



MEMORANDUM

To: Deans Council
From: Sarah Mangelsdorf, Provost and Vice Chancellor for Academic Affairs *hm*
Date: Friday, October 14, 2016
Subject: Summary of Faculty Recruitment Efforts 2015-16

Following is a summary of faculty recruitment efforts during 2015-16. This summary and reports from prior years are available at <http://apir.wisc.edu/facultystaff-hiring.htm>.

This report was developed to understand and report on our recruitment efforts for faculty and certain academic staff who are recruited nationally or internationally. Thank you for your continued efforts providing this information. It is extremely useful in describing our recruiting efforts to the legislature and meeting the mandated annual reporting required by the 2011-13 biennial budget (WI Act 32).

Tenured and Tenure-Track Faculty Searches

In 2015-16, UW-Madison made 99 offers to candidates for tenured or tenure-track positions.

- 69 offers (70%) were accepted. One offer is pending and the remaining offers were declined. (Table 1, page 4)
- The rate of acceptance is equal to the average rate over the past 10 years.
- However, the number of offers made in 2015-16 (99) is low compared to prior years and a 10-year average of 135.

2015-16 is the second year in a row where the number of accepted offers as a percentage of total faculty was 3 percent, which is lower than historically being around 5 percent. (Table 2, page 5)

The median starting salary of tenured/tenure-track faculty who accepted offers in 2015-16 is \$94,500. In addition to salaries:

- Information on start-up funding was provided for 59 of the 69 accepted offers, 86 percent.
 - 66 percent of the accepted offers with start-up funds were valued at more than \$100,000. Five accepted offers included start-up funding of more than \$1, all in the biological sciences.
 - Of the accepted offers with start-up funds, the median package was \$305,000.
 - The total amount of start-up funds committed is \$22.9 million.
- Information on start-up funds were provided in 26 of the 29 declined offers. The median start-up funding of the declined offers was \$285,000.

In 23 of the offers made there was an indication that the candidate was part of a dual-career couple hire and/or the partner's ability to find a job was a consideration in their decision. Out of the 23, 18 accepted the offer, 4 declined, and one was pending at the time of this report.

Information was limited on candidates' reasons for accepting or declining an offer. In the offers where information was provided, being a good fit with the department and position and research opportunities were most common reasons provided for an accepted offer. Partner position was the most common reason for a declined offer.

In 2015-16, the race/ethnicity of a candidate is unknown for 35 percent of the offers. In the cases where the race/ethnicity is known, the acceptance rate of candidates in a minority category is 76%. (Table 3, page 6).

The Strategic Hiring Initiative provides funds for high-priority faculty hires in areas where they are underrepresented, including tenured or tenure-track minority faculty, tenured or tenure-track women, and dual-career couples. In 2015-16, 16 candidates' recruitment included support through the Strategic Hire Initiative. Of those candidates, 11 accepted offers of employment from UW-Madison (69%).

Acceptance rates for candidates in the biological sciences, physical sciences, and social studies is similar in 2015-16 compared to the prior three-year average. The acceptance rate of candidates in arts and humanities was lower in 2015-16 (78 percent) compared to the prior three-year average (90%).

Selected Academic Staff, including CHS and Clinical Faculty Searches

- 160 offers were made to candidates for selected academic staff positions in 2015-16, including CHS and clinical faculty: 114 offers were accepted, or 71 percent. There are 19 offers pending at the time of this report. (Table 4, page 7)
- The offer acceptance rate of 71 percent in 2015-16 is lower compared to the average acceptance rate of the last five years (80 percent). (Figure 2, page 8) However, if the pending cases are accepted the acceptance rate would increase.

Some Caveats

- What is reported as a recruitment offer varies by department and by year. Some units do not make formal offers unless they have a verbal assurance that it will be accepted. Other units make formal offers to several individuals and expect some will be turned down.
- The level of detail reported about the offers has always varied depending on the school/college, however, changing the method of collection to the OVCRGE database may have resulted in more limited information, particularly around reasons for success or denial. If an issue (such as spouse/partner employment or teaching load) is not mentioned here, it may still have been important but not reported. In some cases, the complete details of a declined offer were never finalized and therefore may not have been reported.
- Where there are small numbers of cases (such as breakdowns by school/college), there is insufficient data to generalize patterns or trends.

List of Tables and Figures

- Table 1: Outcome of UW-Madison Tenure/Tenure-Track Faculty Recruitment Efforts during 2015-16, By School/College, p.4
Figure 1: Outcome of UW-Madison Tenure/Tenure-Track Faculty Recruitment Efforts, 2006-07 through 2015-16, p.5
Table 2: UW-Madison Tenure/Tenure-Track Faculty Recruitment Efforts, 2006-07 through 2015-16, p.5
Table 3: Outcome of UW-Madison Tenured/Tenure-Track Faculty Recruitment Efforts during 2015-16, By Gender, Race/Ethnicity, and Divisional Affiliation, p.6
Table 4: Outcome of UW-Madison Recruitment Efforts during 2015-16, Selected Academic Staff, including CHS and Clinical Faculty, p.7
Figure 2: Outcome of UW-Madison Recruitment Efforts, 2007-08 through 2015-16, Selected Academic Staff, including CHS and Clinical Faculty, p.8

Copies: Michael Bernard-Donals, Jocelyn Milner, Allison La Tarte, Eden Inoway-Ronnie, Laurent Heller, Tim Norris, Patrick Sims, Mark Walters, John Lucas

Table 1

**Outcome of UW-Madison Tenured/Tenure-Track Faculty Recruitment Efforts during 2015-16
By School/College**

School/College	Accepted	Declined	Total Offers	Percent Accepted
Agricultural & Life Sciences	2	0	2	100%
Business	2	1	3	67%
Continuing Studies	0	0	0	n/a
Education	7	1	8	88%
Engineering	11	9	20	55%
Human Ecology	3	1	4	75%
Law	2	2	4	50%
Letters and Science	18	7	25	72%
Medicine & Public Health	20	5	26 ¹	77%
Nelson Institute	0	0	0	n/a
Nursing	2	0	2	100%
Pharmacy	1	1	2	50%
Veterinary Medicine	1	2	3	33%
Total¹	69	29	99¹	70%
Title				
Assistant Professor	53	21	75 ¹	71%
Associate Professor	6	0	6	100%
Professor ²	10	8	18	56%
Total	69	29	99¹	70%

¹One case was pending as of mid-September 2016.

²One professor is in a visiting professor title, pending an affirmative tenure decision.

Source: Office of the Vice Chancellor for Research and Graduate Education (OVCRGE) Recruitment and Retention Database, as of July 2016.

Prepared by: Academic Planning and Institutional Research (arl), September 2016

Figure 1

**Outcome of UW-Madison Tenured/Tenure-Track Faculty Recruitment Efforts
2006-07 through 2015-16**

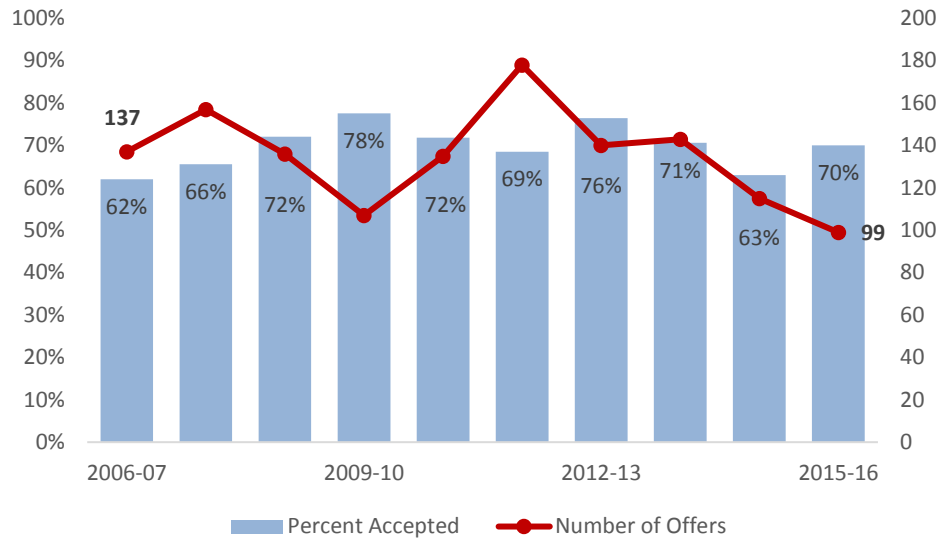


Table 2

**UW-Madison Tenured/Tenure-Track Faculty Recruitment Efforts
2006-07 through 2015-16**

	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Number of Accepted Offers	85	103	98	83	97	122	107	101	72	69 ¹
Number of Total Faculty in October	2,210	2,198	2,178	2,175	2,177	2,136	2,173	2,189	2,220	2,205
Accepted Offers as a Percentage of Total Faculty	4%	5%	4%	4%	4%	6%	5%	5%	3%	3%

Note: This table indicates the number of accepted offers through recruitment efforts in a given year. This is different from the number of faculty that start employment in a given year (new hires) that is presented in other reports.

¹One case was pending as of mid-September 2016.

Source: Office of the Vice Chancellor for Research and Graduate Education (OVCRGE) Recruitment and Retention Database, as of July 2016.

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Table 3

**Outcome of UW-Madison Tenured/Tenure-Track Faculty Recruitment Efforts during 2015-16
By Gender, Race/Ethnicity, and Divisional Affiliation**

	Number of Offers				Prior Three Year Average		
	Accepted	Declined	Total	Percent Accepted	Number Accepted	Total Offers	Percent Accepted
Gender¹							
Female	29	7	36	81%	41	58	71%
Male	40	19	60 ²	67%	52	75	69%
Race/Ethnicity							
Minority	19	6	25	76%	22	31	71%
Non-minority	30	9	39	77%	58	81	72%
Unknown	20	14	35	57%	14	20	70%
Divisional Affiliation							
Biological Sciences	27	8	36 ¹	75%	30	40	75%
Arts and Humanities	7	2	9	78%	15	17	88%
Physical Sciences	12	9	21	57%	23	39	59%
Social Studies	23	10	33	70%	26	37	70%

¹Gender was not indicated for 3 declined cases

²One case was pending as of mid-September 2016.

Source: Office of the Vice Chancellor for Research and Graduate Education (OVCRGE) Recruitment and Retention Database, as of July 2016.

Prepared by: Academic Planning and Institutional Research (arl), September 2016

Table 4

**Outcome of UW-Madison Recruitment Efforts during 2015-16
Selected Academic Staff, including CHS and Clinical Faculty**

	Accepted	Declined	Pending	Total Offers	Percent Accepted¹
School/College					
Medicine & Public Health	110	22	19	151	73%
Veterinary Medicine	4	5	0	9	60%
Total	114	27	19	160	71%
Title					
Assistant Professor (CHS)	46	13	11	70	66%
Associate Professor (CHS)	3	1	1	5	60%
Professor (CHS)	5	0	0	5	100%
Clinical Assistant Professor	50	9	5	64	78%
Clinical Associate Professor	6	2	2	10	60%
Clinical Professor	4	0	0	4	100%
Clinical Instructor	0	2	0	2	0%
Gender²					
Female	60	10	10	80	75%
Male	54	14	7	75	72%
Race/Ethnicity					
Minority	14	1	0	15	93%
Non-minority	38	0	1	39	97%
Unknown	62	26	18	106	58%

¹Percent accepted is calculated by dividing the number accepted by the total number offers. If any pending cases accept the offer of employment the percent of offers accepted will increase.

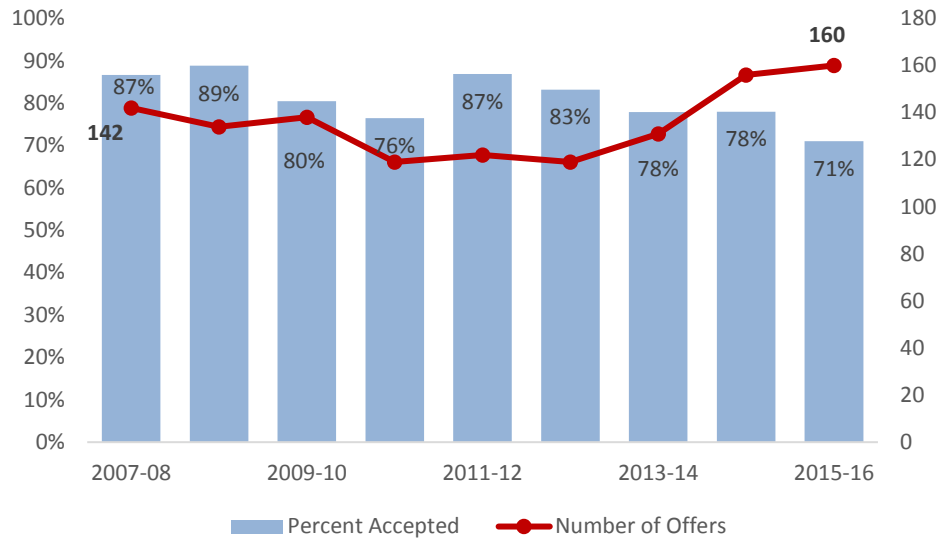
²Gender was not indicated for three declined and two pending offers.

Source: Office of the Vice Chancellor for Research and Graduate Education (OVCRGE) Recruitment and Retention Database, as of July 2016.

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Figure 2

Outcome of UW-Madison Recruitment Efforts, 2007-08 through 2015-16¹
Selected Academic Staff, including CHS and Clinical Faculty



¹Percent accepted is calculated by dividing the number accepted by the total number offers. If any pending cases accept the offer of employment the percent of offers accepted will increase.

Source: Office of the Vice Chancellor for Research and Graduate Education (OVCRGE) Recruitment and Retention Database, as of July 2016.

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