Transitions of Self: Assuming or Leaving a Chair Role Desctiption

As humans, we experience multiple transitions throughout our lives. Transitioning from a faculty member to department chair is one of those key transitional moments in which our sense of self shifts with the change in role. Stepping into a management/leadership role requires a different set of skills and carries with it new expectations for behavior. With new roles and skills come an alteration of self and identity. Generally, faculty who step into the chair role believe they have the skills necessary to perform most of the tasks of the role. What is often overlooked is how this transition affects one's sense of self, identity, and relationship with others. This workshop is designed to guide participants into self-awareness and with these tools, give them power to project and plan for transitions.

Participants will work through a series of exercises to discover, analyze, and plan for that anticipated or recent transition of self. The exercises are theoretically grounded in the Transformative Identity Framework (TIF)—a framework which integrates the identity models of Hewitt, Simon and Gagnon, and Bullock and is combined with Strauss' concept of trajectory. The identity model contains three interlocking segments: cultural scripts, situational scripts, and personal scripts. The concept of trajectory provides a series of sub-concepts that helps us to understand, prepare for, and maintain shifts in our life course. The TIF framework will be overviewed as we proceed through the workshop and can be utilized to examine and prepared for an array of transitions of self.

Participants will receive and partially complete a take-home workbook with a series of thought exercises. The goal of the workshop is to provide a set of tools that participants can use to successfully navigate the transition of roles and self. While this workshop is designed for chairs who are new to the position, it is appropriate for anyone preparing for a transition in role.