

**Characteristics of a Good Chair**  
**Physics Dept Chair Search, Jan 2020**

Strong and broad vision for department

Fair-minded and works across department subdivisions, has broad support and trust

Transparency

Good organizational skills and efficient with day-to-day running of department

Recognizes that there are problems/challenges\* and is willing to deal with them, even if they involve conflict

Good communication and people skills

Strong advocate for the department and politically adept with upper administration

Displays research excellence and advocates for it

Ability to manage large enterprise and budget

Views chair role as a service to department

\*Challenges identified

Faculty hiring, including fairness across groups

Maintaining and increasing research profile of department

Diversity & inclusion

Relationship between some faculty and students

Issues with advising culture and student-on-student problems

Effectiveness of the TA program, including viewing as more of opportunity for professional development, timeliness of TA assignments

Trust among faculty