Faculty Retention Survey

Preliminary Report
Student Task Force on Faculty Retention

- Formed in August 2011
- Special Project of Student Government, comprised of 10 Student Leaders representing:
  - Executive Branch of Student Government
  - Honor System
  - Campus Y
  - Honors Program Student Board
  - Carolina Union
  - Chancellor’s Student Innovation Team
  - Carolina Athletics Association
  - Residence Housing Association
Beliefs and Vision

• Guiding Beliefs:
  • Students have a vested interest in the excellence of our faculty
  • The student-faculty relationship is fundamental to the concept of a university
  • While money is the predominant issue, it is not the only issue that concerns faculty

• Guiding Vision:
  • If we can improve the Carolina experience for our faculty, even at the margins (through changes both small and large), then we can positively affect retention rates
Approach

• Semester I
  • Preliminary Meetings
  • Bi-Weekly Discussions
  • Research About Peer Universities
  • Faculty Focus Group
• Semester II
  • February – Faculty Survey
  • March – Initial Presentation to the Board of Trustees
  • April – Presentation of Draft Report to the Faculty Council
  • May – Presentation of Final Report to the Board of Trustees
The Survey

- Target Audience: All 962+ fixed-term and tenure-track faculty in the College of Arts and Sciences
- 15 question survey (included as an attachment in the agenda)
  - 6 quantitative questions
  - 5 qualitative questions
  - 4 demographic questions
- Questions look at the issues of retention and student-faculty interaction with a focus on finding actionable data
The Results

• Response Rate
  • Of all 962+ faculty in the College...
  • 352 surveys started and 317 completed (90 percent completion rate)
  • Approximately 1 in 3 CAS faculty completed the survey
• Demographics
  • Near even divide between males and females
  • Strong response across divisions, faculty ranks, and years of service
  • Strong representation across faculty ranks
Questions?