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Academic Chairpersons Conference  
Proceedings

36th Academic Chairpersons Conference,  
Houston, TX

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## Maximizing Faculty Performance

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### Recommended Citation

Herie, M. and Wells, S. (2017). Academic Leadership - A Reflective Practice Guide for Community College Chairs. 1st ed. Indianapolis: Dog Ear Publishing

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# 36<sup>th</sup> Annual Academic Chairpersons Conference

February 6-8, 2019

Houston, TX – Hyatt Regency

<http://conferences.k-state.edu/academicchairpersons/>

## Title: Maximizing Faculty Performance

### Presenter Information:

**Mary Devine, MEd, CHRL**, is Academic Chairperson for Accounting, Financial Services and Insurance, within The Business School at Centennial College in Toronto, Canada. Mary joined the post-secondary education sector in 2007, after an extensive Human Resources career within the financial services industry. Mary's experience includes contract teaching, program development, and Chairperson within the Centre for Part-time Learning. Mary is passionate about supporting faculty in developing their teaching and learning competencies. Based on the recently published, **Academic Leadership: A Reflective Practice Guide for Community College Chairs**, Mary has co-facilitated a series of workshops with fellow Chairs to better understand the challenges and opportunities administrators encounter, as we strive to inspire and lead our faculty teams.

**Jennifer Woodill, MA**, is Academic Chairperson for the Community Services Department at Centennial College in Toronto, Canada. Jennifer worked for over 15 years in the Community Services sector, working in the field of refugee resettlement, homelessness and then volunteer and community development. Jennifer joined the post-secondary education sector in 2012, and is passionate about supporting faculty to take risks in their teaching, inspiring our students to take risks in their learning. Jen's goal is that students graduate to become leaders and change-makers, transforming communities and inspiring social change. Jennifer is a mom of 2 boys, and thinks out loud in her blog at [www.theignitioncondition.wordpress.com](http://www.theignitioncondition.wordpress.com).

### Presentation Theme Leadership and Management

#### Abstract (25-50 words)

This session will explore the ways that we can support faculty to be innovative and achieve high standards of student service, and will provide you with strategies for helping faculty to stay 'on track' with department goals. Engaging and motivating part-time faculty will also be covered in the workshop. Connect with fellow chairs to share and be inspired by the practice of other chairs as they strive maximize faculty performance.

### Presentation Type Interactive Workshop

### Keywords

Academic Leadership; Reflective Practice; Leadership Development; High-performing Teams; Leadership Values

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## Presentation Documents

Based on the book, *Academic Leadership: A Reflective Practice Guide for Community College Chairs*, this highly interactive session guides the participants through a series of reflective discussions that will help them shape their leadership practice when working with their faculty teams and will help to use this knowledge to develop their full potential as an academic leader.

This session provides participants with the time and space to imagine what it would look like if faculty were consistently working to the best of their ability. In this interactive session, participants will be asked to describe what they would see, hear, and feel, if all faculty were working at their peak performance. Participants will be asked to discuss the impact peak performance has on the faculty team, students, the Chairperson, and the institution.

We will review the multiple roles of the faculty member, with the main focus on teaching and learning. Participants will share current strategies to support faculty in their teaching and learning practice. We will review thoughts and approaches on classroom visits to coach faculty to their peak performance, and share ideas on the identification of high performance teaching strategies, including within the online learning environment. We will also discuss actions to be considered when poor performance happens.

In the final segment of this session, we will facilitate a short role play to demonstrate strategies when dealing with poor performance.

At the conclusion of this workshop, chairs will be able to:

1. Visualize a high performing teaching and learning environment.
2. Describe the components of a positive classroom learning experience.
3. Identify one practice to apply in their day to day interactions with faculty.

Handouts will be adapted from the book *Academic Leadership: A Reflective Practice Guide, for Community College Chairs* pg. 112 – 130, and provided for participants to use and take back to their colleges. ([https://www.amazon.ca/s/ref=nb\\_sb\\_noss/145-4423119-0448516?url=search-alias%3Daps&field-keywords=Academic+leadership+reflective](https://www.amazon.ca/s/ref=nb_sb_noss/145-4423119-0448516?url=search-alias%3Daps&field-keywords=Academic+leadership+reflective))