

**July 31, 2019, 2:20PM
Chancellor's Ballroom East, Carolina Inn**

OPEN SESSION

FOR INFORMATION ONLY

(No formal action is requested at this time)

1. Provost Update
Bob Blouin, Executive Vice Chancellor and Provost
2. Graduate and Professional Student Federation Update
Chastan Swain, President
3. Employee Forum Update
Shayna Hill, Chair
4. Faculty Retention Update
Ron Strauss, Executive Vice Provost

Some of the business to be conducted is authorized by the N.C. Open Meetings Law to be conducted in closed session.

COMMITTEE MEMBERS

Charles (Chuck) G. Duckett, Chair

Teresa Artis Neal, Vice Chair

Jefferson (Jeff) W. Brown

Haywood D. Cochrane Jr.

Kelly Matthews Hopkins

Ashton B. Martin

Ralph W. Meekins, Sr.

Dwight D. Stone

Administrative Liaison:

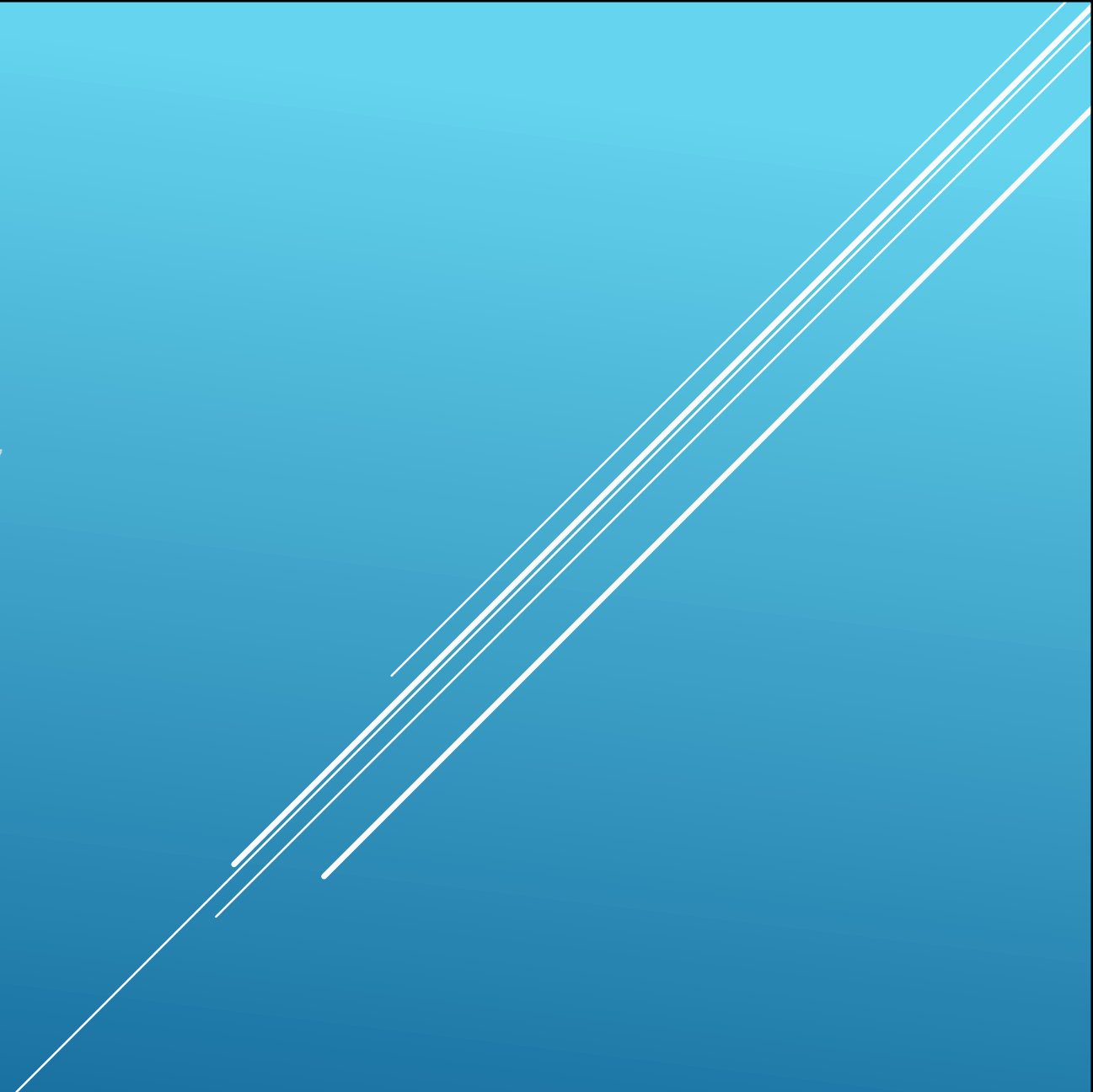
Bob Blouin, Executive Vice Chancellor and Provost

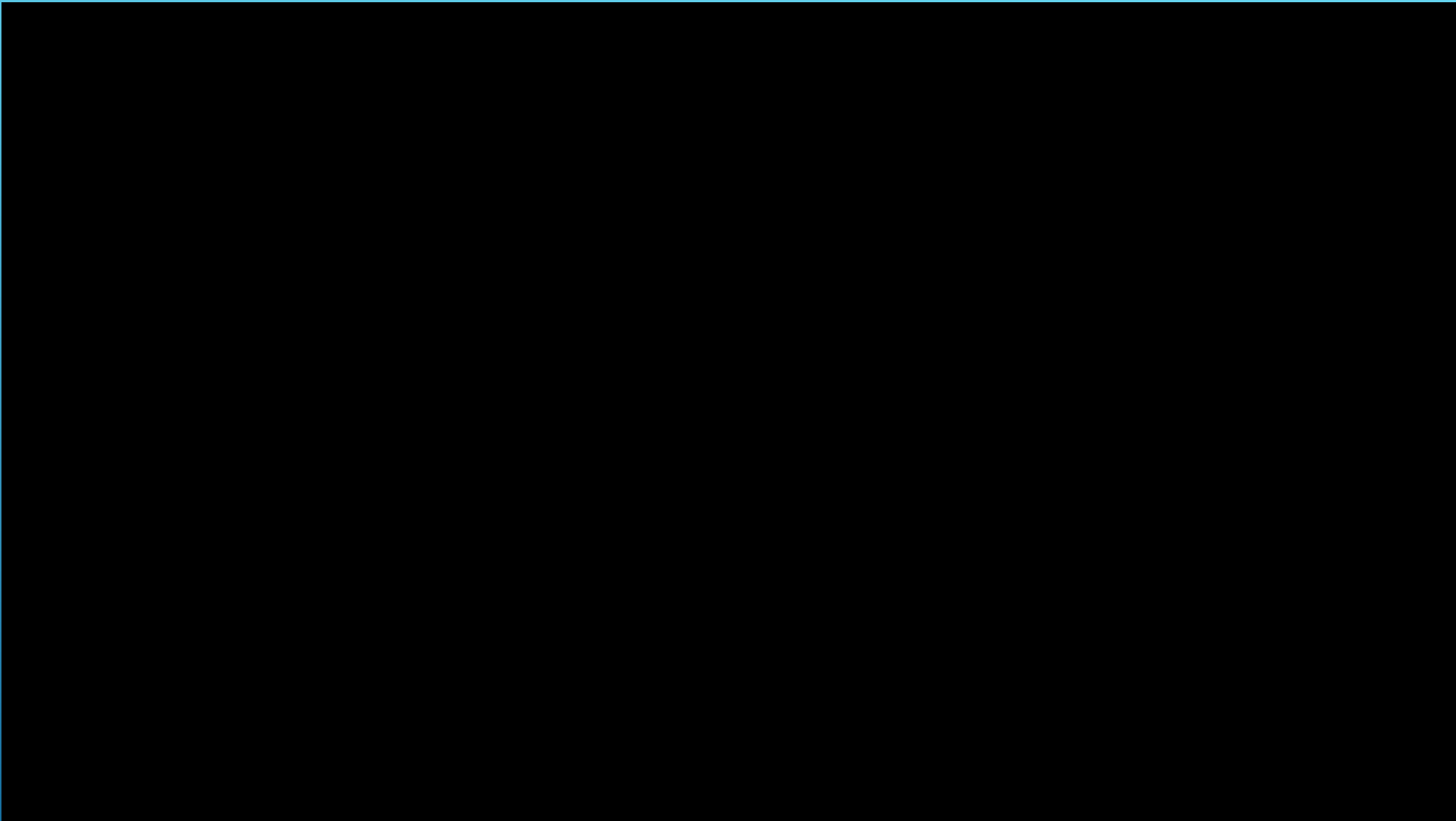


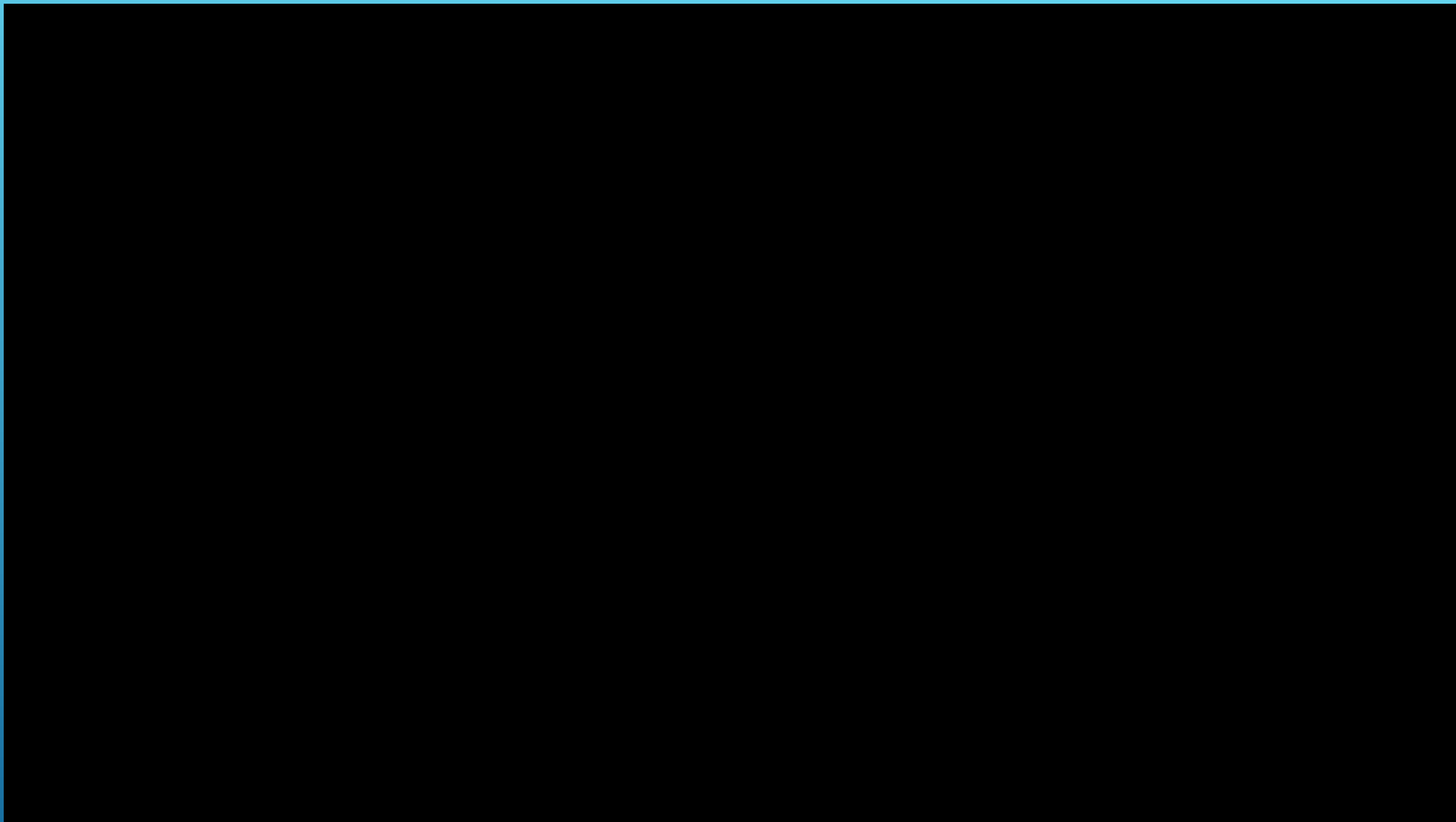
EMPLOYEE FORUM

THE UNIVERSITY *of* NORTH CAROLINA
at CHAPEL HILL

—
Serving Since 1992







THE BLUEPRINT FOR
NEXT

TREASURED VALUES

ABOVE ALL, WE ARE HUMAN, INCLUSIVE, AND
HUMANE.

A series of white lines of varying lengths and orientations are positioned in the bottom right corner of the slide, creating a modern, abstract graphic element.

Faculty Retention and Recruitment Update: 2018-2019

Number of External Offers for tenure/tenure-track faculty, by year:

2002-2003: 75	2009-2010: 87	2015-2016: 63
2003-2004: 69	2010-2011: 110	2016-2017: 32
2004-2005: 32	2011-2012: 78	2017-2018: 55
2005-2006: 48	2012-2013: 76	2018-2019: 89
2006-2007: 58	2013-2014: 56	
2007-2008: 26	2014-2015: 33	

Competitors making 2 or more tenure/tenure-track offers to UNC faculty: 2011-2018:

<u>2011-2012:</u>		Washington State (2)
Vanderbilt (5)	<u>2013-2014:</u>	<u>2016-2017:</u>
Duke (4)	Washington (4)	Virginia (3)
Miami (3)	Duke (3)	Cornell (2)
Ohio State (3)	Pittsburgh (3)	Duke (2)
Pittsburgh (3)	<u>2014-2015:</u>	<u>2017-2018:</u>
<u>2012-2013:</u>	Arizona (2)	Rutgers (4)
Duke (4)	<u>2015-2016:</u>	Temple (2)
Ohio State (4)	Duke (6)	Pennsylvania (2)
Vanderbilt (4)	Emory (2)	Virginia (2)
NCSU (3)	European University Institute (2)	Washington U. (2)
South Carolina (3)	Univ of Zurich (2)	
	Vanderbilt (2)	

External tenure/tenure-track offers to UNC faculty in 2018-2019:

Duke (5)	Harvard	UC Berkeley
Dartmouth (5)	Brown	UC Davis
Texas – Austin (4)	Georgia	MD Anderson
Toronto (4)	Michigan	Wisc – Madison
Washington U (2)	William and Mary	UVA
Penn State (2)	San Jose State	NCI
Stanford (2)	U of Houston	Amer. Psych. Assoc.
Northwestern (2)	Hong Kong U	Alabama
Oxford U (2)	Singapore Man U.	New Mexico
Rutgers (2)	Florida	Tennessee
<u>Columbia (2)</u>	Emory	ViiV Healthcare
UCSF	UTSW	Vanderbilt
U Penn	UC Santa Barbara	Maryland
Yale	UC Santa Cruz	Oregon Hth Sci

How many tenure-track and tenured faculty left to external offers?

2009-2010, lost 58 faculty	2013-2014, lost 20 faculty	2017-2018, lost 24 faculty
2010-2011, lost 78 faculty	2014-2015, lost 12 faculty	2018-2019, lost 22 faculty
2011-2012, lost 35 faculty	2015-2016, lost 40 faculty	
2012-2013, lost 48 faculty	2016-2017, lost 15 faculty	

How many tenure-track/tenured faculty were retained and lost in 2018-19 (89 external offers)?

- 58 retained (65%)
- 22 lost (25%)
- 9 pending and in-process (10%)

How many faculty were recruited to UNC in 2018-2019 (Total 304)?

- 14 Tenured and 67 Tenure-Track faculty (Subtotal = 81)
- 223 Fixed term hires

How many faculty retired in 2018-2019 (Total 132)?

- 68 Tenured / Tenure-Track
- 64 Fixed-Term



Faculty Retention and Recruitment Update: 2018-2019

OFFICE OF THE PROVOST DATA



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

What are the primary metrics?

- ▶ How many tenured or tenure-track faculty members received external offers? How many left and how many stayed?
- ▶ Who are our historical and current major competitors?
- ▶ How many tenure and tenure-track faculty does UNC recruit from other universities?

Number of External Offers for Tenured/Tenure-Track Faculty

▶ 2002-2003: 75	▶ 2011-2012: 78
▶ 2003-2004: 69	▶ 2012-2013: 76
▶ 2004-2005: 32	▶ 2013-2014: 56
▶ 2005-2006: 48	▶ 2014-2015: 33
▶ 2006-2007: 58	▶ 2015-2016: 63
▶ 2007-2008: 26	▶ 2016-2017: 32
▶ 2009-2010: 87	▶ 2017-2018: 55
▶ 2010-2011: 110	▶ 2018-2019: 89

Major Competitors 2011-2018

Making 2 or more external tenure-track or tenure offers to UNC faculty

► 2011-2012

- Vanderbilt (5 offers)
- Duke (4 offers)
- Miami (3 offers)
- Ohio State (3 offers)
- Pittsburgh (3 offers)

► 2012-2013

- Duke (4 offers)
- Ohio State (4 offers)
- Vanderbilt (4 offers)
- NCSU (3 offers)
- South Carolina (3 offers)

► 2013-2014

- Washington (4 offers)
- Duke (3 offers)
- Pittsburgh (3 offers)

► 2014-2015

- Arizona (2 offers)

► 2015-2016

- Duke (6 offers)
- Emory (2 offers)
- European University Institute (2 offers)
- University of Zurich (2 offers)
- Vanderbilt (2 offers)
- Washington State (2 offers)

► 2016-2017

- Virginia (3 offers)
- Cornell (2 offers)
- Duke (2 offers)

► 2017-2018

- Rutgers (4 offers)
- Temple (2 offers)
- Pennsylvania (2 offers)
- Virginia (2 offers)
- Washington University (2 offers)

Major Known Competitors 2018-2019

Making external tenure-track or tenure offers to UNC faculty

- ▶ **Duke (5)**
- ▶ **Dartmouth (5)**
- ▶ **Texas – Austin (4)**
- ▶ **Toronto (4)**
- ▶ **Washington U (2)**
- ▶ **Penn State (2)**
- ▶ **Stanford (2)**
- ▶ **Northwestern (2)**
- ▶ **Oxford U (2)**
- ▶ **Rutgers (2)**
- ▶ **Columbia (2)**

- ▶ **UCSF**
- ▶ **U Penn**
- ▶ **Yale**
- ▶ **Harvard**
- ▶ **Brown**
- ▶ **Michigan**
- ▶ **William and Mary**
- ▶ **San Jose State**
- ▶ **Georgia**
- ▶ **U of Houston**
- ▶ **Hong Kong U**
- ▶ **Singapore Management U.**
- ▶ **Florida**
- ▶ **Emory**

- ▶ **UTSW**
- ▶ **UC Santa Barbara**
- ▶ **UC Santa Cruz**
- ▶ **UC Berkeley**
- ▶ **UC Davis**
- ▶ **MD Anderson**
- ▶ **Wisconsin – Madison**
- ▶ **UVA**
- ▶ **NCI**
- ▶ **American Psychological Assoc.**
- ▶ **Alabama**
- ▶ **New Mexico**
- ▶ **Tennessee**
- ▶ **ViiV Healthcare**
- ▶ **Vanderbilt**
- ▶ **Maryland**
- ▶ **Oregon Health and Sci**

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

- ▶ In 2009-2010, we lost 58 faculty
- ▶ In 2010-2011, we lost 78 faculty
- ▶ In 2011-2012, we lost 35 faculty
- ▶ In 2012-2013, we lost 48 faculty
- ▶ In 2013-2014, we lost 20 faculty
- ▶ In 2014-2015, we lost 12 faculty
- ▶ In 2015-2016, we lost 40 faculty
- ▶ In 2016-2017, we lost 15 faculty
- ▶ In 2017-2018, we lost 24 faculty
- ▶ In 2018-2019, we lost 22 faculty

How many tenure-track and tenured faculty did we retain?

- ▶ In 2018-2019, UNC-Chapel Hill had 89 external offers.
- ▶ We lost 22 (25%)
- ▶ We retained 58 (65%)
- ▶ Pending and in-process 9 (10%)

How much does it cost (Provost and System Office funds) to retain tenure-track and tenured faculty?

- ▶ 2018-2019 : \$1,065,763.
 - ▶ of which \$367,987 is recurring.
 - ▶ Plus the cost borne by the Schools and Centers/Institutes.

Recruited to UNC – 2018-2019

- ▶ 14 Tenured and 67 Tenure-Track faculty members were hired to UNC (Subtotal = 81)
- ▶ Fixed term hires 223
- ▶ In-bound Total = 304

Retention and Recruitment Lessons

- ▶ UNC exists within a competitive academic market
- ▶ External offers to our faculty were up over previous years
- ▶ Counteroffers work and are often successful in retaining faculty members with external offers
- ▶ Carolina actively hires tenure-track, tenured and fixed-term faculty from other universities
- ▶ Annual tracking of retention and recruitment is necessary to take the pulse of UNC's faculty

Questions? Discussion?



► ron_strauss@unc.edu