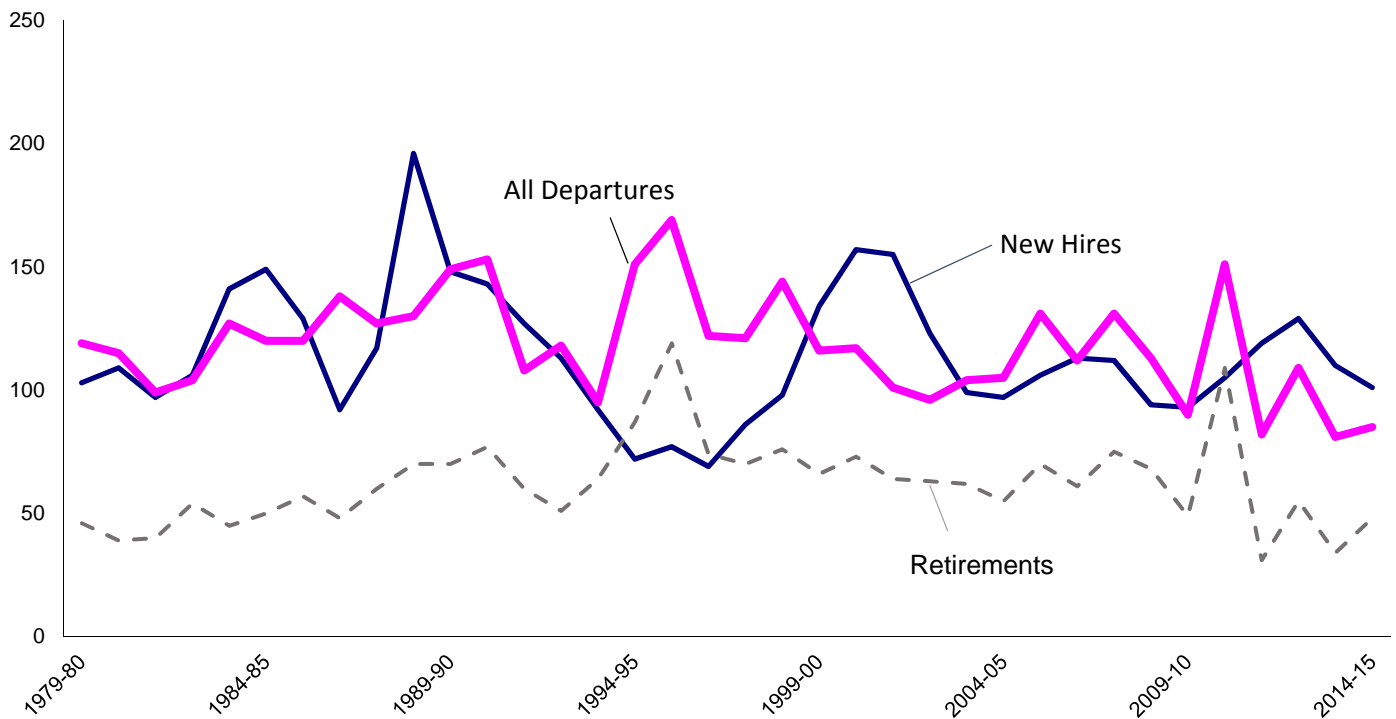




### University of Wisconsin-Madison Faculty Trends

In 2014-15, 101 faculty were newly hired by UW-Madison. In the same year, 85 faculty left UW-Madison, including 48 faculty who retired. The number of faculty hired and that departed in 2014-15 is lower than the average number of hires (114) and departures (118) data over the past 30 years. Figure 1 and Table 1 (page 2) show trends in hiring and departures. In 2010-11 there was a spike in the number of faculty that left UW-Madison due to higher than normal retirements.

Figure 1: Trends in Hiring and Departures  
(Average Hires = 114; Average Departures = 118)



Source: UW-Madison tenure file, HRS and IADS data systems.  
 Notes: New hires are counted from May 16 to May 15 in each year. Retirements and resignations are counted from July 1 to June 30. Retirements prior to 2011-12 are defined as those faculty who were 55 or older when they left. Beginning in 2011-12, retirements are defined as those faculty with a leave reason of "Retirement." Total number of faculty are counted as of October of each year. Headcount totals include faculty on leave and those with administrative titles such as Dean.

Table 1: Patterns in UW-Madison Faculty Hiring, Retirement, and Other Terminations

Year	Number of New Hires	Number of Retirements	Number who Left for other Reasons	Total Leavers	Total Number of Faculty in October	
					Headcount	FTE
1979-80	102	46	73	119	2313	1978
1980-81	109	39	76	115	2311	1964
1981-82	97	40	59	99	2278	1946
1982-83	106	54	50	104	2289	1954
1983-84	141	45	82	127	2314	1982
1984-85	148	50	70	120	2328	1979
1985-86	199	57	63	120	2416	2176
1986-87	92	48	90	138	2400	2120
1987-88	119	60	67	127	2370	2118
1988-89	196	70	60	130	2407	2161
1989-90	149	71	78	149	2435	2205
1990-91	144	77	76	153	2444	2227
1991-92	127	60	48	108	2421	2221
1992-93	114	51	67	118	2430	2225
1993-94	91	64	31	95	2419	2220
1994-95	72	88	63	151	2371	2156
1995-96	77	119	50	169	2285	2078
1996-97	69	74	48	122	2210	2013
1997-98	86	70	51	121	2171	1986
1998-99	98	76	68	144	2135	1957
1999-00	134	66	50	116	2123	1939
2000-01	157	73	44	117	2174	2004
2001-02	155	64	37	101	2213	2047
2002-03	123	63	33	96	2225	2060
2003-04	99	62	42	104	2236	2076
2004-05	97	55	50	105	2238	2064
2005-06	106	70	61	131	2220	2053
2006-07	113	61	51	112	2210	2054
2007-08	111	75	56	131	2198	2033
2008-09	94	68	46	114	2178	2017
2009-10	92	49	41	90	2175	2022
2010-11	107	109	42	151	2177	2027
2011-12	119	31	51	82	2136	1986
2012-13	129	55	54	109	2173	2039
2013-14	110	34	47	81	2189	2057
2014-15	101	48	37	85	2220	2085
2015-16	na	na	na	na	2206	2064

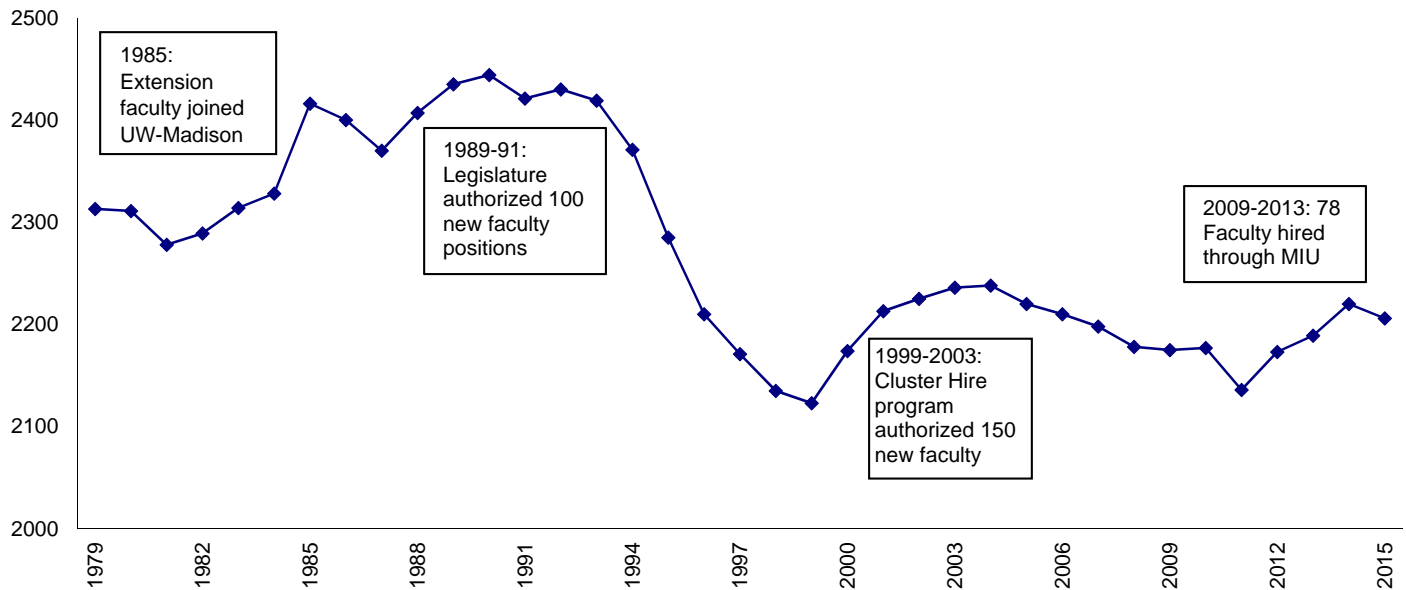
Source: UW-Madison tenure file, HRS and IADS data systems

Notes: New hires are counted from May 16 to May 15 in each year. Retirements and resignations are counted from July 1 to June 30. For this table, retirements prior to 2011-12 are defined as those faculty who were 55 or older when they left. Beginning in 2011-12, retirements are defined as those faculty with a leave reason of "Retirement." Total number of faculty are counted as of October of each year. Headcount totals include faculty on leave and those with administrative titles such as Dean. FTE counts include only those paid as faculty on the October payroll.

## UW-Madison Faculty Trends

Figure 2 shows the number of faculty at UW-Madison. Changes in the number of faculty are influenced by initiatives related to hiring and the number of departures. For example, the Madison Initiative for Undergraduates (MIU) funded the hiring of 78 new faculty, <https://apir.wisc.edu/miu.htm>.

Figure 2: Headcount of Faculty at UW-Madison



Source: UW-Madison tenure file, HRS and IADS data systems

Notes: Total number of faculty are counted as of October of each year. Headcount totals include faculty on leave and those with administrative titles such as Dean.

## Faculty Trends by Disciplinary Division

UW-Madison faculty are awarded tenure in one of four disciplinary divisions. Figure 4 and Table 3 (both on page 4) show the percentage and number of faculty, respectively, in each disciplinary division. Biological Sciences is the largest division. In Fall 2015, 734 faculty were affiliated with the Biological Sciences division, 33.3% of the faculty at UW-Madison.

Figure 4: Percentage of Total Faculty Headcount by Divisional Affiliation

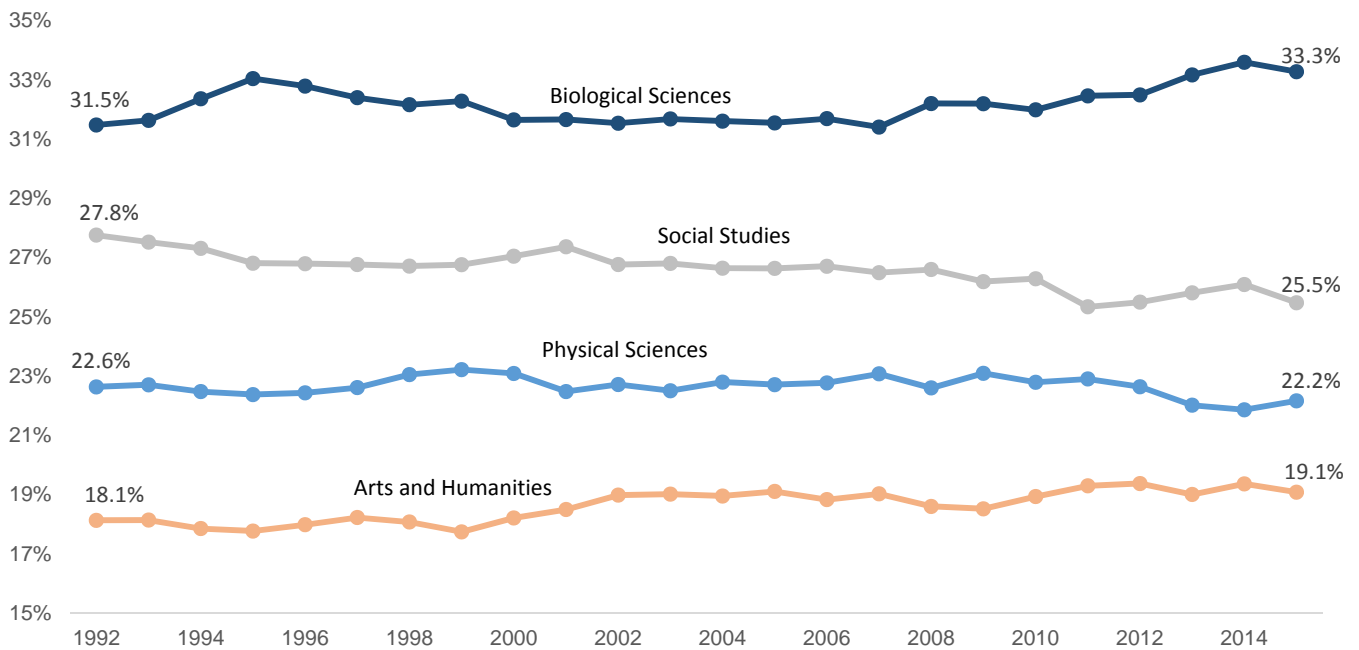


Table 3: Headcount of UW-Madison Faculty by Divisional Affiliation

Year	Biological Sciences	Social Studies	Physical Sciences	Arts and Humanities	Total
2003	708	599	503	425	2,235
2004	707	596	510	424	2,237
2005	700	591	504	424	2,219
2006	700	590	503	416	2,209
2007	690	582	507	416	2,197
2008	701	579	492	405	2,177
2009	697	567	500	401	2,165
2010	696	572	496	412	2,176
2011	693	541	489	412	2,135
2012	706	554	492	421	2,173
2013	726	565	482	416	2,189
2014	739	574	481	426	2,220
2015	734	562	489	421	2,206

Source: UW-Madison HRS and IADS data systems.

Notes: Based on faculty with active appointments in October, including zero-dollar appointments and faculty with concurrent administrative appointments. Faculty are affiliate with a divisional committee responsible for approving their tenure. Each faculty member may choose only one affiliation. However, faculty in the same department may choose different affiliations. Faculty without tenure may have not selected a divisional committee. Where none has been recorded, one is assigned based on the division most frequently reported by faculty members of that department.

**Faculty Age Trends**

Table 2 (below) and Figure 3 (shown on page 4) show the age of faculty. The average age of faculty increased from 45 years in 1976 to 51 years in 2014. The number of faculty over the age of 64 increased from 78 in 1976 to 193 in 2012.

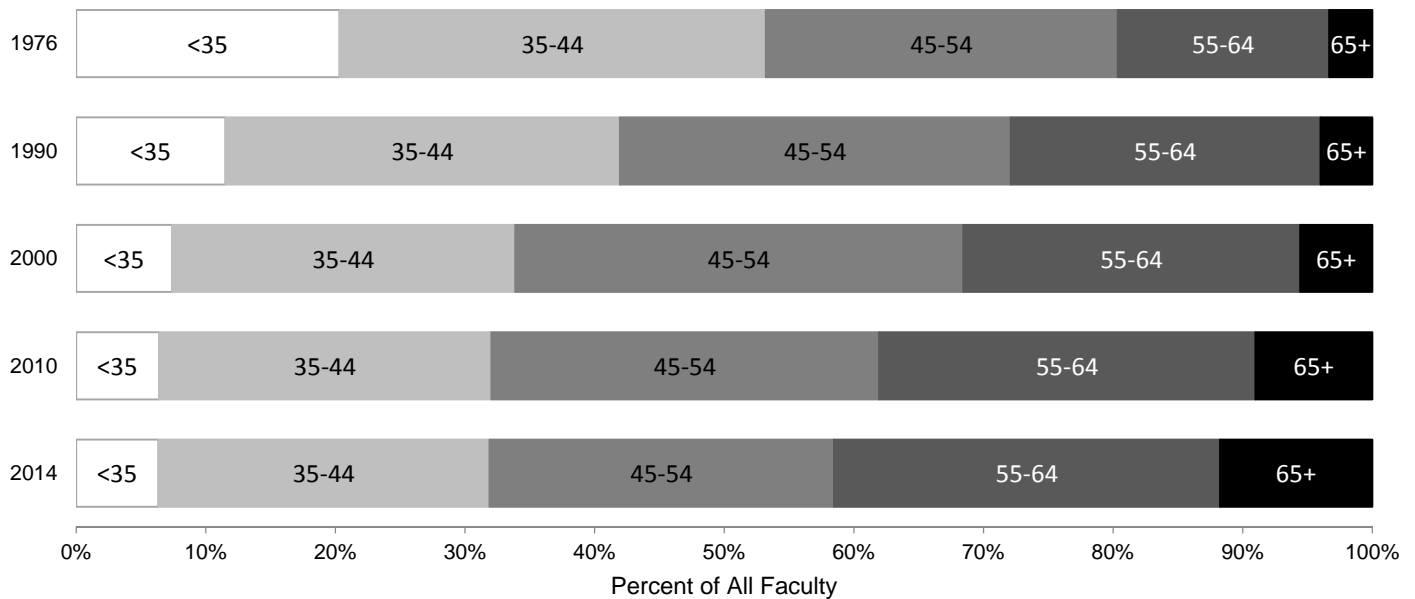
Periodically we examine the age distribution of faculty and retirement patterns in order to evaluate the stability of the renewal cycle.

Table 2: Faculty Age Trends

Age	1976	1990	2000	2010	2014	% Change 1976 - 2014
<35	476	282	161	139	141	-70%
35-44	770	745	575	557	567	-26%
45-54	636	738	751	650	590	-7%
55-64	382	585	565	631	661	73%
65+	78	98	121	196	261	235%
Total	2342	2448	2173	2173	2220	-5%
<b>Average Age</b>	<b>45</b>	<b>47</b>	<b>49</b>	<b>50</b>	<b>51</b>	<b>13%</b>

Source: UW-Madison tenure file, HRS and IADS data systems  
Faculty Age and Retirement Patterns (<http://apir.wisc.edu/facultystaff-trends.htm>)

Figure 3: Faculty Age Trends



Source: UW-Madison tenure file, HRS and IADS data systems  
Faculty Age and Retirement Patterns (<http://apir.wisc.edu/facultystaff-trends.htm>)