

MAINTAINING A HEALTHY DEPARTMENT CLIMATE

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THE DEPARTMENT CHAIR'S ROLE IN IMPROVING DEPARTMENT CLIMATE – IS A “TRIP”

- T - Transparency
- R – Respect
- I – Inclusion
- P - Partnership

THE DEPARTMENT CHAIR'S ROLE IN IMPROVING DEPARTMENT CLIMATE – “TRIP” - T

- Transparency
 - Making information available and easy to find.
 - Communicate and inform
 - Provide the data or reasons for the decisions.
 - Provide guidelines on how activities are valued.
 - For tenure-track faculty, provide the pathway for tenure and promotion.
 - Inform the faculty of the policies and any changes.
 - Share data as they relate to proposed changes.

THE DEPARTMENT CHAIR'S ROLE IN IMPROVING DEPARTMENT CLIMATE – “TRIP” - R

- Respect
 - Acknowledge the contributions of the faculty to the department.
 - Teaching, Research, Service and Participation.
 - Express the value the contributions have made in the betterment of the department.
 - Make sure to provide time for all members of the faculty to have their say.
 - Follow a clear agenda for the department meetings.
 - Assist the faculty (especially junior faculty) to develop a pathway for success.
 - Be aware that respect or lack thereof can be identified through interpersonal communications.

THE DEPARTMENT CHAIR'S ROLE IN IMPROVING DEPARTMENT CLIMATE – “TRIP” - I

- Inclusion
 - Equity and fairness.
 - If faculty members feel that they are treated unfairly, or feel favoritism for certain members, it undermines the morale.
 - Use well defined and explained guidelines for use of resources.
 - Equitable dealings and leveling the field.

THE DEPARTMENT CHAIR'S ROLE IN IMPROVING DEPARTMENT CLIMATE – “TRIP” - P

- Partnership
 - Develop the sense of belonging
 - Have functions with the faculty of the department (coffee, lunch, etc.)
 - Make sure to have the faculty involved in the decision making process.
 - Recognize the commitment of those who serve.
 - Keep the channels of communication open.

MAINTAINING A HEALTHY DEPARTMENT CLIMATE

- A shared vision about the mission and goals of the department.
- Consult, consult, consult.
- Communicate X3.
- Work hard.

