

2012 Report on Faculty Retention, Faculty Climate  
& Student-Faculty Interactions  
*in the College of Arts and Sciences*

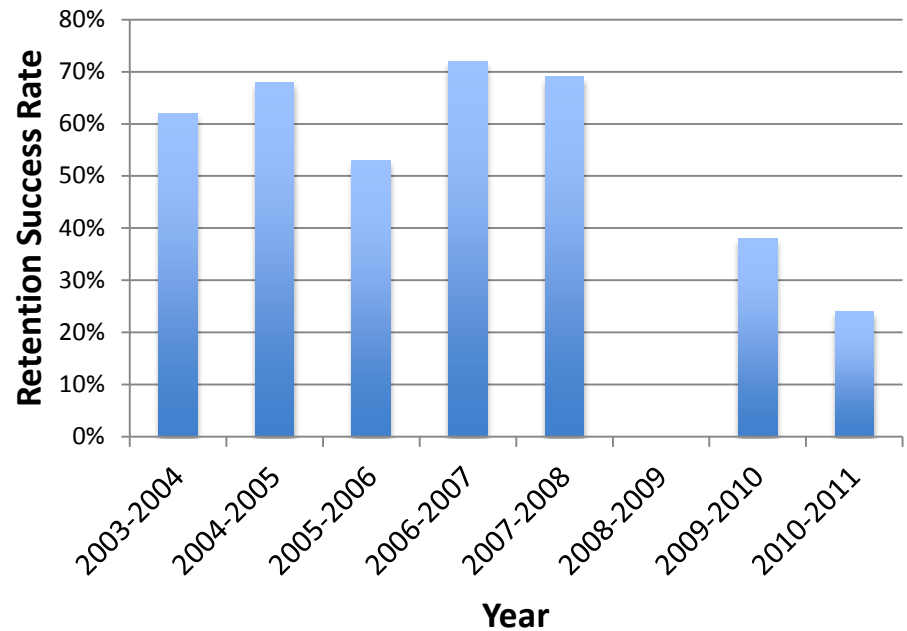


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# Background

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

**Retention Success Rate 2003-2011**



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# Student Task Force

## *Beliefs and Vision*

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- 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



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# The Survey

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- **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



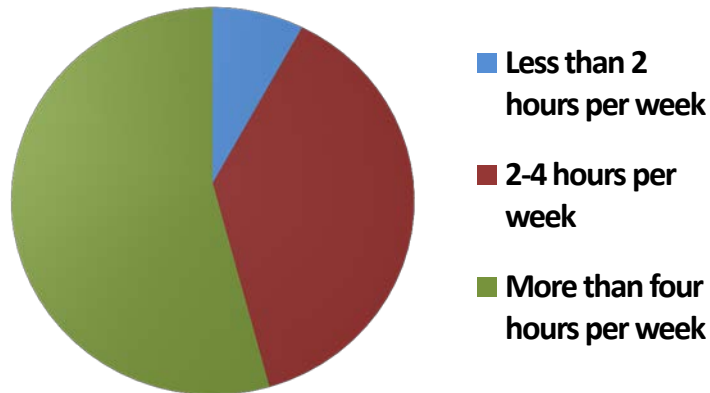
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# Highlight 1: In Praise of Faculty

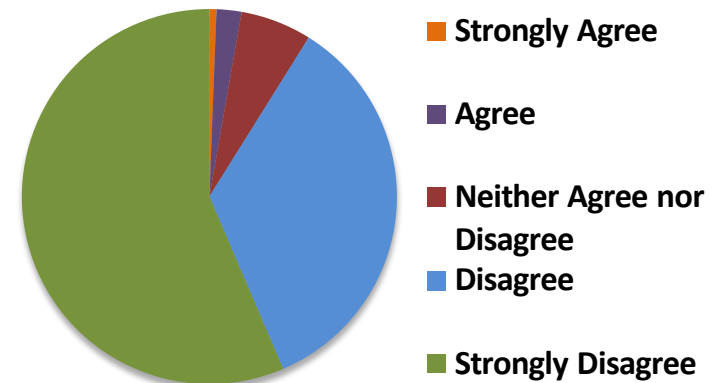
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Faculty commit considerable time to their students and enjoy doing so

### Commitment to Student-Faculty Interaction



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



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# Highlight 2: Sabbaticals

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## 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?*

Answer		% 
A competitive counter-offer		90%
Increased opportunities for research sabbaticals		53%
Changes to your benefits package		45%
More time for personal research pursuits		37%
Opportunity for my children to attend UNC-CH for free/ discounted tuition rate		35%
Increased opportunities for internal research funding (NC TraCS)		27%



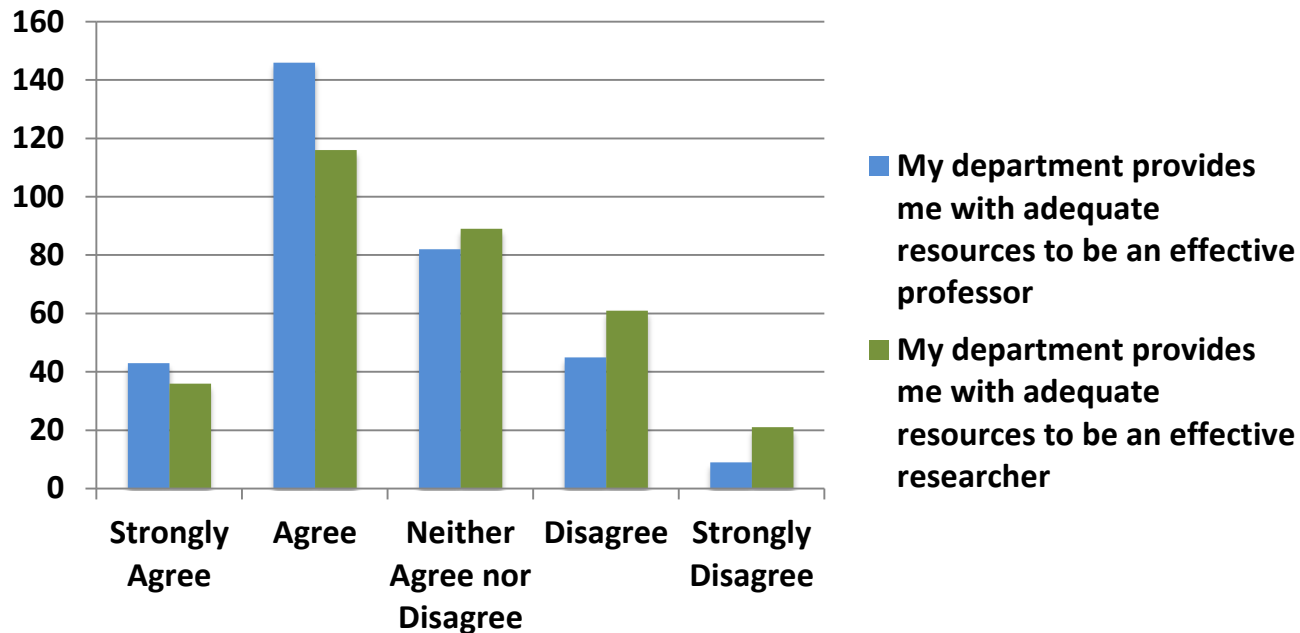
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# Highlight 3: Research Support

## *An alternative to salary?*

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### Faculty Resources for Teaching & Research

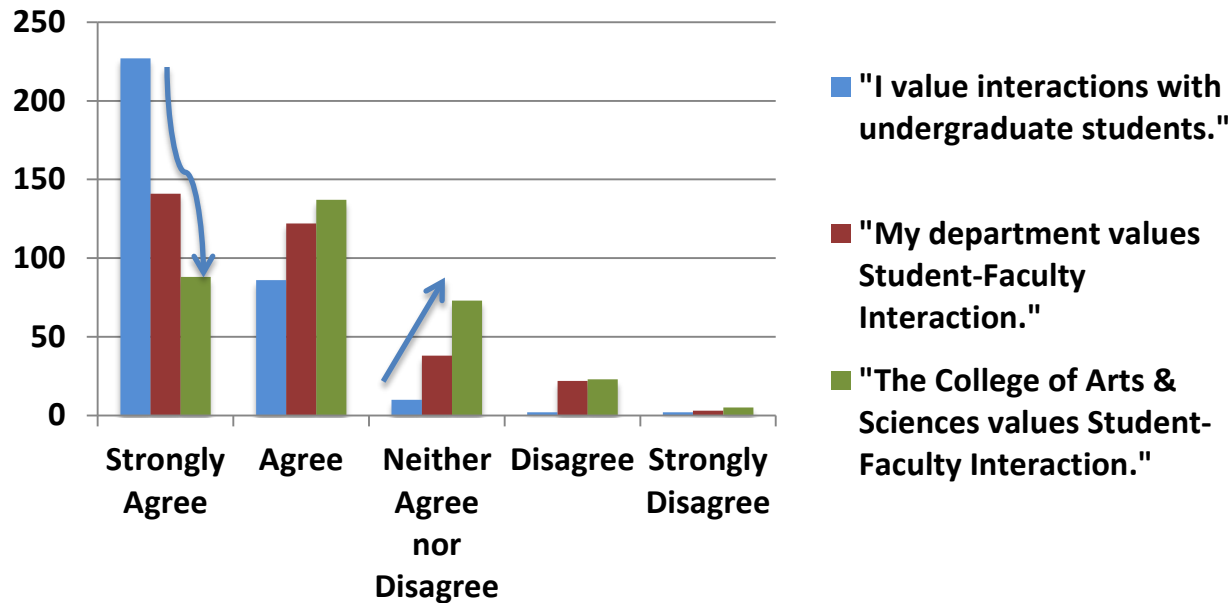


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# Highlight 4: Student-Faculty Interaction

## Faculty Perceptions of Value Associated with Student-Faculty Interaction



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# Highlight 5: Climate & Equity

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

Climate	53
Research Support	32
Workload	29
Equity	25
Compensation	22
Recognition	15
Other	44
Not Applicable	48

*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.



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# Questions?

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