

#### Resources for Department Chairs: Online Toolkit Overview and Discussion

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Support for this work was provided by the National Science Foundation through Award 1936141. Any opinions, findings, and conclusions or recommendations expressed in this event are those of the presenters and do not necessarily reflect the views of the National Science Foundation.

### 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?



GENERAL RESOURCES

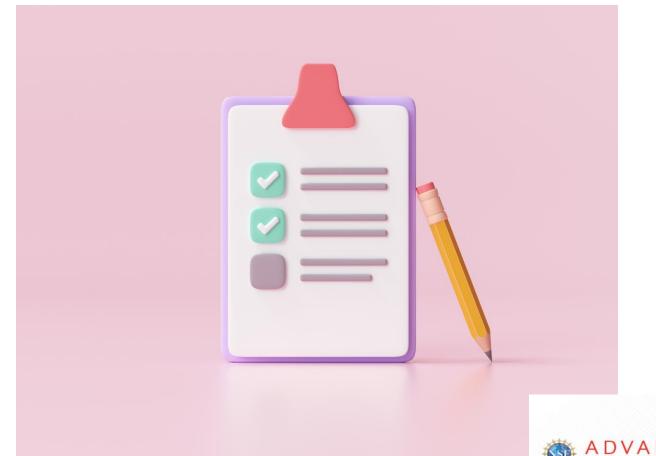
DEPARTMENT CLIMATE

FACULTY EVALUATION

▶ FACULTY HIRING



## Poll 1





TOWARD AN INCLUSIVE MODEL OF EXCELLENCE (TIME)

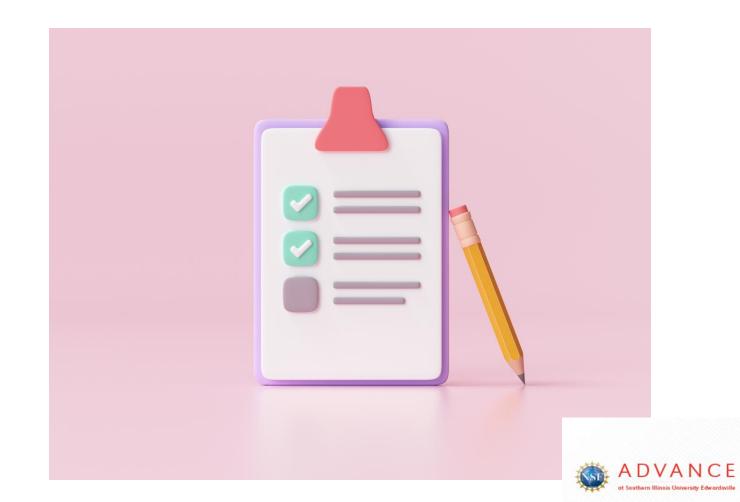


## What resources are available continued...

- 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



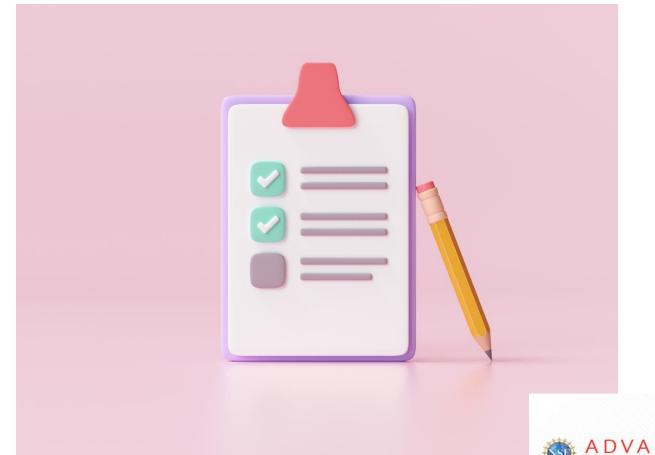


## What resources are available continued...

- 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







TOWARD AN INCLUSIVE MODEL OF EXCELLENCE (TIME)

## What resources are available continued...

- Faculty hiring process: ideas to improve decisionmaking, 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.siue.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 <a href="https://www.siue.edu/time/get-involved">https://www.siue.edu/time/get-involved</a>





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

https://www.siue.edu/time