

## **REPORT ON FACULTY TURNOVER IN THE UW SYSTEM**

### **EXECUTIVE SUMMARY**

#### **BACKGROUND**

To address questions and concerns regarding significant numbers of faculty leaving the University of Wisconsin System, a report on faculty turnover was presented to the Committee at the December 2013 meeting. Regent action at that meeting directed that this report become an annual report to the Board for information purposes. The report provides information on the numbers and percentages of faculty separating from employment at each UW System institution for fiscal year 2014, commonly called turnover. The report categorizes employee separations (“turnover”) into those faculty retiring and those resigning for other reasons.

#### **REQUESTED ACTION**

This report is for information only.

#### **DISCUSSION**

##### Overall Faculty Turnover

- Annual faculty turnover across the UW System for FY14 averaged 5.1%. This compares with an average of 6.2% over the preceding three years.
- Annual turnover at each UW institution ranged from 3.5% to 11.4% for FY14, which compares to 3.3% to 12.4% over the FY11-FY13 period.
- Average turnover for tenured faculty is 4.6% and 6.5% for probationary (tenure track) faculty for FY14 which compares to 6.2% for tenured faculty and 6.0% for probationary (tenure track) faculty for the period FY11-FY13.
- Annual turnover for tenured faculty at each UW institution ranged from 1.8% to 10.1% for FY14, compared to 2.6% to 19.3% over the FY11-FY13.
- Annual turnover for probationary (tenure track) faculty at each UW institution ranged from 2.2% to 14.9% for FY14, compared to 1.8% to 15.8% over the FY11-FY13 period.

##### Turnover Due to Retirements

- Annual retirements across the UW System averaged 2.1% for FY14, compared to 3.4% for the FY11-FY13 period.
- Of the 138 retirements for FY14, all were tenured faculty; and of the 657 retirements over the FY11-FY13 time period, all were also tenured faculty.

#### Turnover Due to Resignations and Non-Renewals

- Annual faculty resignations across the UW System averaged 2.8% for FY14, compared to an average of 2.6% during the period FY11-FY13.
- Of the 181 resignations in FY14, 68 were tenured faculty (37.6%) and 113 were probationary faculty (tenure track) (62.4%). Comparing to the FY11-FY13 period, there were 491 resignations, 185 (37.7%) were tenured faculty and 306 (62.3%) were probationary (tenure track) faculty. Also 14 probationary faculty were non-renewed in FY14 compared to an average of 11 each year for the period FY11-FY13.

#### **RELATED REGENT POLICIES**

None

## NUMBER OF FACULTY LEAVING UW INSTITUTIONS

FISCAL YEAR 2014						
INSTITUTION	NUMBER OF FACULTY*	NUMBER OF FACULTY WHO LEFT	PERCENT	RETIRED	RESIGNED	NON-RENEWED
<b>MADISON</b>						
Tenured	1,643	54	3.29%	31	23	
Probationary	474	20	4.22%		15	5
TOTAL	2,117	74	3.50%	31	38	5
<b>MILWAUKEE</b>						
Tenured	622	29	4.66%	20	9	
Probationary	228	10	4.39%		9	1
TOTAL	850	39	4.59%	20	18	1
<b>EAU CLAIRE</b>						
Tenured	258	16	6.20%	13	3	
Probationary	143	11	7.69%		11	
TOTAL	401	27	6.73%	13	14	
<b>GREEN BAY</b>						
Tenured	112	3	2.68%	1	2	
Probationary	46	4	8.70%		3	1
TOTAL	158	7	4.43%	1	5	1
<b>LaCROSSE</b>						
Tenured	200	8	4.00%	8		
Probationary	184	10	5.43%		7	3
TOTAL	384	18	4.69%	8	7	3
<b>OSHKOSH</b>						
Tenured	234	9	3.85%	7	2	
Probationary	91	5	5.49%		5	
TOTAL	325	14	4.31%	7	7	
<b>PARKSIDE</b>						
Tenured	79	8	10.13%	4	4	
Probationary	44	6	13.64%		6	
TOTAL	123	14	11.38%	4	10	
<b>PLATTEVILLE</b>						
Tenured	162	11	6.79%	4	7	
Probationary	83	5	6.02%		5	
TOTAL	245	16	6.53%	4	12	
<b>RIVER FALLS</b>						
Tenured	163	11	6.75%	10	1	
Probationary	45	1	2.22%		1	

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FISCAL YEAR 2014						
INSTITUTION	NUMBER OF FACULTY*	NUMBER OF FACULTY WHO LEFT	PERCENT	RETIRED	RESIGNED	NON-RENEWED
TOTAL	208	12	5.77%	10	2	
<b>STEVENS POINT</b>						
Tenured	229	9	3.93%	5	4	
Probationary	118	11	9.32%		11	
TOTAL	347	20	5.76%	5	15	
<b>STOUT</b>						
Tenured	171	10	5.85%	6	4	
Probationary	113	7	6.19%		6	1
TOTAL	284	17	5.99%	6	10	1
<b>SUPERIOR</b>						
Tenured	64	6	9.38%	5	1	
Probationary	52	6	11.54%		5	1
TOTAL	116	12	10.34%	5	6	1
<b>WHITEWATER</b>						
Tenured	226	4	1.77%	4		
Probationary	142	10	7.04%		10	
TOTAL	368	14	3.80%	4	10	
<b>COLLEGES</b>						
Tenured	190	13	6.84%	9	4	
Probationary	102	8	7.84%		7	1
TOTAL	292	21	7.19%	9	11	1
<b>EXTENSION</b>						
Tenured	175	15	8.57%	11	4	
Probationary	87	13	14.94%		12	1
TOTAL	262	28	10.69%	11	16	1
<b>Sub-total</b>						
Tenured	4,528	206	4.55%	138	68	0
Probationary	1,952	127	6.51%	0	113	14
<b>GRAND TOTAL</b>	<b>6,480</b>	<b>333</b>	<b>5.14%</b>	<b>138</b>	<b>181</b>	<b>14</b>
				2.13%	2.79%	0.22%

DATA SOURCES:

\*October Payrolls for 2013 for the Number of Faculty HRS for Retirements, Resignations and Non-Renewals