



The Department Chair Success Program

The Department Chair Success Program (CSP) is a 12-week virtual experience designed to support current and aspiring academic chairs as they navigate the complex transition from faculty member to academic leader. Through structured learning, real-world scenarios, and small group support, participants gain the clarity, tools, and confidence needed to lead well and sustain themselves while doing it. Participants engage in weekly training modules, coaching-led small group meetings, and reflection-based assignments that support personal and professional growth.

Department chairs across the country are finding clarity, confidence, and community through CSP



Gained actionable tools and strategies



Feel more confident in navigating challenges



Overall satisfaction

These represent responses from the inaugural cohort of the Department Chair Success Program

WHO SHOULD ATTEND

- New department chairs
- Interim chairs navigating the role for the first time
- Faculty preparing to step into a chair position

WHAT YOU WILL LEARN

- Proven strategies for departmental planning, budgeting, and decision-making.
- Techniques for managing interpersonal and team-based conflict.
- Tools to support and evaluate faculty, from mentorship to accountability.
- Communication approaches for navigating institutional politics and governance.
- Methods to manage your time and energy across administrative and scholarly responsibilities.

THIS PROGRAM WILL HELP YOU

- Strengthen your ability to lead your department with clarity and purpose.
- Prioritize strategic goals that align with institutional priorities.
- Confidently navigate conflict, faculty development, and tough conversations.
- Build and sustain a supportive and successful departmental culture.
- Protect your well-being while balancing the complex demands of chair work.

Program Logistics

PROGRAM SCHEDULE

Week 1: **Kick-off and Personal Goals**

Week 2: **Time and Energy Management for Chairs**

Week 3: **Strategic Planning and Departmental Prioritization**

Week 4: **Resource and Budgeting Management**

Week 5: **Collaborative Decision-Making**

Week 6: **Faculty Management and Development**

Week 7: **Workshop: Navigating Faculty Conflict**

Week 8: **Challenging Conversations**

Week 9: **Building a Successful Department Culture for Faculty and Students**

Week 10: **Participating in University Governance**

Week 11: **Workshop: Balancing Faculty, Chair, and University Commitments**

Week 12: **Program Synthesis and Wrap-Up**

PROGRAM FORMAT

- **Weekly Modules:** Curated lessons on key chair competencies with accompanying videos, text, and reflection prompts.
- **Small Group Coaching:** Weekly Zoom sessions led by an experienced coach, offering discussion, feedback, and accountability.
- **Peer Community:** Connect with fellow chairs navigating similar roles, building trust, shared learning, and support.
- **Interactive Exercises:** Real-world scenarios, simulations, and decision-making challenges help deepen skills.
- **Optional Office Hours:** Private 1:1 sessions with your coach to discuss role-specific challenges and goals.

“The Department Chair Success Program has empowered me to think about protecting my time and setting boundaries so that I can better manage tasks and have a work/life balance. I also have learned to be more confident in my role. Having fellow chairs at other institutions to discuss various topics with and to hear how things are done at other institutions has been helpful.”



Dannette Y. Murray, PhD, CCC-SLP
Academic Unit Head
James Madison University

Your Learning Environment.

Weekly Training Modules

You'll explore core leadership skills through structured modules focused on real chair responsibilities—from strategic planning and budgeting to managing conflict and faculty development. Modules include video guidance, text-based reflection, and interactive activities to deepen your learning.

Small Group Accountability

Meet weekly with a small, hand-picked group of department chairs led by an experienced coach. These sessions provide space to reflect on the week's content, share challenges, and receive practical feedback. Many participants say this is the most valuable part of the program.

Peer Connection

The program fosters an environment where chairs feel seen, supported, and understood. Whether you're navigating your first tough conversation or balancing complex departmental priorities, you'll hear from others who've been there—and are going through it with you.

Optional 1:1 Coaching

Office Hours are offered during key weeks to give you space for individual support. These short sessions are a chance to dig into a specific challenge or get tailored advice to support your goals.

“The NCFDD Chair Success Program is one of the most practical, supportive, and empowering experiences. It provides a community where you can learn, grow, and feel truly understood. You need this program to really understand the different facets of being a chair, beyond just the day-to-day tasks.”



Tejas Dhadphale, PhD
Associate Professor
University of Minnesota

"The Department Chair Success Program has helped me refocus and regroup after several challenging years in this role. The peer group and group coaching have been the most valuable part of the program. No one knows the challenges chairs face better than other chairs. Having a confidential peer group for accountability was wonderful!

I think this is a must-do program for new chairs who want to start their terms as chairs with purpose and focus. It was also a wonderful opportunity for me as a veteran chair to reflect, refocus my efforts and consider next steps in my career."



Leigh A. Patterson, MD, MAEd
Associate Professor and Chair
ECU Brody School of Medicine

**Join this
transformational
program today.**

Clarity. Community. The CSP Experience

FUNDING OPTIONS

Tuition: \$8,500

Discounts will become available during the registration period, offered 3 times per year.

Institutional Sponsorship

Many institutions sponsor their faculty in the Department Chair Success Program due to its proven benefits.

Most CSP participants are partially or fully sponsored by their institution.

FOR MORE INFORMATION

Visit our webpage to learn additional information about the Department Chair Success Program.

Department Chair Success Program

Personalized Consultation

Interested in the upcoming Department Chair Success Program? We'd be happy to help you decide on the best time to join us and work with you to secure support.

Email us at: Chairs@NCFDD.org