

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Annual Report on Faculty Resignations  
**Date:** December 4, 2000

**Recommended Actions:**

1. Receive the report.
2. Encourage an emphasis on faculty mentoring programs.

**Executive Summary:**

The Board of Regents' strategic plan seeks to ensure the stewardship of the State's resources, in part, through the retention of an outstanding faculty (Action Step 1.1.2.3). One means of assessment in this Key Result Area is the annual report on faculty resignations.

Resignations of university faculty totaled 151 in 1999-2000, an increase of 13 over 1998-99. The current year's total is the highest number of one-year resignations since 1987. The number of resignations decreased at the University of Iowa (from 79 to 74), but increased at the other two universities. At Iowa State University, the number of faculty resignations rose from 39 to 45, and at the University of Northern Iowa, from 20 to 32. This is the third consecutive year that total faculty resignations have increased at the universities. Until these three most recent years, annual faculty resignations had been significantly below the level reported to the Board more than a decade ago, when it reached a high of 165 in 1987-1988.

The dominant reason for resigning, offered by 87 faculty, or 57.6% of those leaving, continues to be the opportunity to advance careers at other higher education institutions. The comparative percentage last year was 68.8%. The second most common reason given (by 34 faculty) is to begin employment in government, business, or private practice (22.5%, compared to 9.4% of respondents last year). In broad terms, the third most frequent reason for resigning (30 faculty) is "personal factors," such as family needs (19.9% this year, compared to 21.0% last year). To university officials, the increase in persons moving to the private sector, as well as some faculty to administrative positions at other institutions, strongly suggest financial compensation was an important factor. A growing factor, identified specifically in the case of nine faculty members, was the move motivated by spousal employment opportunities.

The largest number of resignations again this year was at the Assistant Professor level. In FY 2000, the number was 68 or 45.1%. While slightly lower than the 70 resignations at that level in 1999, it is above the 61 resignations in 1998. Forty-five, or 29.8% of those who resigned, were Associate Professors while 34 resignations (22.5%) were from full Professors. Many of the Associate and full Professors were offered administrative positions at other universities.

Surveys and interviews of the departing faculty members indicate they are leaving to pursue opportunities elsewhere rather than due to dissatisfaction with the Regent universities. However, the continuing pattern of resignations by junior faculty suggests that the universities need to review the strength of mentoring programs to facilitate the orientation of new faculty.

The percentage of tenured and tenure-track faculty women who resigned rose slightly from last year, to 35.8%, from 35.5% in FY 1999. In 1998, resignations from female faculty members comprised 35.2% of the total number of resignations, an increase from 33.7% in 1997. The percentage of resignations from faculty in ethnic and minority groups decreased from 20.3% in 1999 to 13.2% in FY 2000. In 1998 and 1997, comparative figures were 14.7% and 9.8%, respectively.

Eighty-seven of the 151 faculty members who resigned in FY 2000 moved to a non-contiguous state. Twenty-two reported their next position was in a contiguous state. Nine remained in Iowa. The new state location of thirty-three faculty members was not identified.

The special schools each reported one resignation. Last year the two schools reported six resignations.

### **Background and Analysis:**

Regent universities reported 151 faculty resignations occurred during the 1999-2000 academic year. This is 13 more than last year (138), and only 14 less than the 165 resignations in 1987. This year's figure, however, is the largest number of resignations in one year since 1987. Over the past 13 years, resignations at the three universities have averaged 114 per year.

The overall percentage of faculty resigning compared to the total faculty is 4.0%. At the University of Iowa, it was 4.4% (last year 4.2%). If the clinical track faculty is included, the overall percentage of resignations at SUI drops to 3.9%. At Iowa State University, the overall percentage of faculty resignations was 3.2% (2.9% in 1999); and 4.9% at the University of Northern Iowa (3.4% in 1999).

Table 1, on the next page, details the individual university figures and combined total of faculty resignations at the three Regent universities since 1987. (See page 17)

**Table 1**  
**Regent Universities' Resignations**  
**July 1 to June 30 Each Year**

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
SUI	97	64	63	59	63	53	58	55	53	66	55	55	79	74
ISU	43	25	30	47	34	23	26	32	24	28	26	42	39	45
UNI	25	22	25	20	22	18	18	13	15	12	11	25	20	32
Total	165	111	118	126	119	94	102	100	92	106	92	122	138	151

By rank, resignations this year were consistent with previous years. Typically, most resignations are from Assistant Professors. In FY 2000, 68 (45.1%) of the resignations were from Assistant Professors. In 1998-99, 70 of the 138 resignations (50.7%) were from Assistant Professors, compared to 61 in 1998. The next highest number, by rank, was from Associate Professors, 45 (29.8%). That compares with 37 last year, and 33 in 1998. The number of Professors who resigned in 1999-2000 was 34 (22.5%), compared with 31 in 1998-99. Four instructors who resigned at UNI in FY 2000 constituted the remaining 2.6% of the total percentage of resignations.

Eighty-seven of the 151 faculty who resigned, or 57.6%, took other positions in higher education. This figure is approximately ten percent lower than the previous year. Slightly less than one out of four (22.5%) faculty who resigned indicated their subsequent employment was in government, the corporate world, or private practice. The comparative figure was 9.4% last year. This increase suggests to university officials that the financial differences in public teaching and private enterprise is a contributing factor to the rise in resignations. Based on surveys and interview data, the third most prominent reason for leaving Regent university employment is categorized as "personal." This may include becoming a caregiver, a desire to remain home with children, moving because of a spouse's employment, or wishing to relocate to a different part of the country. In seven cases, a faculty member's resignation was related to a negative promotion and tenure decision. That explanation was included in this third category. Thirty faculty members, or 19.9%, gave a "personal reason" for resigning.

Three faculty members this past year resigned to pursue additional education. Three faculty members took positions in K-12 school systems.

Of those faculty who specified the state or region to which they were moving (33 were not identified), eighty-seven faculty members moved to states that are not contiguous with Iowa while 22 moved to contiguous states. Iowa remained the home state for nine faculty members who resigned. That number may be higher, based on those who indicated they were going into private employment but gave no new address.

Resignations were received from 97 men and 54 women. In Table 2, "total" is the number of total faculty resignations. At the universities, the total includes only tenured and tenure-track faculty. When combined for the three universities, women faculty

comprised 35.8% of the resignations in 2000. That percentage is a slight increase over 1999 (35.5%).

**Table 2  
Number and Percent of Women Faculty Resigning  
1994-95 through 1999-2000**

Year	SUI			ISU			UNI			ISD			IBSSS		
	Total	Women	%	Total	Women	%	Total	Women	%	Total	Women	%	Total	Women	%
1994-95	53	17	32.1%	24	11	45.8%	15			NA			1	0	00.0%
1995-96	66	22	30.1%	28	5	17.8%	12			NA			4	4	100.0%
1996-97	55	21	38.2%	26	8	30.8%	11			NA			1	1	100.0%
1997-98	55	11	20.0%	42	17	40.5%	25	15	60.0%	3	1	33.3%	6	5	83.3%
1998-99	79	21	26.6%	39	19	48.7%	20	9	45.0%	1	1	100.0%	5	4	80.0%
1999-00	74	24	32.4%	45	15	33.3%	32	15	46.9%	1	0	00.0%	1	1	100.0%

*(Note: In all columns, the number for "total" refers to total number of resignations in the institution, not the total number of tenured and tenure track women on the faculty.)*

Resignations from faculty in ethnic and racial minority groups numbered 20 individuals (compared to 28 last year). This constitutes 13.2% of the resignations, a decline from last year (20.3% of the total that resigned and 14.7% in 1998). As Table 3 indicates, the numbers and percentages described are for tenured and tenure-track faculty only.

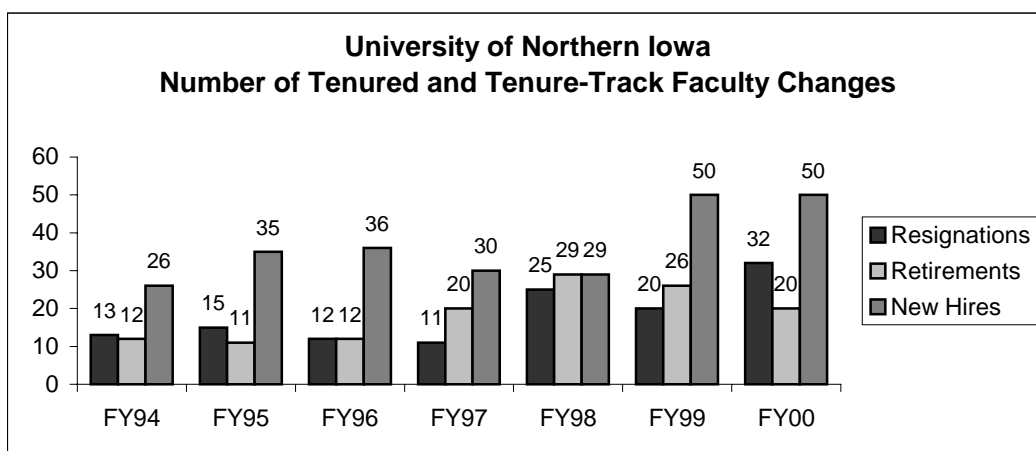
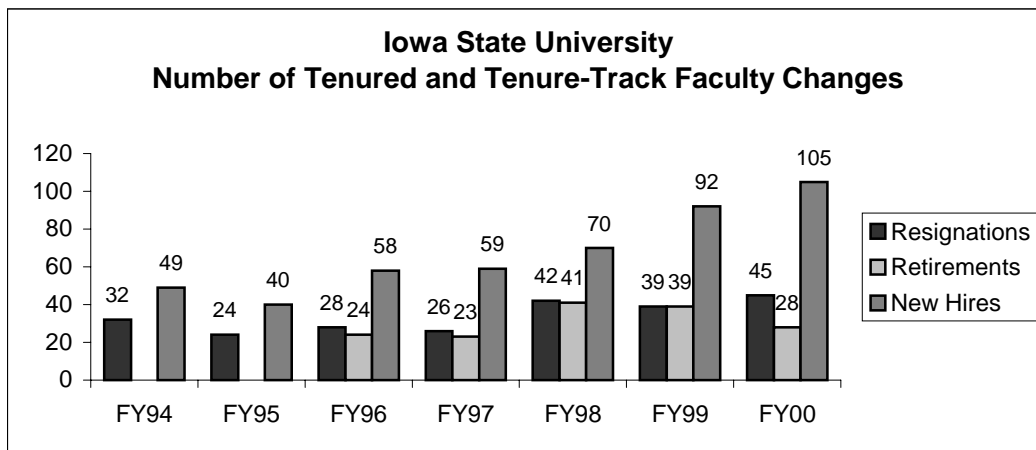
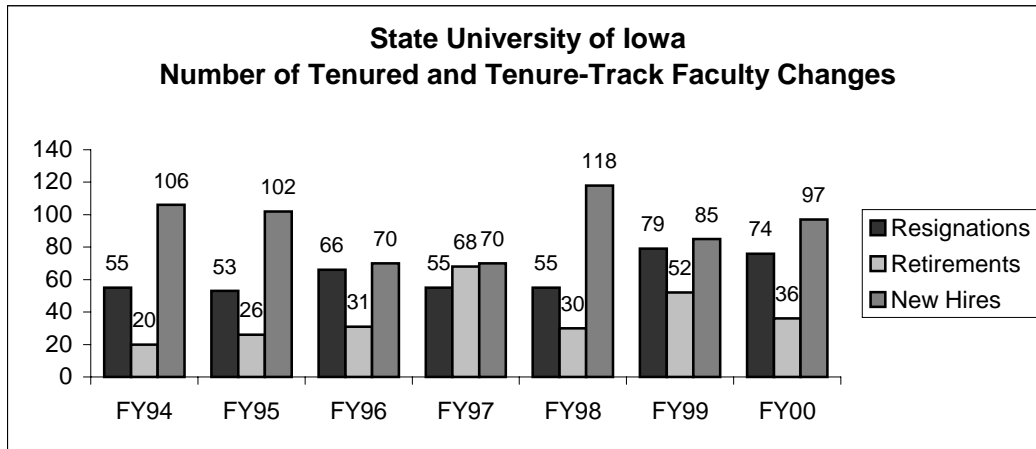
**Table 3  
Number and Percent of Ethnic and Minority Faculty Resigning  
1994-95 through 1999-2000**

Year	SUI			ISU			UNI			ISD			IBSSS		
	Total	Ethnic	%	Total	Ethnic	%	Total	Ethnic	%	Total	Ethnic	%	Total	Ethnic	%
1994-95	53	N	NA%	24	5	20.8%	15	NA	NA%	NA	0	00.0%	1	0	00.0%
1995-96	66	11	16.7%	28	9	32.1%	12	2	16.7%	NA	0	00.0%	4	0	00.0%
1996-97	55	7	12.7%	26	1	03.8%	11	1	09.0%	NA	0	00.0%	1	0	00.0%
1997-98	55	9	16.4%	42	7	16.7%	25	2	00.8%	3	0	00.0%	6	0	00.0%
1998-99	79	12	15.2%	39	10	25.6%	20	6	30.0%	1	0	00.0%	5	0	00.0%
1999-00	74	11	15.2%	45	7	15.5%	32	4	12.5%	1	0	00.0%	1	0	00.0%

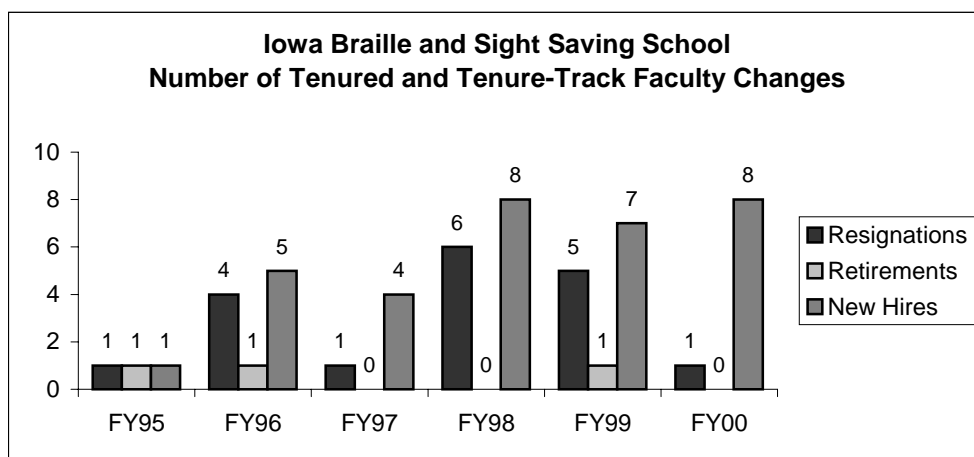
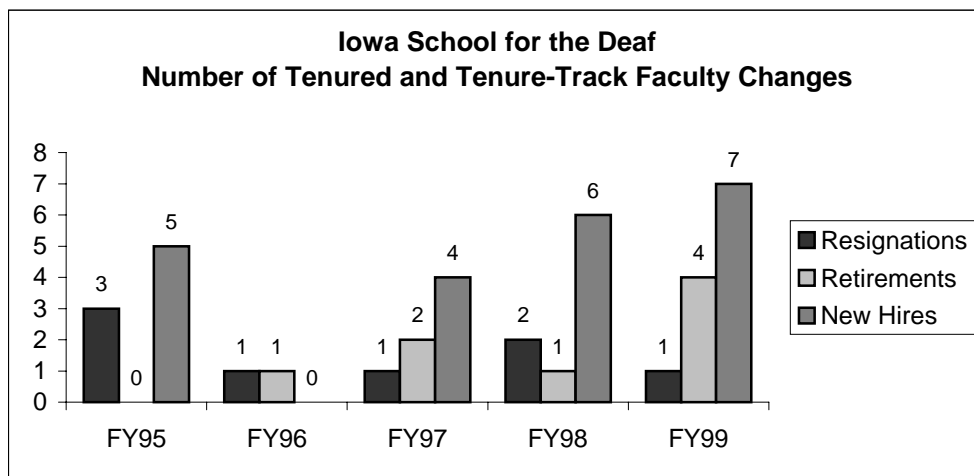
Resignations are one part of the process of faculty recruitment and retention. A work group designing the format of the performance indicators suggested that a more complete picture of this process would be accomplished by addition of information about full retirements and new hires. This report now provides this more comprehensive picture. Table 4 indicates the data for six years for the Regent universities. Table 5, located on page 5 of the report, provides the data for the two special schools for the same six-year period. Analysis of Tables 4 and 5 is found on page 6.

For 1999-2000, Iowa School for the Deaf reported one resignation and one retirement. The resignee moved to South Dakota. His resignation was based on personal reasons. Iowa Braille and Sight Saving School reported one faculty resignation for 1999-2000. She resigned because her husband accepted a position in another state. See the Regent Exhibit Book for additional details.

**Table 4**  
**Regent Institutions**



**Table 5  
Special Schools**



Data for Tables 4 and 5 is based on Performance Indicator #12. See pages 18 and 19.

Tables 4 and 5 illustrate the dynamics of institutional change, especially as enrollments have increased. The number of new hires in any year does not necessarily correspond to the combined number of retirements and resignations in that year. Factors that influence the totals include: the lag time in replacing faculty; hiring of part-time faculty; and enrollment increases. Generally speaking, the resignation rates and retirement rates are stable. National data suggest, however, that the retirement rate may begin to climb. Indicator #12 is in the process of change. SUI has requested that clinical track numbers be added. Also, the retirement data (#12b) currently includes only "full" retirements. Next year's figures will be modified to include early retirements as well as full retirements.

The remainder of the report provides details about the individual institutions. Copies of each institution's report are provided in the Regent Exhibit Book.

**University of Iowa**

Each faculty member who resigns is requested to complete an exit interview with a member of the dean's staff from the college in which the individual was employed. Individuals who resign are also mailed a survey from the Provost's Office on the satisfaction of several components of the campus climate. This past year the survey was mailed to all 74 resigning faculty members. Forty surveys were returned, for a 54% return rate, an improvement over last year's response rate of 40% and 38% the previous year. The improved return rate is attributed to the use of a briefer, newly designed survey.

The total number of resignations at SUI during 1999-2000 was 74, down from 79 the year before. This year, 24 or 32.4% of the resignations were from female faculty, higher than in the past two years, when 26.6% and 20.0% of the resignations were from female professors. The 15 resignations from minority faculty members represented 15.2% of the total resignations, the same percentage as last year.

By rank, resignations were received from 32 Assistant Professors, 19 Associate Professors, and 23 full Professors. As Table 6 indicates, the comparative numbers from 1998-99 were 34 Assistant Professors, 21 Associate Professors, and 24 Professors.

**Table 6  
Resignations by Rank  
SUI -- July 1 to June 30 Each Year**

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
Professor	24	15	11	11	17	7	12	10	13	14	11	13	24	23
Associate	22	18	23	11	13	12	13	18	4	12	10	19	21	19
Assistant	51	31	29	37	33	33	33	27	36	39	34	23	34	32
Instructor	0	0	0	0	0	1	0	0	0	1	0	0	0	0
Totals	97	64	63	59	63	53	58	55	53	66	55	55	79	74

Thirty-eight faculty members (51.3%) resigned to accept positions in other academic institutions. Another 21 faculty members (28.3% compared to 11.4% last year) resigned to accept a position in the private sector or to open a private practice or business. Fifteen individuals (20.2% compared to 25.3% last year) resigned for personal reasons.

**Table 7**  
**Resignations by Rank, Gender, and Reason for Resignation**  
**SUI -- 1999-2000**

Professor Level	Other Higher Education		Govt. or Private		Personal Reasons		Totals		
	M	F	M	F	M	F	M	F	Grand
Assistant	4	5	10	2	3	8	17	15	32
Associate	9	4	2	2	1	1	12	7	19
Professor	15	1	4	1	2	0	21	2	23
Total by Gender	28	10	16	5	6	9	50	24	74
Total	38		21		15		74		74

As indicated in Table 8, resignations occurred in all 11 academic colleges at SUI. The College of Medicine had 38, or 51.3%, of the resignations, compared to 38 and 27 resignations in the previous two years. The College of Liberal Arts was proportionately lower among SUI's colleges in resignations - it has 39.1% of the University's faculty but accounted for only 23.0% of total resignations. Colleges that had over five percent in faculty resignations included: Business Administration (6.9%), Graduate (7.0%), Law (6.8%), and Medicine (7.1%).

**Table 8**  
**Resignations by College**  
**SUI -- 1999-2000**

College (# faculty)	Number of Resignations	% of Total Resignations	Resignations as % of College Faculty
Business Admin.(87)	6	8.1%	6.9%
Dentistry (73)	2	2.7%	2.7%
Education (94)	2	2.7%	2.1%
Engineering (81)	1	1.4%	1.2%
Graduate (7)	1	1.4%	7.0%
Law (44)	3	4.0%	6.8%
Liberal Arts (665)	17	23.0%	2.6%
Medicine (533)	38	51.3%	7.1%
Nursing (40)	1	1.4%	2.5%
Pharmacy (37)	1	1.4%	2.7%
Public Health (41)	2	2.7%	4.9%
Total (1,702)	74	100.0%	4.4%



Of the faculty who resigned, only one reported staying in Iowa; the number may be higher, considering the number who were identified as going into private practice but listed no new address. Twelve faculty members moved to states contiguous with Iowa. The remaining faculty members took positions in states not contiguous to Iowa. Clinical-track resignees were more likely to be Assistant Professors and to have been at SUI for a shorter average time (3.8 years) than tenure-track faculty.

Other highlights of the faculty resignations survey include:

- Compared to their representation on the faculty as a whole, Assistant Professors are more likely to resign than full Professors; full Professors, who resigned were more likely than Assistant Professors to respond to the survey.
- Clinical-track faculty members were more likely to resign than were tenure-track faculty resignees, who were more likely to be Full Professors with longer tenure (11.8 years) at the University.
- On average, survey respondents had been at the University of Iowa for 9.6 years (the range was from 1 to 31 years). On average, Caucasian respondents had been at the University longer (10.2 years) than non-Caucasian respondents (5.8 years).

Most respondents to the survey neither sought (76%) nor were made (74%) a counteroffer. This represents the same percentage as last year. Both this year and last year, a small percentage (about 5%) of faculty were made a counteroffer they found unacceptable. A smaller percentage this year than last year (8% vs. 18%) were made an acceptable counteroffer, but resigned nonetheless.

Twenty-six percent of the resignees were given an exit interview by their college. In Fall 2000, SUI began a new project in which emeritus faculty contacted resigning faculty to conduct an exit interview. The interviewers completed training for this project in September and have contacted some of the resigning faculty. An initial report on the results of this project will be made next year as part of this report.

The University of Iowa report on faculty resignations in the Regent Exhibit Book contains the results of a completely new satisfaction survey. The new survey asked faculty to rate six broad areas of satisfaction/dissatisfaction on a scale of 1 (most dissatisfied) to 5 (most satisfied). The six areas were:

1. The General Atmosphere of the University and Iowa City
2. Their 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.

Faculty expressed the greatest satisfaction with the General Atmosphere at the University and Iowa City (Mean = 3.6) and the most dissatisfaction with their Departmental Atmosphere (Mean = 2.7). Generally, there were no differences in satisfaction by either ethnicity or gender, except that female faculty were more dissatisfied with their Departmental Atmosphere than male faculty (Mean of 1.9 vs. 3.1). Respondents expressed moderate levels of satisfaction with Commitment to Excellence in Research (Mean = 3.0), Compensation (Mean = 3.1), Commitment to Diversity (Mean = 3.1), and Commitment to Excellence in Teaching (Mean = 3.3).

Based upon the satisfaction survey results, the University is implementing several changes to improve faculty retention. First, to address the issue of departmental atmosphere, especially for women faculty, the Provost's Office has organized a series of workshops for Departmental Executive Officers (DEOs). The Provost's Office is also investigating a program directed towards female faculty based on the "networking mentoring" model of Marilyn Haring, Dean of the College of Education at Purdue University. Second, the University is seeking ways to be proactive with regard to compensation. The high percentage of resignations from the College of Medicine and, in particular, the higher resignation rate of clinical-track faculty compared to tenure-track faculty underscores the need to remain as competitive financially with other educational institutions as well as the private sector.

### **Iowa State University**

In order to obtain more reliable information on the nature of faculty resignations, the Office of the Provost has collaborated in a research project with a member of the faculty. Beginning in summer 1994, Professor Kathy Hanisch of the Department of Psychology has directed a research project that examines a departing faculty member's job satisfaction and satisfaction with several areas of importance to the governance of the University. Faculty members who either resign or elect retirement are surveyed and each participates in a structured exit interview in a confidential setting. Current interviewees are reporting that they have found positions in industry that offer greater opportunity. Another emerging issue for departing faculty members is employment of a spouse or partner. The response rate by those who resign and retire to the survey is 82%.

ISU reports that 45 tenured or tenure eligible faculty members submitted resignations in 1999-2000. The total number of resignations increased by six compared with 1998-99, as illustrated in Table 9. The largest number of resignations, 21 or 46.7%, came from Assistant Professors. Associate Professors accounted for 16 or 35.5% of the resignations. Eight full Professors submitted their resignations from the ISU faculty. The average number of resignations during the most recent 10-year period, 31.9, is down from the ten-year average of 32.1 last year. Compared to the previous year, the 1999-2000 percentages reflect an increase in resignations at the Associate Professor and Full Professor levels and a decrease at the Assistant Professor level. Of the 21 Assistant Professors that resigned, three left after just one year at ISU, three left after two years, seven left after three years, four left after four years, and the remaining four left after five or more years at ISU.

**Table 9**  
**Resignations by Rank**  
**ISU -- July 1 to June 30 Each Year**

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
Professor	13	5	8	9	6	3	7	4	5	7	2	10	4	8
Associate	10	6	11	13	12	5	3	5	2	10	8	8	10	16
Assistant	20	24	11	25	16	15	16	23	17	11	16	24	25	21
Totals	43	35	30	47	34	23	26	32	24	28	26	42	39	45

As Table 10 indicates, 27 faculty members who resigned (60.0% of the total) took positions in another college or university. Six of the faculty members who resigned in 1999-2000 accepted administrative positions at other higher education institutions. Eight individuals entered government service or took subsequent employment in business and industry. Ten faculty members (22.2%) resigned for personal reasons. Six of them relocated because of family reasons or spousal employment considerations. The remaining four did not specify future employment plans, which is typical for faculty who leave for personal reasons or as a result of negative tenure decisions.

Table 10 further indicates that of the 45 resignations, 15 were women. It is a higher number than the average number of female faculty resignations for the same ten-year period (11.4).

There were seven resignations by faculty members from an ethnic or racial minority.

Four individuals are known to have remained in Iowa while four took positions in contiguous states. Thirty-three individuals chose to relocate in non-contiguous states while four gave no indication where they might relocate.

**Table 10**  
**Resignations by Rank, Gender, and Reason for Resignation**  
**ISU -- 1999-2000**

Professor Level	Other Higher Education		Govt. or Private		Personal Reasons		Additional Schooling		Totals		
	M	F	M	F	M	F	M	F	M	F	Grand
Assistant	5	8	3	0	3	2	0	0	11	10	21
Associate	6	1	4	0	2	3	0	0	12	4	16
Professor	6	1	1	0	0	0	0	0	7	1	8
By Gender	17	10	8	0	5	5	0	0	30	15	45
Total	27		8		10		0		45		45

Each of the eight instructional colleges, as noted in Table 11, reported one or more faculty resignations during 1999-2000. The Iowa State University Library forms another instructional unit from which there were also faculty resignations.

**Table 11**  
**Resignations by College**  
**ISU -- 1999-2000**

College	Collegiate Faculty	Number of Resignations	% of Total Resignations	Resignations as a % of College Faculty
Agriculture	296	4	8.9%	1.4%
Business	65	1	2.2%	1.5%
Design	79	6	3.3%	7.6%
Education	80	2	4.4%	2.5%
Engineering	197	13	28.9%	6.6%
Family and Consum. Sciences	77	3	6.7%	3.9%
Liberal Arts and Sciences	502	12	26.7%	2.4%
Library	37	1	2.2%	2.7%
Vet. Medicine	92	3	6.7%	3.3%
<b>Total</b>	<b>1,425</b>	<b>45</b>	<b>100.0%</b>	<b>3.2%</b>

The College of Engineering had the largest number and highest percentage of resignations, followed by the College of Liberal Arts and Sciences. Two colleges – Design and Engineering had over five percent of their faculty resign.

Reports on the mentoring process begun in 1993 at ISU indicate it has been successful for both new and experienced faculty members. As reported last year, some of the more successful relationships occurred when new faculty participated in the selection of the mentor. The Provost's Office is also encouraging co-mentoring, that is, the selection of one mentor from the department and one from an allied department.

### **University of Northern Iowa**

After a faculty member submits a letter of resignation, the Department Head notifies the Dean and also prepares a Personal Action Form (PAF). The department also is asked to supply information as to the faculty member's new location and kind of position. Upon receipt of the PAF, the Provost's Office contacts the faculty member requesting a voluntary exit interview be scheduled. This past year, the Associate Vice President for Academic Affairs conducted nine interviews. Those not interviewed were sent an interview form which they were requested to complete and return.

Thirty-two faculty members submitted resignations during 1999-2000, compared to 20 the year before. As Table 12 indicates, there were four resignations from Instructors (12.5%), 15 from Assistant Professors (46.9%), ten from Associate Professors (31.2%), and three from full Professors (9.4%).

**Table 12**  
**Resignations by Rank**  
**UNI -- July 1 to June 30 Each Year**

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
Professor	0	2	2	3	2	4	1	3	3	0	2	2	3	3
Associate	5	6	3	5	2	1	1	3	2	1	7	6	6	10
Assistant	14	13	10	13	6	13	11	9	6	9	14	14	11	15
Instructor	3	4	5	1	8	0	0	0	1	1	2	3	0	4
Total	22	25	20	22	18	18	13	15	12	11	25	25	20	32

Of the 32 resignations during 1999-2000, 22 faculty members took positions in other colleges and universities. Five faculty members left to pursue an opportunity in the private sector. Five faculty cited personal reasons for resigning. One resignation was related to denial of tenure and at least two faculty members indicated that a spousal employment opportunity was a factor.

As noted in Table 13, 15 of the resignations are from female faculty members and 17 from male members of the faculty. Two resignations are from minority male faculty members.

Of those faculty members who resigned and reported where they were relocating, 19 individuals went to non-contiguous states to Iowa while seven relocated to contiguous states. Four remained in-state.

**Table 13**  
**Resignations by Rank, Gender, and Reason for Resignation**  
**UNI -- 1999-2000**

Professor Level	Other Higher Education		Govt. or Private		Personal Reasons		Totals		
	M	F	M	F	M	F	M	F	Grand
Instructor	0	1	0	2	0	1	0	4	4
Assistant	4	5	3	1	2	0	9	6	15
Associate	4	3	0	1	2	0	6	4	10
Professor	2	0	0	1	0	0	2	1	3
By Gender	10	9	3	5	4	1	17	15	32
Total	19		8		5		32		32

All five instructional colleges at UNI reported faculty resignations. The Library at UNI is an additional instructional unit; it reported two faculty resignations. The College of Education, as indicated in Table 14, had the largest number of resignations and the greatest percentage of total resignations of any college. The following colleges had 5.0% or more of their faculty resign: Business Administration (5.08%), Education (5.3%), Social and Behavioral Sciences (5.5%), and Library (9.5%).

**Table 14**  
**Resignations by College**  
**UNI -- 1999-2000**

College	Tenure/ T-Track Faculty	Number of Resignations	Pct. of Total Resign.	Resignations as % of College
Business	59	3	9.4%	5.1%
Education	189	10	31.3%	5.3%
Humanities & Fine Arts	165	6	18.8%	3.6%
Natural Science	106	5	15.6%	4.7%
Social & Behavioral Sci.	109	6	18.7%	5.5%
Library	21	2	6.2%	9.5%
Total	649	32	100.0%	4.9%

Voluntary exit interviews were conducted by the Associate Vice President for Academic Affairs. Interview questionnaires were sent to those who had already left campus. Some highlights from the interviews include:

- Two of those resigning will share an endowed chair in history at the University of Tulsa.
- Four faculty members accepted administrative positions at other institutions.
- Five faculty members resigned to pursue career opportunities outside the education field. Five faculty members resigned for personal reasons.
- The majority of resigning faculty indicated their relationship at the University of Northern Iowa had been a positive experience. They viewed their teaching loads as appropriate. A few were dissatisfied with research support in their unit, some complained of a perceived lack of collegiality in a particular department, or of expectations for service which were, in their view, too high.
- Five faculty members indicated they were moving to faculty positions that offered higher salaries and/or more attractive assignments.

Last year, UNI reported that the mentoring program at UNI begins for new faculty with an orientation the Thursday before classes begin. The Center for the Enhancement of Teaching sponsors a seminar for all new faculty. The institution also provides a luncheon and dinner during the week. The various colleges of the University provide additional mentoring programs, using different models and events. During the 1999-2000 academic year, the Center conducted a "Study of First-Year Faculty and Their Mentors." Results of this study helped UNI to better understand the current "new faculty experience" and consequently, some revisions in the program occurred.

Three of the colleges have continued their mentoring efforts by joining forces with Student Services to provide a joint advising workshop for first and second year faculty. A University survey of new faculty members reported that the responding faculty stated that the mentoring programs make a positive difference in their first year at UNI.

### **Iowa School for the Deaf**

There was one resignation at ISD in 1999-2000, the same as the previous year. The reason for the move was personal. ISD also reports one retirement. This retirement report and that of the IBSSS is found in the Regent Exhibit Book.

### **Iowa Braille and Sight Saving School**

IBSSS reports one resignation for 1999-2000. The reason offered was due to the spouse's new employment in another state. With the employment of a new Human Resources Specialist, the institution has more time now dedicated to the recruitment of qualified faculty. A number of incentives are used to recruit and retain faculty. In addition to a competitive salary and benefits package, they include: moving expenses reimbursement for new faculty, a bonus for Association for Education and Rehabilitation of the Blind and Visually Impaired (AER) certification, relocation packets for communities throughout Iowa where Outreach faculty may be residing, and summer employment. The faculty who provide itinerant services are supported with the use of a state car, a lap top computer, and a cellular phone.

## Conclusion

The combined percentage of faculty resignations at the Regent universities increased to 4.0% of the tenured and tenure-track faculty, which is still below the national average of 4.5%. This year, at the universities, the percentage of female faculty members resigning increased slightly, but the percentage of ethnic and racial minority faculty resignations decreased.

The Board and institutions need to remain vigilant about resignations. The nation's strong economic condition appears to be a factor contributing to the rise in resignations the past several years, as employment opportunities have increased. Another reason may be the increased competition for selected faculty. Younger faculty may be less generally satisfied with their careers, according to some studies, especially with job security and prospects for advancement. This situation supports the need for effective mentoring programs with new faculty. The universities should continue to report in detail on the results of their mentoring programs.

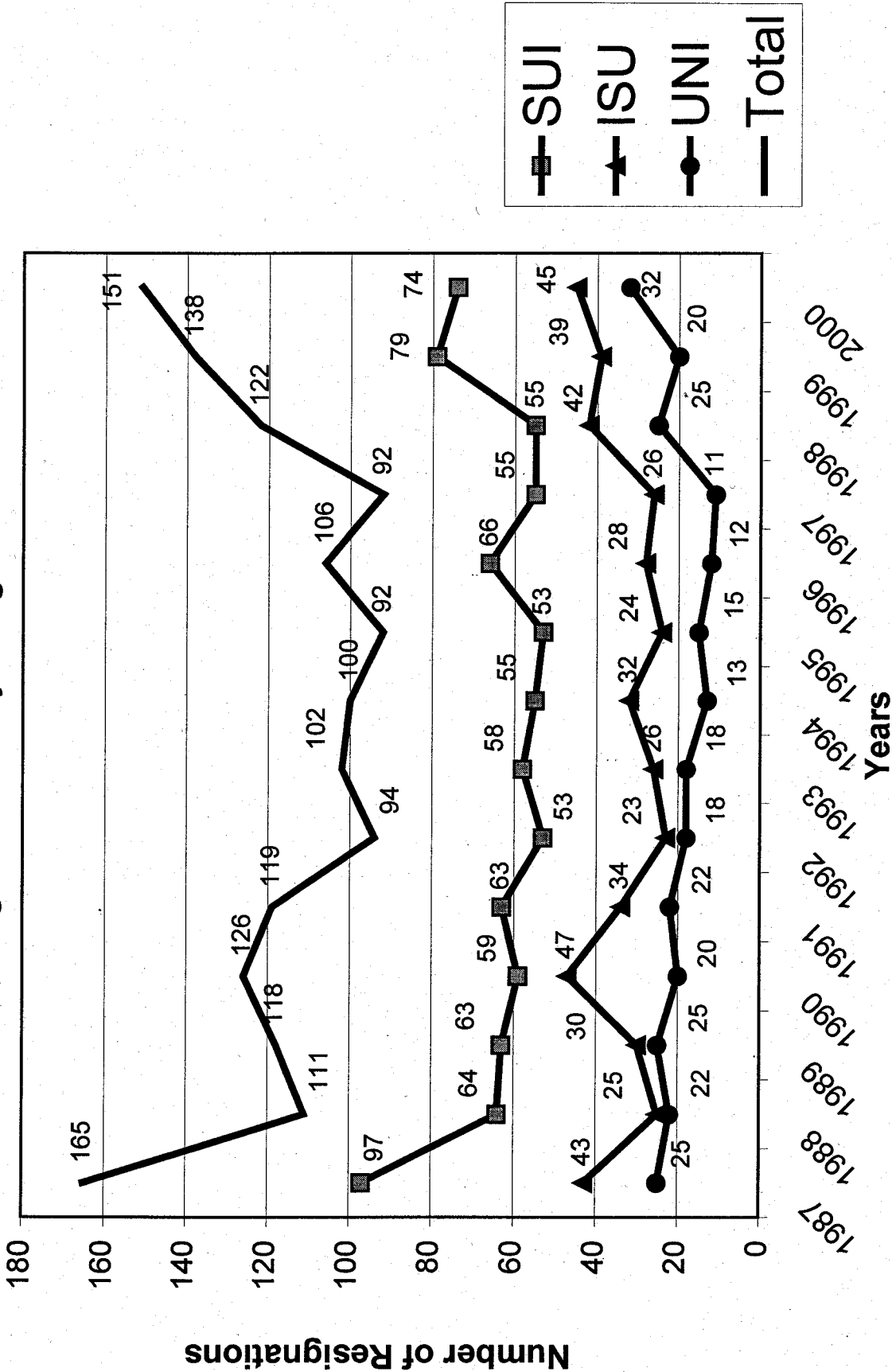
  
Charles R. Kniker

Approved:

  
Frank J. Stork



### Regent University Resignations



MGT No.	Performance Indicator	Related Action Step	University of Iowa			Iowa State University			University of Northern Iowa			
			No.	Total	Pct.	No.	Total	Pct.	No.	Total	Pct.	
12a	Number, total, and % of tenured and tenure-track faculty <u>resignations</u>	1.1.1.7	93-94 94-95 95-96 96-97 97-98 98-99 99-00	1783 1803 1878 1748 1712 1702 1702	3.1% 2.9% 3.7% 3.1% 3.2% 4.6% 4.5%	93-94 94-95 95-96 96-97 97-98 98-99 99-00	32 24 1455 1455 1453 1427 1439 1423	2.2% 1.6% 1.9% 1.8% 2.9% 2.5% 3.2%	93-94 94-95 95-96 96-97 97-98 98-99 99-00	13 15 610 619 623 608 596 593	2.2% 2.5% 1.9% 1.8% 4.1% 3.4% 5.7%	FR FS FT
12b	Number, total, and % of tenured and tenure-track faculty <u>retirements</u> [full retirements, does not include phased retirements]		93-94 94-95 95-96 96-97 97-98 98-99 99-00	1783 1803 1789 1748 1712 1702 1702	3.1% 1.4% 1.7% 3.9% 1.8% 3.1% 2.1%	93-94 94-95 95-96 96-97 97-98 98-99 99-00	NA NA 24 23 41 39 28	NA NA 1.6% 1.6% 2.9% 2.6% 2.0%	93-94 94-95 95-96 96-97 97-98 98-99 99-00	12 11 619 623 608 596 593	2.0% 1.8% 1.9% 3.2% 4.8% 4.4% 3.5%	
12c	Number, total, and % of <u>new hires</u> of tenured and tenure-track faculty		93-94 94-95 95-96 96-97 97-98 98-99 99-00	1783 1803 1789 1748 1712 1702 1702	5.9% 5.7% 3.9% 4.0% 6.9% 5.0% 5.7%	93-94 94-95 95-96 96-97 97-98 98-99 99-00	49 40 58 59 70 92 105	3.4% 2.7% 4.0% 4.1% 4.9% 6.4% 7.3%	93-94 94-95 95-96 96-97 97-98 98-99 99-00	26 35 619 623 608 596 593	4.3% 5.7% 5.8% 4.8% 4.8% 8.4% 7.8%	

		ISD			IBSSS			FR	
		No.	Total	Pct.	No.	Total	Pct.		
12	1.1.1.7								
12a	<u>Number of faculty resignations</u>	94-95 95-96 96-97 97-98 98-99 99-00	3 1 1 2 1	54 55 55 56 61	5.5% 1.8% 1.8% 3.6% 1.6%	94-95 95-96 96-97 97-98 98-99 99-00	1 4 1 6 5 1	30 31 30 32 33 34	3.3% 12.9% 3.3% 18.8% 15.2% 2.9%
12b	<u>Number of faculty retirements</u>	94-95 95-96 96-97 97-98 98-99 99-00	0 1 2 1 4 1	54 55 55 56 61	0.0% 1.8% 3.6% 6.5% 6.5% 1.6%	94-95 95-96 96-97 97-98 98-99 99-00	1 1 0 0 1 0	30 31 30 32 33 34	3.3% 3.2% 0.0% 0.0% 3.0% 0.0%
12c	<u>Number of faculty new hires</u>	94-95 95-96 96-97 97-98 98-99 99-00	5 0 4 6 7 2	54 55 55 56 61	9.3% 0.0% 7.3% 10.7% 11.5% 11.5%	94-95 95-96 96-97 97-98 98-99 99-00	1 5 4 8 7 6	30 31 30 32 33 34	3.3% 16.1% 13.3% 25.0% 21.2% 17.6%