



Resources for Department Chairs: Online Toolkit Overview and Discussion

Susan Morgan, Associate Dean for Research & Graduate Studies and Professor of Environmental Engineering

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Why focus on department chairs?

You play a critical role in:

- **creating your department's climate**
- **hiring faculty**
- **evaluating faculty.**



Why would you want to use our resources?


To make better decisions!

- To improve your department climate
- To minimize bias in faculty hiring
- To minimize bias in faculty evaluations

To make your job easier!



What resources are available?



Department Chair
Resources Toolkit

0% COMPLETE

- ▶ GENERAL RESOURCES
- ▶ DEPARTMENT CLIMATE
- ▶ FACULTY EVALUATION
- ▶ FACULTY HIRING

The graphic features a background of a network diagram with yellow and red nodes connected by black lines. A white horizontal line is positioned below the title, and a progress indicator shows '0% COMPLETE'.



 **ADVANCE**
at Southern Illinois University Edwardsville

TOWARD AN INCLUSIVE MODEL OF EXCELLENCE (TIME)

SOUTHERN ILLINOIS UNIVERSITY
EDWARDSVILLE

The image shows the 'ADVANCE' logo on the left, which includes a blue sun-like icon with 'NSI' inside. To the right is a photograph of a stone sign for Southern Illinois University Edwardsville, set against a green lawn and trees under a blue sky.

Poll 1



What resources are available continued...

- **General resources: pdf of where to go for what**
- **Department climate: ideas to create a positive climate, including...**
 - **fostering inclusion in general**
 - **supporting new faculty**
 - **family friendly benefits**



Poll 2



What resources are available continued...

- **Faculty evaluation process: ideas to improve decision-making, including...**
 - **questions to consider to clarify your criteria**
 - **committee evaluation guidance, including a template charge letter**
 - **potential sources of bias & potential solutions**



Poll 3



What resources are available continued...

- **Faculty hiring process: ideas to improve decision-making, including...**
 - **use of equity advisors**
 - **search committee resources, including a template charge letter**
 - **recruiting strategies**
 - **resources for applicants**



Where do I find these resources?!

Online thanks to IDLT! Linked at:

<https://www.siu.edu/time/leadership/index.shtml>



This toolkit is designed for new and existing department chairs. It is our hope that the toolkit will offer department chairs easy access to resources with important information and professional guidance on policies, procedures, and resources.



Relevant Upcoming Event!

Leading Inclusive Meetings with Dr. Alison Reeves on Tues., Feb. 28, 2:30 – 4:00

See all events at

<https://www.siu.edu/time/get-involved>





Thank you for attending and working to improve the climate for women faculty at SIUE!

<https://www.siue.edu/time>