## Schedule of Events

### Tuesday, February 11th

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 – 9:00 a.m.</td>
<td>Pre-Conference Registration (Elevator Lobby, 3rd Floor)</td>
</tr>
<tr>
<td></td>
<td>Continental Breakfast (Daytona Room, 3rd Floor)</td>
</tr>
<tr>
<td>9:00 a.m. – Noon</td>
<td>Pre-Conference Workshops</td>
</tr>
<tr>
<td>10:00 – 10:30 a.m.</td>
<td>Mid-morning Break</td>
</tr>
<tr>
<td>Noon – 1:00 p.m.</td>
<td>Luncheon (Daytona Room, 3rd Floor)</td>
</tr>
<tr>
<td>1:00 – 4:00 p.m.</td>
<td>Pre-Conference Workshops Continued</td>
</tr>
<tr>
<td>2:00 – 2:30 p.m.</td>
<td>Mid-afternoon Break</td>
</tr>
</tbody>
</table>

### Wednesday, February 12th

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 – 9:00 a.m.</td>
<td>Pre-Conference Registration (Elevator Lobby, 3rd Floor)</td>
</tr>
<tr>
<td></td>
<td>Continental Breakfast (Daytona Room, 3rd Floor)</td>
</tr>
<tr>
<td>9:00 a.m. – Noon</td>
<td>Pre-Conference Workshops</td>
</tr>
<tr>
<td>10:00 – 10:30 a.m.</td>
<td>Mid-morning Break</td>
</tr>
<tr>
<td>Noon – 1:00 p.m.</td>
<td>Luncheon (Daytona Room, 3rd Floor)</td>
</tr>
<tr>
<td>1:00 – 4:00 p.m.</td>
<td>Pre-Conference Workshops Continued</td>
</tr>
<tr>
<td>2:00 – 2:30 p.m.</td>
<td>Mid-afternoon Break</td>
</tr>
<tr>
<td>5:00 – 7:00 p.m.</td>
<td>Conference Registration (Elevator Lobby, 3rd Floor)</td>
</tr>
<tr>
<td></td>
<td>Opening Welcome Reception (River Terrace 1, 3rd Floor)</td>
</tr>
</tbody>
</table>

### Thursday, February 13th

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 – 8:15 a.m.</td>
<td>Conference Registration and Check-In (Elevator Lobby, 3rd Floor)</td>
</tr>
<tr>
<td>7:00 – 8:15 a.m.</td>
<td>Continental Breakfast and Welcome Session (Conference Center A, 3rd Floor)</td>
</tr>
<tr>
<td>8:30 – 10:00 a.m.</td>
<td>Parallel Plenary: Half-Day Workshops with Featured Presenters</td>
</tr>
<tr>
<td>10:00 – 10:30 a.m.</td>
<td>Munch &amp; Mingle—Networking Break (3rd Floor Skybridge &amp; 2nd Floor Grand Foyer)</td>
</tr>
<tr>
<td>10:30 a.m. – Noon</td>
<td>Parallel Plenary Continued</td>
</tr>
<tr>
<td>Noon – 1:30 p.m.</td>
<td>Brown Bag Luncheon with Roundtable Discussions</td>
</tr>
<tr>
<td>1:45 – 3:30 p.m.</td>
<td>Concurrent Sessions—Interactive Workshops</td>
</tr>
<tr>
<td>3:45 – 4:30 p.m.</td>
<td>Concurrent Sessions—Best Practice Presentations</td>
</tr>
<tr>
<td>Evening</td>
<td>Thursday Adventures—Downtown Dine Arounds and an Evening at the Beach</td>
</tr>
<tr>
<td></td>
<td>Pre-registration required. Transportation information provided at registration check-in.</td>
</tr>
</tbody>
</table>

### Friday, February 14th

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 – 8:15 a.m.</td>
<td>Continental Breakfast and General Session (Conference Center A, 3rd Floor)</td>
</tr>
<tr>
<td>8:30 – 10:15 a.m.</td>
<td>Concurrent Sessions—Interactive Workshops and Best Practice Presentations</td>
</tr>
<tr>
<td>10:15 – 10:45 a.m.</td>
<td>Munch &amp; Mingle—Networking Break (3rd Floor Skybridge &amp; 2nd Floor Grand Foyer)</td>
</tr>
<tr>
<td>10:45 – 11:45 a.m.</td>
<td>Concurrent Panel Sessions</td>
</tr>
<tr>
<td>Noon – 1:00 p.m.</td>
<td>Luncheon &amp; General Sessions (Conference Center A, 3rd Floor)</td>
</tr>
<tr>
<td></td>
<td>New Chair Alliance Luncheon Wrap-Up (Grand Ballroom 3, 2nd Floor)</td>
</tr>
<tr>
<td>1:15 – 2:15 p.m.</td>
<td>Concurrent Panel Sessions (Repeated)</td>
</tr>
<tr>
<td>2:30 – 4:15 p.m.</td>
<td>Concurrent Sessions—Interactive Workshops and Best Practice Presentations</td>
</tr>
<tr>
<td>4:15 p.m.</td>
<td>Conference Adjourns</td>
</tr>
</tbody>
</table>
Thank you for attending the 31st Annual Academic Chairpersons Conference. We hope you will learn, be inspired, and grow as a leader while interacting with other conference participants and experts in this field. When it comes to professional development for chairs, we know you have lots of choices.

What makes this conference special is the opportunity for chairs to visit one-on-one with colleagues and experts in the field. This personal connection provides you with a variety of perspectives when approaching your leadership role.

Representing nearly every state and several countries, the perspectives shared during concurrent sessions, roundtables and panel discussions provide insight from varying types of institutions and emphasize the practical aspects of chairing. Surround yourself this week with people who have a desire to serve and appreciate the rewarding aspects of the job. Renew your commitment to excellence and connect with colleagues. A printed participant list has been made available to you in your registration packet. Interactive opportunities during the conference include:

- Opening Welcome Reception
- One-on-One Sessions with Veteran Chairs
- Networking Breaks
- Brown Bag Luncheon with Roundtable Discussions
- Downtown Dine Arounsl and an Evening at the Beach
Recharge and Connect at the Cyber Café
3rd Floor Skybridge
Open Thursday and Friday 7 a.m. – 4:30 p.m.
Complimentary wireless Internet and charging stations for all electronic devices are available to conference participants in our Cyber Café and Exhibitor Area located throughout the 3rd Floor Skybridge. Connect to the wireless network Annual Academic Chairperson Conference. The WPA2 password is hyatt2014.

Complimentary wireless Internet has also been included in your guest room. You should have received access information when you checked in. It can also be accessed in the hotel lobby. There is no wireless Internet availability in the meeting rooms or hallways outside the meeting rooms.

Workshop Handouts
Presenters who choose to submit handouts and PowerPoint presentations for dissemination are asked to do so during or immediately following the conference. We will post these documents on our conference website on a page that is made available only to conference participants. You can view all handouts and presentation documents that have been shared with us here: dce.k-state.edu/conf/academicchairpersons/31st/handouts

Conference Proceedings CD
Presenters who choose to submit a paper for publication to the conference proceedings may do so by March 3, 2014. These are compiled and formatted onto a CD. Your conference proceedings CD will be sent to you by mail after publication. The anticipated mailing date is May 2014.

Post-Conference Survey and Certificate of Attendance
A certificate of attendance will be mailed to you in March 2014 at the address you provided during registration. A conference survey will be sent to you by email shortly after the conclusion of the conference. Your comments and suggestions are valuable to us as we develop content for the 2015 conference in Austin, Texas.
Pre-Conference Workshops

**Tuesday, February 11th**

9:00 a.m. – 4:00 p.m.
**New Chair Alliance Session 1**
Presented by Dr. Katherine Frank and Dr. Daniel Wheeler
St. Johns Room (3rd Floor)

---

**Wednesday, February 12th**

9:00 a.m. – 4:00 p.m.
**New Chair Alliance Session 2**
Presented by Dr. Katherine Frank and Dr. Daniel Wheeler
St. Johns Room (3rd Floor)

9:00 a.m. – 4:00 p.m.
**Succeeding with Problem Faculty**
Presented by Dr. R. Kent Crookston
River Terrace 2 (3rd Floor)

---

**Opening Welcome Reception**

**Wednesday, February 12th, 5-7 p.m.**
**River Terrace 1 and the River Deck (3rd Floor Conference Center)**

After you’ve checked into your hotel room, join us for a casual opening reception of networking and light hors d’oeuvres. A cash bar will be available. The reception will take place on the River Terrace which overlooks the St. John River and its famous blue bridge. Take in the Jacksonville skyline at night while mingling with the conference’s featured presenters, advisory board members and nearly 400 participants from all over the country. The Jacksonville Convention & Visitors Bureau will be available to provide information about downtown Jacksonville, including shopping and dining suggestions. Dinner is on your own.

---

**Advisory Board Members**

**Katherine Frank**
Dean of Humanities and Social Sciences and Professor of English
Indiana University East

**Christian K. Hansen**
Associate Dean of Computing and Engineering Sciences
College of Science, Health and Engineering
Eastern Washington University

**Susan Hatfield**
Professor, Communications
Winona State University

**Mary Lou Higgerson**
Vice President for Academic Affairs Emeritus
Baldwin Wallace University

**N. Douglas Lees**
Associate Dean, Planning and Finance
Indiana University - Purdue University Indianapolis

**Christine M. Licata**
Senior Associate Provost
Rochester Institute of Technology

**Ken Ryalls**
President
IDEA Education

**Lynda Spire**
Assistant Dean, Division of Continuing Education
Kansas State University

**Daniel W. Wheeler**
Professor Emeritus
Former Head of Department of Ag Leadership, Education and Communication
University of Nebraska - Lincoln
8:30 a.m.-Noon  Half-Day Workshops

Conference Center B  
1. Team Work, Decision Making and Working with Your Dean

This interactive and reflective workshop will explore key strategies in department chair development. Specifically, the participants will:
1. Learn how to strategically lead your team through (a) building your community, (b) setting direction and (c) empowering your staff.
2. Experience, through simulation, the six key skills of effective team leadership.
3. Develop strategies for effectively leading a department through shared leadership, team goals, constructive conflict, consensus decision making, supportive climate and faculty development.
4. Identify who, when and how decisions should be made in your department.
5. Explore strategies to manage your dean effectively.
6. Plan the legacy you want to leave as a department chair

Walter H. Gmelch is formerly the dean of the School of Education at the University of San Francisco (2004-2013) and currently is a professor of leadership studies. Walt has also served as dean of the College of Education at Iowa State University and interim dean of the College of Education, professor, and chair of the Educational Leadership and Counseling Psychology department at Washington State University. Currently, Walt Gmelch also serves as director of the National Center for the Study of Academic Leadership.

River Terrace 1
2. Conducting Difficult Performance Counseling Sessions

Department chairs are responsible for reviewing the performance of individual faculty and staff members. This task can be especially difficult and uncomfortable when a faculty or staff member is not meeting performance expectations. In this session, participants will have the opportunity to learn and practice some specific communication strategies for conducting difficult performance counseling sessions with individuals who are not meeting performance expectations.

Mary Lou Higgerson is a seasoned academic administrator with more than 35 years of experience with service at both large, public doctoral granting and small private, liberal arts institutions. She has held administrative appointments at every level of the institution from department chair to system office.

River Terrace 2
3. Growing Department Resources and Maximizing Your Budget in Tight Times

This is a workshop designed for proactive leaders who seek to grow resources and funding streams, while maximizing the effectiveness of their personnel and budgets. Building upon the introduction to budgeting and management offered through Jossey-Bass's annual department chair training webinars, this workshop provides an opportunity for educational leaders to thoroughly understand essential concepts and to practice the analytical skills necessary to achieve their educational mission in our current economic environment.

Dr. Don Chu is dean of the College of Education, Health and Human Services at California State University San Marcos. Previously, he served as dean of the College of Professional Studies at the University of West Florida, taught at Skidmore College for nine years, and was at California State University - Chico for 17 years as professor and chair of the Department of Kinesiology.

River Terrace 3
4. Assessing Student Learning in Your Programs: A Practical Approach to Meaningful Assessment

Assessing student learning is more than collecting data and filling out forms. This workshop will present a practical approach to implementing a meaningful plan to assess student learning that will not only keep your dean happy, but also will help you understand what and how well your student are learning. Susan Hatfield is a professor of communication studies at Winona State University. She served nine years as the chairperson for that department and 12 years as the assessment coordinator. She is a visiting scholar with the Higher Learning Commission and serves as a peer evaluator for that organization.

Grand 3
5. Positive Academic Leadership

An interactive workshop on strategies that help move departments from focusing on complaints, problems and perceived injustices toward exploring creative and innovative possibilities. Jeffrey L. Buller has worked in higher education administration since 1982 and has held such positions as department chair, honors director, assistant/associate dean, dean and vice president for academic affairs at a variety of institutions, large and small, public and private.

Networking Break (3rd Floor Skybridge & 2nd Floor Grand Foyer)  
10:00 – 10:30 a.m. Munch & Mingle

Enjoy morning refreshments while mingling with chairs from all over the country. Come to the 3rd Floor Skybridge to visit with exhibitors, recharge your electronic devices at one of the many recharge stations or catch up on email in the Cyber Café. Looking for a quiet area to connect? The 2nd Floor Grand Foyer will have refreshments as well.

Half-Day Workshops continue 10:30 - Noon
Brown Bag Luncheon with Roundtable Discussions
Thursday, February 13
Noon – 1:30 p.m.

Pick up a boxed lunch in the foyer of Conference Center A and take it with you to one of the many roundtable discussions taking place during our inaugural Brown Bag Luncheon. These discussions are meant to be informal while providing an opportunity for collaborative exchange. While participants sit back and enjoy their lunch, a facilitator will provide some background knowledge and share the premise for why this key topic is important. Attendees will then be invited to share experiences, ask questions and learn from the collective knowledge of those in the room.

Conference Center B
6. Building a Department of Colleagues
Patrick Lawrence, University of Toledo

A major challenge of any academic department is how to transform individual faculty members into a department of colleagues who aim to work in a productive, collaborative and cooperative manner that both enhances and enables their personal career goals and contributes to the continued success and sustainability of the department unit.

Leadership & Management

Conference Center B
7. Lessons Learned: The Story of a First-Year Department Chair
Christopher Barrick, West Liberty University

This presentation aims to share the challenges and lessons learned of a first-year, untenured chair of a combined department of music and theater. From these experiences, suggestions for new chairs will be offered and the role of training for new academic leaders will be discussed.

Leadership & Management

River Terrace 1
8. Exchange: Using Conversations to Initiate and Lead Change
Amanda Hostalka, Stevenson University

The faculty is passionate and committed. They believe in what they're doing and how they're doing it. Now you need them to change (almost) everything. This presentation recounts how one department chair helped faculty reinvent a floundering photography program. Learn to initiate change by engaging faculty, setting goals and telling stories.

Leadership & Management

River Terrace 2
9. Always Connected and Always Working?
Christian Hansen, Eastern Washington University

The presentation will cover best practices for overcoming challenges related to email security and privacy, as well as the use of “profess-social” networking as a means for connecting with your students, alumni, industry and community and in promoting your department inside and outside your institution.

Technology & Online Education

River Terrace 3
10. Proactive Leadership and Strategies in Student Recruitment
Victor Vallo Jr., Newberry College

Colleges and universities today must continue to recruit students both nationally and internationally to fill their classes. This presentation will first offer some general recruitment techniques for college departments which should be helpful to departments and their chairpersons. Then, some innovative ways will be offered to recruit that go beyond the standard techniques.

Leadership & Management
Roundtable Discussions (Continued) & Interactive Workshops

Grand 1
11. Developing Department Chairs through Mentorship
Sharon Gratto and Jonathan Hess, University of Dayton

Participants will learn about one university’s multiple strategies to develop and provide ongoing educational and professional development mentoring programs for new and continuing department chairs. The university’s shared programs have common goals, including the creation of an administrators’ network for collaborative conversations across disciplines and through the chain of command.

Leadership & Management

Grand 2
12. Navigating the Curriculum Gap for International Students
Rory Senerchia, Johnson & Wales University

As the number of international students continues to rise, the need for chairpersons to educate and train faculty and staff on how to understand and address the needs of international students is crucial. This session will discuss how to help international students and faculty navigate within an academic setting.

Pressing Issues & Trends in Higher Education

Grand 3
13. Flipping the Classroom: Issues for Chairpersons
Krista Maxson and Chris Kacir, Shawnee State University

The inverted or flipped classroom offers a variety of potential benefits to departments in terms of improving student learning outcomes, ensuring academic integrity and decreasing instructional costs. This presentation will explore the potential benefits of flipped classrooms, as well as the administrative hurdles that need to be overcome to successfully integrate such learning into the department and the campus community.

Technology & Online Education

Interactive Workshops

Concurrent Sessions - Interactive Workshops: 1:45 – 3:30 p.m.

Conference Center B
14. The Chairs’ Role in Fostering a Collegial Department
Robert Cipriano, Southern Connecticut State University

This workshop will focus on the chairs’ unique role in facilitating a desired collegial environment in their department. This engaging workshop is designed to empower department chairs and other campus leaders to improve, promote and sustain civility on campus. Specifically, this workshop will:

• Help participants understand what collegiality is and isn’t.
• Review U.S. court decisions regarding collegiality in higher education.
• Share strategies for dealing with uncivil faculty members—tenured or not.
• Identify proactive strategies to use to develop collegiality within a department.
• Prepare department chairs to avert future issues by applying concepts that have been successful.
• Learn to develop hiring and tenure-granting processes that generate and retain candidates who support and maintain a collegial environment within a department.
• Identify strategies to develop, promote and sustain collegiality within a university.

Leadership & Management
Interactive Workshops

River Terrace 1
15. The Transformational Mission: Using the Departmental Mission to Initiate Meaningful Change
Craig Hlavac, Southern Connecticut State University

This session will provide participants with an overview of the elements of a good departmental mission, followed by the presentation of several practical methods for using the departmental mission to initiate and sustain meaningful change. Participants will also have the opportunity to analyze their departmental mission in small groups.

Leadership & Management

River Terrace 2
16. ChairCare: Promoting Department Chair Well-Being
Tim Hatfield, Winona State University

No one, it seems, ever receives adequate preparation for the inevitable multiple demands and stresses of the role of department chair; but your institutions are fortunate that you stepped up to assume this critical leadership role. In part, you lead by example, and this participatory workshop will structure activities as well as time for personal reflection and planning to help chairs face the inevitable and significant stresses that you and your colleagues must confront daily. Preferred personal modes of stress reduction and the power of a meaningful perspective will be key elements of this session.

Leadership & Management

River Terrace 3
17. Student Learning Assessment for Program Improvement
Frederick Burrack, Kansas State University

This session presents a philosophic, as well as structural framework to document, evaluate and improve the learning experience of our students within and outside of the classroom. These ideas will help your faculty collaborate to support assessment programming and ensure that assessment is being purposefully used for program improvement.

Evaluation & Assessment

Grand 1
18. Four Essential Strategies: Motivating Faculty Who Are Ambivalent or Resistant to Change
Marilyn Herie, Centennial College

How can academic chairs effectively motivate faculty in a way that feels more like dancing versus wrestling? Motivational Interviewing is a brief, evidence-based approach to enhancing motivation and exploring/resolving ambivalence about change. This dynamic and interactive workshop provides key, practical strategies for even your most challenging “change conversations.”

Communications

Grand 2
19. Best Practices in Faculty Retirement Transitions
Jean McLaughlin, American Council on Education
Cheryl Cameron, University of Washington
Rhonda Forman, University of Washington
Laura Bryan, University of Baltimore

Department chairs play an important role in the lives of faculty throughout their careers, from the beginning stages to the culminating stages. This interactive workshop is designed to share a national perspective on best practices in faculty retirement transitions. Participants will be actively engaged through hypothetical scenarios.

Pressing Issues & Trends in Higher Education
Interactive Workshops (Continued) & Best Practice Presentations

Grand 3
20. Managing Online Programs – Program Development and Administration
Markus Pomper and Margaret Thomas Evans, Indiana University East

This session will consider best practices for department chairs in managing the operations of online degree programs. We will focus on the role of the department chair in developing online programs from scratch, and in leading faculty in the design of their courses, managing adjunct faculty and evaluating faculty performance.

Technology & Online Education

Best Practice Presentations

Concurrent Sessions - Best Practice Presentations: 3:45 – 4:30 p.m.

Conference Center B
21. It’s All About Relationships: Tools for New Chairs
Cathy Foos and Margaret Thomas Evans, Indiana University East

Participants will learn tools for coping with the stresses of the early years in the chair role while simultaneously developing leadership capacity. The presenters will introduce activities they engaged in during their first two years as chairs and describe the concrete value of these activities for new chairs.
Leadership & Management

River Terrace 1
22. The Changing Role of the Department Chair After University Reorganization
Laura Wadlington, Kara Stooksbury, Christine Dalton and Jeremy Buckner, Carson-Newman University

This paper describes the department chair's role following an organizational restructuring process to a “flat” university model in which chairs report directly to an associate provost. The presentation describes the process of the change, the new role of the chairperson and an assessment of the structure one year later.
Leadership & Management

River Terrace 2
23. Facilitating Faculty Mentoring within a Community of Practice Model
Emily Smith, Paula Gill Lopez and Patricia Calderwood, Fairfield University

This presentation explores ways in which department chairs might effectively facilitate faculty mentoring through a community of practice model. We explicate the central components of a community of practice model for mentoring and illustrate how this model serves to build trust and break down traditional expert-novice boundaries.
Faculty Development

River Terrace 3
24. Developing and Implementing an Annual Faculty Evaluation System
Robert Blumenthal, Georgia College

We recently developed and implemented a new faculty evaluation system. In this presentation, I will offer suggestions to department chairs as to how to meet the challenges of developing such a system with particular focus on the elements one should include in an evaluation system as well as elements to avoid.
Evaluation & Assessment
Best Practice Presentations

Grand 1
25. Let’s Do Lunch: Facilitating Faculty and Student Conversations about Teaching Effectiveness  
Sue Wells and Marilyn Herie, Centennial College

Faculty and management in post-secondary institutions typically solicit student feedback on the teaching process through course evaluations. The results, however, often provide information that is very general and does little to help refine teaching practices, often creating more questions than answers. Inspired by an activity utilized at Miami University’s Teaching Scholar Program, “Sharing Faculty and Student Views of Teaching and Learning,” faculty at Centennial College partnered with students over lunch to engage in a facilitated conversation about successful teaching practices. This presentation outlines the method, outcomes and rich information that resulted from this initiative.

Faculty Development

Grand 2
26. Professors of Practice, Instructors and Other Trends Away from Tenurable Appointments  
Paul King, Texas Christian University

The workshop will review trends toward non-tenurable positions in academic departments. Position statements by the AAUP and other organizations will be reviewed. Both the advantages and potential drawbacks of these appointments will be discussed. Sample documents detailing specific approaches to integrating these positions into both professional and academic departments will be presented.

Pressing Issues & Trends in Higher Education

Grand 3
27. Increasing Student Sense of Community in Online Courses  
Mindy Haar, New York Institute of Technology

One concern of transitioning face-to-face courses to online format should be the effect on student sense of community. Current research and evidence-based best practices for increasing community perception as well as lessons learned as director of an all-online graduate program will be presented.

Technology & Online Education
Optional Evening Activities

Downtown Dine Arounds – Thursday, February 13 – Meet in the Hotel Lobby

ACC has partnered with local restaurants to provide a fun and intimate environment for attendees to enjoy a delicious dinner while continuing the great conversations from the day’s workshops. The dinner will include a three-course meal, one complimentary adult beverage, tax and gratuity. Advance sign-up and payment is required. Participants may sign up and pay at the registration desk on the 3rd floor. Due to final numbers we must give for reservation purposes, sign-up will close at 3:00 p.m. on Thursday, February 13. To learn about each restaurant and see the proposed menu, please visit the website at k-state.edu/conf/academicchairpersons/31st/thursday-adventures.

Information about when and where to meet for each Downtown Dine Around destination is listed on your dinner ticket, which you received in your name badge at conference check-in. Please bring your name badge and dinner ticket with you. An advisory board member or K-State’s conferencing staff will escort your group to the restaurant for your reservation. All restaurants are within walking distance.

An Evening at the Beach

Thursday, February 13, 5:30 p.m.
Meet in the Hotel Lobby at the entrance near the gift shop.

Atlantic and Neptune Beaches are a short 20 minute bus ride from the hotel. The bus will drop participants off at the intersection of Atlantic Beach and Neptune Beach. This beachfront hot spot is in the midst of shopping, restaurants and nightlife. All guests will be provided with a map of the area and suggestions for dinner destinations (the cost of dinner is not included). There will be two opportunities to return to the hotel – an early pick-up and a late pick-up.

Advance sign-up and payment is required. Participants may sign up and pay at the registration desk on the 3rd floor. Due to final numbers we must give for reservation purposes, sign-up will close at 3:00 p.m. on Thursday, February 13.

Your boarding pass for the bus to the beach was included in your name badge at conference check-in. Please bring the boarding pass with you to the hotel lobby. The bus will pick up guests at the exit nearest the gift shop. Details about the bus pick-up have been provided on your boarding pass.
<table>
<thead>
<tr>
<th>Time</th>
<th>Conference Center B</th>
<th>River Terrace 1</th>
<th>River Terrace 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00-8:15 a.m.</td>
<td>Continental Breakfast and General Session (Conference Center A, 3rd Floor): 7:00 – 8:15 a.m.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8:30-9:15 a.m.</td>
<td><strong>28. Beyond the Boom: Succession Planning Focused on GenX and Y Leaders</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Jackie Booth and Manny Rosa, Keiser University</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>This interactive presentation focuses on providing experienced department chairs with strategies and hands-on practice with processes to help usher in the next wave of leaders in higher education. Learn how to integrate new demographic research into identifying, evaluating, mentoring and developing department leaders from an intergenerational faculty.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Leadership &amp; Management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:30-10:15 a.m.</td>
<td><strong>29. Teacher Clarity: Enhancing Teaching to Enhance Student Learning</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kirby Barrick, University of Florida</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Teacher clarity has been identified (Rosenshine and Furst, 1971) as the teacher behavior most highly associated with greater student achievement. Academic leaders can provide professional development opportunities to help instructors improve their clarity in teaching and enhance student learning based on student perceptions of clarity.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Faculty Development</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30. Leading Change while Managing Conflict in Departmental Transitions (Interactive Workshop)</td>
<td>Note: Interactive Workshops will last the duration of this session 8:30-10:15 a.m.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Michelle Proctor and Karen Ross, Madonna University</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>This session will explore conflict management strategies utilized while redefining a department during reaccreditation. Case examples of approaches used and results achieved will be presented in relation to existing literature. Through group activities, participants will be invited to explore and discuss the effectiveness of strategies used in each example presented.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Leadership &amp; Management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>31. Considering Best Practices for Conducting a Faculty Search</td>
<td>Thomas Weidner and Samuel Cotton, Ball State University</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>The success, stability and morale of an academic department largely depend on its faculty. Therefore, in this session you will reflect upon, and further consider, a multitude of dimensions (e.g., legal, applicant recruitment, reference and background checks, interviews, candidate evaluations) associated with organizing and implementing successful faculty searches.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Leadership &amp; Management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>32. Leadership Transitioning: What Chairs Can Do to Prepare Their Successor</td>
<td>Gian Pagnucci, Indiana University of Pennsylvania</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ethan Krase, Winona State University</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>The session is designed to help current department chairpersons develop plans for smoothly transitioning their departments to new leadership in the future when the time is right. The session will cover four specific strategies for identifying and cultivating future department chairs: chair apprenticeships, leadership councils, departmental documentation and personnel cultivation.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Leadership &amp; Management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>33. Faculty-Driven Assessment and Development: Pairing Purposes, Processes and Aims</td>
<td>Larbi Oukada, Georgia College &amp; State University</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Costas Spirou, Aran MacKinnon and hashed_data</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>This presentation focuses on understanding the role of faculty-driven assessment and development practices in higher education. The presentation will discuss the conceptualization and use of these practices to enhance student learning.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Leadership &amp; Management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>34. Augmented Motivational Interviewing to Individual Faculty (Interactive Workshop)</td>
<td>Note: Interactive Workshops will last the duration of this session 8:30-10:15 a.m.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Michelle Proctor and Karen Ross, Madonna University</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>This session will focus on motivational interviewing (MI) and its application in higher education. The session will explore the use of MI techniques to engage individual faculty in enhancing teaching and learning.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Leadership &amp; Management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>35. Engaging Faculty</td>
<td>Thomas Weidner and Samuel Cotton, Ball State University</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>The session will cover strategies for engaging faculty in enhancing teaching and learning.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Leadership &amp; Management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>36. Best Practices in Conducting a Faculty Search</td>
<td>Thomas Weidner and Samuel Cotton, Ball State University</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>This session presents practical and effective approaches for conducting faculty searches.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Leadership &amp; Management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Creating win-win scenarios for chairs and the university. The session will focus on strategies for managing the retirement of senior faculty and ensuring a smooth transition of leadership.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Leadership &amp; Management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>38. Making Distance Learning Work: Fewer Snags for a Department Head</td>
<td>Timothy Champion, JC Smith School of Nursing, Kansas State University</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>The session will explore strategies for conducting effective distance learning programs.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Leadership &amp; Management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>39. Using Technology to Convene Faculty (Interactive Workshop)</td>
<td>Note: Interactive Workshops will last the duration of this session 8:30-10:15 a.m.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>The session will explore the use of technology in faculty meetings.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Leadership &amp; Management</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Interpretations:**
- **Leadership & Management**
  - Focuses on strategies for enhancing teaching, communicating with faculty, and managing change.
- **Faculty Development**
  - Emphasizes the role of faculty in enhancing student learning and development processes.
- **Interactive Workshops & Best Practice Presentations**
  - Offers practical tools and techniques for improving institutional processes and faculty engagement.

**Themes:**
- Succession Planning
- Faculty Clarity
- Interdisciplinary Learning
- Motivational Interviewing
- Distance Learning
- Faculty Engagement
- Technology Utilization

**Instructors:**
- Jackie Booth
- Kirby Barrick
- Michelle Proctor
- Larbi Oukada
- Gian Pagnucci
- Thomas Weidner
- Tim Champion
- Susan Kress
- Ethan Krase
- Kevin Ryalls
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30-9:15 a.m.</td>
<td><strong>Leadership &amp; Management</strong></td>
</tr>
<tr>
<td></td>
<td>33. Faculty-Driven Annual Evaluation: Purposes, Processes and Implications</td>
</tr>
<tr>
<td></td>
<td>Costas Spirou, Aran MacKinnon and Larbi Oukada, Georgia College &amp; State University</td>
</tr>
<tr>
<td></td>
<td>This presentation focuses on the issues surrounding the conceptualization and use of a</td>
</tr>
<tr>
<td></td>
<td>quantitatively driven faculty evaluation instrument. Three department chairs share some</td>
</tr>
<tr>
<td></td>
<td>of the challenges and rewards in (1) developing, (2) executing and (3) utilizing the</td>
</tr>
<tr>
<td></td>
<td>instrument to advance a comprehensive, faculty-driven evaluation process.</td>
</tr>
<tr>
<td></td>
<td><strong>Evaluation &amp; Assessment</strong></td>
</tr>
<tr>
<td></td>
<td>34. Augmented Development: Pairing Assessment and Development for Leadership Improvement</td>
</tr>
<tr>
<td></td>
<td>Ken Ryalls, IDEA Education; Kevin Kelly, Wiley Learning Institute</td>
</tr>
<tr>
<td></td>
<td>Chairs are responsible for 80% of academic decisions, yet receive almost no leadership</td>
</tr>
<tr>
<td></td>
<td>development before or during their tenure as chair. Session leaders and participants</td>
</tr>
<tr>
<td></td>
<td>will discuss effective assessment practices and important factors that contribute to</td>
</tr>
<tr>
<td></td>
<td>effective development programs. Presenters will share details of a new collaboration</td>
</tr>
<tr>
<td></td>
<td>between IDEA and Jossey-Bass Department Chair Leadership Institute, and how we hope to</td>
</tr>
<tr>
<td></td>
<td>positively impact chair development.</td>
</tr>
<tr>
<td></td>
<td><strong>Evaluation &amp; Assessment</strong></td>
</tr>
<tr>
<td></td>
<td>35. Engaging Faculty and Motivating Change: Adapting Motivational Interviewing to</td>
</tr>
<tr>
<td></td>
<td>Individual Faculty (Interactive Workshop)</td>
</tr>
<tr>
<td></td>
<td>Note: Interactive Workshops will last the duration of this session 8:30-10:15 a.m.</td>
</tr>
<tr>
<td></td>
<td>Richard Ogle, UNC Wilmington</td>
</tr>
<tr>
<td></td>
<td>Motivational Interviewing as a tool to engage individual faculty and increase motivation</td>
</tr>
<tr>
<td></td>
<td>to change will be presented in the context of evaluation. Through this workshop,</td>
</tr>
<tr>
<td></td>
<td>participants will understand:</td>
</tr>
<tr>
<td></td>
<td>• MI principles/skills</td>
</tr>
<tr>
<td></td>
<td>• Two specific MI interventions</td>
</tr>
<tr>
<td></td>
<td>Involvement consists of demonstration, role-play and discussion of:</td>
</tr>
<tr>
<td></td>
<td>• Questioning/listening</td>
</tr>
<tr>
<td></td>
<td>• Managing resistance</td>
</tr>
<tr>
<td></td>
<td>• Information-exchange</td>
</tr>
<tr>
<td></td>
<td>• Building importance and confidence</td>
</tr>
<tr>
<td></td>
<td><strong>Communications</strong></td>
</tr>
<tr>
<td></td>
<td>36. Best Practices in Student Retention: The Leadership Roles of Chairs</td>
</tr>
<tr>
<td></td>
<td>N. Douglas Lees, Indiana University - Purdue University Indianapolis</td>
</tr>
<tr>
<td></td>
<td>This session will outline motivations/ incentives for chairs to participate in, create</td>
</tr>
<tr>
<td></td>
<td>and support programs that enhance student retention. In addition, from IUPUI, several</td>
</tr>
<tr>
<td></td>
<td>campus-level programs and three department-level initiatives, all of which have been</td>
</tr>
<tr>
<td></td>
<td>shown to be effective in retaining students, will be described.</td>
</tr>
<tr>
<td></td>
<td><strong>Pressing Issues &amp; Trends in Higher Education</strong></td>
</tr>
<tr>
<td></td>
<td>37. The New Retirement: A Case Study from Skidmore College</td>
</tr>
<tr>
<td></td>
<td>Susan Kress, Skidmore College</td>
</tr>
<tr>
<td></td>
<td>Creating win-win scenarios for senior faculty has taken on increased importance as</td>
</tr>
<tr>
<td></td>
<td>senior faculty delay retirements. Senior faculty, with longer life expectations, want a</td>
</tr>
<tr>
<td></td>
<td>new kind of “retirement”—active, connected and productive. This session presents</td>
</tr>
<tr>
<td></td>
<td>practical suggestions to department chairs for smoother retiree transitions and mutually</td>
</tr>
<tr>
<td></td>
<td>beneficial post-retirement activities.</td>
</tr>
<tr>
<td></td>
<td><strong>Pressing Issues &amp; Trends in Higher Education</strong></td>
</tr>
<tr>
<td></td>
<td>38. Making Distance Learning Work: Fewer Snags for a Department Head</td>
</tr>
<tr>
<td></td>
<td>Roger McHaney and Lynda Spire, Kansas State University</td>
</tr>
<tr>
<td></td>
<td>While a great deal of attention has centered on ways distance education impacts</td>
</tr>
<tr>
<td></td>
<td>instructional faculty, less attention has been paid to the many ways distance education</td>
</tr>
<tr>
<td></td>
<td>affects department heads. Without a doubt, a department head must be prepared to deal</td>
</tr>
<tr>
<td></td>
<td>with complexities related to distance learning and its many demands. In this session,</td>
</tr>
<tr>
<td></td>
<td>ten areas of impact are identified and discussed. The session will be a facilitated</td>
</tr>
<tr>
<td></td>
<td>dialogue and will explore relevant areas. Participants will leave with a better</td>
</tr>
<tr>
<td></td>
<td>understanding of ways distance learning can extend the reach of a department without</td>
</tr>
<tr>
<td></td>
<td>overextending a department head.</td>
</tr>
<tr>
<td></td>
<td><strong>Technology &amp; Online Education</strong></td>
</tr>
<tr>
<td></td>
<td>39. Using Technology to Conduct a Cheap and Effective Academic Search</td>
</tr>
<tr>
<td></td>
<td>Timothy Champion, JC Smith University</td>
</tr>
<tr>
<td></td>
<td>Recruiting new faculty is one of the most important and time consuming parts of a</td>
</tr>
<tr>
<td></td>
<td>department chair’s job. Unfortunately, higher administration often acts as a barrier to</td>
</tr>
<tr>
<td></td>
<td>conducting an effective search, especially by restricting financial support. When the</td>
</tr>
<tr>
<td></td>
<td>position is posted, technology now allows anyone who can get to a computer to apply for</td>
</tr>
<tr>
<td></td>
<td>the job, whether remotely qualified or not. Faculty serving on search committees have</td>
</tr>
<tr>
<td></td>
<td>multiple other responsibilities and little time to sort through a mass of applicants to</td>
</tr>
<tr>
<td></td>
<td>find the few qualified. In this presentation, effective strategies for planning, managing</td>
</tr>
<tr>
<td></td>
<td>and successfully concluding an academic search with minimal resources will be presented,</td>
</tr>
<tr>
<td></td>
<td>focusing on the help technology tools can give.</td>
</tr>
<tr>
<td></td>
<td><strong>Technology &amp; Online Education</strong></td>
</tr>
</tbody>
</table>
Panel Discussions

Networking Break (3rd Floor Skybridge & 2nd Floor Grand Foyer)
10:15 – 10:45 a.m. Munch & Mingle

Enjoy morning refreshments while mingling with chairs from all over the country. Come to the 3rd Floor Skybridge to visit with exhibitors, recharge your electronic devices at one of the many recharge stations or catch up on email in the Cyber Café. Looking for a quiet area to connect? The 2nd Floor Grand Foyer will have refreshments as well.

Panel Discussions

Each panel discussion will provide a variety of perspectives on a similar topic. The panelists are current or past chairs who are willing to share advice, insights and even their failures. Moderated by veteran department chairs and professionals in the field, there will be plenty of opportunities for participants to ask questions or provide their own lessons learned.
Panels will be offered concurrently for one hour before lunch, and then the same four panels will be offered again for one hour after lunch. This will provide conference participants the opportunity to hear two different panels. To learn about the panelists, check the handout in your conference packet.

<table>
<thead>
<tr>
<th>Time</th>
<th>Conference Center B</th>
<th>River Terrace 1</th>
<th>River Terrace 2</th>
<th>River Terrace 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:45 – 11:45 a.m. (Repeated at 1:15)</td>
<td>40. Trends Emerging in Higher Education that Affect the Chair’s Role&lt;br&gt;Moderator: Ken Ryalls, President, IDEA Education</td>
<td>41. Things that Keep Me Up at Night&lt;br&gt;Members of the conference Advisory Board</td>
<td>42. Distance Learning and Its Effect on the Department Chair&lt;br&gt;Moderator: Lynda Spire, Assistant Dean, Division of Continuing Education, Kansas State University</td>
<td>43. Things New Leaders in Higher Education Should Know&lt;br&gt;Modifier: Kevin Kelly, Director, Wiley Learning Institute</td>
</tr>
</tbody>
</table>

Noon - 1:00 p.m. General Session and Luncheon in Conference Center

New Chair Alliance Luncheon in Grand Ballroom 3 (for attendees of the pre-conference New Chair Alliance)

<table>
<thead>
<tr>
<th>Time</th>
<th>Conference Center B</th>
<th>River Terrace 1</th>
<th>River Terrace 2</th>
<th>River Terrace 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:15 – 2:15 p.m. (Panel Sessions Repeated)</td>
<td>40. Trends Emerging in Higher Education that Affect the Chair’s Role&lt;br&gt;Modifier: Ken Ryalls, President, IDEA Education</td>
<td>41. Things that Keep Me Up at Night&lt;br&gt;Members of the conference Advisory Board</td>
<td>42. Distance Learning and Its Effect on the Department Chair&lt;br&gt;Modifier: Lynda Spire, Assistant Dean, Division of Continuing Education, Kansas State University</td>
<td>43. Things New Leaders in Higher Education Should Know&lt;br&gt;Modifier: Kevin Kelly, Director, Wiley Learning Institute</td>
</tr>
</tbody>
</table>

Noon - 1:00 p.m. General Session and Luncheon in Conference Center

New Chair Alliance Luncheon in Grand Ballroom 3 (for attendees of the pre-conference New Chair Alliance)

2:30 – 3:15 p.m. Concurrent Sessions – Interactive Workshops and Best Practice Presentations
IDEA Has A 38-Year Commitment To Higher Education

IDEA's nonprofit status reflects the fact that our sole reason for existence is to support our clients in the quest to improve learning outcomes. We remain staunchly committed to that ideal through the ongoing development of innovative assessment and feedback systems.

—Dr. Ken Ryalls, IDEA President

IDEA offers a range of nationally normed, research-driven, flexible assessment services:

**Student Ratings of Instruction System**
IDEA helps faculty members solicit summative and formative feedback and evaluate teaching as it relates to curricular goals and the measurement of learning

*Powered by Campus Labs technology*

**Feedback System for Chairs & Feedback System for Administrators**
IDEA helps deans, administrators, and chairs assess their own and the institution’s objectives and provides direction on specific areas of strength and strategies for improvement

*Partner with Jossey-Bass Department Chair Leadership Institute*

Each service offers targeted, data-driven feedback for improving personal performance and connects these recommendations with specific resources for development.

A nonprofit organization providing assessment and feedback systems to improve learning in higher education.

**Resources for Support**
Available free at IDEAedu.org
- POD-IDEA Notes on Instruction
- POD-IDEA Notes on Learning
- IDEA Papers on Teaching and Learning

Co-sponsor of the Academic Chairpersons Conference

**How am I doing?**
**What can I do to improve?**
For feedback, contact:
info@IDEAedu.org
800.295.2757

To learn more visit IDEAedu.org
<table>
<thead>
<tr>
<th>Time</th>
<th>Conference Center B</th>
<th>River Terrace 1</th>
<th>River Terrace 2</th>
</tr>
</thead>
</table>
| 2:30-3:15 | **44. Avoiding Student Complaints: Prevention Strategies for Department Chairs and Faculty**  
*Susan Dargan, Framingham State University  
Patricia Markunas, Salem State University*  
One of the most challenging elements of a chair's job is the handling of student complaints. In this workshop, we will identify patterns in student complaints as well as suggestions for proactive strategies that chairs and faculty members can use to prevent them.  
**Faculty Development** |  
| 3:30-4:15 |  
|           | **45. Dancing with Resistance: Leading Faculty through Times of Institutional Change (Interactive Workshop)**  
*Note: Interactive Workshops will last the duration of this session 2:30 - 4:15 p.m.*  
*Anna Thibodeau, State University of New York at Fredonia*  
Strategies for reducing intradepartmental conflict and promoting faculty engagement during times of large-scale institutional change: Coordinating departmental priorities, maintaining information flow and enhancing departmental representation on campus while enhancing the faculty's sense of security and being valued.  
**Leadership & Management** |  
|           | **46. Where the Rubber Meets the Road: Leading Large Multidisciplinary Departments**  
*Kristi Menear, University of Alabama at Birmingham*  
Presenter will share stories of success and challenge during her first two years leading large, multidisciplinary departments (30+ faculty, 12-15 degrees). The presentation will be focused around transparency, trust, goal setting and personal attributes. Practical recommendations from lessons learned will be offered to help focus participants' future efforts.  
**Leadership & Management** |  
|           | **47. The Chairperson of 2014: Faculty, Administrator and Academic Leader**  
*Domenick Pinto, Sacred Heart University*  
For 26 years, I have witnessed the evolution of the role of chair as economic, social and student climates emerge. My session will summarize the challenges that chairs must now adopt in 2014.  
The session will help relatively new and new chairs face scenarios and problem solve them.  
**Leadership & Management** |
<table>
<thead>
<tr>
<th>48. Learning to Be a Chair: A Professional Learning Community of Women</th>
<th>50. “You are Majoring in What?”: Promoting a Liberal Arts Degree</th>
<th>52. We’re All in This Together: The Value of Summer Chair Camps</th>
<th>54. Blended Learning for Traditional-Age Undergraduates at Moderately Selective Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lynn Stallings, Meghan Burke, Ruth Ann Goldfine, Dawn Latta Kirby and Patricia Alvarez McHatton, Kennesaw State University</td>
<td>Katherine Frank, Katie Chaney and Margaret Thomas Evans, Indiana University East</td>
<td>Rick Olsen and Carrie Clements, University of North Carolina Wilmington</td>
<td>Janet Kuser, Fisher College</td>
</tr>
<tr>
<td>Presenters will discuss the challenges of their first years as chairs, particularly finding their individual leadership styles and balance between professional and personal lives. Key elements of a professional learning community will be considered, including readings, peer mentoring, meeting structure, all-female composition and timing of topics.</td>
<td>This presentation focuses on strategies for promoting the relevance of a liberal arts degree in the 21st century. These strategies may be applied broadly across programs and inform marketing and community outreach efforts that extend beyond student recruitment. Presenters include a dean, department chairperson and lead advisor/assistant to the dean.</td>
<td>“Does anyone have a good department policy for this??” Chairs need forums to collectively solve problems. We created summer chair “camps” to meet those needs. This session will focus on: • How to generate interest • How to organize the sessions • Who to invite and avoid • Other tips for making chair camps work on your campus</td>
<td>Results and recommendations from a study regarding student learning and satisfaction with blended course delivery at a moderately selective college will be presented. Attendees will: • Review learning outcome achievement in blended compared to face-to-face courses • Identify success factors and areas for concern • Obtain ideas and strategies for successful implementation</td>
</tr>
<tr>
<td>Leadership &amp; Management</td>
<td>Leadership &amp; Management</td>
<td>Leadership &amp; Management</td>
<td>Technology &amp; Online Education</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>49. Charting Junior Faculty to Success in the Academy</th>
<th>51. The Brave New World of Interprofessional Collaboration (IPC): A Faculty Engagement Model</th>
<th>53. Reflections of a First-Year Department Chair: The Place, The People, The Plan</th>
<th>55. Changing the Culture: Faculty Success through Mentoring</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faith Deveaux, Lehman College/City University of New York</td>
<td>Marilyn Herie and Sue Wells, Centennial College</td>
<td>Royce Smith, Wichita State University</td>
<td>Christy Crutsinger, Julie Glass and Carol Anne Costabile-Heming, University of North Texas</td>
</tr>
<tr>
<td>• Learn strategies for building a climate of success and cooperation among faculty members: how to use your seasoned faculty members as guides. • Develop multi-year plans with junior faculty to meet institutional expectations for tenure and promotion. • Build access to support for research; you don’t get what you don’t ask for. • How to mentor junior faculty members to navigate the challenges and demands of changing administrations. • Problem solve together with workshop participants: Let’s address challenges facing chairs in areas like evaluation and reappointment. Bring your issues.</td>
<td>Today’s practitioners work in multidisciplinary teams, yet higher education remains largely siloed within programs and departments. An IPC faculty engagement model rolled out across nine academic programs offers a pragmatic “road map” for busy chairs leading IPC. The session includes: a step-by-step approach, illustrative examples, evaluation data and lessons learned.</td>
<td>Successful academic careers rely on strong mentoring relationships. For department chairs, attending to the professional growth of faculty members can be an overwhelming responsibility. This interactive session will provide participants with a framework for developing a mentoring program that supports faculty across all ranks, including full-time tenure-track and non-tenure track faculty.</td>
<td>Leadership &amp; Management</td>
</tr>
<tr>
<td>Leadership &amp; Management</td>
<td>Leadership &amp; Management</td>
<td>Leadership &amp; Management</td>
<td>Faculty Development</td>
</tr>
</tbody>
</table>
As a Department Chair, you help faculty find solutions to their challenges every day.

But do you receive the training that you need to be an effective leader?

We’re here to support you! This spring, IDEA Education and the Jossey-Bass Department Chair Leadership Institute are teaming up to help you:

- **STRENGTHEN** your leadership & management skills.
- **IMPROVE** the department’s culture & effectiveness.
- **ENHANCE** your professional life & advance your career.
- **FOCUS** on individualized improvement strategies.

Visit www.DepartmentChairs.org to learn more!

Assessment: info@IDEAedu.org | Training: learn@wileylearninginstitute.com | 1-800-245-6217
Chair Feedback & Development Program

Take your professional development into your own hands with this customized program—designed to help chairs like you succeed.

ASSESSMENT & FEEDBACK
Take the IDEA Feedback for Chairs survey to find your areas of strength and strategies for improvement.

- Identify the relevance and priority of 21 responsibilities that pertain to your role as a chair or director
- Rate yourself on performance, personal characteristics, and administrative methods
- See how your faculty rate you for specific areas and overall effectiveness
- View a gap analysis to reflect on comparisons of self-ratings and faculty ratings
- Assess your strengths and weaknesses
- Get recommendations for areas of improvement

TRAINING & DEVELOPMENT
Based on your IDEA feedback report, you’ll get a customized training and development plan to help you focus on areas of improvement.

- Participate in live, interactive online workshops designed to address the specific needs of department chairs and directors
- View in-depth, on-demand workshops at your convenience
- Read articles, books, and newsletters that are relevant to your areas of improvement
- Connect with fellow chairs to discover new strategies and share your success stories
- Interact with peers, Jossey-Bass authors, and higher education thought leaders from around the world

Visit www.DepartmentChairs.org to learn more!

Assessment: info@IDEAedu.org | Training: learn@wileylearninginstitute.com | 1-800-245-6217
The Most Credible, Complete, and Timely Resources for Department Chairs

We know that being a department chair is absolutely pivotal in the success of students, faculty, and programs in higher education. We also know that chairs often do not get the support and development they need to succeed. That’s why our goal is to listen closely to your concerns and respond with the most helpful and practical content in a variety of flexible, convenient formats.

**QUARTERLY JOURNAL**

Stay in the know with *The Department Chair* journal.

Featuring in-depth, practical articles, *The Department Chair* is an essential quarterly resource to help you successfully lead an academic department. Learn strategies on how to:

- Deal with difficult personalities
- Handle legal issues and avoid problems
- Fundraise for your institution
- Support student retention
- Take advantage of innovative technology
- Manage conflict
- Effectively evaluate faculty
- Develop and revamp compensation plans
- Undertake post-tenure review
- Administer tight budgets
- Recruit and retain top faculty
- Manage administrative change
- And more!

**BOOKS & E-BOOKS**

Gain valuable knowledge through Jossey-Bass books for department chairs.

Our books focus on the universal skills all department chairs need to have no matter the discipline. We provide new and experienced department chairs with the information you need in order to carry out the functions of your role with efficiency, skill, and excellence. Check out these and all of our practical guides:

**ONLINE WORKSHOPS**

Participate in online workshops and connect with peers, Jossey-Bass authors, and thought leaders from around the world.

Through the Wiley Learning Institute, department chairs can take advantage of online professional development workshops, which are guaranteed to be instructionally sound, highly interactive, and immediately applicable. Workshops are available as part of a 12-month, unlimited access subscription.

**Wiley Learning Institute Presenters:**

- Don Chu
- Walter Gmelch
- Barbara Lee
- Christian Hansen
- Stephen Brookfield
- Penelope Hunt
- Jeffrey Buller
- Linda Cabe Halpern

**SAVE 15% on all products with promo code:** DCL15

Visit [www.DepartmentChairs.org](http://www.DepartmentChairs.org) for more information.
**2014 Index of Presenters**

### Pre-Conference Workshop Presenters

- Crookston, R. Kent ..................... 5
- Frank, Katherine ..................... 5
- McHaney, Roger ...................... 5
- Wheeler, Daniel ...................... 5
- Cipriano, Robert ..................... 8
- Chaney, Katie ......................... 18
- Champion, Timothy ................... 18
- Cameron, Cheryl ..................... 9
- Calderwood, Patricia ................. 10
- Kress, Susan .......................... 14
- Lawrence, Patrick .................... 7
- MacKinnon, Aran ..................... 14
- Cotton, Samuel ....................... 13
- Crutsinger, Christy ................... 18
- Dalton, Christine .................... 10
- Dargan, Susan ......................... 17
- Deveaux, Faith ....................... 18
- Foos, Cathy ........................... 10
- Forman, Rhonda ....................... 9
- Frank, Katherine ..................... 18
- Gill Lopez, Paula .................... 10
- Glass, Julie ........................... 18
- Goldfine, Ruth Ann ................... 18
- Gratto, Sharon ....................... 8
- Hansen, Mindy ....................... 11
- Hatfield, Tim .......................... 9
- Herie, Marilyn ....................... 9,11,18
- Hess, Jonathan ....................... 8
- Hlavac, Craig .......................... 9
- Hostalka, Amanda .................... 7
- Kacir, Chris ........................... 8
- Kelly, Kevin ........................... 14
- King, Paul ............................ 11
- Kirby, Dawn Latta .................... 18
- Krase, Ethan ........................... 13
- Kress, Susan ........................... 14
- Kuser, Janet ........................... 18
- Lawrance, Patrick .................... 7
- Lees, N. Douglas ..................... 14
- MacKinnon, Aran ..................... 14
- Maxson, Krista ....................... 8
- McHaney, Roger ...................... 14
- McHatton, Patricia Alvarez ....... 18
- McLaughlin, Jean .................... 9
- Menear, Kristi ....................... 17
- Ogle, Richard ....................... 14
- Olsen, Rick ........................... 18
- Oukada, Larbi ....................... 14
- Pagnucci, Gian ....................... 13
- Pinto, Domenick ..................... 17
- Pomper, Markus ..................... 10
- Proctor, Michelle ................... 13
- Rosa, Manny .......................... 13
- Ross, Karen ........................... 13
- Ryalls, Ken ........................... 14
- Senerchia, Rory ...................... 8
- Smith, Emily ......................... 10
- Smith, Royce ......................... 18
- Spire, Lynda .......................... 14
- Spiou, Costas .......................... 14
- Stallings, Lynn ....................... 18
- Stooksbury, Kara .................... 10
- Thibodeau, Anna ..................... 17
- Thomas Evans, Margaret ........... 10,18
- Vallo, Jr., Victor .................... 7
- Vadlington, Laura .................... 10
- Weidner, Thomas ..................... 13
- Wells, Sue ............................ 11,18

### Featured Workshop Presenters

- Buller, Jeffrey ....................... 6
- Chu, Donald ........................... 6
- Gmelch, Walter ....................... 6
- Hatfield, Susan ....................... 6
- Higgerson, Mary Lou ............... 6
- Wheeler, Daniel ...................... 5
- McHaney, Roger ..................... 5
- Frank, Katherine .................... 5
- Crookston, R. Kent .................. 5
- Barton, Frederick .................... 9
- Calderwood, Patricia ............... 10
- Cameron, Cheryl .................... 9
- Champion, Timothy .................. 14
- Chaney, Katie ....................... 18
- Cipriano, Robert .................... 8
- Clements, Carrie .................... 18

### Concurrent Session Presenters

- Ashe, Diana .........................
- Barrick, Christopher .............. 7
- Barrick, Kirby ....................... 13
- Blumenthal, Robert ................. 10
- Booth, Jackie ....................... 13
- Bryan, Laura ......................... 9
- Buckner, Jeremy ..................... 10
- Burke, Meghan ...................... 18
- Burrack, Frederick ................. 9
- Cotton, Samuel ...................... 13
- Crutsinger, Christy ................. 18
- Dalton, Christine ................... 10
- Dargan, Susan ....................... 17
- Deveaux, Faith ..................... 18
- Foos, Cathy ........................... 10
- Forman, Rhonda ..................... 9
- Frank, Katherine ................... 18
- Gill Lopez, Paula ................... 10
- Glass, Julie ........................... 18
- Goldfine, Ruth Ann .................. 18
- Gratto, Sharon ....................... 8
- Hansen, Christian ................... 7
- Hatfield, Tim ......................... 9
- Herie, Marilyn ...................... 9,11,18
- Hess, Jonathan ....................... 8
- Hlavac, Craig .......................... 9
- Hostalka, Amanda .................... 7
- Kacir, Chris ........................... 8
- Kelly, Kevin ........................... 14
- King, Paul ............................ 11
- Kirby, Dawn Latta ................... 18
- Krase, Ethan ........................... 13
- Kress, Susan ........................... 14
- Kuser, Janet ........................... 18
- Lawrance, Patrick ................... 7
- Lees, N. Douglas .................... 14
- MacKinnon, Aran .................... 14
- Hatfield, Tim ......................... 9
- Herie, Marilyn ...................... 9,11,18
- Hess, Jonathan ....................... 8
- Hlavac, Craig .......................... 9
- Hostalka, Amanda .................... 7
- Kacir, Chris ........................... 8
- Kelly, Kevin ........................... 14
- King, Paul ............................ 11
- Kirby, Dawn Latta ................... 18
- Krase, Ethan ........................... 13
- Kress, Susan ........................... 14
- Kuser, Janet ........................... 18
- Lawrance, Patrick ................... 7
- Lees, N. Douglas .................... 14
- MacKinnon, Aran .................... 14
- Hatfield, Tim ......................... 9
- Herie, Marilyn ...................... 9,11,18
- Hess, Jonathan ....................... 8
- Hlavac, Craig .......................... 9
- Hostalka, Amanda .................... 7
- Kacir, Chris ........................... 8
- Kelly, Kevin ........................... 14
- King, Paul ............................ 11
- Kirby, Dawn Latta ................... 18
- Krase, Ethan ........................... 13
- Kress, Susan ........................... 14
- Kuser, Janet ........................... 18
- Lawrance, Patrick ................... 7
- Lees, N. Douglas .................... 14
- MacKinnon, Aran .................... 14

### 2014 Call for Proposals

#### 32nd Annual Academic Chairpersons Conference

**Barton Creek Resort and Spa**  
**Austin, Texas – February 4-6, 2015**

Submissions are vetted by a review committee of chairs, administrators and advisory board members.

- **Call for Proposals Opens:** March 2014  
- **Submission Deadline:** July 14, 2014  
- **Notification Date:** Week of August 18, 2014

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

Submit proposals online at [dce.k-state.edu/conf/academicchairpersons](http://dce.k-state.edu/conf/academicchairpersons)

The Academic Chairpersons Conference is co-sponsored by Kansas State University and IDEA Education.
SAVE THE DATE: We’re Going to Austin!
Academic Chairpersons Conference
Austin, Texas
February 4-6, 2015
This annual forum brings together academic chairpersons, administrators and faculty from all areas of higher education to celebrate their successes, share best practices and innovative strategies and collaborate with a network of campus leaders.

Call for Proposals: Opens April 2014
Submission Deadline: July 14, 2014
Notification Date: August 2014
For additional information and to submit your proposal, visit: www.dce.k-state.edu/conf/academicchairpersons

This conference is co-sponsored by Kansas State University and IDEA Education
Contact kharth@k-state.edu with additional questions.

Thank you to our presenters...