

## Faculty Retention – What can a department chair do?

- Ask the person to think of something that would benefit the entire department that they would find difficult to leave (e.g. research center). If it's something hard for them to leave, others might also find it hard to leave.
- Provide more space
- Provide better space
- Provide a salary increase (particularly pro-active salary adjustments)
- Submit for early promotion to associate
- Submit for promotion to full
- Fix dual career issues (i.e. finding a decent job for spouse)
- Provide additional research support
- Provide more leverage in graduate admissions
- Make it easier to "do business" in your department
- Secure a professorship
- Offer a temporary course load reduction
- Acknowledge extraordinary service (e.g. partial course release for extensive outreach to diversify field)
- Make sure people get reasonable teaching loads and can repeat teaching the same course
- Appreciate people in advance -- if you spend 10 minutes now to let your faculty member know he/she is appreciated, it can save you hours later on negotiating a retention package.

## Faculty Retention – Why do people leave?

- Lack of collegiality
- Lack of recognition of accomplishments
- Feeling underappreciated
- Lack of community
- Better opportunity
- Better salary
- Better resources