

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

Session 1

Departmental Operations



July 13, 2021

Session 2

Effective Communications



August 24, 2021

Session 3

Resolving Conflict



September 29, 2021

Session 4

Leading & Representing



October 26, 2021

Transition to Group Activity



Daniel R. Jeske, Vice Provost for Academic Personnel

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.

Questions
for Discussion



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**