

Author(s)	Title	Audience	Core Topic	Abstract
<b>THURSDAY, FEBRUARY 6</b>				
<b>INTERACTIVE WORKSHOPS - Session #1</b>		<b>10:15am-11:45am (Thu)</b>		
Christine Tina Chasek, Tami Williams, Beth Leaders Jannsen and Kelly Gomez Johnson	Authentic Leadership in Higher Education: Uncovering Your Unique Style	Both	Professional Development - Developing Your Leadership Style	In today's changing academic environment, leadership is not one-size-fits-all. Standard leadership models do not "fit" academic settings or help academic leaders develop their own authentic leadership style. Using case studies centered on "leadership agility training", attendees will leave with actionable strategies to enhance their own authentic leadership style.
Tara Hobson, Megan Palmer, Krista Longtin and Matthew Holley	Academic Leadership: Fostering Faculty Growth and Retention	Both	Department Leadership - Faculty Recruitment, Retention and Mentoring	Discover strategies aimed to retain faculty in this hands-on workshop. Participants will engage in exercises and use a case study to develop retention strategies that foster a culture of growth and support within academic departments.
Craig Hlavac	Building Trusting Relationships in Academic Departments	Both	Culture, Climate and Conflict - Fostering Positive and Productive Relationships	Chairpersons must work with many stakeholders to achieve departmental goals. Those who authentically engage with collaborators will succeed more frequently than those who rely on positional authority. This workshop will discuss strategies for building trust with faculty, administrators, students, and others. Active participation in discussions and scenario-based activities is encouraged.
Tammy Gocial and Sarah Westfall	Using Coaching Skills to Lead and Manage Faculty Colleagues	Both	Department Leadership - Faculty Recruitment, Retention and Mentoring	Higher education is facing significant demands from multiple stakeholders. Academic chairs must engage and lead faculty whose expectations for their time may be at odds with these demands. This interactive workshop offers, and gives chairs an opportunity to practice, coaching strategies for leading and mentoring faculty in this new environment.
Anne Schmitz, Renee Surdick and Marya Wilson	Lead Your Team's Strategic Charge: A Workshop for Chairs	Both	Department Leadership - Strategic Planning/SWOT Analysis and Action Planning	Learn how to build a collaborative strategic plan with your department. This interactive workshop equips you with core activities for facilitating the development of a departmental or team plan. Learn to brainstorm, conduct a SWOT analysis, and develop action plans to achieve your department's shared vision.
Domenick Pinto	Effective Communications in Academia: Do's and Don'ts	New Chairs	Culture, Climate and Conflict - Communication	In academia, as in every other aspect of life EFFECTIVE communication is a key skill. It can effectively make the difference between success and failure and in many cases raises one's profile considerably in our lives. This workshop will provide various scenarios of effective and not so effective communication.

**LUNCH ROUNDTABLES 12:15pm-12:45pm (Thu)**

Christy Moran Craft	Ideas for Faculty Annual Evaluation Procedures	New Chairs	Culture, Climate and Conflict - Faculty Evaluations	In this session, participants will discuss ideas for faculty annual evaluation procedures. Data from 52 departmental bylaws at one university will inform this discussion. Information about who is involved in evaluating faculty, what documents are submitted for review, and how such reviews occur will be discussed.
Daniel Robinson	Rethinking the Rhetoric of "Non-Traditional"	Both	Emerging Trends in Higher Education - Describing the Learners of Tomorrow	In this session, I invite participants to think through the use the phrase "non-traditional" in higher education to describe students who have certain characteristics. This is a brainstorming session to discern alternative and affirmative phrases to describe the learners of tomorrow.
Evelina Lapierre and Manyiu Tse	A Chairperson's Guide in Hiring and Retaining Adjunct Instructors	Both	Department Leadership - Adjunct Faculty	Nearly every college or university utilizes adjunct instructors. It can be one of the most time consuming and frustrating part of the job of chairperson. Two chairpersons from different institutions will share their best practices in hiring, on-boarding, mentoring, evaluating, and retaining adjunct (part-time) instructors.
Kenneth Mullins	The first year as a Department Chair	New Chairs	Department Leadership - The Basics for New Chairs	What is it like to become a department chair for the first time. Participants will learn what its like to run a meeting, how to learn how to deal with faculty, how to deal with administration, and issues that will come up during your first year like evaluation of faculty.
Tim Oldakowski	Ten Tips for Successful First-Time Chairs	New Chairs	Department Leadership - General	My first year as chair was intimidating, but I let go of my fear and applied a "can do it" approach and courageously took the lead. In this session I will share ten successes I had in terms of leadership, recruitment and retention, and student successes.
Veda Womack and Cheryl Thaxton	Boosting Faculty Well-being: Key Drivers and Effective Solutions	Both	Emerging Trends in Higher Education - Supporting Mental Health	Faculty well-being is often aligned with physical, mental, social, spiritual, and financial. Lack of attention to faculty well-being can impact rates of burnout, attrition, and productivity. This presentation seeks to identify causality and develop methods to improve overall faculty well-being.
Aaron Durst	Addressing Individual Student Challenges to Advance Student Success	Both	Culture, Climate and Conflict - Addressing Student Challenges	Instructors are noting that more students are arriving with mental and physical challenges to their learning. As chairs, it is incumbent we help our instructors find strategies and approaches to meet the needs of these students to help them find success in their educational pathways.

**LUNCH ROUNDTABLES (continued) 12:15pm-12:45pm (Thu)**

Harriet Watkins and Jacquelyn Cato	The Power of Academic Coaching: Strategies to Improve Student Retention	Both	Department Leadership - Improving Student Retention	As academic leaders, it is imperative to implement effective retention strategies that ensure students remain engaged and complete their courses – yet these strategies must also align with budgetary constraints and be cost-effective. There is a crucial, yet underutilized factor that can significantly enhance student persistence and improve completion rates.
Steven Stofferahn	Coming Full Circle: Benefits of Alumni Engagement for Academic Departments	Both	Department Leadership - Alumni Engagement	Effective alumni engagement offers great potential benefits. Hear how one department implemented a three-year survey, and how it has positively impacted both students and faculty.
Laura Lorentzen, Heather Stokes-Huby and Claire Mulry	Science/Clinical Department Chairperson Role in a Transitioning Environment	Both	Department Leadership - Common Challenges and Best Practices	Presenters from science and clinical departments will share unique challenges of being a Chairperson. The workshop will explore common issues faced by STEM Chairpersons and will encourage participants to share their own experiences for commentary validation in order to create best working practices.

**BEST PRACTICE PRESENTATIONS - Session #1 1:15pm - 2:00pm (Thu)**

Great River Learning	<i>Sponsor Session</i> - Innovative Publishing and OER Solutions: GRL's Custom Approach and Courseware Platform	Both	Professional Development - Publishing	<i>Sponsor Session</i> - Explore Great River Learning's two-fold approach to transforming educational content: a proven publishing model that delivers cost-effective, engaging, custom-built materials while generating departmental revenue, and our dynamic Courseware platform for hosting, curating, and enhancing OER. Discover how GRL empowers educators and departments with multimedia integration, instructional design, and analytics to drive student engagement and success.
Jerry Schnepf	Thriving in an AI-Enriched University: Best Practices for Faculty Success	Both	Emerging Trends in Education - AI for the Department Chair	This presentation addresses the challenges and opportunities faculty face in the AI-enriched university. It offers practical strategies for managing AI's growing presence in academia, ensuring faculty remain effective and not overwhelmed. Attendees will learn best practices for supporting faculty as AI continues to shape higher education.
Amy O'Dell and Kelli Styron	Influencing Up: How to Build a Better Working Relationship with your Dean	Both	Culture, Climate and Conflict - Working with your Dean	Cultivating a harmonious and productive relationship with one's dean is crucial for personal growth and program success. This presentation explores innovative techniques to strengthen and reinforce the professional relationships you have with fellow faculty and administrators to cultivate positive interactions with upper administration and better position oneself for advancement.
Julia Waity and Jacquelyn Lee	Counter-cultural Strategies for Leaders Craving Meaningful Work, Connection, and Well-Being	Both	Emerging Trends in Higher Education - Supporting Mental Health	In this session, we present a peer-mentoring model designed to address common leadership challenges resulting from time constraints as well as limited leadership training and emotional support. Grounded in the process of emotional agility, the model integrates principles of essentialism, the practice of deep work, and the science of habits.
Teresa Sosa and Amol Prakash	Inclusive Practices in Faculty Search Committee Trainings	Both	Department Leadership - Equitable Hiring Practices	This session, led by Dr. Teresa Sosa, highlights how Indiana University Indianapolis implemented faculty search committee training to enhance diversity and reduce bias. Attendees will gain practical tools, including survey data analysis, rubrics, and inclusive job postings, to improve equitable hiring practices at their own institutions.
Matthew Clay and Chris Jochum	Supporting Top Performing Faculty: Creating a Culture of Innovation and Initiative	Both	Department Leadership - Faculty Recruitment, Retention and Mentoring	In this presentation, a faculty member and their department chair will transparently discuss the support needs and culture which can empower top performing faculty to develop as professionals and individuals beyond expectations in a way that encourages retention and continued professional engagement within the department.

**BEST PRACTICE PRESENTATIONS - Session #2 2:15pm - 3:00pm (Thu)**

Amanda Bozack and Tamara Wallace	Accountability and the perils of faculty grievance	Both	Culture, Climate and Conflict - Developing a Culture of Accountability	Faculty who are underperforming or engaging in challenging behaviors should be held accountable, yet the risks for doing so are high for department leaders. Decisions can be appealed, grievances filed, and lawsuits initiated. This session focuses on strategies leaders can use to successfully uphold faculty accountability.
Scott Smith	Planning Program Growth: Transitioning On-Ground Experiential Learning Programs to Online	Both	Emerging Trends in Higher Education - Transitioning programs to online	How can a traditional on-ground experiential-learning program, such as a culinary arts program, be transformed into a fully online asynchronous one? Discover how this transition was accomplished along with the experiences gained. Attendees will learn how the model for transitioning programs can be applied to their academic programs.
Margaret Ferguson, Kathleen Grove and Pratibha Varma-Nelson	Development of Female Leaders and Expanded Gender Diversity on Campus	Both	Professional Development - Women Leadership in Higher Ed	Join a former department chair, now a Senior Associate Vice Chancellor, to discuss her journey through the leadership ranks from professor to senior administrator. She will be joined by a PI on the recent IUI ADVANCE grant which sought to promote inclusive leadership practices, including the advancement of women.
Kerri Richardson and Kelly Wester	Strategic Navigation: Anticipating Change, Vision, Innovation, & Collaboration	Both	Emerging Trends in Higher Education - Considering Workforce Demands	Department chairs in professional programs are often faced with changes coupled with workforce demands. Anticipating such demands in collaborative ways can make a difference. We offer two examples of how we anticipated and addressed challenges at our university in hopes that attendees can apply such strategies in their own programs.
Jennifer Fix, Cynthia Carroll and Cheryl Thaxton	Calling Out Interprofessional Collaboration In Internships/Practicums	Both	Emerging Trends in Higher Education - Building Interdisciplinary Programs	Objectives: discuss ways to model effective teamwork between didactic education and experiential practice, describe the necessary skills and knowledge for experiential supervisors to recognize and call out interprofessional collaboration, and identify how to fill the interprofessional education (IPE) practice gap and reduce the disconnect between learning institutions, communities, and students.
Annie Liner	Navigating Tenure: Helping junior faculty avoid the common pitfalls and achieving tenure	Both	Department Leadership - Adunct/Junior Faculty	The workshop will present participants with scenarios that junior faculty experience during their entry into professorship. Participants will generate solutions to teaching challenges, service overload, and failed scholarship. During wrap-up, recommendations on how chairs can address the common pitfalls and challenges that their junior faculty might face will be provided.

**INTERACTIVE WORKSHOPS - Session #2      3:30pm - 5:00pm (Thu)**

Susan Hildebrandt, Anne Medlock and Rose Olson-Long	Women Supporting Women as Leaders: Navigating Expectations, Intersectionality, and Self-Care	Both	Professional Development - Women Leadership in Higher Ed	Leading as a female-presenting administrator involves unique challenges due to intersectionality and greater expectations. This workshop will focus on enhancing leadership skills, establishing boundaries, and practicing self-care. Participants will engage in small group discussions, peer mentoring, and community support to navigate their roles more effectively.
Christian Hansen	A Chairpersons Guide to Managing Time and Stress	New Chairs	Department Leadership - Time and Stress Management	In this interactive workshop we discuss time and stress management specifically from the perspective of a department chairperson responsible for leading an academic department through numerous internal and external challenges. The focus will be on practical strategies for effective use of time, at the personal as well as departmental level.
Chris Jochum	Leadership is a Day Job: A Practical Approach to Professional Development	Both	Professional Development	Participants will engage in practical activities and discussions designed to emphasize the daily commitment required to be an effective leader, explore their leadership philosophy and influences, and identify daily habits and critical questions. By the end, participants will have a personalized professional development plan tailored to their unique leadership goals.
Kristi Haik and Craig Hlavac	Fundraising Essentials for Chairpersons	New Chairs	Department Leadership - Fundraising	Fundraising is quickly becoming a requirement of academic leaders. This session will help participants develop essential fundraising skills, including crafting compelling messages, cultivating relationships with alumni and prospective donors, establishing an advisory board, and developing a culture of philanthropy. Participants will work through scenarios and develop a basic fundraising plan.
Krista Longtin, Tara Hobson, Matthew Holley and Megan Palmer	Strategic Planning in Four Steps: From Engagement to Transformative Outcomes	Both	Department Leadership - Strategic Planning/Specific Steps	Department chairs are uniquely situated to impact educational outcomes by creating strategic plans that are transformative, actionable, and institutionally-aligned. In this hands-on workshop, we will lead participants through a proven four-step strategic planning process, ensuring attendees are well-prepared to engage faculty and constituents to implement their own successful plans.
Sarah Westfall and Tammy Gocial	Managing Up and Around: Achieving Goals through Effective Anticipation	Both	Culture, Climate and Conflict - Leading Through Challenges	Chairs navigate a wide variety of institutional relationships. Anticipating relevant issues in the context of others' work and practical planning for leading through challenges to develop and maintain these relationships is the focus of this session.

**FRIDAY, FEBRUARY 7**

**BEST PRACTICE PRESENTATIONS - Session #3 9:45am-10:30am (Fri)**

Brigitte Vittrup	So you want to be Dean? Key leadership skills to help the transition from Chair to Dean	Experienced Chairs	Professional Development - Advancing from Chair to Dean	Learn about leadership skills and experiences that help prepare for an administrator position, including time management, communication, strategic planning, budget oversight, and conflict resolution. The session will include insights on work with administrators, relationships with faculty and staff, trust building, community partnerships, and navigating the “politics” of academia.
Denise Bullock	Creating a Strategic Plan for your Program	New Chairs	Department Leadership - Strategic Planning Approaches	The session will feature four strategic planning approaches, each with different goals and timelines. I will highlight the pros and cons of each. Participants will complete guided exercises in small groups based on these planning methods. Those new to strategic planning or looking for new strategies are encouraged to attend.
Kristi Haik and Craig Hlavac	Beyond the Basics: Strategic Fundraising Approaches for Academic Leaders	Both	Department Leadership - Fundraising	This advanced session is designed for academic leaders with prior fundraising experience. Focused on donor cultivation and stewardship, navigating donor agreements, effective donor communication, and building effective relationships with development staff, participants will leave with insights into more complex fundraising strategies.
Christy Moran Craft	Supporting Faculty who are Working with Challenging Students...and Vice Versa	New Chairs	Culture, Climate and Conflict - Mediating Interpersonal Conflict	Department chairs are sometimes called upon to address challenging situations between the faculty and students within their departments. The purpose of this session is to discuss case studies of such situations to provide ideas for how to best resolve them while respecting all involved.
Jill Allison Kern	Creating Assessable Learning Outcomes for Your Programs	Both	Department Leadership - Assessment	Accrediting bodies require degree programs to assess student learning. Ensuring that assessment takes place is among chairpersons’ responsibilities. Few embrace it, however, because they haven’t been taught how to conduct effective assessment. Session participants will learn how to write meaningful student learning outcomes that can improve their programs’ educational quality.

**INTERACTIVE WORKSHOPS - Session #3      11:00am - 12:30pm (Fri)**

Stephen Pyle, David Line and Jeff Youngquist	New and Former Chairs Working Together to Strengthen Their Department	Both	Culture, Climate and Conflict - Relationships Between New and Former Chairs	The fit of a former chair into a department will determine if they are a resource or a problem. This interactive workshop will help new and former chairs better understand each other's needs and will provide guidance on how to capitalize on this unique relationship within higher education.
Kerry Peterson	Creating an authentic self-care plan	Both	Professional Development - Women Leadership in Higher Ed/Self-care	Women in leadership roles are particularly susceptible to burnout. Developing a self-care plan is essential for preventing work-related burnout. During this interactive workshop, the presenter will discuss her self-care journey and guide you through a reframing of self-care from performative actions to an authentic plan you can implement today.
Chris Jochum	Improving your Organizational Culture by Identifying your C.O.R.E. Values	Both	Culture, Climate and Conflict - Fostering Positive and Productive Relationships/Culture of Accountability	Enhance your department's culture and climate by attending this interactive workshop. Participants will start by conducting a cultural audit to assess the current state of their organizations. They will then participate in an activity designed to help them identify their C.O.R.E. values, based on Culture, Ownership, Relationships, and Empathy.
Gwendolyn Cash-James	Navigating Difficult Conversations: Tools for Department Chairs	Both	Culture, Climate and Conflict - Navigating Difficult Conversations	In this workshop, participants will gain insight into what makes some conversations difficult, learn new strategies for approaching and managing those conversations, and practice these strategies with others while working through a series of case studies from the field.
Huston Gibson	Re-versioning a re-visioning: on a mission for a mission statement	Both	Department Leadership - Strategic Planning/Mission Statements	This session shares resources, best practices, and valuable lessons learned for departmental leadership through exercises of visioning, crafting mission statements, and strategic planning. This session is from the perspective of a new(er) chair, resources relevant to all leadership regardless of experience.



**BEST PRACTICE PRESENTATIONS - Session #4 1:15pm - 2:00pm (Fri)**

Kevin Stoker and Jeffrey Child	How to Move from a Faculty-Centered Program to a Student-Centered Program	Both	Emerging Trends in Higher Education - Student-centered Programs	We have nearly 40 years of experience teaching, researching, and administering higher education programs at five different institutions. As administrators, we discovered three major issues holding back academic unit progress: 1. Enrollment changes, 2. Faculty training, and 3. Reluctance to adapt. We will discuss navigating changing to a student-centered focus.
Jennifer Askey and Susan Hildebrandt	Managing Performance and Encouraging a Caring Culture Through Coaching	Both	Department Leadership - Faculty Recruitment, Retention and Mentoring	This session explores workplace wellbeing in academic departments, focusing on performance conversations. Participants will learn coaching techniques to create emotionally intelligent and psychologically safe annual growth plans and leave with a performance review framework to implement. Interactive exercises and individual reflection will assist participants in retaining and applying the information.
Alexander Binder, Robin Blair, Troy Comeau and Jason Clemensen	Weathering Structural and Leadership Changes	Both	Culture, Climate and Conflict - Navigating a Complex Campus Culture	This session will discuss strategies and best tips for helping chairs navigate structural and leadership changes including department consolidation, transitioning programs from one college/department to another, interim positions, and new University leadership.
Kathryn Whitmore, Corey Sell and Bryan Bohanan	Defining and Developing Who We Are As a Department	Both	Department Leadership - Strategic Planning Processes/Case Study	We led our departments in different processes of defining who we are and who we want to be: shared values, commitments and intentions, and vision. As a result, our processes, and the documents we created, became roadmaps for decision making and prioritization.
Natalie Dove and Christopher Barrick	"I Hear What You're Saying": Strengthening Lecturer Voices in Complex Departments	Both	Department Leadership - Leading Professional Faculty.	Faculty voices carry weight within academic departments, but trends indicate lecturers now comprise a larger portion of higher education instructors. Though lecturer voices carry weight with students, they do not experience commensurate voice strength when it comes to departmental input and decision-making. Session participants will brainstorm solutions to this problem.