



FACULTY RETENTION SURVEY

1. How important was each of the following in your decision to accept a faculty position and remain at Carolina?

	Accept Position at Carolina			Remain at Carolina		
	Very Important	Somewhat Important	Not Important	Very Important	Somewhat Important	Not Important
Academic rank offered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues in dept/unit/lab	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community resources (schools, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Geographic location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job opportunities for spouse/partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other personal/family considerations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reputation of department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reputation of institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary/Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If other, please elaborate: (The space will expand as you type.)

2. Please indicate the extent to which you agree with each of the questions below.

A. Compensation	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know or Not Applicable
I understand the process that my department uses to determine merit raises.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The process that my department follows in determining merit raises is fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My salary closely corresponds to the contributions I make to the University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My salary closely corresponds to the contributions I make to my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting an outside offer is almost the only way to get a good raise in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If a faculty member is not happy with his/her salary, the University should require the faculty member to get an outside offer to demonstrate competitiveness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A small group in my department receives the greatest raises irrespective of what they contribute to the department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. Benefits and Quality of Life	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know or Not Applicable
The current health benefits package adequately meets my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The current retirement benefits package adequately meets my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy living in this area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The cost of living in this area is too high relative to my salary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. Departmental Support and Professional Development	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know or Not Applicable
I am satisfied with the level of departmental support that I receive to teach my courses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of departmental support that I receive to conduct my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of professional development support I receive from my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The current facilities are adequate to support my teaching and research responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have recommendations for improving departmental support and professional development, please provide them here. (Note: The space will expand as you type.)

D. Climate and Leadership	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know or Not Applicable
Faculty in my department get along fairly well with each other.	<input type="radio"/>				
The overall climate for faculty in my department is good.	<input type="radio"/>				
The climate for women in my department is good.	<input type="radio"/>				
The climate for faculty of color in my department is good.	<input type="radio"/>				
The amount of funding a person brings into the University is more highly rewarded than the quality of research being conducted.	<input type="radio"/>				
My contributions to teaching are adequately recognized by my department.	<input type="radio"/>				
My contributions to research are adequately recognized by my department.	<input type="radio"/>				
My contributions to service are adequately recognized by my department.	<input type="radio"/>				
My department recognizes and rewards collaboration and multidisciplinary research.	<input type="radio"/>				
I have confidence in the leadership of UNC-Chapel Hill.	<input type="radio"/>				
I have confidence in the leadership of my department.	<input type="radio"/>				

If you have recommendations for improving campus climate and leadership efforts, please provide them here. (Note: The space will expand as you type.)

3. Within the last three years, have you seriously considered leaving UNC-Chapel Hill for another job either inside or outside of academia?

- Yes
- No

If you have, would you please share why you have considered seeking employment elsewhere? (Note: The space will expand as you type.)

4. During the past three years, have you been recruited for a position outside of Carolina, either in or out of academia?

- Yes, in academia
- Yes, outside academia
- Yes, both inside and outside academia
- No

5. Within the last three years, have you interviewed for another job?

- Yes
- No

6. Within the last three years, have you received a job offer?

- Yes
- No

7. If you have received a job offer within the past three years, was there a counter offer made by your college/department?

- Yes
- No
- N/A

8. If there was a counter offer, was it at least equivalent to the outside offer?

- Yes
- No
- N/A

If not, please describe the major differences. (Note: The space will expand as you type.)

9. Was the counter offer made in a timely manner?

- Yes
- No
- N/A

10. If you have comments about the overall counter offer process, please provide them here. (Note: The space will expand as you type.)

11. As you consider your professional future during the next three years, how likely is it that you will:

	Very Likely	Somewhat Likely	Not Likely
Remain employed at Carolina	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accept a position at a different postsecondary institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accept a position outside academia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retire	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. If you were to leave Carolina and accept another academic position at a different institution, what attributes would have attracted you to the new position? Please rate the importance of these attributes.

	Very Important	Somewhat Important	Not Important
Greater opportunity to conduct research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of research facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better opportunity to conduct clinical work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Greater departmental support for my teaching interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Greater support for multidisciplinary research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More opportunities for professional advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall department/college morale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tenure track/tenured status of position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prestige of institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased emphasis on/appreciation of my discipline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequacy of instructional resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support of faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Favorable geographic location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good environment/schools for family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job opportunities for spouse/partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If other, please specify: (The space will expand as you type.)

13. If presented with a decision to remain at or leave Carolina, what single factor would most convince you to stay at Carolina? The factor may or may not be one of those listed in the previous question. (Note: The space will expand as you type.)

14. Given the current financial climate, what priorities would you recommend that the University focus on to better support faculty? (Note: The space will expand as you type.)

15. Are there any other issues that the University should consider in its efforts to retain faculty? (Note: The space will expand as you type.)

16. How long have you worked as a faculty member at Carolina?

- 1-5 Years
- 6-10 Years
- 11-15 Years
- 16-20 Years
- 21-25 Years
- >25 Years

17. Gender:

- Female
- Male

18. Rank:

- Professor
- Associate Professor
- Assistant Professor
- Instructor
- Other

19. Appointment Type:

- Tenured/Tenure Track
- Fixed Term

20. Do you have an administrative role in addition to faculty rank (chair, dean, associate dean, etc.)?

Yes

No

21. School:

----- Select School ----- ▼

22. Ethnicity:

- African-American
- American Indian or Alaskan Native
- Asian or Pacific Islander
- Hispanic
- White, Non-Hispanic
- Other or combination of above

If you wish to be entered in the prize drawing, please enter your UNC One Card PID here:

Thank you for your participation!
Please click on the submit button below to submit your response.

Submit