

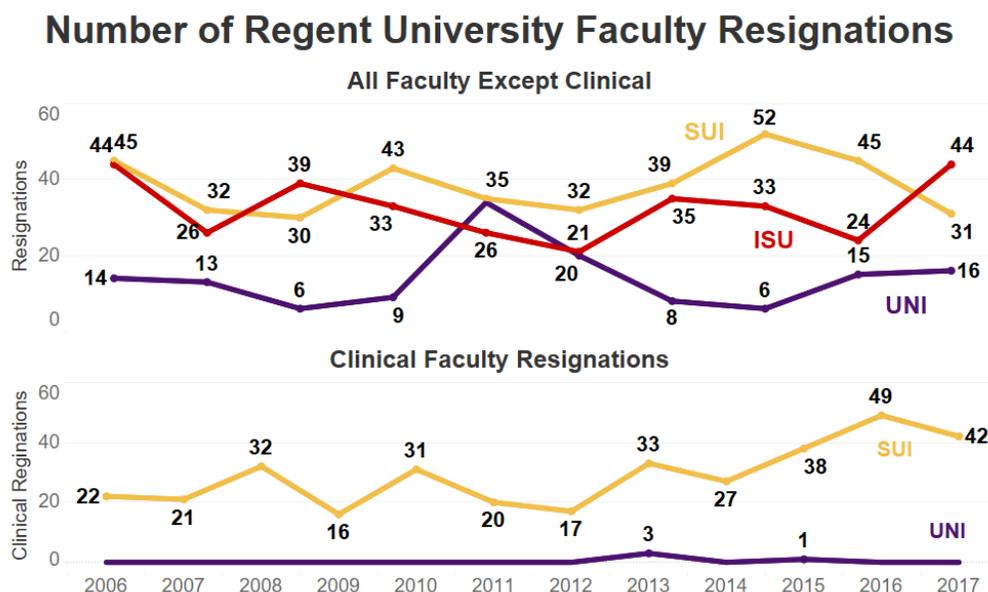
Contact: Jason Pontius

2016 - 2017 REPORT ON FACULTY RESIGNATIONS

Action Requested: Receive the annual report of faculty resignations at the Regent institutions.

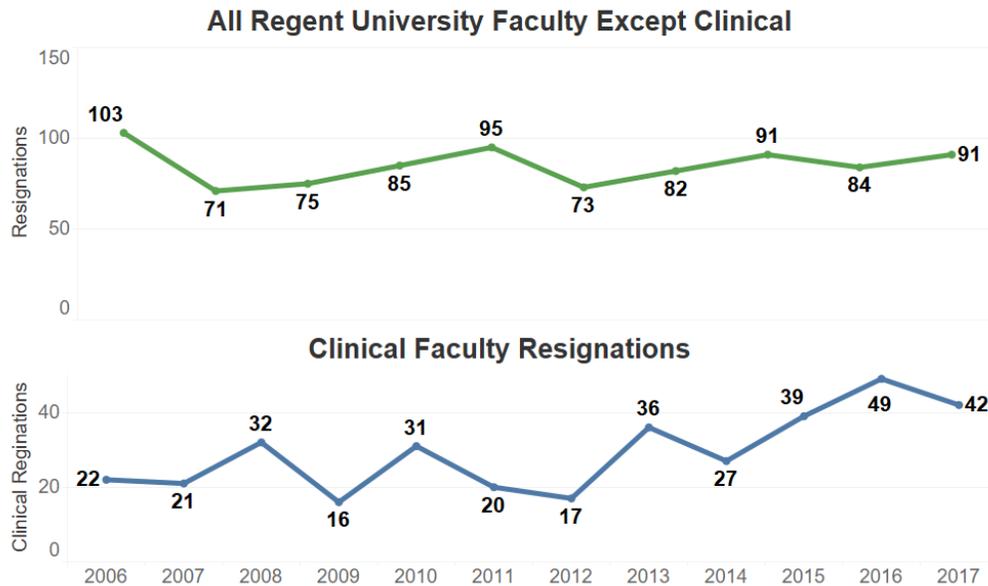
Executive Summary: The number of faculty resignations at both the Regents and the special schools remained the same for the second year in a row, with 133 Regent faculty resignations and two special school faculty resignations for 2017.

While the total number of Regent university faculty resignations remained the same this year, there were differences by Regent university and the type of faculty who resigned (see graph below):

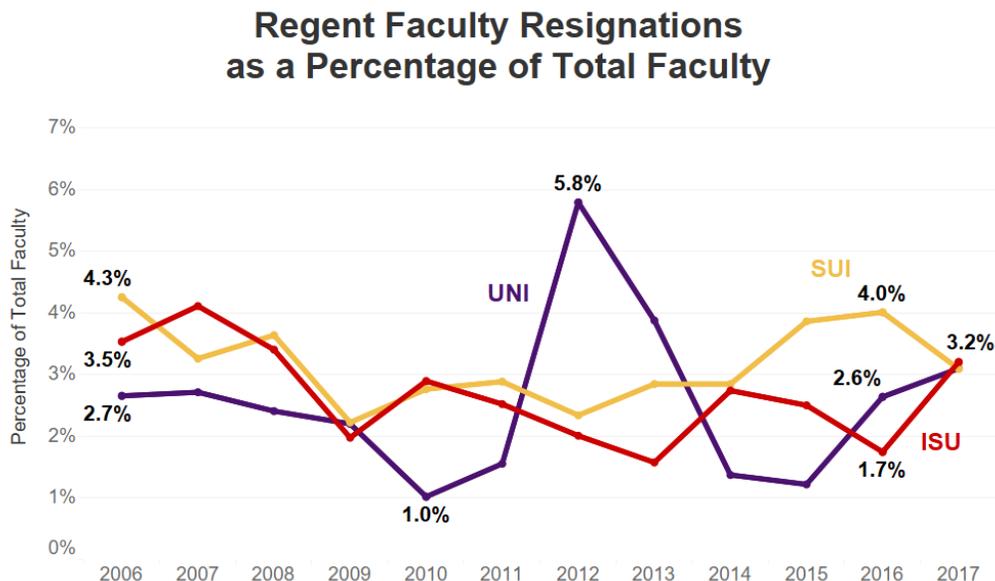


- The University of Iowa saw its second year of decline in non-clinical faculty resignations as well as a drop in clinical faculty resignations.
- Iowa State University saw the number of faculty resignations increase from 24 in 2016 to 44 in 2017.
- The University of Northern Iowa saw an increase in faculty resignations from 15 in 2016 to 16 in 2017.
- At the Iowa Educational Services for the Blind and Visually Impaired/Iowa Braille and Sight Saving School, two faculty members resigned in 2017. At the Iowa School for the Deaf, there were no faculty resignations in 2017.

Relatively few faculty resign each year at the Regent institutions and the universities expect some resignations, particularly at the tenure-track/assistant professor level. When looking at resignations across the entire Regent enterprise, the overall number has changed little from year to year (see graph below). One exception has been the upward trend in the number of clinical faculty physicians leaving the University of Iowa Hospital and Clinics to enter private medical practice.



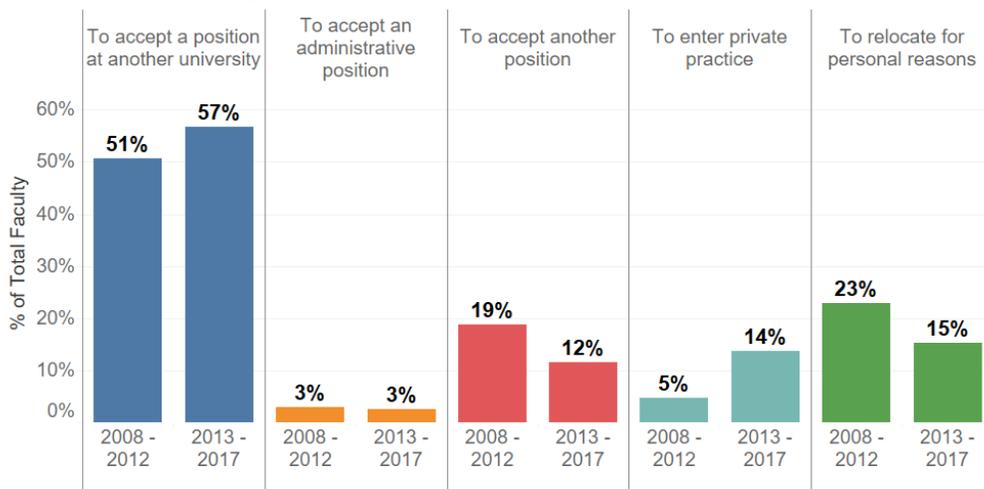
Another way to examine the trend is to look at resignations as a percentage of the total faculty. As seen in the graph below, the percent of faculty who resign in a given year at a Regent university generally fluctuates between about 1% and 4%. For 2017, the resignation rate at all three Regent universities was almost identical (3.1% at SUI and UNI and 3.2% at ISU). For comparison purposes, the University of Texas system has published estimates that their larger universities have an annual faculty resignation rate of about 6%.



Reasons Given for Resigning

Due to the small number of faculty resignations in a given year, the graph below combines data in five-year blocks to examine trends in the reasons that faculty provide for their resignation. The number of faculty leaving to accept a position at another university or enter private practice has increased over time. The number of faculty who indicate they are leaving to accept another position or to relocate for personal reasons has declined.

**Reasons Given for Regent Faculty Resignation
Comparing 5-Year Blocks (2008-2012 vs. 2013-2017)**



Faculty Exit Interviews

The Regent universities obtain information about the faculty who resigned through a variety of efforts, including resignation surveys, exit interviews, satisfaction/climate assessment surveys, and payroll reports.

University of Iowa

Each resignee received an online questionnaire that addressed resignees' level of satisfaction with various aspects of SUI and the community using a rating scale of 1 (very dissatisfied) to 5 (very satisfied). More specifically, the questions assessed the resignees' satisfaction with: (1) the general atmosphere of the University and of Iowa City, (2) the faculty member's departmental atmosphere, (3) the University's commitment to diversity, (4) the University's commitment to excellence in research, (5) the University's commitment to excellence in teaching, (6) compensation, and (7) hospital and clinic atmosphere (for health science faculty only).

In FY17, 22 questionnaires were returned, for a response rate of 30%. The highest mean score was registered for satisfaction with the general atmosphere of the University (3.7); the University's commitment to excellence in teaching (3.5) showed the next highest mean score, with satisfaction with UI's commitment to diversity and the hospital atmosphere tied at (3.4) showed the next highest mean scores. The lowest mean scores were registered for satisfaction with compensation (3.0).

Additionally, using information provided on termination forms by departments, the primary reason stated for resignation from SUI was to accept a position at another university, with this reason being cited in 49 of the resignations, or 67%.

Iowa State University

Faculty exit data has been collected systematically, through an online survey, since January 2004. Departing faculty are offered face-to-face or phone interviews with the Office of the Senior Vice President and Provost (SVPP), as well as other opportunities at the department or college level. The Center for Statistics and Survey Methodology assists the SVPP in obtaining the online survey data. Our goal for both exit interview methods is to determine the reasons faculty members resign, identify ISU's strengths and weaknesses from the faculty members' perspective, and obtain suggestions for institutional improvement.

Twenty-three faculty members (of 40 contacted) responded to the online faculty exit survey for FY17, resulting in a response rate of 57.5 percent. Data collected indicate that the reasons for resigning (in rank order) were:

- Better opportunity elsewhere – 65 percent indicated this was the primary reason;
- Dissatisfaction with departmental/college environment – 43 percent, and 30 percent, respectively, indicated this was a reason;
- Lack of spousal/partner accommodation opportunities – 30 percent indicated this was a reason;
- Geographical location – 30 percent indicated this was a reason.

Regarding salary competitiveness, only five of the 23 respondents, or 21.7 percent indicated that salary was the primary reason for the resignation, yet when asked how the salary of the new position compared to the ISU salary, 43.5 percent responded "much higher than ISU salary."

Faculty continue to express satisfaction with ISU benefits, as 87 percent of respondents indicated they were "satisfied or very satisfied" with Iowa State's benefit package.

The respondents also indicated they were "satisfied or very satisfied" with workload (60.9 percent), the university's commitment to diversity (60.9 percent), and the faculty position in general (69.6 percent).

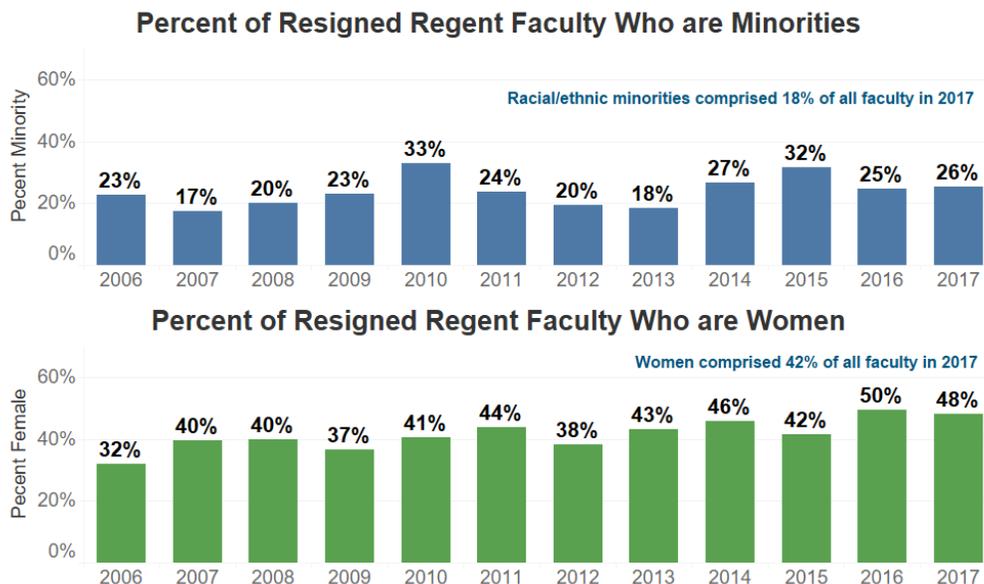
When asked "is there anything that might have been done to encourage you to remain at ISU?" responses were: Yes (56.5 percent), and No (43.5 percent).

University of Northern Iowa

Resignation information was gathered through exit interviews between the faculty members and department heads.

Nine faculty members resigned to accept positions at another university, three resigned to take administrative positions, one resigned to return to K-12 teaching, and three resigned for personal reasons.

The percent of resigned faculty who are women or minorities has fluctuated over the past 12 years as shown in the graph below. In 2017, 26% of resigned faculty at the Regent universities were underrepresented minorities, while 18% of all Regent faculty were underrepresented minorities. In 2017, 48% of resigned faculty were women, while women comprise 42% of all Regent faculty during that same time.



Strategies Used to Improve Faculty Retention

The Regent universities, Iowa School for the Deaf, and the Iowa Education Services for the Blind and Visually Impaired/Iowa Braille and Sight Saving School employ a variety of programs and resources to support faculty retention. An example of these include:

Regent Universities

- Provide competitive compensation and retention packages for excellent faculty
- Enhance quality of life including climate and work-life balance
- Provide professional development opportunities
- Work to retain faculty of color
- Conduct exit interviews to better understand why faculty leave
- Address needs of partners and spouses
- Provide various mentoring programs targeting pre-tenure faculty

Iowa School for the Deaf

- Tuition reimbursement program
- Competitive salaries and benefits

Iowa Education Services for the Blind & Visually Impaired/Iowa Braille & Sight Saving School

- Competitive salary and fringe benefit package
- Use of a state car, laptop computer, and mobile phone for many itinerant faculty
- Tuition assistance for professional development and license maintenance
- Active engagement in educational program development
- Access to and inclusion in an extensive statewide network of professional vision colleagues
- Mentoring for new teachers

Number of Regent University Faculty Resignations by Rank

Year	Professor			Associate			Assistant			Instructor		
	ISU	SUI	UNI	ISU	SUI	UNI	ISU	SUI	UNI	ISU	SUI	UNI
2006	8	25	2	16	25	4	24	39	16	0	0	0
2007	15	14	7	11	18	4	28	36	7	0	0	4
2008	7	18	0	12	20	1	25	38	13	0	1	0
2009	6	15	0	10	16	3	10	17	8	0	0	2
2010	10	6	0	9	18	0	20	37	2	0	0	4
2011	8	12	1	9	12	4	16	39	3	0	0	1
2012	6	11	4	9	13	5	11	28	6	0	0	19
2013	3	13	3	6	18	5	12	34	12	0	0	3
2014	11	12	1	9	13	1	15	41	6	0	0	0
2015	8	16	0	12	20	2	13	54	4	0	0	1
2016	4	15	1	8	38	2	12	41	9	0	0	3
2017	13	15	4	9	11	5	22	47	5	0	0	2

Number of Regent Faculty Resignations by Tenure Status

Year	Tenured			Tenure-Track			Clinical			Other		
	ISU	SUI	UNI	ISU	SUI	UNI	ISU	SUI	UNI	ISU	SUI	UNI
2006	22	40	4	26	27	18	0	22	0	0	0	0
2007	26	23	11	28	24	8	0	21	0	0	0	3
2008	18	22	1	26	23	12	0	32	0	0	0	1
2009	15	23	4	11	9	8	0	16	0	0	0	1
2010	19	14	0	20	16	4	0	31	0	0	0	2
2011	17	16	5	16	27	4	0	20	0	0	0	0
2012	14	16	9	12	17	7	0	17	0	0	2	18
2013	9	16	8	12	15	12	0	33	3	0	1	0
2014	20	18	2	15	21	6	0	27	0	0	0	0
2015	20	25	4	13	24	2	0	38	1	0	3	0
2016	12	31	4	12	14	9	0	49	0	0	0	2
2017	22	16	7	22	13	7	0	42	0	0	2	2

**Regent Faculty Resignations by College
as a Percentage of Total College Faculty**

University	College	Faculty Resignations	Total Faculty	Resignations as % of College
ISU	Agriculture & Life Sciences	7	268	2.6%
	Business	5	88	5.7%
	Design	4	97	4.1%
	Engineering	6	214	2.8%
	Human Sciences	8	130	6.2%
	Liberal Arts and Sciences	8	446	1.8%
	Library	0	14	0.0%
	Veterinary Medicine	6	116	5.2%
SUI	Business Administration	0	83	0.0%
	Dentistry	3	105	2.9%
	Education	0	92	0.0%
	Engineering	0	95	0.0%
	Graduate	0	16	0.0%
	Law	0	35	0.0%
	Liberal Arts and Sciences	14	606	2.3%
	Medicine	52	1,134	4.6%
	Nursing	2	51	3.9%
	Pharmacy	0	67	0.0%
Public Health	2	75	2.7%	
UNI	Business Administration	3	57	5.3%
	Education	6	114	5.3%
	Humanities, Arts & Sciences	3	241	1.2%
	Library	0	13	0.0%
	Social & Behavioral Sciences	4	91	4.4%