Motivating faculty: Recruitment and Retention

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Remember

- We have the greatest job in the world!
  - We get to transfer knowledge to the next generation of scholars and shape the future! (Teaching)
  - We generate new knowledge that may change the world (Research)
  - We get to shape policy and impact society in a positive way (Service).
- We get to travel
- We don’t punch a clock
Balance – Being a Professor is tough
Balance

• It’s too easy to become consumed with teaching and service activities. These have specific deadlines and times.
• Never give up on your research, never pass on an opportunity to start a new collaboration, never miss an opportunity to submit a paper or a grant.
• Progress in research requires more discipline than teaching or service
  • Schedule time to write every week: grants and publications.
  • Keep to that time just as you would a scheduled class.
  • Schedule large blocks of time (2-3 per year) to do research.
  • Try to integrate your research into teaching and service activities.
Recruit the best and give them the resources necessary.

• Consider start up cost and whether you can afford that subdiscipline.
• Salary issues are often modest for incoming faculty, so press your Dean and Provost.
• Space will always be an issue, but young professor rarely think of it-but you will need to. don’t be afraid to redistribute space.
• Provide lower teaching and service loads in the first year.
Retention

- Faculty receiving other jobs offers is not bad!
- It’s a sign the University made the right decision.
- Be open and flexible in negotiations, salary is often the easiest component.