

# FACULTY RETENTION PROCESS

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- Faculty member informs Chair
- Meeting between faculty member and Chair
- Competitive retention offer or not?
- Chair develops strategies. Salary equity
- Chair consults with the Advisory Committee
- In case of a retention offer, Chair works with the Dean(s), Provost, and others to assemble necessary resources (\$, space, recognition, endowed position, ...)
- Chair sends an official offer to faculty with request to respond whether he/she accepts our offer or not
- Listen carefully, maintain a good communications channel, control faculty expectations and emphasize on the positive aspects of staying at UW

# EXAMPLES

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Example 1: Received an increase in state line from Provost's retention pool

Example 2: Received an increase contributed by Provost, Dean and Department. B component was added

Example 3: Received an increase in state line. An endowed professorship was offered with additional space and financial resources. ADS was added. Financial resources contributed by Provost, Dean's offices and Department

Example 4: Received an increase in A component (and B component) funded from Provost's retention pool and local sources