



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

Faculty Retention and Recruitment 2013-2014

Analysis of Recent Data (7/1/2013-6/30/2014)

& Comparison with Previous Years

What are the primary metrics?

- How many tenured or tenure track faculty members received external offers?
- What percentage of our counter-offers were successful in retaining faculty with offers?
- How many tenure and tenure faculty does UNC recruit from other universities?

Numbers of External Offers

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

2012-2013: 76

2013-2014: 56

Retention Success Rates (Stayed/total external offers in %)

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%

2012-2013: 37%

2013-2014: 64%

How many tenured and tenure-track faculty did we lose to external offers?

- 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.
- In 2012-2013, we lost 48 faculty, including 15 due to failed retentions.
- In 2013-2014, we lost 20 faculty, including 8 due to failed retentions.

A failed retention is a faculty member who got a counter offer and left anyway.

Counter Offers

Of the 56 who got external offers this year,
UNC gave 44 ($44/56 = 79\%$) of them counter offers.

Of those 44 we gave counter offers to,
36 ($36/44 = 82\%$) decided to remain at UNC.

0 decided to stay even with no counter offer.

Major competitors – Making more than 2 external tenure or tenure track offers to UNC faculty

2011-2012:

Vanderbilt (5 offers)

Duke (4 offers)

Miami (3 offers)

Pittsburgh (3 offers)

Ohio State (3 offers)

2013-2014:

Duke (3 offers)

Pittsburgh (3 offers)

U of Washington (4 offers)

2012-2013:

Duke (4 offers)

Vanderbilt (4 offers)

Ohio State (4 offers)

South Carolina (3 offers)

NCSU (3 offers)

Recruitments of Faculty to UNC

(7/1/13-6/30/14)

Tenured Faculty : 16 hires

(5 Associate Professors and 11 Full Professors)

Tenure Track Faculty: 93 hires

(81 Assistant Professors and 12 Associate Professors)

Fixed Term Faculty (Full Time): 68 hires

TOTAL: 177 hires of Faculty (Of these 109 tenured and T-T Faculty hired)

Recruitments of 16 Tenured Faculty to UNC –
At Associate and Full Professor Rank
Previous University
(7/1/13-6/30/14)

New Hampshire

U Mass – Amherst

Northern Illinois Univ.

Indiana

Ohio State

UCLA

Sheffield

Medical College of Wisconsin

Michigan

Johns Hopkins

Duke

MUSC

Texas – Austin

Penn State

Washington U St. Louis

Harvard

Retention and Recruitment Lessons

(7/1/13-6/30/14)

1. UNC exists within a competitive academic market
2. External offers to our faculty were down over previous years
3. When faculty members got external offers, they were less likely to leave UNC this year than last year
4. Counter offers work and are often successful in retaining faculty members with external offers
5. Carolina actively hires tenured and tenure track faculty from other universities
6. Annual tracking of retentions and recruitments is necessary to take the pulse of UNC's faculty