

2019 Fixed-Term Faculty Survey Results

February 14, 2020 – Faculty Council

*Prepared by Institutional Research & Assessment
and
The UNC-Chapel Hill Committee on Fixed-Term Faculty*



THE UNIVERSITY
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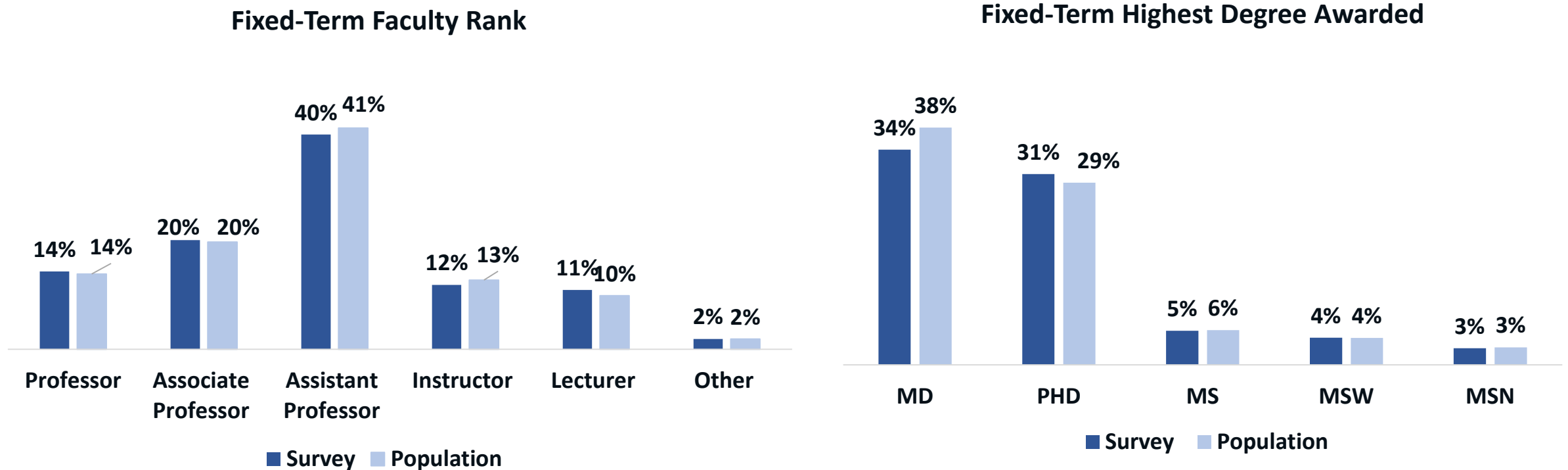
Survey Development and Administration

- **Purpose:** To identify the most critical issues for fixed-term faculty members and to use their feedback to develop effective ways that the Committee on Fixed-Term Faculty can advocate for fixed-term faculty.
- **Survey instrument:** Created by the Committee on Fixed-Term Faculty as a follow-up to a similar survey administered in 2014. Administered by Institutional Research and Assessment (OIRA).
- **Launch:** Survey invitation emailed to all 2,138 permanent full- and part-time fixed-term faculty on September 13th. Four reminders sent to non-respondents.
- **Responses:** 1,201 (56.2%).
- **Preliminary analysis:** Institutional Research & Assessment staff.

Summary of Respondents:

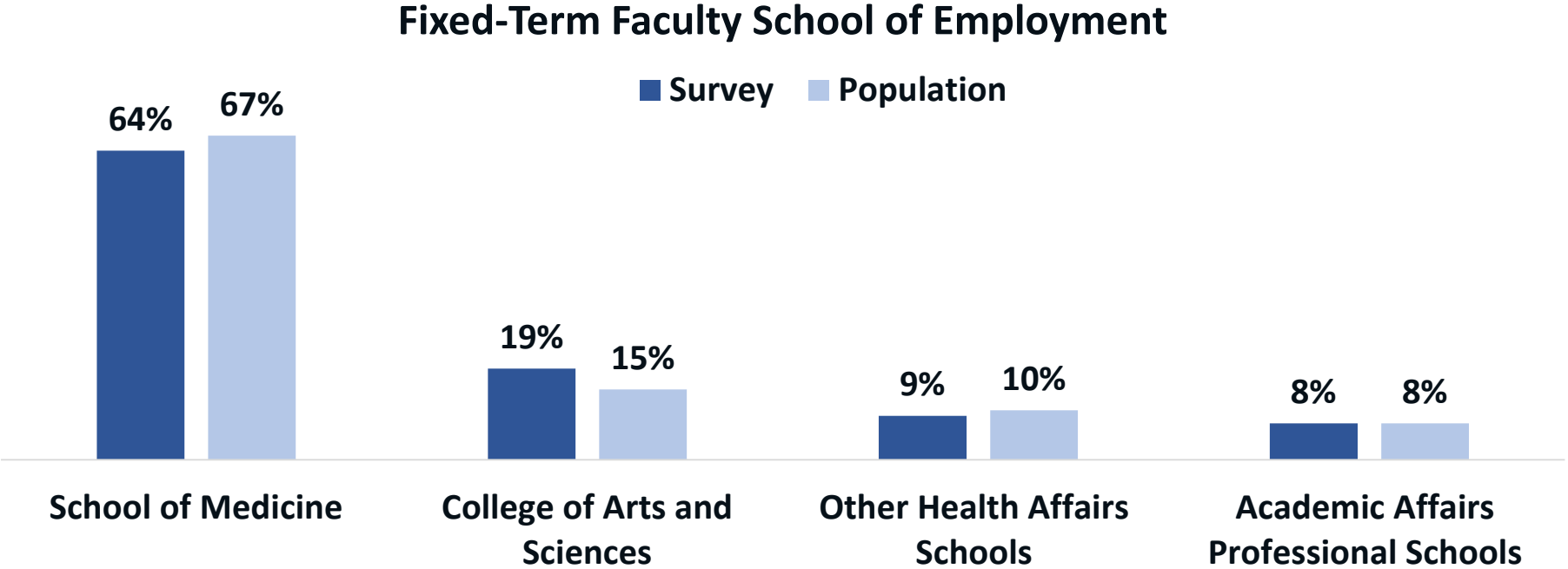
Comparison of Respondents to the Fixed-Term Faculty Population: By Rank and Degree

When comparing survey participants to the UNC-CH fixed-term population, survey participants closely match the population in rank and highest degree awarded.



Summary of Respondents: Comparison of Respondents to the Fixed-Term Faculty Population: By School

- The School of Medicine was slightly underrepresented and College of Arts and Sciences slightly overrepresented when comparing survey participants to the entire population of fixed-term faculty.

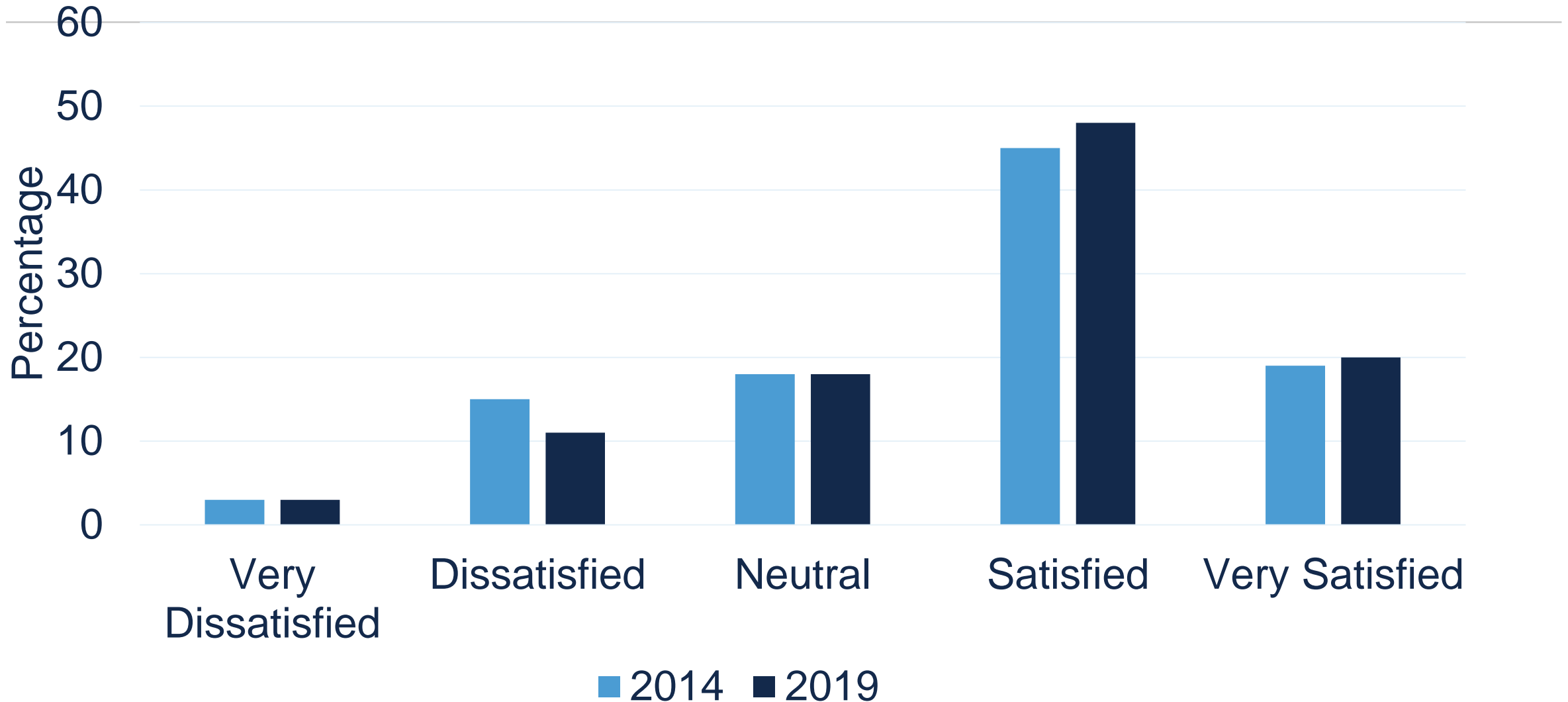


Rank order of priority of issues to be addressed

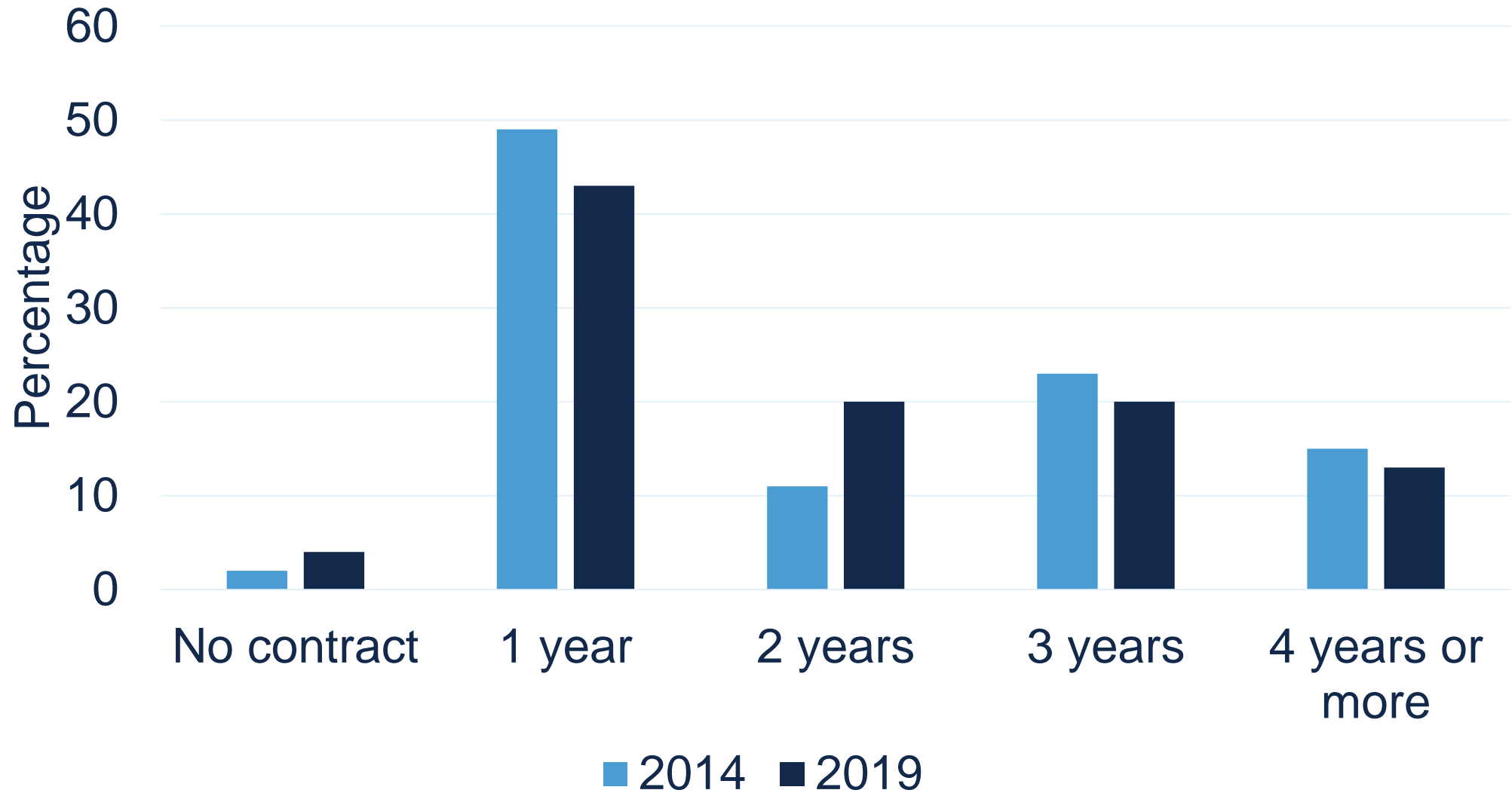
1. Competitive salary and other compensation.
2. Job security/length of contracts.
3. Clarity of performance evaluations (recognition for teaching, service, scholarship).
4. Availability of faculty development or mentoring opportunities*.
5. Ability to apply for competitive internal grants, leaves or awards.
6. Participation in faculty governance at the department or school level (participation in faculty meetings, input on curricular decisions or teaching assignments).

❖ Mentoring moved up a step from 2014

Level of Satisfaction with Current Employment Situation 2014 to 2019



Length of Contract: 2014 and 2019 comparison

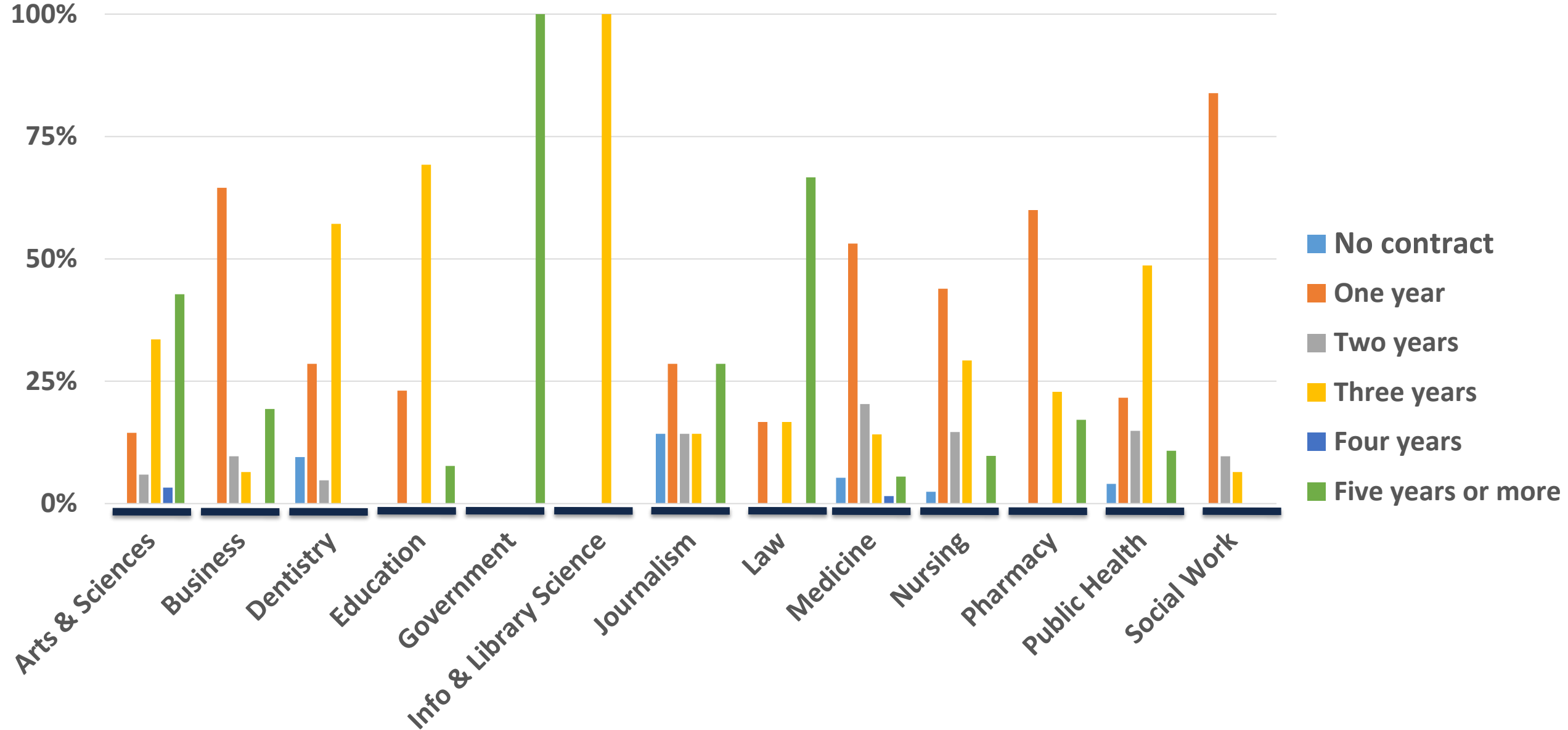


Percentages of contract length by number of years and school

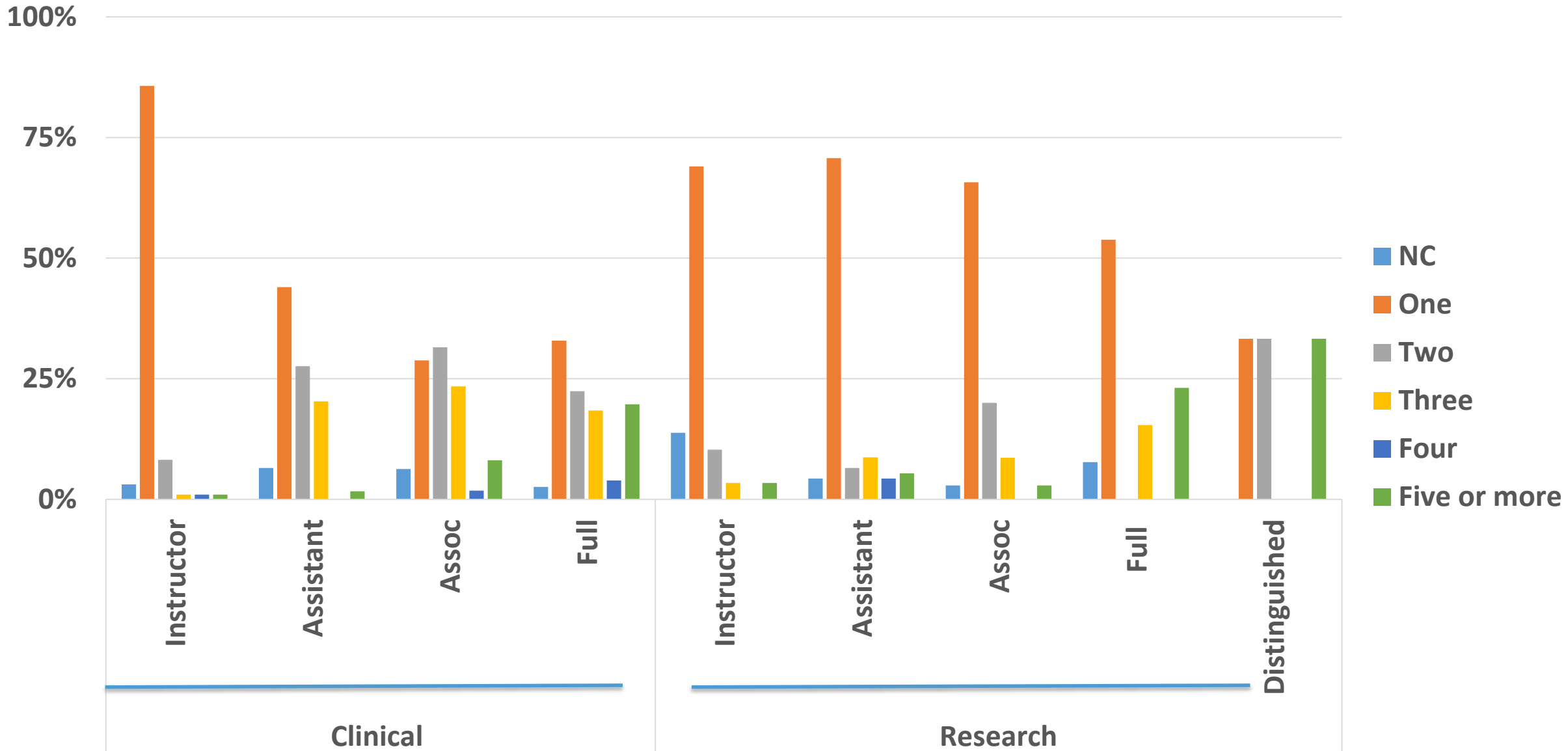
- There is a lot a variation between schools
- Several schools have adopted the 1-3-5 year model (A&S, Education, Law, Pharmacy)
- 5 schools still favor 1 year contracts overall (Business, Medicine, Nursing, Pharmacy and Social Work)
- A&S, Government and Law have the most 5-year contracts by percentage.
- School of Medicine has longer contracts for clinical faculty compared to research faculty across all ranks.

Percentages of contracts by length and school.

As reported by Fall 2019 Survey (55% of population)



Percentages of contracts by length and rank in the School of Medicine (full time)



Respondent Suggestions for the Committee on Fixed Term Faculty's Advocacy Efforts (1)

A preliminary analysis of these comments revealed the following top five themes.

- 1. Improve financial compensation**
- 2. Increase contract lengths and sense of job security**
- 3. Provide more research/professional development opportunities**
- 4. Provide more formal mentoring programs**
- 5. Create a systematic, transparent, university-wide process for evaluating fix-term faculty**

Respondent Suggestions for the Committee on Fixed Term Faculty's Advocacy Efforts (2)

Other themes that emerged in the analysis of the comments included:

- 1. Respect for fixed term faculty and the work they do – Departmental practices that exclude fixed term faculty (meetings, events, etc.), general lack of appreciation of their teaching roles, not being qualified for awards, being treated like post-docs.**
- 2. Lack of resources to do their work – start-up funds, equipment, work space, funding to attend conferences.**
- 3. Workload – Ever-increasing workloads without additional compensation, especially service assignments.**

Major Themes for 2019-2020 Fixed Term Faculty Committee

- Improve compensation.
- Continue to advocate for extending contracts and non-renewal notice criteria.
- Work with Provost's office to assure clarity of performance evaluation (recognition for teaching, service, scholarship).
- Work with CFE to promote mentoring opportunities.

Thanks to the members of the Fixed-Term Faculty Committee and the Office of Institutional Research and Assessment (OIRA)



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