

Survey of UNC—Chapel Hill Retired Faculty  
Final Report  
October 20, 2014



UNC  
THE ODUM INSTITUTE

The Odum Institute for Research in Social Science  
University of North Carolina at Chapel Hill

SURVEY OF UNC—CHAPEL HILL RETIRED FACULTY  
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## INTRODUCTION

In the Spring of 2014, the Retired Faculty Association (RFA) contracted the Odum Institute to conduct a survey of retired faculty of the University of North Carolina—Chapel Hill. Funding was provided by the RFA, the Friday Center for Continuing Education, and the UNC Provost. The survey had two primary purposes: to gauge interest in a Lifelong Learning program for retired faculty, and to gather input on the role of retired faculty in university affairs. In addition, the RFA wished to learn faculty members' reasons for joining or not joining the Association and to determine whether there were unmet needs among faculty with which the RFA could assist.

## METHODS

With leadership from the Odum Institute, an online survey was designed for this purpose. Because it was readily available, the list of retired faculty with a known email address and who were invited to vote in the most recent faculty council election formed the invitation list for the survey. While we would have preferred to supplement the online survey with mailed surveys to faculty without email addresses, time and cost constraints prohibited it. The RFA hopes to do a second survey of all known retired faculty at a later date, incorporating a method to reach those without email/online access.

On July 8, survey invitations were emailed to 554 faculty. Reminders were sent on July 14 and July 28 to persons who had not responded. The survey closed on July 29, 2014. Two hundred sixty-six recipients (48%) clicked the link to open the survey, but 44 answered 0-2 items and were therefore omitted from analysis. The remaining 222 responses form the basis of this report. We received word that one intended recipient was deceased, but to our knowledge the remaining 552 were eligible for the survey, yielding a final response rate of 40%.

Respondents were allowed to leave any question blank if they chose not to answer, and a good number did so for many questions. In the findings below, percentages reflect the percentages of individuals who responded to each item; those who left the item blank are omitted from the percentage calculations.

## LIFELONG LEARNING PROGRAM

The survey found strong support for a Lifelong Learning program. Seventy-seven percent of respondents expressed interested in participating as a student and/or teacher. History, current affairs, and computers/technology/software are the topics respondents are most interested in learning, with health/wellness/biomedical issues, literature, cultural or visual arts appreciation, politics/governmental affairs, and environmental issues also garnering significant levels of interest. There is a strong preference for lifelong learning courses to be held once a week during weekday daytime hours, for a duration of 3 to 6 weeks.

## UNIVERSITY AFFAIRS AND ROLE OF RETIRED FACULTY

From a list of 11 items including a write-in space, respondents were asked to select the three most important roles that retired faculty could play for the University. The most frequently chosen response (51%) was mentoring students and/or junior faculty. Other highly valued roles were teaching (42%), speaking to student, alumni, and/or community groups (36%) and serving on student dissertation/thesis committees (31%).

Respondents were shown a list of nine current University topics and asked which, if any, they felt they could personally assist the University with. A majority of respondents (54%) responded that they cannot or do not wish to assist the university with any of them. However, 23% feel they can assist with balancing athletic and academic programs, 20% say they can help with support for faculty members, 13% feel they can help with issues surrounding fixed term faculty positions, and 11% feel they can assist with admission standards.

Respondents were asked whether they felt they had the type and amount of information they would like to about University affairs. Seventy-two percent said yes. When asked how they stay current on University news, events, and updates, 78% said they use the news media, 57% rely on colleagues, 54% use the Retired Faculty Newsletter, 41% use a college, school or department newsletter, and 38% use the UNC—CH website.

## PRIVILEGES AND SERVICES NEEDED

When asked what University services or privileges they no longer have access to but feel they need, 42% marked University library access/privileges. It seems a significant number of retired faculty do not know that library privileges are available to retired faculty upon request. Office space was the next most commonly chosen privilege (17%), and 16% chose “other, specify,”

most of whom wrote in “parking.” Eleven percent of respondents desire eligibility to participate in grant-funded activity, and 10% desire access to restricted university buildings or facilities (e.g. labs). Notably, 40% of respondents said there were not any university services or privileges they desire but do not have.

Respondents were presented a list of eleven needs that retired individuals might have. Three items pertained to health care/insurance: 23% of respondents would like help getting answers to questions about their current health insurance coverage, 12% could use help choosing a health plan, and 9% could use more convenient options for receiving health care. Seventeen percent said they could use assistance with wills/estate planning, 16% would like travel planning, and 10% say they could use assistance with financial management. However, the majority (52%) said they were not in need in any of the services listed, nor did they write in any other needs.

## EMPLOYMENT AND VOLUNTEERING

In terms of how they currently spend their time, 30% of respondents are currently working for pay, and of those 64 individuals, about half (30) are working for UNC—CH. The 6-month waiting period for re-employment and/or the cap on salary for retired faculty working for the university posed difficulties for only 9% of respondents.

Seventy-three percent of respondents say they do some volunteer work in a typical week. Among the 133 respondents who reported doing volunteer work, the mean number of hours is 8.3 in a typical week. Only 8% of respondents report current involvement in fundraising for UNC—CH or its affiliate programs. When provided a list of possible fundraising activities and asked if they would consider participating, most (81%) declined. However, 19 individuals expressed willingness to participate in fundraising events, and 19 were willing to be involved in obtaining grants, by writing letters of support, participating in grantor site visits, planning or writing grant applications, or identifying prospective grant sources.

## RETIRED FACULTY ASSOCIATION MEMBERSHIP

Forty-eight percent of respondents reported being current members of the UNC—CH Retired Faculty Association. Open-ended follow up questions asked members what benefits they feel they receive from membership and asked nonmembers what would encourage them to join. Responses to these questions are provided to the RFA but not coded or summarized for this report.

## DEMOGRAPHICS

The survey respondents were 78% male. Most (51%) were between 71 and 80 years of age. Twenty-two percent were over 80, and 27% were under 71. Arts and Sciences (34%) and Medicine (29%) were the former home schools of the largest numbers of respondents, but all thirteen schools (and a couple centers/institutes) were represented by at least one respondent. When asked whether their UNC—CH career was predominantly focused on teaching, research, public service, or administration, 51% said their career encompassed multiple combined roles of relatively equal importance. Twenty-three percent said their role was primarily teaching, 13% said research, 10% said administration, and 3% said public service.

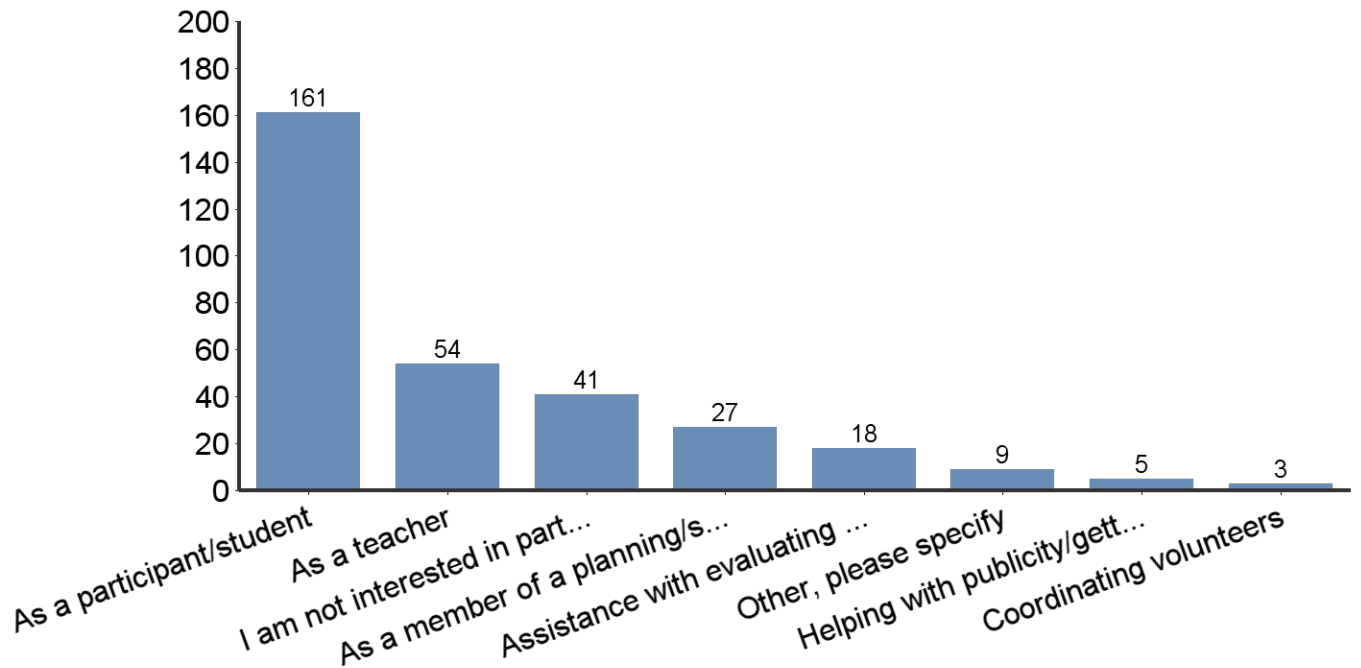
The mean year of retirement was 2005, but the distribution was heavily weighted toward later years, with the mode being 2012. In fact, 59% of respondents had retired in 2005 or later.

The mean number of years on faculty at UNC faculty was 31 and the mode was 30. Nineteen percent were on faculty for less than 25 years, 18% for 25-30 years, 25% served 30-35 years, 23% served 35-40 years, and 14% served longer than 40 years.

## QUESTION WORDING AND RESPONSE DISTRIBUTIONS

The remaining pages present the exact survey question wordings and response distributions for the findings reported above.

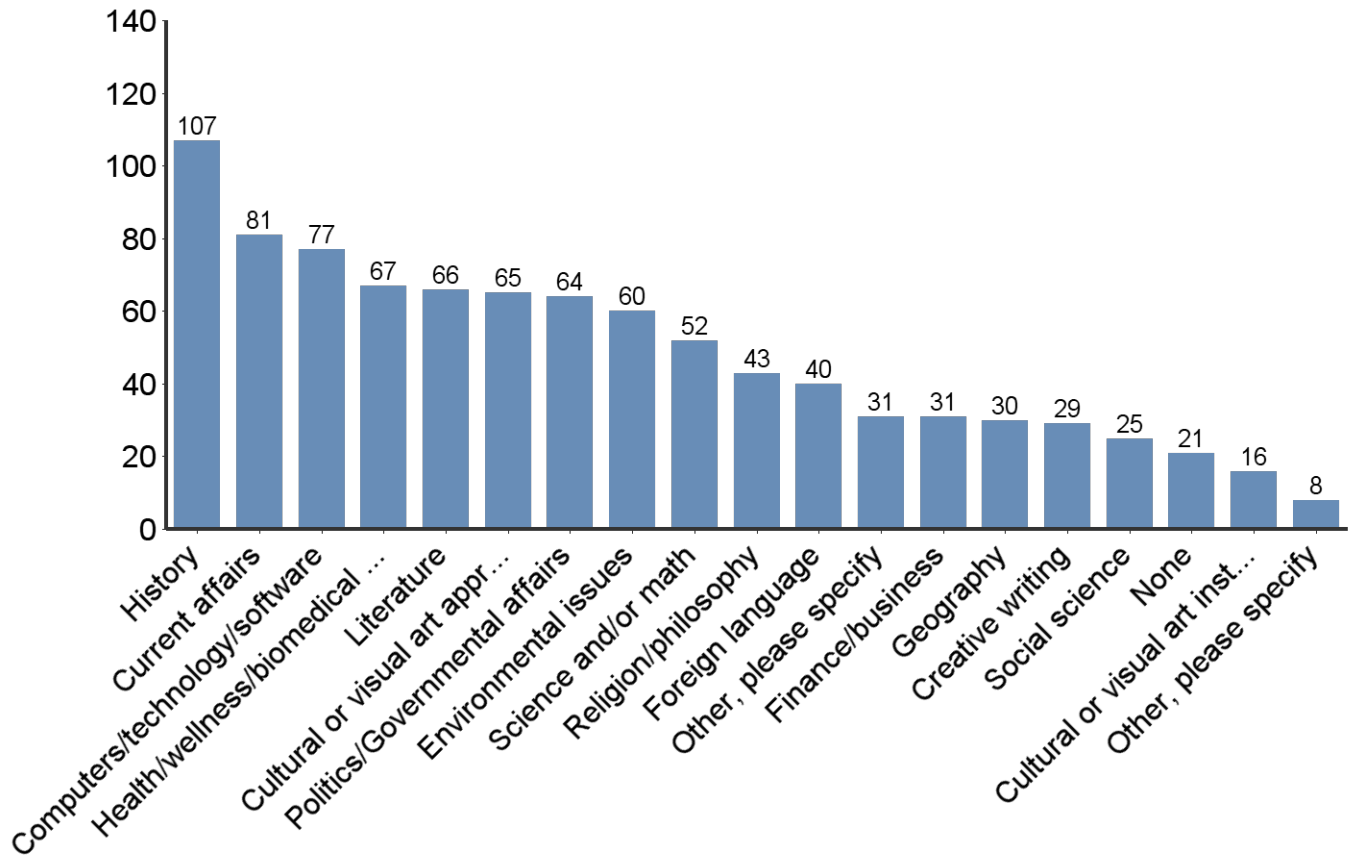
**How might you be interested in participating in a lifelong learning program for retired faculty? Check all that apply.**



Answer	Response	%
As a participant/student	161	75%
As a teacher	54	25%
I am not interested in participating	41	19%
As a member of a planning/steering committee	27	13%
Assistance with evaluating the program	18	8%
Other, please specify	9	4%
Helping with publicity/getting the word out	5	2%
Coordinating volunteers	3	1%
Total	215	100%

Other, please specify
Not sure I have time to participate now
Panel moderator
Perhaps in a few years, after participating more actively in programs for retired faculty, I might be able to contribute in other ways.
I live out of state so cannot participate
liaison with departments
Communicating with and helping to develop academic retiree organizations on other NC campuses. Communicating with academic retiree organizations nationally and internationally.
Connecting to NC Art Museum Been docent for 26 years
might help at a later time
I am not able to participate being in Pennsylvania, but I think it is a great idea.

About what topics are you interested in learning? *Check all that apply.*



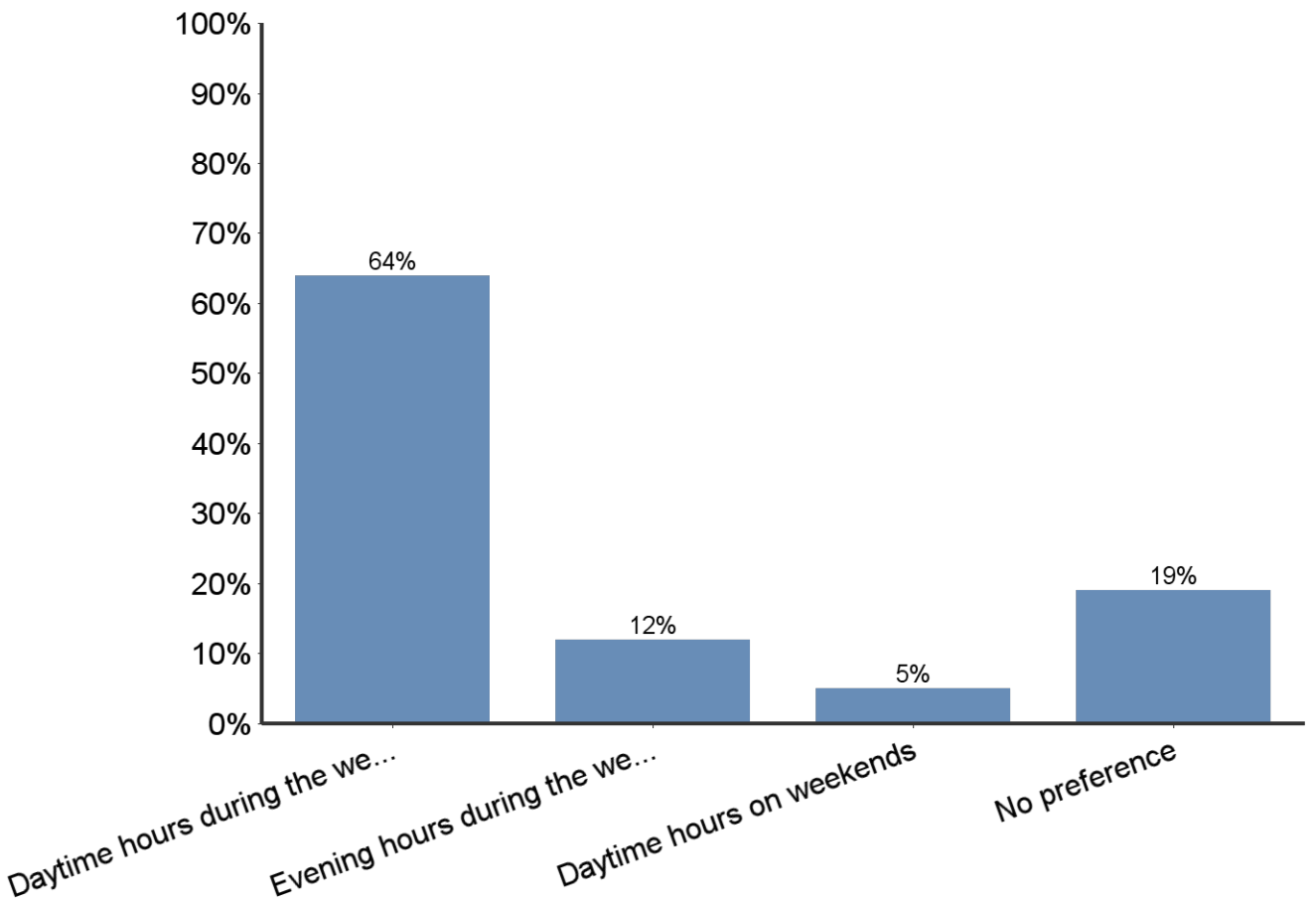
Answer	Response	%
History	107	50%
Current affairs	81	38%
Computers/technology/software	77	36%
Health/wellness/biomedical issues	67	31%
Literature	66	31%
Cultural or visual art appreciation/study	65	30%
Politics/Governmental affairs	64	30%
Environmental issues	60	28%
Science and/or math	52	24%
Religion/philosophy	43	20%
Foreign language	40	19%
Other, please specify	31	14%
Finance/business	31	14%
Geography	30	14%
Creative writing	29	13%
ocial science	25	12%
None	21	10%
Cultural or visual art instruction (participatory)	16	7%
Other, please specify	8	4%
Total	216	100%

**About what topics are you interested in learning? Other specify responses**

<b>Other, please specify</b>
economic justice in the U.S.
Role of athletics
Contemporary music
History
music appreciation
current economics issues
Photography
Travel, life in other parts of the world
social work
music
Politics
Classical Music
Aging in place
Music
writing of one's personal life story
U.S. Supreme Court and American court system
Men's issues
astronomy
Nutrition
photography
Advanced Photography
biology
global warming
Music
A Conservative's view of Current Affairs
Specifically the state of the Academy
human development and aging
Art, art history
Literature: Re-reading the classics
astrophysics
Music
French literature
Psychoanalysis
sustainable community development
Architecture
animals
Linguistics

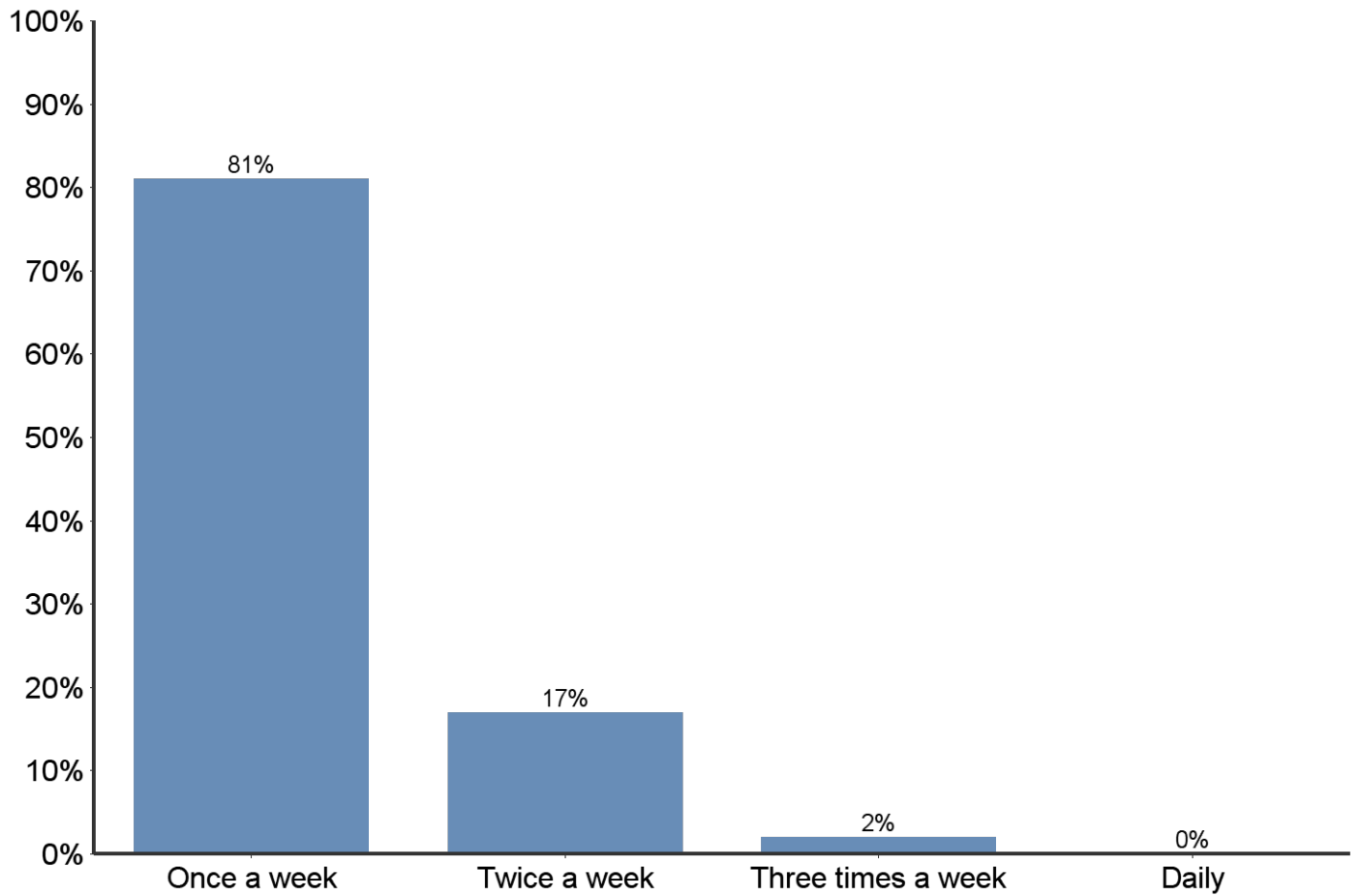


**During which days/times of week would you be most likely to participate in a lifelong learning program for retired faculty?**



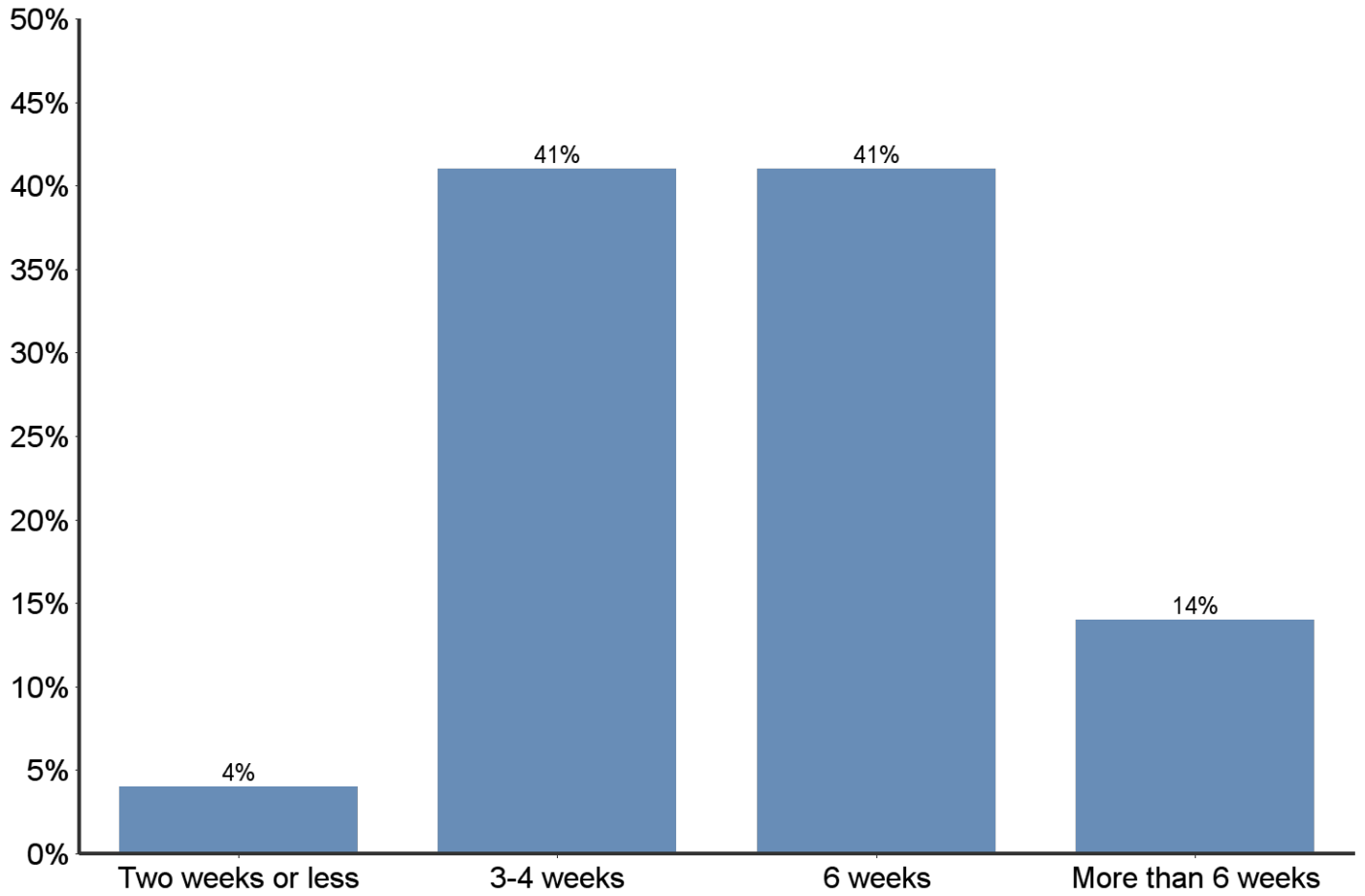
Answer	Response	%
Daytime hours during the week (Mon-Fri)	109	64%
Evening hours during the week (Mon-Thurs)	21	12%
Daytime hours on weekends	8	5%
No preference	33	19%
Total	171	100%

## How many times a week would you like a class to meet?



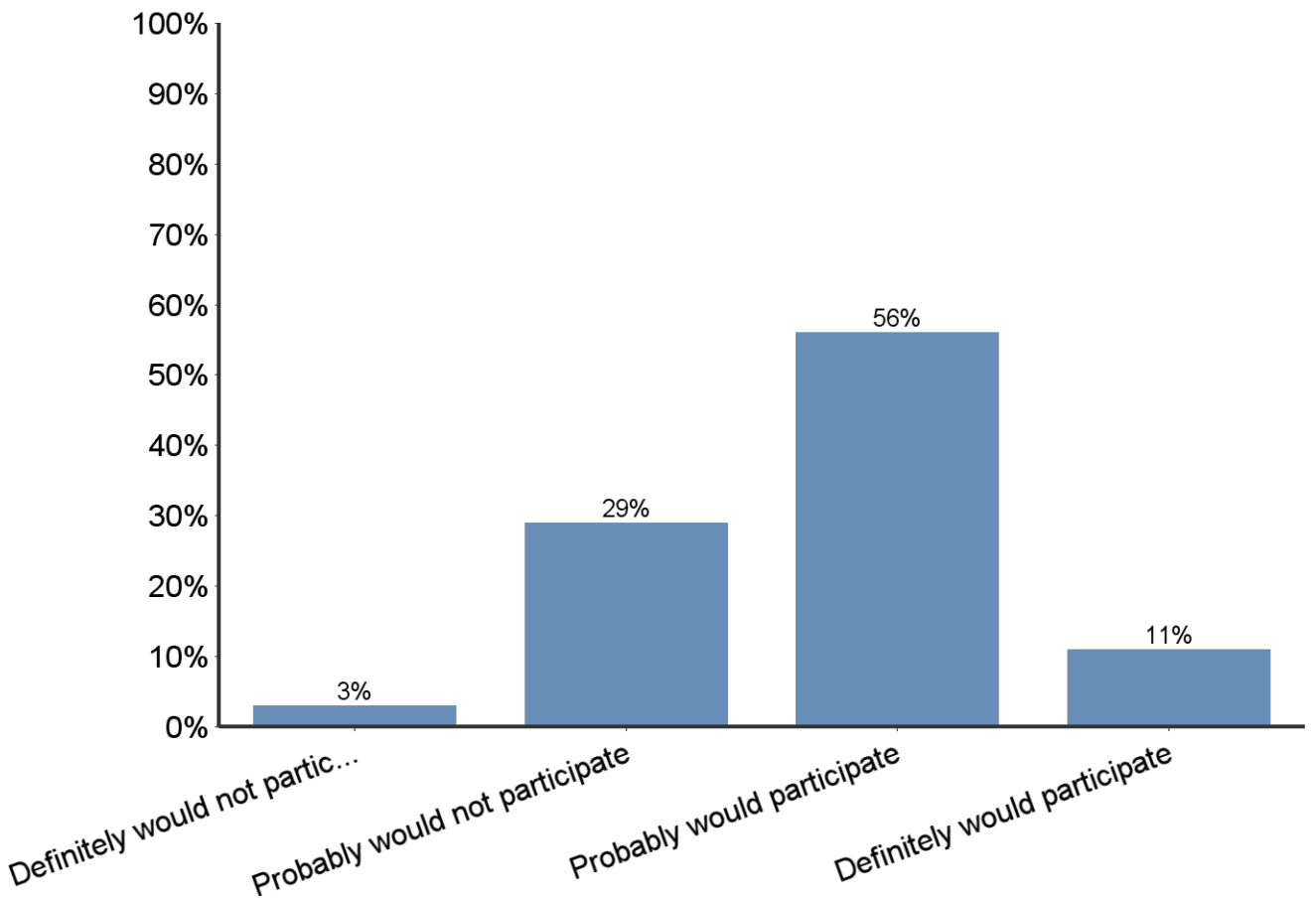
Answer	Response	%
Once a week	136	81%
Twice a week	28	17%
Three times a week	4	2%
Daily	0	0%
Total	168	100%

## How many weeks should a lifelong learning course last?



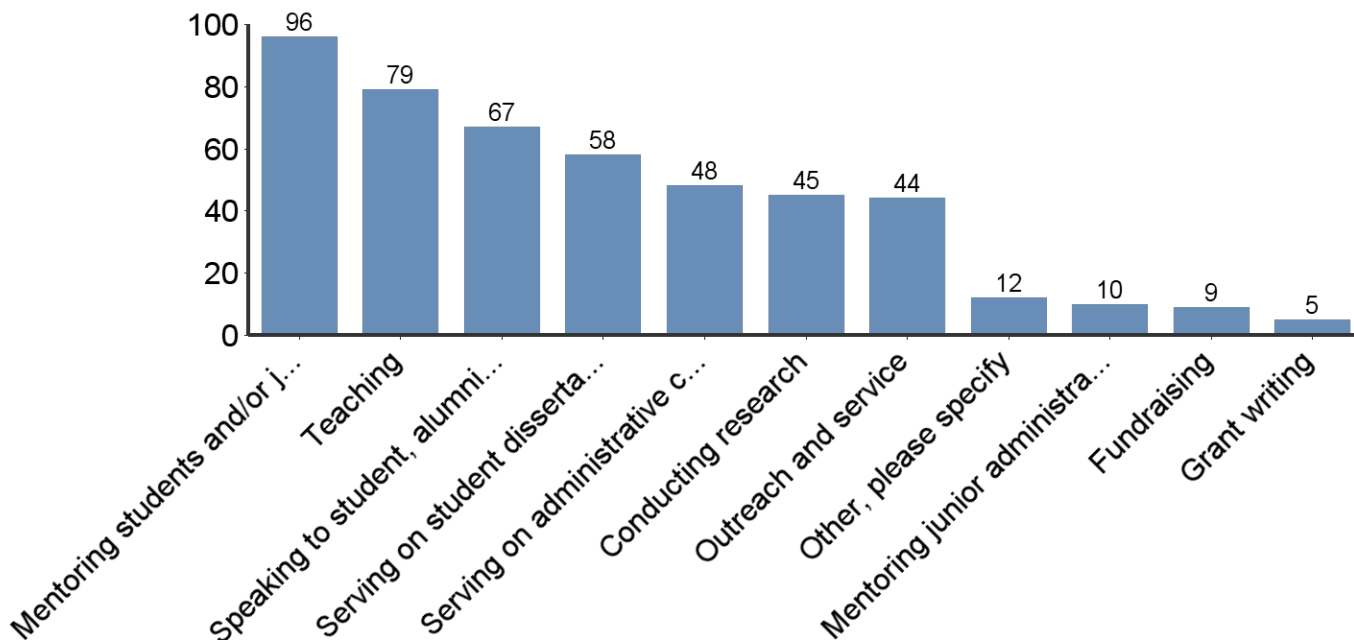
Answer	Response	%
Two weeks or less	7	4%
3-4 weeks	64	41%
6 weeks	65	41%
More than 6 weeks	22	14%
Total	158	100%

**If the lifelong learning program for retired faculty included social events, how likely would you be to participate in them?**



Answer	Response	%
Definitely would not participate	6	3%
Probably would not participate	51	29%
Probably would participate	98	56%
Definitely would participate	20	11%
Total	175	100%

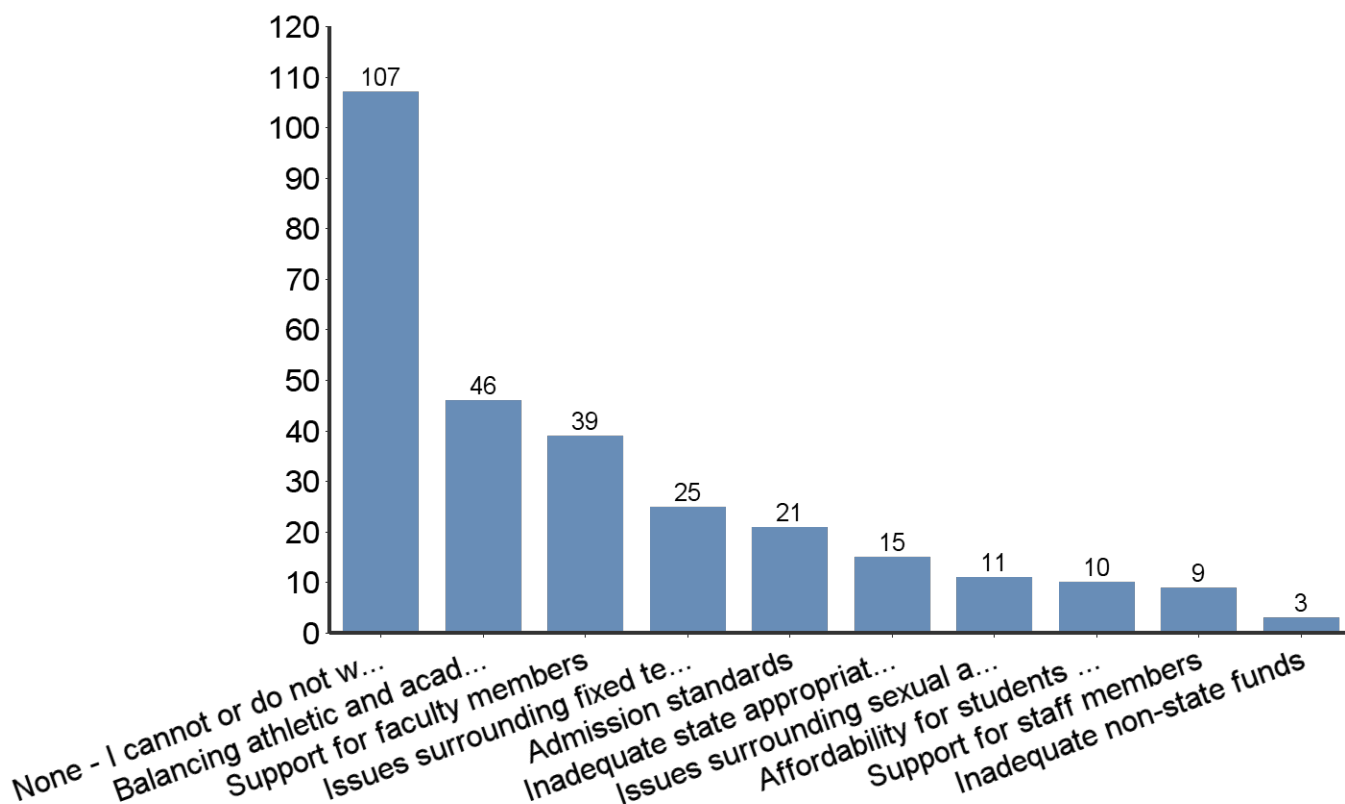
In your opinion, what are the three most important roles that retired faculty could play for the University? *Please choose up to three.*



Answer	Response	%
Mentoring students and/or junior faculty	96	51%
Teaching	79	42%
Speaking to student, alumni, and/or community groups	67	36%
Serving on student dissertation/thesis committees	58	31%
Serving on administrative committees	48	26%
Conducting research	45	24%
Outreach and service	44	24%
Other, please specify	12	6%
Mentoring junior administrators	10	5%
Fundraising	9	5%
Grant writing	5	3%
Total	187	100%

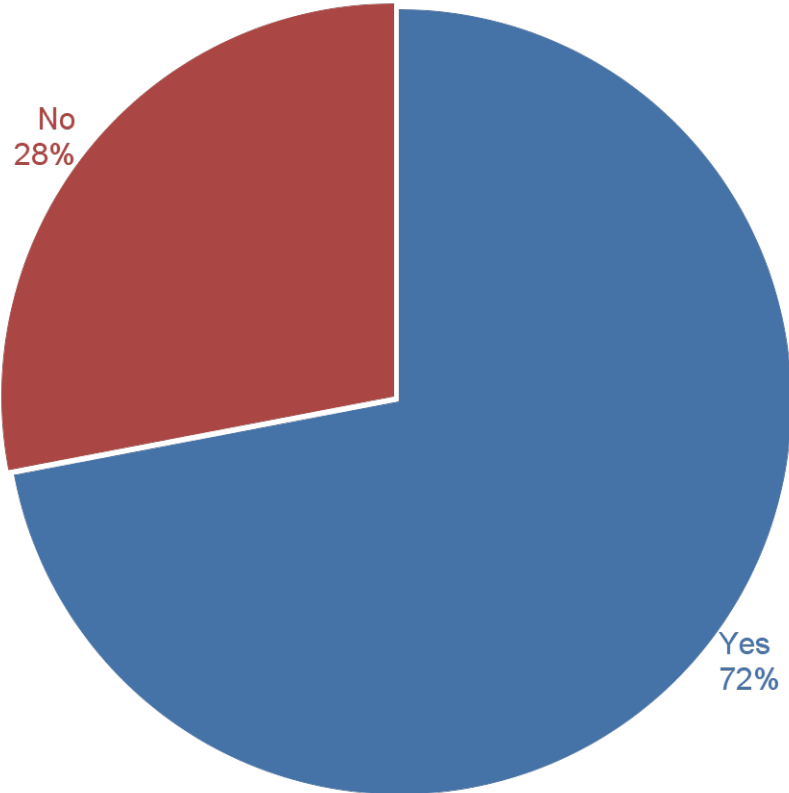
Other, please specify
maintaining colleague/UNC contact
adviser to student groups
giving invited lectures, consulting on research projects
be available to add ideas or thoughts
Helping faculty plan for retirement
Consulting in our Fields
advising administration
Speaking out on important issues, like sports issues
Community service
consultant to university administrators
Gadfly, especially regarding athletic tail wagging the dog
Serving on faculty committees

Do you feel that you personally could assist the University with any of the following? If so, please indicate which one(s).



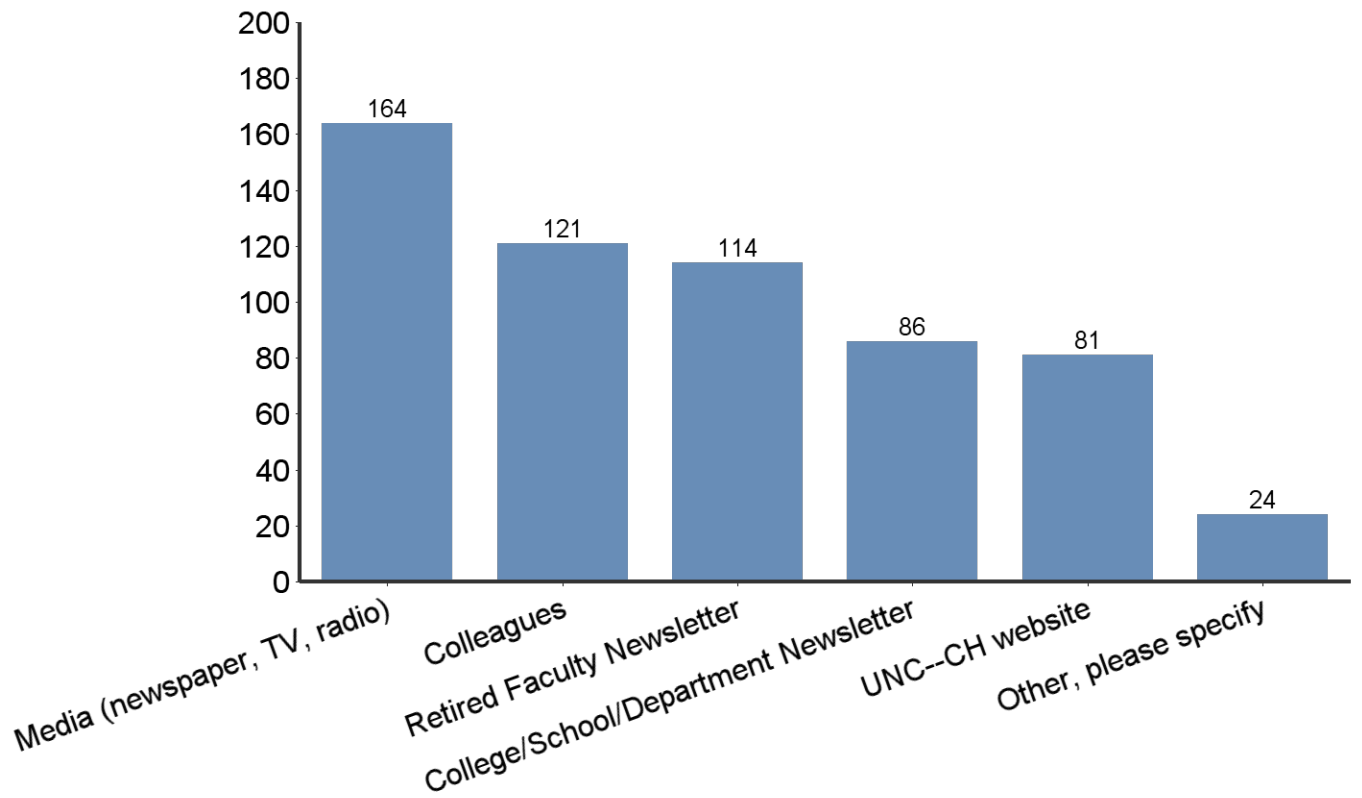
Answer	Response	%
None - I cannot or do not wish to assist with any of these issues	107	54%
Balancing athletic and academic programs	46	23%
Support for faculty members	39	20%
Issues surrounding fixed term faculty positions	25	13%
Admission standards	21	11%
Inadequate state appropriations	15	8%
Issues surrounding sexual assault	11	6%
Affordability for students (such as tuition & fee rates)	10	5%
Support for staff members	9	5%
Inadequate non-state funds	3	2%
Total	197	100%

Do you feel you have the type and amount of information that you would like to about University affairs?



Answer	Response	%
Yes	149	72%
No	57	28%
Total	206	100%

How do you stay current on University news, events, and updates? *Check all that apply.*



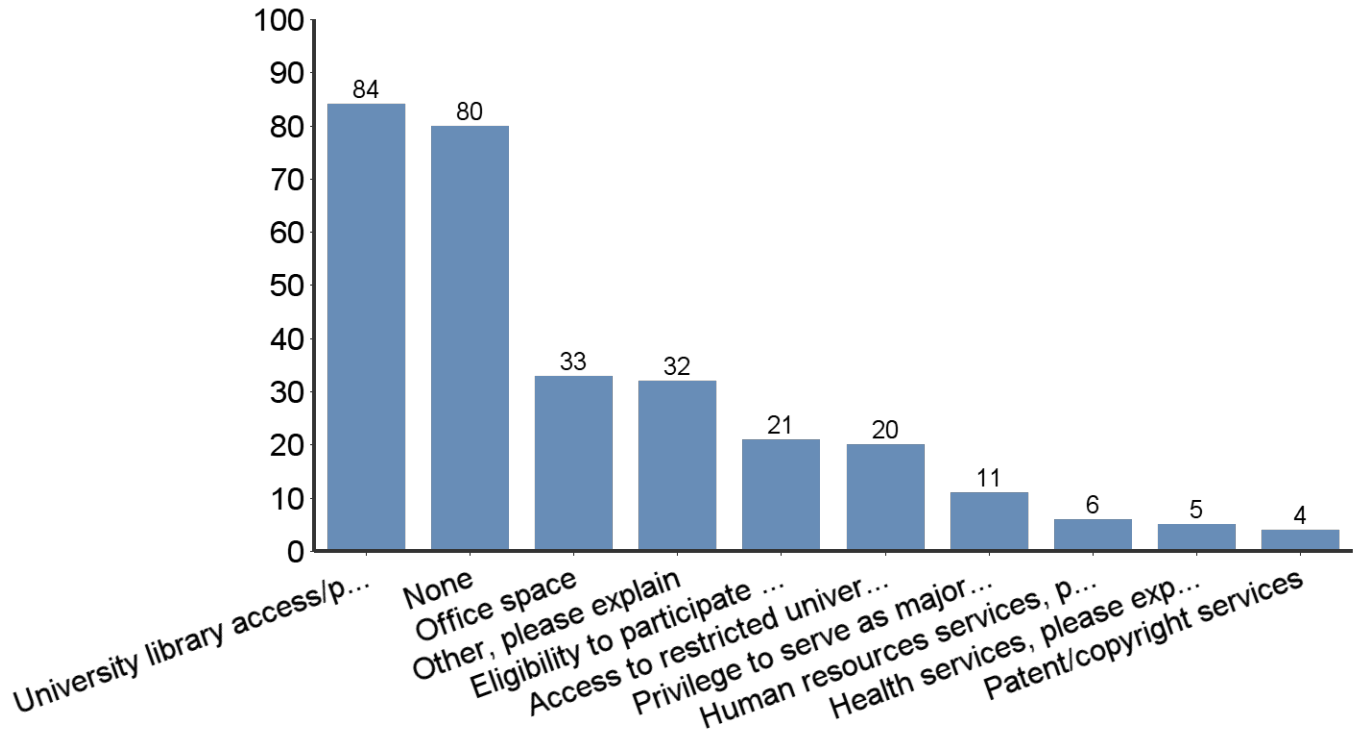
Answer	Response	%
Media (newspaper, TV, radio)	164	78%
Colleagues	121	57%
Retired Faculty Newsletter	114	54%
College/School/Department Newsletter	86	41%
UNC--CH website	81	38%
Other, please specify	24	11%
Total	211	100%



**How do you stay current on University news, events, and updates? Other specify responses**

Other, please specify
specifically, the daily New York Times and sometimes the News&Observer
athletic reform committee activity
Being on campus--I have an office, computer, and other benefits.
Alumni news
Internet (if that's not included in "Media" above)
Attend weekly Departmental Conferences
Online edition of The Daily Tar Heel.
Sorry but I am not very current on the Unversity
Although retired from tenure track position, still employed part time.
Retired Faculty Associarion
I get the UNC newsletter and speak for the Program in the Humanities
Woudl like to get retired faculty newsletter; don't seem to
Still receive campus notices
UNC-CH alumni magazine
Daily Tarheel
I obtain used copies of the Gazette from colleagues--retired faculty should remain on the distribution list!
I am not generally interested in staying current, but I do meet annually with the one department to which I may make a large charitable gift.
I get no news from the university. I might as well be dead as far as the university cares.
emails for department
listservs of UNC programs and the News and Observer
University Gazette
University publications
in phrased retirement so still receive lots of information
Department website, Daily Tarheel when I can get one

The Retired Faculty Association has heard from some retired faculty who feel that certain services and privileges provided to active faculty should be extended to retired faculty. What services or privileges do you, personally, no longer have access to that you feel you need? *Check all that apply.*



Answer	Response	%
University library access/privileges	84	42%
None	80	40%
Office space	33	17%
Other, please explain	32	16%
Eligibility to participate in grant-funded activity	21	11%
Access to restricted university buildings or facilities (e.g. labs)	20	10%
Privilege to serve as major advisor to graduate students	11	6%
Human resources services, please explain	6	3%
Health services, please explain	5	3%
Patent/copyright services	4	2%
Total	200	100%

**What services or privileges do you, personally, no longer have access to that you feel you need? Other specify responses**

**Health services, please explain**

UnitedHealthcare is not as good as the old Blue Cross  
 Special health program at lower cost from UNC Healthcare  
 UNC CH Wellness Center

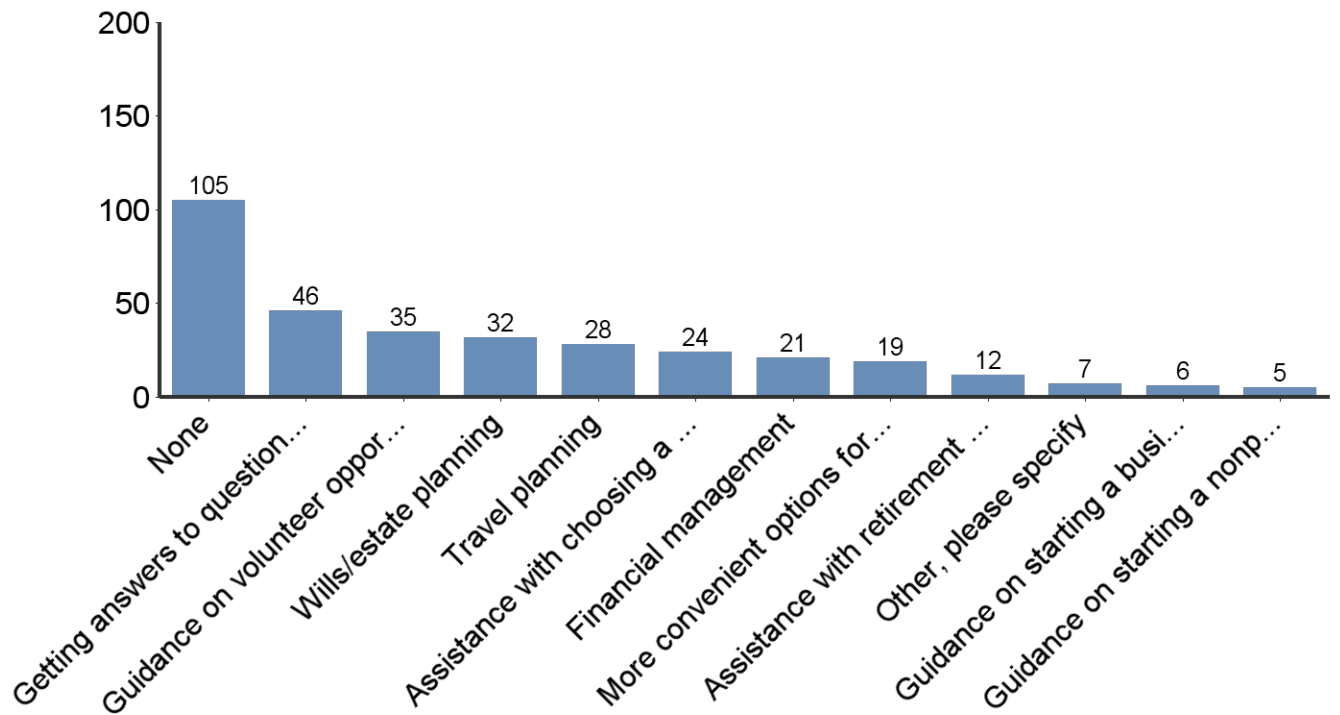
**Human resources services, please explain**

Retirement counseling on financial management  
 free after hours parking  
 When I started, health insurance for retired faculty was a commitment. This has been severely degraded to the point that collective legal action may be required to get the state to live up to that commitment.  
 Participation in NC Flex  
 Financial planning  
 Greater clarity and accuracy in information

**Other, please explain**

Access to UNC group life insurance  
 free parking after 1pm  
 access to educational courses  
 IT services  
 University and Alumni Association Dining Facilities  
 Keep UNC onyen and unc email address  
 Parking  
 Limited part-time parking  
 On-campus parking  
 Parking  
 Parking, to access libraries  
 Are you kidding? PARKING  
 Less expensive parking on campus to facilitate participation.  
 arking/transportation  
 The Gazette! I need to obtain used copies from colleagues  
 Parking  
 I asked for and received ongoing unc email address. I like this.  
 Parking, especially at night.  
 Parking  
 occasional parking privileges  
 Better communication about the availability of retiree services  
 Parking on campus  
 parking  
 parking  
 Free parking- all day.  
 Parking  
 Access to major scientific databases such as SciFi Scholare etc  
 When faculty with major research programs move off the teaching payroll, they should be giving the option of becoming a University Research Professor -for faculty with named professorships "research" could be added to the title -research institutes and center could be their location on campus. There are examples of this on campus, but knowledge of this possible option is not uniformly known.  
 Fitness center at Meadowmont at employee rates  
 parking  
 Some parking accomodations, even after hours, without having to pay the full rate.

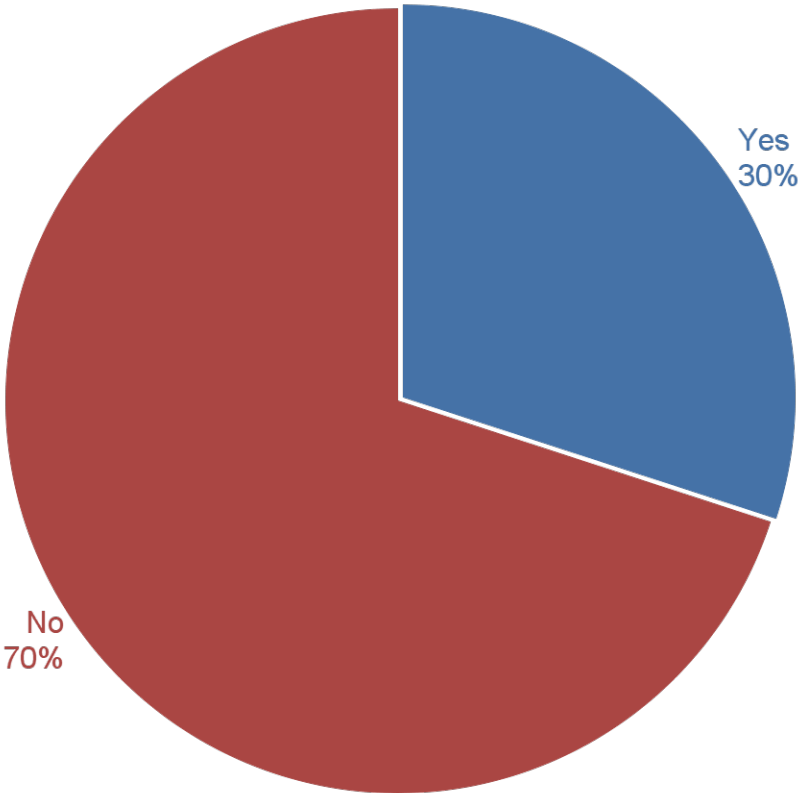
What services, if any, do you feel you need at this time? *Check all that apply.*



Answer	Response	%
None	105	52%
Getting answers to questions about your current health insurance coverage	46	23%
Guidance on volunteer opportunities	35	17%
Wills/estate planning	32	16%
Travel planning	28	14%
Assistance with choosing a health insurance plan	24	12%
Financial management	21	10%
More convenient options for receiving health care	19	9%
Assistance with retirement decisions	12	6%
Other, please specify	7	3%
Guidance on starting a business or consulting service	6	3%
Guidance on starting a nonprofit organization	5	2%
<b>Total</b>	<b>203</b>	<b>100%</b>

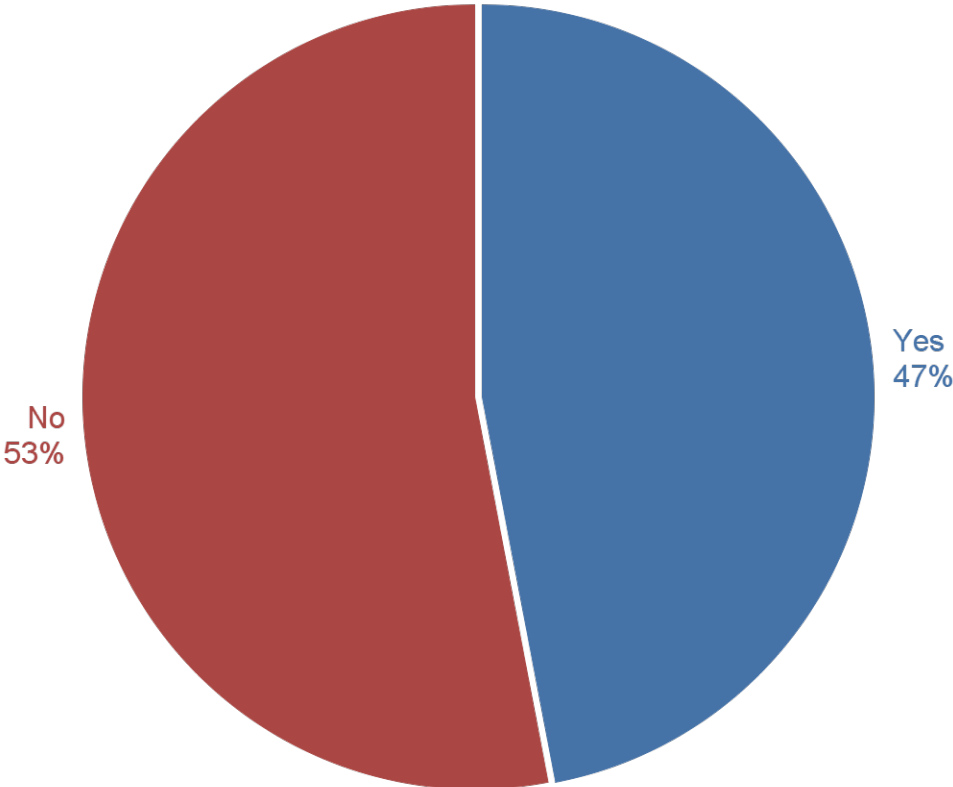
Other, please specify
course availability information
Better Verizon signal strength (and Wi Fi) to help find some answers
Access to electronic texts in the UNC Library.
Parking
Options for retirement living, in our own home or a retirement community.
Online access to the biomedical literature
Parking

Are you currently working for pay, either full or part time?



Answer	Response	%
Yes	64	30%
No	149	70%
Total	213	100%

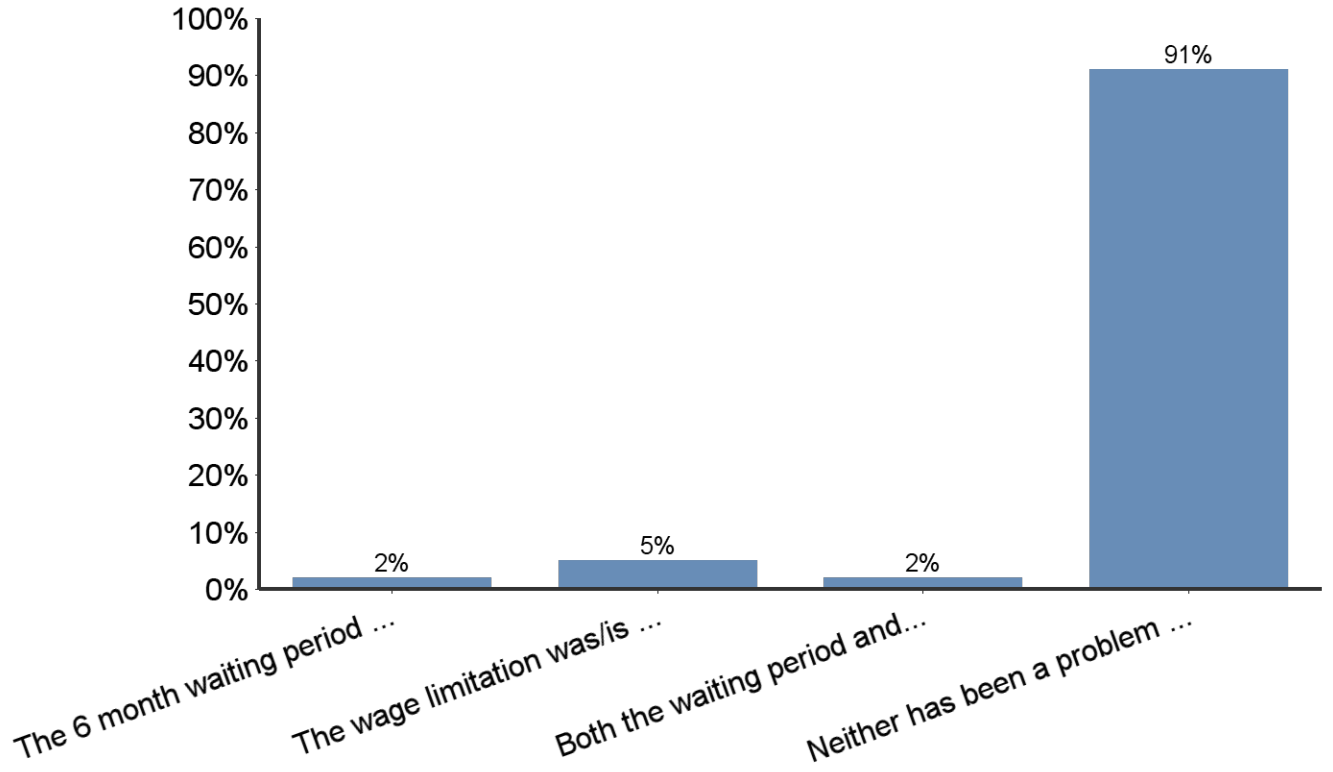
Are you working for UNC--Chapel Hill?



Answer	Response	%
Yes	30	47%
No	34	53%
Total	64	100%

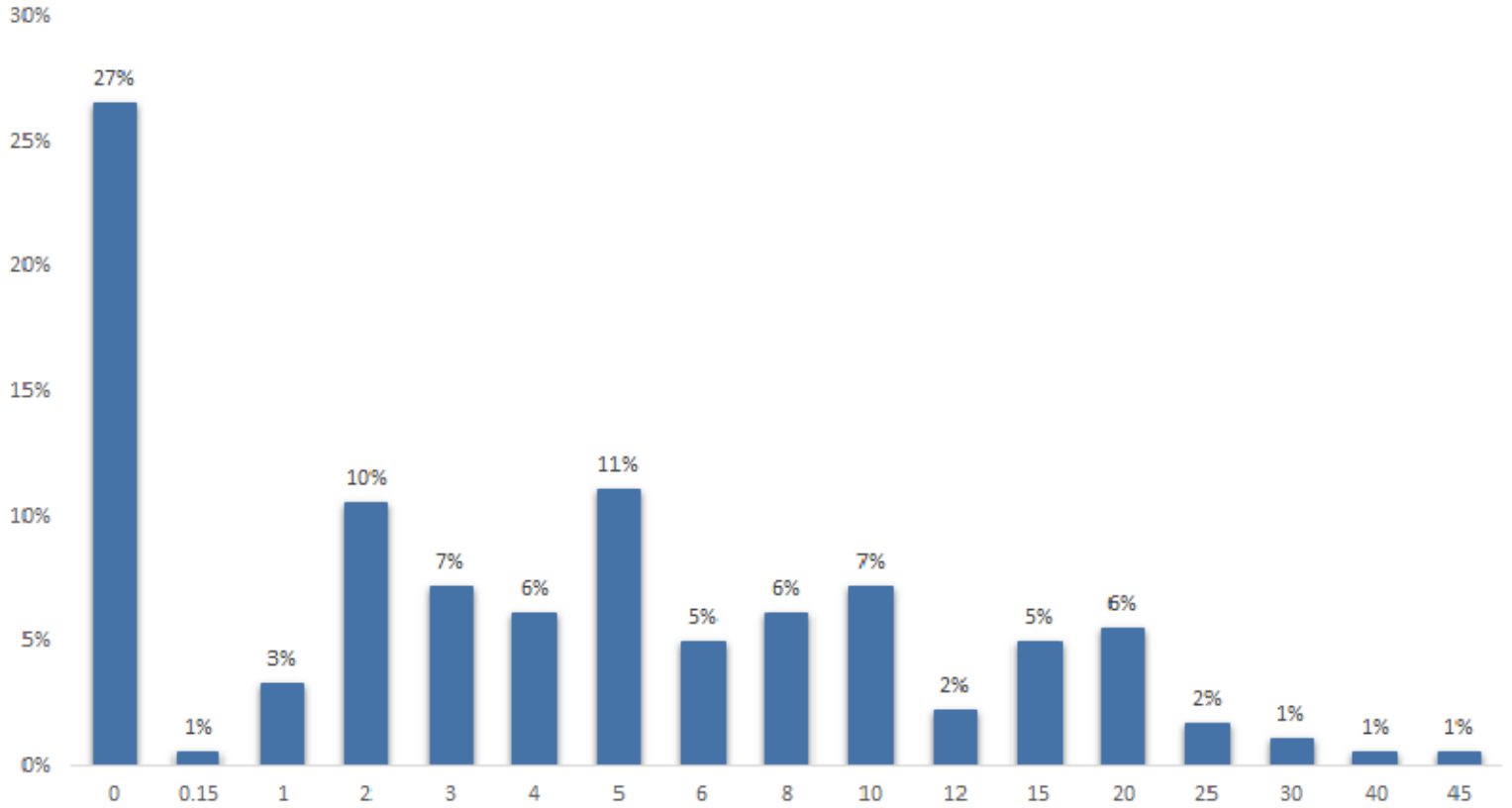
As you may know, retiring faculty are not eligible for re-employment at UNC--CH until 6 months after their date of retirement, and after that time, are limited to earnings of half their previous salary or \$28,081 per year (whichever is greater).

Has either of these limitations posed a problem for you? *If yes, please explain in comments section.*



Answer	Response	%
The 6 month waiting period was/is a problem	4	2%
The wage limitation was/is a problem	10	5%
Both the waiting period and wage limitation were/are problems	5	2%
Neither has been a problem for me	188	91%
Total	207	100%

In a typical week, approximately how many hours do you spend doing volunteer work, if any?

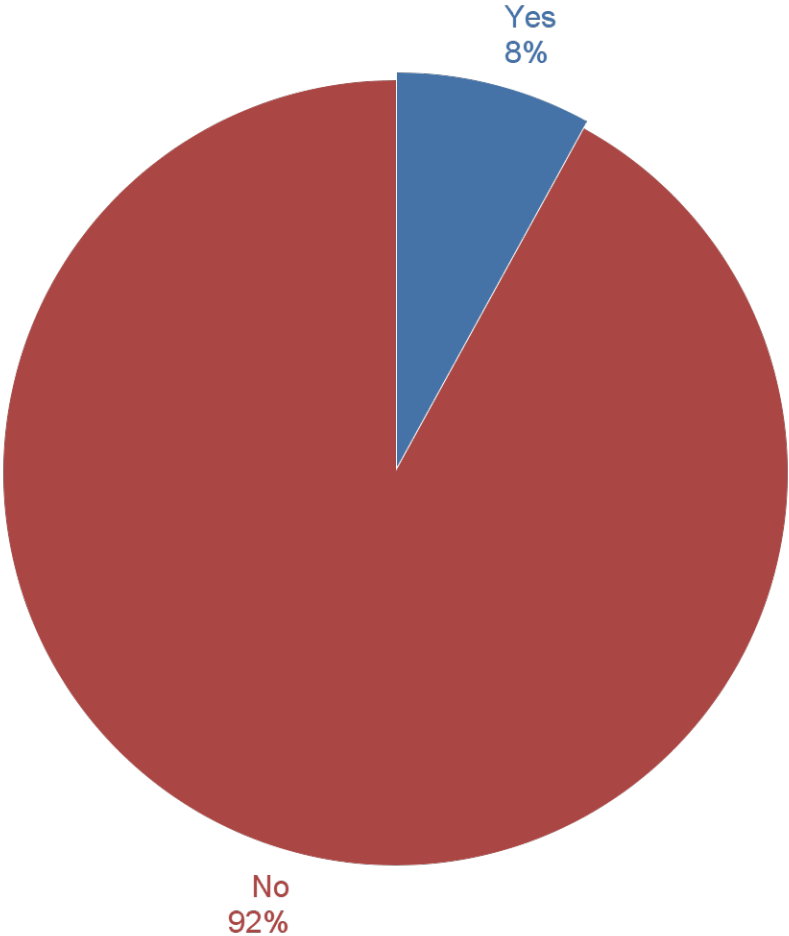


Answer	Response	%
0	49	28%
1	6	3%
2	19	10%
3	13	7%
4	11	6%
5	20	11%
6	9	5%
8	11	6%
10	13	7%
12	4	2%
15	9	5%
20	10	6%
25	3	2%
30	2	1%
40	1	1%
45	1	1%
Total	181	100%

Min Value	Max Value	Average Value	Total Responses
0.15	45	8.3	133

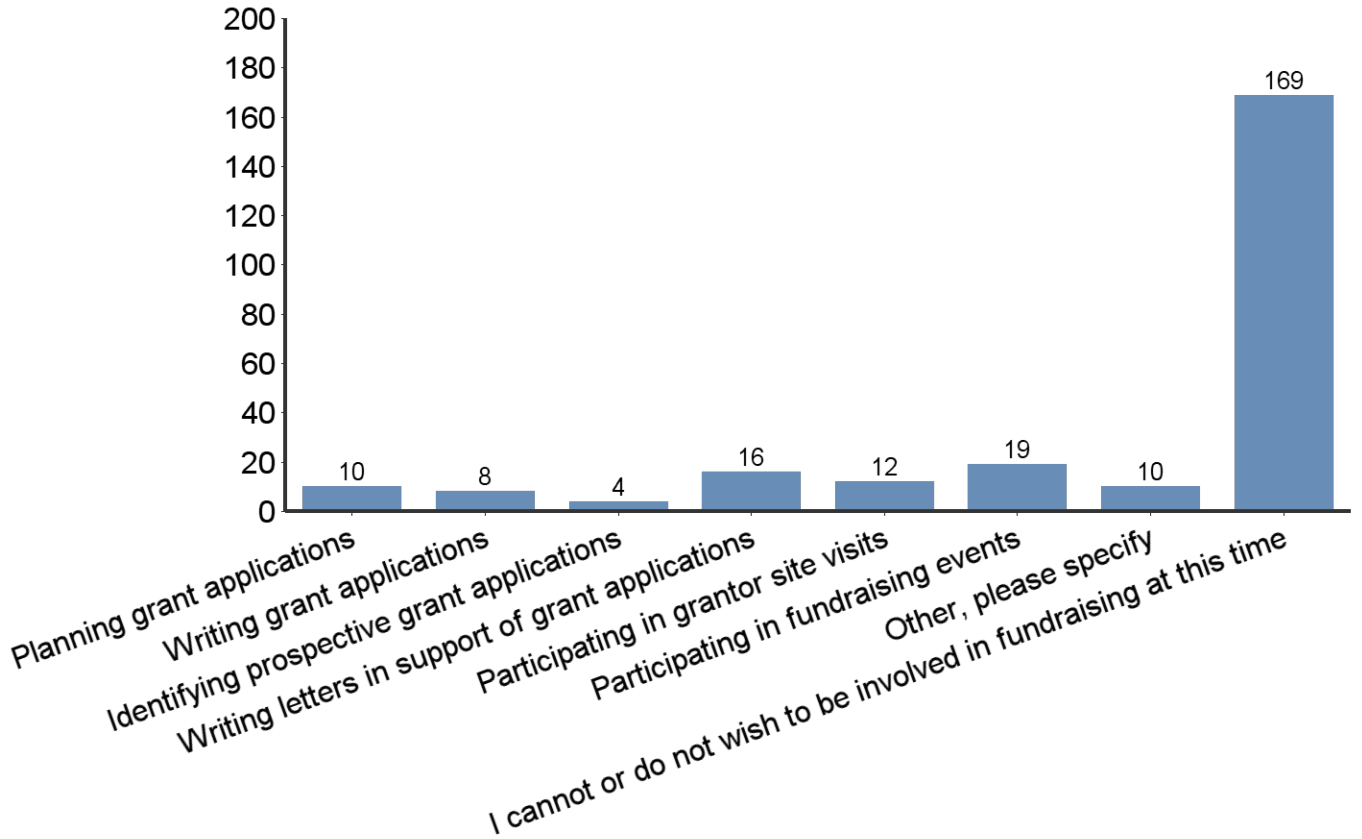


Are you currently involved in any fundraising activities for UNC--CH or its affiliate programs?



Answer	Response	%
Yes	17	8%
No	193	92%
Total	210	100%

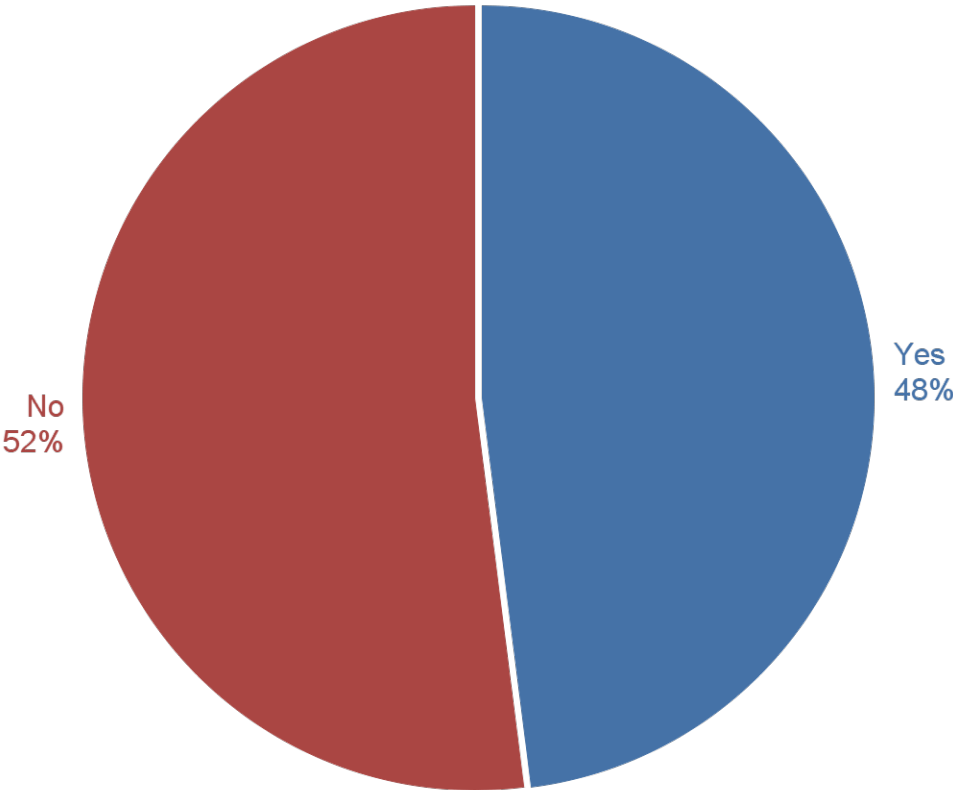
Would you be willing to contribute to fundraising activities in any of the following ways? *Please check all that apply.*



Answer	Response	%
Planning grant applications	10	5%
Writing grant applications	8	4%
Identifying prospective grant sources	4	2%
Writing letters in support of grant applications	16	8%
Participating in grantor site visits	12	6%
Participating in fundraising events	19	9%
Other, please specify	10	5%
I cannot or do not wish to be involved in fundraising at this time	169	81%
Total	211	100%

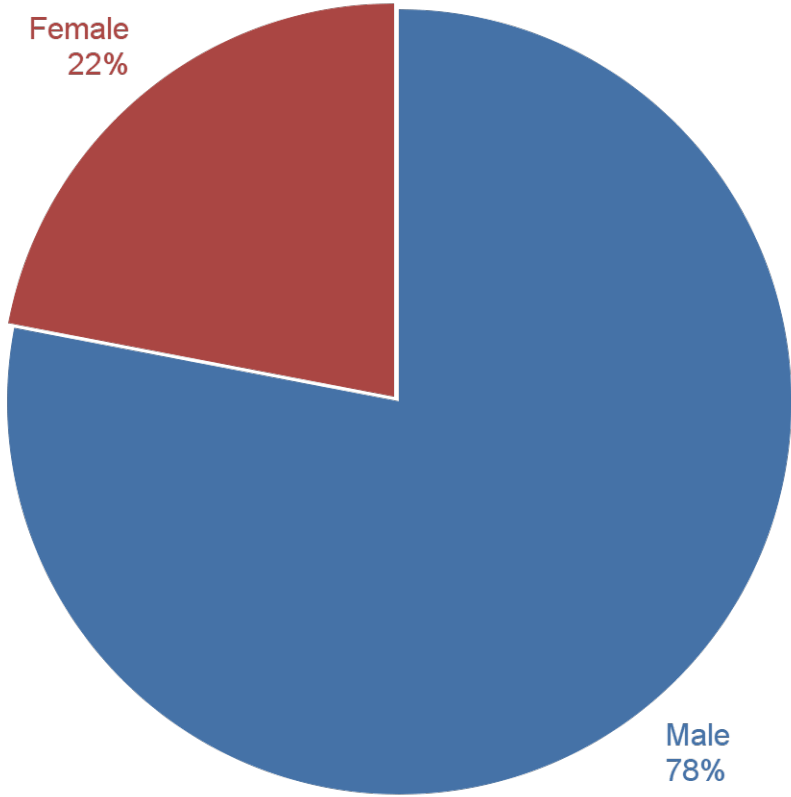
Other, please specify
involved in a possible endowment to the School of Education
I established 3 funds..I continue to push former students into as I do contributing
A couple of these, if the university cleans up its act with respect to athletics
Not ready to commit without more info
Advisory and opportunistic fund raising
I live out of state and cannot participate.
I live in VA so I'm unavailable.
Already engaged
identify potential alumni donors
Donating

Are you currently a member of the UNC--CH Retired Faculty Association?



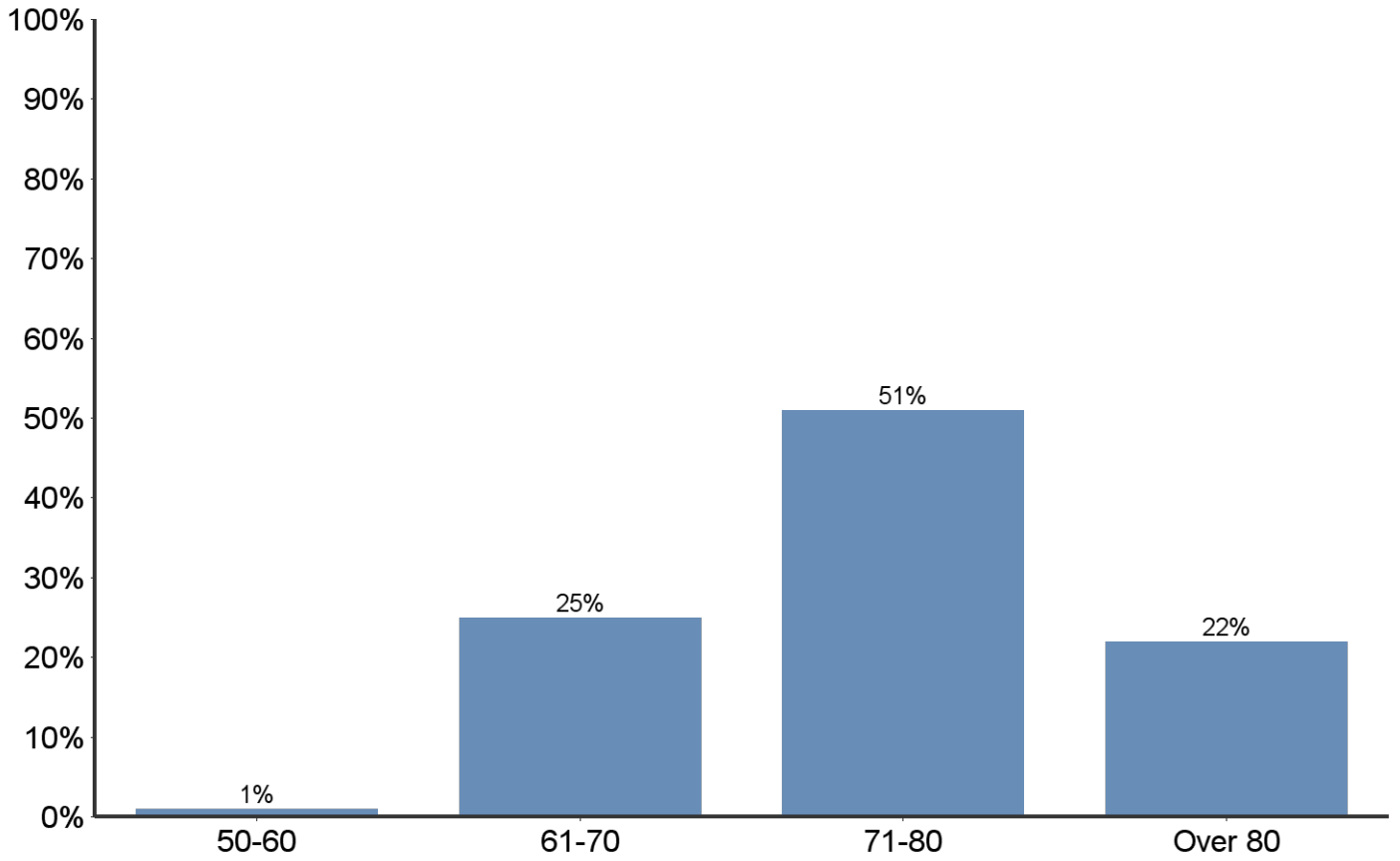
Answer	Response	%
Yes	103	48%
No	113	52%
Total	216	100%

Are you male or female?



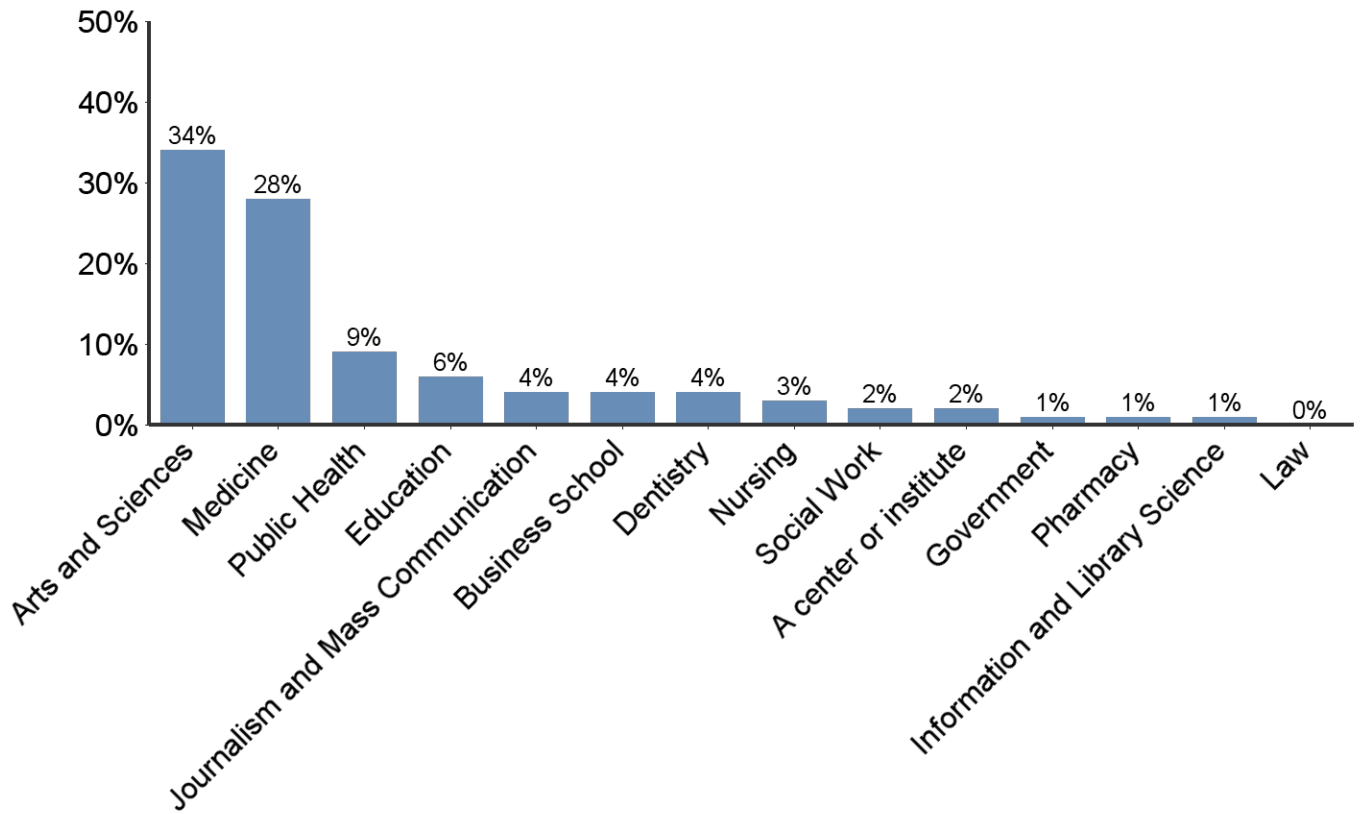
Answer	Response	%
Male	166	78%
Female	47	22%
Total	213	100%

Which of the following age groups describes you?



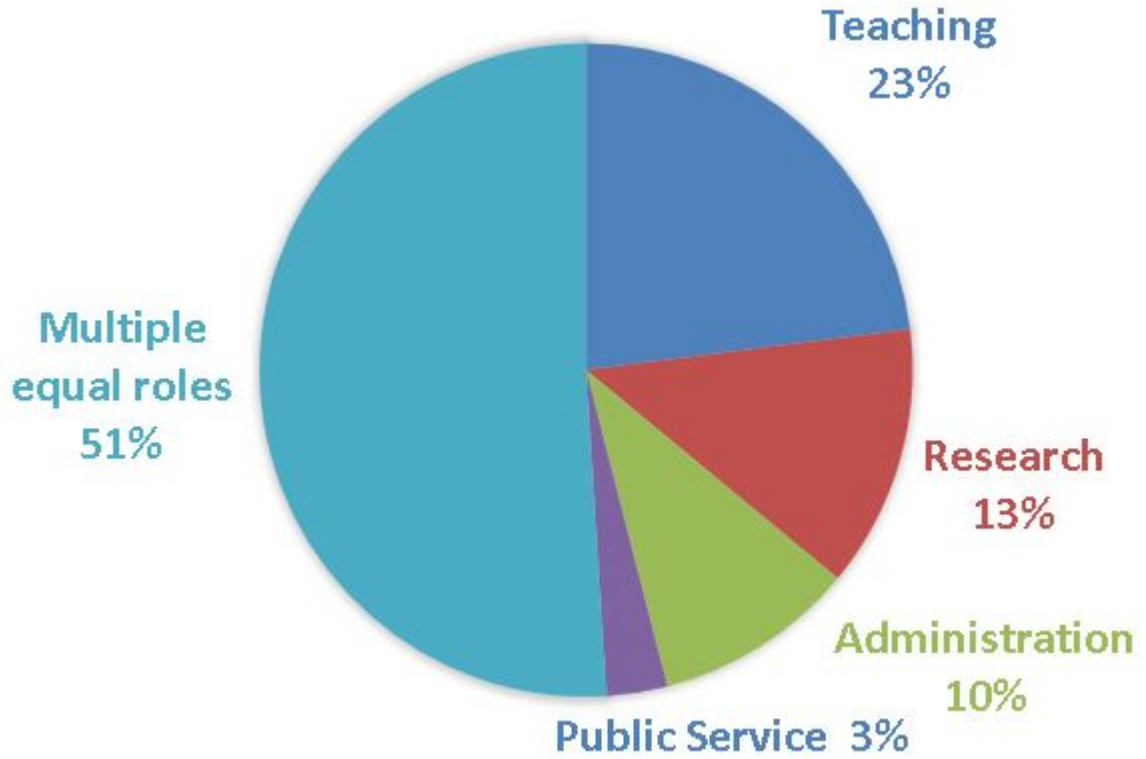
Answer	Response	%
50-60	3	1%
61-70	54	25%
71-80	110	51%
Over 80	48	22%
Total	215	100%

## What was your primary affiliation?



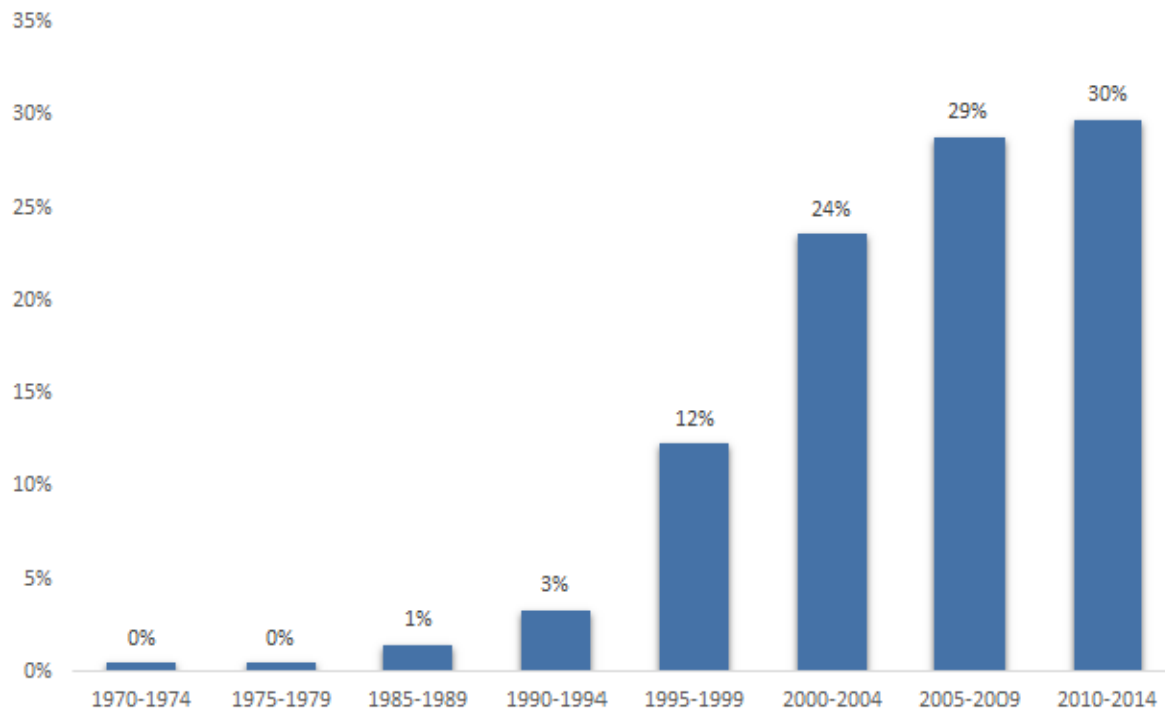
Answer	Response	%
Arts and Sciences	73	34%
Medicine	59	28%
Public Health	20	9%
Education	13	6%
Journalism and Mass Communication	8	4%
Business School	8	4%
Dentistry	8	4%
Nursing	6	3%
Social Work	5	2%
A center or institute	4	2%
Government	3	1%
Pharmacy	3	1%
Information and Library Science	3	1%
Law	1	0%
Total	214	100%

Most faculty members have multiple roles and responsibilities over the course of their career. Would you characterize your career at UNC--CH as being predominantly focused on teaching, research, public service, or administration?



Answer	Response	%
Teaching	49	23%
Research	29	13%
Administration	21	10%
Public Service	7	3%
Multiple combined roles of relatively equal importance	110	51%
Total	216	100%

## In what year did you retire from UNC faculty?

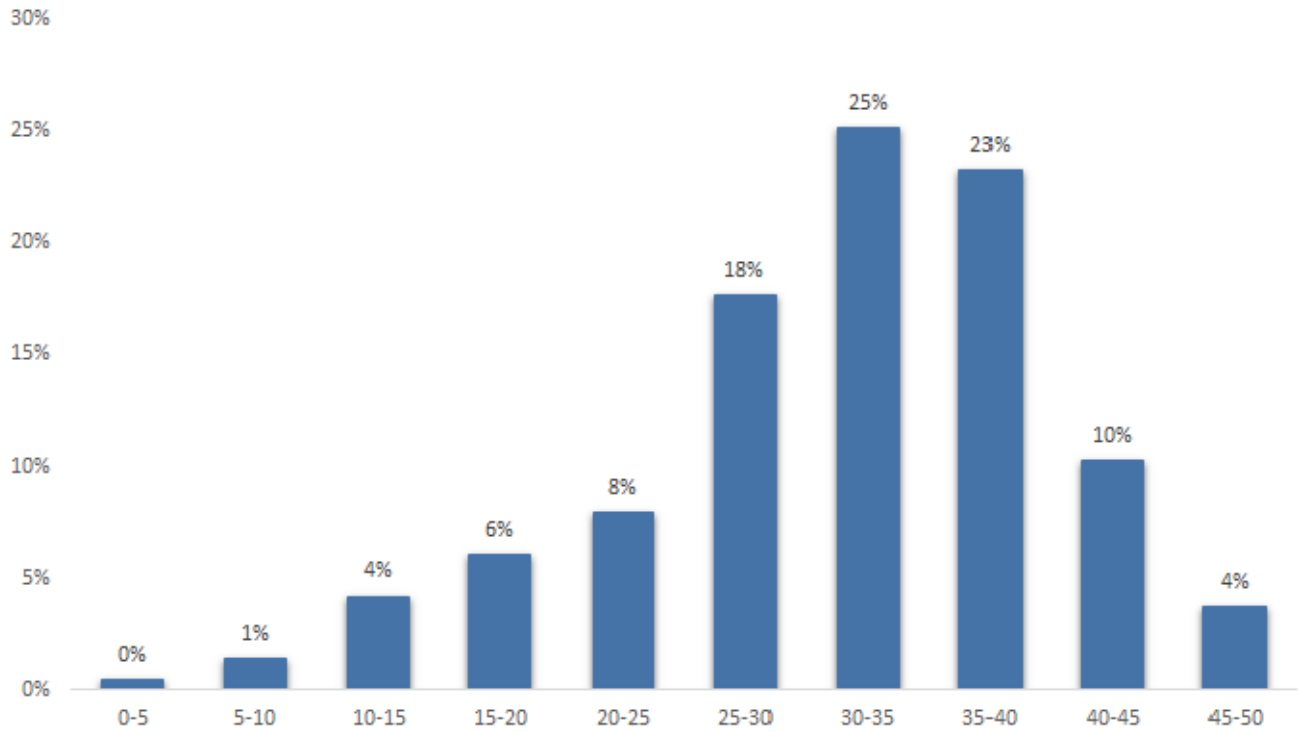


Answer	Response	%
1970-1974	1	0%
1975-1979	1	0%
1985-1989	3	1%
1990-1994	7	3%
1995-1999	26	12%
2000-2004	50	24%
2005-2009	61	29%
2010-2014	63	30%
Total	212	100%

Min Value	Max Value	Average Value	Total Responses
1974	2014	2005	212



**For how many years were you a UNC faculty member?**



Answer	Response	%
0-5	1	0%
5-10	3	1%
10-15	9	4%
15-20	13	6%
20-25	17	8%
25-30	38	18%
30-35	54	25%
35-40	50	23%
40-45	22	10%
45-50	8	4%
Total	215	100%

Min Value	Max Value	Average Value	Total Responses
4	50	31	215

## The Odum Institute

The Odum Institute for Research in Social Science was founded in 1924 by Howard Washington Odum, making it the oldest university-based interdisciplinary social science research institute in the United States. We provide education, training, data collection, and archive services to researchers both within and beyond UNC—Chapel Hill. Our mission is to facilitate scientifically rigorous social science research that contributes to better lives for the citizens of North Carolina and the world.



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