

**DEPARTMENT CHAIR
LEADERSHIP ACADEMY**

MARSHALL UNIVERSITY

**22-23
COHORT**



ACADEMIC AFFAIRS



DEPARTMENT CHAIR LEADERSHIP ACADEMY

WELCOME



Dr. Avi Mukherjee
Provost and
Senior Vice President
mukherjeea@marshall.edu

Welcome to the Department Chair Leadership Academy (DCLA) offered by Marshall University (MU) and its Division of Academic Affairs (AA). DCLA is a commitment of MU to professional development of one of the most important, essential and significant members of the University leadership – Academic Department Chairs. Chairs manage a variety of academic disciplines and programs, and work with all faculty and students in the department. Chairs represent their faculty colleagues to the administration and the administration to the faculty. Chairs speak for the department to the college and university community, serving as a channel of communication on program, personnel, and budget matters. Chairs encourage and foster excellence in research, scholarship, creative discovery, teaching, and professional and university service. Chairs also provide crucial leadership in implementing the University's strategic vision and its commitment to diversity and inclusion and a positive campus climate. Simply put, no university can succeed without informed, empowered, innovative and engaged department chairs who champion the broader university goals, collaborate to innovate and discover the best practices, and then foster excellence in their own academic unit for long-term success.

We have a wonderful program that will feature sessions with Presidents, Provosts, VPs, Deans and Chairs representing Marshall and a variety of other institutions. And I want to extend a sincere note of gratitude to EAB for sponsoring this academy. As you know, EAB is a world leader in higher education analytics and strategies, and has been a long-time partner for MU. Thanks to Simone Williams and Kurtis Hagans from EAB for enabling this collaboration.

Most importantly, this program would not have been brought to fruition without the tremendous work by our Chair of Chairs Council, Dr. Allison Carey, who has worked very closely with me on this project over the past six months. Dr. Carey has worked tirelessly to solicit ideas from everyone, benchmark with peer institutions and brainstorm with all stakeholders. Thank you, Dr. Carey!



Dr. Allison Carey, Chair
Council of Chairs
careya@marshall.edu

Dear Colleagues,

Welcome to our second Department Chair Leadership Academy at Marshall University!

I'm pleased that we can offer this opportunity again to department chairs and program directors. Last year, when Dr. Mukherjee initially suggested that we design a leadership program for department chairs, I was heartened and relieved. As you know, becoming a department chair can feel like being thrown into the deep end of a swimming pool, but this workshop is intended to support you in your work and encourage you as you move through the challenges ahead.

Our speakers will include leaders—university presidents, provosts, deans—who know from experience what a department chair faces. We will also hear from colleagues—from Marshall University and beyond—whose expertise in data analytics, research, and diversity will inform us in guiding our programs.

I look forward to working with you and learning from you this semester, as we all strive to become stronger leaders of and advocates for our departments.

DEPARTMENT CHAIR LEADERSHIP ACADEMY

OVERVIEW

PROGRAM DESCRIPTION:

The Department Chair Leadership Academy is a one-semester workshop series, offering department chairs opportunities and resources to build their leadership capacity and enhance their understanding of the latest trends in higher education leadership and strategic priorities of Marshall University.

WHO?

Members of this cohort were selected in consultation with the Deans' Council, resulting in a cohort of 12 department chairs with representation from colleges and schools from all across the university, including the medical school, and a mix of newer and more experienced department chairs. Although participation is not required, it is hoped that all department chairs will take advantage of this professional development this year or in an upcoming offering.

PROGRAM OUTCOMES: PARTICIPANTS WILL...

- Build their leadership skills
- Learn about the chair's role and duties, including how that position fits within the larger structures of the institution
- Focus on common challenges that chairs face while building troubleshooting strategies
- Build a professional network that includes chairs from other units and personnel from across campus

DELIVERABLES:

Smaller cohorts will work together to develop solutions and produce resources. These might include:

- A handbook for new (and experienced) department chairs
- A recommendation for solutions to a common, persistent problem for department chairs
- A wish-list of future training for department chairs and new department chairs

LONG-TERM:

After the conclusion of this semester, each participant will identify one leadership challenge or departmental bottleneck they'd like to address. With guidance from a mentor, they'll look into this issue and present their results and proposed solutions to the Fall 2023 cohort of DCLA.

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SCHEDULE

Friday, August 26, 12-2 PM – (program kick-off and luncheon, Drinko 402)

- Introductions of the members of the 2022-23 Cohort
- Welcome remarks from Dr. Carey, Provost Mukherjee, and Kurtis Hagans (from the program sponsor, EAB)
- Panel of 2021-22 DCLA Alumni: Dr. Alfred Akinsete, Chair, Department of Mathematics, College of Science; Prof. Pam Holland, Chair, Department of Communications Disorders, College of Health Professions; Dr. Debra Lockwood, Director, Special Education Program, College of Education and Professional Development
- Strategic planning & identification of priorities in cohort teams

Friday, September 9, 12-2 PM – (virtual, Teams)

- A panel of Marshall University Deans (Archambault, Bookwalter) on “Promoting Your College & Department” (moderated by Dr. Nancy Lankton)
 - Dr. John Maher, Vice President for Research and Executive Director of the Marshall University Research Corporation, on “Research & Grants.”
 - Mr. Kurtis Hagans, EAB, on “The Changing Higher Ed Landscape and Data-Informed Decision Making.”

Friday, September 23, 12-2 PM – Experimental Theatre in the Joan C. Edwards Playhouse

- Topic: Design Thinking training
- Speakers:
 - Dave Zasada, Vice President of Education and Corporate Social Responsibility, Intuit
 - Ben Eng, Director of iCenter and Associate Professor of Marketing and Entrepreneurship, Marshall University
 - Paige Leonard, Assistant Director of iCenter, Marshall University

Friday, October 7, 12-2 PM – (virtual, Teams)

- Topic: Leadership and Human Awareness
- Speakers:
 - Dr. Jerry Gilbert, Former President, Marshall University
 - Dr. Angi Elsea Bourgeois, Dean, College of Architecture, Art and Design, Mississippi State University
 - Dr. Gregory Dunaway, Dean, Eberly College of Arts and Sciences, West Virginia University
- Topic: Promoting Your College & Department)
- Speaker:
 - Dr. Ron G. Area, CEO and Senior Vice President, Marshall University Foundation

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SCHEDULE

Friday, October 21, 12-2 PM – (virtual, Teams)

Session Theme: The Changing Landscape of Higher Education and the Role of Strategic Planning

Speakers:

- Dr. Sally Mason, President Emerita of the University of Iowa
- Dr. Beverly Warren, President Emerita of Kent State University
- Dr. Heather Coltman, Provost & Senior Vice President for Academic Affairs, James Madison University

Friday, November 4, 12-2 PM - Shawkey Room, Memorial Student Center

Session Theme: Honoring our Past and Embracing our Future

Speakers:

- President Brad D. Smith, Marshall University
- Panel of Marshall University Assistant Provosts: Dr. Cicero Fain, Dr. Carl Mummert, Dr. Zelideth Rivas, Dr. Julia Spears
- Panel of Retired Marshall University Administrators: Dr. Corley Dennison, Dr. Dan Holbrook, Dr. Nicola LoCascio

Friday, December 2, 12-2 PM – (virtual, Teams)

Session Theme: Roles and Responsibilities of the Chair at Marshall University

Speakers:

- Dr. Randall Brumfield, Vice Chancellor for Academic Affairs, West Virginia Higher Education Policy Commission
- Ms. Jodie Penrod, Chief Information Officer, Marshall University
- Mr. Matt Tidd, Chief Financial Officer, Marshall University

Friday, January 13, 12-2 PM – Shawkey Dining Room, Memorial Student Center

Project Showcase & Closing Luncheon

Program Graduation & Recognitions

Distinguished Guests: EAB Consultant Kurtis Hagans, Provost Dr. Avi Mukherjee, Academic Deans, Dr. Ben Eng, Dr. Ron Area, Dr. John Maher, and DCLA Alumni

DEPARTMENT CHAIR LEADERSHIP ACADEMY

2022-23 COHORT

- Dr. Lanai Jennings, Program Director and Associate Professor, School Psychology | College of Education and Professional Development
- Dr. Raj K. Khanna, Professor and Chair, Department of Dentistry and Oral & Maxillofacial Surgery | Marshall University School of Medicine
- Dr. Derrick Kolling, Chair, Department of Chemistry | College of Science
- Dr. Suzanne Konz, Program Director of Biomechanics | College of Health Professions
- Dr. Jonathan Lent, Program Director of Counseling | College of Education and Professional Development
- Dr. Kimberly McFall, Program Director, Graduate Curriculum & Instruction | College of Education & Professional Development
- Dr. Que Huong Nguyen, Chair, Department of Physics | College of Science
- Dr. Brittany Riley, Director of Objective Structured Clinical Examinations and Associate Professor, Department of Pharmacy Practice, Administration and Research | School of Pharmacy
- Prof. Angie Strait, Chair, Library Faculty Organization| Collection & Resource Management Librarian | University Libraries
- Dr. Paulus Wahjudi, Chair and Professor, Department of Computer Sciences and Electrical Engineering | College of Engineering and Computer Sciences
- Dr. Mark Zanter, Interim Director, School of Art and Design; Professor of Music, School of Music | College of Arts and Media
- Dr. Shaorong Zhang, Chair, Department of Finance, Economics, and International Business | Lewis College of Business



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The Department Chair Leadership Academy is sponsored by:



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