Departments Workshop

Attributes of Healthy Faculty

* participation level (100%)
* this includes a lot of stuff

* non-complacent faculty

* willingness to consider implement changes

* individuals have confidence that their means are met when others are getting stuff (see beyond self)

* healthy volunteerism

* decisions are made for whole even not what individual wants

* good for department is good for individual

* fraternal group was easier earlier in history; certain social interaction

* ready engagement intellectual of faculty, whether at lunch or at copy machine; face to face contact

* easy communication

* faculty as ecosystem; folks in different roles, respect for folks doing different things, filling different roles

* appreciate multi-dimensional mission of department (different career paths)

* can confront tough issues without this process being divisive

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* keeping faculty productive

* script what academic life is like, even early in career

* academics does not do well in transitioning folks into retirement

* appreciate older faculty for their changing role; what roles exist and naturally evolve

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* no clear boundaries/expectations in academics
* what is balance? It’s lifestyle

What it takes
* tell truth, communicate; faculty appreciation of
* reality: dysfunction individuals can disrupt
* common shared direction
* individual senior-junior mentoring; very selective
* junior faculty need to be heard
* don’t neglect physical/mental/emotional health; compassion is often hard to come by
* healthy faculty is humane faculty; leadership sets tones

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* strategies; multi-year plan for designing expectations, similar to MOU, as guide as well as litmus; also, e.g., annual evaluation with percentages set
* need a good chair; protecting faculty, supporting faculty
* give broader perspective of decision process to faculty so they know how things work
* protect junior faculty from too much service, but not zero (they should learn process, develop skill set)
* opportunities presented to junior faculty
* sabbaticals are important; should be intellectual renewable; opportunities for funding should be encouraged (e.g. NSF rotator)
* creative leaves (e.g. maternity) are important
* leader is not averse to conflict; willingness to make tough decision