Map of Hyatt Regency Savannah

Lobby Level

Second Level

River Street
## Schedule of Events

### FEBRUARY 5 • WEDNESDAY

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00am – 10:00am</td>
<td>Pre-Conference Registration Open</td>
<td>Registration Booth</td>
</tr>
<tr>
<td>7:30am – 9:00am</td>
<td>Breakfast for New Chair Alliance</td>
<td>Regency Ballroom A</td>
</tr>
<tr>
<td>9:00am – 4:00pm</td>
<td>New Chair Alliance</td>
<td>Regency Ballroom A</td>
</tr>
<tr>
<td>Presenters: Katherine Frank, Dan Wheeler</td>
<td></td>
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</tr>
<tr>
<td>12:00pm – 1:00pm</td>
<td>Lunch for New Chair Alliance</td>
<td>Regency Ballroom A</td>
</tr>
<tr>
<td>3:00pm – 7:00pm</td>
<td>General Registration Open</td>
<td>Registration Booth</td>
</tr>
<tr>
<td>5:00pm – 7:00pm</td>
<td>Welcome Reception</td>
<td>Harborside Ballroom</td>
</tr>
<tr>
<td>7:15pm – 9:15pm</td>
<td>Documentary</td>
<td>Regency Ballroom BC</td>
</tr>
</tbody>
</table>

### FEBRUARY 6 • THURSDAY

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00am – 8:00am</td>
<td>Breakfast</td>
<td>Harborside Ballroom</td>
</tr>
<tr>
<td>8:00am – 9:00am</td>
<td>Keynote Presentation</td>
<td>Harborside Ballroom</td>
</tr>
<tr>
<td>Speaker: Scott Jaschik</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:15am – 10:00am</td>
<td>Best Practice Presentations</td>
<td>Breakout Rooms</td>
</tr>
<tr>
<td>10:00am – 10:30am</td>
<td>Networking Break</td>
<td>Regency Ballrooms Prefunction</td>
</tr>
<tr>
<td>10:30am – 12:15pm</td>
<td>Interactive Workshops</td>
<td>Breakout Rooms</td>
</tr>
<tr>
<td>12:15pm – 12:30pm</td>
<td>Grab-n-Go Lunch</td>
<td>Regency Ballrooms Prefunction</td>
</tr>
<tr>
<td>12:30pm – 1:15pm</td>
<td>Brown Bag Lunch and Caucus Discussions</td>
<td>Breakout Rooms</td>
</tr>
<tr>
<td>1:30pm – 3:15pm</td>
<td>Interactive Workshops</td>
<td>Breakout Rooms</td>
</tr>
<tr>
<td>3:15pm – 3:45pm</td>
<td>Networking Break</td>
<td>Regency Ballrooms Prefunction</td>
</tr>
<tr>
<td>4:00pm – 4:45pm</td>
<td>Best Practice Presentations</td>
<td>Breakout Rooms</td>
</tr>
<tr>
<td>4:45pm &amp; Beyond</td>
<td>Free Evening or Dine-Around Group Dinners</td>
<td>Dine-Arounds will meet in Hyatt Lobby at 5:45</td>
</tr>
</tbody>
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### FEBRUARY 7 • FRIDAY

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>7:00am – 8:00am</td>
<td>Breakfast</td>
<td>Harborside Ballroom</td>
</tr>
<tr>
<td>8:00am – 9:00am</td>
<td>Keynote Presentation</td>
<td>Harborside Ballroom</td>
</tr>
<tr>
<td>Speaker: Karen L. Pedersen</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:15am – 10:30am</td>
<td>Spotlight Presentations</td>
<td>Breakout Rooms</td>
</tr>
<tr>
<td>10:30am – 11:00am</td>
<td>Networking Break</td>
<td>Regency Ballrooms Prefunction</td>
</tr>
<tr>
<td>11:00am – 12:00pm</td>
<td>Spotlight Presentations (cont.)</td>
<td>Breakout Rooms</td>
</tr>
<tr>
<td>12:00pm – 1:30pm</td>
<td>Lunch &amp; Keynote Presentation</td>
<td>Harborside Ballroom</td>
</tr>
<tr>
<td>Speaker: Mark P. Becker</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1:45pm – 2:30pm</td>
<td>Best Practice Presentations</td>
<td>Breakout Rooms</td>
</tr>
<tr>
<td>2:45pm – 3:30pm</td>
<td>Best Practice Presentations</td>
<td>Breakout Rooms</td>
</tr>
<tr>
<td>3:30pm – 5:30pm</td>
<td>Advisory Board Meeting</td>
<td>Savannah Room</td>
</tr>
<tr>
<td>5:30pm &amp; Beyond</td>
<td>Advisory Board Dinner</td>
<td>Moss + Oak Savannah Eatery</td>
</tr>
</tbody>
</table>
Welcome to the 37th Academic Chairpersons Conference and to Savannah
This Isn’t Ordinary. This is Savannah.

Thank You —
Thank you for attending the 37th Annual Academic Chairpersons Conference. We hope you will discover, connect, and motivate yourself to become more efficient in your academic role while interacting with conference participants and experienced presenters. When it comes to professional development for chairs, we know you have many choices. What makes this conference special is the opportunity for chairs to speak directly with experts in the field and colleagues who have tremendous ideas and a variety of experiences to share. This personal connection provides you with a variety of perspectives while improving your performance in your leadership role. Representing nearly every state and several countries, the perspectives shared during the Interactive Workshops, Best Practices Presentations, Spotlight Presentations, and Brown Bag Discussions will provide insight from varying types and sizes of institutions and emphasis on the practical aspects of chairing. This year, the has been divided into five themes:

Operating the Department: sessions exploring the practical, everyday roles and goals of department leaders, the bread-and-butter of what you do

Working with Faculty and Administration: sessions focused on those essential interpersonal relationships with those you manage and who manage you

Leadership and Management: sessions covering subjects related to self-improvement and aspects of personal leadership development

Issues and Trends in Higher Education: sessions exploring new and pressing developments in the field that affect you and your institution

Other: sessions dedicated to other areas of interest outside of the previous four topics

Beyond the presentations, be sure to take advantage of Academic Chairpersons “extracurriculare”s” to network and make the most of this experience. We hope you enjoy your experience and take full advantage not only of the outstanding content but also the network of colleagues with a similar desire to serve their institutions in the best way possible. Please let us know if there is something that we can do to improve your conference experience.

Session Surveys —
Please remember to complete a very short survey for each session you attend. Surveys can be completed via the paper forms in the each room.

Sched —
The Academic Chairpersons Conference is utilizing Sched as our conference app. If you haven’t already, be sure to download Sched (free download) from your preferred app store. Once you have downloaded the app, search for “Academic Chairpersons Conference” within the app. You will be able to personalize your profile and schedule. We encourage you to make your profile public to allow for additional networking options. Presenters will be able to communicate via email with those participants who have joined their session (by adding it to your schedule) fill out surveys, and browse info regarding sponsors, speakers, and other attendees.

Conference Proceedings —
Presenters who choose to submit their presentation materials to be part of the conference proceedings will upload them to the New Prairie Press website, which can be accessed from the conference website. Materials shared by the presenters will be published online the week of March 25th. All conference participants will receive information about how to access the proceedings.

Certificate of Attendance —
If you would like to request a certificate of attendance, please do so at the registration booth.

Post-Conference Survey —
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 continually seek to improve the conference.

“Extracurricular” Networking Opportunities
Make the most of you experience by getting to know counterpart from around the country.

Savannah Dine-Around Thursday Evening
One-on-One Mentoring
Documentary Screening Unlikely
Brown Bag lunch on Thursday
Pre-Conference Workshop

The New Chair Alliance is the conference’s special programming for newly appointed chairpersons. Those who will soon transition into a chair position or who have been a chair for two years or less will find this workshop particularly valuable. Topics covered include transitioning to new roles and responsibilities, annual planning, everyday management, strategic planning for the future, personal development, and finding satisfaction in being a chair and making a difference. Participants will gain practical tips and tools to improve effectiveness, become familiar with essential resources, learn how to identify an administrative mentor, as well as connect and network with others at a similar career stage.

Daniel Wheeler
Professor Emeritus
Former Head of Department of Agricultural Leadership, Education and Communication
University of Nebraska – Lincoln

Daniel (Dan) Wheeler is Professor Emeritus of Leadership Studies and former Head of the Department of Ag Leadership, Education and Communications at the University of Nebraska-Lincoln. Previously he was Coordinator of the Office of Professional and Organizational Development at Nebraska. He has degrees from Antioch College, Cornell and SUNYAB. Dr. Wheeler has made numerous contributions to faculty development, chairing departments and leadership. He is author of the 2012 Jossey-Bass book titled Servant Leadership for Higher Education: Principles and Practices.

Katherine Frank
Vice President for Academic Innovation
Central Washington University

Katherine Frank recently accepted the position of Chancellor at the University of Wisconsin-Stout. She will begin this new role on March 1, 2020. Dr. Frank currently serves as Vice President of Academic Innovation at Central Washington University, a role which involves research and planning regarding academic innovation relevant to CWU priorities, aligned with future institutional growth plans, and responsive to the rapid changes within higher education. Dr. Frank also served for three years as Provost and Vice President of Academic and Student Life at CWU overseeing more than 70% of university operations. Prior to joining CWU, Dr. Frank held the position of Dean of Arts and Sciences at Northern Kentucky University where she led the university’s largest college, with thirteen academic departments and five centers. She has also served as Dean of Humanities and Social Sciences at Indiana University East and as Chairperson of English and Foreign Languages at Colorado State University-Pueblo. Dr. Frank’s research interests include Romantic and Victorian English Literature, rhetoric and composition, literary theory, the scholarship of teaching, and academic leadership.

Welcome Reception

Wednesday, February 5, 5:00 – 7:00
Harborside Ballroom

Join us for a casual reception of networking and hors d’oeuvres. A cash bar will be available. Relax and mingle with conference presenters, Board Members, and hundreds of participants from all over the country.

Documentary Viewing

Unlikely

Wednesday, February 5, 7:15–9:15
Regency Ballroom BC

In the US less than 50% of students who start college ever finish, making America’s college completion rates among the worst in the world. Now there are more than 35 million Americans who started college but never finished, leaving them saddled with debt, and behind their peers in earning power. Featuring interviews with LeBron James, Howard Schultz, and our nation’s leading voices in education, this penetrating and personal new film investigates America’s college dropout crisis through the lives of five diverse students as they fight for a second chance at opportunity and highlights the innovators reimagining higher education for the 21st century.
Thursday, February 6

7:00am – 8:00am  Breakfast  Harborside Ballroom

8:00am – 9:00am  Keynote Presentation  Harborside Ballroom

New Challenges Facing Colleges and Academic Leaders
Scott Jaschik
Editor
Inside Higher Education

Higher education is facing unprecedented scrutiny as its economic models are not functioning well. This session will review some of the challenges -- and the way they make the work of chairs more important and more difficult.

Scott Jaschik is editor and one of the three founders of Inside Higher Ed. He leads the editorial operations of Inside Higher Ed, overseeing news content, opinion pieces, career advice, blogs and other features. Scott is a leading voice on higher education issues, quoted regularly in publications nationwide, and publishing articles on colleges in publications such as The New York Times, The Boston Globe, The Washington Post, Salon, and elsewhere. He has been a judge or screener for the National Magazine Awards, the Online Journalism Awards, the Folio Editorial Excellence Awards, and the Education Writers Association Awards. Scott served as a mentor in the community college fellowship program of the Hechinger Institute on Education and the Media, of Teachers College, Columbia University. He is a member of the board of the Education Writers Association. From 1999-2003, Scott was editor of The Chronicle of Higher Education. Scott grew up in Rochester, N.Y., and graduated from Cornell University in 1985. He lives in Washington.

9:15am – 10:00am  Best Practice Presentations  Breakout Rooms

Regency Ballroom A

What Services and Products a Scholarly Communications Department May Offer Your Department/College
Kris S. Helge, Texas Woman’s University

The presenter and the participants will discuss what faculty needs may be met by the services offered by members of a Scholarly Communications Department. Some of these needs may include citation counts, publishing needs, scholarship dissemination and preservation, assistance with intellectual property conundrums, and help with open educational resources.

Issues and Trends in Higher Education

Regency Ballroom DEF

Managing Course Consistency Across Multi-Campus, Multi-Modal Systems
David A. Line, Eastern Washington University
Stephen Pyle, Johnson & Wales University

Course standardization within multi-campus systems and between online and on-campus courses is critical for educational consistency, continual improvement, management of curricula and accreditation. This best practice presentation will review two calibration efforts undertaken by the authors at their respective Universities. Methodologies incorporated, systems developed and issues encountered will be discussed.

Leadership and Management

Regency Ballroom BC

Leading Through Change: 2020
Domenick Pinto, Sacred Heart University

Having served as department chair and school director for 31 years, I have witnessed a tremendous evolution in the role of chair as economic, social and student climates have changed. My session will summarize collected data from chairs of departments of various sizes and types in order to discuss and understand better our ever changing role as we see responsibilities of delegating, leading change, creative budgeting and fundraising, grant writing and managing conflict become vital to our positions.

Issues and Trends in Higher Education

Verelst/Percival/Vernon

Onboard, Don’t Orient, New Faculty
Jackie Kress, Georgian Court University

Each year 50,000 highly educated, accomplished people with no preparation for most of the tasks that comprise college faculty work will be hired. Typical orientation programs do not meet their needs to provide useful, timely information and skill-building. Onboarding programs are more effective, and the benefits go beyond the faculty.

Working with Faculty and Administration
Best Practice Presentations

Leadership Tips for Department Chairs: From Theory to (Best) Practice
John Griffith, Embry-Riddle Aeronautical University

This presentation will discuss tips and best practices that effective leaders use in working with and motivating faculty and staff. Good leaders are rare but most of us can lead effectively if we understand how to negotiate the mission/people balance in our organization.

Leadership and Management

The Joy of Annual Reviews
Sheryl Barringer, The Ohio State University

Annual reviews of faculty and staff are a valuable tool to inspire and learn more about the amazing people you supervise. They are also a critical time to enforce expectations and consequences. We will discuss subtle ways to increase productivity as well as the steps when termination is warranted.

Operating the Department

Facilitating Communication with Diverse Teams
Mary Jane Lewitt, University of Texas-Rio Grande Valley

Non-hierarchical communication structures are associated with greater clarity across all levels. These structures can be implemented in a variety of ways under different circumstances. A variety of communication processes should be implemented to improve communication with individualizing the technique to the type of information being communicated.

Working with Faculty and Administration

New Chairs Boot Camp
Chera A LaForge, Katie Chaney, Margaret Thomas-Evans
Indiana University—East

Many chairs take on their role without any formal training, which leads to frustration and dissatisfaction. We developed a boot camp to provide initial onboarding and orientation for new chairs. In this session, we provide an overview of our program, which focused on strategic enrollment management and department administration.

Operating the Department

Whew, I made it! : The ABC's of the first year as Chair – Transitions, Experiences and Strategies
Carolyn Lee, University of Toledo

This presentation shares insights on the transition from faculty member to novice chair – a year of adjustments, challenges, rewards and lessons learned! Using literature findings and personal insight, the presenter will engage audience members to reflect on the value of their work and actively share in supportive dialogue.

Working with Faculty and Administration

An Ounce of Prevention: Conducting Effective Candidate Background Checks
Jonathan Kremser, Kutztown University of Pennsylvania

This session will address the often-overlooked component of the faculty search: effective background screening of short-listed applicants. Case studies of insufficient background checks will be discussed, and practical resources will be provided to participants that will help them avoid the endless energy draining task of managing conflict.

Issues and Trends in Higher Education

Strategies for Increasing Cultural Communication Competence
Anne Mattina, Stonehill College

This interactive session will answer the questions: “what happens when we communicate with someone who has a different cultural background than our own?” and, “what can we do to improve the outcomes of those interactions?” Through facilitated discussion and a small group problem-solving exercise, participants will have the opportunity to enhance their current level of cultural awareness, recognize the impact this has on communication competency and improve skills in these areas.
Interactive Workshops

The Introvert’s Guide to Chairing the Department
Jeffrey Buller, ATLAS Leadership Training

Most training for department chairs is based on the assumption that the best leaders are extraverts: They have good social skills, love to keep an open-door policy, and are available 24/7. But a surprising percentage of academics, including many department chairs, are actually introverts. How can they become effective leaders? This workshop provides practical training.

Integrating Assessment with Teaching and Learning Excellence: A Proactive Model
Patricia Gregg, Teresa Flateby, Georgia State University

Is your department a pocket of excellence? Through interactive case studies and discussion, you will learn how to systematically and proactively connect student learning assessment with curriculum and instructional planning. Walk away with a plan of concrete action steps to get in the pocket to maximize student learning.

Working with Faculty and Administration

Alternative Chairing; Academic Chair Conference Presentations from the Fringe
David A. Line, Eastern Washington University | Stephen Pyle, Johnson & Wales University | Jeffery Youngquist, Oakland University

Expectations of Department Chairs focus on managerial functions often at the expense of creativity. However, leadership expectations often require creative responses. This workshop explores the benefits of (and resistance to) creative chairing, and invites the audience to help generate and explore new and creative approaches to being an academic chair.

Operating the Department

Mentoring Faculty as Department Chair
Lynn Shollen, Christopher Newport University

Mentoring is a powerful strategy for facilitating faculty and department success. Participants will engage in case study analyses, individual reflection, and group processing to dig into challenges that faculty encounter at different career stages and strategies Chairs can leverage to mentor those faculty, as well as disengaged or disgruntled faculty.

Are You Ready for a Crisis? Communication and Continuity in the Aftermath
Colleen A. Reilly, Diana Ashe, Matthew TenHuisen, Rick Olsen, University of North Carolina at Wilmington

Institutions of higher education face numerous crises from natural disasters to mass shootings to sexual abuse scandals. Our interactive workshop will engage participants in planning, negotiating, and recovering from a variety of institutional crises. Participants will develop concrete plans for crisis preparation and recovery, including retrospective sensemaking.

Leadership and Management

12:15pm – 12:30pm
Grab-n-Go Lunch
Regency Ballrooms Prefunction

Pick up lunch from the Regency Ballrooms Prefunction, then proceed to the Brown Bag Lunch Discussion of your choice.

Wifi Information:
Network:@Hyatt_Meetings
Passcode: KSU2020
Many argue that publishing likely suffers and creativity may be stifled during an administrative appointment, such as serving in the role of Academic Chair. But this does not need to be the case. In this discussion-based lunch, we look at how to capitalize on new opportunities for creative work and publishing. Join for lunch, learn some ideas, share some ideas too!

**Operating the Department**

**Better Record Keeping and Documentation Techniques for Chairs**

*M. Beth Zimmer, Kristi Haik, Ferris State University*

Strategic planning is often met with skepticism. Too often, this process goes nowhere and changes nothing. The leadership team from Bowling Green State University’s College of Education and Human Development share a collaborative strategic process focused on building a common college identity, concrete actions, and a collective sense of accountability.

**Issues and Trends in Higher Education**

**Operating the Department**

**Continuing the Conversation on Collegiality**

*Angela Walters, Brooke Moore, Melissa Hunsicker Walburn, Stacey Smith, Fort Hays State University*

Are you interested in measuring and incentivizing collegiality? Do you have concerns with using collegiality for faculty development, merit, or tenure? Bring your experiences and perspectives to the table as three department chairs and their college dean (a lawyer) facilitate a healthy discussion on the measurement tools, legal landscape, and business case for collegiality.

**Issues and Trends in Higher Education**

**Best Practice Presentations**

**Developing an “Office” Culture**

*Jeff Bright, Arkansas Tech University*

Research has shown that an organizations culture has a profound effect on employee recruitment, retention and performance. This session explores the importance of workplace culture in the productivity and morale of faculty members and what role a leader plays in developing that culture.

**Issues and Trends in Higher Education**
Executive Presence for the Academic Chair  
*Trey Guinn*, University of the Incarnate Word

Interactive session emphasizing how communication skills enhance executive presence and shape effectiveness from campus to home. Bring a positive attitude; be ready to learn while having a little fun. Leave with a fresh perspective on how to be a more clear, concise, compelling and confident communicator ready for and more capable of achieving effective executive presence.

**Leadership and Management**

Building and Developing the Academic Leadership Pipeline  
*Amber Smallwood, Elroi Windsor, Micheal Crafton*, University of West Georgia

Presenters and participants will explore the need for and opportunities to build, support, and sustain a scaffolded infrastructure to enhance academic leadership knowledge and skills while developing a pipeline of academic leadership talent within the university.

**Leadership and Management**

Work-Life Balance for Department Chairs  
*Jeffrey Buller*, ATLAS Leadership Training

Many chairs feel that the responsibility of the job has completely consumed their lives. Their leadership and management duties leave them with far less time to conduct research, engage with members of their families to the extent they desire, plan their courses, and just sit, think, and catch their breaths. This practical and interactive workshop will explore proven techniques that chairs can use to restore the degree of work-life balance they desire.

**Operating the Department**

I’m a Chair, but I Feel Like a Therapist  
*Aaron Alexander, Krista Bridgmon*, Colorado State University-Pueblo | *Elizabeth List*, Northwest Nazarene University

For this seminar, we invite Chairs to evaluate situations in their practice that resemble the work of a counselor. To prime and contextualize this interactive workshop, the presenters will ignite the inner-listener. Skills in listening to listen, not listening to respond will be at the forefront of the presentation.

**Working with Faculty and Administration**

Effective Faculty Onboarding  
*Andre Hudson, Larry Buckley*, Rochester Institute of Technology

New Academic Faculty face a deluge of new information when they arrive on campus. This is in addition to the stresses associated with a new campus environment, and for many the first position requiring completely independent planning and organization. Many faculty contribute career success or failure to successful and comprehensive support from colleagues from the very start of new positions. This workshop will require and assist all participants to develop an onboarding framework document that they can employ at their respective academic units/institutions.

**Leadership and Management**

Finding Your Why: Developing Personal and Departmental Mission Statements  
*Christopher Jochum*, Fort Hays State University

In this interactive workshop, presenters and participants will collaborate to learn how identify their leadership style in order to develop a personal mission statement. Participants will also learn how to replicate this process with their faculty to develop a departmental mission statement, thus contributing to departmental culture and cohesiveness.

**Leadership and Management**

From Without and Within: Challenges of Assuming Leadership  
*Melody Loya, Sue Joiner*, Tarleton State University

This presentation shares experiences in leadership at a regional university (from two perspectives, promoting from within and without) and discusses how the presenters built support systems to navigate changes. In a highly interactive format, participants will help guide the direction of the workshop.

**Working with Faculty and Administration**

Values-based Leadership: Culture vs. Strategy  
*Abigail Tilton, Chris Ray, Kimberly Miloch*, Texas Woman’s University

Using Google’s Project Aristotle re:Work framework (2012), psychological safety principles (Edmondson, 1999; Edmondson & Lei, 2014), and Sinek’s (2009) purposeful leadership tenets, this workshop will engage participants in refining a leadership philosophy; in outlining steps to create a values-based culture; and in creating high performing research teams and committees.

**Leadership and Management**
Best Practice Presentations

3:15pm – 3:45pm  Networking Break

Regency Ballrooms Prefunction

4:00pm – 4:45pm  Best Practice Presentations  Breakout Rooms

Regency Ballroom A

Square Pegs in Round Holes: Evaluating Online Delivery for Course Quality
Dana Hilbert, Jennifer Dennis, Krystal Brue, Mary Dzindolet, Stephanie Boss

With the expansion of online education, chairs and deans must formulate new strategies for evaluating online course development and instructional delivery. Four chairs (of Business, Education, Sports & Exercise Science, and Psychology Departments), and their dean, will share quality strategies for defining course criteria, developing quality course design, and delivering valued instruction.

Issues and Trends in Higher Education

Regency Ballroom DEF

What I wish I knew: A reflection of a first-year chairperson
Tim Channell, Radford University

This session will provide the “top 10” list of things I wish I knew before becoming chairman. Valuable tips will be offered on time management, positive faculty interactions, working with shared governance to achieve more, overcoming imposters syndrome, understanding inter-office politics, and dealing with the onslaught of email.

Leadership and Management

Regency Ballroom BC

Building Bridges to Enhance Degree and Career Opportunities
Barry Harvey, Catherine Emenheiser, Deborah Greenawald, Karen Thacker, Samuel Bradley, Thomas Franek, Christopher Wise, Alvernia University

External pressures on higher education are challenging universities to focus on preparing graduates with more broadly designed curricula that contain translatable skills and include interdisciplinary knowledge. In this presentation, the process of identifying and creating new academic programs based on unique student goals and contemporary employment needs will be discussed.

Leadership Development Experiences of Department Chairs at a Canadian University
Leda Stawnychko, University of Calgary

I will present the preliminary findings of a doctoral research study that explores the leadership development experiences of department chairs at a West Canadian university. The literature review, document analysis and themes emerging from semi-structured interviews with chairs of departments of diverse disciplines and sizes will also be explored.

Leadership and Management

Scarbrough 3

The Department Chair Academy at the University of Houston-Downtown
Edmund Cueva, Lucy Bowen, University of Houston—Downtown

Presenters and participants will discuss a chair academy model that has had successful results. The topics covered in this presentation include the fundamental components of the academy (format, curriculum, activities), the origin of and need for the academy, and the results of a survey on the efficacy of the academy.

Working with Faculty and Administration

Scarbrough 4

REVEALED: Secret Ingredients in the Chairperson’s Recipe for Assessment
Frederick Burrack, Kansas State University Kelva Hunger, Ryan Chung, Oklahoma State University

Academic chairpersons often experience frustration or lack of support when helping faculty/staff develop and administer assessment processes. This session will provide information and strategies on how to effectively guide program assessment processes.

Operating the Department

Scarbrough 5

Am I too [FILL IN THE BLANK] to be heard?
Ling Jeng, Texas Woman’s University

It takes time for a department chair to earn their credential to fit into the campus and departmental culture. Beyond experience or seniority, we will explore the diverse factors that determine whether and when a department chair becomes accepted into the dominant group in order to speak up and to be heard, as well as strategies for proactively making it a continuous self-growth process.

Working with Faculty and Administration

4:45pm and Beyond  Free Evening or Dine-Around Group Dinners (Dine Arounds meeting in Lobby at 5:45)
Advisory Board Members

- **Marilyn J. Amey**
  Endowed Chair, Professor and Chair of Educational Administration
  Michigan State University

- **Fred Burrack**
  Director of Music Education and Chair of Graduate Studies in Music
  Kansas State University

- **Katherine Frank**
  Provost and Vice President for Academic and Student Life
  Central Washington University

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

- **Kristi L. Haik**
  Dean, College of Arts and Sciences
  Ferris State University

- **Ethan Krase**
  Professor and Chair of English
  Winona State University

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

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

- **Domenick J Pinto**
  Director, MSCSIT Graduate Program
  Sacred Heart University

- **Ken Ryalls**
  President
  IDEA Education

- **Daniel W. Wheeler**
  Professor Emeritus
  Former Head of Department of Agricultural Leadership, Education and Communication
  University of Nebraska – Lincoln

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**Instructional Connections** is an independent service provider of high quality instructional support services to colleges and universities that offer online courses and/or programs; supporting various disciplines and levels, including Business, Nursing, Education, Criminal Justice and many more. We specialize in providing “Academic Coaches” that are embedded into the online asynchronous courses to assist the faculty within the online classroom, providing a highly scalable option and savings on the instructional cost while enhancing the student experience and maintaining all the quality.

Please visit our booth for more information or you may visit our website at [www.instructionalconnections.com](http://www.instructionalconnections.com).
Navigating Change, Leading in Challenging Times
Karen L. Pedersen
Dean
Kansas State University - Global Campus

No matter your institution type, location, or size, it is highly likely you are experiencing some degree of change. Whether it is a senior leadership change, organizational makeover, or program/market transformation, how do you survive, thrive, or navigate in today’s increasingly complex higher education landscape? In what ways can you maximize an environment of change to benefit your department, college or institution? What are the tools, strategies and approaches you can use as you lead and manage in a time of heightened ambiguity? Join me in exploring change management essentials for today’s academic leader.

Dr. Karen Pedersen has a long history serving in various administrative positions in both public and private higher education institutions and is currently in the role of Dean for Global Campus at Kansas State University. Previously she worked as the Chief Knowledge Officer for the Online Learning Consortium (OLC) where she served as a thought leader and fostered initiatives related to learning innovation, quality enhancement, leadership development, and institutional transformation. She has expertise leading award-winning online and off-campus units, expanding partnerships, engaging cross-institutional academic operations, and pursuing integrated marketing solutions to realize significant enrollment growth and retention outcomes.

Other experiences include serving on the launch team for a competency-based education initiative, leading a system-wide enrollment management transformation, and building academic collaborations in Singapore, Hong Kong, Indonesia, Malaysia, and Brazil.

Prior to starting her administrative career, Pedersen served as a faculty member at the University of Nebraska at Kearney. She holds bachelor of science and master of science degrees from the University of Nebraska-Lincoln and a doctor of philosophy degree from Oklahoma State University.

Women and Leadership: Creating Conditions for Sustainable Change

Moderator & Respondent: Katherine Frank, Vice President, Academic Innovation, Central Washington University, and Incoming Chancellor, University of Wisconsin-Stout

This Spotlight Presentation will feature the expertise of higher education leaders at different stages of their career. These individuals have pursued unique professional pathways within different educational contexts and have been exposed to opportunities and challenges that have called for a range of problem-solving skills. They will share these experiences and what it means to advocate for oneself as a leader, for others, and how to create conditions for sustainable change that support inclusivity within the complex and shifting landscape of higher education.

Respondent: Christian Hansen, Chairperson and Professor, Department of Mathematics, Eastern Washington University

Panelist: Marilyn Amey, Mildred B. Erickson Endowed Chair, and Chair and Professor, Educational Administration, College of Education, Michigan State University
Panelist: Royce Smith, Dean, College of Arts and Architecture, and Professor, School of Art
Panelist: Joyce Taylor Gibson, Former Dean, Lewiston-Auburn College, University of Southern Maine, and Associate Professor, Leadership and Organizational Studies
Panelist: Tim Englund, Dean, College of the Sciences, and Professor, Department of Mathematics, Central Washington University
Panelist: Kristi Haik, Dean, College of Arts and Sciences, and Professor, Department of Biological Sciences, Ferris State University
From Surviving to Thriving: Top Tips to Help Newer Chairs

Ethan Krase, Professor and Chair, Winona State University
Gian Pagnucci, Chair, Indiana University of Pennsylvania

This session shares concrete strategies for helping department chairs navigate common problems more effectively and efficiently. With attention to managing email, handling complaints, constructing schedules, building relationships, and working with upper administration, the presenters offer practical tips to help newer chairs succeed.

Recognizing and Effectively Managing Conflict in the Academy

Lee Twyman, Ombudsperson, Rochester Institute of Technology

Conflict within or between academic units can result in intractable impasses or can produce new understandings and outcomes.

Data-Informed Decision-Making for Department Chairpersons

Craig Hlavac, Southern Connecticut State University
Associate Dean - Liberal Arts

Department chairpersons are frequently looked to by both faculty colleagues and administrators to make data-informed decisions on behalf of the department. As competition for successfully recruiting and retaining students is at an all-time high, departments must effectively and efficiently determine which programs, courses, and initiatives are successful and which may need revision or elimination. However, making data-informed decisions regarding these important matters can be challenging. Just a decade ago, data was scarce; now chairpersons are inundated with data from various sources. This can easily lead to analysis paralysis, a period of indecision and even stagnation. This session will provide chairpersons with insight and practical advice regarding which data are most important and how to use these data to inform decision-making. Data specific to student recruitment, admissions, grade distributions (including DFW rates), student retention, and budgeting will be included. Actual figures and analyses will be presented and participants will have several opportunities to dialogue with the presenter and one another.

OPPORTUNITY FOR NEW ACADEMIC CHAIRPERSON CONFERENCE ADVISORY BOARD MEMBERSHIP

The Advisory Board for the Annual Academic Chairperson Conference is seeking interested candidates for board membership. Over the next two years, the Board will be replacing several Board members whose terms are expiring. If you are a current chairperson or in an academic leadership position that supervises chairs or is responsible for the professional development of chairs, please consider joining the Board.

This is a three year appointment and requires two virtual board meetings, attendance at the annual conference and an in-person board meeting during the last day of the annual conference. Responsibilities include planning the conference agenda, reviewing conference proposal presentations, participating at the conference itself as a presenter, mentor or in an advisory capacity. The Board is particularly interested in individuals from large public institutions or system-level responsibilities at the 4 year or community college level. If you are interested, please complete the form on the conference website.

Invitations from the Board to become a member will be communicated in April 2020 with the term commencing in July 2020. If you are not interested but would like to nominate another colleague whom you believe would be appropriate, please indicate that on the form.

We hope you will consider this opportunity. It is a great way to contribute to the field.
Best Practice Presentations

12:00pm – 1:30pm

Lunch and Keynote Presentation

Harborside Ballroom

Leading Change in Higher Ed: The Georgia State University Story

Mark P. Becker
President
Georgia State University

Since beginning his tenure as Georgia State University’s seventh president in 2009, President Mark P. Becker has led Georgia State through a dynamic period of growth and advancement and put it on a trajectory to reshape itself and its region. Under his leadership, the university has pursued a 10-year strategic plan through which Georgia State has emerged as one of the nation’s leading higher education institutions.

Georgia State’s consolidation in 2016 with Georgia Perimeter College, a two-year institution with five campuses in metro Atlanta, raised its student population to 53,000 and made it the largest university in Georgia and one of the largest in the nation.

One of the most diverse universities in the U.S., Georgia State is a national model for student success, setting records for its graduation rates and the number of students it graduates, and leading the country in eliminating disparities in student achievement based on race, ethnicity and income. In 2017, Dr. Becker was honored by the Carnegie Corporation of New York with their Academic Leadership Award in recognition of the University’s achievements in “eliminating disparities in graduation rates based on race, ethnicity, income level and first-generation status.” Most recently, President Becker was the 2019 recipient of the TIAA Institute Theodore M. Hesburgh Award for Leadership Excellence in Higher Education.

Under Dr. Becker’s leadership, Georgia State has built a burgeoning research enterprise, growing sponsored research by more than three times since 2009. It has increased its student population to 53,000 and made it the largest university in Georgia and one of the largest in the nation.

Adding to Georgia State’s increasing national profile, Dr. Becker has fostered the development of NCAA Division 1 athletics. The university’s intercollegiate teams have won nine conference championships since rejoining the Sun Belt Conference in 2013, and Georgia State’s football team made its first bowl appearance in 2015. With MLB’s Atlanta Braves’ decision to vacate Turner Field in downtown Atlanta, he led the university’s acquisition and renovation of the stadium that became the home for Georgia State football in 2017.

Dr. Becker attended Harford (Md.) Community College, earned his bachelor’s degree in mathematics from Towson State University in 1980 and his doctor’s degree in statistics from the Pennsylvania State University in 1985. He grew up in Havre de Grace, Md., near Baltimore.

1:45pm – 2:30pm

Best Practice Presentations

Regency Ballroom BC

Breakout Rooms

Building Faculty Community via OER
Amanda Zerangue, Jorg Waltje, Texas Woman’s University

This presentation will delineate ways for chairs and college administrators to encourage faculty to explore better and less costly ways to deliver instructional content to their students. It will highlight how to reward and recognize these efforts, while at the same time creating excellent opportunities for faculty collaborations and community building.

Issues and Trends in Higher Education

Administrative Best Practices for Engaging New Faculty
Kevin Dvorak, Shanti Bruce, Nova Southeastern University
Michael G. Strawser, University of Central Florida
Russell Carpenter, Eastern Kentucky University

Presenters and participants will discuss how Millennial faculty may a) change the higher education system; b) adapt their own internal wiring to fit higher education; and c) relate to faculty/staff of other generations. Participants will also address issues related to millennial faculty engagement and professional development, expectations of communication, and responses to campus sexual harassment.

Issues and Trends in Higher Education
Best Practice Presentations

C4: An Interdisciplinary Approach to Improving Retention with Developmental Students
Heather Pavletic, Kirk Weller, Ferris State University

In this session, we describe an interdisciplinary learning community program designed to improve retention among freshman students with three developmental placements. We will discuss how a similar program could be developed at other institutions and emphasize issues of transferability and scalability in the context of declining resources and retention.

Issues and Trends in Higher Education

Regency Ballroom DEF

Feedback: The Foundation of Kind Leadership
Melissa Odegard-Koester, Southeast Missouri State University
Rebecca Koltz, Montana State University

Brene Brown states that “Clear is kind. Unclear is unkind.” To give clear and direct feedback requires brave academic leaders who understand that feedback is critical to leadership success. This presentation will use a feedback model – Johari’s Window (Luft & Ingham, 1955), as a backdrop for understanding how to give productive feedback in higher education.

Leadership and Management

Regency Ballroom BC

Gender Diversity and Generational Gaps: Two Hurdles Worth One Giant Leap
Renee Marine, Delaware State University

Presenter and participants will explore the gender and generational similarities and differences that exist today both in the classroom and departmentally. Emerging strategies and best practices will be shared and discussed.

Issues and Trends in Higher Education

Regency Ballroom A

Faculty Roles: Unending, Unbundling, or Unraveling?
Jackie Kress, Georgian Court University

More new adjuncts than new tenure-track faculty? Enrollment and budgets contribute, but the “adjunctification” trend is more complex. The steady unbundling of faculty roles is an important but less recognized contributor. This session overviews the unbundling phenomenon and positions faculty to make informed decisions at their home campuses.

Issues and Trends in Higher Education

Regency Ballroom DEF

Issues and Trends in Higher Education

Regency Ballroom BC

Leadership and Management

Finding Balance: Academic Leaders that Teach
Tiffani Butler, Ivy Tech Community College

The presenter and participants will discuss multiple approaches to juggling the demands of leading and managing a department, while maintaining teaching responsibilities. We will explore best practices that support chairs as leaders that teach.

Leadership and Management

Scarbrough 3

Antiracist Academic Leadership: Confronting Whiteness
David Owen, University of Louisville

What obligations do academic leaders have to address the ways whiteness impacts departmental and campus climates? And what are some strategies chairpersons can take to mitigate the ways whiteness creates inequitable conditions for students, faculty, and staff success? Participants in this session will have an opportunity to discuss these and other questions and explore the requirements of academic leadership that is avowedly antiracist.

Leadership and Management

Scarbrough 2

Cultivating the Mental Wellness of Faculty, Staff, and Chairs
Jeff Reber, University of West Georgia COSS

Presenters and participants will discuss emerging strategies and best practices available to chairs to support the mental health and well-being of faculty, staff, and the department chair within the unique context of higher education and given the work-life needs of faculty and staff.

Leadership and Management

Scarbrough 4

Data-driven Strategic Planning
Dorothy Thompson, Frederick Burrack, Jeffrey Ward, Kansas State University

Participants will explore strategies for strategic planning that focuses on: (a) selecting, locating, and reporting data; (b) guiding common goals and expectations; (c) defining and implementing an action; (d) setting benchmarks and assessable outcomes; and (e) considering the impact on student learning.

Operating the Department

Scarbrough 5

Operating the Department
Cultivating an Environment Inclusive of Students with Varying Developmental, Emotional, and Learning Needs
Alisha Ortiz, Julie Ray, Melissa Odegard-Koester, Victor Wilburn, Southeast Missouri State University

The learning needs of students today represent a unique shift in the way we think about student preparedness for the academic experience and our duty to create the optimal learning environment for them. This presentation provides different ways Department Chairs have led faculty to help students with varying needs find success in higher education.

Issues and Trends in Higher Education

Engaging College Communities in Collaborative Strategic Planning
Dawn Shinew, Brian Campbell, Christina Lunceford, Deborah Wooldridge, Mark Seals, Mary Murray, Maureen Wilson, Patrick Pauken, Ray Schneider, Tracy Huzziak-Clark, Trinka Messenheimer, Bowling Green State University

Strategic planning is often met with skepticism. Too often, this process goes nowhere and changes nothing. The leadership team from Bowling Green State University’s College of Education and Human Development share a collaborative strategic process focused on building a common college identity, concrete actions, and a collective sense of accountability.

Leadership and Management

New and New-To-You: Transitioning to a New Chair Position
Christopher Barrick, Eastern Michigan University

Whether you are chairing a department for the first time or starting a chair position at a different institution, your new job will be a challenging transition. This presentation offers practical advice and best practices for adapting to your new position as chair.

What Happens in Savannah Shouldn’t Stay in Savannah
Dean Luethi, Washington State University

Each of us attend conferences with the best intentions of learning something new and utilizing this knowledge when we return to our routine. We often fall short. Participants will discuss strategies to integrate their newfound knowledge into their lives back home and make a plan to actualize that desire.

Other

Advisory Board Meeting
Savannah Room
3:30pm – 3:30pm

Advisory Board Dinner
Moss + Oak Savannah Eatery
5:30pm & Beyond

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Notification Date: August 21, 2020

https://conferences.k-state.edu/academicchairpersons/