

Program Overview

This program, offered by the Office of Academic Affairs, is for new chairs at Ohio State and is designed to help explore best practices in leading departments. The program objectives are to increase the ability of new department chairs to:

- Collaborate and build effective relationships
- Communicate with key stakeholders and interact effectively with administration
- Develop and retain faculty and staff
- Embrace and effectively lead change
- Optimally deploy people, space and money

Additionally, the program facilitates ongoing collegial exchanges with other chairs and leaders so as to build a network of contacts and resources. Participants will engage in discussions, exercises, and simulations on key issues facing chairs at Ohio State today.

Program Elements

The program elements include workshops lead primarily by Vice Provosts, a cohort experience to build community, individualized coaching support, and contact with key college and university partners to access administrative resources.

OAA Workshops

These workshops are designed to provide information, tools and contacts related to managing the department and the people in it, as well as navigating relevant university processes. The preliminary topics include:

- The Life of a Chair
- Promotion and Tenure
- Searches and Diversity
- Strategic Planning
- Budget and Compensation

Cohort Experience

These sessions are intended to support new chairs in developing leader relationships throughout the university as well as provide a supportive network of colleagues to benefit each chair in being an effective leader. The preliminary topics include:

- Networking Luncheon with the Provost
- Communicating for Understanding
- Building Trust
- Influencing Others
- Conflict & Difficult Dialogue
- Networking Luncheon & Celebration with the President

Coaching Support

Coaching aims to accelerate a chair's transition into the new role, align with college and university priorities and generate forward movement. A coach will be offered to each new department chair and is available to meet one-on-one, for confidential chair-driven dialogue aimed at laying the foundation for ensuring their success.

The College and the Dean

Each college provides support to help new chairs get up to speed on administrative resources (fiscal, HR, legal/compliance, grant support, etc.), advancement resources (fundraising and development, special events, communication and alumni relations), as well as enrollment management, curriculum management and scheduling. New chairs can expect support and guidance from associate deans, fiscal and HR professionals, college advancement and/or communications staff, college facilities staff, in addition to other staff and faculty. Each Dean provides strategic guidance, performance expectations as well as counsel on navigating the university and direction in accessing college resources.

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3. Develop and **retain faculty** and staff.
4. Embrace and effectively **lead change**.
5. **Optimally deploy** people, space and money.