

Academic Chairperson's Conference Feb 2023

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# The Healing Organization

## First Steps in Developing a Culture of Care

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## “A Place for All”

- Create a sustainable physical, environmental, and educational infrastructure to advance the well-being of our students, staff, and faculty.
  - Expand services to promote physical, emotional, and social health of students, staff, and faculty,
  - Promote staff and faculty engagement in extra-curricular on-campus programming, including attending and participating in artistic, cultural, social, athletic, and recreational activities and events.

# Rebuilding Department Culture

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- Outreach
  - Your team needs to know someone cares – that someone is YOU
- Access
  - Your team wants and needs to have access to you, even if they don't use it
- Resources
  - Communication, transparency, “conciierge”
- Celebrate
  - Genuinely, and in small but meaningful ways

<https://www.chronicle.com/article/10-ways-to-rebuild-department-culture>

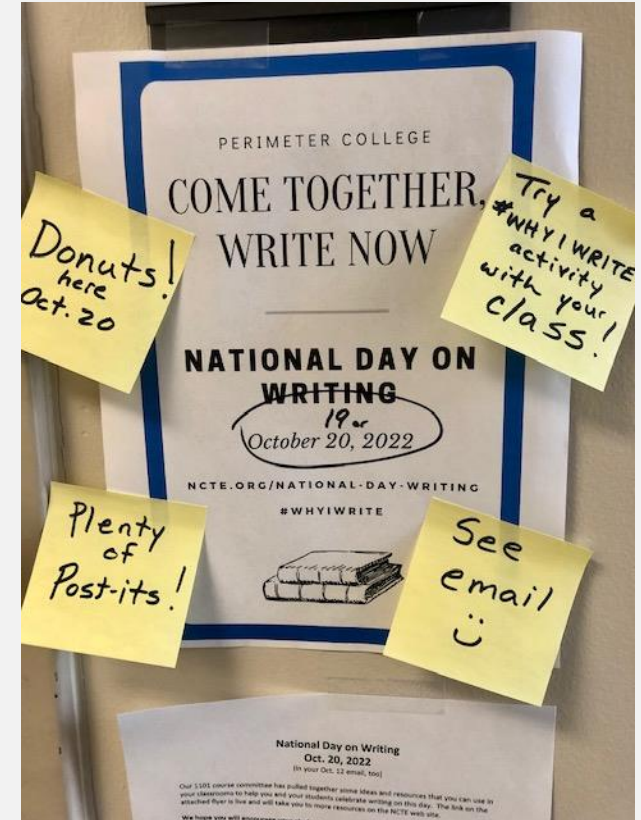
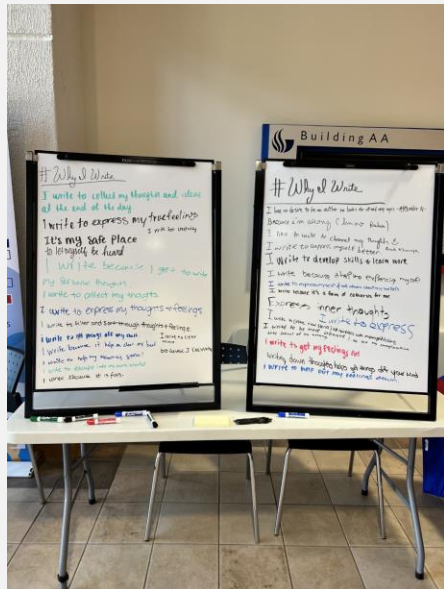


- Your team needs to know someone cares – that someone is YOU
- Keep trying, even if you do not get the response you expect. Learn to adapt to individual needs
- LEAD the tone-setting in your department
  - Focus on students: it helps engage faculty
  - Focus on your discipline: it helps engage the other faculty
  - Combine these and you have reasons for convenin'



- Something is better than nothing
  - Small gatherings set the tone
  - Find a concrete, discipline-related reason to celebrate
  - Be OK with minimal participation, construct ways for faculty & students to participate that are easy, low-key, and optional
  - make a reasonable schedule
    - 4X/yr: at beginning of semester, and middle
    - During work hours, with a “drop by” invitation
  - Have staff in your department? Include them!

# Reasons for Convenin's



**THESTATEWAY.**



Your team wants and needs to have access to you, even if they don't use it

- Open door
- Open virtual door – set one hour a week for drop-in
- “Faculty Lounge”
- Monthly “check-ins”





## Communication, transparency, “conciierge”

- Become a resource expert: know what services your organization has (housing insecurity, food insecurity, academic support, counselling)
  - Use work study to hire and train a student “conciierge” for campus services
- Give credit; Use email for good news, too
- Learn and respect individual communication styles in your department as much as you can





Genuinely, and in small but meaningful ways

- Awards – nominate like crazy!
  - Faculty
  - Students
  - Create a new award in your department
- Show Up and support faculty-led projects driven by your department
  - Student publications, clubs, research showcases
- Invent a holiday that needs cookies, coffee



- Rabble: rab·ble /'rab(ə)l/
  - *noun*
  - **1**: a disorganized or confused collection of things
  - **2 a**: a disorganized or disorderly crowd of people
  - **3**: a group of department chairs who talk to each other

"Rabble means disorderly or noisy crowd. We know that bees have a buzzing sound and when they are together, this sound is loud and can be a disturbance to others. Therefore, when we see a noisy group of bees, we call them rabble of bees." (Palacio, 2022)

# Our Rabble of Department Chairs

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- Idea from 2020 ACC session, "Dead Chairs Society"
- Monthly meetings (mostly virtual)
- Open questions and mentoring, lead on your own terms
- Calls to action ----> One voice from many
- Mutual support in an isolated position
- Chance for group-directed learning by invitation
- Time for chair development and growth driven by chairs
- Vegas rules





- Merriam-Webster. (n.d.). *Rabble definition & meaning*. Merriam-Webster. Retrieved February 1, 2023, from <https://www.merriam-webster.com/dictionary/rabble>
- Palacio, J. (2022, June 10). *5 collective nouns for bees*. Lets Learn Slang. Retrieved February 1, 2023, from <https://letslearnslang.com/collective-nouns-for-bees/>