In this workshop, Cathy Trower will discuss departmental climate and culture including the variables that most affect faculty satisfaction; differences according to rank, gender, and race; junior faculty socialization and needs for mentoring and collegiality; and the critically important role of department chairs in setting the tone and supporting faculty success. Today, more than ever before, academic leaders need to focus on relationships and supportive climates to ensure that all faculty members are as fulfilled and productive as they can be to meet the increasing demands placed on them as teachers, scholars, campus citizens, and members of the broader community.

9:00 a.m.  **Introductions and Setting the Stage**  
We’ll discuss what participants hope to learn, what they hope happens and what they hope doesn’t happen.

9:20 a.m.  **What is Climate and Why Does it Matter?**  
We’ll discuss the various dimensions of climate and why they’re important to faculty job satisfaction and success.

10:00 a.m.  **What Do COACHE Data Tell Us?**  
This session will highlight COACHE data by rank, gender and race with respect to the correlations between various climate variables and global satisfaction.

10:30 a.m.  Break

10:45 a.m.  **Life in an Academic Department and Best Practices for Success**  
In this session, we will discuss the junior faculty socialization process and the chair’s pivotal role in ensuring the effective onboarding of new faculty as well as in setting the tone, climate, and behavioral expectations for all faculty and of the department.

11:30 a.m.  **Questions and Discussion**  
At their tables, participants will share thoughts about their aspirations and concerns about making progress leading their departments to better climates and success.

12:00 p.m.  Lunch

1:30 p.m.  **Expectations & Responsibilities of Chairs**  
We will discuss issues related to the chair role. Chairs are often caught in the grey area between faculty and administrative expectations of their roles. Do you understand what your Dean expects of you? Is this consistent with how your faculty see your role as chair?
2:30 p.m. Break

2:45 p.m. **Differential Faculty Workloads**
Increasingly, tenured faculty have changing interests in their careers and may or may not stay research active. How do you maintain a viable, productive department where all faculty carry a 100% workload—that is, all faculty contribute fairly to the work to be done?

3:45 p.m. Question & Answer Session

**August 8, 2013**
**New Department Chairs & Program Directors Workshop**

9:00 a.m. Welcome

9:15 a.m. Special Panel Discussion—What I Wish I Had Known Before Becoming Chair

**Promotion & Tenure, Performance Reviews and Personnel Matters.** Please join us as we discuss how to make the promotion & tenure process as smooth as possible.

11:30 a.m. Conclusion