1. Review the second version of the Professor Major video posted on the cohort webpage, watching for: what did the department chair learn in this program?

2. Meet in a group to develop a list of skills you’ve acquired through this cohort program that you see being applied in the second version. Report at next session.

3. Meet in a Critical Friends group: either use the case study posted on the cohort webpage, or an issue you are facing.

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Rights

Interests

Power

Ury, Brett, Goldberg (1989)

Transaction costs

Satisfaction with outcome

Effect on relationship

Recurrence
IRP Analysis

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<tr>
<th>Interests</th>
<th>Professor New</th>
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Shared Interests?

Exploring Leadership

Robert Easter  Ann Briggs Addo  Nicholas C. Burbules

"When a paradigm changes, everyone starts over."

Paradigm Changes Challenge Leadership

Transactional Leadership  Transformational Leadership
Lead With Intention

Leadership with a clear sense of purpose and direction in mind. and

How you get there is just as important as what you are trying to achieve; the right goal can be undermined by flawed or absent process.

In ordinary times, positional leadership is sufficient.

In difficult times, moral leadership is invaluable.

Always, always seek to behave in ways that will earn true moral authority.

“The most significant aspect of leadership is...trust.”

Individuals perform best when they are respected, valued, trusted by someone who genuinely cares for their well-being.
Effective engagement with faculty is fundamental to successful paradigm change.

A functional faculty governance process provides a robust platform for engagement.

How Shared Governance Is Codified at Illinois

- Curriculum and academic standards are largely matters of faculty decision.
- Administrators seek advice of an elected faculty advisory committee on decisions (University Statutes)
- Each administrator receives in-depth faculty evaluation at least every five years (University Statutes)

We’re in the midst of an important paradigm change.
DEI: What Do We Mean by “Diversity”? 

“Affirmative action”  
“Educational and intellectual”

DEI: What Do We Mean by “Equity”? 

Equality-based  
Fairness-based

DEI: What Do We Mean by “Inclusion”? 

Open to every voice and point of view  
A climate where at-risk groups can feel welcome and safe

In Your Department

- Is there a shared understanding of DEI? 
- How does it vary by status and identity? 
- How do/will you know?
Questions or concerns?

Key takeaways?

1. Prepare to discuss and present your approaches to the Capstone Case at our next (final!) session.

2. Review your journal and start an Independent Development Plan for how you will continue your growth as a leader.

"Action expresses priorities"

Thank You