.00	1.50	.50	1.00	1.50

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Laboratories

Sub-Department Hemat.-Prot.

Code Number 2-51-1595

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		.16	.16		.16	.16
Total		.16	.16		.16	.16

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Laboratories

Sub-Department _____

Code Number 2-51-15

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.79		.79	.79		.79
Assoc. Prof.	1.84		1.84	1.48		1.48
Asst. Prof.	1.74	1.58	3.32	1.74	1.58	3.32
Instr.						
Admin.						
Prof. Sci. & Spec.	2.00	1.16	3.16	2.00	1.16	3.16
Total	6.37	2.74	9.11	6.01	2.74	8.75

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Offices

Sub-Department Pediatrics

Code Number 2-51-1663

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.00		1.00	1.00		1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Offices

Sub-Department Surgery

Code Number 2-51-1681

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total		1.00	1.00		1.00	1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Offices

Sub-Department _____

Code Number 2-51-16

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00
Total	1.00	1.00	2.00	1.00	1.00	2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department Administration

Code Number 2-51-1702

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total		1.00	1.00		1.00	1.00



STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department Arte. Kidney

Code Number 2-51-1708

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00
Total	1.00	1.00	2.00	1.00	1.00	2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department Eye

Code Number 2-51-1732

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		.20	.20
Total		1.00	1.00		.20	.20

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department UFHS

Code Number 2-51-1772

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		.51	.51		.51	.51
Total		.51	.51		.51	.51

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department Cont. Nursing

Code Number 2-51-1790

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00
Total	1.00	1.00	2.00	1.00	1.00	2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department _____

Code Number 2-51-17

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	2.00	4.51	6.51	2.00	3.71	5.71
Total	2.00	4.51	6.51	2.00	3.71	5.71

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Food Service

Sub-Department _____

Code Number 2-51-24

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.		1.00	1.00		1.00	1.00
Asst. Prof.		.50	.50		.50	.50
Instr.						
Admin.						
Prof. Sci. & Spec.		1.97	1.97		1.97	1.97
Total		3.47	3.47		3.47	3.47

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Electroencephalography
 Sub-Department _____
 Code Number 2-51-2500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00
Total	1.00	1.00	2.00	1.00	1.00	2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Histology-Pathology
 Sub-Department _____
 Code Number 2-51-3300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.25		.25	.25		.25
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	.25		.25	.25		.25

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Inhalation Therapy

Sub-Department _____

Code Number 2-51-3500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	.75	1.75
Total	1.00	1.00	2.00	1.00	.75	1.75

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Plant Service

Sub-Department _____

Code Number 2-51-41

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	2.00	.50	2.50	2.00	.50	2.50
Total	2.00	.50	2.50	2.00	.50	2.50

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Anesthes.

Code Number 2-51-4304

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	6.00	4.00	10.00	5.09	3.17	8.26
Total	6.00	4.00	10.00	5.09	3.17	8.26

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Dermatol.

Code Number 2-51-4322

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	4.00	2.00	6.00	4.00	2.00	6.00
Total	4.00	2.00	6.00	4.00	2.00	6.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Syn & Obs

Code Number 2-51-4331

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	9.00		9.00	9.00		9.00
Total	9.00		9.00	9.00		9.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Medicine

Code Number 2-51-4346

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	50.00	4.00	54.00	49.31	4.00	53.31
Total	50.00	4.00	54.00	49.31	4.00	53.31

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Neurology

Code Number 2-51-4347

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	6.00		6.00	6.00		6.00
Total	6.00		6.00	6.00		6.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Neurosurgery

Code Number 2-51-4348

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	4.00		4.00	4.00		4.00
Total	4.00		4.00	4.00		4.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Ophthalmol.

Code Number 2-51-4353

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	12.00	1.00	13.00	9.76	1.00	10.76
Total	12.00	1.00	13.00	9.76	1.00	10.76

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Orthopedic

Code Number 2-51-4355

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	11.00		11.00	11.00		11.00
Total	11.00		11.00	11.00		11.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Otolaryn.

Code Number 2-51-4357

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	6.00		6.00	6.00		6.00
Total	6.00		6.00	6.00		6.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Pathology

Code Number 2-51-4361

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	6.00	2.00	8.00	5.00	2.00	7.00
Total	6.00	2.00	8.00	5.00	2.00	7.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Pediatrics

Code Number 2-51-4363

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	17.50	3.00	20.50	15.58	3.00	18.58
Total	17.50	3.00	20.50	15.58	3.00	18.58

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Plastic Surgery

Code Number 2-51-4368

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	4.00		4.00	4.00		4.00
Total	4.00		4.00	4.00		4.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Psychiatry

Code Number 2-51-4373

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	25.00	3.00	28.00	24.33	3.00	27.33
Total	25.00	3.00	28.00	24.33	3.00	27.33

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Radiology

Code Number 2-51-4377

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	23.00		23.00	21.86		21.86
Total	23.00		23.00	21.86		21.86

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Medical Education
 Sub-Department Surgery
 Code Number 2-51-4381

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	34.50		34.50	34.50		34.50
Total	34.50		34.50	34.50		34.50

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Urology

Code Number 2-51-4387

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	6.00	1.00	7.00	5.08	1.00	6.08
Total	6.00	1.00	7.00	5.08	1.00	6.08

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department _____

Code Number 2-51-43

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	224.00	20.00	244.00	214.51	19.17	233.68
Total	224.00	20.00	244.00	214.51	19.17	233.68

STATUS OF PERSONNEL STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Records

Sub-Department _____

Code Number 2-51-4400

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	.25	1.00	1.25
Total	1.00	1.00	2.00	.25	1.00	1.25

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Social Work

Sub-Department _____

Code Number 2 51 4500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	3.00	14.00	17.00	3.00	11.47	14.47
Total	3.00	14.00	17.00	3.00	11.47	14.47

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Neuropsychological Testing

Sub-Department 2-51-4600

Code Number _____

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	.17	1.00	1.17
Total	1.00	1.00	2.00	.17	1.00	1.17

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Paramed. Ed.

Sub-Department _____

Code Number 2-51-49

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total		1.00	1.00		1.00	1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Other Operations

Sub-Department _____

Code Number 2-51-56

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		.50	.50		.50	.50
Total		.50	.50		.50	.50

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Pathology

Sub-Department _____

Code Number 2-51-6100

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.		.22	.22		.22	.22
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total		.22	.22		.22	.22

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Personnel

Sub-Department _____

Code Number 2-51-6400

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.00		1.00	1.00		1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Public Relations

Sub-Department _____

Code Number 2-51-7400

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	.50	1.50	2.00	.50	1.00	1.50
Total	.50	1.50	2.00	.50	1.00	1.50

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Radiology
 Sub-Department Diagnostic
 Code Number 2-51-7723

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	2.00		2.00	2.00		2.00
Total	2.00		2.00	2.00		2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Radiology

Sub-Department Med. Physic

Code Number 2-51-7772

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	.67	.50	1.17
Total	1.00	1.00	2.00	.67	.50	1.17

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Radiology

Sub-Department Nuclr. Med.

Code Number _____

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total		1.00	1.00		1.00	1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Radiology

Sub-Department _____

Code Number 2-51-77

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	3.00	2.00	5.00	2.67	1.50	4.17
Total	3.00	2.00	5.00	2.67	1.50	4.17

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Volunteer Program

Sub-Department _____

Code Number 2-51-8500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		.50	.50
Total		1.00	1.00		.50	.50

STATUS OF WOMEN STUDY

Campus Madiso - Medical Center

Division University Hospitals

Department Rehabilitation

Sub-Department P. Ther. Gen.

Code Number 2-51-9267

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
* Instr.		1.00	1.00		1.00	1.00
Admin.						
Prof. Sci. & Spec.						
Total		1.00	1.00		1.00	1.00

*All data refers to employment as a clinical instructor.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Rehabilitation

Sub-Department P. Ther. N & R

Code Number 2-51-9269

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.	.76		.76	.76		.76
Admin.						
Prof. Sci. & Spec.						
Total	.76		.76	.76		.76

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Rehabilitation
 Sub-Department Com. Disord.
 Code Number 2-51-9279

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		3.76	3.76		3.76	3.76
Total	1.00	3.76	4.76	1.00	3.76	4.76

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Rehabilitation

Sub-Department _____

Code Number 2-51-92

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.						
Instr.	.76	1.00	1.76	.76	1.00	1.76
Admin.						
Prof. Sci. & Spec.		3.76	3.76		3.76	3.76
Total	1.76	4.76	6.52	1.76	4.76	6.52

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department R & D

Sub-Department _____

Code Number 2-51-9300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	.76		.76	.76		.76
Total	.76		.76	.76		.76

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Nursing Service

Sub-Department _____

Code Number 2-51-94

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.		1.50	1.50		1.50	1.50
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		6.00	6.00		5.50	5.50
Total		7.50	7.50		7.00	7.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

~~Department~~ Division Totals

Sub-Department _____

Code Number 2-51

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.04	.22	1.26	1.04	.22	1.26
Assoc. Prof.	2.84	1.00	3.84	2.48	1.00	3.48
Asst. Prof.	2.53	3.58	6.11	2.53	3.58	6.11
Instr.	.76	1.00	1.76	.76	1.00	1.76
Admin.						
Prof. Sci. & Spec.	271.81	71.90	343.71	258.96	65.49	324.45
Total	278.98	77.70	356.68	265.77	71.29	337.06

MEDICAL CENTER
 MEDICAL SCHOOL
 Madison: 1969-70

There are a total of 26 Departments represented in this Division. Nineteen show men and women at some level and seven are staffed solely by men. A view of the compositions of the Medical School follows:

TABLE I
 THE ACADEMIC COMPOSITION OF THE MEDICAL CENTER - MEDICAL SCHOOL
 BY RANK AND SEX
 Madison: 1969-70

Rank	Headcount				F.T.E.			
	Male	Female	Total	%Women	Male	Female	Total	%Women
Professor	83.76	5.78	89.54	6.4%	79.52	5.45	84.97	6.4%
Associate Professor	66.49	6.50	72.99	8.9%	62.18	6.50	68.68	9.5%
Assistant Professor	91.94	18.42	110.36	16.7%	82.27	17.22	99.49	17.3%
Instructor	12.48	15.76	28.24	55.8%	9.37	14.35	23.72	60.5%
Administration	2.12	.00	2.12	.0%	2.12	.00	2.12	.0%
Professional, Scientific & Specialist	10.81	15.08	25.89	58.2%	10.11	12.90	23.01	56.1%
Total	267.60	61.54	329.14	18.7%	245.57	56.42	301.99	18.7%

While the percentage of women consistently decreases as the ranks increase it is worth noting that the percentage of women at each rank is significantly higher than their female colleagues in the College of Letters and Science. Further, women are well distributed throughout the Medical School and not concentrated in a few departments as has been the case in other divisions. However, women do seem to be concentrated at the lower academic levels.

APPENDIX A

Raw Data for the Medical Center - Medical School

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Administration

Sub-Department _____

Code Number 2-53-0200

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.17		.17	.17		.17
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.	2.12		2.12	2.12		2.12
Prof. Sci. & Spec.	1.81		1.81	1.81		1.81
Total	4.10		4.10	4.10		4.10

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Anatomy

Sub-Department _____

Code Number 2-53-0600

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	4.00		4.00	4.00		4.00
Asst. Prof.	2.00	1.00	3.00	1.25	1.00	2.25
Instr.	8.00	1.00	9.00	7.33	1.00	8.33
Admin.	1.00	1.00	2.00	.23	1.00	1.23
Prof. Sci. & Spec.						
Total	15.00	3.00	18.00	12.81	3.00	15.81

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Anesthesiology

Sub-Department _____

Code Number 2-53-0900

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00	1.00	2.00	1.00	1.00	2.00
Assoc. Prof.	3.00		3.00	3.00		3.00
Asst. Prof.	3.00	3.00	6.00	2.50	2.50	5.00
Instr.		1.00	1.00		.17	.17
Admin.						
Prof. Sci. & Spec.						
Total	7.00	5.00	12.00	6.50	3.67	10.17

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Animal Care

Sub-Department _____

Code Number 2-53-1200

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.	1.00		1.00	1.00		1.00
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	1.00		1.00	1.00		1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Clin. Oncology

Sub-Department _____

Code Number 2-53-1500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.43		3.43	3.43		3.43
Assoc. Prof.	2.00		2.00	2.00		2.00
Asst. Prof.	3.66		3.66	3.66		3.66
Instr.						
Admin.						
Prof. Sci. & Spec.	.50		.50	.50		.50
Total	9.59		9.59	9.59		9.59

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division Medical School
 Department Electron Lab.
 Sub-Department _____
 Code Number 2-53-1700

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.00		1.00	1.00		1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Genetics

Sub-Department _____

Code Number 2-53-2500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.80		3.80	3.63		3.63
Assoc. Prof.	1.02		1.02	.97		.97
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	4.82		4.82	4.60		4.60

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Gynecology & Obs.

Sub-Department _____

Code Number 2-53-2800

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.86		3.86	3.86		3.86
Assoc. Prof.	1.00	1.00	2.00	1.00	1.00	2.00
Asst. Prof.	3.00	2.00	5.00	2.17	2.00	4.17
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	7.86	3.00	10.86	7.03	3.00	10.03

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department History of Medicine

Sub-Department _____

Code Number 2-53-3100

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.65		.65	.65		.65
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	.65		.65	.65		.65

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Library

Sub-Department _____

Code Number 2-53-40

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.		1.00	1.00		1.00	1.00
Asst. Prof.						
Instr.		1.00	1.00		1.00	1.00
Admin.						
Prof. Sci. & Spec.	1.00	11.00	12.00	.75	9.27	10.02
Total	1.00	13.00	14.00	.75	11.27	12.02

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Clin. Path.

Code Number 2-53-4310

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.21		.21	.21		.21
Assoc. Prof.	1.04	1.00	2.04	1.03	1.00	2.03
Asst. Prof.	.26	.42	.68	.26	.42	.68
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	1.51	1.42	2.93	1.50	1.42	2.92

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Dermatol

Code Number 2-53-4320

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
* Prof.	2.00		2.00	1.33		1.33
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	3.00		3.00	2.33		2.33

* This rank includes 1.00 Headcount (.33 FTE) Male Clinical Professor.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Medicine

Code Number 2-53-4340

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
*1 Prof.	9.83	1.00	10.83	8.83	1.00	9.83
*2 Assoc. Prof.	7.31		7.31	6.41		6.41
*3 Asst. Prof.	18.01	1.00	19.01	16.77	1.00	17.77
*4 Instr.	4.24	2.00	6.24	3.66	2.00	5.66
Admin.						
Prof. Sci. & Spec.						
Total	39.39	4.00	43.39	35.67	4.00	39.67

- *1 This rank includes 1.00 headcount (.50 fte) male Clinical Professors.
- *2 This rank includes 1.00 headcount (.10 fte) male Clinical Associate Professors.
- *3 This rank includes 2.79 headcount (2.05 fte) male Clinical Assistant Professors and 1.00 headcount (1.00 fte) female.
- *4 This rank includes 1.00 headcount (.50 fte) male Clinical Instructor and 2.00 headcount (2.00 fte) female Clinical Instructor.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Occup. Ther.

Code Number 2-53-4355

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.		1.00	1.00		1.00	1.00
Instr.		2.00	2.00		2.00	2.00
Admin.						
Prof. Sci. & Spec.						
Total		3.00	3.00		3.00	3.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Phys. Ther.

Code Number 2-53-4360

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.		1.00	1.00		1.00	1.00
Asst. Prof.		3.00	3.00		3.00	3.00
* Instr.		2.00	2.00		2.00	2.00
Admin.						
Prof. Sci. & Spec.						
Total		6.00	6.00		6.00	6.00

* This rank includes 1.00 headcount (1.00 fte) female Clinical Instructors.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department

Code Number 2-53-4300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	12.04	1.00	13.04	10.37	1.00	11.37
Assoc. Prof.	9.35	2.00	11.35	8.44	2.00	10.44
Asst. Prof.	18.27	5.42	23.69	17.03	5.42	22.45
Instr.	4.24	6.00	10.24	3.66	6.00	9.66
Admin.						
Prof. Sci. & Spec.						
Total	43.90	14.42	58.32	39.50	14.42	53.92

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Microbiology

Code Number 2-53-4700

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.00		3.00	3.00		3.00
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	3.00	.59	3.59	3.00	.59	3.59
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	7.00	.59	7.59	7.00	.59	7.59

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Programs

Sub-Department _____

Code Number 2-53-4900

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.59		.59	.59		.59
Assoc. Prof.						
Asst. Prof.	1.00		1.00	1.00		1.00
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	2.59		2.59	2.59		2.59

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Neurology

Sub-Department _____

Code Number 2-53-5100

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	1.00		1.00
Assoc. Prof.	7.00		7.00	7.00		7.00
Asst. Prof.	4.00	1.00	5.00	4.00	1.00	5.00
Instr.		1.00	1.00		1.00	1.00
Admin.						
Prof. Sci. & Spec.						
Total	12.00	2.00	14.00	12.00	2.00	14.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division Medical School
 Department Lab. of Neurophysiology
 Sub-Department _____
 Code Number 2-53-5400

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.91		3.91	3.91		3.91
Assoc. Prof.	.49	.50	.99	.49	.50	.99
Asst. Prof.	1.00		1.00	1.00		1.00
Instr.						
Admin.						
Prof. Sci. & Spec.	.50		.50	.50		.50
Total	5.90	.50	6.40	5.90	.50	6.40

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Oncology

Sub-Department _____

Code Number 2-53-5900

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	7.00	1.00	8.00	7.00	.67	7.67
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	2.00		2.00	2.00		2.00
Instr.	2.00		2.00	2.00		2.00
Admin.						
Prof. Sci. & Spec.	3.00		3.00	3.00		3.00
Total	15.00	1.00	16.00	15.00	.67	15.67

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Pathology

Sub-Department _____

Code Number 2-53-6300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.40	.78	4.18	3.40	.78	4.18
Assoc. Prof.						
Asst. Prof.	5.10		5.10	5.10		5.10
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	8.50	.78	9.28	8.50	.78	9.28

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Pediatrics

Sub-Department _____

Code Number 2-53-6700

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	4.00	1.00	5.00	4.00	1.00	5.00
Assoc. Prof.	5.44		5.44	5.44		5.44
Asst. Prof.	5.00	1.41	6.41	4.00	1.41	5.41
Instr.	2.00	1.00	3.00	1.67	1.00	2.67
Admin.						
Prof. Sci. & Spec.		.84	.84		.84	.84
Total	16.44	4.25	20.69	15.11	4.25	19.36

*1

*2

*1 This rank includes 2.00 headcount (1.00 fte) male Clinical Assistant Professors and 1.00 headcount (1.00 fte) female Clinical Assistant Professors.
 *2 This rank includes 1.00 headcount (.67 fte) male Clinical Instructor.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division Medical School
 Department Physio. Chem. General
 Sub-Department _____
 Code Number 2-53-7700

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	4.00		4.00	4.00		4.00
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	1.00		1.00	1.00		1.00
Instr.						
Admin.						
Prof. Sci. & Spec.		2.00	2.00		2.00	2.00
Total	6.00	2.00	8.00	6.00	2.00	8.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Physiology

Sub-Department _____

Code Number 2-53-8100

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	5.25		5.25	5.25		5.25
Assoc. Prof.	2.50		2.50	2.50		2.50
Asst. Prof.		1.00	1.00		1.00	1.00
Instr.	1.00	.50	1.50	1.00	.50	1.50
Admin.						
* Prof. Sci. & Spec.	1.00	1.00	2.00	.55	.55	1.10
Total	9.75	2.50	12.25	9.30	2.05	11.35

* All statistics refer to employment as Lecturers

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Preventive Med.

Sub-Department _____

Code Number 2-53-8500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	1.00		1.00
Assoc. Prof.	2.00		2.00	2.00		2.00
Asst. Prof.	3.49	1.00	4.49	3.49	1.00	4.49
Instr.		.26	.26		.18	.18
Admin.						
Prof. Sci. & Spec.						
Total	6.49	1.26	7.75	6.49	1.18	7.67

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Psychiatry

Sub-Department _____

Code Number 2-53-8900

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	7.01		7.01	7.01		7.01
Assoc. Prof.	7.00	1.00	8.00	7.00	1.00	8.00
* Asst. Prof.	5.00		5.00	3.22		3.22
Instr.		1.00	1.00		1.00	1.00
Admin.						
Prof. Sci. & Spec.						
Total	19.01	2.00	21.01	17.23	2.00	19.23

* This rank includes 2.00 headcount (.74 fte) male Clinical Assistant Professors

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Radiology General

Sub-Department _____

Code Number 2-53-9300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.75		3.75	3.75		3.75
Assoc. Prof.	6.00		6.00	6.00		6.00
Asst. Prof.	7.00	1.00	8.00	7.00	1.00	8.00
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	16.75	1.00	17.75	16.75	1.00	17.75

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Rehab. Med.

Sub-Department _____

Code Number 2-53-9400

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.40		1.40	1.40		1.40
Assoc. Prof.	.24		.24	.24		.24
Asst. Prof.	.40		.40	.40		.40
Instr.	.24	1.00	1.24	.24	1.00	1.24
Admin.						
Prof. Sci. & Spec.		.24	.24		.24	.24
Total	2.28	1.24	3.52	2.28	1.24	3.52

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division Medical School
 Department Surgery
 Sub-Department General
 Code Number 2-53-9710

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
* Prof.	5.50		5.50	4.64		4.64
Assoc. Prof.	6.45		6.45	6.45		6.45
Asst. Prof.	3.00		3.00	3.00		3.00
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	14.95		14.95	14.09		14.09

* This rank includes 1.00 headcount (.13 fte) male Clinical Professor.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department Dent. & Plast.

Code Number 2-53-9730

TITLE *	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	.26		.26
Assoc. Prof.	1.00		1.00	.50		.50
Asst. Prof.	1.00		1.00	.25		.25
Instr.	1.00		1.00	.07		.07
Admin.						
Prof. Sci. & Spec.						
Total	4.00		4.00	1.08		1.08

* All data in this sub-department refers to employment with the title "Clinical" in each rank.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department Ophthalmol

Code Number 2-53-9750

	TITLE	NUMBER					
		Headcount			F.T.E.		
		Male	Female	Total	Male	Female	Total
*1	Prof.	1.00		1.00	.20		.20
*2	Assoc. Prof.	1.00		1.00	.50		.50
*3	Asst. Prof.	7.00	1.00	8.00	4.10	.30	4.40
	Instr.	1.00	1.00	2.00	.50	1.00	1.50
	Admin.						
	Prof. Sci. & Spec.						
	Total	10.00	2.00	12.00	5.30	1.30	6.60

- *1 All data for this rank refers to employment as a Clinical Professor.
- *2 All data for this rank refers to employment as a Clinical Associate Professor.
- *3 This rank includes 4.00 headcount (1.10 fte) male Clinical Assistant Professors and 1.00 headcount (.30 fte) female Clinical Assistant Professors.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department Ortho. Surg.

Code Number 2-53-9760

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	1.00		1.00
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	2.00		2.00	2.00		2.00
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	4.00		4.00	4.00		4.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department Otolaryn

Code Number 2-53-9770

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.		1.00	1.00		1.00	1.00
* Assoc. Prof.	3.00		3.00	1.40		1.40
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	3.00	1.00	4.00	1.40	1.00	2.40

*This rank includes 2.00 headcount (.40 fte) male Clinical Associate Professors.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department Urology

Code Number 2-53-9785

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	2.00		2.00	2.00		2.00
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	3.00		3.00	3.00		3.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department _____

Code Number 2-53-9700

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	8.50	1.00	9.50	6.10	1.00	7.10
Assoc. Prof.	13.45		13.45	10.85		10.85
Asst. Prof.	15.00	1.00	16.00	11.35	.30	11.65
Instr.	2.00	1.00	3.00	.57	1.00	1.57
Admin.						
Prof. Sci. & Spec.						
Total	38.95	3.00	41.95	28.87	2.30	31.17

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Totals

Sub-Department _____

Code Number 2-53

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	83.76	5.78	89.54	79.52	5.45	84.97
Assoc. Prof.	66.49	6.50	72.99	62.18	6.50	68.68
Asst. Prof.	91.94	18.42	110.36	82.27	17.22	99.49
Instr.	12.48	15.76	28.24	9.37	14.35	23.72
Admin.	2.12		2.12	2.12		2.12
Prof. Sci. & Spec.	10.81	15.08	25.89	10.11	12.90	23.01
Total	267.60	61.54	329.14	245.57	56.42	201.99

Note: This data includes 5 male clinical Professors, 6 male Clinical Associate Professors, 19 Clinical Assistant Professors (3 women and 16 men) and 6 Clinical Instructors (2 men and 4 women). More detailed breakdowns will be found on the individual data sheets in Appendix A.

MEDICAL CENTER
STATE LABORATORY OF HYGIENE
Madison: 1969-70

There is only one department in this division and that is related to Administration. There are no women in the three Professorial ranks. On a headcount basis, women are 46.5% of the Instructors, 50% in the Professional, Scientific, and Specialist category, and 34.8% of the total academic staff of the State Laboratory of Hygiene. On an FTE basis they are 38.8%, 50%, and 31.8% respectively. It might be noted that in the Professional, Scientific, and Specialist category the men are in the upper levels of Director and Assistant Director while the women are Specialists.

APPENDIX A

Raw Data for the Medical Center - State Hygiene Laboratory

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division _____

Department St. Lab. of Hygiene

~~XXXXXX~~ Totals: Men & Women

Code Number 2-52-10

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	1.00		1.00
Assoc. Prof.						
Asst. Prof.	2.00		2.00	2.00		2.00
Instr. *	2.00	1.74	3.74	2.00	1.27	3.27
Admin.						
Prof. Sci. & Spec.	2.00	2.00	4.00	2.00	2.00	4.00
Total	7.00	3.74	10.74	7.00	3.27	10.27

*All statistics for males at this rank refer to employment as Clinical Instructors. Also included at this rank is .74 Headcount (.52 fte) female Clinical Instructor.

MEDICAL CENTER - PSYCHIATRIC INSTITUTE

Madison: 1969-70

In the Psychiatric Institute the rank of Assistant Professor is exclusively staffed by a woman. She is the only female academic staff in the Institute. However, it should be noted that the sample for the entire Psychiatric Institute is quite small and considering this factor, women are 33.4% (Headcount) and 27.4% (FTE) of the total academic employees in this Division.

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APPENDIX A

Raw Data for the Medical Center - Psychiatric Institute

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division _____

Department Psychiatric Inst.

Sub-Department _____

Code Number 2-55

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.49		.49	.49		.49
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.		1.00	1.00		.75	.75
Instr.						
Admin.						
Prof. Sci. & Spec.	.50		.50	.50		.50
Total	1.99	1.00	2.99	1.99	.75	2.74

MEDICAL CENTER - UNIVERSITY HEALTH SERVICE

Madison: 1969-70

The statistics for the University Health Service show that women are represented at each level where males appear. However, it should be noted that this Division is geared more to service than instruction which accounts for the majority of the staff holding the title "Clinical" before their respective rank.

Table I shows the composition of the University Health Service.

TABLE I

THE ACADEMIC COMPOSITION OF THE UNIVERSITY HEALTH SERVICE

BY RANK AND SEX

Madison: 1969-70

Rank	Headcount				FTE			
	Men	Women	Total	% Women	Men	Women	Total	% Women
Assistant Professor	5.06	2.00	7.06	28.3%	4.80	1.60	6.40	25.0%
Instructor	4.76	2.00	6.76	29.6%	3.80	.90	4.70	19.1%
Professional, Scientific, and Specialist	2.84	1.00	3.84	26.0%	2.84	.50	3.34	15.0%
Total	12.66	5.00	17.66	28.3%	11.44	3.00	14.44	20.8%

One notes from the above Table that the percentage of women remains fairly constant at each rank and that the percentages do not decrease as the ranks increase.

APPENDIX A

Raw Data for the Medical Center - University Health Service

Madison Campus, University of Wisconsin 1969-70

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STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Health Service

Department University Health Service

Sub-Department _____

Code Number 2-57

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
1 Asst. Prof.	5.06	2.00	7.06	4.80	1.60	6.40
2 Instr.	4.76	2.00	6.76	3.80	.90	4.70
Admin.						
3 Prof. Sci. & Spec.	2.84	1.00	3.84	2.84	.50	3.34
Total	12.66	5.00	17.66	11.44	3.00	14.44

1. At this rank all staff hold the title of Clinical Assistant Professor with the exception of .87(headcount and FTE) male Assistant Professors.
2. At this level all staff hold the title of Clinical Instructor with the exception of one .76 (headcount) - .50 (FTE) male Instructor.
3. These statistics include one male .75 (headcount and FTE) employed as a Lecturer.