**Pre-Conference Workshops**

**Tuesday, February 8**

9:00 a.m. - 4:00 p.m. with lunch  
**Managing Conflict and Especially Difficult Personalities**  
Presented by Mary Lou Higgerson  
Legacy South 2

**Standing on the Precipice: Selecting Strategies for Success and Survival**  
Presented by Daniel Wheeler, Al Seagren and Ed Kinley  
Legacy South 3

**Wednesday, February 9**

9:00 a.m. - 4:00 p.m. with lunch  
**Collegiality: Chairs’ Role in Facilitating a Civil Department**  
Presented by Bob Cipriano  
Legacy South 2

**A Chairperson’s Guide to Program Level Assessment**  
Presented by Susan Hatfield  
Legacy South 3

1:00 - 4:00 p.m.  
**Departments that Work—Transforming Departments**  
Presented by Jon Wergin and Bill Pallett  
Legacy South 1

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**Conference Check-In**

**Mezzanine Level**  
**Wednesday, February 9**  
1:00 - 5:00 p.m.

**Thursday, February 10**

6:30 a.m.  
Registration open

7:30 - 8:20 a.m.  
Conference Welcome and Continental Breakfast, Salon 2

8:30 - 10:00 a.m.  
Featured workshops

10:00 - 10:25 a.m.  
Networking break

10:30 a.m. - 12:00 p.m.  
Featured workshops continue

12:00 - 1:00 p.m.  
Luncheon, Salon 2

1:15 - 3:00 p.m.  
Concurrent sessions - workshops, panels, and papers

3:00 - 3:25 p.m.  
Networking break

3:30 - 4:15 p.m.  
Concurrent sessions

4:30 - 6:00 p.m.  
Pool-side reception (weather permitting, in the event of inclement weather, the reception will be held in Salon 2)

**Friday, February 11**

6:30 a.m.  
Registration open

7:30 - 8:20 a.m.  
Breakfast with round table presentations, Salon 2

8:30 - 10:15 a.m.  
Concurrent sessions - workshops, panels, and papers

10:15 - 10:30 a.m.  
Networking break

10:30 a.m. - 12:15 p.m.  
Concurrent sessions - workshops, panels, and papers

12:15 - 1:15 p.m.  
Luncheon, Salon 2

1:30 - 3:15 p.m.  
Concurrent sessions - workshops, panels, and papers

3:30 p.m.  
Conference adjourns
An important change is taking place in higher education. Faculty are being held accountable - as never before - for how well they do their jobs. The traditional approach to evaluating and developing their performance has been to focus on the 'what,' but not on the 'why.' Thoughtful reflection, significance, and context were not built into the system. But these failings limit the understanding of the full range of a professor's work in teaching, research/scholarship, and service. Evaluators and faculty developers might understand a professor's teaching philosophy and methodology if they did a teaching portfolio. But they wouldn't easily understand the nature of the professor's research, the significance of selected publications, the context of their work, or their most noteworthy accomplishments and goals.

And they likely wouldn't know how a professor's research, teaching, and service are integrated to form a cohesive whole or how they fit with the institutional or departmental mission.

The best way to get at the individuality and complexity of faculty work is the academic portfolio. It may prove to be the most innovative and promising faculty evaluation and development technique in years. What is it? The portfolio is a 16-18 page selective gathering of documents and materials highlighting a professor's performance and suggesting its scope and quality. It is based on deep reflection and provides context and significance. The portfolio template used is the result of extensive research by the presenter. More than 200 faculty members and department chairs from across disciplines and institutions provided specific suggestions and recommendations. The result is a comprehensive template that can easily be adapted to individual faculty and department needs.

The academic portfolio concept has gone well beyond the point of theoretical possibility. Today, it is being adopted or pilot-tested by an increasing number of institutions. Significantly, they are institutions of every size, shape, and mission. This highly interactive session will describe the what, why, and how to develop an academic portfolio. It will discuss the critical role played by department chairs as they assist individual faculty to develop their portfolios. It will provide proven advice for getting started, discuss red-flag dangers, and benchmarks for success.

Salon 1 (2nd Floor)
2. Managing Conflict and Colleagues: Mending Cracks in the Ivory Tower
   Walter Gmelch
   University of San Francisco
   This session will address three Rs of creative conflict management: recognize the nature and causes of conflict; identify key interpersonal conflict skills and explore effective response options; and practice the art of strategic resolution.

   Introduction: The Call to Leadership
   I. Recognize the nature and causes of conflict in departments and universities
      A. Eight Work Relationships Creating Conflict
      B. Power and Influence
      C. Department Chair Role Conflict
   II. Conflict Management Styles and Strategies
      A. Conflict Mode Instrument
      B. Managing Conflict Model
      C. Advantages and Disadvantages of Conflict Styles
   III. Practice the Art of Principled Conflict Resolution
      A. Conflict Resolution Organizing Questions
      B. Principled Negotiation Skills
      C. Roland-Jones Conflict Simulation
      D. Anderson-Lawson Interest Exercise

Salon 3 (2nd Floor)
3. Three Keys to Effective Decision-Making for Academic Leaders
   R. Kent Crockston
   Brigham Young University
   Is it really possible to identify just three key determiners of effective decision-making? Books and articles offer an extensive array of practices and techniques for making decisions; one suggested 50 strategies to help one decide. This workshop briefly reviews the classic approach to decision making, and then focuses on three keys: 1) be proactive, 2) be humble, 3) be composed. These three keys will be considered in depth in the setting of higher education. Participants will work short case studies and identify ways to use the three determiners to make better decisions both individually and in groups.

Legends 3 (Lobby Level)
5. Transforming Your Department (If You Need to) without Losing Yourself: Personal and Departmental Well-Being
   Tim Hatfield
   Winona State University
   Department chairs, whose roles include significant leadership and advocacy responsibilities, daily confront a unique array of personal and organizational stressors. This interactive workshop will include structured activities as well as time for personal reflection and small group discussion to help chairs cope with the ongoing demands of their positions. Core beliefs and empowering perspectives, preferred stress management skills, and building on department colleagues’ strengths will be addressed.

Legacy North 1 (2nd Floor)
6. Positive Chairing: Stop Putting Out Fires; Start Making a Difference
   Jeffrey Buller
   Florida Atlantic University
   An interactive workshop on strategies that help move departments from focusing on complaints, problems, and perceived injustices towards exploring creative and innovative possibilities.
Legacy South 1 & 2 (2nd Floor)
7. Dual-Career Academic Couples: Concerns, Opportunities, and Priorities
Scott Martin, Lara Lengel, Terry Rentner
Bowling Green State University
Dual-career academic couple concerns and opportunities are increasingly a priority of the professoriate. Universities that best meet dual-career partners’ needs are most effective in recruitment and retention.

This workshop explores issues raised by dual-career couples, university policies, initiatives, best practices, and case studies addressing this important issue in higher education.

Salon 1 (2nd Floor)
8. Stalking Distinction: Strategies for Enhancing Departmental Claims
Jane Halonen, University of West Florida
Maureen McCarthy, Kennesaw State University
Dana Dunn, Moravian College
Suzann Baker, James Madison University
This workshop will provide participants with a model for evaluating departmental effectiveness and identifying areas of distinction. Chairs will use the benchmarking model to document elements of distinction in their home departments.

Legacy South 3 (2nd Floor)
9. Context and Career—Stage Specific Considerations for Faculty Growth and Renewal
Amy Strage, Joan Merdinger, San Jose State University
Jerome Neuner, Canisius College
Dennis Pitta, University of Baltimore
Binnie Singh, Barbara Horwitz, University of California, Davis
Panelists, all recipients of ACE/Sloan Faculty Career Flexibility awards, will share resources they have developed to help chairpersons identify and meet professional growth and work-life balance needs of faculty across stages of the academic career.

1:15 - 2:00 p.m.
Concurrent Paper Presentations
Legacy South 3 (2nd Floor)
10. Coaching Faculty to Take Ownership of New Program Development
Susanne Marshall, Nova Southeastern University
This presentation is a step-by-step guide to coaching faculty in building the administrative skills and financial sense of rigor needed to develop a successful new graduate program. This presentation will show how faculty can be successfully coached to use their creativity to take ownership for the new program.

11. Four Chairs in Four Years: Mending a Fractured Department
Randall McClure, Georgia Southern University
This presentation offers strategies to department chairs leading troubled departments. The stresses and realities of the economic recession have placed additional burdens on faculty, staff, and students and created daunting challenges for department chairs. This presentation is designed to facilitate discussion on (re)building community within fractured academic departments.

Legacy North 1 (2nd Floor)
12. Using Social Networks to Enhance Departmental Trust and Community
Laura Gurak, University of Minnesota
This paper examines “Web 2.0” tools that can be used by chairs to enhance departmental trust and community. The paper begins with an overview of trust and community in digital settings, then compares email to social networks, wikis, and blogs. Case snapshots of successful and unsuccessful uses of social networks by chairs/departments are then offered. The paper concludes with best practices.

Legacy North 1 (2nd Floor)
Anne Balazs, Eastern Michigan University
The department chair position offers challenges that, if managed strategically, can be met and provide real growth opportunities. This presentation recommends ‘blooming where you’re planted’ and developing leadership skills and practices to advance professionally. Audience participation will be encouraged through interactive exercises.

Forum West 1 & 2 (2nd Floor)
14. When Do You Need a Vice Chair?
Ron DeBellis, Albany College of Pharmacy and Health Sciences Vermont
As a department chair, there are times for leading and times for managing. Most chairs relish leadership but occasionally are over burdened by managing functions that may deter reaching goals. When infrastructure is such that a chair’s workload compromises department goals and faculty development, then a vice-chair should be considered.

Legacy South 3 (2nd Floor)
15. Understanding and Communicating with Today’s Students
Mary Lou Higgerson, Baldwin-Wallace College
Today’s students are different. Students arrive at college with perceptions and expectations that are very different from those held by previous generations. The presenter will describe three cultural themes that contribute to the attitudes and disposition exhibited by today’s traditional-aged students and illustrate how this understanding can guide how best to communicate and work with them.

3:00 p.m.
Break
Mezzanine
Thursday, February 10 (continued)

3:30 - 4:15 p.m.
Concurrent Paper Presentations

Legacy South 1 & 2 (2nd Floor)
16. The Importance of, and Resources for, Successful Strategic Planning
   Beverly King, Cynthia Saylor, University of North Carolina at Pembroke
   Jennifer Bonds-Raake, Fort Hays State University

This presentation will emphasize the importance of, and outline principles associated with, true “strategic” planning. Examples will be given of how chairs can work with academic support units to create and carry through with successful strategic plans without dramatically increasing their own work loads.

Salon 1 (2nd Floor)
17. IDEA’s Coaching Process for Chair Development: A New Service
   Daniel Wheeler, Alan Seagren, University of Nebraska-Lincoln

The IDEA Center is offering a new service to assist department chairs in assessing performance and considering suggestions for improvement. This session explains how coaching can assist in determining improvement priorities and suggestions for addressing improvement goals. Research suggests working with a coach can strengthen performance.

Salon 2 (2nd Floor)
18. Where’s the Safety Net? Mentoring Chairs Towards Success and Longevity
   Katherine Frank, Carol Langer, Colorado State University-Pueblo

This paper discusses the importance of the mentoring process for preparing new and diverse chairpersons for success. Through the combination of current literature on leadership in higher education and specific case studies, recommendations will be made for how to appoint and mentor new chairs within the landscape of the academy.

5:00 - 6:00 p.m.
Poolside Reception

Join featured presenters, conference advisory board members, and new colleagues for a poolside reception! Relax and enjoy the opportunity to network with experts in higher education. Hors d’oeuvres will be served and a cash bar is available.

Dinner is on your own
A list of nearby restaurants is included in your packet.

Friday, February 11

7:30 - 8:20 a.m.
Continental Breakfast & Roundtable Presentations
Salon 2

Table 1 Beyond Apple Polishing: Emotional Manipulation in the Academic Workplace
   Suzanne Cataldi, Southern Illinois University Edwardsville

Emotional manipulation is a way of taking advantage of others. This roundtable will look at different types of manipulative maneuvers chairs are likely to encounter and discuss constructive ways of responding to them.

Table 2 Vertical Violence in Academe: The Lived Experience
   Karen Crouse, Western CT State University

There is a paucity of research on the experience of vertical violence in the academic setting. Yet we know it exists. The purpose of this roundtable discussion is to shed light on the existence of vertical violence in academe and what can be done to recognize it, deal with it and prevent it.

Table 3 Using Tao’s Principles to Lead Department in Times of Change
   Qingwen Dong, University of the Pacific

Based on his ten year experience as Department Chair and working under four deans, Dr. Qingwen Dong will share his ideas and thoughts to lead departments in dealing with challenges in the times of change.

Table 4 Overcoming the Negative Influence of a Dominate Course
   Joanne Gavin, Elizabeth Purinton-Johnson, Della Sue, Marist College

One challenge of developing effective curricula is ensuring that all areas of critical knowledge are included. An equal challenge is to guarantee that each area is given the appropriate weight and consideration. The focus of this discussion will be how to manage faculty who want their course to overshadow others.

Table 5 Three Presidents, Three Deans, Three Years: The Challenges of Change
   Helen Gilles, Marian University

That we live in a time of change has become a cliché. However, when change is frequent and involves campus administration it may be unnerving. How does the effective Department Chair preserve departmental stability yet foster departmental involvement in campus change? This roundtable identifies specific strategies for positively responding to change.
outside their position description in their Faculty chairs received censure from their peers that suite. Following this move, the three department offices among the faculty to the first floor dean's department chairs moved from their third floor and procedures, one result was that the Table 8 chair can take to assist faculty with classroom roundtable discussion will focus on the rise in behavior in the classroom. Chairs also have faculty in their role for maintaining ethical spread of academic dishonesty. As department Academic Chairpersons have a responsibility and other unethical behavior in the classroom. Teaching assumptions that both international students and cultural differences, behaviors, expectations and This hands-on session will sensitize professors to institutional risk exposure. strategies in order to reduce personal and behaviors, expectations and assumptions that both international students and professors bring to college classrooms. Teaching strategies and appropriate interventions will be offered so professors will be better able to assist students who manifest attitudes and behaviors representative of diverse homelands.

Table 9  
Your Program Has Been Eliminated, What Do You Do Now? A  Elba Rohena, Lillie West, Millersville University of Pennsylvania  
This presentation chronicles the experiences of two newly appointed department chairs as they developed three new certification programs as mandated by the state department of education while terminating existing programs. The presentation will include the challenges and lessons learned during program and curriculum design, approval process, and implementation.

Table 10  Building Resiliency: The Key to Successful Change A  Cynthia Schubert-Irastorza, Suzanne Evans, National University  
Resiliency is a key skill for surviving and thriving in these changing and challenging times. Resilient people adapt to change quickly and flourish in new environments. Participants consider and discuss specific strategies for building and maintaining the positive attitudes and resilient mind-set required for dealing successfully with academic transformation.

Table 11  Avoiding Internship Blues: Strengthening the Department Through Student Work Experiences A  Alan Seidman, Johnson & Wales University, Hollywood, FL; Stephen Pyle, Johnson & Wales University, Denver, CO; Mary Buckley, Johnson & Wales University, North Miami, FL  
Internships are an important yet often overlooked part of the student experience. As chairs, we have a moral imperative to make sure our students have positive experiences but we often lack the time to make this happen. Understanding the internship process adds value to both the student and the department.

Table 12  Integrating the International Student into Your Classroom A  Joel Shapiro, Green Mountain College  
This hands-on session will sensitize professors to cultural differences, behaviors, expectations and assumptions that both international students and professors bring to college classrooms. Teaching strategies and appropriate interventions will be offered so professors will be better able to assist students who manifest attitudes and behaviors representative of diverse homelands.

Table 13  Creating a Chair's Council and Challenges in Making it Work A  Beverly Zeakes, Radford University  
Developing a meaningful chair's council requires shared vision, purpose, a degree of autonomy and administrative and faculty acceptance. Challenges lie in defining the role of the council: mentoring, planning development opportunities, addressing common concerns, serving as an advisory council. A chair's council presents an opportunity to improve communication campus wide.

Legacy South 1 & 2 (2nd Floor)  
22. Guidelines for Conducting a Feasibility Study for Academic Programs A  Tim Laurent, Lynchburg College  
As budgets get tighter and the competition for students escalates, higher education administrators will likely be expected to be entrepreneurial. This workshop guides participants through conducting a feasibility study for new academic programs to help ensure that good decisions are based on complete information.

Salon 1 (2nd Floor)  
23. Seven Steps for Dealing with Difficult Faculty A  Kent Crookston, Brigham Young University  
This workshop considers seven steps for dealing with problem faculty: 1) evaluate yourself and your department; 2) listen; 3) draw on mission & values; 4) follow policy; 5) benefit from trusted colleagues; 6) set expectations & consequences; 7) take action. Case studies include the academic bully.

Salon 3 (2nd Floor)  
24. Legal Issues and Risk Management for Department Chairs A  Darrell Ross, Valdosta State University  
This presentation examines common legal issues facing chairs and presents risk management strategies in order to reduce personal and institutional risk exposure.
Friday, February 11 (continued)

8:30 a.m. - 10:15 a.m.
Concurrent Workshops (continued)

Traditions (Lobby Level)
25. Negotiating the Minefield of Collaborative Leadership  
Lucien Winegar, Dave Ramsaran, Jeffrey Graham, Susquehanna University

This workshop provides participants opportunities to explore departmental leadership by interactively developing strategies addressing issues such as leadership transition, student complaints, collegial relations and matters related to race and gender. Participants are encouraged to consider case examples within the context of their organizational culture and its influence on appropriate solutions.

8:30 - 9:15 a.m.
Concurrent Paper Presentations

Forum West 1 & 2 (2nd Floor)
26. So How Different is my Work from my Colleagues in those Other Disciplines?  
Steve Benton, The IDEA Center

This paper session will describe the most important department chair responsibilities as identified by chairs completing the IDEA Feedback for Chairs instrument. Participants will learn about similarities and differences in departmental priorities and faculty ratings of the chair’s performance between departments defined as “hard” vs. “soft,” “applied” vs. “pure,” and “life-oriented” vs. “non-life-oriented.”

Legacy North 1 (2nd Floor)
27. Reflections on Changing the Culture of a Department  
Paula Kramer, University of the Sciences in Philadelphia

The changing environment of higher education often requires changes in departments. When a department is stable, it is difficult to modify its culture. Yet, this is frequently required. This paper reviews the changes in culture in one department and outlines the elements that made that transformation possible.

9:30 - 10:15 a.m.
Concurrent Paper Presentations

Forum West 1 & 2 (2nd Floor)
28. Redefining a Department: Transitions and Strategic Positioning of Faculty  
Joanna Mott, Texas A&M University-Corpus Christi

This presentation will discuss strategies for leading a department through transitions such as moving to a greater research focus, adjustments in enrollment or adding/dropping degrees. In each case the roles of faculty members are affected and the chair’s leadership in redefining their positions becomes critical.

Legacy North 1 (2nd Floor)
29. Educate Me: Conducting Evaluations in Areas Beyond the Evaluator’s Expertise  
Deborah Palms, North Central College

This presentation examines several of the approaches, themes and techniques that a chairperson can utilize for objectively and successfully evaluating faculty members with areas of expertise that differ from those of the evaluator. Emphasis will be placed on teaching faculty how to prepare an effective self-evaluation file.

10:15 - 10:30 a.m.
Break
Mezzanine

10:30 a.m. - 12:15 p.m.
Concurrent Workshops

Legacy South 1 & 2 (2nd Floor)
30. Leadership: Coaching as a Powerful Tool for Academic Chairs  
Judith DePalma, Slippery Rock University  
Janice Sabatine, Avanti Strategies  
Susan English, Duquesne University

This interactive workshop will emphasize the value of coaching in addition to managing and mentoring as an important approach for chairpersons as leaders. Participants will strengthen active listening and powerful questioning skills to increase their leadership effectiveness and develop an action plan for continued improvement.
Friday, February 11 (continued)

10:30 - 11:15 a.m.  Concurrent Paper Presentations

Forum West 1 & 2 (2nd Floor)
34. Beyond PowerPoint: Presentation Technology for the Millennial Generation  
   Allison McFarland, Bethel College

Do you and your colleagues beam with pride as you present lectures on PowerPoint slides? To Millennial students, PowerPoint is as ordinary as overhead transparencies were to your generation. Move over slides, make room for "PREZI," a free flowing electronic presentation canvas. Come learn about this transformational tool.

Legacy North 1 (2nd Floor)
35. Leading Change in a Stagnant Program Through the Assessment Process  
   Susan Vessela, Behnoush McKay, Woodbury University

Through visual examples and lecture this presentation will showcase a case study of the journey of reinventing a lethargic program through the parallel processes of assessment and design. Significant changes were made in everything from policies and procedures to curriculum and faculty resulting in enhanced student performance, and recognition among the educational and professional communities.

11:30 a.m. - 12:15 p.m.  Concurrent Paper Presentations

Forum West 1 & 2 (2nd Floor)
36. Transforming the Department Chair Role: Institutional Strategies to Facilitate Change  
   Charles Haberle, Sheila Adamus Liotta, Providence College

This session will showcase how one institution has begun to transform the role of the academic department chair. The goal of this transformation was to make the chair role more significant at the institution and more desirable for faculty by increasing the emphasis on leadership in the role.

Legacy North 1 (2nd Floor)
37. Planning Your Escape: Exiting the Chair Position  
   N. Douglas Lees, Indiana University-Purdue University Indianapolis

Chairs spend varying amounts of time in their positions depending on institutional or unit culture, perceived effectiveness and personal choice. Chairs should plan early for their next position and prepare their departments for a smooth transition to new leadership.

12:15 - 1:15 p.m.  Luncheon  
   Salon 2

1:30 - 3:15 p.m.  Concurrent Workshops

Legacy South 1 & 2 (2nd Floor)
38. Onward and Outward: Transforming Departments Through Off-Campus Programming  
   Charles Howell, Terry Borg, Northern Illinois University  
   Boyd Bradbury, Minnesota State University Moorhead  
   Steven Koch, Community High School District 155

Well-designed off-campus programs provide quality, economy, and convenience that today’s students demand. Department chairs often have little prior experience with such programs. This workshop is a boot camp for novice and experienced chairs who would like to use such programs to expand enrollment, attract new resources, and cultivate faculty talents.

Salon 1 (2nd Floor)
39. Retention-Now That We Have ’em, Let’s Keep ’Em  
   Cheryl Davids, Central Carolina Technical College

The participants will learn how cross-functional teams developed approaches build a college community that is supportive of the teaching and learning environment while focusing on student persistence.

1:30 - 2:15 p.m.  Concurrent Paper Presentations

Salon 3 (2nd Floor)
40. From Top Heavy to Bottom Full: Managing Rapid Generational Turnover  
   William Staples, University of Kansas

Academic departments may find themselves dealing with rapid generational turnover where older cohorts of faculty retire and younger scholars are hired en masse. In this session, we will outline various kinds of challenges that may arise during such transitions and identify a number of strategies to successful navigate these issues.

2:30 - 3:15 p.m.  Concurrent Paper Presentations

Salon 3 (2nd Floor)
41. A Dangerous Gift: Honoring Heritage & Renewal in Transformation  
   Ernest Bogue, University of Tennessee

Transformation challenges for higher education include the call to (1) lower costs, (2) enhance efficiency/productivity, demonstrate accountability, revise structure and organization, and adopt marketplace management principles. These calls for transformation warrant critical scrutiny of specific goals, policy implications, performance evidence and a prioritized transformation plan at the department level.

Forum West 1 & 2 (2nd Floor)
42. Motivating Faculty & Going Green with iPads  
   Jill Lindsey, Wright State University

This paper describes a departmental initiative to motivate faculty to use new technologies through job-embedded professional development and conduct paperless meetings using iPads. The initiative is described from it inception through the first year of implementation and focuses on faculty response to job-embedded professional development.

Legacy North 1 (2nd Floor)
43. Rewiring the Small Program  
   Douglas Masini, Armstrong Atlantic State University

The small program is particularly threatened by the financial woes of the academy. The faculty rewired this program to better connect with the constituency while improving access to a growing number of students. The rewired community enhanced advisor and student input on curriculum, and partnered in measuring program process improvement.

Traditions (Lobby Level)
44. A Department Chair’s Role in Program Assessment  
   Lori Collins-Hall, Hartwick College

Assessment plays a critical role in informing successful academic program development and implementation. This presentation examines the chair’s role in clarifying departmental mission and values, facilitating understanding of the role of assessment, and setting clear and consistent expectations for departmental improvement and enhanced student learning.
Thank you so much for attending the conference.

A conference survey will be sent to you by email.
Your comments and suggestions are valuable to us as we develop content for future conferences.

Presentations will be posted to the conference web site
www.dce.k-state.edu/conf/academicchairpersons/
within two weeks. You will be notified by email when presentations are posted.

Your conference proceedings will be sent to you by mail after publication.
The anticipated mailing date is May 2011!
We appreciate the presenters who agreed to be on stand-by for presentations in the event of last minute cancellations.

Effectively Managing Faculty Over Geographically Distant Locations
Gregory Evans, University of Phoenix

I manage faculty across 4 different countries including U.S. and NATO bases in Belgium, Germany, Italy and the United Kingdom. This presentation includes specific steps to manage faculty remotely: set clear expectations, offer continuous training, consistent touches, and monitor and provide effective feedback.

Can Academic Chairs Afford Not to Fundraise?
Joe Golding, Advancement Resources

Tuition hikes and government grants will not take universities and colleges through the critical years to come - philanthropy will. Everyone involved in the organization plays a critical role in successful resource development. This session will provide academic chairs with the precise knowledge, skills and tools needed for their role fundraising.

Reaching Out: Mainstream Media Strategies and Skills
Gail Hulnick, Windward Communications

It is important to do, and is important to be seen to be doing. Academic departments can build credibility, gather public support and stimulate civic engagement through strategic use of print and broadcast media. Consultant Gail Hulnick presents recommendations for designing an effective media plan and polishing media skills.

Alternate Presenters

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2012 Call for Proposals
29th Annual Academic Chairpersons Conference
Orlando, Florida - February 9-10, 2012

2012 Call for Proposals
The conference goal is to provide academic chairpersons and administrators a forum in which to share their most successful, innovative ideas and strategies to assist each other in becoming more effective in their positions.

Presentations are to be relevant, useful and practical to chairpersons. They should actively involve participants through discussions and activities and should be applicable to multiple disciplines and various institutional sizes.

Call for Proposals Opens: March 2011
Submission Deadline: June 30, 2011
Notification Date: August 12, 2011

All presenters must register and pay a reduced registration fee. They are responsible for expenses related to travel and lodging for the conference.

Submit proposal online at www.dce.ksu.edu/conf/academicchairpersons

Submission deadlines are subject to change.

The Academic Chairpersons Conference is co-sponsored by Kansas State University and The IDEA Center.

Special Assistance
A conference or noncredit program participant who needs accommodations due to a disability or who has special dietary requirements should indicate services needed at the time of registration. If you have further questions please contact the Conference Registration Office 785-532-5569 or 1-800-432-8222. Early notification is requested to ensure that accommodations can be provided in a timely manner.