Academic Leadership Program
2012-2013
Sponsored by the Provost’s Office

Purpose: Information, networking, and sharing of best practices, using “local experts” as guides to the many roles of the Department Chair and similar roles across the University.

Format: Six breakfast sessions, 2 hours long (8-10 a.m.) Expert panels of experienced chairs, changing across sessions, will discuss their experience and participate in Q&A. Venues will rotate between Homewood and East Baltimore.

Fall 2012

Session 1. Chairs and others in similar roles as leaders in the University (September 20, 2012)
- Provost: Leadership challenges and rewards
- Experienced Chair Panel: What I wish I had known before I became Chair.
- Experienced Chair Panel: Focus on the main roles of the Chair/academic leader.

- General Counsel
- Provost office structure; areas of responsibility (e.g. graduate programs, research, faculty, international, undergraduate student affairs)
- Office of Institutional Equity
- Doctor of Philosophy Board
- Finance
- HR

Session 3. Developing a vision for one’s department/division (November 13, 2012)
Experienced panel discusses:
- What is a departmental vision? How does one set priorities?
- Kinds of change: faculty, graduate program, undergrad curriculum
- Setting goals: SMART (specific, measurable, attainable, realistic, timely)
- Negotiating with the Dean to strengthen the department
- Three biggest challenges
- Three best examples of moving towards change

Session 4. Negotiation and conflict resolution (December 11, 2012)
- General counsel
- Negotiation and conflict management-- expert speakers

Spring 2013

Session 5. Faculty development (February 5, 2013)
Experienced panel discusses:
- What is faculty quality? How do we know it when we see it?
- Recruitment and retention of the best faculty
- Diversifying the faculty (postdoctoral, junior, senior positions)
- The faculty life-cycle (cv checks, annual evaluations, promotion, retirement)

Session 6. Mentoring faculty: different approaches, systems across schools (March 5, 2013)
- Panelists from several schools discuss mentoring programs