



# **Recruiting and Retaining Faculty at UW-Madison with a Nationally Aging Professoriate**

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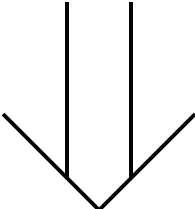


## High-quality faculty and staff are an investment:

- Great faculty deliver great undergraduate education:
  - Teacher-scholars creating new knowledge and engaging students
  - Developing new pedagogies, new courses/majors, discontinuing others
  - Involving students in the research and outreach missions
- Great faculty attract great (prospective) graduate students: (stable 4:1 ratio)
  - Essential to faculty scholarship and to undergraduate education
  - Critical support for research mission
  - Provide talent and experience to get research ideas into practice
- Great faculty provide outstanding professional education for Wisconsin:  
Medicine, Law, Vet Med, Pharmacy, also Nursing, Social Work and others
- Great faculty and students produce important research findings, advancing the big questions that confront society
- Great faculty can develop exceptional extramural funding: ~\$600M/yr from federal sources for research; more than \$1B/yr in total
- Great faculty help create economic development: 350 companies; >\$1B worth of products; 4,000 jobs at the University Research Park
- Great faculty, staff, and students generate international reach, impact, and recognition

# Idealized Faculty Lifecycle

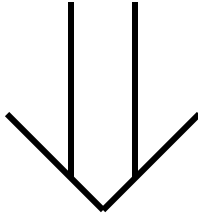
Assistant Professors



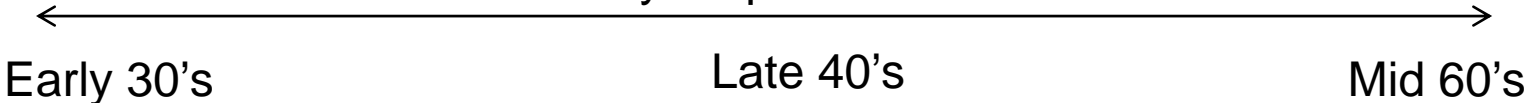
Approx 1/3<sup>rd</sup> within 10 years of retirement



Retirements  
~3.3% of faculty per year



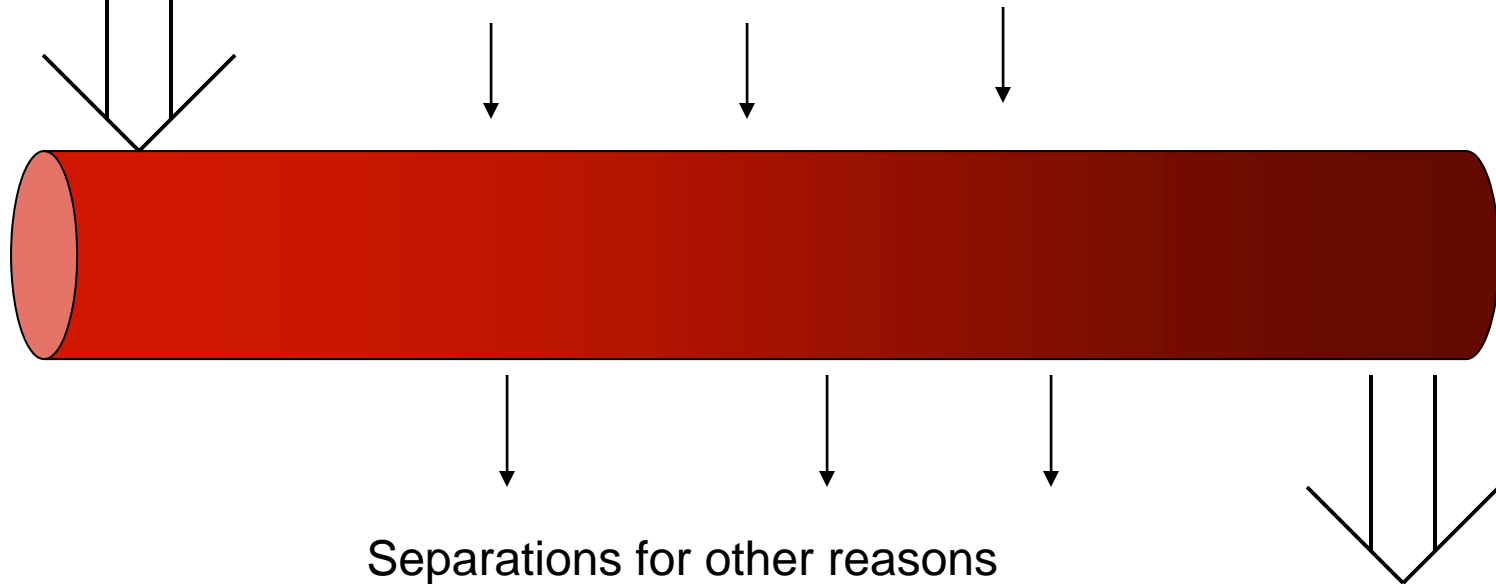
30-35 year professor career



# Features of the Faculty Lifecycle at UW-Madison

Assistant  
Professors  
80% of new  
faculty hires

Associate and Full Professors  
20% of new faculty hires



Separations for other reasons  
~ 2% of faculty per year

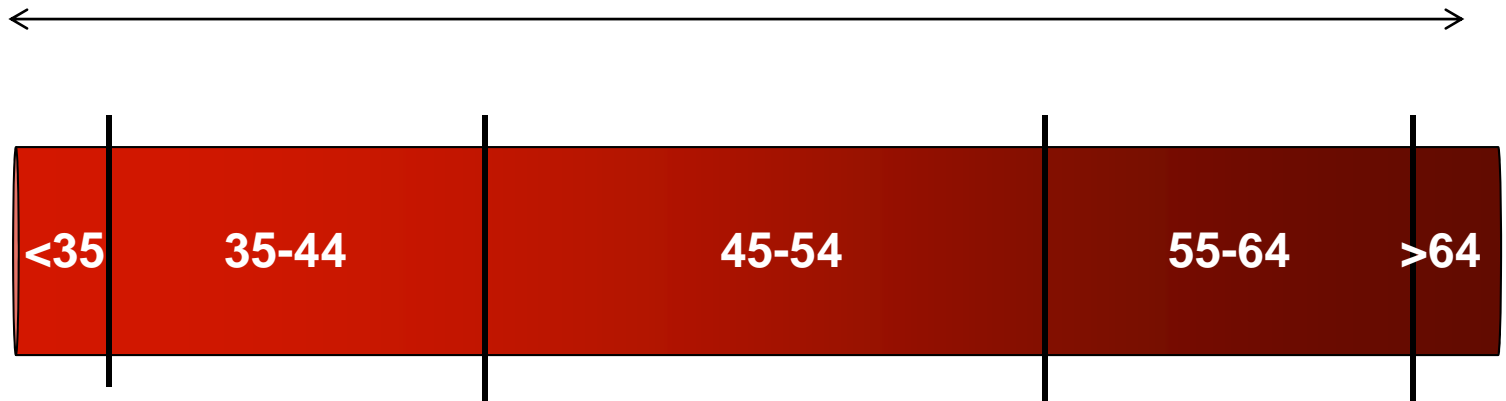
“Retirements”  
~ 3.3% of faculty  
per year

Total separations, ~ 5% of faculty per year  
About ½ the faculty is replaced every 10 years



# UW-Madison Faculty Age Distribution

30-35 year professor career

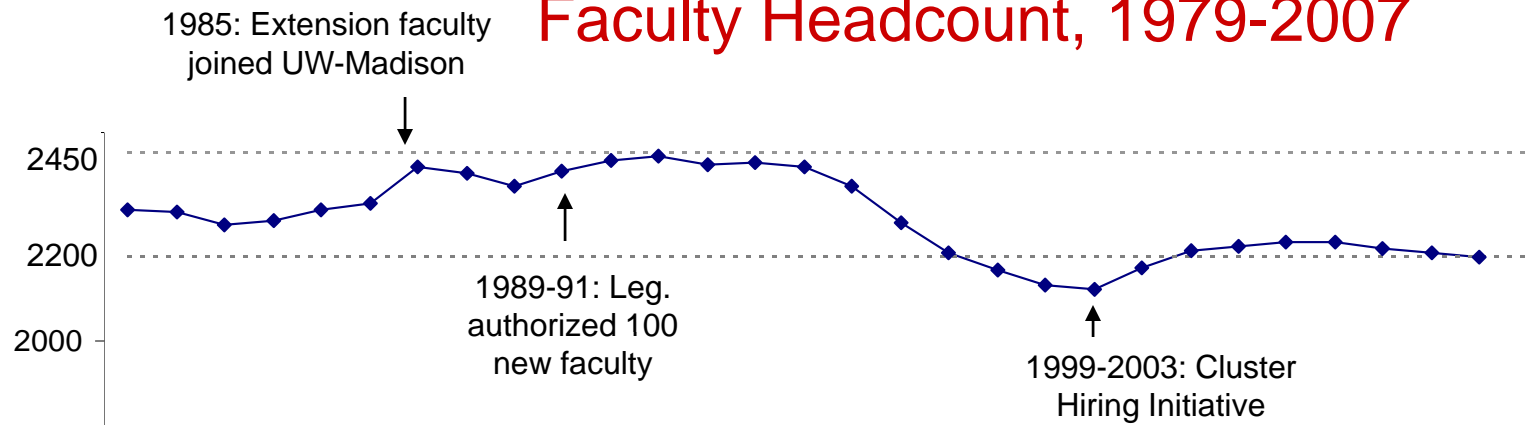


	<35	35-44	45-54	55-64	>64
2006	7%	26%	34%	26%	7%
1996	5%	31%	34%	24%	5%

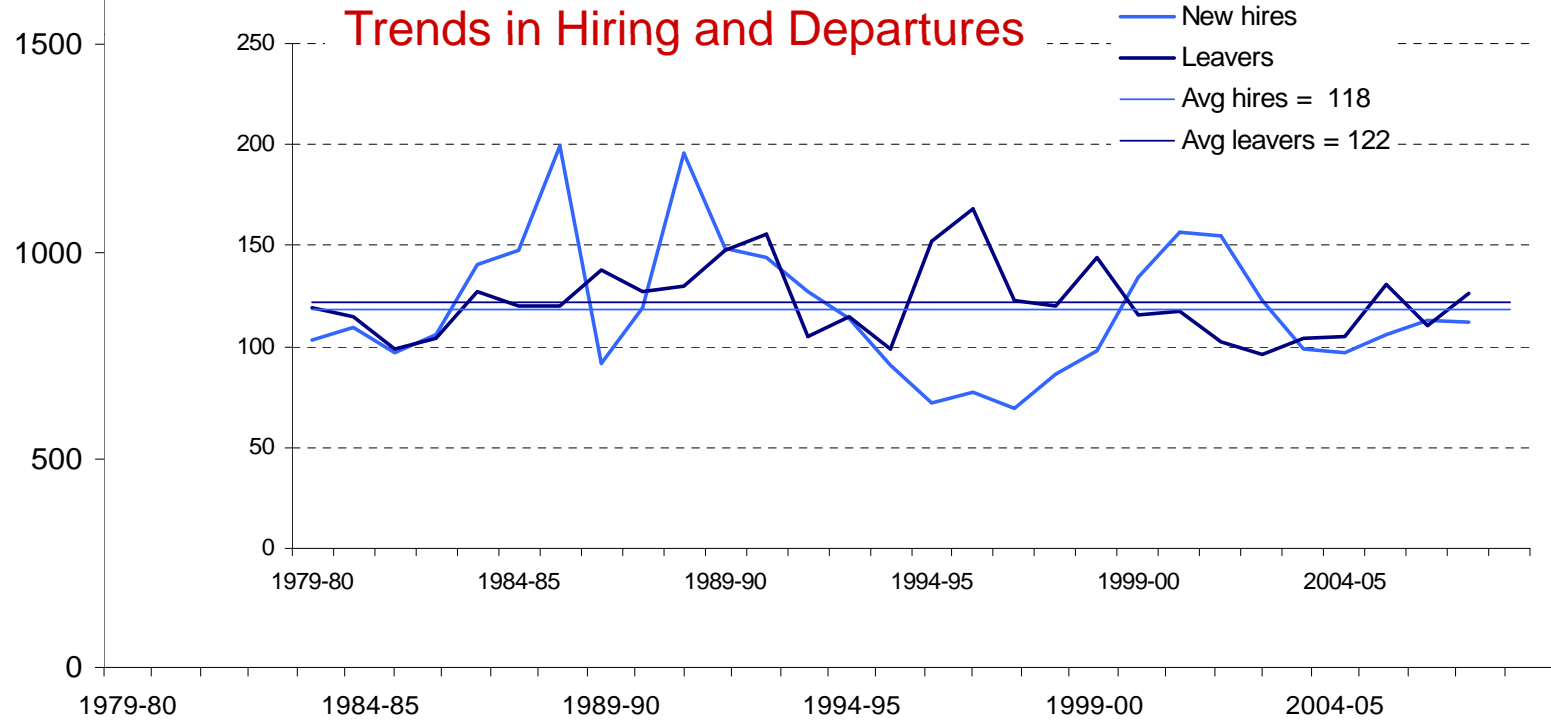
	1996	2006
Average age, all faculty	48.4	49.7
Average age at time of hire	33.0	31.0
Average age at retirement	63.6	64.4
Avg years of service at retirement	30.6	32.8



# Faculty Headcount, 1979-2007

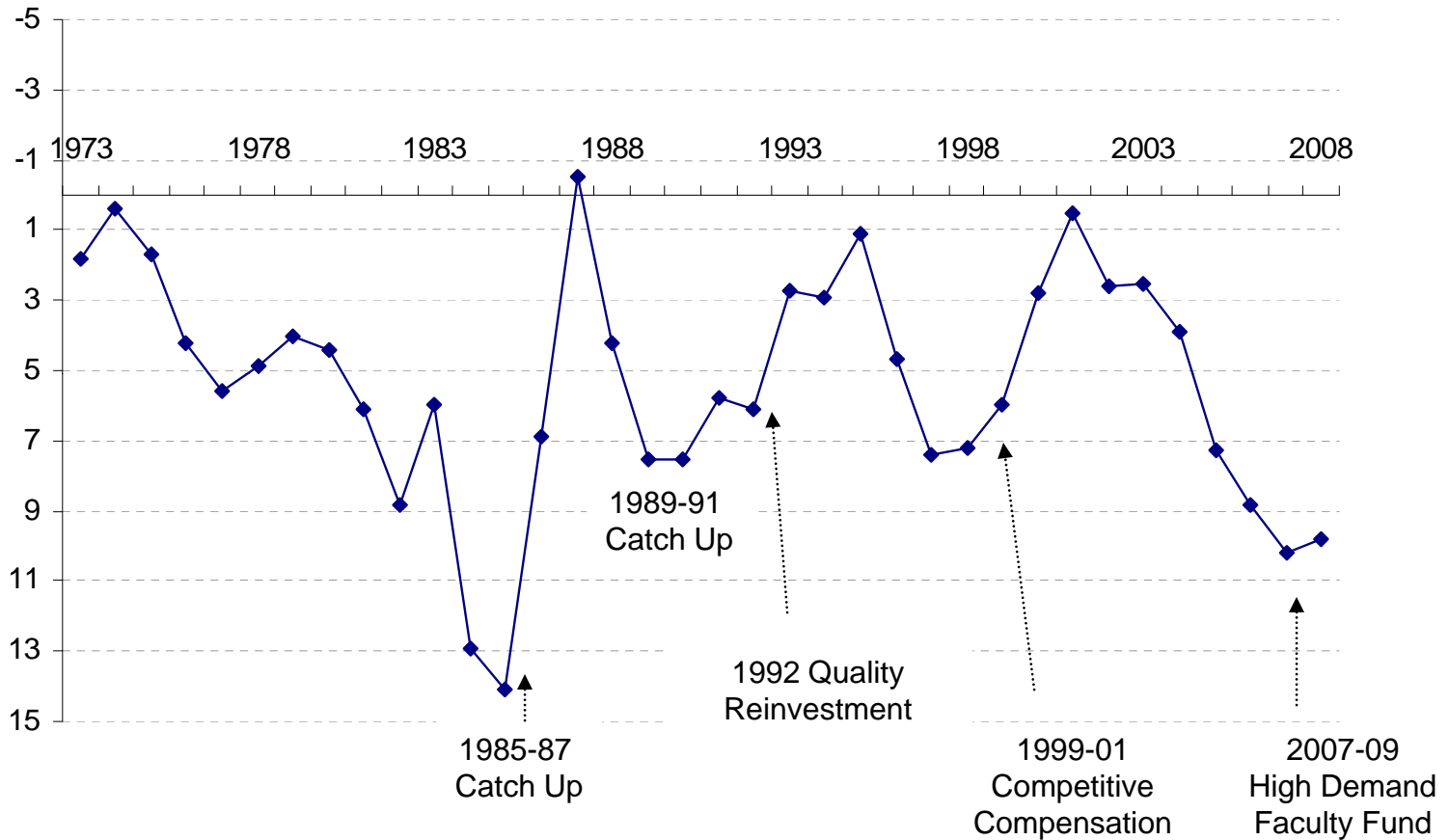


## Trends in Hiring and Departures





## UW-Madison Faculty Salaries Relative to Peer Group Median



### 2008 Increase Needed to Reach Peer Median

Assistant Professor	4.7%
Associate Professor	0.4%
Full Professor	13.6%



## Estimates of Annual Funds Released by Separations and Funds Invested in Recruiting and Retention

Est. Salary Funds Released by Separations	\$11.1M
Est. Investment in Recruiting and Retention	
Salary for New Hires	\$ 9.5M
Promotional and Market Adjustments	\$ 1.5M
Start Up Packages (conservative est.)	\$ 5.1M
Est. Total Investment	\$16.1M
Balance	-\$ 5.0M

Estimates assume 110 new faculty hired annually to replace 110 separations and maintain 2,200 faculty headcount.





## Summary of Recruiting and Retention Challenges for UW-Madison with Respect to Nationally Aging Professoriate:

If UW-Madison remains a preeminent institution, we can recruit high quality faculty to replace those who retire; first and foremost, prospective faculty are attracted to the highest quality institutions

### Challenges:

- We need to be competitive in salary and start-up packages with research intensive public and private universities (competitive peers);
- Competitive starting salaries places pressure on early career faculty salaries as starting salaries climb faster than pay plans;
- If other institutions see substantially larger retirement rates than usual, their need to replace may affect the national pool of quality faculty;
- Some departments/colleges may see significant retirements all at once due to demographics, choice...



## Useful actions

- High-demand faculty fund
- Substantial merit pay plan
- Graduate student funding
- Domestic partner benefits and other low cost/no cost attractors for prospective faculty and their families (partner hires, community connections...)
- Flexibility (in hiring, career progression, retirement...)