



## MEMORANDUM

Date: October 24, 2017  
To: Deans Council  
From: Sarah Mangelsdorf, Provost and Vice Chancellor for Academic Affairs *gem*  
Subject: Summary of Faculty Recruitment Efforts 2016-17

Following is a summary of faculty recruitment efforts during 2016-17. This summary and reports from prior years are available at <http://apir.wisc.edu/faculty-staff/recruitment-and-retention>.

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 2016-17, UW-Madison made 175 offers to candidates for tenured or tenure-track positions. (Table 1, page 3)

- 105 offers (60%) were accepted. Ten offers were pending at the time of report.
- 62 offers (35%) were declined.
- The rate of acceptance (60%) is lower than the average rate over the past 10 years (71%).
- The number of offers made in 2016-17 (175) is higher compared to prior years and a 10-year average of 139. This follows two years of lower than average number of offers made. (Figure 1, page 4)
- The number of accepted offers (105) as a percentage of total faculty was 5%. (Table 2, page 5)

The median starting salary of tenured/tenure-track faculty who accepted offers in 2016-17 is \$95,000. In addition to salaries:

- Information on start-up funding was available for all accepted offers.
  - 73 percent of the accepted offers with start-up funds were valued at more than \$100,000. Nine accepted offers included start-up funding of more than \$1 million, five in the physical sciences and four in the biological sciences.
  - Of the accepted offers with start-up funds, the median package was \$300,000.
  - The total amount of start-up funds committed is \$40.8 million.

Information was very limited on candidates' reasons for accepting or declining an offer.

- In the offers where information was provided (19 out of 175 offers), research opportunities was the most common reasons provided for an accepted offer.
- Partner position was the most common reason for a declined offer.

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- In 25 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 25, 16 accepted the offer, 7 declined, and two were pending at the time of this report.

In 2016-17, the race/ethnicity of a candidate is unknown for 47 percent of the offers. In the cases where the race/ethnicity is known, the acceptance rate of candidates in a minority category is 77% compared with 74% of other candidates. (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 2016-17, 20 candidates' recruitment included support through the Strategic Hire Initiative. Of those candidates, 12 accepted offers of employment from UW-Madison (60%), the same as the overall rate.

Acceptance rates for candidates in the biological sciences, physical sciences, and social sciences is lower in 2016-17 compared to the prior three-year average. The acceptance rate of candidates in arts and humanities is similar in 2016-17 compared to the prior three-year average. (Table 3, page 6)

We have started collecting information on where candidates who declined an offer from UW-Madison went. We have information on 21 declined offers from 2015-16 and 2016-17. Of those, 76 percent went to other public institutions and 21 percent went to private institutions.

#### **Selected Academic Staff, including CHS and Clinical Faculty Searches**

- 159 offers were made to candidates for selected academic staff positions in 2016-17, including CHS and clinical faculty: 129 offers were accepted, or 81 percent. (Table 4, page 7)
- The offer acceptance rate of 81 percent in 2016-17 is equal to the 10-year average acceptance rate. (Figure 2, page 8)

#### **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.

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Table 1

**Outcome of UW-Madison Tenured/Tenure-Track Faculty Recruitment Efforts during 2016-17  
By School/College**

<b>School/College</b>	<b>Accepted</b>	<b>Declined</b>	<b>Total Offers</b>	<b>Percent Accepted</b>
Agricultural & Life Sciences	9	1	10	90%
Business	3	2	5	60%
Continuing Studies	0	0	0	n/a
Education	4	2	7	57%
Engineering	9	7	18	50%
Human Ecology	2	2	4	50%
Law	0	0	0	n/a
Letters and Science	41	23	66	62%
Medicine & Public Health	28	15	46	61%
Nelson Institute	0	0	0	n/a
Nursing	5	3	8	63%
Pharmacy	1	6	7	14%
Veterinary Medicine	3	1	4	75%
<b>Total<sup>1</sup></b>	<b>105</b>	<b>62</b>	<b>175<sup>1</sup></b>	<b>60%</b>
<b>Title</b>				
Assistant Professor	89	56	151	59%
Associate Professor	9	4	14	64%
Professor	7	2	10	70%
<b>Total</b>	<b>105</b>	<b>62</b>	<b>175<sup>1</sup></b>	<b>60%</b>

<sup>1</sup>Eight cases were pending as of mid-August 2017. Percent 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 2017.

Prepared by: Academic Planning and Institutional Research (arl), September 2017

Figure 1

**Outcome of UW-Madison Tenured/Tenure-Track Faculty Recruitment Efforts  
2007-08 through 2016-17**

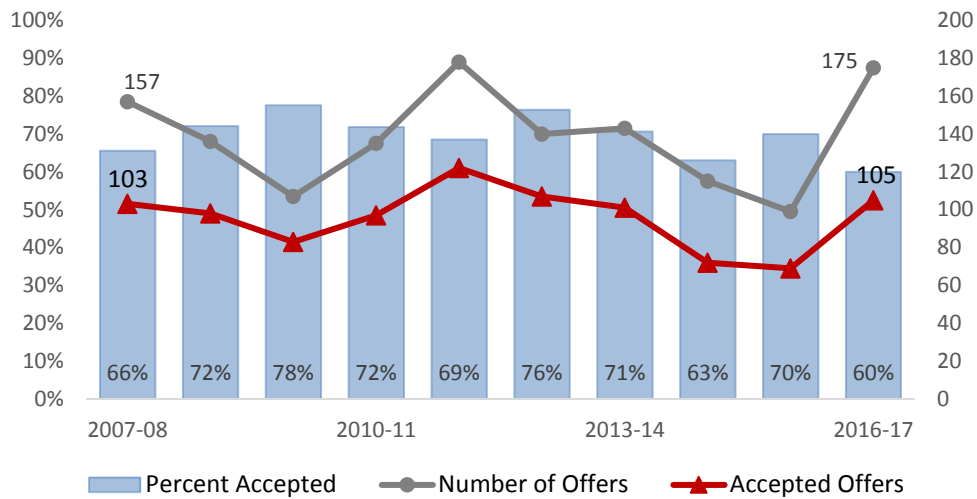


Table 2

**UW-Madison Tenured/Tenure-Track Faculty Recruitment Efforts  
2007-08 through 2016-17**

	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Number of Accepted Offers	103	98	83	97	122	107	101	72	69	105 <sup>1</sup>
Number of Total Faculty in October	2,198	2,178	2,175	2,177	2,136	2,173	2,189	2,220	2,205	2,154
Accepted Offers as a Percentage of Total Faculty	5%	4%	4%	4%	6%	5%	5%	3%	3%	5%

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.

<sup>1</sup>Eight cases were pending as of mid-August 2017. Percent 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 2017.

Prepared by: Academic Planning and Institutional Research (arI), September 2017

Table 3

**Outcome of UW-Madison Tenured/Tenure-Track Faculty Recruitment Efforts during 2016-17  
By Gender, Race/Ethnicity, and Divisional Affiliation**

	Number of Offers <sup>1</sup>				Prior Three Year Average		
	Accepted	Declined	Total	Percent Accepted	Number Accepted	Total Offers	Percent Accepted
<b>Gender<sup>2</sup></b>							
Female	43	20	65	66%	36	52	70%
Male	58	29	91	64%	44	66	67%
<b>Race/Ethnicity</b>							
Minority	24	7	31	77%	20	31	66%
Non-minority	46	15	62	74%	46	65	70%
Unknown	35	40	82	43%	15	23	64%
<b>Divisional Affiliation</b>							
Biological Sciences	44	24	71	62%	28	37	75%
Arts and Humanities	13	1	15	87%	11	13	87%
Physical Sciences	22	21	46	48%	19	35	55%
Social Sciences	26	16	43	60%	23	34	67%

<sup>1</sup>Eight cases were pending as of mid-August 2017. Percent 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.

<sup>2</sup>Gender was not indicated for 19 offers.

Source: Office of the Vice Chancellor for Research and Graduate Education (OVCRGE) Recruitment and Retention Database, as of July 2017.

Prepared by: Academic Planning and Institutional Research (arl), September 2017

Table 4

**Outcome of UW-Madison Recruitment Efforts during 2016-17  
Selected Academic Staff, including CHS and Clinical Faculty**

<b>School/College</b>	<b>Accepted</b>	<b>Declined</b>	<b>Total Offers</b>	<b>Percent Accepted<sup>1</sup></b>
Medicine & Public Health	120	30	150	80%
Veterinary Medicine	9	0	9	100%
<b>Total</b>	129	30	159	81%
<b>Title</b>				
Assistant Professor (CHS)	61	9	70	87%
Associate Professor (CHS)	5	2	7	71%
Professor (CHS)	2	0	2	100%
Clinical Assistant Professor	48	16	64	75%
Clinical Associate Professor	6	3	9	67%
Clinical Instructor	7	0	7	100%
<b>Gender<sup>1</sup></b>				
Female	65	11	76	86%
Male	62	14	76	82%
<b>Race/Ethnicity</b>				
Minority	13	2	15	87%
Non-minority	39	1	40	98%
Unknown	77	27	104	74%

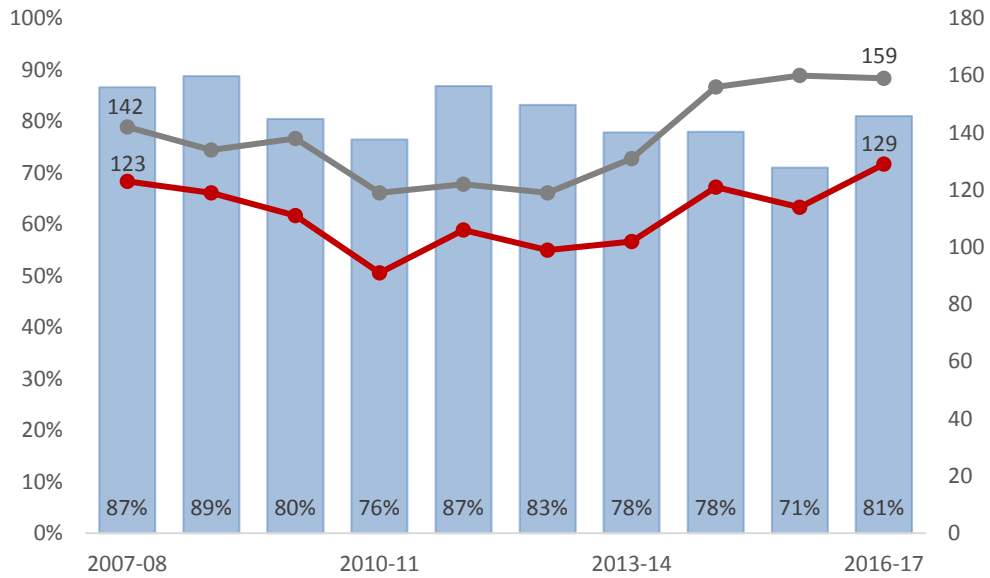
<sup>1</sup>Gender was not indicated for three declined and two accepted offers.

Source: Office of the Vice Chancellor for Research and Graduate Education (OVCRGE) Recruitment and Retention Database, as of July 2017.

Prepared by: Academic Planning and Institutional Research (arl), September 2017

Figure 2

**Outcome of UW-Madison Recruitment Efforts, 2007-08 through 2016-17  
Selected Academic Staff, including CHS and Clinical Faculty**



Source: Office of the Vice Chancellor for Research and Graduate Education (OVRGE) Recruitment and Retention Database, as of July 2017.

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