



THE UNIVERSITY  
*of* NORTH CAROLINA  
*at* CHAPEL HILL

## **Faculty Retention 2011-2012**

**Analysis of Recent Data &  
Comparison with Previous Years**

# What are the primary metrics?

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- **How many faculty members received external offers?**
- **What percentage of our counter-offers were successful?**

**Overall, the news this year is better than last year, although we're not back to "normal".**



# Numbers of Outside Offers

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**2002-2003: 75**

**2003-2004: 69**

**2004-2005: 32**

**2005-2006: 48**

**2006-2007: 58**

**2007-2008: 26**

**Average 47**

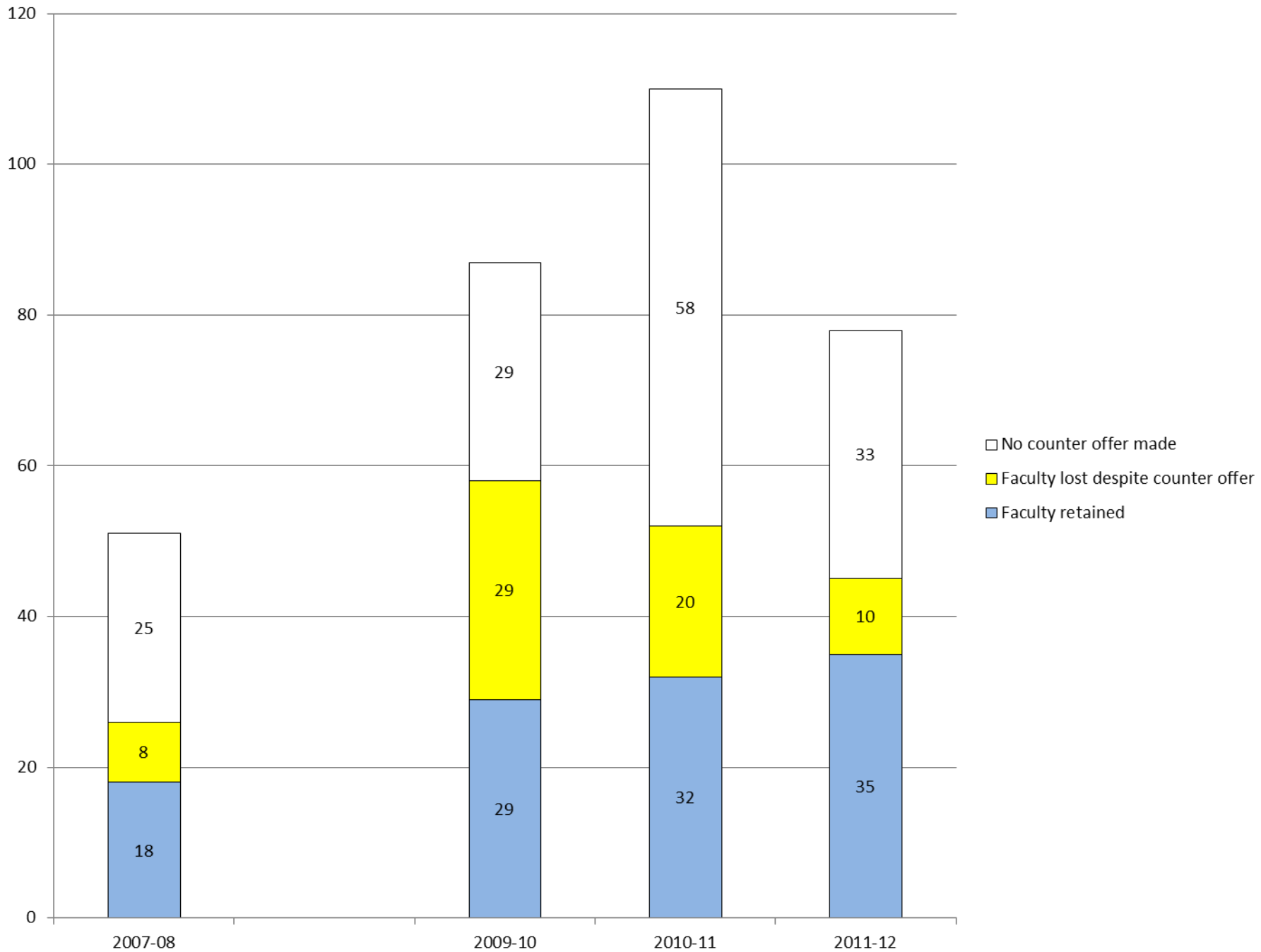
**2009-2010: 87**

**2010-2011: 110**

**2011-2012: 78**



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# Retention Success Rates

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**2002-2003: 30%**

**2003-2004: 62%**

**2004-2005: 68%**

**2005-2006: 53%**

**2006-2007: 72%**

**2007-2008: 69%**

**Average 65%**

**2009-2010: 50%**

**2010-2011: 61%**

**2011-2012: 69%**



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# How many faculty did we lose?

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- In 2007-2008, we lost 33 faculty, 8 due to failed retentions.
- In 2009-2010, we lost 58 faculty, 29 due to failed retentions.
- In 2010-2011, we lost 78 faculty, 46 due to failed retentions.
- In 2011-2012, we lost 35 faculty, including 10 due to failed retentions.



# Which types of institutions tried to recruit our faculty?

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- **AAU public universities – 32%**
- **AAU private universities – 23%**
- **Non-AAU public universities – 13%**
- **Non-AAU private universities – 5%**
- **Industry/govt./etc. – 17% (all health affairs)**
- **Foreign universities – 10%**



# Major competitors

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**Vanderbilt (5 offers: WWLL?)**

**Duke (4 offers: WLL?)**

**Miami (3 offers: WWW)**

**Pittsburgh (3 offers: W??)**

**Ohio State (3 offers: WWL)**





# Pre-emptive Retentions

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**This year some schools sought to forestall looming or likely offers to their faculty via pre-emptive retentions.**

**A total of 73 such offers were made, comparable to the total number of actual offers made to our faculty (78).**

**These pre-emptive retentions help stabilize our best faculty.**



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# Questions and Comments?

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