

## **How a Chair is Perceived by Members of the Department**

In order to establish the required ingredients for a positive culture and climate to exist in the department, the chair should model the characteristics she wishes the faculty and staff to exhibit. The chair must demonstrate respect, constantly and consistently, to all faculty members, professional staff, and students. Following is a list of 12 characteristics that the chair can follow to facilitate a collegial culture:

1. Transparent.
2. Honest.
3. Fair.
4. Shows appreciation.
5. Credible.
6. Trustworthy.
7. Has integrity.
8. Is a good communicator.
9. Is objective.
10. Is a good listener.
11. Respects faculty, professional staff, and students.
12. Shows a genuine and caring interest in the well-being of the faculty, staff, and students.