



**UNC Board of Governors  
Faculty Recruitment and Retention Fund  
Review**

Approved by the Board of Governors  
April 13, 2012

*Bart Corgnati*  
Bart Corgnati, Secretary of the University



**GENERAL ADMINISTRATION**

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*Constituent Universities*  
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University**

**East Carolina  
University**

**Elizabeth City  
State University**

**Fayetteville State  
University**

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University**

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Central University**

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State University  
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North Carolina  
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North Carolina  
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**MEMORANDUM**

**TO: The Personnel and Tenure Committee of the Board of Governors**  
**FROM: Suzanne T. Ortega**  
**DATE: April 12, 2012**  
**SUBJECT: Faculty Recruitment and Retention Fund Review**

Enclosed is the Review of the Faculty Recruitment and Retention Fund. The Review includes background information on the fund and the accepted awards since 2007.

If there are questions regarding the fund or the information provided, please do not hesitate to contact me.

## **Fund History**

The Faculty Recruitment and Retention Fund was created in 2006 pursuant to Senate Bill 1741. The fund was established with \$5,000,000 with the direction that “allocations from the fund shall be made for salary increases at the discretion of the President of The University of North Carolina only for the purposes of recruiting and retaining faculty members as necessary at constituent institutions” (§22.12(a1)). The President was instructed to issue guidelines for the use of these funds.

In 2008 the Legislature added an additional \$3,000,000 to the fund and in 2009 another \$2,000,000 was added, for a total allocation of \$10,000,000 for this purpose. Because of the success of this program and because funds are only returned to the central account if a supported faculty member subsequently leaves UNC, campuses were notified in May 2011 that the Faculty Recruitment and Retention fund had been fully expended and that no additional recruitment or retention offers could be supported until such time as the fund was replenished.

## **Summary of the Use of Funds**

Since the fund's inception, 182 Recruitment and 136 Retention Awards have been made totaling \$9,990,399. The funds awarded for recruitment efforts had a 73% success rate, meaning that 73% of the funds that were awarded for the recruitment of new faculty resulted in the hire of that individual. The funds awarded for retention efforts had an 87% success rate, meaning that 87% of the funds awarded for retention efforts resulted in the continued employment of that individual. This information is illustrated by year in the chart on the following page.

In the last year there has been a sharp increase in the number of requests we have received from campuses for faculty retention. Between the years of 2010 and 2011, some campuses have reported a 20% increase in the number of faculty receiving outside offers while others have reported increases in the number of outside offers their faculty are receiving as much as 50%. This increase in requests has come at a time when the funds have been depleted, with the result that we have been unable to make key retention offers and have virtually halted our attempts to make competitive new hires. Our data indicate that retention success rates are between 2%-30% when campuses must rely upon their own resources as opposed to the 87% retention success rate when the Retention and Recruitment funds are available.

## By Number of Awards

	Fiscal Year ended June, 30						Current Total
	2007	2008	2009	2010	2011	2012	
<b>Recruitment Awards</b>							
Accepted Awards	75	21	35	39	12	0	182
Success Rate	83%	70%	71%	75%	44%	0%	73%
<b>Retention Awards</b>							
Accepted Awards	27	5	36	30	28	10	136
Success Rate	96%	56%	92%	83%	88%	83%	87%
<b>Total Accepted Awards</b>	<b>102</b>	<b>26</b>	<b>71</b>	<b>69</b>	<b>40</b>	<b>10</b>	<b>318</b>

### Total Dollar Value of Awards (Success Rate by Number of Awards)

	Fiscal Year ended June, 30						Current Total
	2007	2008	2009	2010	2011	2012	
<b>Recruitment Awards</b>							
Accepted Awards	\$ 3,268,167	\$ 792,579	\$ 1,857,601	\$ 1,104,301	\$ 355,802	\$ (87,397)	\$ 7,291,053
Success Rate	83%	70%	71%	75%	44%	0%	73%
<b>Retention Awards</b>							
Accepted Awards	\$ 680,512	\$ 108,687	\$ 705,910	\$ 460,584	\$ 575,820	\$ 167,833	\$ 2,699,346
Success Rate	96%	56%	92%	83%	88%	83%	87%
<b>Total Accepted Awards</b>	<b>\$ 3,948,679</b>	<b>\$ 901,266</b>	<b>\$ 2,563,511</b>	<b>\$ 1,564,885</b>	<b>\$ 931,622</b>	<b>\$ 80,436</b>	<b>\$ 9,990,399</b>

Current Fund Balance  
Total Appropriations to the  
Fund