## UW-MADISON FACULTY RETIREMENT PATTERNS AND PROJECTIONS

### Faculty Retirements from October 1990 through September 2002

The following report is based on an analysis of UW-Madison faculty from October 1990 through September 2002 with particular emphasis on the ten year period of 1990-91 through 2000-01. Historical data prior to 1990 are provided in Appendices 2-6. For the purposes of this report, retirement is defined as all faculty age 55 and older whose faculty appointments stopped during the period of time described. Chart 1 and Table 1 show the number and proportion of UW-Madison faculty age 55 and over who have retired in each year between 1990-91 and 2001-02. A total of 888 faculty retired during this 12 year period with an overall retirement rate during this period of 11%. The overall retirement rates during this period fluctuated between 8% in 1991-92 and 1992-93 to 15% in 1995-96. During the years in this study, an average of 7% of the faculty age 55-64 retired each year. An average of 30% of the faculty age 65 and over retired each year.

**Chart 1**
**Number of UW-Madison Faculty Retirements by Year of Retirement**

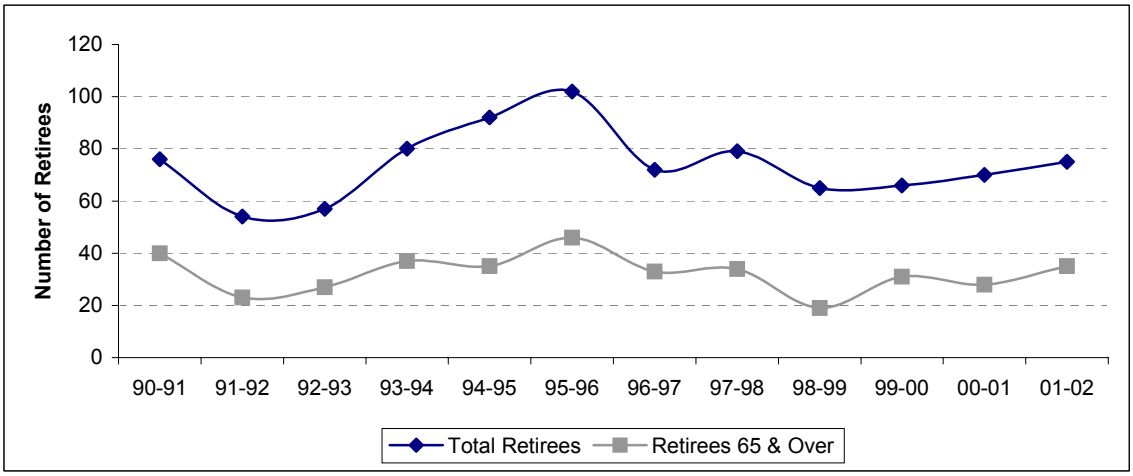


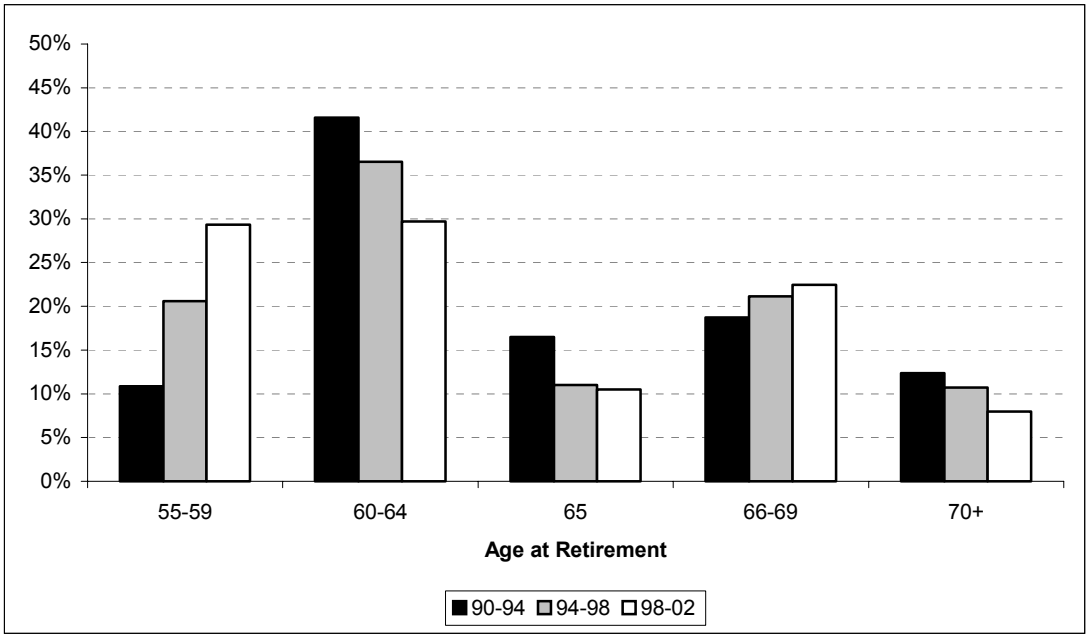

**Table 1**
**Number of UW-Madison Faculty Retirements by Year of Retirement and Age Group**

| | Total Retirees 55 and Over | | | Retirees 55-64 | | Retirees 65 & Over | |
|---|---|---|---|---|---|---|---|
| | # | Mean Age | % retiring | # | % retiring | # | % retiring |
| 1990-91 | 76 | 64.6 | *11* | 36 | *6* | 40 | *41* |
| 1991-92 | 54 | 64.4 | *8* | 31 | *5* | 23 | *25* |
| 1992-93 | 57 | 63.6 | *8* | 30 | *5* | 27 | *27* |
| 1993-94 | 80 | 64.5 | *11* | 43 | *7* | 37 | *32* |
| 1994-95 | 92 | 63.5 | *13* | 57 | *10* | 35 | *33* |
| 1995-96 | 102 | 63.7 | *15* | 56 | *10* | 46 | *42* |
| 1996-97 | 72 | 63.6 | *11* | 39 | *7* | 33 | *32* |
| 1997-98 | 79 | 63.0 | *12* | 45 | *8* | 34 | *33* |
| 1998-99 | 65 | 62.3 | *10* | 46 | *8* | 19 | *18* |
| 1999-00 | 66 | 63.2 | *10* | 35 | *6* | 31 | *26* |
| 2000-01 | 70 | 62.9 | *10* | 42 | *7* | 28 | *23* |
| 2001-02 | 75 | 63.0 | *11* | 40 | *7* | 35 | *28* |
| | **888** | **63.5** | ***11*** | **500** | **7** | **388** | ***30*** |

Notes: Years are measured from October 1st through September 30th for this analysis. Notes: Early retirement incentives were available for a short time in 89-90. A post retirement plan, allowing retired faculty to teach part-time for a few years after retirement, was implemented in 1993-94. Source: Appointment data view (UW_ALL_APTS_SEN).

Chart 2 and Table 2 show the distribution of faculty by age at retirement. The analysis of retirements over this time period shows that an increasing proportion of faculty retirees are in the 55-59 age range with decreasing proportions in the 60-65 age range. The proportion of faculty who retire at age 66 and over remained stable over the twelve years studied.

**Chart 2**
**Distribution of UW-Madison Faculty by Age at Retirement**




Notes: Years are measured from October 1st through September 30th for this analysis. Notes: Early retirement incentives were available for a short time in 89-90. A post retirement plan, allowing retired faculty to teach part-time for a few years after retirement, was implemented in 1993-94. Source: Appointment data view (UW_ALL_APTS_SEN).

**Table 2**
**Distribution of UW-Madison Faculty by Age at Retirement**

| Age at Retirement | 90-94 | | 94-98 | | 98-02 | | Total | |
|---|---|---|---|---|---|---|---|---|
| | # | % | # | % | # | % | # | % |
| 55-59 | 29 | *11* | 71 | *21* | 81 | *29* | 181 | *20* |
| 60-64 | 111 | *42* | 126 | *37* | 82 | *30* | 319 | *36* |
| 65 | 44 | *16* | 38 | *11* | 29 | *11* | 111 | *13* |
| 66-69 | 50 | *19* | 73 | *21* | 62 | *22* | 185 | *21* |
| 70+ | 33 | *12* | 37 | *11* | 22 | *8* | 92 | *10* |
| | 267 | *100* | 345 | *100* | 276 | *100* | 888 | *100* |

Chart 3 and Table 3 compare the distribution of faculty by age in October 1991 and October 2001. There was a net decrease of 213 faculty members between 1991 and 2001. This net decrease was made up of a decrease of 221 faculty members under age 55 and a small increase of 8 faculty members age 55 and older. During the same time period and as a result of the loss of faculty under age 55, the average age of faculty members overall increased from 47.5 to 49.0. The average age of faculty members under age 55 increased by 1.1 years between 1991 and 2001 while the average age of faculty members age 55 and over increased by 0.5 years during the same time period.

**Chart 3**
**Distribution of UW-Madison Faculty by Age**
**October 1991 and October 2001**

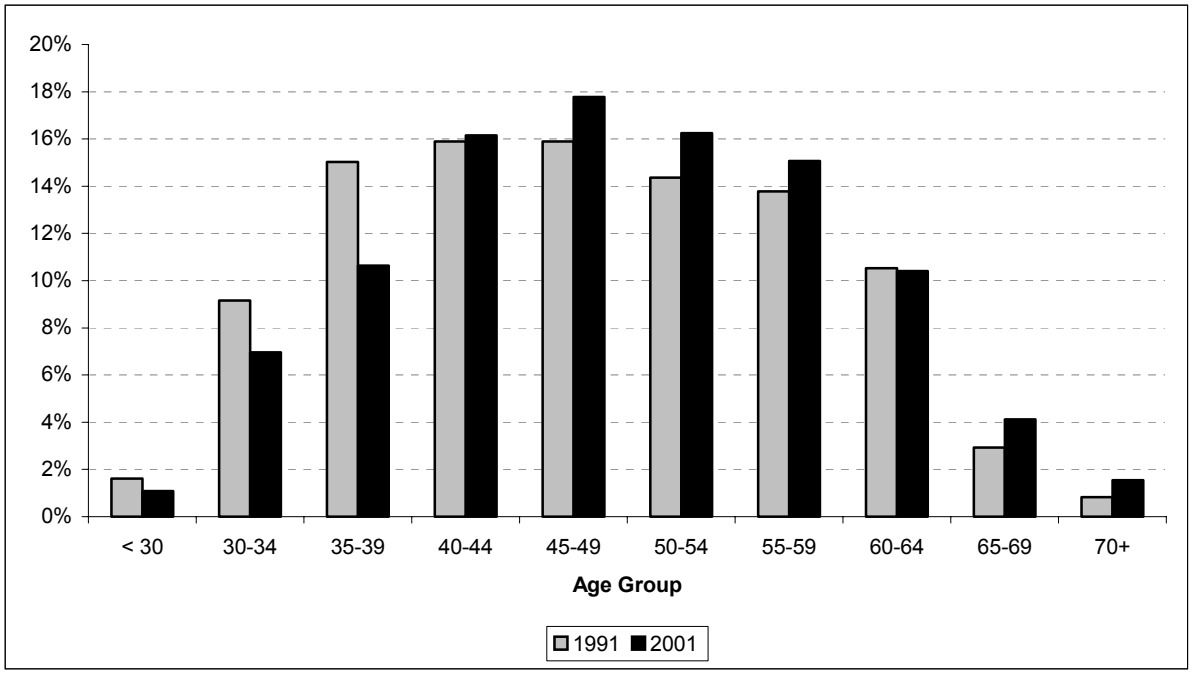



**Table 3**
**Distribution of UW-Madison Faculty by Age**
**October 1991 and October 2001**

| Age Group | 1991 | | 2001 | | Change 1991-2001 | |
|---|---|---|---|---|---|---|
| | # | % | # | % | # | % |
| Under 30 | 39 | *2* | 24 | *1* | -15 | *-38* |
| 30-34 | 222 | *9* | 154 | *7* | -68 | *-31* |
| 35-39 | 364 | *15* | 235 | *11* | -129 | *-35* |
| 40-44 | 385 | *16* | 357 | *16* | -28 | *-7* |
| 45-49 | 385 | *16* | 393 | *18* | 8 | *2* |
| 50-54 | 348 | *14* | 359 | *16* | 11 | *3* |
| 55-59 | 334 | *14* | 333 | *15* | -1 | *0* |
| 60-64 | 255 | *11* | 230 | *10* | -25 | *-10* |
| 65-69 | 71 | *3* | 91 | *4* | 20 | *28* |
| 70 and Over | 20 | *1* | 34 | *2* | 14 | *70* |
| Total | 2,423 | | 2,210 | | -213 | *-9* |
| Mean Age | 47.5 | | 49.0 | | | |

Source: Appointment data view (UW_ALL_APTS_SEN). Dotted line separates the pre-retirement faculty group from the faculty group covered by this retirement analysis.

Table 4 shows the number and proportion of faculty age 55 and over and age 65 and over and demonstrates that the distribution of faculty by age is not even among the school/colleges. In 2001, 31% of the faculty overall were age 55 or older. Schools/colleges with higher than average proportions of faculty age 55 and over include the Law School, Medical School, School of Pharmacy and Division of Continuing Studies. Faculty members in the Institute for Environmental Studies, General Library and State Laboratory of Hygiene also had high proportions of faculty age 55 and over but with relatively few faculty members in total, the high proportions are less stable and meaningful. The "youngest" faculty members are in the School of Business, College of Engineering, and School of Veterinary Medicine with each of the these schools/colleges having less than 25% of faculty who are age 55 and over.

In 2001, the overall proportion of faculty members age 65 and over was 6%. The School of Education, Law School, College of Letters and Science, Medical School, and School of Pharmacy all have more than one faculty member age 65 and over and higher than average proportions. Appendix 1 shows the number and proportion of faculty age 55 and over and number and proportion age 65 and over for each campus department. The list is sorted in descending order by the proportion age 55 and older.

**Table 4**
**Older Faculty by School/College**
**October 2001**

| | | Total | Age 55 and Over | | Age 65 and Over | |
|---|---|---|---|---|---|---|
| | | # | # | % | # | % |
| A07 | College of Agricultural and Life Science | 320 | 100 | *31* | 15 | *5* |
| A12 | School of Business | 83 | 20 | *24* | 1 | *1* |
| A17 | School of Education | 144 | 43 | *30* | 9 | *6* |
| A19 | College of Engineering | 174 | 43 | *25* | 7 | *4* |
| A27 | School of Human Ecology | 38 | 12 | *32* | 1 | *3* |
| A40 | Institute for Environmental Studies | 6 | 4 | *67* | 1 | *17* |
| A45 | Law School | 42 | 15 | *36* | 4 | *10* |
| A48 | College of Letters and Science | 902 | 266 | *29* | 58 | *6* |
| A49 | General Library | 2 | 2 | *100* | 0 | *0* |
| A52 | State Lab of Hygiene | 3 | 3 | *100* | 1 | *33* |
| A53 | Medical School | 366 | 137 | *37* | 23 | *6* |
| A54 | School of Nursing | 24 | 7 | *29* | 0 | *0* |
| A56 | School of Pharmacy | 31 | 12 | *39* | 2 | *6* |
| A87 | School of Veterinary Medicine | 58 | 14 | *24* | 3 | *5* |
| A93 | Division of Continuing Studies | 17 | 10 | *59* | 0 | *0* |
| | **University Total** | **2,210** | **688** | ***31*** | **125** | ***6*** |

Notes: Faculty are shown in their major appointment department.
Source: Appointment data view (UW_ALL_APTS_SEN).

Table 6 shows predicted faculty retirements for the ten-year period between 2001 and 2011. These predictions are just estimates based on past retirement patterns and the age of the current faculty. Over the next ten years, 730 of the faculty members in 2001 (30%) are predicted to retire. Retirement predictions range from a low of 25% for the School of Business to over 40% for the Institute for Environmental Studies, Law School, School of Nursing, School of Pharmacy, and Division of Continuing Studies. The actual number of predicted faculty retirements ranges from 2 for the General Library to 279 in the College of Letters and Science.

**Table 6**
**Predicted Faculty Retirements by School College**
**2001-2011**

| | | Current Faculty (October 2001) | Predicted Retirements | Retirements as % of Current Faculty |
|---|---|---|---|---|
| A07 | College of Agricultural and Life Science | 320 | 103 | *32* |
| A12 | School of Business | 83 | 21 | *25* |
| A17 | School of Education | 144 | 54 | *38* |
| A19 | College of Engineering | 174 | 47 | *27* |
| A27 | School of Human Ecology | 38 | 12 | *32* |
| A40 | Institute for Environmental Studies | 6 | 3 | *50* |
| A45 | Law School | 42 | 17 | *40* |
| A48 | College of Letters and Science | 902 | 279 | *31* |
| A49 | General Library | 2 | 2 | *100* |
| A52 | State Lab of Hygiene | 3 | 3 | *100* |
| A53 | Medical School | 366 | 137 | *37* |
| A54 | School of Nursing | 24 | 13 | *54* |
| A56 | School of Pharmacy | 31 | 13 | *42* |
| A87 | School of Veterinary Medicine | 58 | 19 | *33* |
| A93 | Division of Continuing Studies | 17 | 7 | *41* |
| | **University Total** | **2,210** | **730** | ***33*** |

Notes: Faculty are shown in their major appointment department. Retirement projections are based on the rate of faculty retirements by age for faculty who retired from 1990-01 to 2001-02.

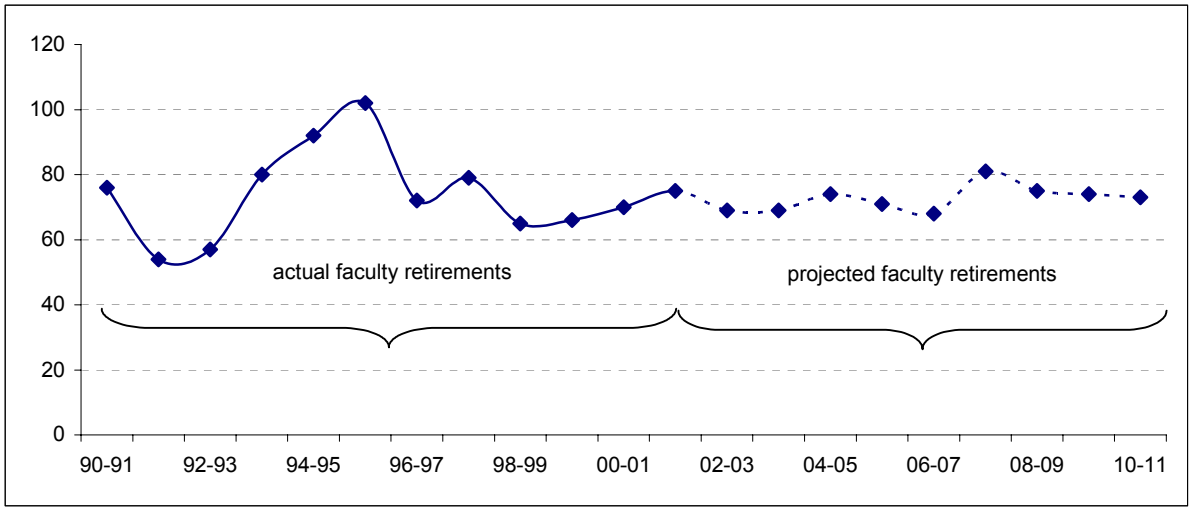
## Interpretation and Conclusions

If all faculty members were hired in their early 30's and retired in their mid 60's (i.e. spent the vast majority of their careers at UW-Madison and retired after 30-35 years of service), approximately 33% of current faculty would turn over every ten years. If retiring faculty members were replaced with young, early career faculty members, this faculty renewal cycle would be stable from year to year. Indeed, Chart 4 shows that the projected faculty retirements into the next decade do not depart dramatically from current retirement patterns. However, the fact that the average faculty age is increasing and that the distribution of faculty members by age has shifted suggests that this "renewal cycle" is not stable, despite retirement projections giving that impression.

At first glance, stable retirement projections seem paradoxical in the face of an increase in average faculty age coupled with the fact that retirement rates increase with age. However, the increase in the average age of faculty and in the proportion of faculty age 55 and older are almost entirely the result of a decrease in numbers of 30-39 year old faculty members between 1991 and 2001 (see page 3) rather than a real increase in the number of older faculty members (those age 55 and over).

There is a pervasive belief that the number of faculty retirements will increase considerably in the near future. While this analysis suggests otherwise, the shifting age profile of the faculty and concomitant increase in retirement rates for younger faculty members are worth noting and monitoring. Both suggest that faculty members are being hired at slightly older ages and may be retiring sooner than in the past – factors that are sure to influence faculty retirement patterns in the future.

**Chart 4**
**Predicted Faculty Retirements by Year of Retirement**




Notes: Early retirement incentives were available for a short time in 89-90. A post retirement plan, allowing retired faculty to teach part-time for a few years after retirement, was implemented in 1993-94. Retirement projections are based on the rate of faculty retirements by age for faculty who retired from 1990-01 to 2001-02.

**Appendix 1**
**Older Faculty by Department**
**Sorted by Percent 55 and Over**

| UDDS | Department Name | Total | Age 55 and Over | | Age 65 and Over | |
|---|---|---|---|---|---|---|
| | | # | # | % | # | % |
| A0761 | Environmental Resources Center | 1 | 1 | *100* | 0 | *0* |
| A4825 | Ethnic Studies | 1 | 1 | *100* | 0 | *0* |
| A4960 | College Library | 1 | 1 | *100* | 0 | *0* |
| A4983 | Social Sciences | 1 | 1 | *100* | 0 | *0* |
| A52 | State Laboratory of Hygiene | 3 | 3 | *100* | 1 | *33* |
| A9381 | Liberal Studies & the Arts | 10 | 7 | *70* | 0 | *0* |
| A4039 | Institute for Environmental Studies | 6 | 4 | *67* | 1 | *17* |
| A4837 | Hebrew & Semitic Studies | 5 | 3 | *60* | 0 | *0* |
| A5331 | Medical History and Bioethics | 5 | 3 | *60* | 0 | *0* |
| A1778 | Rehab. Psych. And Special Educ. | 11 | 6 | *55* | 1 | *9* |
| A4884 | Languages & Cultures of Asia | 11 | 6 | *55* | 2 | *18* |
| A5385 | Population Health Sciences | 19 | 10 | *53* | 1 | *5* |
| A0724 | Life Sciences Communication | 10 | 5 | *50* | 0 | *0* |
| A0754 | Soil Science | 20 | 10 | *50* | 2 | *10* |
| A4821 | East Asian Language & Literature | 12 | 6 | *50* | 3 | *25* |
| A5303 | Academic Affairs | 2 | 1 | *50* | 0 | *0* |
| A5325 | Genetics | 6 | 3 | *50* | 1 | *17* |
| A5351 | Neurology | 10 | 5 | *50* | 1 | *10* |
| A4867 | Physics | 47 | 23 | *49* | 9 | *19* |
| A5306 | Anatomy | 21 | 10 | *48* | 0 | *0* |
| A0764 | Forest Ecology and Management | 17 | 8 | *47* | 0 | *0* |
| A5389 | Psychiatry | 15 | 7 | *47* | 2 | *13* |
| A4854 | Mathematics | 54 | 25 | *46* | 4 | *7* |
| A1975 | Materials Science & Engineering | 13 | 6 | *46* | 2 | *15* |
| A5348 | Medical Physics | 13 | 6 | *46* | 0 | *0* |
| A0727 | Animal Science | 22 | 10 | *45* | 3 | *14* |
| A4806 | African Languages & Literature | 9 | 4 | *44* | 2 | *22* |
| A4851 | Library & Information Studies | 9 | 4 | *44* | 0 | *0* |
| A4815 | Chemistry | 43 | 19 | *44* | 6 | *14* |
| A0720 | Agriculture and Applied Economics | 23 | 10 | *43* | 0 | *0* |
| A4811 | Astronomy | 14 | 6 | *43* | 0 | *0* |
| A4818 | Communicative Disorders | 14 | 6 | *43* | 0 | *0* |
| A4852 | Linguistics | 7 | 3 | *43* | 0 | *0* |
| A8711 | Animal Health and Biological Sciences | 7 | 3 | *43* | 2 | *29* |
| A9388 | Prof. Dev & Applied Studies | 7 | 3 | *43* | 0 | *0* |
| A4824 | English | 49 | 20 | *41* | 6 | *12* |
| A0768 | Urban and Regional Planning | 5 | 2 | *40* | 1 | *20* |
| A5360 | Ophthal. & Visual Science | 15 | 6 | *40* | 0 | *0* |
| A5361 | Orthopedics and Rehabilitation | 10 | 4 | *40* | 1 | *10* |
| A5363 | Pathology and Laboratory Medicine | 16 | 7 | *40* | 0 | *10* |
| A5610 | Pharmacy | 31 | 12 | *39* | 2 | *6* |
| A4838 | History | 47 | 18 | *38* | 6 | *13* |
| A4865 | Philosophy | 21 | 8 | *38* | 0 | *0* |
| A5342 | Medicine | 63 | 24 | *38* | 8 | *13* |
| A4897 | Zoology | 24 | 9 | *38* | 1 | *4* |

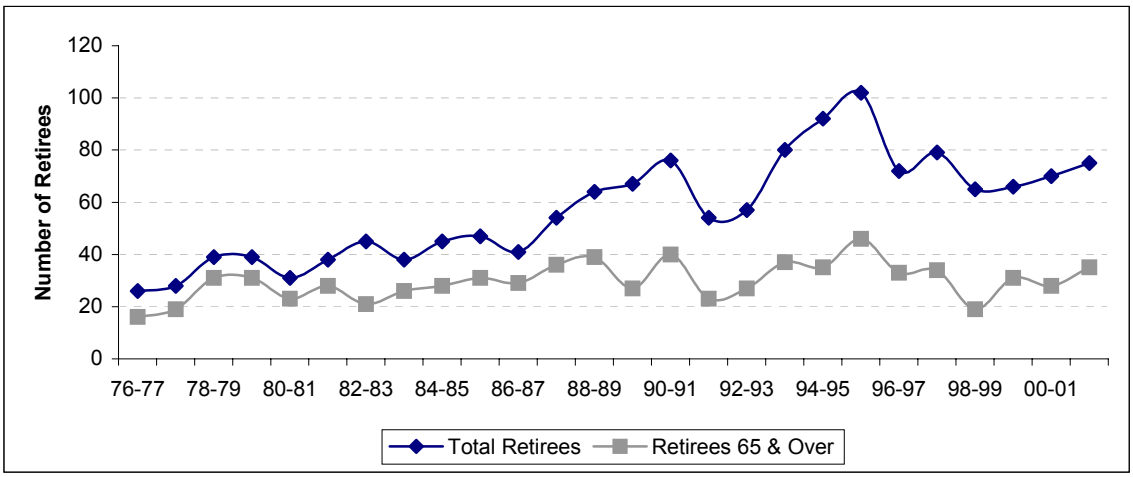
**Older Faculty by Department**
**Sorted by Percent 55 and Over (continued)**

| UDDS | Department Name | Total | Age 55 and Over | | Age 65 and Over | |
|---|---|---|---|---|---|---|
| | | # | # | % | # | % |
| A4809 | Art History | 11 | 4 | *36* | 2 | *18* |
| A5372 | Pharmacology | 11 | 4 | *36* | 2 | *18* |
| A4510 | Law School | 42 | 15 | *36* | 4 | *10* |
| A1710 | Art | 31 | 11 | *35* | 4 | *13* |
| A0722 | Dept. of Biological Systems Engineering | 17 | 6 | *35* | 1 | *6* |
| A4813 | Botany | 17 | 6 | *35* | 0 | *0* |
| A0730 | Biochemistry | 32 | 11 | *34* | 5 | *16* |
| A4808 | Afro-American Studies | 9 | 3 | *33* | 0 | *0* |
| A5377 | Biomolecular Chemistry | 9 | 3 | *33* | 0 | *0* |
| A1720 | Curriculum and Instruction | 31 | 10 | *32* | 1 | *3* |
| A4860 | School of Music | 50 | 16 | *32* | 5 | *10* |
| A2710 | School of Human Ecology | 38 | 12 | *32* | 1 | *3* |
| A1915 | Civil and Enrvironmental Engineering | 26 | 8 | *31* | 1 | *4* |
| A5367 | Pediatrics | 23 | 7 | *30* | 0 | *0* |
| A4829 | Geography | 17 | 5 | *29* | 0 | *0* |
| A5450 | Nursing | 24 | 7 | *29* | 0 | *0* |
| A4819 | Comparative Literature | 7 | 2 | *29* | 0 | *0* |
| A5333 | Human Oncology | 7 | 2 | *29* | 0 | *0* |
| A8741 | Comparative Biosciences | 14 | 4 | *29* | 0 | *0* |
| A1962 | Mechanical Engineering | 32 | 9 | *28* | 3 | *9* |
| A4835 | German | 18 | 5 | *28* | 1 | *6* |
| A5359 | Oncology | 18 | 5 | *28* | 2 | *11* |
| A1727 | Educational Policy Studies | 11 | 3 | *27* | 1 | *9* |
| A0734 | Dairy Science | 15 | 4 | *27* | 0 | *0* |
| A0740 | Food Science | 15 | 4 | *27* | 0 | *0* |
| A8731 | Pathobiological Sciences | 15 | 4 | *27* | 0 | *0* |
| A1730 | Educational Psychology | 19 | 5 | *26* | 0 | *0* |
| A5381 | Physiology | 23 | 6 | *26* | 1 | *4* |
| A0748 | Plant Pathology | 20 | 5 | *25* | 2 | *10* |
| A0766 | Natural Resources-Landscape Architecture | 4 | 1 | *25* | 0 | *0* |
| A4832 | Geology & Geophysics | 20 | 5 | *25* | 1 | *5* |
| A4882 | Social Work | 16 | 4 | *25* | 1 | *6* |
| A5393 | Radiology | 12 | 3 | *25* | 0 | *0* |
| A5397 | Surgery | 25 | 13 | *25* | 3 | *0* |
| A1220 | School of Business | 83 | 20 | *24* | 1 | *1* |
| A1950 | Industrial Engineering | 21 | 5 | *24* | 0 | *0* |
| A0728 | Bacteriology | 17 | 4 | *24* | 0 | *0* |
| A0736 | Entomology | 13 | 3 | *23* | 0 | *0* |
| A1723 | Educational Administration | 13 | 3 | *23* | 1 | *8* |
| A4857 | Atmospheric & Oceanic Science | 13 | 3 | *23* | 1 | *8* |
| A0726 | Agronomy | 22 | 5 | *23* | 0 | *0* |
| A5328 | Obstetrics & Gynecology | 9 | 2 | *22* | 0 | *0* |
| A8721 | Medical Sciences | 14 | 3 | *21* | 1 | *7* |
| A1760 | Kinesiology | 19 | 4 | *21* | 1 | *5* |
| A4807 | Anthropology | 19 | 4 | *21* | 1 | *5* |
| A1925 | Electrical and Computer Engineering | 39 | 8 | *21* | 1 | *3* |

**Older Faculty by Department**
**Sorted by Percent 55 and Over (continued)**

| UDDS | Department Name | Total | Age 55 and Over | | Age 65 and Over | |
|---|---|---|---|---|---|---|
| | | # | # | % | # | % |
| A0738 | Food Microbiology and Toxicology | 5 | 1 | *20* | 0 | *0* |
| A1942 | Biomedical Engineering | 5 | 1 | *20* | 0 | *0* |
| A1980 | Engineering Physics | 20 | 4 | *20* | 0 | *0* |
| A4883 | Sociology | 41 | 8 | *20* | 1 | *2* |
| A0743 | Horticulture | 21 | 4 | *19* | 1 | *5* |
| A4826 | French & Italian | 21 | 4 | *19* | 0 | *0* |
| A4890 | Statistics | 16 | 3 | *19* | 2 | *13* |
| A4880 | Slavic Languages | 11 | 2 | *18* | 0 | *0* |
| A4892 | Theatre & Drama | 17 | 3 | *18* | 0 | *0* |
| A0752 | Rural Sociology | 12 | 2 | *17* | 0 | *0* |
| A4878 | Scandinavian Studies | 6 | 1 | *17* | 1 | *17* |
| A4872 | Political Science | 37 | 6 | *16* | 0 | *0* |
| A0742 | Genetics | 13 | 2 | *15* | 0 | *0* |
| A0769 | Natural Resources-Wildlife Ecology | 7 | 1 | *14* | 0 | *0* |
| A4820 | Computer Sciences | 35 | 5 | *14* | 2 | *6* |
| A4894 | Urban and Regional Planning | 7 | 1 | *14* | 0 | *0* |
| A5312 | Biostatistics and Medical Informatics | 7 | 1 | *14* | 0 | *0* |
| A5320 | Family Medicine | 8 | 4 | *14* | 0 | *0* |
| A4814 | Communication Arts | 22 | 3 | *14* | 0 | *0* |
| A4822 | Economics | 31 | 4 | *13* | 1 | *3* |
| A0746 | Nutritional Sciences | 8 | 1 | *13* | 0 | *0* |
| A4839 | History of Science | 8 | 1 | *13* | 0 | *0* |
| A1912 | Chemical Engineering | 17 | 2 | *12* | 0 | *0* |
| A1716 | Counseling Psychology | 9 | 1 | *11* | 0 | *0* |
| A4817 | Classics | 9 | 1 | *11* | 0 | *0* |
| A5347 | Medical Microbiology | 9 | 1 | *11* | 1 | *11* |
| A4885 | Spanish & Portuguese | 19 | 2 | *11* | 0 | *0* |
| A4874 | Psychology | 35 | 3 | *9* | 0 | *0* |
| A4849 | Journalism & Mass Communication | 14 | 1 | *7* | 0 | *0* |
| A0715 | Center for Integrated Agricultural Systems | 1 | 0 | *0* | 0 | *0* |
| A1995 | Engineering Professional Development | 1 | 0 | *0* | 0 | *0* |
| A4844 | LaFollette School of Public Affairs | 6 | 0 | *0* | 0 | *0* |
| A4896 | Women's Studies Program | 3 | 0 | *0* | 0 | *0* |
| A5309 | Anesthesiology | 4 | 0 | *0* | 0 | *0* |
| A5343 | Dept. of Dermatology | 1 | 0 | *0* | 0 | *0* |
| A5357 | Neurological Surgery | 5 | 0 | *0* | 0 | *0* |
| A8751 | Surgical Sciences | 8 | 0 | *0* | 0 | *0* |
| | **University Total** | **2,210** | **688** | ***31*** | **125** | ***6*** |

## Appendix 2
## Number of UW-Madison Faculty Retirements by Year of Retirement

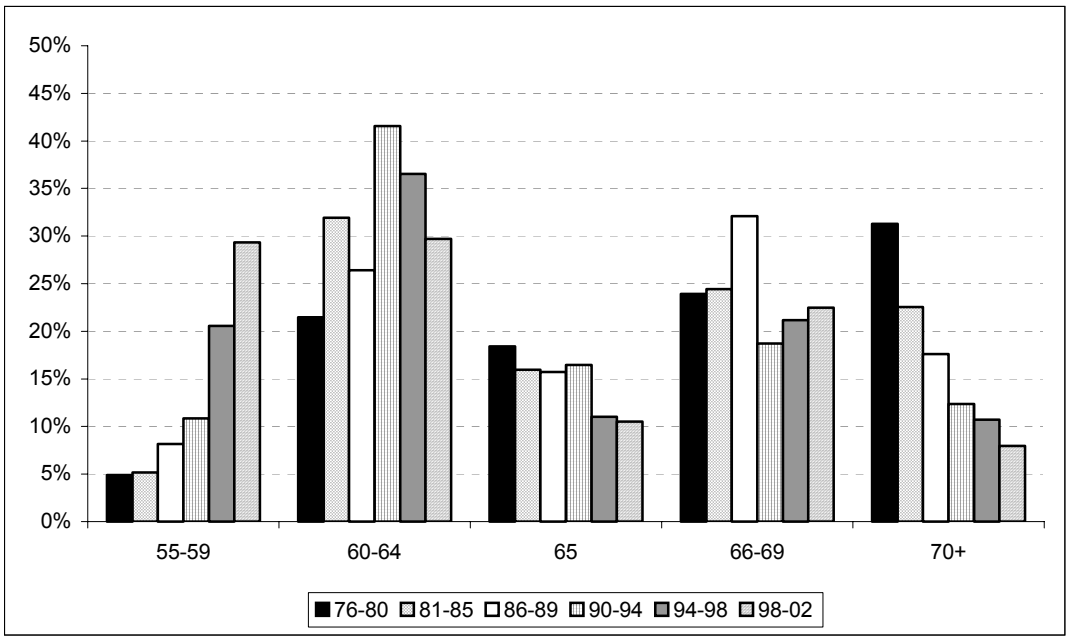



Notes: Years are measured from October 1st through September 30th for this analysis. Notes: Early retirement incentives were available for a short time in 89-90. A post retirement plan, allowing retired faculty to teach part-time for a few years after retirement, was implemented in 1993-94. Source: Appointment data view (UW_ALL_APTS_SEN) for 1990 and on. Data prior to 1990 from: *Faculty Retirement Patters at UW-Madison*, Margaret Harrigan, 1997.

## Appendix 3
## Number of UW-Madison Faculty Retirements by Year of Retirement and Age Group

| | Total Retirees 55 and Over | | | Retirees 55-64 | | Retirees 65 & Over | |
|---|---|---|---|---|---|---|---|
| | # | Mean Age | % retiring | # | % retiring | # | % retiring |
| 1976-77 | 26 | 64.1 | --- | 10 | --- | 16 | --- |
| 1977-78 | 28 | 65.9 | --- | 9 | --- | 19 | --- |
| 1978-79 | 39 | 66.6 | --- | 8 | --- | 31 | --- |
| 1979-80 | 39 | 66.8 | --- | 8 | --- | 31 | --- |
| 1980-81 | 31 | 66.3 | --- | 8 | --- | 23 | --- |
| 1981-82 | 38 | 66.2 | --- | 10 | --- | 28 | --- |
| 1982-83 | 45 | 65.0 | --- | 24 | --- | 21 | --- |
| 1983-84 | 38 | 65.4 | --- | 12 | --- | 26 | --- |
| 1984-85 | 45 | 64.4 | --- | 17 | --- | 28 | --- |
| 1985-86 | 47 | 65.8 | --- | 16 | --- | 31 | --- |
| 1986-87 | 41 | 66.0 | *6* | 12 | *2* | 29 | *23* |
| 1987-88 | 54 | 65.4 | *8* | 18 | *3* | 36 | *26* |
| 1988-89 | 64 | 65.0 | *9* | 25 | *4* | 39 | *29* |
| 1989-90 | 67 | 63.1 | *9* | 40 | *7* | 27 | *22* |
| 1990-91 | 76 | 64.6 | *11* | 36 | *6* | 40 | *41* |
| 1991-92 | 54 | 64.4 | *8* | 31 | *5* | 23 | *25* |
| 1992-93 | 57 | 63.6 | *8* | 30 | *5* | 27 | *27* |
| 1993-94 | 80 | 64.5 | *11* | 43 | *7* | 37 | *32* |
| 1994-95 | 92 | 63.5 | *13* | 57 | *10* | 35 | *33* |
| 1995-96 | 102 | 63.7 | *15* | 56 | *10* | 46 | *42* |
| 1996-97 | 72 | 63.6 | *11* | 39 | *7* | 33 | *32* |
| 1997-98 | 79 | 63.0 | *12* | 45 | *8* | 34 | *33* |
| 1998-99 | 65 | 62.3 | *10* | 46 | *8* | 19 | *18* |
| 1999-00 | 66 | 63.2 | *10* | 35 | *6* | 31 | *26* |
| 2000-01 | 70 | 62.9 | *10* | 42 | *7* | 28 | *23* |
| 2001-02 | 75 | 63.0 | *11* | 40 | *7* | 35 | *28* |

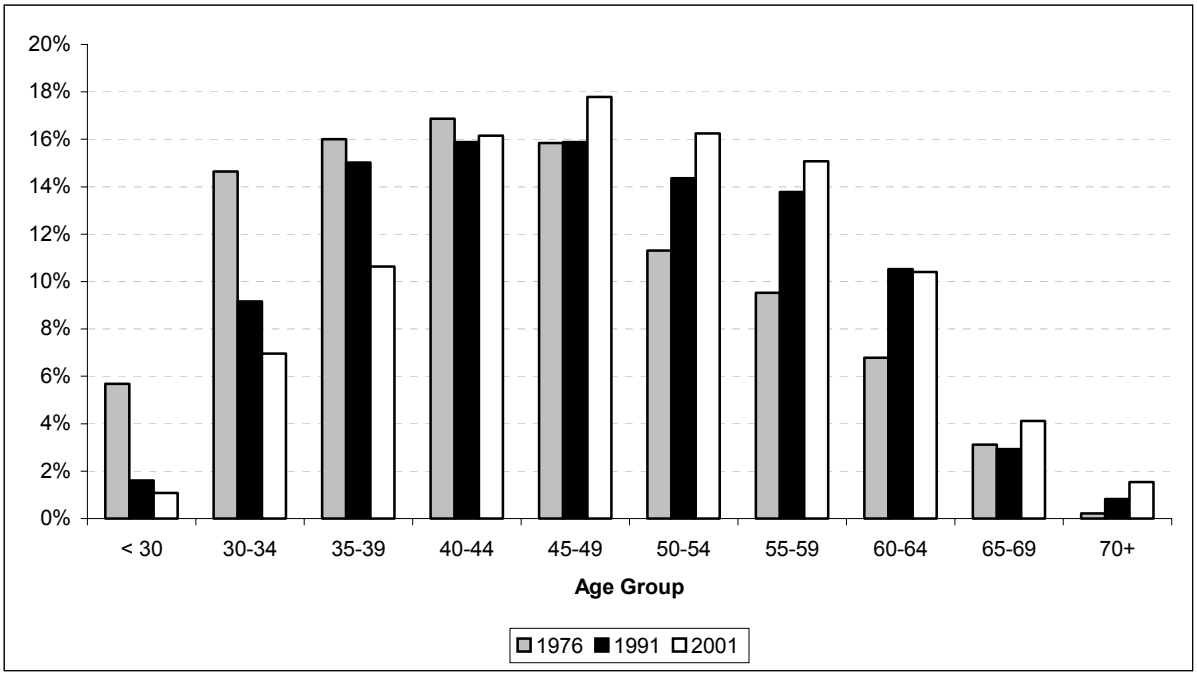
**Appendix 3**
**Distribution of UW-Madison Faculty by Age at Retirement**




**Appendix 4**
**Distribution of UW-Madison Faculty by Age at Retirement**

| Age at Retirement | 76-80 | | 81-85 | | 86-89 | | 90-94 | | 94-98 | | 98-02 | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| 55-59 | 8 | *5* | 11 | *5* | 13 | *8* | 29 | *11* | 71 | *21* | 81 | *29* |
| 60-64 | 35 | *21* | 68 | *32* | 42 | *26* | 111 | *42* | 126 | *37* | 82 | *30* |
| 65 | 30 | *18* | 34 | *16* | 25 | *16* | 44 | *16* | 38 | *11* | 29 | *11* |
| 66-69 | 39 | *24* | 52 | *24* | 51 | *32* | 50 | *19* | 73 | *21* | 62 | *22* |
| 70+ | 51 | *31* | 48 | *23* | 28 | *18* | 33 | *12* | 37 | *11* | 22 | *8* |
| | 163 | *100* | 213 | *100* | 159 | *100* | 267 | *100* | 345 | *100* | 276 | *100* |

**Appendix 5**
**Distribution of UW-Madison Faculty by Age**
**October 1976, 1991, 2001**




**Appendix 6**
**Distribution of UW-Madison Faculty by Age**
**October 1976, 1991, 2001**

| Age Group | 1976 | | 1991 | | 2001 | | Change 1991-2001 | | Change 1976-2001 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | # | % | # | % | # | % | # | % | # | % |
| Under 30 | 133 | *5* | 39 | *2* | 24 | *1* | -15 | *-38* | -109 | *-82* |
| 30-34 | 343 | *14* | 222 | *9* | 154 | *7* | -68 | *-31* | -189 | *-55* |
| 35-39 | 375 | *15* | 364 | *15* | 235 | *11* | -129 | *-35* | -140 | *-37* |
| 40-44 | 395 | *16* | 385 | *16* | 357 | *16* | -28 | *-7* | -38 | *-10* |
| 45-49 | 371 | *15* | 385 | *16* | 393 | *18* | 8 | *2* | 22 | *6* |
| 50-54 | 265 | *11* | 348 | *14* | 359 | *16* | 11 | *3* | 94 | *35* |
| 55-59 | 223 | *9* | 334 | *14* | 333 | *15* | -1 | *0* | 110 | *49* |
| 60-64 | 159 | *7* | 255 | *11* | 230 | *10* | -25 | *-10* | 71 | *45* |
| 65-69 | 73 | *3* | 71 | *3* | 91 | *4* | 20 | *28* | 18 | *25* |
| 70 and Over | 5 | *0* | 20 | *1* | 34 | *2* | 14 | *70* | 29 | *580* |
| Total | 2,342 | | 2,423 | | 2,210 | | -213 | *-9* | -132 | *-6* |
| Mean Age | 45.0 | | 47.5 | | 49.0 | | | | | |