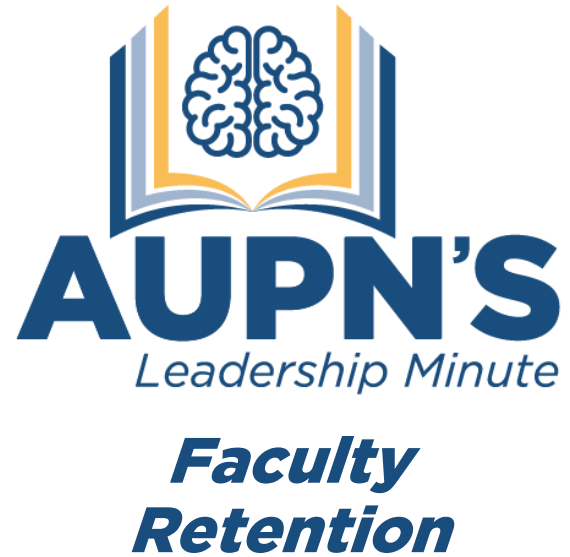




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Leadership Minute Podcast Episode Description

- While faculty recruitment is always an important job for department leadership, retaining high-performing faculty may have a greater impact over time. This Leadership Minute discusses some strategies to optimize faculty retention in an increasingly competitive environment for neurologists.

Retention starts at the time of recruitment

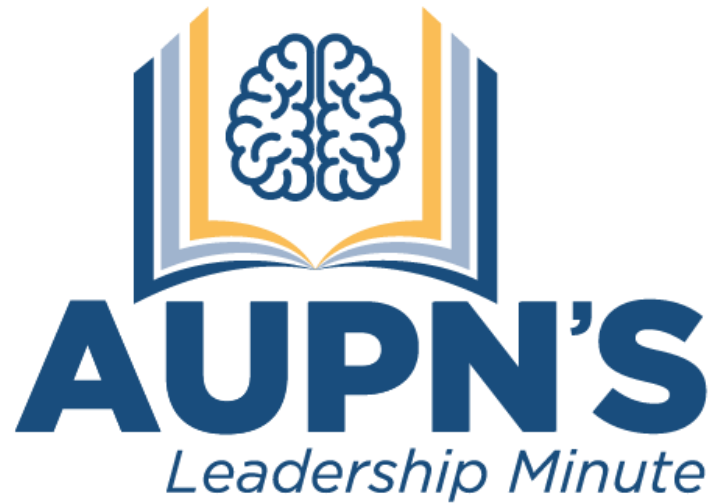
- Spend time to make sure that the job you are offering is a good fit for the candidate.
- Expectations for compensation
- Expected balance of clinical, research, teaching and admin roles
- Leadership opportunities?

Honor your commitments

- Failing to deliver on promises is a good way to lose a faculty member
- Be careful with what you promise
 - Financial commitments - need to be specific, avoid conditional “if needed” commitments
 - “Protected time” - should include expectations of what will be accomplished, and a time limit.
 - Effort allocations - need to acknowledge that in the clinical environment these are subject to change.

Be proactive with retention efforts

- Create opportunities to listen to your faculty. Feeling that you have “been heard” goes a long way.
- Engage faculty in decisions that impact their work, it is important that everyone has a sense that they have input on their work and environment.
- Retention is not always about compensation
 - Clinical faculty may be seeking changes in support structures
 - Research faculty are often looking for research resources – equipment, funding for projects and personnel
 - Leadership opportunities can be a strong driver to leave – what can you offer?



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