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Carolina students don't just leave at the end of the semester. They leave 50 or so working refrigerators, acres of carpet, an army's worth of shoes. This spring, 18 to 19 tons of it. A new program of the student affairs office called Tar Heel Treasure collects that which gets abandoned somewhere between the dorm room and the ride home and keeps it out of the landfill.



UNC STUDENT HOUSING

On May 15 at

Faculty Retention Plummets as Salaries Stay Frozen

Barely six months ago, UNC was ahead of the curve on hiring and retaining faculty in an extremely difficult economic climate. While hiring had slowed dramatically at many schools, Carolina was hiring at about 80 percent of normal and was winning most of its battles for professors who were entertaining offers from others.

By the end of the year, the University was looking at a 41 percent retention rate from raids from other schools in which it countered or could not afford to counter, one of the lowest rates in several years. The medical school was hit particularly hard — of 58 Carolina faculty members who presented offers from other universities and whom UNC tried to keep but couldn't, 24 were from the medical school.

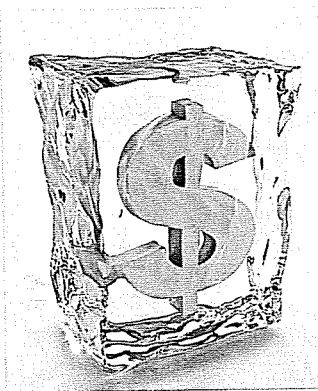
Most of those who leave for greener pastures are associate professors who have achieved tenure by proving their star power but who are young enough to be vulnerable to universities who will up the ante on salary, benefits and the other trappings of academia. Though there are many factors in a professor's decision to leave, and retention seems to be cyclical — often rebounding shortly after a nosedive like this one — the inability to offer regular salary increases at UNC may be having a cumulative effect, said Provost Bruce Carney.

The state froze across-the-board salaries last year and again this year. "Prospects for salaries for this year and even next are pretty bleak," Carney said.

Even researchers who are paid through outside grants that stipulate the ability to give periodic pay raises to themselves and their staffs are prohibited from

doing so by an edict from the UNC System. The University is seeking to get that rule changed.

A recent memo from the UNC System says no raises are to be given except for promotions, increase of duties or in a retention case. The latter is typified by a written offer from another university.



Elite and well-funded private schools are not the only ones successfully attacking Carolina's faculty. Carney listed the universities of Texas and Michigan as formidable raiders in the past year. "It comes down to which schools are impacted by the economic downturn," he said. High tuitions such as Michigan's, he said, are important fac-

tors because they are somewhat buffered from the bad economy as long as enrollment doesn't slip.

Some faculty who entertain offers, the University doesn't try to keep — about one-fourth of the total this year. The others fall into two categories: UNC counteroffers to try to hold onto them, or it simply doesn't have the money to fight.

Carolina's high-ranked Gillings School of Global Public Health generated 10 such competitions this year. Of the five counteroffers UNC made, it retained three; for the other five, it didn't have the funds to counter.

Ultimately, Carney said, results such as these raise the question of whether the University is positioned well to compete given the perennial limitations on state funds and its status as one of the best bargains, tuition-wise, in public education.