Faculty Recruitment and Retention Taskforce
UNC Faculty Assembly

We have been asked to provide feedback to Chancellor Bowles concerning the **issues** which impact our ability to recruit and retain faculty within the UNC System and **ways of measuring them**. The following issues were identified by the members of the UNC Faculty Assembly's Faculty Recruitment and Taskforce. We need your assistance in identifying if these are the primary factors and which are top priority items based on the distinct characteristics of ASU. Please identify other factors if you believe they significantly impact our ability to recruit and retain faculty. **Please rank order the items with the bold bullet.** Within each category, please check off the ones that you believe relate to us.

Out of 100 respondents.

- **Salary and Benefits**
  81 people ranked this as the top concern. 15 as #2 and 4 as #3
  - _____ _80__Salary and Benefits
    81 people ranked this as the top concern. 15 as #2 and 4 as #3
    - o _65__Salary percentile as compared to relevant peer group
    - o _28__Types and quality of benefits – to include eldercare, childcare, quality schools, contributions to retirement programs, long-term care, amount of life insurance, etc.
    - o _66__Summer grants for entering faculty and research and course development grants for returning faculty
    - o _26__Pay compression and conversion issues – concern re morale of existing faculty if inequities internal to institution; and as incoming faculty make salaries which exceed those of existing faculty in their area
    - o _25__Faculty recognition and awards – both financial and non-financial rewards
    - o _25__Other (Be specific):

- **Climate and Culture Issues**
  15 people ranked this as the top concern. 56 as #2, 10 as #3, 5 as #4, and 5 as #5
  - o _55__Climate and Culture Issues
    15 people ranked this as the top concern. 56 as #2, 10 as #3, 5 as #4, and 5 as #5
    - o _55__Faculty workload – misperception that faculty work 6-9 hours a week
    - o _43__Lack of structured sabbatical programs
    - o _66__Faculty time during regular semester primarily used for teaching and service and non-paid time used for research, which is significant part of tenure and promotion evaluation
    - o _52__Promotion and tenure criteria – does infrastructure support; are resources available to support what is being required
    - o _49__Service load – advisement, committees, student organizations, community outreach, search committees, etc.
    - o Possible ways of measuring climate and culture: _31_Job satisfaction surveys _30__Climate surveys

- **Space**
  2 people ranked this as the top concern. 11 as #2, 31 as #3, 24 as #4, and 15 as #5
  - o _51__Space
    2 people ranked this as the top concern. 11 as #2, 31 as #3, 24 as #4, and 15 as #5
    - o _51__Space allocation and logistical resources
    - o _46__Quality of facility – space, furniture, outlets, size, layout
    - o _30__Telephone, computer and other equipment, software access and availability

- **Infrastructure**
  No one ranked this as the top concern. 7 as #2, 33 as #3, 31 as #4, and 19 as #5
  - o _58__Infrastructure
    No one ranked this as the top concern. 7 as #2, 33 as #3, 31 as #4, and 19 as #5
    - o _58__Administrative support (clerical and non-clerical – secretaries, lab assistants, copy centers, student workers, GTAs)
    - o _21__Faculty mentoring relationships – existence and quality
    - o _8__Absence of Structured orientation programs
    - o _23__% of courses taught by non-tenured or non-tenure track faculty

- **Recruitment Process/Outcomes**
  2 people ranked this as the top concern. 6 as #2, 16 as #3, 16 as #4, and 30 as #5
  - o _14__Recruitment Process/Outcomes
    2 people ranked this as the top concern. 6 as #2, 16 as #3, 16 as #4, and 30 as #5
    - o _14__Failed searches
    - o _30__Timeliness of search – funding approval, marketing, scheduling interviews
    - o _58__Lose top choices because not competitive
    - o _10__Paperwork requirements for non-U.S. born/naturalized faculty