

Faculty Recruitment and Retention Taskforce September 29, 2006 - Faculty Assembly Meeting

The primary issues were identified by the members of this taskforce, which would need to be prioritized based on the distinct characteristics of the individual campus. There should be several measures that are common across the campuses, but there are distinctive characteristics that each university may want to consider.

Compensation and Benefits

- **Salary and Benefits**
 - Salary percentile as compared to relevant peer group
 - Types and quality of benefits - to include eldercare, childcare, quality schools, contributions to retirement programs, long-term care, etc.
 - Summer grants for entering faculty and research and course development grants for returning faculty
 - 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
 - Recognition and awards - both financial and non-financial rewards

- **Climate and Culture Issues**
 - Faculty workload - misperception that faculty work 6-9 hours a week
 - Lack of structured sabbatical programs
 - Faculty time during regular semester used for teaching and service and non-paid time used for research, which is significant part of tenure and promotion evaluation
 - Job satisfaction surveys
 - Climate surveys
 - Promotion and tenure criteria - does infrastructure support; are resources available to support what is being required
 - Service load - advisement, committees, student organizations, community outreach, search committees, etc.

- **Space**
 - Space allocation and logistical resources
 - Quality of facility
 - Computer and other equipment, software

- **Infrastructure**
 - Administrative support (clerical and non-clerical - secretaries, lab assistants, copy centers, student workers, GTAs)
 - Faculty mentoring relationships - existence and quality
 - Structured orientation programs
 - % of courses taught by non-tenured or non-tenure track faculty

- **Recruitment Process/Outcomes**
 - Failed searches
 - Timeliness of search