

October 8, 2015

Agenda Item I.2.d.

## **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. Regents 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 2015, commonly called *turnover*. The report categorizes employee departures into those faculty retiring and those resigning for other reasons. Additionally, the fiscal year 2015 report includes resignation reasons reported in four broad categories, including salary-related job changes, non-salary related job changes, personal/family reasons, and other/unknown reasons.

### **REQUESTED ACTION**

This report is for information only.

### **DISCUSSION**

#### Overall Faculty Turnover

- Annual faculty turnover across the UW System for FY15 averaged 6.0%. This compares with an average of 5.9% over the preceding four years (FY11– FY14).
- Annual turnover at each UW institution ranged from 3.8% to 12.1% for FY15, which compares to a range of 3.3% to 12.4% over the FY11-FY14 period.
- Average turnover for tenured faculty is 5.3% and 7.8% for probationary (tenure track) faculty for FY15, which compares to 5.8% for tenured faculty and 6.1% for probationary (tenure track) faculty for the period FY11-FY14.
- Annual turnover for tenured faculty at each UW institution ranged from 3.6% to 13.3% for FY15, compared to a range of 2.6% to 19.3% over the FY11-FY14 period.
- Annual turnover for probationary (tenure track) faculty at each UW institution ranged from 3.6% to 13.9% for FY15, compared to a range of 1.8% to 15.8% over the FY11-FY14 period.

#### Turnover Due to Retirements

- Annual retirements across the UW System averaged 2.7% for FY15, compared to 3.1% for the FY11-FY14 period.
- Of the 178 retirements for FY15, all were tenured faculty and of the 795 retirements over the FY11-FY14 time period, all were also tenured faculty.

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

- Annual faculty resignations across the UW System averaged 3.0% for FY15, compared to an average of 2.6% during the period FY11-FY14.
- Of the 197 FY15 faculty resignations, 71 (36.0%) of the faculty resigning left for salary-related reasons; 43 (21.8%) left for non-salary reasons; 39 (19.8%) left for personal/family reasons; and 44 (22.3%) left for other/unknown reasons. This compares to 181 FY 14 faculty resignations including 53 (29.3%) who left for salary-related reasons; 45 (24.9%) for non-salary reasons; 32 (17.7%) for personal/family reasons; and 51 (28.2%) for other/unknown reasons.
- Of the 197 resignations in FY15, 67 were tenured faculty (34.0%) and 130 were probationary faculty (tenure track) (66.0%), compared to the FY11-FY14 period during which there were 672 resignations, 253 (37.6%) of which were tenured faculty and 419 (62.4%) of which were probationary (tenure track) faculty. Also, 15 probationary faculty were non-renewed in FY15 compared to an average of 12 for the period FY11-FY14.

#### **RELATED REGENT POLICIES**

None

NUMBER OF FACULTY LEAVING UW INSTITUTIONS

FISCAL YEAR 2015											
INSTITUTION	NUMBER OF FACULTY*	NUMBER OF FACULTY WHO LEFT	PERCENT	RETIRED	RESIGNED	RESIGNATION REASONS				NON-RENEWED	
						Salary Related Job Changes	Non-Salary Related Job Changes	Personal/Family	Other/Unknown		
<b>MADISON</b>											
Tenured	1,672	65	3.89%	47	18	9	2	1	6		
Probationary	475	17	3.58%		15	1	2	3	9		2
<b>TOTAL</b>	<b>2,147</b>	<b>82</b>	<b>3.82%</b>	<b>47</b>	<b>33</b>	<b>10</b>	<b>4</b>	<b>4</b>	<b>15</b>		<b>2</b>
<b>MILWAUKEE</b>											
Tenured	633	29	4.58%	21	8	3	3	1	1		
Probationary	200	18	9.00%		15	4	7	2	2		3
<b>TOTAL</b>	<b>833</b>	<b>47</b>	<b>5.64%</b>	<b>21</b>	<b>23</b>	<b>7</b>	<b>10</b>	<b>3</b>	<b>3</b>		<b>3</b>
<b>EAU CLAIRE</b>											
Tenured	273	11	4.03%	8	3		2	1			
Probationary	141	6	4.26%		6		6				
<b>TOTAL</b>	<b>414</b>	<b>17</b>	<b>4.11%</b>	<b>8</b>	<b>9</b>		<b>8</b>	<b>1</b>			
<b>GREEN BAY</b>											
Tenured	120	5	4.17%	2	3	2		1			
Probationary	46	4	8.70%		4			2			2
<b>TOTAL</b>	<b>166</b>	<b>9</b>	<b>5.42%</b>	<b>2</b>	<b>7</b>	<b>2</b>		<b>3</b>			<b>2</b>
<b>La CROSSE</b>											
Tenured	206	12	5.83%	10	2						
Probationary	184	11	5.98%		11	5	2	3	1		
<b>TOTAL</b>	<b>390</b>	<b>23</b>	<b>5.90%</b>	<b>10</b>	<b>13</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>1</b>		
<b>OSHKOSH</b>											
Tenured	240	12	5.00%	9	3	1		1	1		
Probationary	88	12	13.64%		9		3	2	4		3
<b>TOTAL</b>	<b>328</b>	<b>24</b>	<b>7.32%</b>	<b>9</b>	<b>12</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>5</b>		<b>3</b>

**NUMBER OF FACULTY LEAVING UW INSTITUTIONS**

FISCAL YEAR 2015												
INSTITUTION	NUMBER OF FACULTY*	NUMBER OF FACULTY WHO LEFT	PERCENT	RETIRED	RESIGNED	RESIGNATION REASONS				NON-RENEWED		
						Salary Related Job Changes	Non-Salary Related Job Changes	Personal/Family	Other/Unknown			
<b>PARKSIDE</b>												
Tenured	71	5	7.04%	2	3							
Probationary	36	4	11.11%		4			1	1	2		
<b>TOTAL</b>	<b>107</b>	<b>9</b>	<b>8.41%</b>	<b>2</b>	<b>7</b>			<b>1</b>	<b>1</b>	<b>5</b>		
<b>PLATTEVILLE</b>												
Tenured	162	13	8.02%	8	5				2	2		
Probationary	85	11	12.94%		9				8	1		2
<b>TOTAL</b>	<b>247</b>	<b>24</b>	<b>9.72%</b>	<b>8</b>	<b>14</b>				<b>10</b>	<b>2</b>		<b>2</b>
<b>RIVER FALLS</b>												
Tenured	157	16	10.19%		15				1			
Probationary	43	3	6.98%		3				3			
<b>TOTAL</b>	<b>200</b>	<b>19</b>	<b>9.50%</b>	<b>15</b>	<b>4</b>				<b>4</b>			
<b>STEVENS POINT</b>												
Tenured	231	11	4.76%		2				1			1
Probationary	115	15	13.04%		15				4	1	3	7
<b>TOTAL</b>	<b>346</b>	<b>26</b>	<b>7.51%</b>	<b>9</b>	<b>17</b>				<b>5</b>	<b>1</b>	<b>3</b>	<b>8</b>
<b>STOUT</b>												
Tenured	176	11	6.25%		4				2		1	1
Probationary	101	14	13.86%		13				7	2	3	1
<b>TOTAL</b>	<b>277</b>	<b>25</b>	<b>9.03%</b>	<b>7</b>	<b>17</b>				<b>9</b>	<b>2</b>	<b>4</b>	<b>2</b>
<b>SUPERIOR</b>												
Tenured	64	6	9.38%		2				1		1	
Probationary	47	4	8.51%		4				2	2		
<b>TOTAL</b>	<b>111</b>	<b>10</b>	<b>9.01%</b>	<b>4</b>	<b>6</b>				<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>

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						Salary Related Job Changes	Non-Salary Related Job Changes	Personal/Family	Other/Unknown		
<b>WHITEWATER</b>											
Tenured	235	19	8.09%	16	3	2	1				
Probationary	136	7	5.15%		7	1	4		1		
<b>TOTAL</b>	<b>371</b>	<b>26</b>	<b>7.01%</b>	<b>16</b>	<b>10</b>	<b>3</b>	<b>5</b>				
<b>COLLEGES</b>											
Tenured	197	7	3.55%	5	2		2				
Probationary	86	10	11.63%	0	7	2	2		3		3
<b>TOTAL</b>	<b>283</b>	<b>17</b>	<b>6.01%</b>	<b>5</b>	<b>9</b>	<b>2</b>	<b>4</b>		<b>3</b>		<b>3</b>
<b>EXTENSION</b>											
Tenured	165	22	13.33%	15	8	3	2				
Probationary	100	10	10.00%		8	5	2		1		1
<b>TOTAL</b>	<b>265</b>	<b>32</b>	<b>12.08%</b>	<b>15</b>	<b>16</b>	<b>8</b>	<b>5</b>		<b>3</b>		<b>1</b>
<b>Sub-total</b>											
Tenured	4,602	244	5.30%	178	67	29	12		12		0
Probationary	1,883	146	7.75%	0	130	42	31		27		15
<b>GRAND TOTAL</b>	<b>6,485</b>	<b>390</b>	<b>6.01%</b>	<b>178</b>	<b>197</b>	<b>71</b>	<b>43</b>		<b>39</b>		<b>15</b>
<b>PERCENT OF TOTAL FACULTY LEAVING</b>											
				2.74%	3.04%	1.09%	0.66%		0.60%		0.23%
				45.64%	50.51%	18.21%	11.03%		10.00%		3.85%

DATA SOURCES:  
 \*October Payroll for 2014 for the Number of Faculty  
 HRS for Retirements, Resignations and Non-Renewals