

DEPARTMENT HEAD EXPERIENCE A GUIDE FOR NEW FACULTY



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Navigating Norms and Culture

Purdue is complex with multiple different systems and utilities –develop your own system for monitoring & interfacing with the systems you need.

- Trust, but verify
- Be persistent with bureaucratic logjams - ask for help from staff, peers, and your DH
- Use the support structures that are available to you



Navigating Norms and Culture

Higher Education is in a transformative time. Learn, read, reflect and keep your eyes open. Fight for your values and maintain your integrity.

- Build community!
- Learn about the “Academic Ratchet”
- Take care of grad students and the staff... they can make your life easy or difficult!
- Be aware of your privileged status as a professor... and be kind!



“University faculty are a bunch of entrepreneurs, held together by a common plumbing system, in constant search of a parking space.”

- Dr. Alan Seuss

Understanding your Department Head

We are invested in the success of our faculty!

- Guidance/info
- Managing T&P at the dept level; advocating for you at the area committee
- Setting mission, vision, priorities (usually collaboratively)
- Aligning with University/College strategic goals
- Providing feedback/assigning merit raises
- Teaching, Service assignments
- Mentoring & management of mentoring in the dept
- Creating inclusive environment (requires help from everyone)
- Highlighting your accomplishments...



Understanding your Department Head

We are motivated to position our department nationally & you are an ally in this!

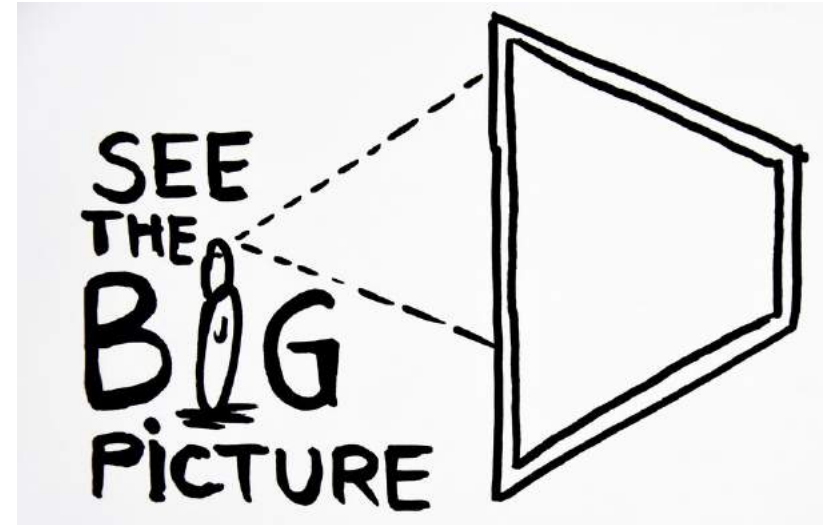
- How to align your personal goals with the department, college, and university
- Trust heads to have your best interest– heed advice
- Be candid about positives and negatives– help them help you!
- Discuss resources, mentoring relationships, any obstacles to your productivity
- Listen to understand how they are trying to help (you don't have the whole story about others regarding their assignments, salary, etc.)



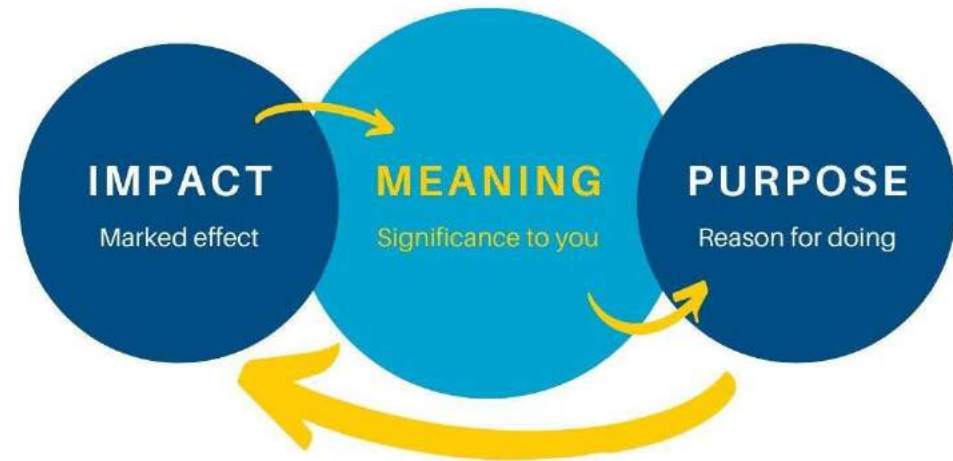
Your Success Trajectory

Keep the Big Picture in mind

- Vision: what will you have accomplished in 5 years? 10?
- How will you show evidence of your achievements?
- What will peers think?
- What resources do you need to acquire and how will you acquire those?
- How will you impact students?
- Keep focus on what you care about deeply...



<https://lsaglobal.com/blog/3-strategic-thinking-behaviors-better-see-big-picture/>



<https://www.forbes.com/sites/nelldebevoise/2019/12/10/how-impact-meaning-and-purpose-are-different-and-why-you-should-care/?sh=6482006557f2>

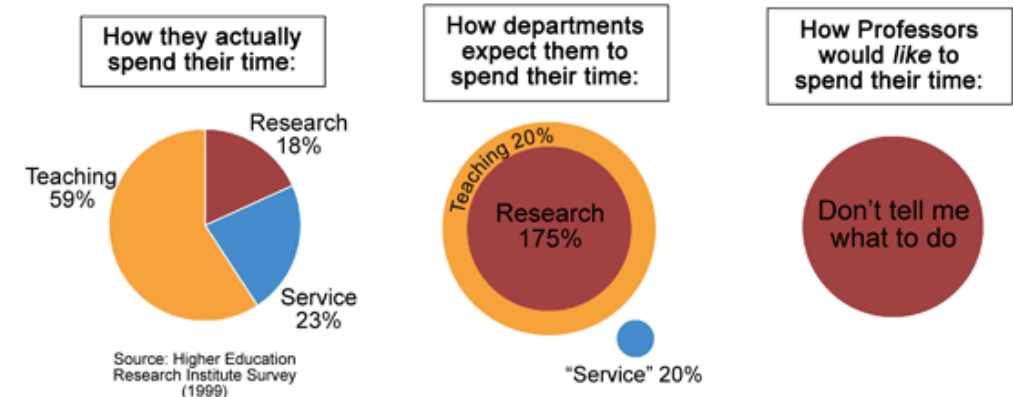
Your Success Trajectory

Pursuing tenure and promotion

- Do YOUR best work. Understand expectations.
- Get *specific* feedback regularly. → Form 36 (early & often)
- Find a mentor...maybe more than one (Butler Center CRN)
- It's not a sprint, but it's also not a marathon...
- Trust the process: it can be scary, but feedback is meant to help you...take it in that light.
- Going from assistant to associate and going from associate to full are different.
- Don't get tunnel vision about Purdue. If you go somewhere else, sometimes that's the right thing!
- Ask about approaches to funding – Is all money the same shade of green? Industry, federal, and philanthropy are not always treated the same.



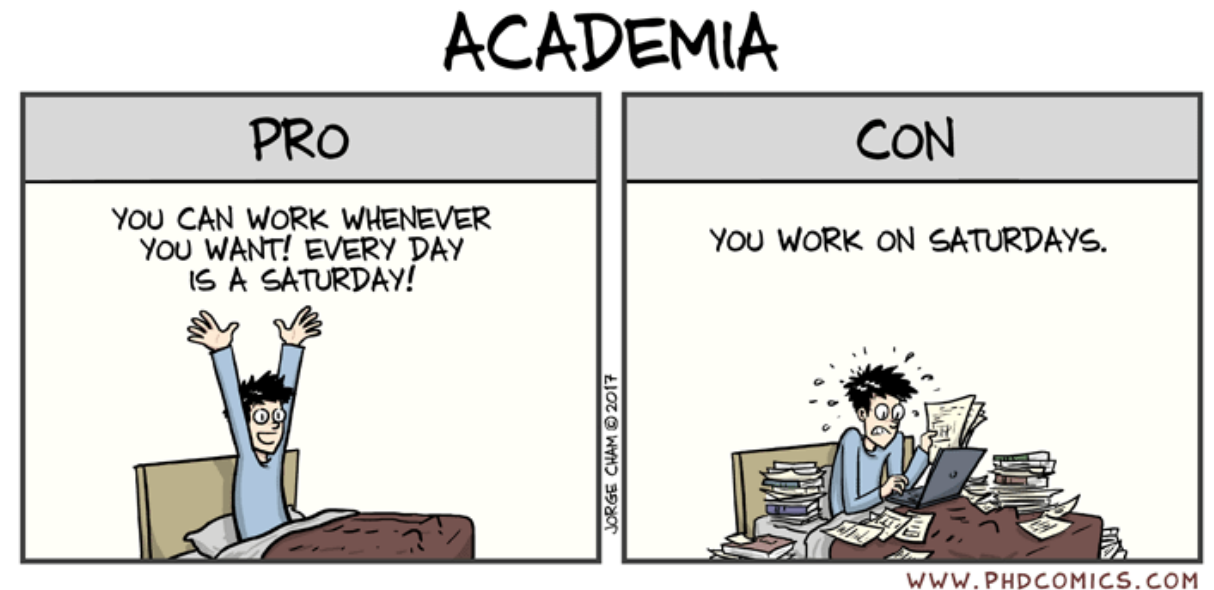
HOW PROFESSORS SPEND THEIR TIME



Setting Priorities

You can do everything... but not all at once.

- Work from your strengths.
- Find the right balance among research, outreach, service, teaching... take time to reflect and make choices... pause and re assess from time to time.
- Service is part of your job. Do your part. “Leadership” is really about serving your colleagues.
- Say no when things don’t fit in your plan, but it cannot always be about you.
- If you feel overwhelmed, ask for help.
- Find the right flow or balance for you. No prescriptive right way.



<https://phdcomics.com/comics.php?f=1924>

THANK YOU



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