

A GROWTH AGENDA FOR WISCONSIN

GROWING PEOPLE, JOBS, & COMMUNITIES

UW System: Recruiting and Retaining High-Quality Faculty and Staff

Brief summary: This proposal will provide a mechanism beyond the regular pay plan to recruit and retain top faculty and research staff.

Why is it needed?

In order to provide access to higher education for all citizens, the UW System must continue to recruit and retain top quality faculty and staff. This requires competitive, market-based salaries. UW faculty ended the 2007-08 fiscal year almost 10% behind their peers. In 2006-07, 4.1% of faculty members at UW-Madison alone received outside offers or pre-emptive salary adjustments. In each of the three previous years, 4.1 to 5.1% of faculty were recruited by other institutions or considered to be at high risk of leaving UW-Madison. Replacing faculty is increasingly expensive, as it requires an average of \$1.2 million in startup costs for each new professor -- and it generally takes eight years for that person to bring in enough research dollars to recoup that money. Attracting top young faculty is increasingly important, as more than 54% of full-time faculty members in the United States were older than 50 in 2005, up almost 10% in a decade.

How does this proposal meet the need?

The requested funds will provide a mechanism beyond regular pay plan to address critical recruitment and retention needs. This recruitment and retention funding will allow institutions to compete with others in higher education and reduce the loss of faculty and research staff who are sought by other institutions, as well as allow UW institutions to be "in the market" for new, bright academic talent. These funds will be used in selective cases to compete with other offers or to bring salaries that are significantly out of market closer to market in areas of high demand. It is anticipated that between 500 and 1,000 faculty and staff will be recruited or retained through the use of these funds.

What are the outcomes/benefits?

- Retaining and attracting top-flight faculty and staff will allow UW institutions to continue to provide a world-class education for Wisconsin students;
- These faculty and staff will attract additional private and federal funding through their research initiatives;
- This research leads to economic development through scientific breakthroughs and associated patents, such as flu vaccines and gene chips, which allow technology transfer to Wisconsin businesses and industry;
- This research also leads to spin-off companies, which tend to locate within 50 miles of the "home" university.

Estimated ongoing cost: \$10 million (\$6.5 million GPR/\$3.5 million Fees)

For more information: Contact UW System Communications and External Relations, 608-263-5512