

REPORT ON FACULTY TURNOVER FOR FY2018

EXECUTIVE SUMMARY

BACKGROUND

The Report on Faculty Turnover in the UW System is presented annually to the Board of Regents. Initially requested in 2013, the report provides a summary of tenured and non-tenured (probationary) faculty departures attributed to retirement, resignation and non-renewed contracts for the most previous fiscal year. Beginning with the 2016 Fiscal Year, the report also began including information on reasons for resignation reported in four sub-categories including salary related job changes, non-salary related job changes, personal/family reasons, and other/unknown reasons.

Scope and Definitions

- This report contains summary data on faculty departures provided by all UW System institutions.
- In accordance with [Wis. Stat. § 36.05 \(8\)](#) faculty means persons who holds the rank of professor, associate professor, assistant professor or instructor in an academic department or its functional equivalent in an institution and such academic staff as may be designated by the chancellor and faculty of the institution.
- Turnover is defined as a separation or termination of employment.

REQUESTED ACTION

This report is for information only.

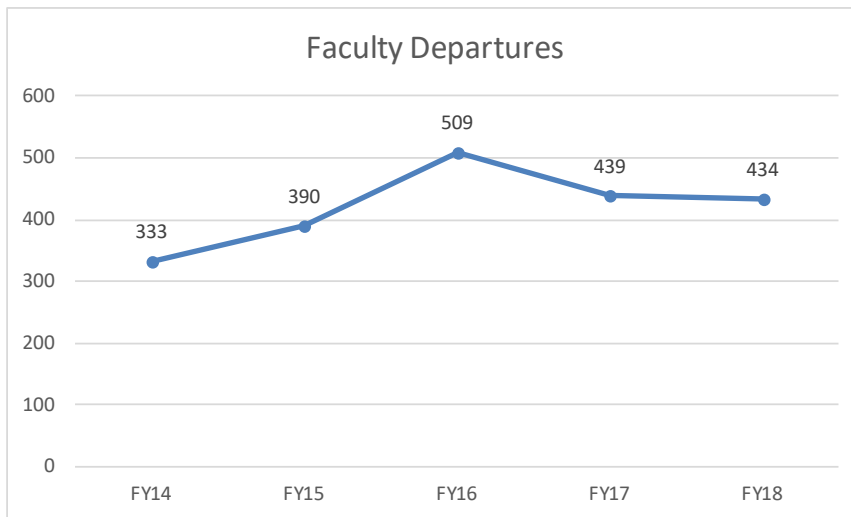
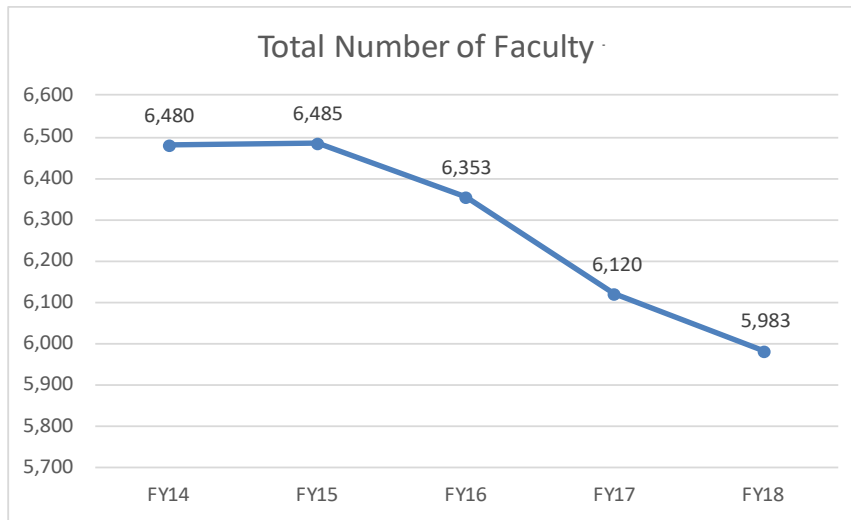
DISCUSSION

The following two charts provide summary comparisons of faculty and faculty turnover or departures for the last five fiscal years. The total faculty number is pulled from the October payroll data. Faculty departures data are pulled from HR Information System for the fiscal year and vetted by system institutions prior to reporting.

Key observations from the five-year look-back are as follows:

- The number of faculty has declined over the last four fiscal years from 6,485 to 5,983.
- FY16 shows the highest number of departures at 509.
- Faculty departures are trending downward from FY16. However, for the entire period, departures remain higher in FY18 at 434 compared to FY14 at 333.

Faculty Turnover Five Year Comparison



Attached to this executive summary is the full report of FY2018 Faculty Turnover. Key observations for FY18 are as follows:

- 5,983 faculty and 434 departures which equates to 7.25% of total faculty.
- Retirements ranked as the top reason for departure at 56.91%, resignations ranked at 40.32% and non-renewals at 2.76%.
- Voluntary Separation Incentive Program Agreements occurred at the following institutions: Colleges, Extension, Oshkosh, Stevens Point and Superior.

RELATED REGENT POLICIES

None

UNIVERSITY OF WISCONSIN SYSTEM

FY18 - Faculty Turnover

Institution	Number of Faculty	Number of Faculty who Left	Faculty Turnover as Percent of Total Faculty	Retirements	Resignations	Resignation Reason				Non-Renewed
						Salary Related Job Changes	Non-Salary Related Job Changes	Personal / Family	Other / Unknown	
MADISON										
Tenured	1,615	82	5.08%	58	24	1	2	1	20	0
Probationary	442	22	4.98%	0	18				18	4
Total	2,057	104	5.06%	58	42	1	2	1	38	4
MILWAUKEE										
Tenured	589	46	7.81%	30	16	11	2	1	2	0
Probationary	118	9	7.63%	0	8	2	4	1	1	1
Total	707	55	7.78%	30	24	13	6	2	3	1
EAU CLAIRE										
Tenured	271	15	5.54%	11	4	1	1	2	0	0
Probationary	81	4	4.94%	0	4	3	0	1	0	0
Total	352	19	5.40%	11	8	4	1	3	0	0
GREEN BAY										
Tenured	97	6	6.19%	4	2	0	1	1	0	0
Probationary	54	7	12.96%	0	7	1	0	2	4	0
Total	151	13	8.61%	4	9	1	1	3	4	0
LA CROSSE										
Tenured	226	13	5.75%	11	2	0	2	0	0	0
Probationary	146	13	8.90%	0	13	3	8	1	1	0
Total	372	26	6.99%	11	15	3	10	1	1	0
OSHKOSH										
Tenured	230	23	10.00%	22	1	0	0	0	1	0
Probationary	79	9	11.39%	0	9	0	0	0	9	0
Total	309	32	10.36%	22	10	0	0	0	10	0

UNIVERSITY OF WISCONSIN SYSTEM

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PARKSIDE										
Tenured	76	5	6.58%	4	1	0	1	0	0	0
Probationary	40	2	5.00%	0	2	0	1	1	0	0
Total	116	7	6.03%	4	3	0	2	1	0	0
PLATTEVILLE										
Tenured	145	9	6.21%	6	2	0	0	0	2	1
Probationary	89	7	7.87%	0	5	0	1	1	3	2
Total	234	16	6.84%	6	7	0	1	1	5	3
RIVER FALLS										
Tenured	145	8	5.52%	8	0	0	0	0	0	0
Probationary	38	5	13.16%	0	4	0	2	2	0	1
Total	183	13	7.10%	8	4	0	2	2	0	1
STEVENS POINT										
Tenured	218	24	11.01%	22	2	0	1	0	1	0
Probationary	106	10	9.43%	0	10	2	2	4	2	0
Total	324	34	10.49%	22	12	2	3	4	3	0
STOUT										
Tenured	175	11	6.29%	7	4	2	0	2	0	0
Probationary	89	7	7.87%	1	6	2	1	3	0	0
Total	264	18	6.82%	8	10	4	1	5	0	0
SUPERIOR										
Tenured	67	4	5.97%	4	0	0	0	0	0	0
Probationary	27	3	11.11%	1	2	1	0	1	0	0
Total	94	7	7.45%	5	2	1	0	1	0	0

UNIVERSITY OF WISCONSIN SYSTEM

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WHITEWATER										
Tenured	244	10	4.10%	8	1	1	0	0	0	1
Probationary	137	6	4.38%	0	5	2	0	1	2	1
Total	381	16	4.20%	8	6	3	0	1	2	2
COLLEGES										
Tenured	197	21	10.66%	15	6	0	3	3	0	0
Probationary	54	8	14.81%	0	7	0	5	2	0	1
Total	251	29	11.55%	15	13	0	8	5	0	1
EXTENSION										
Tenured	116	40	34.48%	35	5	0	5	0	0	0
Probationary	72	5	6.94%	0	5	0	2	1	2	0
Total	188	45	23.94%	35	10	0	7	1	2	0
SUBTOTAL										
Tenured	4,411	317	7.19%	245	70	16	18	10	26	2
Probationary	1,572	117	7.44%	2	105	16	26	21	42	10
Grand Total	5,983	434	7.25%	247	175	32	44	31	68	12
Percent of Total Faculty				4.13%	2.92%	0.53%	0.74%	0.52%	1.14%	0.20%
Percent of Total Faculty Leaving				56.91%	40.32%	7.37%	10.14%	7.14%	15.67%	2.76%

Data Sources: Faculty numbers from October Payroll; Retirement, resignation and non-renewed data from HRS as of June 30, 2018; Resignation reason details provided by institutions.