

# **Paul's Rules for Retaining Faculty (Guidelines)**

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1. Home team has considerable advantage. Faculty are not eager to leave a reasonable department. Moving often involves partners/spouse and children and can cause real upheaval.
2. Treat every case as an individual case.
3. Be attentive to your colleagues. Don't wait until they show up at your door with a letter. Visit your colleagues. Make it comfortable for them to share information with you. Listen for rumors of your colleagues interviewing elsewhere and be ready to act quickly.
4. Understand as a chair your the dual role of representing your colleague and the UW.
5. Know colleague's worth (know the marketplace in which you function).
6. Create a salary model in order to determine what salary should be (calibrate to the marketplace).
7. Consider offering other things (beyond salary) such as a second start up package, improved lab space, endowed titles, awards, etc.
8. Be supportive of your colleague.
9. Mobilize dean, provost, and president to keep colleague at UW.
10. Know your limits.