

**Table 1**

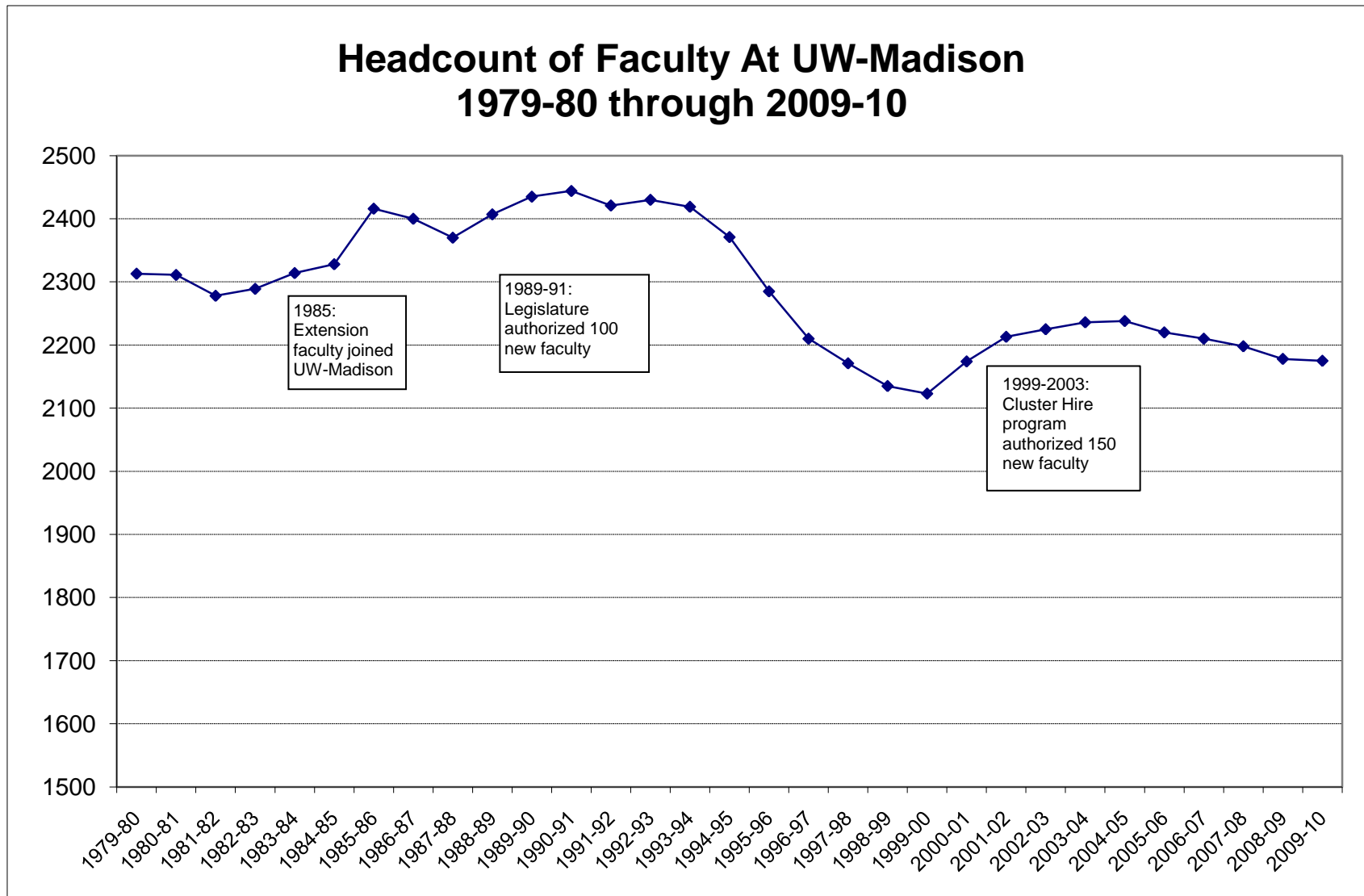
**Patterns in UW-Madison Faculty Hiring, Retirement, and Other Terminations**

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	87	64	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	61	43	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	112	75	57	132	2198	2033
2008-09	94	68	46	114	2178	2017
2009-10	93	48 *	34 *	82	2175	2022

\* Indicates preliminary data for 2009-10, as of July 1 2010.

Source: UW-Madison tenure file and IADS appointment system; FTE are calculated from the October payroll in each year. 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 are defined as those faculty who were 55 or older when they left. 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. An early retirement incentive program was available from May 1989 through June 1990. A Post Retirement Plan allowing retired faculty to teach part-time for a few years after retirement was implemented in 1994. In 1985-86, faculty were transferred from UW-Extension and are included in the new hires. The legislature authorized over 100 additional faculty positions in the 1987-89 Biennial Budget. The Cluster Hiring Initiative provided funding and positions to increase UW Madison faculty. Approximately 150 cluster positions were approved from 1998 through 2003.

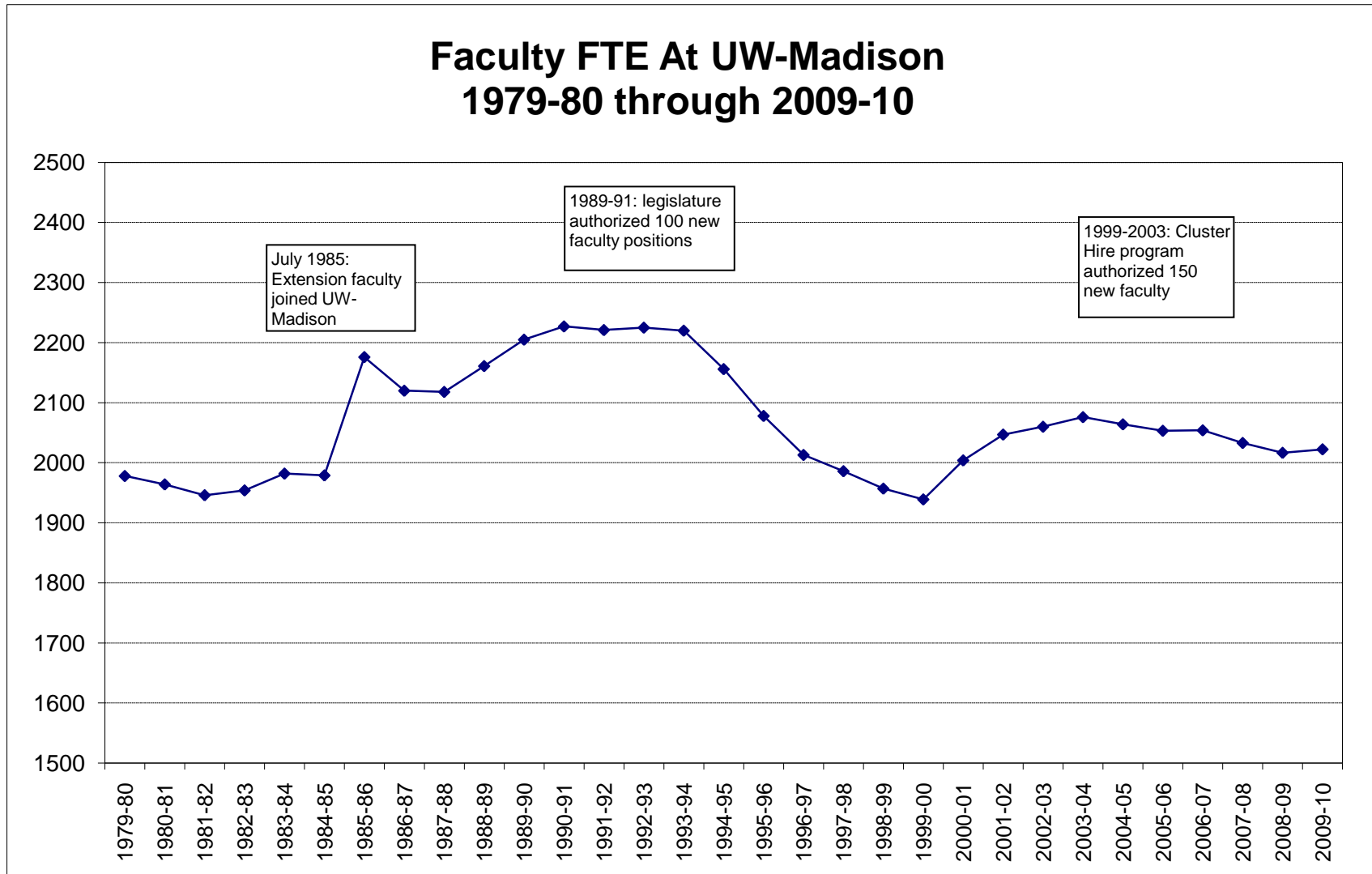
Figure 1



Source: UW Madison tenure file and IADS appointment system.

Note: Headcount is based on faculty with active appointments in October of each year. Includes those with zero-dollar appointments.

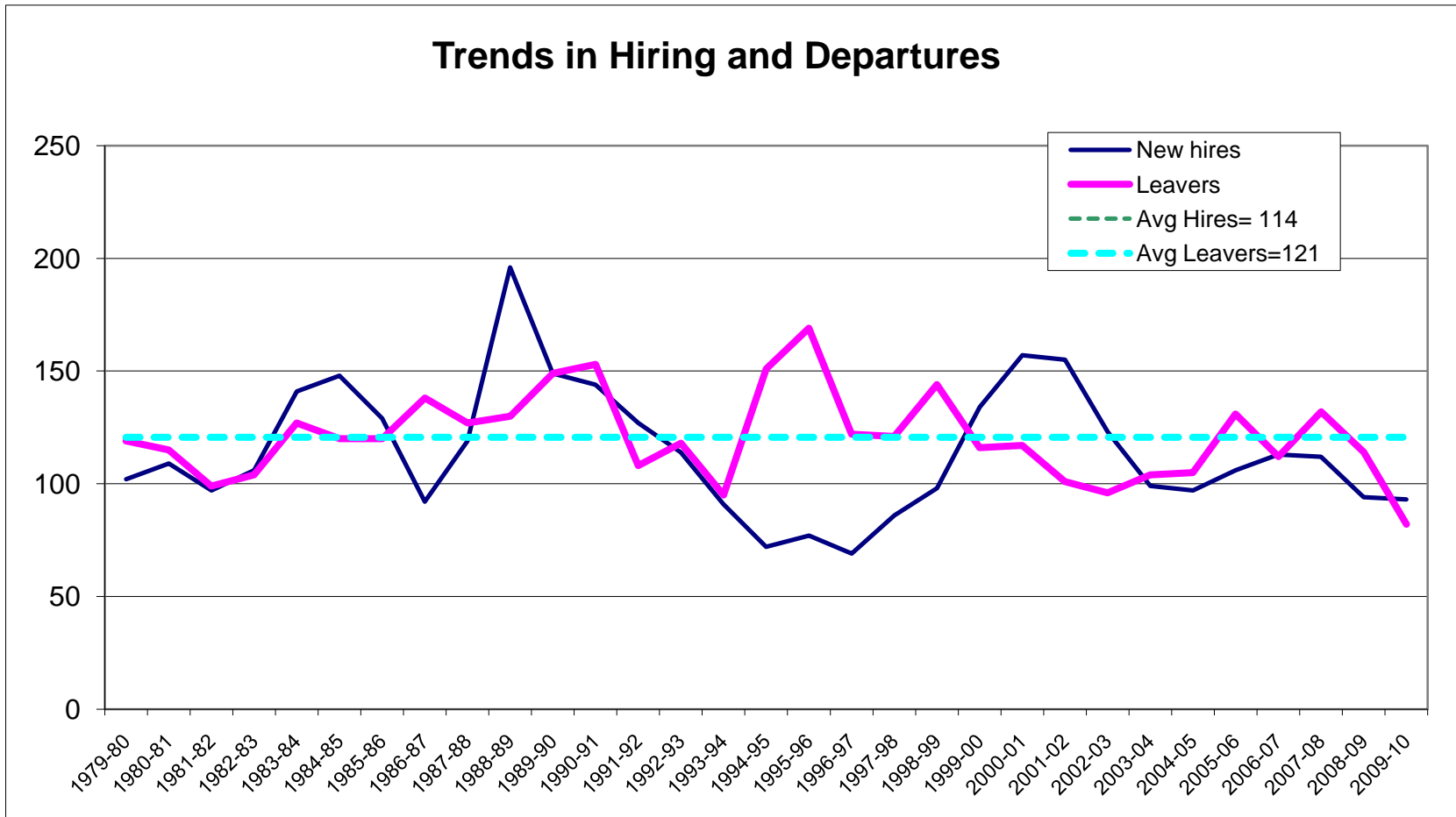
## Figure 2



Source: UW Madison October payroll files.

Notes: FTE Full-Time Equivalent (FTE) is a metric which counts the number of full-time and part-time individuals together, but each individual is counted as a specific fraction of a full-time individual. Excludes zero-dollar appointments and faculty on leave from the university payroll.

### Figure 3



Source: UW Madison tenure file and IADS appointment system.

Note: Headcount is based on faculty with active appointments in October of each year. Includes those with zero-dollar appointments.

Average new hires from 1979-80 through 2009-10 excludes 70 faculty who transferred from UW-Extension to UW-Madison in 1985-86.

Leavers include those who leave for any reason, including retirement, death, tenure denied, etc.