

Department Chair Success Program

An immersive, 12-week program designed to support department chairs and academic leaders

What is the Department Chair Success Program (CSP)?

The Department Chair Success Program (CSP) is an immersive 12-week program designed to support newly appointed department chairs, equipping them with the necessary skills to navigate the challenges of the job.

Participants will engage in peer learning, have access to expert mentorship, and take part in practical exercises throughout the program.

Core Components



Small Cohort Learning

Safe and inclusive peer groups curated through NCFDD's personalized matching process to create community, connection, and accountability.



Experienced Chair Coaches

Direct mentorship from an experienced department chair coach, focusing on guiding each group through discussions and real-world application of chair skills.



Skill-Building Focus

A curriculum created by experienced chairs, with a heightened emphasis placed on skill development and confidence building.

Why CSP?

Often, faculty members appointed as department chairs are thrown into the position without preparation. CSP is the answer to the challenges that come up as a result, including:

- How to transition from being a faculty member to managing a group of faculty.
- How to improve personal well-being as the workload and responsibilities increase.
- How to build the new skills critical to being an effective chair.

Underprepared



85% **received no leadership** training before becoming chair.

Overburdened



56% felt their chair responsibilities were a **barrier** to conducting and publishing their own research

*data according to study from the International Journal for Higher Education

Program Outcomes

The Department Chair Success Program builds on NCFDD's 15-year history of creating transformational experiences for over 15,000 faculty members through the Faculty Success Program (FSP).

CSP models itself on three core components, with three distinct areas of expected outcomes:



Department Management

Prioritize and align departmental goals with institutional objectives, learning the intricate balance between the two.



Strategic Planning

Become an expert in managing resources and overseeing operations while also fostering a productive, supportive, and inclusive environment.



Personal Well-Being

Grow and practice sustainable habits for time and energy management, and learn how to create a network of peer chairs for ongoing support.

Benefits for Academic Leaders

All aspects of participant engagement — each of the three core components — are crafted with a deep understanding of the unique challenges faced by department chairs. The three components provide specific opportunities to gain the skills necessary to do the job.

- The 12 weekly sessions and the curriculum behind them aid in **skill development and confidence building**.
- The personalized peer groups provide **community, connection, and accountability**.
- The NCFDD-certified chair coach offers the **support and mentorship** required to both succeed and thrive.

Sessions

The Department Chair Success Program takes place over **12 weekly sessions, each focusing on key skill areas that build upon each other**. The sessions are as follows:

Session 1: Introduction and Program Overview

Session 2: Strategic Planning and Departmental Prioritization

Session 3: Budgeting and Resource Management

Session 4: Collaborative Decision-Making

Session 5: Workshop: Navigating Faculty Conflict

Session 6: Faculty Management and Development

Session 7: Challenging Conversations

Session 8: Building a Successful Department Culture for Faculty and Students

Session 9: Participating in University Governance

Session 10: Time and Energy Management for Chairs

Session 11: Workshop: Balancing Faculty, Chair, and University Commitments

Session 12: Program Synthesis and Wrap-Up