2012 Report on Faculty Retention, Faculty Climate & Student-Faculty Interactions

in the College of Arts and Sciences
Background

- $231 million aggregate reduction in state appropriations since 2008
- Statewide salary freeze since June 30, 2009
- Drop from 35th to 59th in U.S. News and World Report’s ranking of faculty resources
- Increased administrative responsibilities to offset cuts
Student Task Force

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
The Survey

- **The Survey:**
  - Target Audience: All 962+ fixed-term and tenure-track faculty in the College of Arts and Sciences (CAS)
  - 15 questions focusing on retention, climate, and student-faculty interaction
  - A focus on finding actionable data

- **The Results:**
  - The most important approach is prevention
  - Research time and research funding are significant concerns
  - Areas for improvement in recognition, equity & interaction
Highlight 1: In Praise of Faculty

Faculty commit considerable time to their students and enjoy doing so.

Commitment to Student-Faculty Interaction

- Less than 2 hours per week
- 2-4 hours per week
- More than four hours per week

"I have little interest in/do not value interacting with undergraduates outside of lecture/office hours."

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
Peer Universities

Question: Are there other actions taken by peer institutions to retain faculty that you feel are absent from UNC?
### Highlight 2: Sabbaticals

**Question:**

*If you were to receive a financially competitive offer to teach at another university, which of the following would be compelling reasons keeping you at UNC?*

<table>
<thead>
<tr>
<th>Answer</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>A competitive counter-offer</td>
<td>90%</td>
</tr>
<tr>
<td>Increased opportunities for research sabbaticals</td>
<td>53%</td>
</tr>
<tr>
<td>Changes to your benefits package</td>
<td>45%</td>
</tr>
<tr>
<td>More time for personal research pursuits</td>
<td>37%</td>
</tr>
<tr>
<td>Opportunity for my children to attend UNC-CH for free/ discounted tuition rate</td>
<td>35%</td>
</tr>
<tr>
<td>Increased opportunities for internal research funding (NC TraCS)</td>
<td>27%</td>
</tr>
</tbody>
</table>
Highlight 3: Research Support
An alternative to salary?

Faculty Resources for Teaching & Research

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

My department provides me with adequate resources to be an effective professor
My department provides me with adequate resources to be an effective researcher
Highlight 4: Student-Faculty Interaction

Facility Perceptions of Value Associated with Student-Faculty Interaction

- "I value interactions with undergraduate students."
- "My department values Student-Faculty Interaction."
- "The College of Arts & Sciences values Student-Faculty Interaction."
Highlight 5: Climate & Equity

Question: What are easy things that your department could do or has done to improve faculty satisfaction/climate?

<table>
<thead>
<tr>
<th>Climate</th>
<th>53</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Support</td>
<td>32</td>
</tr>
<tr>
<td>Workload</td>
<td>29</td>
</tr>
<tr>
<td>Equity</td>
<td>25</td>
</tr>
<tr>
<td>Compensation</td>
<td>22</td>
</tr>
<tr>
<td>Recognition</td>
<td>15</td>
</tr>
<tr>
<td>Other</td>
<td>44</td>
</tr>
<tr>
<td>Not Applicable</td>
<td>48</td>
</tr>
</tbody>
</table>

Equity: the fair distribution of benefits and responsibilities.
Compensation: reference to individual salary and benefits.
Recognition: sense that important work and contributions are noted and/or rewarded by department leadership.
Workload: concerns about teaching, research, or administrative responsibilities.
Research Support: concerns about research and conference funding, leaves, and sabbaticals.
Climate: concerns about faculty cohesion, departmental leadership, work environment, morale, and facilities.
Questions?