

Tips for Faculty Success from Department Chairs

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Panel Discussion Goals

- **Provide tips for addressing barriers that may impede goals for promotion and advancement such as:**
 - Negotiating a higher salary
 - Overcoming funding shortfalls
 - Threats to protected research time
 - Seeking an academic series change

Panel Discussion Format

- **Three Sources of Questions For Discussion**
 - Questions from faculty participants
 - Specific case-based vignettes
 - Questions submitted during online registration

Participants' Questions



Vignette 1: My Chair wants me to take on more administrative responsibilities

My Chair wants me to take on more administrative responsibilities

- What is your advice for Faculty A?
- What should he do prior to meeting with his Chair?
- What arguments can he use to respectfully discuss and decline, or renegotiate, his Chair's request?
- Other suggestions?

Question Submitted in Advance

▪ Protected Time:

- As a new junior faculty member devoting most (75%) of my time to research, how long after starting my job should I expect to not have to participate on committees, etc. in order to get my research program going?

Vignette 2: Funding Shortage

Funding Shortage

- From your perspective, what should she do prior to going to her Chair?
- What specific tools or advice would you give her to be successful in moving forward?
- How might she best raise these concerns with her Chair?
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Participants' Questions



Question Submitted in Advance

▪ **Work-Life Balance:**

- Wellness benefits we may be unaware that provide guidance on how to balance mental health with non-stop work

Vignette 3: Change My Academic Series from HS Clinical to Clinical X

Change My Academic Series from HS Clinical to Clinical X

- Does Faculty C have a strong case for seeking an academic series change?
- If you were Faculty C's Chair, would you support his requests?
 - If yes, why?
 - If no, why not?
- What specific advice would you give to Faculty C?

Vignette 4: Change My Academic Series from Adjunct to In Residence

Change My Academic Series from Adjunct to In Residence

- What concerns or questions might you have as a Department Chair?
- How might this faculty raise this issue with her chair?
- What would be the most convincing scenario for you to advocate for a change in for this faculty member?
- What specific advice would you give to her?

Participants' Questions

