

# **Hiring New Faculty:**

**Terms of the Offer**

**and**

**Getting to Yes**

## **What this talk is NOT about:**

- Selecting academic areas
- Obtaining a suitable applicant pool
- Identifying interviewees
- Conducting an interview
- Selecting the person(s) to hire

## **What this talk is about:**

- Making an offer that balances the interests of UW and the candidate
- Getting to Yes (The final steps)

UW would like to pay nothing and get everything.

The candidate would like to have everything.

The Chair's job is to find the balance point.

## **What advantages might you have?:**

- Seattle/Mt. Rainier
- Inexpensive housing
- Best department in your discipline
- Best in some sub-discipline
- Fantastic colleagues/grad students
- Fantastic facilities (spaces, equipment)
- Happy employees/students

These advantages may allow you to pay less than the market rate

(Is it cheaper to stay better than to become better?)

**If you lack advantages, you may need to pay the market rate (gasp!)**

What market rates:

Faculty salary

Start-up costs

Teaching loads

Cost to do research

How to learn the market rates:

Survey results

Ask the candidate

Ask your faculty

# **Where do I get the money?**

Department, Dean, and Provost

## Sources for Department Funds

- Indirect cost return
- Operating Budget
- Leave Recapture Budget
- Endowment

**But these budgets are all committed elsewhere!**

It can take years to re-budget.

## **Parting Thought:**

We are all advantaged when UW  
**learns** what are the costs of competing  
and **budgets** for them.