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
“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

- 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...

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