

Redesigning the Role of the Department Chair

At San Jacinto College, the role of the department chair has changed significantly from the traditional model. Expanded to a twelve-month position with incentives for taking on a leadership approach, chairs commit to coaching faculty in a direct and focused manner. They actively engage in strategic initiatives, including course planning, scheduling, enrollment analysis reporting, professional development opportunities, and other special projects designed to improve student success. The benefits of this new structure allows for efficient communication, enhanced supervision, long-range planning, proactive problem-solving, faculty development, and innovative projects. In addition, chairs are more available to the faculty and have a greater campus presence.

The attendees will benefit by:

- Understanding the new role of the department chairs at San Jacinto College,
- Describing how the shift in department chair responsibilities now allows greater involvement in performance management, coaching, and implementing new initiatives,
- Learning the benefits and format of an Enrollment Analysis Reporting system that allows for open channels of communication in scheduling classes and meeting the needs of students,
- Creating opportunities for faculty to collaborate in professional development and student success initiatives such as The Scholarship of Teaching and Learning and Faculty Discussion Groups,
- Receiving handouts and resource information to successfully integrate programs at your campus.

Top Priorities for consideration in the changing role of the department chair:

- New opportunities – vision for the future
- Recruiting – consistently talking about enrollment
- Enrollment and enrollment analysis
- Student Success and Completion
- Identifying best practice scheduling
- We need to meet the needs of the required industry requirements
- Identify and recruit new staff and faculty to support student success
- Improve efficiency of operations
- Intentional professional development and college service

How do we know it is working?

- Faculty are more engaged and have more support
- Part-time and full-time faculty are more accountable
- More accessibility to department chairs and deans
- Organization Wellness Instrument results
- More time to make data driven decisions and complete paperwork

- More time for visionary and strategic planning