

# 2021 Department Chairs Conference

June 3-4, 2021

## Conference Schedule

Thursday, June 3rd

10:30 AM - 12:15 PM (ET)	<b>P1. New Chairs Workshop</b> Martha-Elizabeth “Marty” Baylor, Robert Hilborn, Monika Kress, Jennifer Ross  The New Chairs Workshop is designed for “new” (or relatively “new”) physics department chairs who would like to learn about frameworks for being an effective chair. The Workshop will focus on best practices gathered from previous New Chairs Workshops and Physics Chairs Conferences, including the APS/AAPT EP3 Guide’s Section on “How to be an effective chair.” Small breakout sessions will allow participants to join in peer-to-peer discussions of scenarios of situations that most chairs will need to deal with.
12:15 PM - 12:30 PM (ET)	<b>Break</b>
12:30 PM - 12:45 PM (ET)	<b>P2. Opening Remarks</b> Theodore Hodapp, Jonathan Bagger, Beth Cunningham, Michael Moloney
12:45 PM - 1:15 PM (ET)	<b>P3. EP3 Guide: Managing Threats to Your Department and Building a Thriving Physics Program</b> Theodore Hodapp, Michael Jackson  In these uncertain times, many departments find themselves under threat in a number of ways. The Effective Practices for Physics Programs (EP3) guide and Toolkit for Departments Under Threat are available to provide insights into strengthening your department and looking to strategies that make physics highly relevant in the changing student demographic and financial landscape of higher education. We will briefly review guide and toolkit content that focuses on critical areas such as recruitment, retention, advising/mentoring, climate/culture, program review, strategic planning, implementing change, and tips for effective leadership. This presentation will identify tools for implementing change and strategies for focusing efforts that will allow departments to position themselves as innovators and leaders within the institution.
1:15 PM -2:30 PM (ET)	<b>P4. How to be Intentional About Equity, Diversity and Inclusion as a Department Chair</b> Martha-Elizabeth “Marty” Baylor, Taviare Hawkins, Jonathan Pelz  Three department and division chairs will share their personal reflections on approaching equity, diversity, and inclusion (EDI) within their own institutional contexts ranging from primarily undergraduate institutions to graduate programs. Participants will have time to discuss in small groups what considerations are important when approaching EDI from the chairs perspective as it relates to various departmental constituencies and the entire

	culture as a whole. Time will be set aside time at the end of the session to share insights and lingering questions.		
2:30 PM - 3:00 PM (ET)	Break		
3:00 PM - 4:00 PM (ET)	<b>Parallel Sessions</b>		
	<b>S1: How to be an Effective Chair</b>	<b>S2. Introductory Courses for STEM Majors</b>	<b>S3. Implementing Active Learning in Physics Departments</b>
	A chair is a special position that needs to communicate to college leadership and faculty, set the tone for the department, and set directions for innovations. The job requires working with staff, mentoring, and difficult conversations. In this session, current chairs will discuss and share best practices appropriate to the type of department they lead.	The largest contingent of students in most departments of physics are those taking the introductory physics sequence; when healthy, this sequence can lead to increasing the number of majors, and improve the department's standing with the institution. Pedagogical innovation in methodology and technology is critical for success, and it requires much departmental support. This session will include an organized discussion of ideas for improving the introductory courses in physics for the STEM majors and the role of the chair of the department.	This session will address questions and concerns chairs might have about implementing Active Learning in their departments. What specific techniques are you using in classes? How do you convince different stakeholders to implement active learning techniques?
4:00 PM - 4:45 PM (ET)	<b>P5. The Physics Culture Club: a personal story of surviving and thriving as physics faculty</b> Nadya Mason In this talk I will describe aspects of departmental culture that affected me, both positively and negatively, on my route from junior faculty through chaired professor. I will also discuss steps that I take to improve department culture, particularly to increase inclusivity.		

## Friday, June 4

11:00 AM - 12:00 PM (ET)	<b>P6. Supporting Physics Majors through Key Transitions</b> Simon Capstick, Ron Henderson, Laird Kramer, Monika Kress, Galen Pickett, Geoff Potvin, Gubbi Sudhakaran	
	In this session we will discuss how to support physics majors through their important milestones: recruitment of freshmen and transfer students, resources for student success in lower division STEM courses, retention of students in the major and in college more generally, and ultimately supporting their transition to grad school or the workforce. This session will highlight efforts at several universities and offer opportunities for participants to share ideas.	
12:00 PM - 12:15 PM (ET)	<b>Break</b>	
12:15 PM - 1:15 PM (ET)	<b>P7. Developing Personnel</b> Laird Kramer, Catherine Mader, Kevin Pitts, Steven Rolston	
	In addition to managing tenure-stream faculty, department chairs must oversee other members of the departmental community which might include support staff, instructional staff, non-tenure-track faculty, visiting faculty and postdocs. In this session, we will discuss issues that a chair might face in working with different members of the department. In addition to development and support for these individuals, we will also discuss campus resources as well as diversity and inclusion.	
1:15 PM - 1:30 PM (ET)	<b>Break</b>	
1:30 PM - 2:00 PM (ET)	<b>Networking and Continuing Discussions</b>	
2:00 PM - 2:45 PM (ET)	<b>Parallel Sessions</b>	
	<b>S4. Toolkit for Departments Under Threat</b>	<b>S5. Advancing Policy Priorities in a Virtual World</b>
	Guidance in the Toolkit for Departments Under Threat was sourced from over 50 interviews with administrators and physics faculty representing a wide range of institution types and experiencing varying threat levels. While many thematic patterns emerged, one lesson is that each department represents a unique ecosystem. There is no silver bullet: some departments doing “all the right things” still find themselves under serious threat, and a tactic that has been effective at one department may be ineffective at others. However, while there are circumstances out of a department’s control, we believe there are	Despite having no in-person meetings in more than a year, APS Government Affairs continues to advocate for policies important to the physics community. I’ll discuss changes we’ve made to our approach and new tools we’re using to bolster our advocacy, as well as provide an update on where things stand on APS’s policy priorities.

	opportunities to improve one's standing within the institution and to positively influence any potential decisions.			
	<b>S6. Strategic Planning and Program Reviews</b>	<b>S7. Supporting Departmental Change Efforts with Departmental Action Leadership Institutes (DALIs)</b>		
	Best practices and experiences for strategic planning and program reviews. After a brief intro, breakout groups by type of institutions will have roundtable discussions. There will also be a session for new chairs.	As part of the APS Effective Practices for Physics Programs (EP3) project, we are piloting Departmental Action Leadership Institutes (DALIs), which support faculty members and their departments in implementing significant changes to their undergraduate programs. The DALIs are designed to help participants support their local change teams in engaging in a change effort, functioning well as a team, and interfacing with stakeholders outside the team. In this session, we will describe the goals, structure, and curriculum of the pilot DALI, present some initial feedback from our participants, and answer questions about how your department can apply to be part of the next DALI.		
2:45 PM - 3:15 PM (ET)	<b>Break</b>			
	<b>Parallel Sessions</b>			
3:15 PM - 4:00 PM (ET)	<b>S9. Toolkit for Departments under Threat</b>	<b>S10. Advancing Policy Priorities in a Virtual World</b>	<b>S11. Strategic Planning and Program Reviews</b>	<b>S12. Supporting Departmental Change Efforts with Departmental Action Leadership Institutes (DALIs)</b>
4:00 PM - 5:00 PM (ET)	<b>P8. Closing Remarks</b>			

Color Key

Plenary sessions	
Parallel/Networking sessions	
Breaks	
Session descriptions	