

A large school of sharks swimming in clear blue water. The sharks are of various sizes and species, including hammerheads and mako sharks. They are swimming in a coordinated pattern, filling the frame.

Motivating faculty: Recruitment and Retention

Sean P. Powers

Professor & Chair of Marine Sciences

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

- Its 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.

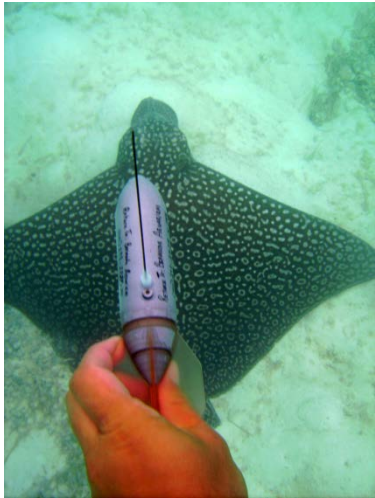


Tiger shark capture



- 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.

