

Best Practices for Counter Offers

A counter offer may be extended to retain a top faculty member at the University of North Texas (UNT) when there is a risk of losing that faculty member to another institution, and his or her loss would have a highly significant impact upon his or her department(s). The practice of counter offers should be a ***rare and unusual occurrence***. In fact, the practice of garnering a counter offer should be so infrequent that a faculty member will not receive a counter offer more than two times during his or her time at the University and no more than once within a three year window.

For consideration of a counter offer:

- The faculty member must be critical to the needs of the department and/or the faculty member must be important to the diversity of the department.
- The performance of the faculty member from both PAC annual reviews and the department chair's assessment will be gauged relative to the performance of others in the department.
- Overall resources invested in the faculty member in relationship to the return the faculty member has provided on the investment (and potential return on investment) should be considered.

The request for consideration of a counter offer should be provided to the dean by the department chair, addressing the criteria for consideration. Any merit inequities that would result and how (and when) those would be resolved must be addressed. All requests should be forwarded to the Provost and Vice President for Academic Affairs for final approval.