

Draft Implementation Plan for the 7 Recommendations(R) of the Joint Senate/Administration Task Force Report on Department Chairs(2008)

R1 Revision of the current incentives for Chairs and provision of additional resources:  
Academic Personnel will develop a compensation policy to ensure uniformity and fairness across the campus, taking into account the size/complexity of the unit and its budget. Compensation options will include stipends, summer salary, research support, and teaching release.

R2. Provision of formal training on those areas of performance for which the chair is responsible and in which he/she exercises authority. Provision of on-going training on development of leadership and management skills:

We will utilize the Department Chair Lunch bunches to provide on-going training. The meetings will be co-chaired by the VPAP and a department chair, who will take the lead on setting the agenda. The Quarterly department chair forums as well as new chair orientation will continue. A council of experienced former chairs will be established to provide "on call" advice. Support will be sought for attending national meetings of department chairs by discipline. Web resources for Chairs will be expanded to include a web manual and a working calendar will be provided.

R3. Appointment of chairs to be delegated to the dean's level.

This will be effective July 1, 2009

R4. Extension of the Chair's term from the current one-year term to three to five year terms.

This will be effective July, 1 2009. All Chair terms will start fresh, with either a 3, 4 or 5 year appointment. Academic Personnel will develop Chair appointment procedures.

R5. Start of term contracts and establishment of annual reports from the department chair to the dean.

Academic Personnel will develop appointment procedures that outline this. The Dean and the Chair should agree on a set of priorities for the term for which the Chair would report back on via the annual report.

R6. Establishment of an end of term formal evaluation, independent from the academic personnel review, for chairs considering re-appointment as chair.

The dean is responsible for administering the evaluation procedure that will be developed by Academic Personnel per APM 245-80. In the initial establishment phase, all who have currently served 5 years or more will need to undergo the 5 year review before being appointed into a 3 to 5 year term, July 1, 2009. This may occur concurrently with the first year of appointment. Thereafter, all 5 year reviews will commence at the start of the 5<sup>th</sup> year and will be completed by the end of winter quarter.

R7: Recognition and reward to the chair for improvements in the academic profile and in the overall development of the department.