

ADVANCE DC Meeting May 19 –20, 2005
Panel #7: Working with Department Chairs
Lynn Singer, PI, NSF-ADVANCE ACES grant
Case Western Reserve University

SUMMARY

The Academic Careers in Engineering and Science objectives for working with Department Chairs are two fold; securing “buy-in” for institutional change, and raising awareness of the day-to-day difficulties facing women faculty and propose strategies for change. The four initiatives we are using with the department chairs are coaching, mentoring, networking, and training & development

The leadership coaching component consists of 10-12 sessions of 1.5 hours each over a one-year period with an executive coach focusing on, among other things, academic leadership effectiveness, vision and goals, emotionally intelligent leadership, and providing a 360-degree emotional competence inventory and data analysis.

Training and development includes search committee training and workshops created at the suggestion of the chair for the department. Networking for chairs consists of a monthly lunch with all current and past ACES department chairs, during which problems and concerns are raised. The lunch is hosted, on alternate months, by one or more of the ACES PI's, and Provost John Anderson.

The mentoring activities begin with the chair attending a workshop where the roles and responsibilities of mentors and mentees are discussed, as well as how to develop mentoring skills and overcoming obstacles. The chairs invite the participation of the mentoring committees for women faculty.

The University of Washington summer leadership workshop proved useful to two of our chairs. They have since demonstrated a greater confidence level, greater ability to articulate departmental and NSF Advance program goals, better communication skills and generalized skills in faculty searches and policy changes to benefit their faculty.