

**COMMITTEE ON PUBLIC AFFAIRS**

**Committee on Public Affairs**

**June 19, 2014**

3. Faculty Retention Efforts .....Kate Henz

**Situation:** The Committee will hear an update from Senior Director of Academic Policy & Funding Analyses regarding findings from a recent review of faculty retention efforts.

**Background:** Discussions surrounding the recent challenges of retaining talented faculty have been taking place over the last few years. To review those challenges, UNC General Administration reached out to the campuses to find out key faculty losses and review campus retention rates. The handout showcases some of those key losses, as well as shows the lessons learned on retaining faculty.

**Assessment:** With discussions surrounding state employee pay raises, funding levels for UNC Faculty Recruitment & Retention and the Distinguished Professorship Endowment currently being discussed at the legislature, we wanted to share the lessons learned from our retention study. The review of campus efforts shows pre-emptive offers are more efficient in retaining key faculty members than having to counter external offers.

**Action:** This is for information only.