

PROVOST LEADERSHIP ACADEMY
February 2022
EXERCISE

Purpose: To gain insight into a typical scenario that occurs between a faculty member and a dean.

Activity:

- In groups of two, one person (the person whose first name is closest to the beginning of the alphabet) takes on the role of the faculty member and the other person takes on the role of the dean.

Faculty Member's role:

You are meeting with the Dean because you have received an outside offer and would like a retention offer that includes:

- a. A 10% increase in salary
- b. Reduced teaching (1 course off) for one year
- c. Increased RA support.

Present your request in a manner that takes into account any factors that you feel would help to obtain a positive outcome from your perspective.

Dean's Role:

- Decide how to react to the request using some of the points made by Lisa Barron. Once you have uncovered positions and interests, your decision should be based on a number of key tenets that should always guide the decision process of the leader. Try to identify these tenets.
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For consideration on your own: Other possible scenarios

- You are developing a large grant proposal and would like to receive the following in support of your effort:
 - d. Allocation of matching funds
 - e. Return on indirect cost
 - f. RA support while you are developing the proposal.
- You are a department chair in your second year and would like more resources for your department, including:
 - g. Two additional faculty positions, including one for an assistant professor of teaching
 - h. Three lecturers to cover six courses
 - i. Start up funding for the faculty positions.