



# Welcome to your new leadership role at WSU!

August 22, 2018

## Launching your new role

- ❑ Developing a new sense of place
  - ❑ Developing a supportive community
  - ❑ Tips, tools and resources for success
- ...while maintaining your personal identity

# The current climate for leadership

- ❑ Mentoring
- ❑ Managing morale (listen to faculty)
- ❑ Knowing opportunities still exist for great ideas

## Keys to success

- ❑ Creativity
- ❑ Strategic approach
- ❑ Relationship networks for synergy

Best leader you've every had?



Worst leader?



**"I'm inviting you to my seminar on Improving Your Communication Skills. If you'd like to attend, grunt once for yes or twice for no."**

## A good academic leader is....

- Politically/socially astute to larger realities
- Realizes the realities of working with different groups
- Open to feedback
- Has a pause button
- Supportive
- Appreciative
- Humble!!

## Highlights from a WSU survey of chairs and directors by Kelly Ward:

- **Rank of chairs:**
  - 62% professors
  - 29% associate professors
  - 2% assistant professors
  - 4% clinical
  - 4% other

***80% tenured***

# Background characteristics

## Gender

- 69% male
- 31% female

## Marital Status

- Majority married (91%)

## Age

- 10% 35 to 45
- 31% 46-55
- 54% 56 to 65
- 6% over 65



# Balancing work and family responsibilities

## **Children at home**

YES=47%

NO=53%

## **Elder care responsibilities**

YES=15%

NO=85%

# Change as a constant

## Experience

- 61%-- less than 3 years
- 39%-- 4 years or more

## Training

- 65% have engaged in training at WSU
- 55% outside training

# Roles and responsibilities

- Strategic planning
- Communication
- Budget
- Students
- Faculty and staff
- Curriculum
- Resource management

<https://provost.wsu.edu/procedures/chairs-directors/>

# Resources

## Chairs and Directors HR Series

To register online, please visit: [hrs.wsu.edu/chairs](https://hrs.wsu.edu/chairs)

- 8/22/18, 3 pm, CUB L60, You're an Academic Leader, Now What?
- 9/5/18, 1:30 pm, Lighty 405, University Overview, Managing and Advancing Faculty
- 9/18/18, 9 am, Lighty 405, Data Management and Resources
- 10/11/18, 1:30 pm, Lighty 405, Faculty Annual Review Process
- 11/6/18, 9:00 am, Lighty 405, Dealing with Faculty & Staff Personnel Issues
- 12/6/18, 9:00 am, Lighty 405, Managing Your Unit's Budget: People and Numbers
- 1/23/19, 1:30 pm, Lighty 405, Advancing Research in Your Unit
- 2/12/19, 9:00 am, Lighty 405, Promoting Effective Teaching
- 3/6/19, 1:30 pm, Lighty 405, Ethics, Academic Freedom, and Legal Issues
- 3/26/19, 9:00 am, Lighty 405, Fostering an Inclusive University
- 4/17/19, 9:00 am, Lighty 405, Keeping it All Together!

## Resources

# Chairs/Directors Forums

October 16, 1 pm, CUB 212

March 21, 1 pm, CUB 212

# Resources

## Faculty Crimson Club

5:00 – 7:00 PM, Rankich Club Room

- August 22, 2018
- September 18, 2018
- October 25, 2018
- November 13, 2018
- December 19, 2018
- January 17, 2019
- February 19, 2019
- March 20, 2019
- April 18, 2019

# Helpful provost web links

- Academics
  - Accreditation
  - Admissions
  - Assessment
  - Classrooms
  - Graduate Education
  - Online Education
  - Teach
  - Undergraduate Education
- Faculty
  - Awards
  - Benefits and Services
  - Career and Advancement
  - Diversity
  - Faculty Crimson Club
  - Learning Innovations
  - Research
  - Teach
  - Women in Faculty
- Initiatives
  - Overview
  - Drive to 25
  - Strategic Plan
  - Strategic Reallocation
  - Student Success Initiatives
  - Student Success Seed Grant
- Policies
  - Classrooms
  - Department Chairs
  - Faculty Related Forms
  - Policies and Procedures
  - Text Messaging
  - WSU Manuals
- News and Events
  - Showcase Week
  - Provost's Blog
  - Provost Perspective

## Other resources

- *The Essential Department Chair* (Jossey Bass)
- Mentorship (be a mentor or get a mentor; sign up!)
- The Department Chair Newsletter (journals@wiley.com)
- The Academic Chairpersons Conference (Kansas State)
- Disciplinary leadership workshops
- WSU Faculty Manual (know thy manual)
- Other??



## Leadership panel, part 1

Stacey Hust (Strategic Communication), Todd Butler (English), Squeak Meisel (Fine Arts)

- Vision v. day-to-day balance
- Urgent need-to-knows
- Reflections and Q&A

## Leadership panel, part 2

"Mistakes were made"/"It just didn't work out"





# THANK YOU!!

Questions, comments, feedback...  
[mwack@wsu.edu](mailto:mwack@wsu.edu), [eaustin@wsu.edu](mailto:eaustin@wsu.edu)