



Faculty Retention 2008

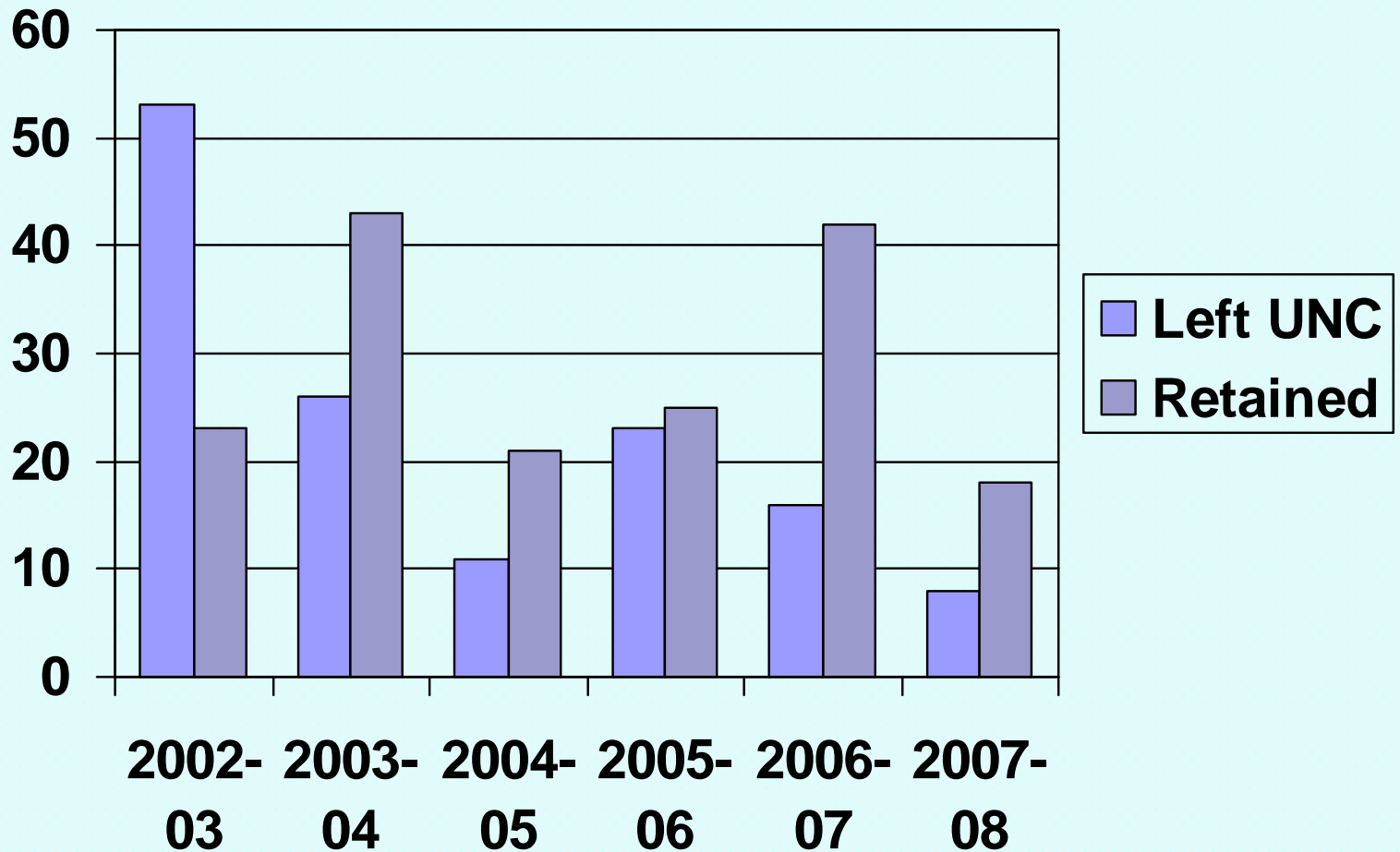
Presentation to the BOT University
Affairs Committee, July 23, 2008

Bernadette Gray-Little, Executive Vice Chancellor
and Provost

The Big Picture

- Report only includes tenure and tenure-track faculty with offers from other universities
 - Does not include faculty who left to go into private practice, private industry, or retirement
- For the academic year 2007-2008, 51 faculty received offers from other universities
- We made counter offers to 26
- Of those to whom we made counters, 18 stayed and 8 left
- Thus, our overall retention rate was 69% (18 of 26)

Six year trend of successful counter offers



Retention by School

- Four Schools had no losses and no retention battles:
 - School of Pharmacy
 - School of Social Work
 - School of Nursing
 - School of Government

Retention by School

- Information and Library Science:** 1 outside offer, counter offer, faculty member retained (Simmons College)
- Kenan Flagler Business School:** 2 outside offers, no counter, both faculty left (Georgia, Purdue)
- School of Dentistry:** 2 outside offers, both countered, both faculty left (Maryland, Iowa)
- School of Education:** 2 outside offers, both countered, both faculty retained (Temple, ECU)

Retention by School

- **School of Public Health:** 4 outside offers, 3 counters. 2 stayed (Manchester, Arizona State) and 2 left (Michigan, Berkeley).
- **Law School:** 4 outside offers, 1 counter. All 4 left. (Washington Univ. St. Louis (2), UCLA, Vanderbilt)
- **Journalism and Mass Communication:** 2 outside offers, 1 counter. 1 stayed (Calvin College) 1 left (Univ. of Miami)

Retention by School

■ School of Medicine

- 18 faculty received offers from other universities
- 8 received counter offers, and 7 of those stayed
- Lost to Duke
- Successfully countered offers from Wisconsin, Emory, Wake Forest (2), Columbia, Miami, USC

Retention by School

■ College of Arts and Sciences

- 16 faculty received offers from other universities
- 8 received counter offers, and 5 of those stayed
- Lost to UC Davis, UT Austin, Univ. Richmond
- Successfully countered offers from Univ. of Kentucky, Arizona State, Johns Hopkins, NYU, and George Mason

Conclusion

- Overall retention rate remains good. Last year was highest at 72%, this year is 69%.
- Substantial salary increases last year were of great help; Lower increases for coming year will make us less competitive.
- Deans and department chairs continue to pay close attention to faculty retention issues, with good results.