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Slides for sessions on:

- New Chairs
- Equity, diversity, inclusion
- Assessment of online teaching/learning

My Tips for New Chairs

- Keep diversity and equity issues top of mind (tomorrow's session)
- ASAP: Identify the most significant problems/issues facing your department.
 - Don't rely on the perspectives of senior faculty
 - Seek input from contingent faculty, TA's, tech staff, admin/coordinators,
- Identify things that are going well in your department (handy bragging points).
 - For my dept: successful faculty recruitment, strong faculty research, high URM graduation rates, excellent student evals of contingent faculty
 - For you: e.g placement of grads into PhD programs, student research, awards & prizes

Pay extra attention to non-tenure-line faculty

- They are easy to overlook
- They are grossly underpaid for the work they do
- They have limited career development opportunities
- They appreciate when you ask for their input on department issues
- They appreciate thoughtful feedback and evaluations

Make sure they know they are valued colleagues!

More tips

- Survey faculty, students and staff to get feedback of what issues and problems they face, and what is going well for them. (This is 1st step of the strategic planning process.)
- Have a list of everyone in your department: tenure-track, admin/tech staff, TA's, contingent faculty. Post where you see it regularly. Make sure to meet everyone personally ASAP, even if just to say hi.
- Try to keep up with your grads: where are they and what are they doing.
- Celebrate accomplishments of students and faculty (particularly contingent faculty). Establish department awards, if none exist.