

New Deans and Chairs Workshop

Middle Georgia State University, Macon, Georgia

July 17-18, 2023



Day 1: Session		Facilitators
July 17, 2023		
9 – 10 AM	Breakfast	
10 – 10:40 AM	<p>Welcome</p> <p>USG Education 101: Structure of Public Higher Education in Georgia</p> <p>This session provides an overview of the structure of public higher education in Georgia, including the roles and responsibilities of the Board of Regents, the University System of Georgia, and individual institutions. Participants will gain an understanding of the governance structure and decision-making processes that shape the state's public higher education landscape.</p>	<p>Dana Nichols, Vice Chancellor for Academic Affairs</p>
10:45 – 10:50 AM	Break	
10:50 AM – 11:40 AM	<p>Creating an Academic Department Vision: Processes, Challenges, Rewards</p> <p>Deans and Chairs are expected to lead academic units by managing numerous aspects of the academic enterprise. This session will focus on the process of creating a department vision that is inclusive by engaging various stakeholders while considering the university/college strategic plan and other institutional initiatives.</p>	<p>Costas Spirou, Provost and VPAA, Georgia College & State University</p>
11:40 AM – 12 PM	Technology break	
12 – 1:15 PM	<p>Lunch</p> <p>Leading with Integrity</p> <p>New Deans and Chairs often find themselves straddling two worlds – still connected as peers with faculty, but also a representative of the institution as a whole. The new responsibilities and perspectives for new administrators can lead to a hard to resolve tension. This session will explore the ways to bridge these roles and dive deep into some of the challenges that can arise.</p>	<p>John Fuchko, Interim President Dalton State College</p>
1:15 – 1:50	<p>A Year in the Life of a Dean or Department Chair</p> <p>So, you're a chair or a dean? But what does that really mean. This session will look at the "regular and ordinary" tasks and the cycle of the year, and how to get to know that pattern on your campus.</p>	<p>Jason Christian, Dean, School of STEM, Georgia Highlands College David Newton, Senior Fellow for Student Success, University of West Georgia</p>

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2:00– 2:45 PM	<p>Beyond the Job Description: <i>I need to do what?</i> <i>In this session, participants will break into two groups based on their role. Panelists will share their experiences, and participants will be able to anonymously ask questions of the panelists.</i></p> <p>Breakout Groups:</p> <p>Deans (Room211) <i>Facilitated by Jason Christian, Dean of School of STEM, Georgia Highlands College</i></p> <p>Department Chairs (Room 212) <i>Facilitated by David Newton, Senior Fellow for Student Success, University of West Georgia</i></p>	<p>Panelists: Rodney Lyn, Dean, School of Public Health, Georgia State University Tara Underwood, Dean, School of Health Sciences, Middle Georgia State University</p> <p>Timothy Schroer, Chair of the Department of General Education, University of West Georgia Joy Hambrick, Chair, Business and Professional Studies, Georgia Highlands College</p>
2:45 – 3 PM	Break	
3:00 – 4 PM	<p>Balancing the Books: Techniques for Smart Resource Management</p> <p>Panelists will explore strategies for optimizing budgets and resources within academic departments and share insights on how to make the most of limited resources while maintaining the quality of education and research programs.</p>	<p>Panelists: Haley Henderson, Budget & Policy Analyst University System of Georgia Lydia Watkins, Dean of Nursing and Health Sciences, College of Coastal Georgia Mary Wearn, Dean of the School of Arts & Letters, Middle Georgia State University Beth Myers, Chair, School of Human Ecology, Georgia Southern University Sumanth Yenduri, Dean, College of Computing and Software Engineering, Kennesaw State University</p>
4-4:45 PM	<p>The METRICS dashboard</p> <p>This session will provide an overview of the Academic Affairs METRICS dashboard. The dashboard is a tool to support sensemaking within our communities. It gives a broad overview on some of the most important components of student success while enabling that view to be specific down to the program or course level, where the on-ground action takes place. The dashboard covers information about student major changes, enrollment, course grade outcomes, student persistence, how many credit hours students attempt each semester, completion rates, and institutional strategies.</p>	<p>Michael Rothlisberger, Assistant Vice Chancellor of Academic Strategy & Analytics, University System of Georgia</p>

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Day 2: Session		Facilitators
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8 – 9 AM	Breakfast	
9 – 9:50 AM	<p>Maintaining Integrity in the Faculty Hiring, Evaluations, Promotion, and Tenure Process</p> <p>Participants will gain insights into ethical best practices and legal requirements to ensure fairness and transparency in these crucial areas of academic administration.</p>	<p>Steffanie Morrison, <i>Assistant Vice Chancellor, Office of Legal Affairs</i></p> <p>Quint Hill, <i>Assistant Vice Chancellor Administration & USO HR Director Human Resources</i></p>
9:50 – 10 AM	Break	
10 – 10:50 AM	<p>Tough Conversations</p> <p>Tough conversations are often avoided for many reasons. For example, we might not want to make someone upset, we aren't convinced the conversation will change behavior, or we don't feel confident in our skills to navigate the conversation. In this session we will explore how you can approach a challenging discussion with more confidence and discuss strategies you can use while in these conversations.</p>	<p>Wendi Jenkins, <i>Assistant Vice Chancellor, Leadership and Institutional Development</i></p> <p>Traci Stromie, <i>Leadership and Institutional Development Manager</i></p>
10:50 – 11 AM	Break	
11 – 12 PM	<p>Career and Life Planning: Work/life Balance</p> <p>This interactive workshop will address an issue that impacts many deans and department chairs: career and life planning. Dr. MacKinnon has been leading these workshops for almost 25 years, helping many with their work-life harmony and both personal and professional fulfillment. Participants will leave with a start to their own career and life plan.</p>	<p>Neil MacKinnon, <i>Provost and Executive Vice President for Academic Affairs, Augusta University</i></p>
12 – 1 PM	Lunch and Table Conversation	
1:00 – 2:00 PM	<p>Putting it All Together</p> <p>As you move ahead into your new role, this session will focus on supporting you in your plans for how to make the most of your position. In this session, you will develop a small community of support from across the state, engage in a conversation about your plans, and shape out some concrete steps for the next few months and beyond.</p>	<p>Jonathan Watts Hull, <i>Associate Vice Chancellor for Student and Faculty Success, University System of Georgia</i></p>
2:00 – 2:45 PM	What's next?	