I Have More Questions Than Answer
A Discussion About Faculty Mobility
June 7-8, 2023
Observation 1

From the moment a faculty member receives an outside offer, the process is idiosyncratic, disorganized and fraught with opportunities to cultivate ill will and inequities. If we don’t understand the process, how can we possibly repair it?

Discussion Prompt

You leave today’s conference inspired by the COACHE flowchart and decide that it is time to build one for your institution. Turn to the people around you and discuss what that would look like at your institution.

Who would you have to interview?

Would the flow chart be consistent across colleges, schools, or departments?

Who would be resistant to this exercise? Why do think they might be resistant?
Salary–Cohort/Institution Difference 2.2.a (p.20)
Observation 2

Salary is often the most discussed component of negotiations, but for nearly half of our survey respondents, salary does not appear in their top five reasons to stay or leave. Yet, salary tends to be the factor that faculty and administration mention the most.

Our overreliance on salary as a negotiating tool puts everyone at a disadvantage.

Discussion Prompt

Generate a list of at least three things your office can negotiate with faculty that are not related to salary.

Generate a list of at least three things your office has no control over but would be helpful in faculty negotiations.
How long did you consider leaving?

- I never considered leaving [INSTITUTION]
- More than 2 years
- 1-2 years
- 6-12 months
- Less than 6 months
Potential for Professional Growth/Stimulation 2.2.a (p.20)
Potential for Professional Growth/Stimulation – by Gender 2.2.b, 2.2.c (p.21, 22)
Observation 3

Most issues that drive faculty to leave should be discussed long before they seek an outside offer.

For every faculty member who tries to leave due to working conditions, there are others who stay but are unable to reach their full potential.

Discussion Prompt

What are the three most significant non-salary issues at your institution that you believe drive faculty to seek new positions?

Who at your institution has influence over those areas?
Observation 4

Because of the nature of the negotiations, getting a complete picture of the process is incredibly difficult. Even the faculty survey has significant blind spots.

Discussion Prompt

Who else at your institution has insights into the negotiation process? Are you systematically collecting data from them?

How could you better understand their perspectives?
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