

On-campus Leadership Development for Department Chairs

Presented by the IDEA Center with
Inside Higher Education



Introduction

- Department chair role & responsibilities have changed
- Institutional leadership & success are more reliant on effective chair leadership
- Effective chair leadership requires training that many chairs do not possess
- Our focus will be on ways to provide on-campus support for chair development



Hire Carefully & Well

- Clarify department chair role & responsibilities
- Include all significant constituencies in the search & interview process
- Learn each candidate's motive for seeking the job



Hire Carefully & Well (cont.)

- Discuss performance expectations using concrete language & examples
- Establish your role in supporting chair development



Orientation Throughout the First Year

- Assign peer mentors
- Establish a meeting schedule
- Arrange for campus instruction



Orientation Throughout the First Year (cont.)

- Utilize discipline resources for chairs
- Host on-campus chair development programs
- Make available books, webinars, & other resources



Targeted Leadership Skill Development

- Host topical luncheons
- Employ relevant case studies & simulations
- Employ campus expertise



Targeted Leadership Skill Development (cont.)

- Invite experts to campus
- Involve chairs in program planning
- Articulate individual chair development plans



Establish a Feedback Loop

- Make expectations for continual performance improvement clear during hiring process
- Be available to debrief events and incidents
- Solicit feedback from all significant constituencies



Establish a Feedback Loop (cont.)

- Establish a process & timetable for providing feedback
- Involve individual chairs in setting personal development goals



- Questions? We are happy to address anything we could not get to during the webinar
- Please send additional questions to:
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