

ACC

Academic Chairpersons Conference

February 7-9, 2024 | Indianapolis, IN



Thank you for attending the 2024 Academic Chairpersons Conference. We hope you will be inspired by our presenters and energized by your interactions with colleagues throughout your time with us this week!

Sched App

The Academic Chairpersons Conference will use Sched as our conference app. If you haven't already, be sure to download Sched (free) from your preferred app store. Once you have downloaded the app, search for **"2024 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 opportunities. Presenters will be able to communicate via email with those participants who have joined their session (by adding it to your schedule). You will also use Sched to complete short surveys and browse information about sponsors, speakers and other attendees.

Sponsors & Exhibitors

Thank you to our 2024 Sponsors and Exhibitors for your support of the Academic Chairpersons Conference!

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EVENT & CONFERENCE SERVICES



ALPHA
LEADERSHIP

8:00am - 8:45am New Chair Alliance Registration & Breakfast

Capitol 1

9:00am - 4:00pm New Chair Alliance Pre-Conference Workshop

Capitol 1

The New Chair Alliance is the ACC'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, 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.



Katherine Frank, PhD
Chancellor, *University of Wisconsin-Stout*

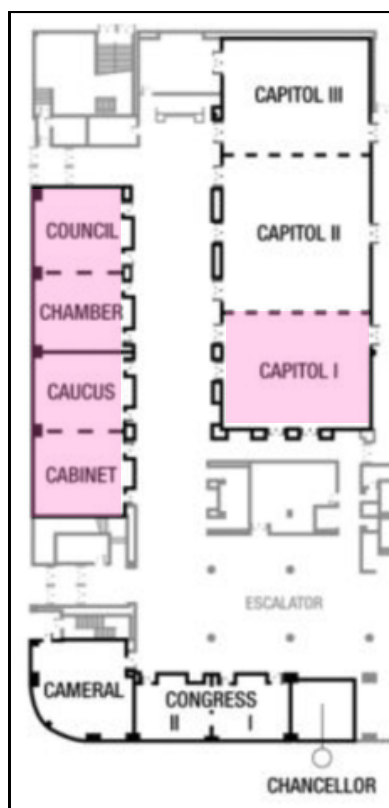


Kristi L. Haik, PhD
Dean of STEM,
Grand Rapids Community College

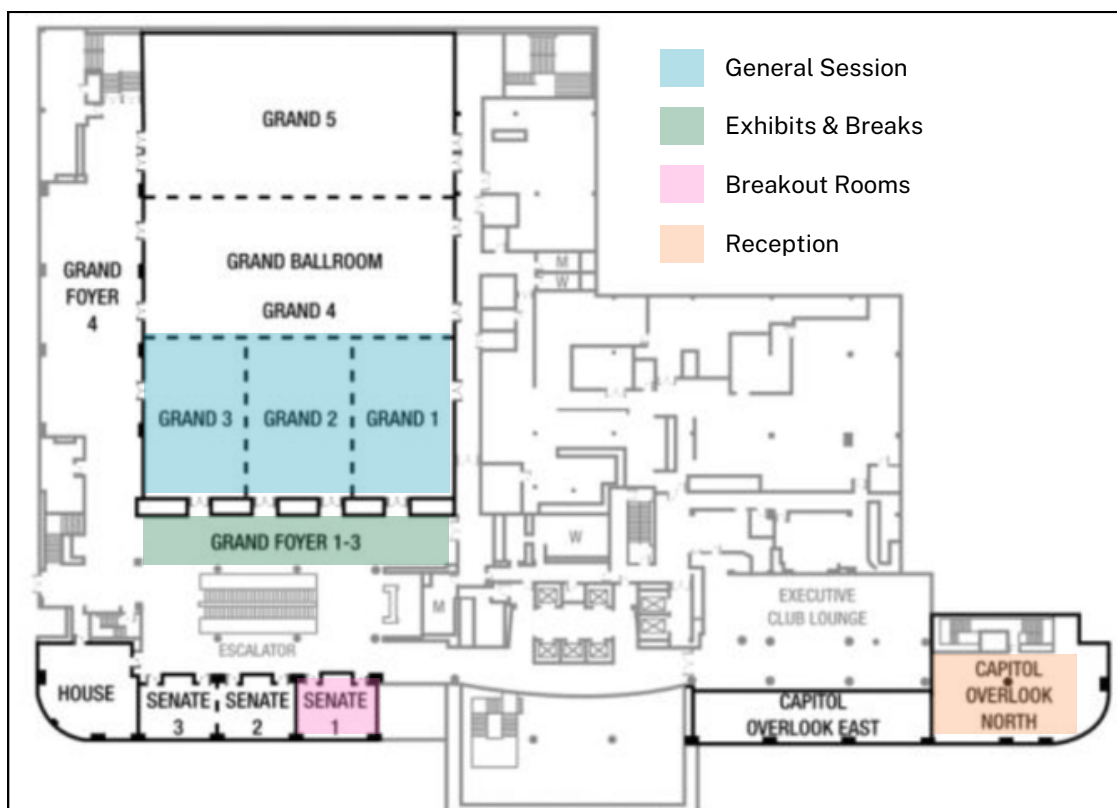


Chris Jochum, PhD
Professor and Chair,
Dept of Teacher Education,
Fort Hays State University

1st Floor



2nd Floor



3:00pm - 7:00pm	Conference Registration Open	Grand 1-3 Foyer
5:00pm - 7:00pm	Welcome Reception	Capitol Overlook

Join us for a casual reception of networking and hors d'oeuvres. Connect with ACC Advisory Board Members, conference presenters and attendees. A cash bar will be available. Cash and cards will be accepted.

Thursday, February 8

7:30am - 8:15am	Breakfast	Grand 1-3
8:15am - 8:30am	Welcome & Announcements	Grand 1-3

8:30am - 9:30am	Keynote Presentation - <i>Dr. Tia Brown McNair</i>	Grand 1-3
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Becoming a More Student Ready Leader by Moving from Equity Talk to Equity Walk

How do we lead broad-scale innovation and institutional change to advance educational strategies that prioritize the creation of equity-conscious environments where students can thrive? What changes need to be made in an institution's policies, practices, partnerships, and culture to make excellence inclusive for ALL students? How do we help prepare educators to embrace students' "cultural wealth" into educational designs to engage diversity and to eliminate inequities in student outcomes? This workshop builds on the practical strategies outlined in *From Equity Talk to Equity Walk* and *Becoming a Student-Ready College* for examining and establishing equity goals to promote student engagement and success, and to build equity-conscious learning environments.

Dr. Tia Brown McNair is the Vice President in the Office of Diversity, Equity, and Student Success and Executive Director for the Truth, Racial Healing, and Transformation (TRHT) Campus Centers at the American Association of Colleges and Universities (AAC&U) in Washington, DC. She oversees both funded projects and AAC&U's continuing programs on equity, inclusive excellence, high-impact practices (HIPs), and student success. McNair directs AAC&U's Summer Institutes on HIPs and Student Success, and TRHT Campus Centers. She serves as the project director for several AAC&U initiatives, including the development of a TRHT-focused campus climate toolkit. She is the co-author of *From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education* (January 2020) and *Becoming a Student-Ready College: A New Culture of Leadership for Student Success* (July 2016 and August 2022 Second edition). McNair is the editor of *Strengthening Campus Communities Through the Truth, Racial Healing, and Transformation Framework* that will be published by Routledge in June 2024.



In May 2023, McNair received an honorary degree from Franklin Pierce University for her national work to dismantle a false belief in a hierarchy of human value and for her efforts to advance racial equity to support the success of all students. NASPA, the association of Student Affairs Administrators in Higher Education, named McNair the 2024 recipient of the Outstanding Contribution to Higher Education Award.

9:30am - 10:10am	Book Signing, Exhibits & Networking Break	Grand 1-3 & Foyer
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Attend a book signing with Dr. Tia Brown McNair, visit with exhibitors and network with ACC colleagues. Books will be available for purchase.

9:30am - 12:00pm One-on-One Mentoring

Meet individually with a member of the ACC Advisory Board. Sign-up at Registration. Space is limited.

Senate 2 & Senate 3

10:15am - 11:00am Best Practice Presentations - Session 1

Breakout Rooms

Grand 1-3 - 2nd Floor

Caucus - 1st Floor

Keynote Continuing Conversation

Dr. Tia Brown McNair, *American Association of Colleges and Universities (AAC&U)*

Join Dr. Tia Brown McNair for a conversation in the general session room following her dynamic Keynote presentation and book signing.

Advocate not Adversary: Modeling Teamwork, Minimizing Toxicity

Kate Nooner, *University of North Carolina Wilmington*

This interactive presentation delves into the dichotomy of advocacy versus adversarial leadership in high education. Case study discussions will equip chairpersons with the knowledge and skills needed to develop their leadership style, navigate the institutional landscape, and understand the politics inherent in their role.

Council - 1st Floor

Cabinet - 1st Floor

Designing and Assessing Interdisciplinary Arts Graduate Programs: Best Practices from the University of Utah

Jared Rawlings, *University of Missouri*
Kelby McIntyre-Martinez, *University of Utah*

In today's evolving academic landscape, creating effective interdisciplinary graduate programs is crucial to prepare students for modern challenges. This session aims to explore promising practices in graduate arts program design and assessment and equipping academic chairpersons with practical tools to enhance their own program development and evaluation processes.

Navigating Faculty Role Transitions into Leadership Through Self-Driven Development

Cheryl Thaxton, *University of North Texas Health Science Center at Fort Worth*
Rachelle Campbell, *Texas Woman's University*

The transition to faculty leadership roles involves the ability to adjust and adapt to change. Three key areas are vital to sustainability in academic leadership roles, emotional intelligence, mentorship, and proactive communication tracking methods. This presentation will explore strategies for cultivating and sustaining self-awareness in academic leadership.

Chamber - 1st Floor

Capitol 1 - 1st Floor

A Dynamic Approach to Strategic Planning to Facilitate Conversation and Advocate for Your Program

Jeffrey Ward, *University Texas Rio Grande Valley*

The presenter will examine the merits of strategic planning to facilitate conversation among stakeholders, provide opportunities to advocate for the department, and to make data-driven decisions. The presenter will share his experiences in developing a framework to achieve these goals.

Chair Support Programming - What It Is, Why It's Important, and How to Do It

Janet Miller, *Mount Royal University*

This interactive session will outline an effective Chair Support Program launched in 2017. This small-budget, intentional intervention's successes include smoother succession planning and seeing chairs complete terms with their health, content expertise, and enthusiasm intact. Participants will be guided to consider how chair support may be enacted at their institutions.

WILEY



EVENT & CONFERENCE SERVICES



11:15am - 12:00pm Best Practice Presentations - Session 2

Breakout Rooms

Council - 1st Floor

Re-thinking Academic Fundraising: Strategies for Engaging Small-Dollar Donors

Sally Robertson, *Georgia State University Perimeter College*

This session discusses the significance of personal connections to academic departments and strategies for obtaining support from a large number of small-dollar donors. Attendees will gain insights into effective strategies for fostering meaningful relationships, engaging donors effectively, and securing buy-in from small-scale donors to drive successful grassroots fundraising initiatives.

Chamber - 1st Floor

Unexpected Benefits of a Hiring-Focused Diversity Project

Grady Dixon, *Fort Hays State University*
Betsy Crawford, *Fort Hays State University*
Todd Moore, *Fort Hays State University*

Since 2021, FHSU has utilized JEDI Advisors (Justice, Equity, Diversity, and Inclusion). Advisors serve as non-voting members on search committees. We have significantly improved faculty diversity, applicant pools have doubled in size, and search processes are widely seen as being more thoughtful, efficient, and effective.

Senate 1 - 2nd Floor

Behavioral Mental Health Problems Rising Among College Students

Anita Hazelwood, *University of Louisiana at Lafayette*

This presentation will help the audience to identify the causes and the major types of mental/behavioral issues among college students. Certain populations are more vulnerable than others and these will be discussed. The presenter will give examples of ways that colleges are combating behavioral health issues in their student population.

Caucus - 1st Floor

Peer Mentoring for Department Chairs: Creating Critical Friends

Cindi Leverich, *Michigan State University*

As issues confronting department chairs continue to become more complex, traditional topic-based workshops are not always enough. This session will explore the use of the Critical Friends process for peer mentoring and how one campus has used this to engage department chairs in community building and problem-solving.

Cabinet - 1st Floor

Addressing Conflict: Becoming Comfortable with the Uncomfortable

Christopher Jochum, *Fort Hays State University*

For leaders, conflict happens everyday and while it may never become easy, you can learn to address it effectively and efficiently. This session will share proven strategies, a pre-conflict checklist, negotiations tactics, and use role-playing to help participants become more comfortable with the uncomfortable yet unavoidable task of addressing conflict.

Capitol 1 - 1st Floor

Mentoring New Chairpersons to Navigate the Political Climate of Higher Education

Melissa Odegard, *Southeast Missouri State University*
Shannon Clapsaddle, *Southeast Missouri State University*

This best practice session presents a leadership development program where veteran department chairs discuss best practices and challenges with new chairs. This program facilitates the development of leadership skills through a supportive group process and includes a *Toolkit for Department Chairs* (Buller and Cipriano, 2015), monthly meetings, and leadership resources.

12:00pm - 1:00pm Lunch, Lunch Discussions & Exhibits

Grand 1-3 & Foyer

Grab lunch, join a discussion on the topic of your choice and visit exhibitors. Descriptions of facilitated discussions are on the following page. Many tables have suggested topics of conversation, but will not be facilitated. Conversation is optional. Table maps are available at Registration.

12:15pm - 12:45pm Facilitated Lunch Discussions

Grand 1-3

Choose from a facilitated topic below, or select one of the many suggested topics for unfacilitated discussion. The list of discussion topics and table map are available at registration.

**Navigating the AI Conundrum:
Promoting Academic Integrity in the Era of
Machine Learning**

Angela Walters, *Fort Hays State University*
Melissa Hunsicker Walburn, *Fort Hays State University*
Kevin Shaffer, *Fort Hays State University*

Join our lunch discussion to explore the influence of Artificial Intelligence (AI) on student learning and academic integrity. Share experiences and strategies for handling AI-related challenges, including detecting misconduct, mitigating the digital divide, and equipping faculty for this transformative era in higher education.

**Strategies for Managing a Former Chair in Your
Department**

Stephen Pyle, *Johnson & Wales University*
Jeff Youngquist, *Oakland University*

Integrating former chairs into the department creates leadership challenges for a new chair. This lunch discussion will address the difficulty of chair transition back to faculty upon conclusion of administrative service. Discussion will encourage participants to share issues and find ways to successfully reintegrate former chairs into their department.

**Practice Nonviolent Communication as a
Department Chair**

Yuanbing Mao, *Illinois Institute of Technology*

Nonviolent communication will be discussed as a popular method of conflict resolution to facilitate compassion based on our choice of language and style of communication. This unique model helps make connections which enable everyone to share their needs and have them met.

**Beyond the Pivot: Conversations on Preparing
Faculty to Teach Online**

Scott R. Smith, *Johnson & Wales University*

In the aftermath of the COVID pivot, chairs are now contending with faculty who may not be prepared or fully qualified to teach asynchronous online courses. Join this conversation about strategies chairs can use to help improve faculty performance when teaching online.

1:15pm - 2:15pm General Session Panel - Demystifying AI

Grand 1-3

AI and in particular generative technologies have been recognized as disruptive and capable of impacting several sectors from education to health care. This panel offers a brief history of the technology and attempts to explain why the hype about AI is now. This introduction is followed by an overview of the current use of AI and its impact on higher education and research. Specifically, our panelists will discuss how AI is being used to advance research, development and deployment of important products and services. They will also highlight the capabilities of current techniques and provide an outlook for how these capabilities can change in the future. The panel will conclude with a Q&A session that includes Bing Chat Enterprise as a participant.

Moderator: Zina Ben Miled, Ph.D. | Professor, Electrical and Computer Engineering, *IUPUI*

Panelists:

- **Mustafa Abdallah, Ph.D.** | Assistant Professor, Computer and Information Technology, *IUPUI*
- **Lauren Christopher, Ph.D.** | Associate Professor, Electrical and Computer Engineering, *IUPUI*
- **Yue Wang Webster, PhD, MBA** | Associate VP of Research Technology, *Eli Lilly*
- **Bing Chat Enterprise**

2:30pm - 5:00pm One-on-One Mentoring

Senate 2 & Senate 3

Meet individually with a member of the ACC Advisory Board. Sign-up at Registration. Space is limited.

2:30pm - 4:00pm Interactive Workshops - Session 1

Breakouts

Grand 1-3 - 2nd Floor

Council - 1st Floor

The Inevitability of Playing Politics as Chair: Advantages and Pitfalls

Domenick J Pinto, *Sacred Heart University*

Politics is frowned upon as it pertains to leadership in academia. In my roles as chair and program director for 35 years it has become an essential but often unwanted aspect of the position. This workshop explores “playing politics” as a leader and allows interactivity among participants in various scenarios.

Transitions of Self: Assuming or Leaving a Chair Role

Denise Bullock, *Indiana University East*

We experience multiple transitions throughout our lives. Transitioning from faculty to chair is one of those key transitional moments in which our sense of self shifts with the change in role. Participants will work through a series of exercises to discover, analyze, and plan for that transition of self.

Positive Academic Leadership

Jeffrey Buller, *ALPHA Leadership Programs*

Caucus - 1st Floor

Many of the tasks we perform as chairs make us feel as though we're just putting out one fire after another. But we don't just want to be problem-solvers. We also want to make a positive difference in our programs. Here's an alternative that leads to meaningful results.

Chamber - 1st Floor

Senate 1 - 2nd Floor

Growing Our Leadership: Supporting Leadership Development and Leader Wellbeing

Tami Williams, *University of Nebraska at Omaha*
Beth Leader Janssen, *University of Nebraska at Omaha*
Tina Chasek, *University of Nebraska at Omaha*

Consider your leadership identity and learn how your identity impacts your team's professional wellbeing. Join us in a session which focuses on your leadership growth through the lens of hope and wellbeing. Participants will leave with a personal leadership framework and knowledge of intentional wellbeing actions for self and team.

The Chair's Apocalypse Survival Guide: Strategies to Succeed as Chair in the Midst of Chaos!

Gian Pagnucci, *Indiana University of Pennsylvania*
Alex Romagnoli, *Monmouth University*

This session will share 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 will provide practical tips to help chairs succeed.

Cabinet - 1st Floor

Capitol 1 - 1st Floor

Fostering a Departmental Climate of Success: The Chairperson's Role in Guiding New Faculty Development

Lesli K Pace, *Southeast Missouri State University*
Toni Alexander, *Southeast Missouri State University*

With the understanding that departmental success is rooted in careful investment in faculty development, this case study-based workshop will focus on guiding new faculty from being hired to submitting their application for promotion and tenure. Participants will work in small groups to strategize best practices for their unique departmental needs.

Using Coaching Skills to Lead and Mentor Faculty Colleagues

Tammy Gocial, *Gocial Leadership Advisors*

Higher education is facing significant demands from multiple stakeholders. Academic chairs must engage and lead faculty whose expectations for their time may be at odds with these demands. This interactive workshop offers, and gives chairs an opportunity to practice, coaching strategies for leading and mentoring faculty in this complex environment.

4:00pm - 4:30pm Exhibits & Networking Break

Grand Foyer 1-3

4:30pm - 5:15pm Best Practice Presentations - Session 3

Breakouts

Council - 1st Floor

Capitol 1 - 1st Floor

A Titanic Mistake: Lacking a Leadership Philosophy Statement

Christopher Barrick, *Eastern Michigan University*

Good leadership is based on principles. Good leaders act in difficult situations according to the principles in their leadership philosophy. With an introduction set against the Titanic disaster, this presentation aims to discuss the importance of leadership philosophy statements, why academic leaders should have one, and share key examples.

Creating a Culture of Respect: Strategies for Navigating Academic Incivility

Leda Stawnychko, *Mount Royal University*

Join us for an engaging session that combines empirical insights from a recent study with the presenter's lived experience. Discover evidence-based strategies to effectively navigate workplace incivility, promote respect, and foster collaboration for a more inclusive and productive environment.

Chamber - 1st Floor

Senate 1 - 2nd Floor

Inclusion, Belonging, and Engagement: Promoting Retention Seamlessly Across Campus

Lance Janda, *Cameron University*

Mary Dzindolet, *Cameron University*

Stephanie Boss, *Cameron University*

Melissa Thacker, *Cameron University*

Krystal Brue, *Cameron University*

Jennifer Dennis, *Cameron University*

This presentation integrates scholarship on creating a culture of inclusion, belonging, and engagement with practical applications for universities that include undergraduate research and mentoring, tutoring, engagement assignments, travel opportunities, distance learning inclusion models, internships and student organizations, and partnerships with secondary schools to improve concurrent (dual enrollment) experiences.

Fostering Student Success: Using Equity, Diversity, and Inclusion to Guide Department Decision-Making

Julie Watts, *University of Wisconsin-Stout*

I analyze my department's (ongoing) journey using EDI to guide decision-making and help foster student success. Specifically, I will use current EDI scholarship about visioning and leading in academia and my chairperson experiences to explore opportunities, goal-setting, models, and impact — ideas chairs will need to consider to operationalize this.

Caucus - 1st Floor

Cabinet - 1st Floor

Saying "No" to say "Yes": Creating a Culture of Collaboration and Support

Betsy Crawford, *Fort Hays State University*

Chris Jochum, *Fort Hays State University*

In this presentation, a faculty member and their department chair will share what they have collaboratively learned through creating a culture that positively affects faculty morale, well-being, and productivity by empowering people to set boundaries and pursue their passion by saying "No" to say "Yes".

Fundraising Essentials for Chairpersons

Kristi Haik, *Grand Rapids Community College*

Craig Hlavac, *Southern Connecticut State University*

Fundraising is quickly becoming a required skill for academic leaders. However, many are uncertain how to get started. This session will explore the skills and strategies needed for successful fundraising and will include developing a compelling message, cultivating relationships with alumni and prospective donors, forming an advisory board, and meaningful stewardship. Participants will also start to develop a fundraising plan of action.

5:15pm

Free Evening or optional Small Group Dine-Arounds

Enjoy a free evening in Indianapolis, or network over dinner with members of the ACC Advisory Board. Limited availability. See details and sign-up at Registration. Space is limited.

7:30am - 8:15am

Breakfast

Grand 1-3

8:30am - 9:30am

General Session Panel - Navigating the AI Frontier:
Strategies for Academic Leaders

Grand 1-3

This panel focuses on fostering productive conversations among faculty about the role of generative artificial intelligence in academic work. This session will discuss and offer strategies for effectively incorporating AI into all areas of academic life, including teaching, research, and service. Among the topics will be navigating the ethical implications of AI use in our work, maintaining academic integrity, and enhancing and supporting student success through these new technologies. More importantly for chairs, we will discuss ways in which academic leaders can facilitate discussions among colleagues, including those who might be unsure or skeptical about AI, so that the technology can be perceived more as an opportunity than as a threat.

- Moderators:**
- **Adam Maksel, Ph.D.** | Professor of Journalism & Media, *Indiana University Southeast* | Manager of eLearning Innovation, University Information Technology Services, *Indiana University*
 - **Mark Urtel, Ed.D.** | Chair & Associate Professor, Department of Kinesiology, School of Health & Human Sciences, *IUPUI*

- Panelists:**
- **Lea Bishop, J.D.** | Professor of Law and Dean's Fellow, IU Robert H. McKinney School of Law, *IUPUI*
 - **Kristi Haik, Ph.D.** | Dean of STEM, *Grand Rapids Community College*
 - **Chris Jochum, Ph.D.** | Chair and Professor, Department of Teacher Education, *Fort Hays State University*
 - **Kyungbin Kwon, Ph.D.** | Associate Professor, Learning, Design, and Adult Education, School of Education, *Indiana University Bloomington*
 - **Jason Palamara, Ph.D.** | Assistant Professor of Music and Arts Technology, *IUPUI*

9:40am - 12:00pm

One-on-One Mentoring

Senate 2 & Senate 3

Meet individually with a member of the ACC Advisory Board. Sign-up at Registration. Space is limited.

9:45am - 10:30am

Best Practice Presentations - Session 4

Breakouts

Council - 1st Floor	Chamber - 1st Floor
Failing Forward in Faculty Diversity: Lessons From Non-Retention Amanda Bozack, <i>Radford University</i> Presenters and participants will discuss a real case scenario of one department's trajectory from unconscious homogeneity to intentional faculty diversification. Retention challenges, insights, and lessons will be explored so that attending chairs can consider how their own departments can better support the successful retention of faculty of color.	Creating an Atmosphere of Inclusive Excellence: A Case Example Shauna Acquavita, <i>University of Cincinnati</i> While many institutions are requiring colleges/departments to infuse diversity, equity and inclusion (DEI), there is little guidance on specific steps that can be taken. This presentation will share some specific examples of how the presenter have worked to address DEI in their department/college for faculty, staff and students.

9:45am - 10:30am

Best Practice Presentations - Session 4 (continued)

Breakouts

Senate 1 - 2nd Floor

Caucus - 1st Floor

The Chair's Role in Creating Departmental Policy and Procedures

Jeffrey Ward, *University of Texas Rio Grande Valley*

When you become the chair, you will need to examine, revise, and create new policies and procedures for your department. The presentation will begin with differences between internal and external candidates as chair and when it is a good time to address current and create new departmental policy.

Advancement is for Everyone: Demystifying the Art and Skill of Department-Level Fundraising

Jared Rawlings, *University of Missouri*

This session addresses the crucial role of fundraising and donor relationships in higher education. It offers practical insights and techniques for academic chairpersons to effectively engage donors, demystifying the process and empowering departments to secure vital funding for growth and success.

Cabinet - 1st Floor

Capitol 1 - 1st Floor

Combatting AI-Enabled Cheating: A New Role for Department Chairs

Paresh Mishra, *Purdue University*

This session addresses the challenges of AI-enabled cheating and its implications for educators and chairs. We discuss the role of AI in content creation, misuse detection, and evasion, and explore how department chairs can adapt their policies, training, and tools to maintain academic integrity.

Enhancing Academic Staff Success

Susan Hildebrandt, *Illinois State University*

Staff members are the backbone of universities, providing support for students, faculty, and other staff alike. Ensuring that staff are appreciated, supported, and recognized for advancing university goals is fundamental. Join us to learn of one institution's efforts to investigate, prioritize, and enhance staff success across divisions and over time.

10:30am - 11:00am

Exhibits & Networking Break

Grand Foyer 1-3

11:00am - 12:30pm

Interactive Workshops - Session 2

Breakouts

Grand 1-3 - 2nd Floor

Council - 1st Floor

A Chairpersons Guide to Managing Time and Stress

Christian Hansen, *Eastern Washington University*

In this workshop we discuss time and stress management from the perspective of a department chairperson responsible for leading an academic department through numerous internal and external challenges. The focus is on practical strategies for effective use of time, at the personal level as well as a department wide level.

The Importance of Trauma-Informed Leadership in Higher Education

Jill Walls, *Ball State University*

Drawing from past research and my personal and professional experiences as a department chair, I discuss connections between childhood trauma, adult development, and leadership in higher education. I advocate for self-awareness, healing, and a trauma-informed approach to leadership. Participants will have opportunities for individual reflection and group discussion. *Note: Sensitive topics will be discussed.*

Leading a Culture that Supports Faculty Engagement

Chamber- 1st Floor

Christopher Jochum, *Fort Hays State University*

Faculty engagement affects morale, feelings of belonging, emotional health and job satisfaction. Furthermore, leaders account for 70% of an organization's engagement. This workshop will enable leaders to better understand how to define, develop and deliver a departmental culture that encourages faculty engagement based on professionalism, collaboration, and effective communication.

11:00am - 12:30pm

Interactive Workshops - Session 2 (continued)

Breakouts

Senate 1 - 2nd Floor

Making Data-Driven Decisions: A Workshop for Academic Department Chairpersons

Craig Hlavac, *Southern Connecticut State University*

Chairpersons are expected to make data-driven decisions, but few are trained to do so. Admissions, enrollment, student retention, and other data must be considered. This session will provide a review of typical metrics and practical strategies for addressing trends. Attendees will have frequent opportunities to dialogue and work through scenarios.

Caucus - 1st Floor

Leadership doesn't have to be lonely: Co-writing to build community

Elise Radina, *Miami University*

Lisa Hanasono, *Bowling Green State University*

John Koolage, *Eastern Michigan University*

Mary-Jon Ludy, *Bowling Green State University*

Jerry Schnepf, *Judson University*

This workshop focuses on the technique of simultaneous co-writing to help academic leaders overcome isolation, time constraints, and shifting priorities. In small groups, participants will practice strategies – such as interactive co-writing, group ideation, and iterative revision – that provide a framework for collaborative writing among administrative leaders across institutions.

Capitol 1 - 1st Floor

Chair Exit Strategy: Planning Your Successful Return to Faculty

Stephen Pyle, *Johnson & Wales University*

Scott R. Smith, *Johnson & Wales University*

Jeffrey Youngquist, *Oakland University*

This workshop explores the difficulties of transitioning from department chair back to faculty. It provides attendees with guidance into preparation and planning for this important career transition. Small group activities focusing on pre, during and post transition planning stages will be facilitated by former chairs with experience in this phenomenon.

Cabinet - 1st Floor

Chairs' Roles in Navigating College Restructuring

Jennifer Rathbun, *Ball State University*

Benjamin Gibbs, *Ball State University*

Sean Lovelace, *Ball State University*

John Millis, *Ball State University*

Kristin Ritchey, *Ball State University*

Department Chairs spanning the Humanities, Natural Sciences and Social Sciences domains will guide participants through an interactive workshop based on their experiences leading nine of the seventeen academic departments during the bottom-up restructuring of the College of Sciences and Humanities at Ball State University.

12:30pm - 1:15pm

Lunch & Exhibits

Grand 1-3 & Foyer

1:15pm - 2:00pm

One-on-One Mentoring

Senate 2 & Senate 3

Meet individually with a member of the ACC Advisory Board. Sign-up at Registration. Space is limited.

1:15pm - 2:00pm

Best Practice Presentations - Session 5

Breakouts

Council - 1st Floor

Practical Strategies for Former Chairs in the Academic Department

Butler Cain, *University of North Alabama*

Former chairs who have transitioned out of the chair role or who have returned to the department after an extended absence must adjust to different leadership styles, navigate changed landscapes, and manage new expectations. These practical strategies can help former chairs re-establish themselves within their home departments.

Chamber - 1st Floor

It's Time to Talk: Having Direct Conversations to Avoid Festering Conflicts

Brigitte Vittrup, *Texas Woman's University*

Department chairs inevitably have to deal with conflicts and challenging behaviors at various times. This session presents strategies for having direct conversations at the early stages of conflict, focusing on looking forward rather than backward. Session attendees will have the opportunity to discuss real scenarios and develop strategies for resolution.

1:15pm - 2:00pm Best Practice Presentations - Session 5 (continued)

Breakouts

Senate 1 - 2nd Floor

Cabinet - 1st Floor

Forgiveness as a Vital Leadership Skill

Patrick Mullen, *Virginia Commonwealth University*

Leadership is fraught with challenges and setbacks. Internal and external conflicts with people and systems can lead to feelings of wrongdoing. Forgiving oneself and others can address the emotional toll of facing conflicts. Session attendees will learn about models of forgiveness and strategies to use forgiveness as a leadership skill.

The Entrepreneurial Department Chair

Jeffrey Buller, *ALPHA Leadership Programs*

Every college and university seems to want department chairs to become more "entrepreneurial." But what does that expression really mean? In this session, we'll explore not only the definition of entrepreneurship for department chairs but also how to develop your own entrepreneurial style.

Caucus - 1st Floor

Capitol 1 - 1st Floor

Accommodating and Inclusive Chair Leadership: A Faculty Member's Perspective

Betsy Crawford, *Fort Hays State University*

In this presentation, a faculty member who has had six different chairs will candidly discuss their first-hand experiences. What can chairs do to support faculty to become passionate in their teaching, research, and service while recognizing each member's unique strengths, including those who are neurodivergent and have exceptionalities?

Starting the Academic Year Strong: Developing and Running Effective Fall Faculty Retreats

Lesli K. Pace, *Southeast Missouri State University*

This presentation will cover the key components of an effective fall faculty retreat that allows the chairperson to establish a positive climate, create action plans, build community, and problem solve for the coming academic year. Specific approaches, tasks, and examples will be provided.

2:15pm - 3:00pm Closing General Session Panel

Grand 1-3

Interact with a panel of ACC Advisory Board Members to hear answers to your lingering questions.

Moderator: Denise Bullock, Ph.D. | Professor and Chair, *Indiana University East*

Panelists:

- **Craig Hlavac, Ed.D.** | Associate Dean - Liberal Arts, College of Arts & Sciences, *Southern Connecticut State University*
- **Chris Jochum, Ph.D.** | Chair and Professor, Department of Teacher Education, *Fort Hays State University*
- **Domenick J Pinto** | Director, MSCSIT Graduate Program, *Sacred Heart University*
- **Stephen F. Pyle, DBA** | Academic Director – Business, College of Professional Studies, *Johnson & Wales University*

3:00pm

Conference Concludes - Thank you for joining us!

3:30pm - 5:00pm Advisory Board Meeting

Senate 2

Advisory Board Members and ACC Staff only.

2023-2024 Advisory Board Members

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Assistant Provost for Faculty and Academic Staff Development and Professor of Higher, Adult, and Lifelong Education, *Michigan State University*

Denise Bullock

Chair of Sociology, Anthropology, and Geography and Professor of Sociology, *Indiana University East*

Moreen K. Travis Carvan

VP for Academic and Faculty Affairs and Associate Professor, *Rosalind Franklin University of Medicine and Science*

Katherine P. Frank

Chancellor, *University of Wisconsin-Stout*

Kristi L. Haik

Dean of STEM, *Grand Rapids Community College*

Christian K. Hansen

Chair and Professor of Statistics, Department of Mathematics, *Eastern Washington University*

Craig Hlavac

Associate Dean of Liberal Arts, College of Arts & Sciences, *Southern Connecticut State University*

Chris Jochum

Chair and Professor, Department of Teacher Education, *Fort Hays State University*

Jill Allison Kern

Director of Accreditation and Assessment, *Brown University School of Public Health*

N. Douglas (Doug) Lees

Professor and Chair Emeritus of Biology and former Associate Dean for Planning and Finance, *Indiana University Purdue University Indianapolis*

Domenick J. Pinto

Graduate Program Director, *Sacred Heart University*

Stephen Pyle

Academic Director, Business, College of Professional Studies, *Johnson & Wales University*

Mark Urtel

Chair and Associate Professor, Department of Kinesiology, *IUPUI*

Daniel (Dan) Wheeler

Professor Emeritus, Former Head of Department of Agricultural Leadership, Education and Communication, *University of Nebraska - Lincoln*

Kim Williams

Chair and Professor, Hospitality & Tourism Management, College of Merchandising, Hospitality & Tourism, *University of North Texas*

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Amber McGuire

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