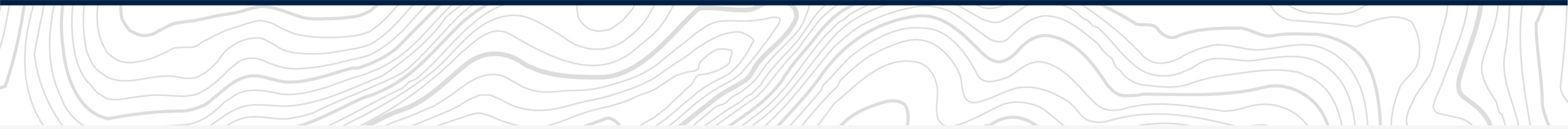




EAST TENNESSEE STATE
UNIVERSITY

Department Chair Workshop





Advocating for New Faculty



Foundational Terms and Concepts

- People—biggest expense for all units at all levels.
- Ongoing commitment has to be factored into future plans.
- Position Number
- Base compensation + benefits
- State Money vs. other sources
 - Coverage of benefits (all types)
 - Coverage of compensation increases
- Faculty hires address Teaching, Research, and Service—with variable impact based on role.
- Hiring has to be balanced among numerous priorities.
- Candid conversations between Chairs and Deans are critical to effective decision making. Keep your credibility intact!



Understanding the Need

- Is this a replacement for an existing position?
- Is this a new hire in an existing area?
- Is this a new hire in an area of strategic growth, expansion, or focus?
- Is this a new hire that is focused on addressing a long-term issue, an existing shortcoming, and/or a curriculum gap?
- Is this position needed now or can the hire be delayed?



Enumerating the Options

Key considerations: credentials, term, role, workload distribution

Could the need be fulfilled by...

- repositioning existing personnel?
- using temporary faculty?
- using graduate teaching assistants?
- using non-tenure track faculty?
- a joint hire, shared hire, or other type of collaboration?



Evaluating the Context

- What are the existing enrollment trends in the relevant program (major, concentration, etc.) over the past three years?
- Credit hour production trends?

PowerBI



Documenting Special Factors

- What accreditation issues are relevant? (academic qualifications, research expertise, etc.)
- Scholarly Activities: What areas of focus are relevant? Potential for external funding?
- Resources: Are special facilities needed to support hire? Startup funding? Course release during startup?



Situating in Broader Context

Will this hire...

- Broaden/extend faculty expertise?
- Address goals in DEI?
- Provide new support for collaboration in teaching, research, or service?
 - In department, in college, in university, and/or external?
- Support strategic initiatives
 - College/Dept. Mission and/or Strategic Plan
 - Committee for 125
 - ETSU Strategic Plan
 - Go Beyond (QEP)
 - Moonshot



Evaluating the Funding Option

- How will this position be paid? State funds, fees, or other sources.
- Should/could a portion of salary be specified as At Risk? [Link](#)

