**Faculty Retention Information Sheet**

This document is used to gather data on why faculty leave CU including all known external and retention offers, with the aim of informing campus efforts to retain faculty. Routing this sheet with retention offer letters is required. Please use the resignation form for the following cases: (a) other resignations (e.g., no counteroffer is sought by the faculty member) and (b) when a unit declines to make a retention counteroffer.

Faculty Name: Empl ID:

Competing

Institution, Organization, or Business:

Competing Position Title:

Was this a preemptive (i.e., prior to any external offer) retention attempt? (yes/no)

|  |  |  |
| --- | --- | --- |
| Reasons | External Offer | Retention Offer, Including Preemptive |
| ***Better opportunity**** Higher salary (increase in percentage)
 |  |  |
| * More prestigious department, institution
 |  |  |
| * Administrative appointment (e.g., dean)
 |  |  |
| * Position outside academe
 |  |  |
| * More resources (e.g., research support)
 |  |  |
| * Endowment offered
 |  |  |
| ***Location and family**** Career opportunities for partner
 |  |  |
| * More family-forward policies (e.g., childcare, tuition remission, parental leave)
 |  |  |
| * Desirable geographic location
 |  |  |
| * Closer to family
 |  |  |
| * Housing assistance
 |  |  |
| ***Work environment**** Better campus climate (e.g., re: race, ethnicity, gender, sexual orientation)
 |  |  |
| * Intellectual fit
 |  |  |
| * Positive unit culture (vs. current unit lack of collegiality)
 |  |  |
| * Potential for better work-life balance in a different type of position
 |  |  |
| ***Career progress**** Not enjoying/well suited to faculty career
 |  |  |
| * Poor likelihood of or concerns about successful reappointment, tenure, or promotion
 |  |  |
| ***Other**** Other
 |  |  |

*Thank you so much for taking the time to complete this form to help the campus retain faculty now and in the future*.