

CANR Faculty Retention
Standard Operating Procedures – Allocation Priorities
3 August 2019

Michigan State University has a history of hiring exceptional faculty. These faculty are often sought after by other places of employment. While CANR is not required to offer faculty retention packages every attempt will be made to retain faculty when it fits with the college's priorities. CANR supports proactive retention of faculty. Thus, retention offers do not require an offer from another employer. While financial resources (i.e., raises, operating funds) are often the main priority for retention, other mechanisms (e.g., titles, space) may be equally as important. **NOTE:** In the absence of an offer from another employer, it will be incumbent on chairs and school directors to show market competitiveness of the individual for proactive retention offer consideration.

Priority ranking for retention offers (in order of importance):

1. Primary tenure-system and non-tenure hires in CANR that meet a critical discipline content need or who help CANR meet another goal (e.g., DEI)
2. Secondary tenure-system hires in CANR that meet a critical discipline content need or who help CANR meet another goal (e.g., DEI)
3. Secondary non-tenure-system hires that meet a critical discipline content need or who help CANR meet another goal (e.g., DEI)
4. Secondary hires from other college who are in CANR