# Dept. Chair Spring Forum



**Virtual Session** 

**Thursday, May 20, 2021** 

10:00am - 12:00pm

## Welcome



Daniel R. Jeske, Vice Provost for Academic Personnel

# Icebreaker Introductions



# Leadership Series Program

#### **Overview & Preview**



Katina Napper, Assistant Vice Provost for Academic Personnel

**Purpose and Goals** 



Mariam Lam, Vice Chancellor & Chief Diversity Officer

**Expectations** 

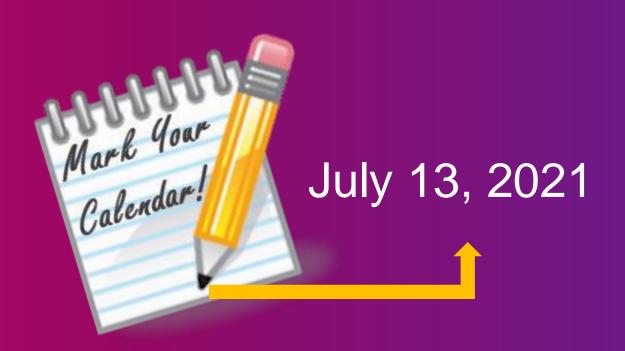


Lela Dennis, Director of Employee & Organizational Development Programs

#### **Timeframe & Registration**

- 4 Sessions (July 13, August 24, September 29, October 26)
- 2 options per session (10 -12pm or 1pm 3pm)
- Registration through LMS

#### **Departmental Operations**



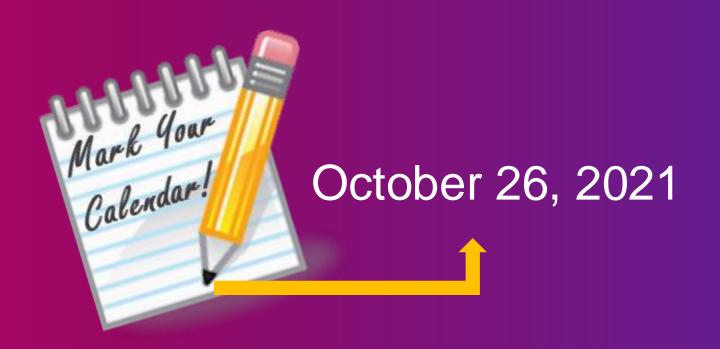
#### **Effective Communications**



#### **Resolving Conflict**



### **Leading & Representing**



# Transition to Group Activity



## **Break Out Group Activity**

Conflict Resolution

Scenario A

Moderator: Mariam Lam, Vice Chancellor & Chief Diversity Officer

Scenario B

Moderator: Nicholas Weston-Dawkes, Director Academic Policy & Employee Relations

Scenario C

Moderator: Katina Napper, Assistant Vice Provost

#### Scenario A

Graduate students Keisha and Kaitlyn are repeatedly asked by their department chair and graduate advisor to serve on several different diversity committees. At first, the graduate students were happy and excited to be part of the committees, which focused on increasing inclusivity.

However, after a while, they started to notice that no other graduate students were asked to join these committees, and they are the only two QTPOC students in the department. Other graduate students would be asked to serve on higher profile committees like the departmental Graduate Committee.

They raised these concerns with the Department Chair and Graduate Advisor, and for the next two years, are not invited to serve on any departmental committees at all, and are not prioritized by the department in any graduate fellowship competitions. They are concerned about this outcome.





What is occurring here? What should be done? Whom should they go to for guidance?

#### Scenario B

Professor Xavier wants to appoint a postdoctoral fellow in their lab within a week. The department staff analyst in charge of hiring informs Dr. Xavier and the faculty that it will take at least a couple weeks to clarify salary according to the postdoctoral labor contract.

Professor Xavier repeatedly pressures the staff employee three days in a row to get the new hire processed in the system so they can begin working in the lab as soon as possible, to which the staff member relents.

Three weeks later, the department chair is notified that the postdoctoral fellow has filed a grievance, because their salary pay is incorrect.

Questions for Discussion



What happened here? What should happen next?

#### Scenario C

Faculty member A and faculty member B have been engaged in a back and forth contentious email thread over the past two weeks on the departmental listserv.

The tension has spilled over into in-person faculty meetings and now affecting all departmental topic discussions.

Faculty member C comes to you as the Department Chair and insists, "This conflict is negatively affecting all of us in the department; you need to do something now."



Questions for Discussion

What is occurring here? What should be done? How should the Department Chair handle this situation?

# Questions & Answers

## Thank you!

#### Look forward to seeing you at the Leadership Sessions



**Session 1: July 13, 2021** 

**Session 2: August 24, 2021** 

Session 3: September 29, 2021

Session 4: October 26, 2021

There are two options for attending each session 10am-12pm or 1pm-3pm