Organizational Overview of Department Chair Leadership

Exercise #1

Internal	External
Opportunity	
1. What opportunities exist for promotion and career development for diverse chairs?	1. What are the demographics of chairs at your institution?
2. Are there untapped resources of diverse faculty talent within your college or school? If so, what are they?	2. How do the demographics of faculty compare to your student population?
3. What obstacles are diverse chairs facing on a daily basis?	3. What resources are available at your college or university to improve working conditions for faculty and chairs?
Liability	
1. Name one strategy you have used to address the need to improve diversity in your department?	1. What external pressures has your department faced that make attaining diversity difficult?
2. What is the rate of diverse faculty turnover and what challenges have you faced in retaining diverse faculty?	2. How would you describe the campus climate for diversity?
3. What do exit interviews tell you about why diverse faculty leave?	3. What external political pressures have affected the level of diversity in your faculty ranks?

Adapted from Amy Kahn and Steven Gomez, in *Challenging Diversity: Taking the Next Step* Amy Kahn, www.culture-link.com