

Department Chairs Workshop

November 13 & 14, 2003

InnTowner – Madison

Agenda with Abstracts

Thursday, November 13th

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|------------|---|----------------|
| 12:00-1:00 | Registration | <i>Hallway</i> |
| 1:00-1:15 | Welcome and Introductions
Cora B. Marrett, Senior Vice President for Academic Affairs | <i>Ameche</i> |
| 1:15-2:15 | Tenure Decisions and Non Renewal
Patricia Brady, Edward Alschuler, and Tomas Stafford | <i>Ameche</i> |
| 2:15-3:15 | Open Records/Open Meetings Laws
Chris Ashley, Anne Bilder, and Tomas Stafford | <i>Ameche</i> |
| 3:15-3:30 | Break | |
| 3:30-4:50 | Informational Session on the following: <ul style="list-style-type: none">• Copyright Developments of Interest to Faculty
Chris Ashley and Susan Wanat• Affirmative Action After the Supreme Court Decisions in the Michigan Cases
Patricia Brady and Anne Bilder• Recent Developments in Disability Law
Edward Alschuler and Tomas Stafford• Contracts: Best Practices
Chris Ashley and Susan Wanat | <i>Ameche</i> |
| 5:00- | Reception with cash bar | <i>Bascom</i> |
| 6:00- | Dinner on own (sign up sheets will be available for those who want to go out in groups) | |

Friday, November 14th

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| 7:30-8:30 | Continental Breakfast | <i>Ameche</i> |
| 8:30-10:00 | Keynote: “Where the Rubber Hits the Road: The Importance of the Department Chair in the Life of Junior Faculty”
Dr. Cathy A. Trower, Principal Investigator for the Project on Faculty Appointments at the Harvard Graduate School of Education. | <i>Ameche</i> |
| 10:00-10:15 | Break | |
| 10:15-12:00 | Concurrent Workshops <ul style="list-style-type: none">• Conflict Management for Department Chairs
<i>Presenter:</i> Jonathan Shailor, Chair of the Department of Communication and Director of the Program in Conflict Analysis and Resolution, UW-Parkside. He has 18 years of experience as a mediator, researcher, and conflict resolution trainer. His publications include <i>Empowerment in Dispute Mediation</i> (Praeger, 1992).
<i>Abstract:</i> In this interactive session, Jonathan Shailor will introduce several keys for understanding and managing conflicts. Participants will have the opportunity to discuss | <i>Grasskamp</i> |

problems that they are facing, and the group will experiment with ways of applying effective conflict management skills to these scenarios.

- **Overview of the University of Wisconsin System Sloan Project for Academic Career Advancement** *Ameche*

Presenters: Bernice Durand, Associate Vice Chancellor for Academic Affairs, UW-Madison; Beth Heuer, Special Assistant to the Chancellor, UW-Oshkosh; Fran Garb, Sr. Academic Planner and Institutional Liaison for the UWS Sloan Project, UW System Administration; and Louise Root-Robbins, Sr. Institutional Planner and Director of Research and Administration for the UW System Sloan Project, UW System Administration

Abstract: This session will provide an overview of an exciting new initiative that specifically relates to the department chairs' role and responsibilities. The UW System has been awarded \$500,000 from the Alfred P. Sloan Foundation to create Stage I of the UW System Sloan Project for Academic Career Advancement. The primary project goals are to raise the collective awareness of current trends and employment practices for faculty and academic staff, to identify those policies and practices that can be improved, and to implement the needed changes. The secondary goals are to reduce the limitations and restrictions of academic career paths so that individuals who choose to work in the academy can have more flexibility and more options than what currently exists, to achieve a satisfying and successful career that ideally can be accomplished without sacrificing a fulfilling personal life.

- **Chairing for Excellence in Teaching & Learning** *Van Hise*

Presenter: Greg Valde, Department of Educational Foundations, Director of Teaching Scholars Program, UW-Whitewater

Abstract: What do we know about how students learn and how we can most effectively teach them? In this session participants will hear a brief summary of the state of the art in the psychology of learning and teaching. This will be followed with a presentation and discussion of implications of this information for chairs' work in coaching and evaluating faculty as teachers.

12:00-1:15

Lunch

Bascom

1:15-2:30:

Concurrent Sessions

- **Faculty salaries and benefits - Can we recruit and retain?** *Grasskamp*

Presenter: George Brooks, Associate Vice President Human Resources, UW System Administration

Abstract: In this session, participants will receive information they need so current and prospective faculty members clearly understand the value of our compensation packages. What is the value of our health insurance package? How does our retirement plan compare to other university plans? What are the prospects for future pay increases? How do we compare to the market? The session is intended to give department chairs the opportunity to communicate the true value of our compensation packages.

- **The Chair's Role in Professional Development: Helping Your Colleagues Achieve Their Best and Supporting Early Career Faculty and Staff** *Ameche B*

Presenter: Fergus Hughes, Human Development, UW-Green Bay

Abstract: This session will involve a discussion of the role of the chairperson as mentor, constructive critic, department historian, and part-time counselor as he or she guides junior faculty members along the path toward tenure. We will emphasize the necessity of providing opportunities for junior faculty to have an impact on the direction the department is taking. How do we give junior faculty a feeling of ownership in the department? What can we learn from them? How can we view their inexperience as an asset rather than a liability?

- **Determining Departmental Priorities within School and Institutional Priorities**

Bascom B

Presenters: Fred Herbert, Associate Dean School of Health Exercise Science and Athletics and Marty Loy, Associate Dean School of Health Promotion & Human Development, UW-Stevens Point

Abstract: Aligning departmental and institutional goals can pay big dividends for departments but can also present problems. What are the dividends? What are the problems? How can the department maximize the dividends, minimize the problems and still maintain its own mission and productivity, especially when department and institution (or school) goals differ? This interactive session will facilitate communication between chairs dealing with these issues and will present insights and solutions to these potentially problematic issues

- **Peer Review of Teaching and Post Tenure Review: Issues and Ideas** **Bascom A**

Presenter: Doug Johnson, Associate Dean, College of Arts and Sciences, UW-River Falls

Abstract: In this session, participants will have an opportunity to discuss and share information on issues and concerns related to post-tenure review and peer review of teaching at all career stages. Questions to be considered include: What are the goals of peer review? Who should do peer review and when? What are the obstacles to achieving effective peer review of teaching and post-tenure review? How can peer review be used both for enhancing student learning and for personnel decisions? What is the role of peer review of teaching in post-tenure review? Examples of effective review processes will be provided.

- **UW System Initiative on the Scholarship of Teaching and Learning (SoTL)**

Boardroom

Presenter: Lisa Kornetsky, Director, Office of Professional and Instructional Development, UW System Administration

Abstract: In this session, participants will hear about this system-wide initiative and discuss the potential implications for departments. How do we reward pedagogical research vs. traditional disciplinary research? Should junior faculty be involved in this work? How might an entire department engage in systematic inquiry into student learning? How would that kind of project be supported? These are some of the questions that we will discuss in this informal and interactive session.

- **Conflict Resolution follow-up discussion**

Van Hise

Presenter: Jonathan Shailor, Chair of the Department of Communication and Director of the Program in Conflict Analysis and Resolution, UW-Parkside

Abstract: This session is meant for those interested in further exploring specific issues that arose in the morning session.

2:30-2:45: Break **Hallway**

2:45-3:30: Focus Groups/Discussion: needs assessment from participating chairs **Bascom**