

# Navigating your departmental ecosystem

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# Why Andy?

- Chair (before tenure - don't do that)
- Administrative head
- Chair of
  - Planning and Development Committee
  - Academic Affairs Committee
  - Tenure and Promotion Committee
  - Strategic Planning - Academic subcommittee
- Associate Dean
  - Undergraduates
- Provost

# Learning Outcomes

- Identify solutions and strategies that don't require more time, money, or space
- Strategize how to align solutions with the problems and concerns of your administration
- Think through how the norms, decision making, and goals of a department can be navigated and leveraged to achieve your goals

# Dean/Chair desk

- This is the person in charge of Time/Money/Space at your institution
  - For some it's chair (big schools), for some it's dean (small school), for some it's both or some other combination
- What are some problems that are on their desk?
  - Work alone for 3 minutes
  - Share with the table, the order of presentation is based on the distance to their institution from here (shortest first)
  - Share out one per table and put on the board
    - Can skip if nothing new
  - Any more that should be added?

# Departmental issues

- What departmental issues would you like help thinking about?
- How might we break those down into categories?
  - TMS
  - Others

Front of Room

Recruitment

Threats to  
department

Department  
politics

DEI issues

Undergraduate  
Research

Mentoring

# Pod topics

Threats to department

Department politics

DEI issues

Undergraduate research

Mentoring

Recruiting

Curricular reform

Teaching innovation

Online teaching

Outreach

# Time - Money - Space

- Often out of your control
  - Certainly beyond pilots, at least
  - Who does control those things?
  - What are their problems that connect to you?
- What are goals that you're struggling with?
  - What are other barriers for you?
- Can we find connections among these lists?



# Non-TMS

- Work at your tables identifying common issues and brainstorming
  - Goals
  - Next steps
  - What success looks like