

REPORT ON FACULTY TURNOVER IN THE UW SYSTEM

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 reports contains summary data on faculty departures provided by all UW System institutions.
- In accordance with [Wis. Stat. § 36.05 \(8\)](#), faculty means persons who hold the rank of professor, associate professor, assistant professor or instructor in an academic department or its functional equivalent in instruction 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

Key highlights of the report include:

- Faculty turnover for FY17 is 448 or 7.32% of total faculty.
- The total number of faculty has decreased every year for the previous three fiscal years.
- While faculty turnover for FY17 is reduced compared to FY16, both fiscal years remain the highest for turnover of the previous five fiscal years.

- The number of faculty retiring notably increased in FY16 compared with other years. These numbers decreased for FY17 but not to the same levels as FY13-15.
- The number of faculty resigning increased each year for the previous four fiscal years.
- Beginning FY16, reasons for faculty resignations were collected. However, some faculty chose not to disclose the reason for their resignation.

Historical comparison tables, as well as the full details of the FY17 Faculty Turnover Report, are included in the attached schedules.

RELATED REGENT POLICIES

None

Historical Comparisons on Faculty Turnover – UW System (All Institutions)

Table 1a & 1b: Faculty Turnover History, 2013-2017, All Reasons, All Faculty by Number

| Fiscal Year | Total Faculty | Retirement | Resignation | Non-Renewals | Total Turnover by FY |
|---------------------------|---------------|------------|-------------|--------------|----------------------|
| 13 | 6,399 | 176 | 183 | 16 | 375 |
| 14 | 6,480 | 138 | 181 | 14 | 333 |
| 15 | 6,485 | 178 | 197 | 15 | 390 |
| 16 | 6,353 | 268 | 218 | 23 | 509 |
| 17 | 6,120 | 216 | 221 | 11 | 448 |
| Totals by Category | 31,837 | 976 | 1000 | 79 | 2055 |

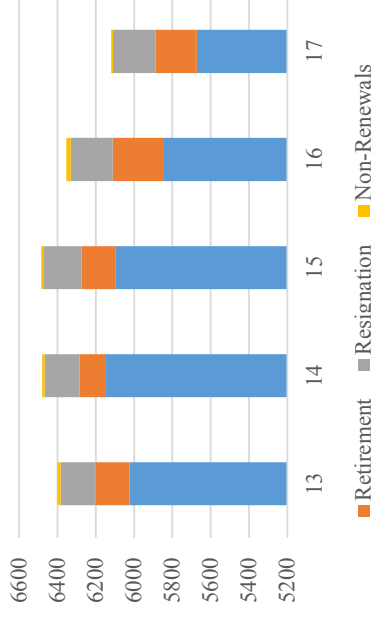
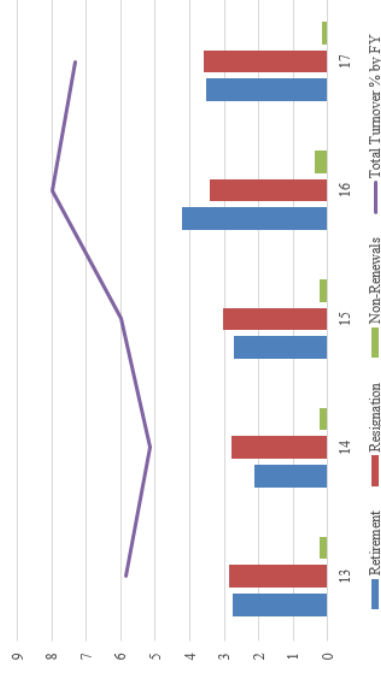


Table 2a & 2b: Faculty Turnover History, 2013-2017, All Reasons, All Faculty by Percentage

| Fiscal Year | Total Faculty | Retirement | Resignation | Non-Renewals | Total Turnover % by FY |
|----------------------------|----------------|-------------|-------------|--------------|------------------------|
| 13 | 6,399 | 2.75 | 2.86 | 0.25 | 5.86 |
| 14 | 6,480 | 2.13 | 2.79 | 0.22 | 5.14 |
| 15 | 6,485 | 2.74 | 3.04 | 0.23 | 6.01 |
| 16 | 6,353 | 4.22 | 3.43 | 0.36 | 8.01 |
| 17 | 6,120 | 3.53 | 3.61 | 0.18 | 7.32 |
| Average by Category | 6,367.4 | 3.07 | 3.15 | 0.25 | 6.47 |



Historical Comparisons on Faculty Turnover – UW System (All Institutions)

Table 3.

| Faculty Turnover History, 2013 – 2017, Retirement | | | |
|--|----------------------|-------------------|----------|
| Fiscal Year | Total Faculty | Retirement | % |
| 13 | 6,399 | 176 | 2.75% |
| 14 | 6,480 | 138 | 2.13% |
| 15 | 6,485 | 178 | 2.74% |
| 16 | 6,353 | 268 | 4.22% |
| 17 | 6,120 | 216 | 3.53% |
| Totals | 31,837 | 976 | 3.07% |

Table 4.

| Faculty Turnover History, 2013 – 2017, Resignation | | | |
|---|----------------------|--------------------|----------|
| Fiscal Year | Total Faculty | Resignation | % |
| 13 | 6,399 | 183 | 2.86% |
| 14 | 6,480 | 181 | 2.79% |
| 15 | 6,485 | 197 | 3.04% |
| 16 | 6,353 | 218 | 3.43% |
| 17 | 6,120 | 221 | 3.61% |
| Totals | 31,837 | 1000 | 3.14% |

Table 5.

| Faculty Turnover History, 2013 – 2017, Non-Renewal | | | |
|---|----------------------|---------------------|----------|
| Fiscal Year | Total Faculty | Non-Renewals | % |
| 13 | 6,399 | 16 | 0.25% |
| 14 | 6,480 | 14 | 0.22% |
| 15 | 6,485 | 15 | 0.23% |
| 16 | 6,353 | 23 | 0.36% |
| 17 | 6,120 | 11 | 0.18% |
| Totals | 31,837 | 79 | 0.25% |

Table 6.

| Faculty Turnover History, 2016 – 2017, Supplemental Reasons for Departure | | | | | |
|--|----------------------|-----------------------|---------------------------|------------------------|----------------------|
| Fiscal Year | Total Faculty | Salary-Related | Non-Salary Related | Personal/Family | Other/Unknown |
| 16 | 6,353 | 54 | 31 | 44 | 89 |
| 17 | 6,120 | 53 | 35 | 55 | 79 |
| Totals | 12,473 | 107 | 66 | 99 | 168 |

UNIVERSITY OF WISCONSIN SYSTEM
NUMBER OF FACULTY LEAVING UW INSTITUTIONS
FISCAL YEAR 2017

| 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 | | |
| MADISON | | | | | | | | | | | |
| Tenured | 1629 | 108 | 6.63% | 81 | 26 | 1 | 3 | 1 | 21 | 1 | |
| Probationary | 449 | 18 | 4.01% | | 17 | 2 | | 2 | 13 | 1 | |
| Total | 2078 | 126 | 6.06% | | | | | | | | |
| MILWAUKEE | | | | | | | | | | | |
| Tenured | 614 | 50 | 8.14% | 28 | 22 | 11 | 5 | 4 | 2 | | |
| Probationary | 135 | 13 | 9.63% | | 8 | 2 | | 6 | | 5 | |
| Total | 749 | 63 | 8.41% | | | | | | | | |
| EAU CLAIRE | | | | | | | | | | | |
| Tenured | 261 | 22 | 8.43% | 12 | 10 | | 5 | 5 | | | |
| Probationary | 90 | 13 | 14.44% | | 13 | 5 | 2 | 6 | | | |
| Total | 351 | 35 | 9.97% | | | | | | | | |
| GREEN BAY | | | | | | | | | | | |
| Tenured | 104 | 10 | 9.62% | 3 | 7 | 2 | | 3 | 2 | | |
| Probationary | 51 | 0 | 0.00% | | | | | | | | |
| Total | 155 | 10 | 6.45% | | | | | | | | |
| LA CROSSE | | | | | | | | | | | |
| Tenured | 215 | 18 | 8.37% | 13 | 5 | 2 | | 3 | | | |
| Probationary | 162 | 13 | 8.02% | | 13 | 3 | 1 | 5 | 4 | | |
| Total | 377 | 31 | 8.22% | | | | | | | | |
| OSHKOSH | | | | | | | | | | | |
| Tenured | 237 | 6 | 2.53% | 2 | 4 | | | | 4 | | |
| Probationary | 85 | 7 | 8.24% | | 6 | | | 2 | 4 | 1 | |
| Total | 322 | 13 | 4.04% | | | | | | | | |

UNIVERSITY OF WISCONSIN SYSTEM
NUMBER OF FACULTY LEAVING UW INSTITUTIONS
FISCAL YEAR 2017

| INSTITUTION | NUMBER OF FACULTY* | NUMBER OF FACULTY WHO LEFT | PERCENT | RETIRED | RESIGNED | RESIGNATION REASONS | | | | OTHER/ UNKNOWN | NON-RENEWED | |
|----------------------|--------------------|----------------------------|---------|---------|----------|----------------------------|--------------------------------|------------------|--|----------------|-------------|---|
| | | | | | | SALARY RELATED JOB CHANGES | NON-SALARY RELATED JOB CHANGES | PERSONAL /FAMILY | | | | |
| PARKSIDE | | | | | | | | | | | | |
| Tenured | 81 | 9 | 11.11% | 4 | 5 | | | | | | | |
| Probationary | 35 | 5 | 14.29% | | 5 | | | | | | 5 | |
| Total | 116 | 14 | 12.07% | | | | | | | | | |
| PLATTEVILLE | | | | | | | | | | | | |
| Tenured | 149 | 10 | 6.71% | 9 | 1 | | | | | | | 1 |
| Probationary | 88 | 8 | 9.09% | | 7 | | | | | | | 7 |
| Total | 237 | 18 | 7.59% | | | | | | | | | 1 |
| RIVER FALLS | | | | | | | | | | | | |
| Tenured | 146 | 11 | 7.53% | | 8 | | | | | | | 1 |
| Probationary | 41 | 4 | 9.76% | | 4 | | | | | | | 2 |
| Total | 187 | 15 | 8.02% | | | | | | | | | |
| STEVENS POINT | | | | | | | | | | | | |
| Tenured | 212 | 15 | 7.08% | 11 | 4 | | | | | | | 1 |
| Probationary | 111 | 4 | 3.60% | | 4 | | | | | | | 3 |
| Total | 323 | 19 | 5.88% | | | | | | | | | |
| STOUT | | | | | | | | | | | | |
| Tenured | 177 | 13 | 7.34% | 7 | 6 | | | | | | | 1 |
| Probationary | 90 | 10 | 11.11% | | 10 | | | | | | | 4 |
| Total | 267 | 23 | 8.61% | | | | | | | | | |
| SUPERIOR | | | | | | | | | | | | |
| Tenured | 67 | 7 | 10.45% | | 5 | | | | | | | 1 |
| Probationary | 30 | 2 | 6.67% | | 2 | | | | | | | 2 |
| Total | 97 | 9 | 9.28% | | | | | | | | | |

UNIVERSITY OF WISCONSIN SYSTEM
NUMBER OF FACULTY LEAVING UW INSTITUTIONS
FISCAL YEAR 2017

| INSTITUTION | NUMBER OF FACULTY* | NUMBER OF FACULTY WHO LEFT | PERCENT | RETIRED | RESIGNED | RESIGNATION REASONS | | | | OTHER/ UNKNOWN | NON-RENEWED | |
|---|--------------------|----------------------------|--------------|---------------|---------------|----------------------------|--------------------------------|------------------|--|----------------|-------------|---------------|
| | | | | | | SALARY RELATED JOB CHANGES | NON-SALARY RELATED JOB CHANGES | PERSONAL /FAMILY | | | | |
| WHITEWATER | | | | | | | | | | | | |
| Tenured | 233 | 15 | 6.44% | 12 | 2 | 1 | | | | | | 1 |
| Probationary | 132 | 9 | 6.82% | | 9 | 1 | 5 | | | | | 1 |
| Total | 365 | 24 | 6.58% | | | | | | | | | |
| COLLEGES | | | | | | | | | | | | |
| Tenured | 192 | 12 | 6.25% | 7 | 5 | 3 | 2 | | | | | 1 |
| Probationary | 68 | 6 | 8.82% | | 5 | 2 | 2 | | | | | 1 |
| Total | 260 | 18 | 6.92% | | | | | | | | | |
| EXTENSION | | | | | | | | | | | | |
| Tenured | 146 | 22 | 15.07% | 14 | 8 | 3 | | | | | | 3 |
| Probationary | 90 | 8 | 8.89% | | 8 | 2 | 2 | | | | | 1 |
| Total | 236 | 30 | 12.71% | | | | | | | | | |
| SUBTOTAL | | | | | | | | | | | | |
| Tenured | 4463 | 328 | 7.35% | | 110 | 30 | 20 | | | | | 21 |
| Probationary | 1657 | 120 | 7.24% | | 111 | 23 | 15 | | | | | 34 |
| GRAND TOTAL | 6120 | 448 | 7.32% | 216 | 221 | 53 | 35 | | | | | 55 |
| PERCENT OF TOTAL FACULTY | | | | 3.53% | 3.61% | 0.87% | 0.57% | | | | | 0.90% |
| PERCENT OF TOTAL FACULTY LEAVING | | | | 48.21% | 49.33% | 11.83% | 7.81% | | | | | 12.28% |
| | | | | | | | | | | | | 17.63% |
| | | | | | | | | | | | | 2.46% |

Data Sources:
*October Payroll for 2016 for the Number of Faculty
HRS for Retirements, Resignations and Non-Renewals