

FACULTY MEMBER ROLES

DEPARTMENT FACULTY MEMBER, CHAIR AND DEAN SITUATIONS

ROLE: FACULTY MEMBER

1. You are interested in getting a course release so that you can finish your book. You know staffing courses is an issue but you need to finish this book for your ladder progression. You like your Chair (or Area Coordinator or Dean) so you've scheduled a meeting with him/her.

DEPARTMENT FACULTY MEMBER, CHAIR AND DEAN SITUATIONS

ROLE: FACULTY MEMBER

2. The Dean is initiating a program whereby popular faculty will teach intro lecture courses. Her thinking is that these courses are primary draws for the major. These courses are usually very large and require a lot of effort. You could be interested in teaching such a course, but it is a lot of extra work. You would want extra course credit and at least two TAs. You're fortunate to be both a good teacher and a highly-productive scholar and consultant. You enjoy teaching, but don't want it to preclude your scholarly or lucrative consulting activities.

DEPARTMENT FACULTY MEMBER, CHAIR AND DEAN SITUATIONS

ROLE: FACULTY MEMBER

3. You are trying to get some seed money for research and applied projects conducted by faculty associated with your Center. Many of the faculty working with the Center are applying for grants, but several are finding they have to have existing funding to apply. You're hoping the Chair will give you some funding so some of your center faculty – many of whom are young and untenured, will get a boost for their research programs.

DEPARTMENT FACULTY MEMBER, CHAIR AND DEAN SITUATIONS

ROLE: FACULTY MEMBER

4. You are one of the lowest paid in your department and you have just discovered that your salary is well-below market salaries. You are outraged and are going to your Dean about this.

CHAIR OR DEAN ROLES

DEPARTMENT FACULTY MEMBER, CHAIR AND DEAN SITUATIONS

ROLE: CHAIR (or Area Coordinator)

1. Your School has a number of faculty on leave next year and departments are having trouble staffing the planned courses. The Provost has told all Deans that the Schools must start graduating students within 4 years and, of course, that becomes more difficult if the required classes aren't staffed. The Dean has told you that you need to really hold the line with people taking course releases this year. You're going to be meeting with one of your faculty members and you suspect it's about leave but you're not sure.

DEPARTMENT FACULTY MEMBER, CHAIR AND DEAN SITUATIONS

ROLE: DEAN

2. As the school's Dean you are initiating a program whereby popular faculty will teach intro lecture courses. These courses are primary draws for the major and need to be taught by good teachers. This program is critical to your strategy of increasing the draw of the major and thereby getting more funding for the Department – from the Provost's office in the short-term and from undergraduate alumni in the long-term.

DEPARTMENT FACULTY MEMBER, CHAIR AND DEAN SITUATIONS

ROLE: CHAIR

3. One of your center directors is meeting with you to try to get some funding for research projects for his/her faculty. The Dean's office doesn't ordinarily fund individual faculty member's research. In the past this has sometimes happened when the faculty member has a matching grant. Under these conditions, the Dean's office has been willing to give the faculty member – at the discretion of the Department Chair - some funding.

DEPARTMENT FACULTY MEMBER, CHAIR AND DEAN SITUATIONS

ROLE: DEAN

4. Everyone in your school has been getting very small salary increases and you realize a number of faculty in the various areas are paid below market. It's difficult for you to do anything about the situation because of current budget constraints. Most of the faculty are in the appropriate range for their step level, though. The one thing causes you to change salaries is an outside offer. You can't lose your great faculty. You usually have faculty go directly to their chair who brings the issue up with you. In this case, the faculty member is coming directly to you.