

Tips for Faculty Success from Department Chairs

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Session Goal

- Receive tips for discussing salary, funding, space, protected time, competing demands, and other needs with your Division Chief, Department Chair, and Dean

My Chair Wants Me to Take on More Responsibilities

- Faculty A is an Assistant Professor, Step 3. He has extramural grants that cover 70% of his effort related to research, 20% for his clinical activities and 10% for teaching.
- Without warning or any prior conversation, his Department Chair has requested that he adds (an additional clinic, more call/teaching/service) to his already full schedule....

My Chair Wants Me to Take on More Responsibilities

- He feels that he has always been a “good citizen” and is willing to pitch in for the short-term, but he feels his Chair’s request is unreasonable and may potentially jeopardize his research productivity.
- However, he does not know how to communicate his concerns to his Chair in a productive way so that a mutually agreeable solution can be found.

Q & A

- What is your advice for Faculty A?
- What would be helpful for him to do prior to meeting with his Chair?
- What arguments can he use to respectfully discuss and decline, or renegotiate, his Chair's request?

Funding Shortage

- Faculty B is an Associate Professor, Step 1, with an In Residence appointment.
- She has been successful and productive in prior years, but is now having difficulty covering her salary through grants.
- She is committed to staying at UCSF, but is now worried about job security and wishes to discuss this with her Chair?

Q & A

- From your perspective, what would be most helpful for Faculty A to do prior to going to her Chair?
- What specific tools or advice would you give her to be successful and moving forward?
- How might she best raise these concerns with her Chair?

Q & A

- What alternative models of funding should faculty consider to support their career development and salary in a very tough funding environment?

Q & A

- Are Department Chairs thinking about "success" differently now than when it was easier for faculty to get a program of research funded?

Q & A

- How are Department Chairs working to support/retain faculty during this tight funding climate?
 - What can faculty do to support their long-term careers at UCSF given the tight funding climate?

Q & A

- What do Department Chairs like to see in their faculty?
 - What are qualities and attributes that Department Chairs appreciate in their faculty?

I Want to Change My Academic Series from Adjunct to In-Residence

- Faculty C is an Assistant Professor, Step 3, in the Adjunct series. He will be eligible for promotion to the rank of Associate Professor in the coming year.
- On the occasion of his promotion he wishes to change his academic affiliation to the In-Residence series.
- He feels that he has engaged in appreciably more departmental teaching, has mentored trainees, and has served as a Co-Investigator on two R-01 grants....

I Want to Change My Academic Series from Adjunct to In-Residence

- He feels that his increased teaching and mentoring contributions as well as his success in securing research funding are excellent reasons for changing his current academic series and thinks that a change in series will enable him to serve as a PI for an NIH R-01 application he is planning to submit in the coming year.
- When meeting with his Chair he will request: a change to the In-Residence series and a larger laboratory to accommodate his planned research activities.

Q & A

- Does Faculty C have a strong case for seeking an academic series change?
- If you were Faculty C's Chair, would you support his requests?
 - If yes, why?
 - If no, why not?
- What is your advice for Faculty C?



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