

# MANAGING ACADEMIC INTEGRITY IN ONLINE ASSESSMENT: CHALLENGES, STRATEGIES, AND INNOVATIONS



# Managing The Academic Department

**Don Chu**

## Managing The Academic Department:

**How to Lead Academic Departments Successfully** Adam Lindgreen,Alan Irwin,Flemming Poulfelt,2025-10-07 It is an old clich that leading and managing academics is like herding cats This timely second edition challenges this myth and presents a way to deal with the many challenges of academic leadership from managing departments research groups and teams to managing tensions between research and teaching The book is a practical and stimulating guide to different pathways to successful academic leadership both in personal and organizational terms

*The Department Chair Primer* Don Chu,2006 What do chairs need to know from their very first day on the job Research has shown that most chairs receive little or no training to prepare them for the demands of their new roles The Department Chair Primer provides the practical information that chairs need to do their jobs well Many of the book's ideas come from practicing chairs and are proven strategies for dealing with a variety of issues Each chapter details a particular problem chairs face includes a brief introduction to the topic provides tips on how to deal with the situation and concludes with study questions Its concise format is ideal for busy chairs who need a brief but informative resource they can turn to for solutions to particular problems The book can also serve as the basis for group discussions on campus

*Chairing the Academic Department* Allan Tucker,1993 Third edition of a handbook for the academic administrator promoted from the faculty ranks with little administrative skill or know how Provides an depth examination of the typical duties and responsibilities of a department chair that covers an awful lot of ground from curriculum management to co

**How to Lead Academic Departments Successfully** Adam Lindgreen,Alan Irwin,Flemming Poulfelt,Thyra U. Thomsen,2022-11-28 It is an old clich that leading and managing academics is like herding cats This book challenges this myth and presents a way to deal with the many challenges of academic leadership from managing departments research groups and teams to managing tensions between research and teaching The book is a practical and stimulating guide to different pathways to successful academic leadership both in personal and organizational terms

*Heads and Chairs* Ingrid Moses,Ernest Roe,1990 This book is designed for heads of academic departments and for those aspiring to be heads or other kinds of administrators The authors have interviewed a wide range of staff and these case studies illustrate the roles responsibilities and difficulties of the job The skills required to run an academic department for example in resource and personnel management are explored There is also a review of how heads see themselves and how their staff see them The three dimensions of headship political management and academic are detailed Areas of possible conflict and possible rewards are covered

**Managing Effectively in Academia** Graeme Wilkinson,2020-10-05 This book provides a compact guide to good management practice in contemporary higher education It covers key topics in day to day academic management including managing academic staff handling students as customers thinking and acting entrepreneurially and strategically and dealing with some of the most challenging issues faced by academic managers in 21st century universities It is aimed at academic managers at all levels from research group leaders

and programme leaders to department heads and deans It should be especially relevant to those who have been newly promoted into such roles It will also be of value to those aiming ultimately for the most senior roles as provosts presidents and vice chancellors *Academic Leadership* Deryl R. Leaming,2007 As the responsibilities entailed in being a department chairperson are ever evolving those who occupy the position must continually adapt and build upon their skills in order to meet new challenges and expectations In the first edition of Academic Leadership Deryl R Leaming helped thousands of chairpersons navigate changes in higher education and effectively lead their departments While maintaining its focus on practical application this new edition has been significantly revised and expanded to address new aspects of the role of department chairs Now organized into six parts the second edition contains best practices and ideas from some of today s leading scholars It also incorporates information on emerging challenges and expectations for department chairpersons including Developing a departmental vision Working with constituents Retaining students Conflict management Mentoring faculty Post tenure review Written to assist chairpersons in carrying out their duties each concise chapter offers advice and practical suggestions for aspiring new and experienced chairpersons Readers are provided with the expectations of the chair role as well as examples for handling specific tasks In addition this book encourages chairpersons to analyze their departments in order to effect improvement and develop their own approaches to solving problems Featuring useful checklists tables and sample forms this book also provides practical tools on the key areas of chair work departmental management interacting with faculty students and upper administration financial matters legal issues assessment and evaluation This invaluable resource will help guide chairpersons through the many responsibilities of their position

Managing the Academic Department John Beecher Bennett,1983 **An Analysis of University Academic Department Chairpersons' Resource Management Decisions** ,2016 This mixed method study explored how resource decisions are made in academic departments Department resources are needed to accomplish critical objectives that support the university s academic mission such as assisting faculty research and granting academic degrees The process by which department chairpersons decide how to use their resources impacts how successful they are in achieving these objectives In addition many academic departments struggle with the limited amount of resources available so it is important to understand how they decide to use the resources they have in light their limited availabilty Data collection began with a survey of department chairpersons that yielded 227 participants I analyzed the survey s qualitative data from open ended questions using an open coding method to identify themes that described the decision making process I then analyzed the quantitative data using traditional crosstab and descriptive statistical methods I then conducted interviews to expand on the themes that were identified from the analysis of the survey responses The study had the following significant findings 1 Most of the participating department chairpersons identified themselves as the primary resource manager for the department but there was substantial variation in the duties they performed in this role 2 the process for making resource decisions frequently

involved consulting department members about both routine and strategic decision 3 only a few participants maintained formal work flows for making resource decisions 4 prioritizing and allocating resources amongst competing interests was a significant challenge to managing resources and 5 internal department stakeholders provided the greatest challenge to managing department resources Consulting with members of the department is presumed to be a conflict avoidance strategy However the findings from this study suggest that despite consulting department chairpersons are still challenged by internal conflicts over resources which means the consultations are not as effective as they were thought to be Thus the findings from this study demonstrate the need for universities to train their department chairpersons on methods for consulting and negotiating that lead to productive decisions while still maintaining constructive relationships with members of the department

*Time Management for Department Chairs* Christian K. Hansen, 2011-07-26 Department chairs who have asked themselves the question Who knows where the time goes should ask Christian Hansen for the answer His book Time Management for Department Chairs will help chairs maximize the investment of their most important resources their time focus and energy Don Chu author The Department Chair Primer Department chairs take note Hansen s Time Management for Department Chairs can change your life in just three hours Written by a seasoned academic chair the author offers practical ideas and strategic advice about how to increase your day to day effectiveness and sanity by using proven approaches to managing expectations organizing tasks running meetings monitoring communication controlling calendars avoiding interruptions containing crises and everything else in between If you want to learn how to strike a better work life balance this book should be at the top of your reading list Christine Licata senior associate provost Rochester Institute of Technology It s about time the resource department chairs have the least of and what faculty want the most Christian Hansen s book is filled with insights techniques and artful strategies to help chairs maximize their time while working effectively with faculty and balancing their personal and professional lives This book is a life saver Walter Gmelch dean

University of San Francisco

Research Handbook on Academic Careers and Managing Academics Sarrico, Cláudia S., Rosa, Maria J., Carvalho, Teresa, 2022-04-12 This timely Research Handbook provides a broad analysis and discussion on how academics are managed It addresses key issues including the changing nature of academic work and academic labour markets issues of power leadership ageing human resource management practices and mobility

**Managing Sustainable Performance and Governance in Higher Education Institutions** Federico Cosenz, 2022-05-23 The fast changing evolutionary process of global Higher Education systems systematically poses new challenges related to the appearance of innovative elements that lead academic governing bodies to question current managerial structures and methods Due to this theory and practice have gathered multiple contributions and experiences to support and further develop this evolutionary pathway during the past decades Global competitiveness economic and social growth are driven worldwide by knowledge and innovation In this context Higher Education Institutions play a crucial role as they primarily contribute to knowledge

transfer and development and as a result foster regional development employment and economic wealth The relevance of this role leads Universities to explore alternative solutions for managing their performance according to a sustainable perspective This book draws on this flourishing debate on Higher Education policy and management and investigates an innovative systemic perspective to design and implement sustainable performance management systems for academic institutions The conditions for the success of Universities the critical issues underlying the creation of academic value the dynamic complexity characterizing academic governance settings the pluralistic audience of stakeholders and related expectations the causal interplays between organizational performance variables represent some of the central themes around which this work is developed More specifically the book suggests and discusses the adoption of a Dynamic Performance Management approach to frame the inherent organizational complexity of Higher Education Institutions thus supporting a strategic learning perspective to design and implement relevant performance measures This approach originates from the combination between conventional performance management and System Dynamics modeling Many research and practice contributions prove that this methodological combination can boost the understanding and interpretation of value creation processes by identifying and exploring the causal connections amongst strategic resource allocation and consumption corresponding performance drivers emerging outputs and outcomes To test the effectiveness of this approach in University settings a wide range of examples is offered in each book chapter This allows readers to explore the advantages limitations and practical implications of adopting Dynamic Performance Management in Higher Education Institutions as well as guide academic decision makers towards a more robust approach to design and implement strategic management mechanisms in Universities Managing Academics Richard Philip Winter,2017-01-27 Managing Academics contrasts three alternative perspectives of managing professionalism quality of worklife prosocial identity with the dominant perspective of managerialism in higher education institutions The intention of the contrast is to 1 challenge the notion that managing academics is a unitary values free process 2 raise awareness of managing as a social process in which values and identity questions resonate as issues of importance to managers and the managed and 3 help academic managers influence and balance hybrid perspectives of managing and scholarship Chairing an Academic Department Walter H. Gmelch,Val D. Miskin,2004 Full of practical advice and examples this useful guide describes the four key functions of a successful departmental chair recruiting and developing the faculty managing the department s resources leading the department and maintaining the dual role of scholar and manager Department Management 2.0 Donald Chu,2023 The crisis of confidence in American higher education began long before the pandemic turned normal life on its head The long held assumption that a bachelor s degree is the ticket to the middle class is now widely questioned Except for a handful of wealthy institutions insulated from the vagaries of financial markets public largesse and demographic shifts most colleges and universities are faced with uncertain futures The thesis of Department management 2 0 is that a critical reason for the failure of American

higher education to better serve the contemporary needs of students and society has been entirely ignored Institutional missions in the twenty first century can now change overnight with turmoil in financial markets pandemic disease or technological disruptions such as artificial intelligence that writes speaks and that mimics human creativity Companies operating at the cutting edge of knowledge need to be able to respond to the challenge of rapid incessant change with their own speed agility and adaptability This book takes an organizational systems approach to underscore the importance of academic departments as the foundational organizational structure in colleges and the critical position of chairs as the gatekeepers to the talents of the faculty While the call for dynamic presidential leadership is accepted as critical for the revitalization of American higher education chairs and academic departments are virtually ignored in conversations about institutional transformation While some schools may be fortunate enough to have star presidents and groundbreaking faculty without professionalized chairs and a management system that engages the power of creators in the professorate institutional achievements will be limited by the century old management system designed for the horse and buggy era In place of the restrictive bureaucratic 1 0 management system this book first makes the case that colleges need to identify and support the power of brilliant and entrepreneurial faculty then offers the 2 0 model as an alternative system of management for higher educational institutions that holds the promise of institutional transformation from the ground up one department at a time Back cover *Managing Successful Universities* Shattock, Michael,2010-09-01 Professor Mark Taylor Dean

Warwick Business School University of Warwick **Office Management Series ,1929 Mission-based Management in Higher Education** Craig Hlavac,University of Hartford. Graduate Institute of Professional Psychology,2012 The academic department chairperson continues to face significant challenges in the administration of the contemporary university Due to retrenchment resultant from the 2008 Global Financial Crisis GFC higher education has already faced significant financial cutbacks and more reductions seem inevitable Particularly susceptible are publicly funded institutions as state tax revenues often do not occur until the end stages of economic recovery Geiger 2010 state universities will continue to face budget constraints As the academic department is often severely affected by the reduction of resources Tucker 1992 the study of how department chairpersons make decisions is more important now than ever before However although plentiful scholarly research has been reported regarding the roles of the chairperson Bennett 1983 Chu 2006 Conway 1996 Hecht Higgerson Gmelch Lucas 1994 Tucker 1992 department chair decision making has not been widely studied Furthermore the impact of the organizational mission on the decision making of department chairpersons has not been presented in the literature The purpose of this exploratory qualitative interview study was to examine academic department chairperson n 12 reports of how they aligned decision making with their organizational mission Using the Brinckerhoff 2009 mission based manager profile as the conceptual framework this study examined how department chairpersons reported applying balance innovation motivation and communication Brinckerhoff 2009 while making decisions that were aligned with the organizational mission

Additionally this study examined how department chairpersons reported making decisions while meeting the expectations of several levels of the organization Analysis of 18 findings revealed several themes regarding the decision making of department chairpersons Respondents reported difficulty balancing their many roles motivating faculty toward common goals mitigating pressures to financially contribute to the organization and understanding their function within the organizational hierarchy Additionally 11 of 12 respondents reported prioritizing the mission of the department above all other university based missions Recommendations for future practice include training and mentorship for new chairpersons professional development for all chairpersons the implementation of departmental evaluations based on the mission and several suggestions for future research *The Higher Education Manager's Handbook* Peter McCaffery,2013-04-15 The Higher Education Manager's Handbook 2 e has been substantially updated and reflects important changes that have occurred since its first publication in 2004 It offers excellent counsel and guidance on all aspects of the manager's role and provides the navigational tools to successfully operate within Higher Education organizations Within this new edition Peter McCaffery continues to draw on a wealth of US and UK case study materials drawn from innovative practice This best selling guide builds upon its original strengths and remains an engaging accessible and highly enjoyable read Written in the unique perspective of the HE manager it offers practical advice that can be implemented immediately by managers and university leaders at all levels It addresses the internal ramifications of cynicism and demoralisation that are rife within many academic communities and is based on four pre requisites essential for becoming an effective HE leader Knowing Your Environment Knowing Your University Knowing Your Department Knowing Yourself What's new in the second edition New Chapter Celebrating Diversity The Specific strategic drivers in HE University Governance The Business Facing University The Community University Fostering Research Excellence Fostering Teaching Excellence and Enhancing the Student Experience Internationalization Managing your Reputation Managing in a crisis Higher Education Managers Team Leaders Vice Chancellors Provosts University Presidents Department Heads and Student Affairs Administrators will find this book to be an irreplaceable resource that occupies a permanent within hands reach position on their desk and or nearest bookshelf

*Managing Today's University* Frederick E. Balderston,1974

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