



**Office of Institutional Planning and Research (OIPR)
Retention of Faculty Hires 2005 to 2011**

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Method

- **Population:** Tenure Track Faculty of new Assistant (542), Associate (94) and Full (59) Professors
- **Cohort approach:** New hire cohorts for 2005, 2006, 2007, 2008, 2009, 2010, and 2011
- **Breakdowns:** Gender, Ethnicity
- **Limitation:** No solid data on why faculty leave
- **Source:** HR Job Data (New Hires), matched to OIPR HR Fall snapshots from 2005 to 2011

Findings: Faculty Type

Type	2005	2006	2007	2008	2009	2010	2011	Total	Overall %
Professor	12	14	4	6	10	4	9	59	8%
Associate Professor	23	17	16	5	6	15	12	94	14%
Assistant Professor	104	92	109	45	63	75	54	542	78%
Total	139	123	129	56	79	94	75	695	100%

- 46% decrease in faculty new hires since 2005

Source: New hire data from HR job data merged with OIPR HR snapshot to determine retention in each cohort

Findings: Gender

Gender	Cohort	Total Hired	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year
Male	2005	88	84	77	75	71	66	62	58
	2006	81	80	76	72	65	62	56	
	2007	83	82	79	73	69	67		
	2008	38	36	34	33	29			
	2009	56	55	53	49				
	2010	62	62	60					
	2011	47	45						
	Total	455	98%	93%	87%	81%	77%	70%	66%
Female	2005	51	46	43	38	36	32	32	26
	2006	42	40	34	36	29	28	27	
	2007	46	44	39	37	35	32		
	2008	18	17	13	13	12			
	2009	23	23	21	21				
	2010	32	32	28					
	2011	28	28						
	Total	240	96%	84%	81%	71%	66%	63%	51%

- 65% of all new hires from 2005 to 2011 were men
- Year by year of employment, retention rates are lower for females than males
- Highest drop off rates for women were between year 1- 2 and 6-7 - 12% and between year 5 and 6 for men - 7%

Source: New hire data from HR job data merged with OIPR HR snapshot to determine retention in each cohort

Findings: Race/Ethnicity (known / enough cases to report)

Race/Eth.	Cohort	Total Hired	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year
White	2005	99	93	86	82	77	70	66	58
	2006	86	84	76	75	67	65	59	
	2007	83	81	77	73	70	66		
	2008	39	37	36	35	33			
	2009	51	50	47	44				
	2010	54	54	50					
	2011	55	54						
	Total	467	97%	90%	86%	80%	75%	68%	59%
Asian	2005	20	18	17	15	14	12	12	11
	2006	26	26	25	24	19	17	17	
	2007	25	25	22	21	20	20		
	2008	10	9	5	5	4			
	2009	18	18	18	18				
	2010	21	21	20					
	2011	13	12						
	Total	133	97%	89%	84%	70%	69%	63%	55%
Black/AA	2005	6	6	5	5	5	5	5	4
	2006	0	0	0	0	0	0	0	
	2007	8	7	6	5	5	5		
	2008	2	2	2	2	2			
	2009	4	4	3	3				
	2010	6	6	5					
	2011	0	0						
	Total	26	96%	81%	75%	75%	71%	83%	67%
Hispanic	2005	12	11	10	9	9	9	9	9
	2006	8	7	7	7	7	7	7	
	2007	10	10	10	9	7	7		
	2008	3	3	2	2	1			
	2009	3	3	3	3				
	2010	5	5	5					
	2011	3	3						
	Total	44	95%	90%	83%	73%	77%	80%	75%

Summary

Of all new hires from 2005 to 2011:

- 67% White
- 18% Asian
- 4% Black/AA
- 6% Hispanic
- 5% Other (not shown)

No obvious pattern on retention rates by race/ethnicity



UF Recruitment and Retention

Recruitment

Toolkit and tutorials <http://www.aa.ufl.edu/recruitment-retention>

Retention

Factors?

- Transition to Gainesville?
- Connection to new department?
- Other/higher offers?
- Health?
- Dual career issues?
- Family issues?
- Tenure worries?
- Unrealistic expectations?
- Mismatch?
- Other?

Actions?

- Orientation?
- Mentoring?
- Transition services?
- Partner hire support?
- Reassignments?