Assisting the Faculty Candidate: The Role of the Department Chair

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Effective Mentorship

- Hire Strategically
- Promote/Support Professional Development opportunities
- Protect Junior Faculty
- Be Accessible and Approachable
- Help increase Visibility
Hire Strategically

• Ensure adequate resources are available and in place before start date.
   Office
   Computer / Laptop
   Travel Funds
   Startup Funding (Department / Provost)

• Identify and locate potential collaborators and laboratories on campus.
Promote / Support Professional Development Opportunities

• **Identify** Potential Research / Teaching Development Opportunities
  - Grant Writing Workshops
  - Grant Opportunity Workshops (Town Halls)
  - Effective Teaching / Pedagogy Workshops
  - Webcast
  - Conferences / Workshops / Symposiums

• **Recommend** Serving on Review Panels, Conference Prog./Tech. Committees
Protect Junior Faculty

• **Reduced** Teaching Loads
• **Give Preference** on Course Schedule
• **Provide** TA (if necessary)
• **Reduced** Service on Committees (Dept, College*, University*), No Student Advising
• **Help** Junior Faculty gain access to resources. (Leverage External Partners)
• **Mask** as many of the internal problems as possible.
Be Accessible and Approachable

- Provide a **Safe** place – ask questions and share difficulties
- Ensure Junior Faculty Understand Criteria for Advancement
- Set Clear **Goals** and **Outcomes**
- Give **Feedback** and **Impressions** to support professional growth and development
Help Increase Visibility

- **Promote** Work of Junior Faculty across the campus
- **Nominate** Junior Faculty to Serve on Committees (Dept, College, University)
- **Promote** Junior Faculty at Professional Society Meetings and Conferences
- **Showcase** work to visitors
- **Promote** JF as Co-Authors of Pubs, or Co-Editor of Journal Proceedings
- **Promote** leveraging grants from Senior Faculty