

**Notes from Meeting with the
Arts and Humanities Department Chairs
September 22, 2008**

- Trailing spousal accommodation on new hires is critical in attracting new professors. The Provost currently pays 33% of the trailing spouse's salary for 3 years if the person is considered a reasonable hire.
- Departments do not have enough staff. Staff turnover due to low compensation and benefits is also a real problem. Really talented staff members move on very quickly. It is impossible to give talented staff merit raises and it is also hard to upgrade their position to receive a higher pay grade.
- Small things can improve faculty retention. The "Yes" fund started by Nelson Schwab to help faculty purchase office supplies and pay for other needs has been very helpful. Allowing children of faculty to attend UNC-CH free would also benefit recruitment and retention.
- Space is very tight in the Arts and Humanities Departments. How are they going to be able to add more students with their current amount of space?
- The chairs asked: "Are we living off our past excellence and do we risk a diminution of excellence if we do not correct these problems?"
- To increase the yield of good students we should increase merit scholarships and expand the Honors Program. The Honors Program attracts the good students we are competing for.
- We are at a disadvantage in hiring graduate students because other schools are offering longer commitments, less required service, and more merit pay. We really need to improve our yield of quality graduate students if we want a better university. Graduate students help provide quality instruction to undergraduate students. We need to combat the myth that graduate students who teach cannot speak English well. In the one or two cases where this has occurred, the complaints are long and loud.
- We must include in the cost of endowing a named chair for a professor, the cost of educating a graduate student to assist that professor. This would dramatically improve faculty retention and improve the quality of our graduate students. This costs minimally \$300,000. \$500,000 would be ideal to provide a stipend of \$25,000 a year for five years.