

Policy and Chair Responsibilities: a Provost's Perspective

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Creating the conditions for policy change and implementation

- **Make the case**
- **Identify champions**
- **Create a Vision and Definitions**
- **Link to the University Strategic Plan**
- **Create policies**
- **Funding in challenging times**
- **Communicate**
- **Follow through on actions**

Make the Case and Identify Champions

- Presidential/Provostial leadership
- Motivated Deans
- Professional Development for Department Chairs
- Awareness by faculty
- Powerful use of data

Vision

- What will it look like?
- What are the agreed on shared values?
- How will adherence and progress on shared values be measured?

Definitions

- What do we mean by diversity?
- What do we mean when we say work/life balance?
- What do we mean we talk about career flexibility?
- For who, when...?

Link to Strategic Plan

Charting the Course
A Strategic Vision for Boise State University

DESTINATION

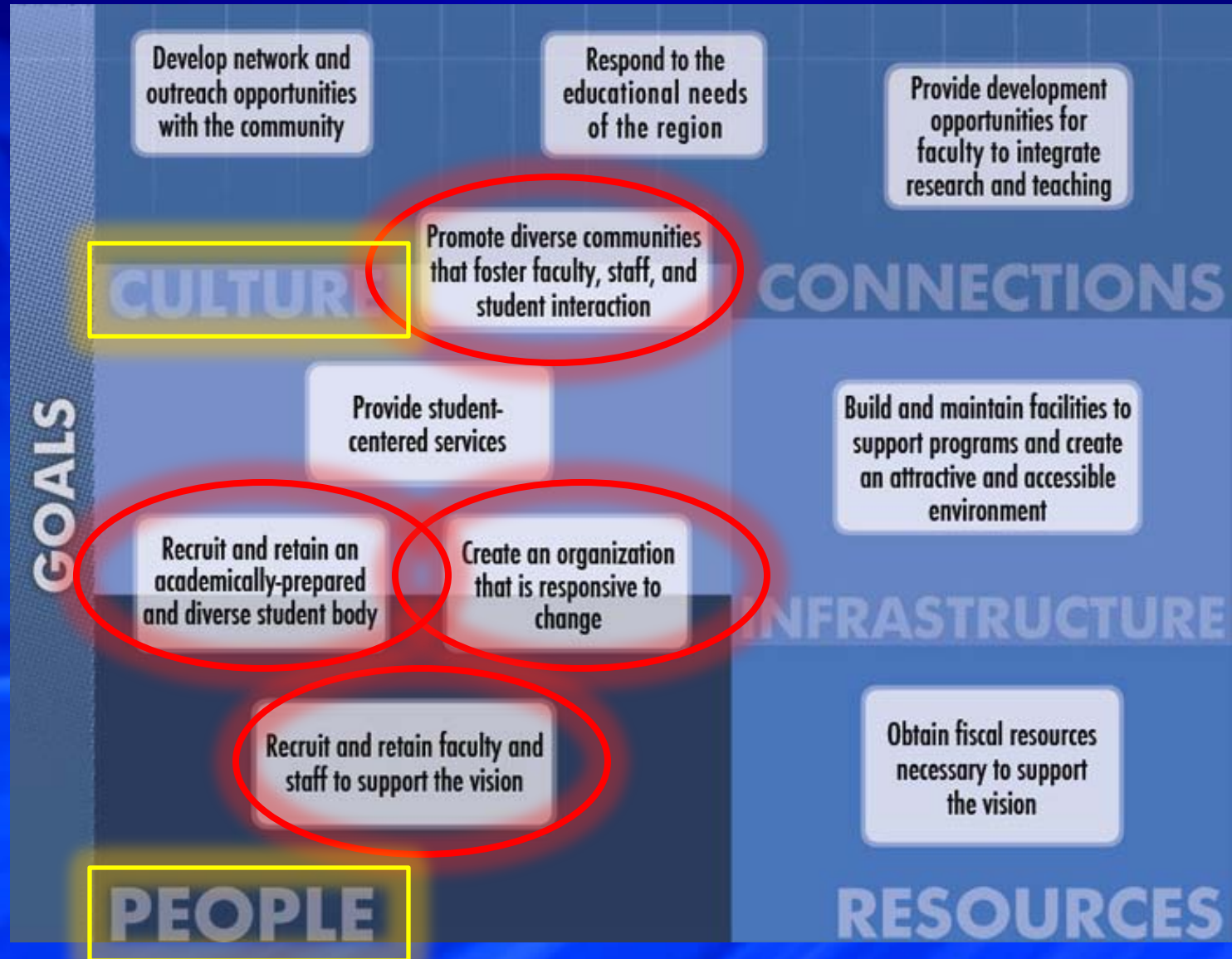
Academic Excellence
Academic Excellence denotes high quality student focused programs that integrate theory and practice, engage students in community based learning, and are informed by meaningful assessment

Public Engagement
Public Engagement links the University's academic mission with its community partners to address issues of mutual benefit

Vibrant Culture
A Vibrant Culture embraces and fosters innovation, responsiveness, inclusiveness, accessibility, diversity, and effective stewardship

Exceptional Research
Exceptional Research is defined by progressive scholarship and creative activity, and graduate programs that have groundbreaking applications locally, regionally, and globally

**METROPOLITAN RESEARCH UNIVERSITY
OF DISTINCTION**



Creating policies for change

- **Assess policies in place**
- **Look at good practices being used that are not supported by existing policies**
- **Understand the culture and get buy in**
- **Work through appropriate groups/processes**

Communication

- **Make policies visible**

- ◆ Home
- ◆ Chairs' Contact Information
- ◆ Directory Listings
- ◆ Chairs' Program Schedule
- ◆ Monthly Calendar for Chairs
- ◆ Position Guidelines
- ◆ Top 10 Lists for Department Chairs
- ◆ Adjunct Faculty
- ◆ Links

Department Chairs

Faculty Career Flexibility Policies

Faculty Career Flexibility

Recruiting and retaining faculty to support our vision to be a metropolitan research university of distinction is one of the most important investments Boise State University makes. Therefore, we are committed to offering you the flexibility you need to enter, thrive in, and retire from your academic profession while meeting your professional, personal, and family responsibilities.

We know that life circumstances change and professional interests develop over time. The start of the semester is a good time to remind you of the following policies and programs at Boise State University designed to create options that you might wish to explore as your life and work unfolds.

Faculty Dual Career Program

Purpose: To assist dual career couples to be able to consider accepting tenure-track faculty positions when hiring is contingent on employment for both in areas of their respective fields.

Policy Link: http://www.boisestate.edu/policy/policy_docs/4240_FacultyDual-CareerProgram.pdf

Shared Leave Policy

Purpose: To provide a means for faculty and staff who have not accrued enough sick leave to use leave time donated by other employees

Policy Link: http://www.boisestate.edu/policy/policy_docs/7220_sharedleave.pdf

Tenure Clock Extension Policy

Purpose: To extend the probationary period of a tenure-track faculty member who has circumstances that impede progress toward achieving tenure such as childbirth, adoption, dependent care, chronic illness, or other circumstances beyond the faculty member's control

Communication

- **Make policies visible**
- **Department Chair sessions**

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Department Chairs

Chairs' Program Schedule

Program	Who Attends	Date	Time	Location
First Year Chairs Workshop	First-Year Chairs and Advisory Committee	Tues, August 5, 2008	7:30 am - 11:30 (breakfast served)	SUB Farnsworth
All Chairs Workshop	All Chairs, Deans, and Vice Presidents	Tues, August 5, 2008	12:00 - 4:00 pm (lunch served)	SUB Jordan A
First Year Chairs Program	First-Year Chairs and Advisory Committee	Thurs, August 28, 2008	7:30-9:00 am (breakfast served)	SUB Farnsworth
All Chairs Program	All Chairs, Deans, and Vice Presidents	Wed, September 17, 2008	7:30 -9:00 am (breakfast served)	SUB Lookout
Chairs Discussion	Chairs interested in topics as announced	Tues, September 30, 2008	8:00 - 9:00 am	Center for Teaching and Learning (ILC 315)
First Year Chairs Program	First-Year Chairs and Advisory Committee	Thurs, October 2, 2008	7:30 - 9:00 am (breakfast served)	SUB Farnsworth
All Chairs Program	All Chairs, Deans, and Vice Presidents	Tues, October 14, 2008	7:30 -9:00 am (breakfast served)	to be arranged
Chairs Discussion	Chairs interested in topics as announced	Wed, October 29, 2008	8:00 - 9:00 am	Center for Teaching and Learning (ILC 315)
All Chairs Program	All Chairs, Deans, and Vice Presidents	Wed, November 19, 2008	7:30 -9:00 am (breakfast served)	Special Events Center
Chairs Discussion	Chairs interested in topics as announced	Tues December 2, 2008	8:00 - 9:00 am	Center for Teaching and Learning (ILC 315)
First Year Chairs Program	First-Year Chairs and Advisory Committee	Wed, December 10, 2008	7:30 -9:00 am (breakfast served)	SUB Jordan A
All Chairs Program	All Chairs, Deans, and Vice Presidents	Tues, January 27, 2009	7:30 -9:00 am (breakfast served)	SUB Hatch AB

Communication

- **Make policies visible**
- **Department Chair sessions**
- **Department Chair Toolkit**

Creating a Family Friendly Department: Chairs and Deans Toolkit

UC Faculty Family Friendly Edge
<http://ucfamilyedge.berkeley.edu>

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Updated on July 1, 2007

The UC Faculty Family Friendly Edge is an initiative designed to develop and implement a comprehensive package of innovative work-family policies and programs for ladder-rank faculty in the UC system.

Communication

- **Make policies visible**
- **Department Chair sessions**
- **Department Chair Toolkit**
- **Communication and department level conversations**
- **Highlight examples**
- **Work with colleagues from other departments and campus units**

Follow through on actions

- Quick wins
- Structural changes
- Advisory committee
- Delegate responsibilities to create shared responsibilities
- Demonstrate value
- Measure progress