



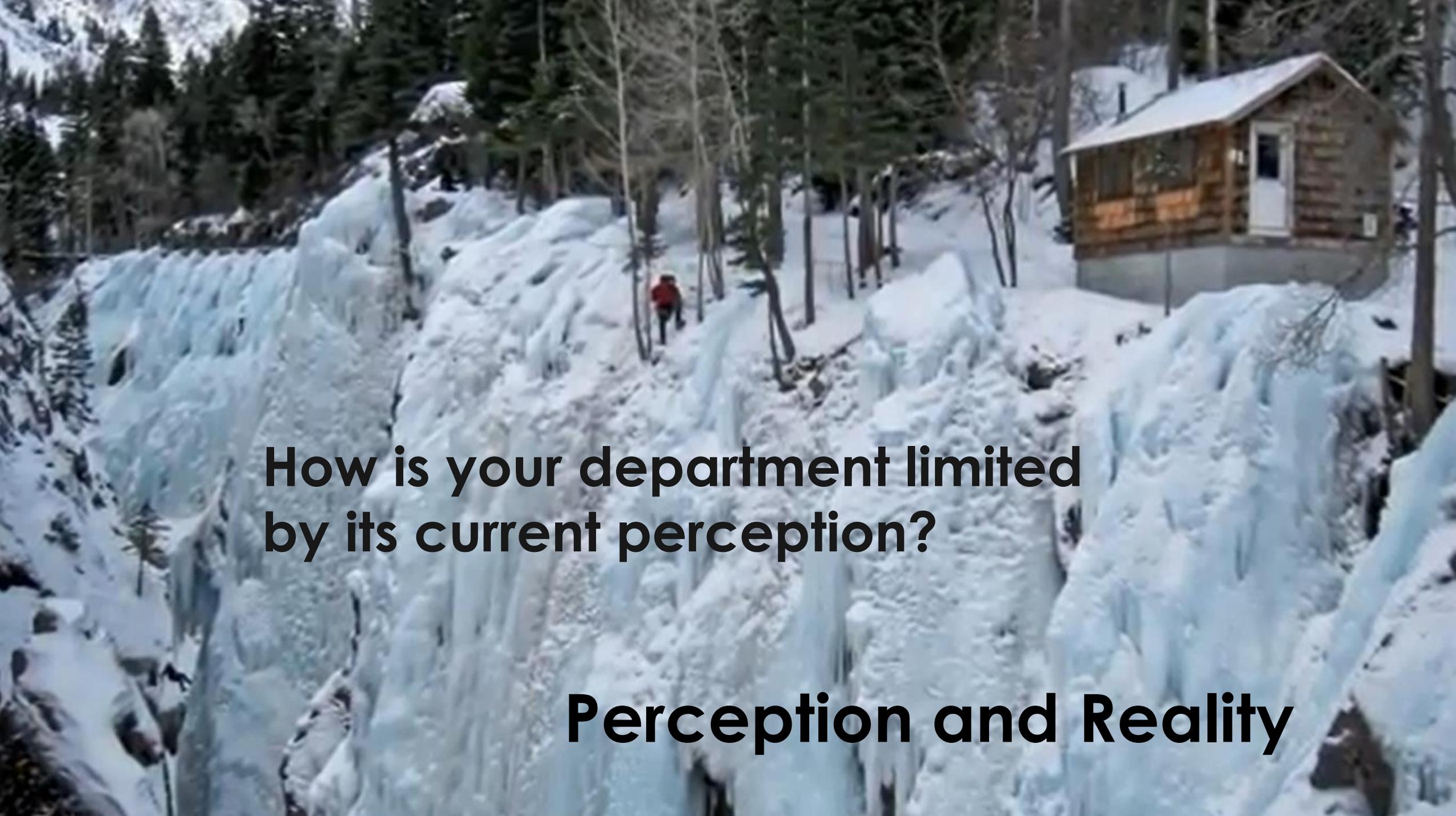
# A Framework for Relevancy in Academic Departments

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# Session Agenda & Outcomes

- ▶ Defining Reality
- ▶ Introduce the Framework of Relevancy
- ▶ Story Time
- ▶ Examining & Applying the Framework of Relevancy
- ▶ Assessing the Effectiveness of Your Framework

A photograph of a snowy mountain landscape. In the foreground, a person wearing a red jacket is walking through deep snow. In the background, a wooden cabin with a white door is visible on a snowy slope. The scene is surrounded by evergreen trees covered in snow.

**How is your department limited  
by its current perception?**

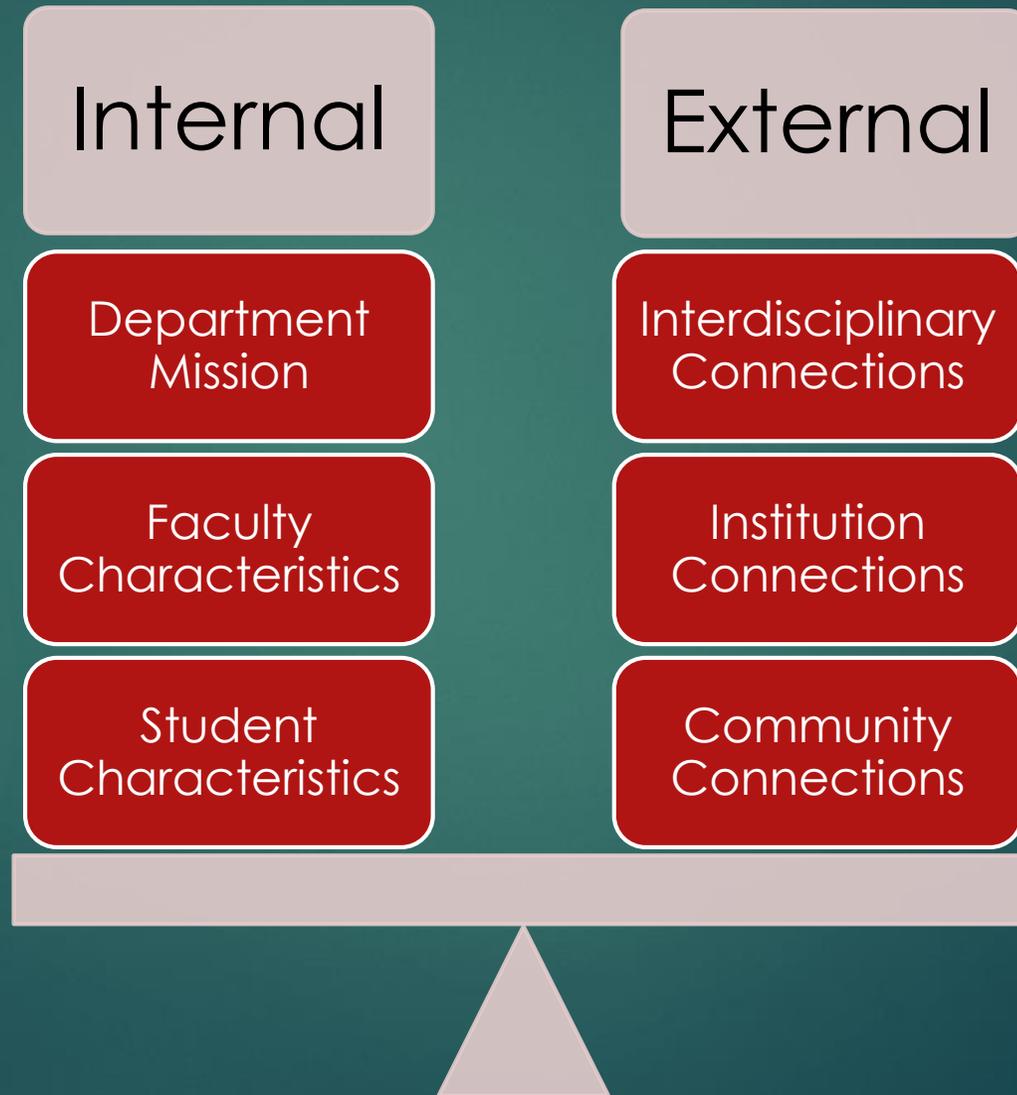
**Perception and Reality**



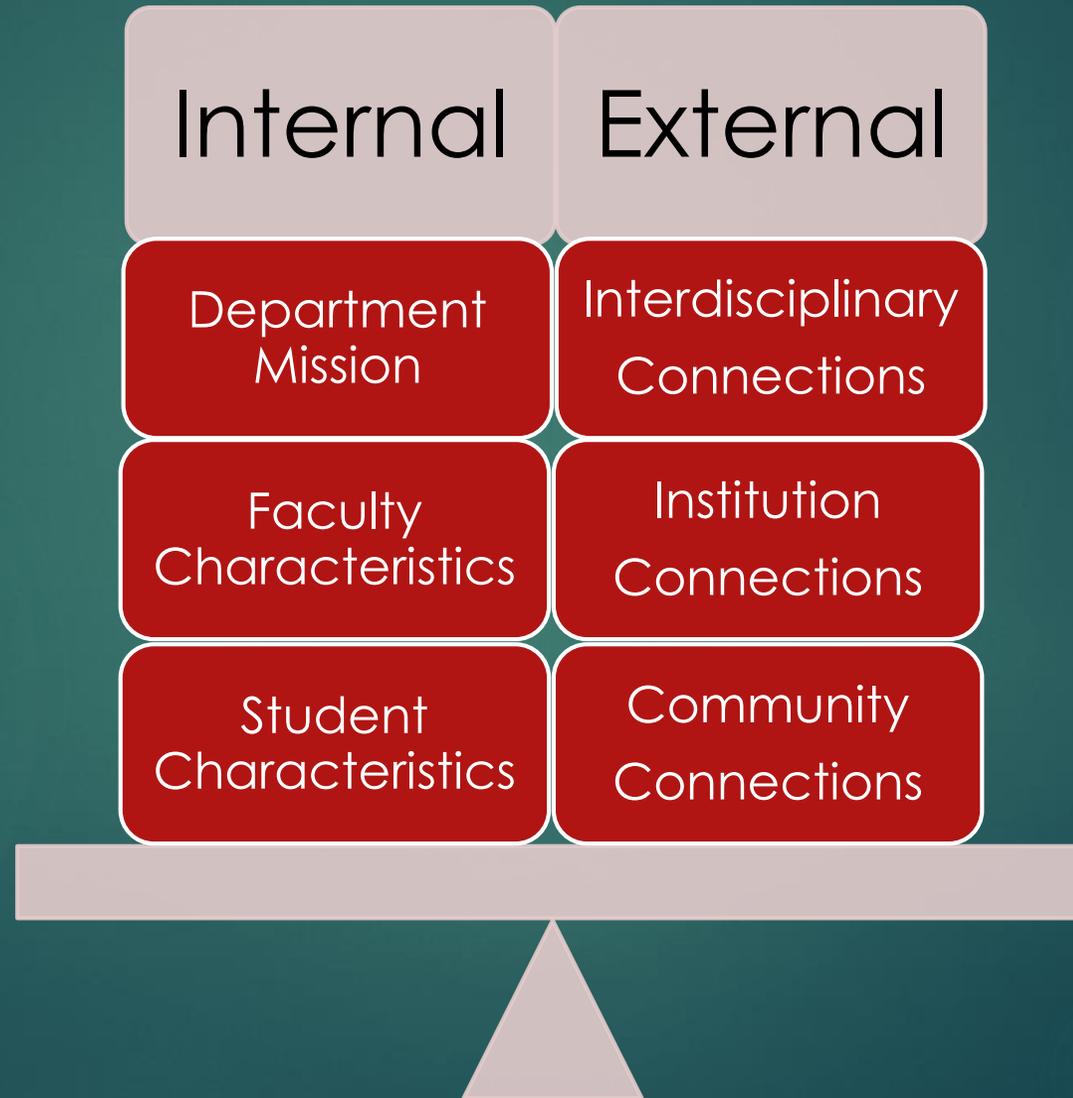
*“The power of a group is its  
ability to define reality.”*

*Conrado Gempesaw  
Provost, Miami University  
Lily Conference, 2013*

# Components of Reality for Academic Chairs



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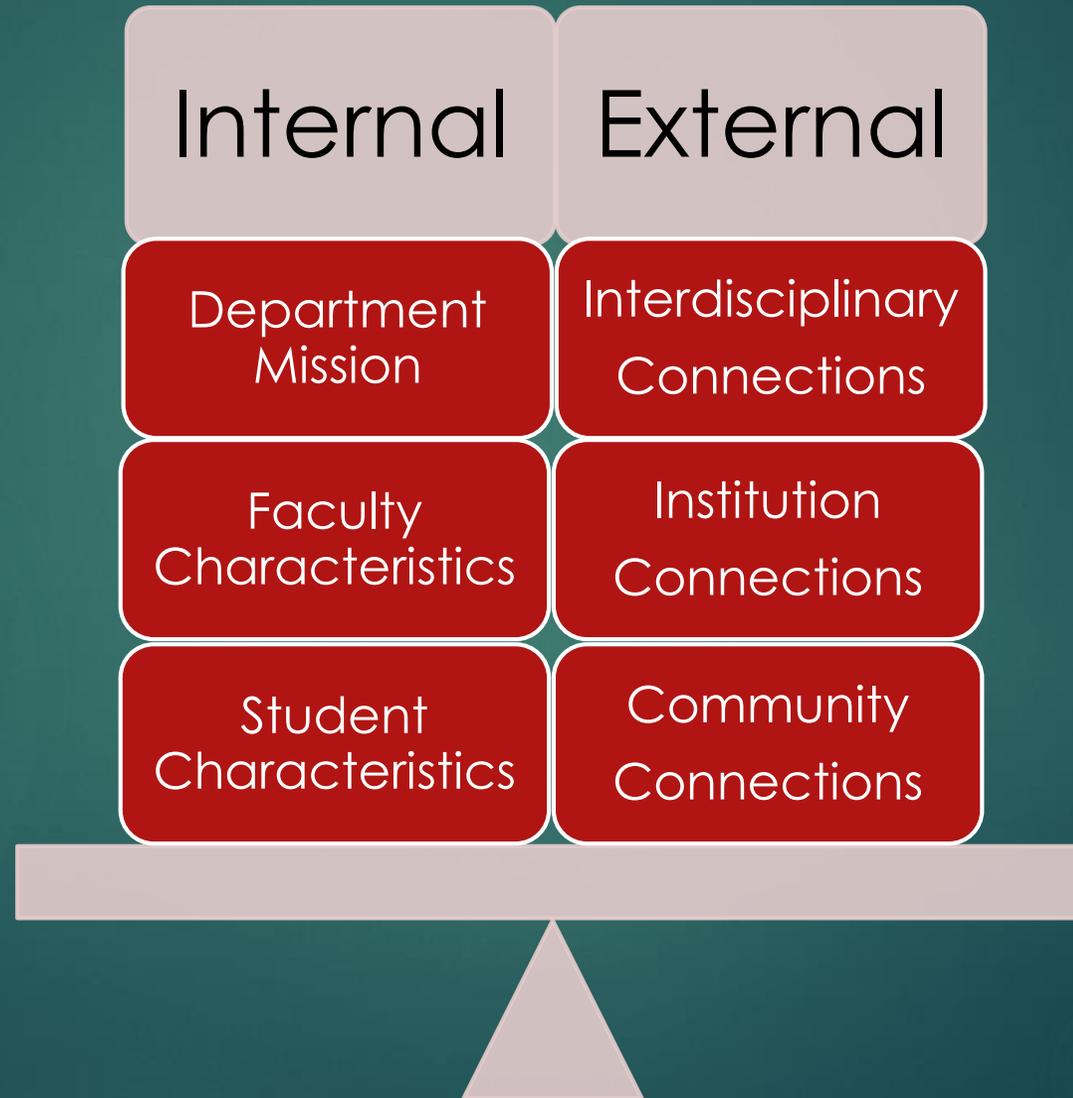


A vibrant rainbow arches across a blue sky with scattered white clouds. Below the rainbow, a campus scene is visible, featuring a prominent stone wall with the words "UNION UNIVERSITY" carved into it. In the background, there are several red brick buildings, including a central clock tower. The foreground shows a paved road and a grassy area.

**Reality Check:**

**The Story of Union University's  
Teacher Education Initiative**

# Components of Reality for Academic Chairs



# Department Mission



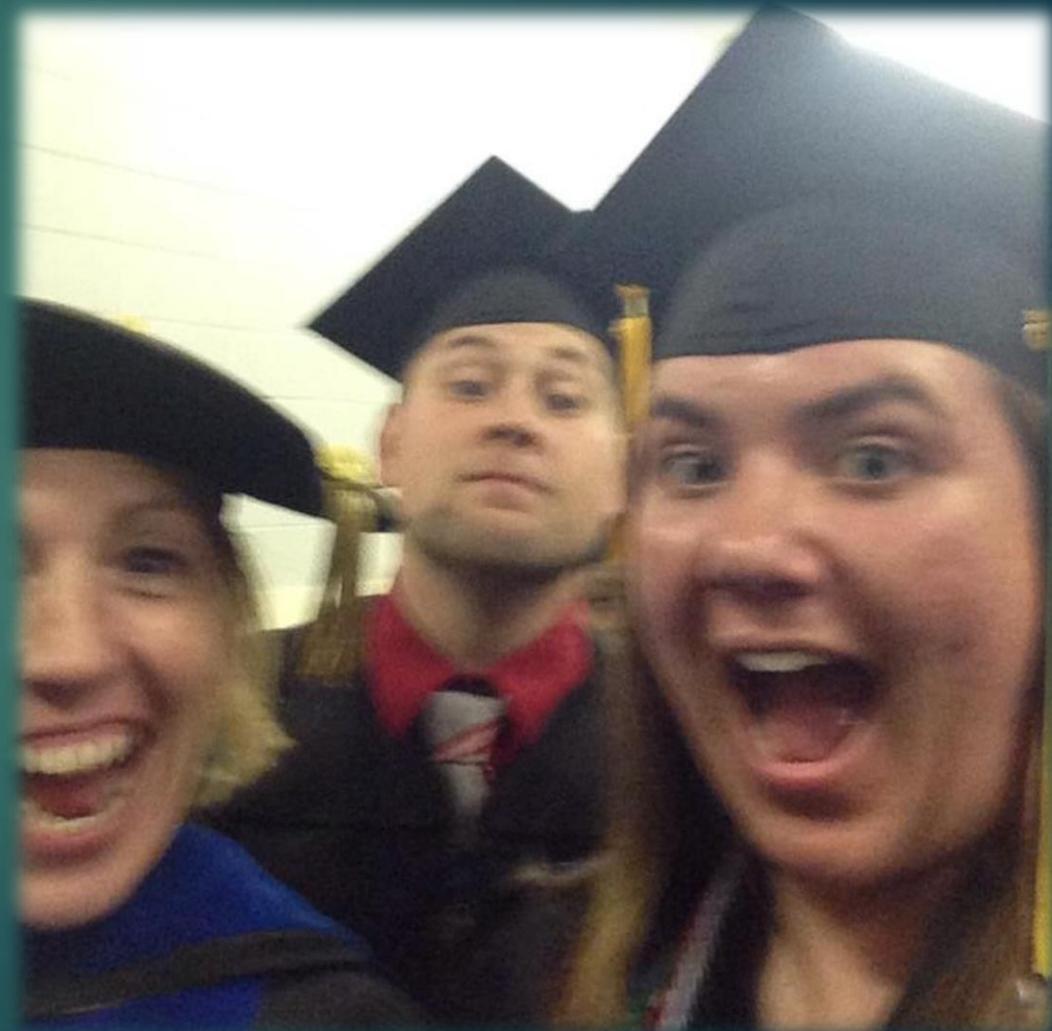
- ▶ What is the purpose of your department?
- ▶ Why do you do what you do?
- ▶ How is the mission statement operationalized?

# Faculty Characteristics

- ▶ Individual and collective strengths?
- ▶ Individual and collective limitations?
- ▶ What motivates and inspires?
- ▶ What irritates?
- ▶ ?

# Student Characteristics

- ▶ Intellectual
- ▶ Background knowledge
- ▶ Social/emotional
- ▶ Vocational aspirations
- ▶ ?



# Interdisciplinary Connections



What is your interdisciplinary value added?

What is your department's interdisciplinary EQ?

?

?

How do other academic departments perceive your department?

# Institutional Connections

- ▶ What is your institutional value added?
- ▶ What is your department's institutional EQ?
- ▶ How do others across the institution perceive your department?
- ▶ In what ways does your administration support your department?
- ▶ ?



# Community Connections



- ▶ What is your value added?
- ▶ What is your community EQ?
- ▶ How does the community perceive your department?
- ▶ ?

# Defining Outcomes

- ▶ What will students **learn** as a result of engaging in the discipline?
- ▶ What will students **value** as a result of engaging in the discipline?
- ▶ What will students be able **to do** as a result of engaging in the discipline?

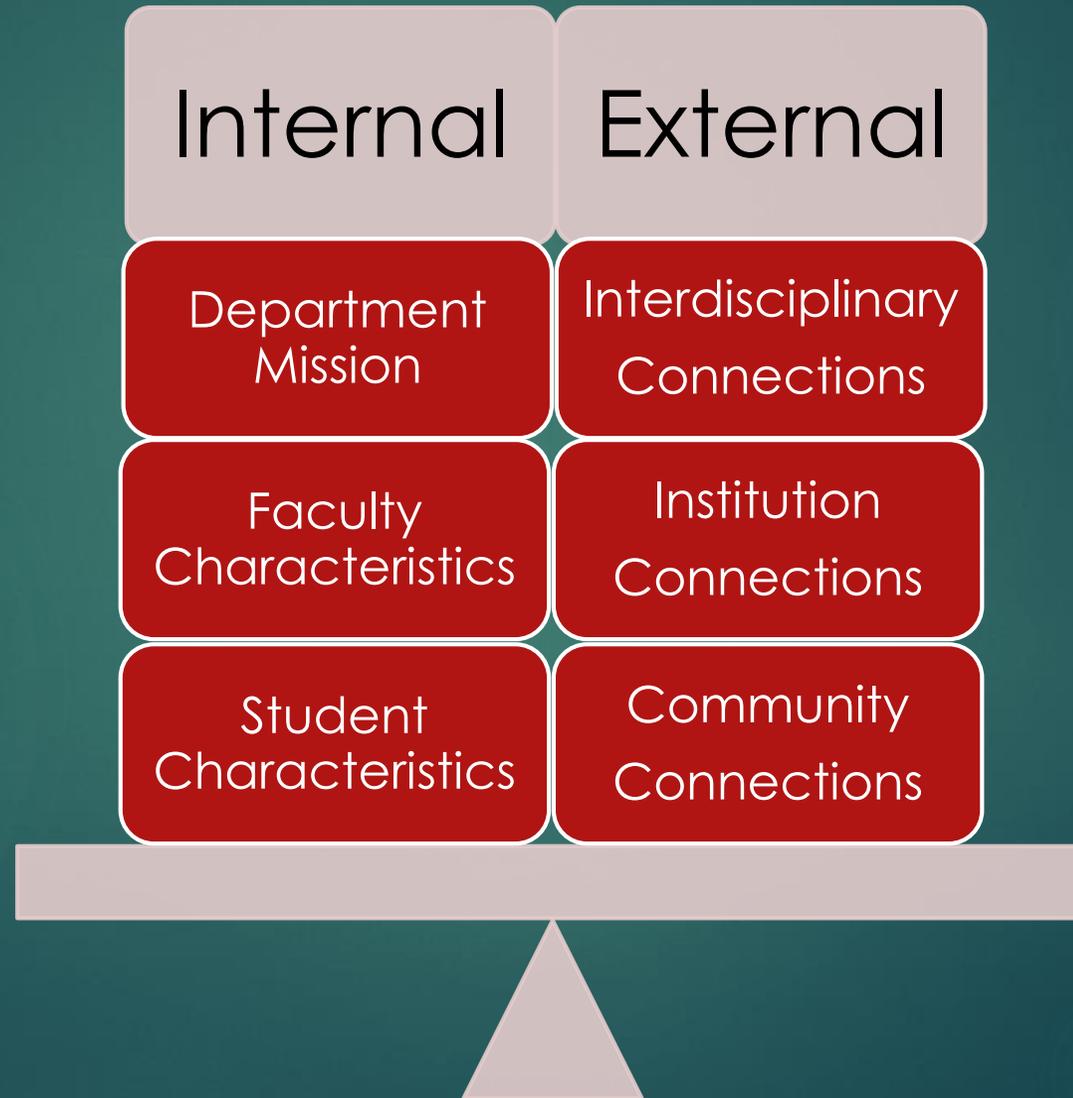
# Assessing Outcomes



# Assess the Plan



# Components of Reality for Academic Chairs





# References

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- ▶ Meed, D. (2011). *Start with why: How great leaders inspire everyone to take action*. London: Portfolio.
- ▶ [Warren Macdonald]. (2011, Feb 21). *The Power of Perception – How Deep Does the Rabbit Hole Go?* [Video File]. Retrieved from [https://youtu.be/K8fNlzB-1\\_Q](https://youtu.be/K8fNlzB-1_Q).

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