



Academic Workforce Recruitment and Retention

November 6, 2008

What Influences our Ability to Attract and Retain a Talented Workforce?

- Competitive pay and benefits
- Strong operating budgets
- Capacity to support capital requirements
- Strong academic reputations
- High quality student populations

Academic Workforce Recruitment and Retention Challenges

Key issues affecting recruitment and retention

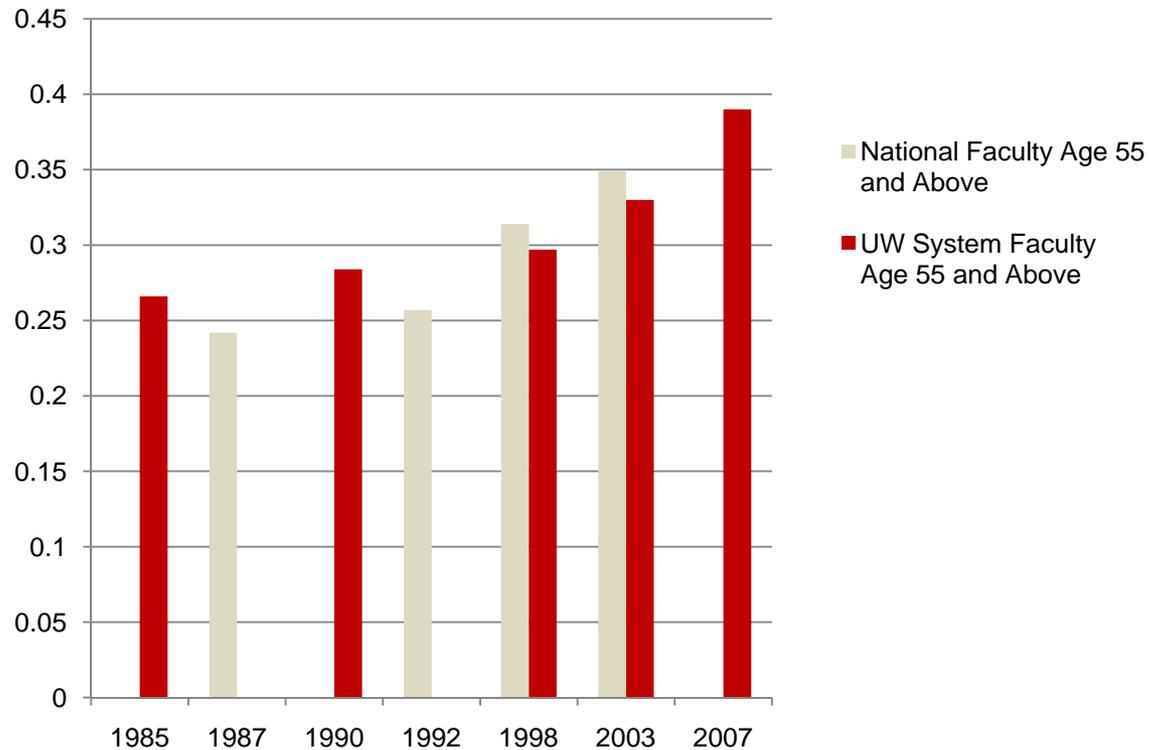
- State economic conditions – reality check
- Implications of an aging workforce – challenges and opportunities
- Salary comparison with peer universities and colleges – Wisconsin's below the peer average

Economic Environment: Now and the Near Future

- State Position Vacancy approval process now in effect
- \$3.1 billion shortfall in revenue for 2009-11 biennial request and growing
- Significant national fiscal uncertainty: effect varies from state to state based on local economies
- States throughout the country are reducing higher education budgets

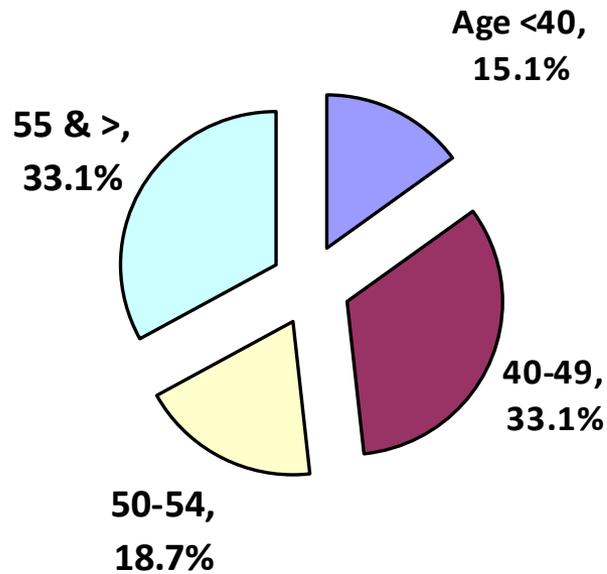
Aging of the Faculty

Faculty Age 55 and Above National vs. UW System

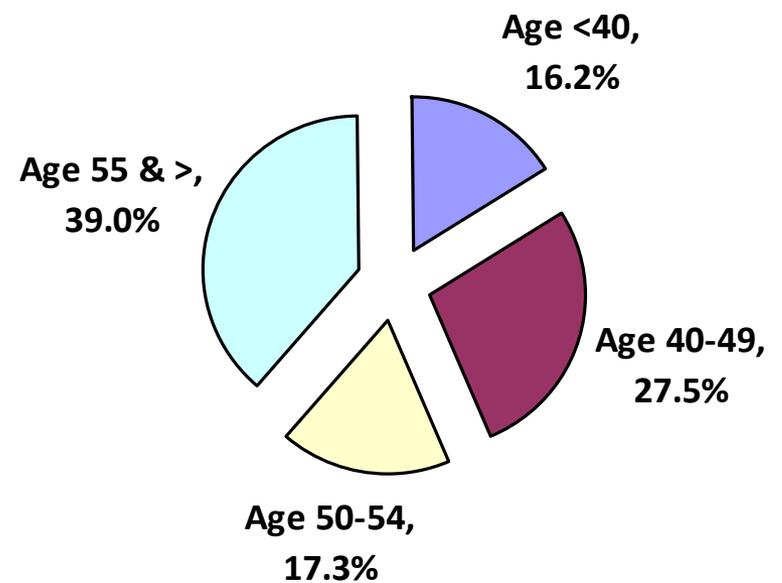


Aging of the Faculty

**1997-98 UW System Faculty
Age Distribution**

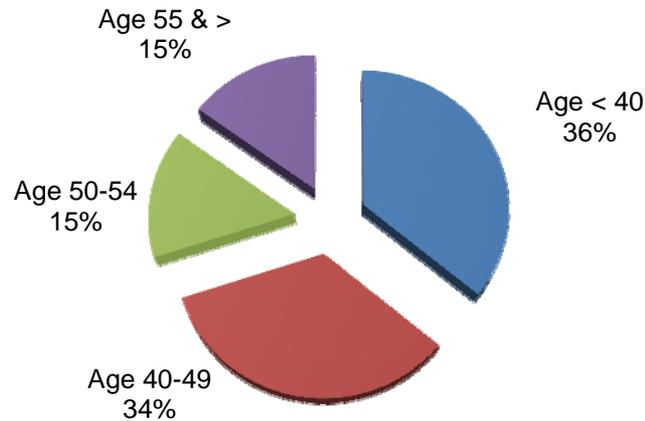


**2007-08 UW System Faculty
Age Distribution**

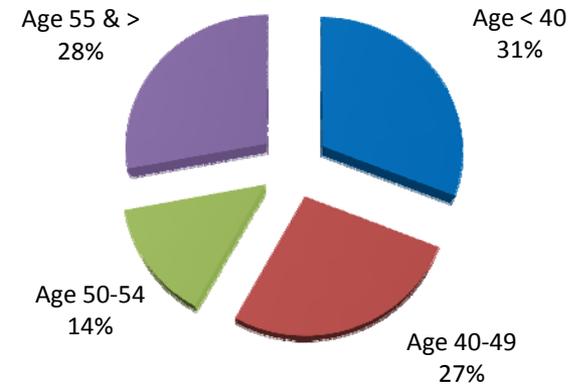


Aging of the Academic Staff

**1997-98 UW System Age Distribution
Academic Staff & Limited Appointees
(50% or more appointment)**



**2007-08 UW System Age Distribution
Academic Staff & Limited Appointees
(50% or more appointment)**



Recruitment and Retention: Challenges

- National and regional competition for hiring faculty and staff
- Loss of faculty/staff leadership
- Anticipated constraints in state funding
- Maintaining continuity in access to quality instructional and support programming

Recruitment and Retention: Opportunities

- Availability of positions through increasing retirements over the next decade
- Strategic realignment of resources to meet future program requirements
 - Expand support for more diverse workforce
 - Expand access

Where Does UW Stand?

- Faculty Salaries – use of peer universities to compare salaries
- The UW System compares the median of peer university salaries to UWS university salaries
- The Compensation Advisory Committee in May found that UWS salaries would reach the peer median with adjustments of 7.78% in 2010 and 2011

Where Does UW Stand?

- Academic Staff Salaries – we are in the middle stages of developing a peer based model that should be available for next year’s request
- Challenges with the model have included getting reliable matches for positions, ability to verify data, and timing for follow-up – there is far less data available when compared to the faculty model

What Are the Sources of Funds for Salary Adjustments?

- State – General Program Revenue (GPR)
- Tuition
- Recruitment and Retention Fund
- Base Reallocations

How are Funds Allocated: What is the Basis for Adjustments?

- Performance – evaluations supporting strong and/or solid performance
- Merit and market adjustments
- Equity and other considerations
- Across the board – when funding pool is 2% or lower

Academic Workforce Recruitment and Retention

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| November 6 | Board discussion |
| November 20 | State revenue projections |
| December 4 | Board action to approve 2009-11 Pay Plan |
| Mid-late Dec. | President forwards Pay Plan to Office of State Employment Relations (OSER) |
| ? | OSER presents biennial compensation plan to Joint Committee on Employment Relations (JCOER) for approval |
| ? | Passage of executive budget and approval by JCOER prior to implementation |

Questions/Comments?

Recruitment and Retention Campus Perspective Panel

- **Patrick (Pat) Farrell, Provost, UW- Madison** – campus study on aging of the faculty and implications for recruitment and retention challenges
- **Chris Sadler, Professor and Faculty Senate Chair, UW-Stevens Point** – faculty recruitment and retention challenges and the impact on students and the Growth Agenda
- **Donna Dahlvang, Academic Staff Chair, UW-Superior** – the role academic staff play in access and success for students and the impact of recruitment and retention challenges on students.