Proposal for Chair Leadership Program (Pilot Program 2016-2017)* (4/15/2016)

I. Summer 2016: Retreat 2 ½ Days

**Weds August 10**
Location: FIU, New Student Academic Support Center (SASC) TBC

5:00-8:00 pm
**Dinner and Opening Plenary: What Does It Mean to Be a Chair at FIU?**
(we can ask chairs to submit questions/concerns a head of time that will be addressed)
Session Leads (TBD)
- Two-three chairs across the university
- what I wish I knew
- what I now know
- what I would like to know

**Thurs August 11**
Location: Fairchild Tropical Garden

8:00: Breakfast

8:30-11:30
1. **Leadership and Strengths**
   Session Lead:
   Joyce Elam & Nance Guilmartin

11:30-12:30
2. **Lunch**

12:30-3:30
3. **Leading a Healthy Department: Conflict, Resolution, Climate**
   Session Lead
   Outside Consultant TBD [currently consulting with Diana Kardia [www.kardiagroup.com](http://www.kardiagroup.com)]
   - faculty climate
   - dealing with difficult faculty
   - creating a professional and collegial environment
   - recognizing no department is conflict free

3:30-4:30
4. **Collegial and Collective Faculty Governance Structures**
   Session Leads
   Vice Provost Meredith Newman, Office for Faculty and Global Affairs (OFGA) (TBC)
   Kathleen Wilson, Chair, Faculty Senate (TBC)
   UFF-FIU Leadership
   - collegial governance
   - collective bargaining

***Session Adjourns by 4:30***
Friday August 12
Location: Fairchild Tropical Garden

8:30: Breakfast

9-10:00
   1. A view from the Outside of the Department
      Session Leads
         Provost Kenneth Furton

10:00-12:30
   2. Dealing with Diversity and Equity
      Session Lead
         Suzanna Rose, the Office for Women, Equity and Diversity. (TBC)
         -salary equity
         -departmental climate
         -hiring and retention

12:30-1:30
   3. Lunch

1:30-2:30
   4. T&P and Hiring
      Session Leads
         Academic Affairs, TBD
         UFF, Lauren Christos, Grievance Chair (TBC)

2:30-3:30
   5. Legal Matters:
      Session Lead
         Isis Carbajal de Garcia, Office of University Legal Council (TBC)

3:30-4:30
   6. Chairs Talking to Chairs
      Session Leads TBD
      This session will be led by the Council of Chairs (CAC) and include a panel of new and “seasoned” chairs, who will each share their experiences and good/proven practices.

***Session Adjourns by 4:30***
II. Fall/Spring 2016-2017: Follow-Up Sessions/Support (open to suggestions)

FALL 2016
Nuts and Bolts Leadership I:
Leadership & Vision
Nathan Hiller, Center for Leadership

Nuts and Bolts, Nuts and Bolts I:
Software Systems
TBD

SPRING 2017
Nuts and Bolts Leadership II:
The Power of Pause: Difficult Conversations
Nance Guilmartin

Nuts and Bolts, Nuts and Bolts II:
Confronting Harassment: Policies and Strategies
Shirlyon McWhorter, Director, EOPD (TBC)