

**PANOLA COLLEGE  
JOB DESCRIPTION**

<b>JOB TITLE:</b>	Department Chair	<b>FLSA status:</b>	Exempt
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<b>DEPARTMENT:</b>	Instruction	<b>REPORTS TO:</b>	Dean of Academic Transfer
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**Position summary:** This is a full-time position responsible to the Dean of Academic Transfer. The Department Chair is responsible for the overall duties associated with instructing students and actively assisting the College as it strives to fulfill its goals and objectives.

**Position responsibilities:**

- Serve as liaison between the Dean and the Faculty within the department
- Position also required to teach 12 hours of classes within the program
- Oversee and Support excellence in instruction, evaluate faculty, and encourage professional development as needed
- Conduct regular department meetings and record minutes for posting online
- Develop annual department budget request with input from faculty
- Manage approved department budget with appropriate documentation
- Coordinate advisory committee membership and schedule committee meetings
- Recruit, screen, and facilitate employment of qualified faculty (fulltime and adjunct) as needed
- Assist in recruitment, advisement and registration of students
- Prepare course schedules each semester; Coordinate syllabi updates annually; Coordinate syllabi, course content, and collect IE data for all department courses (i.e. SLOs, Core Assessment, or Capstone) across all sites.
- Assist in adoption of textbooks/open educational resources each semester to be approved by Dean
- Assign faculty workloads
- Manage classrooms, labs, and facilities to ensure students' learning needs are met
- Promote the programs through participation in area and community events as well as press releases
- Coordinate the development of curriculum and continued curriculum revisions of the programs so student training and skill development meets employer need
- Assist faculty in resolving Level I appeals and complaints
- Ensure all department information (brochures, website, catalog, handbook, etc.) is current and consistent
- Coordinate all aspects of annual department Institutional Effectiveness (assessment, planning, data collection, analysis, reflection, evaluation, new plan and all documentation)
- Provide reports such as Academic Program Review and SACSCOC documentation in a timely manner
- Serve on college committees as assigned and recommend department faculty for committees
- Perform other functions consistent with a chair's responsibilities when requested by Administration
- Actively participate in related consortia, partnerships, organizations, etc.
- Support the philosophy and mission of the College
- Perform all other duties as assigned

**Minimum Position Requirements:**

- Master's Degree in subject area within the academic department required, three years management experience preferred; instructional experience in higher education preferred. Commitment to the teaching profession, its goals and ideas, and enthusiasm for the mission of the community college.

**Knowledge, Skills, and Abilities Required:**

- Professional ongoing competence in area of responsibility with ability to encourage students and faculty
- Strong interpersonal and communication skills reflecting commitment to faculty and student development and confidentiality as needed
- Ability to present ideas clearly and effectively in discussion, oral presentations, and written work using English and proper grammar
- Ability to apply learning theory: motivational, perceptual, and emotional forces present in the learning process and the conditions which influence learning

- Ability to manage time to evaluate instruction, complete all paperwork as needed, serve on committees and lead curriculum development
- Ability to apply leadership techniques for guiding, and motivating faculty and staff to achieve effective performance
- Ability to supervise and train employees, to include organizing, prioritizing, and scheduling work assignments
- Ability to foster a cooperative work environment with diverse groups in a fast-paced environment
- Ability to deal effectively and fairly with everyone in a courteous manner, including student and/or faculty disputes and grievances
- Strong computer skills and ability to use current technology
- Ability to perform all responsibilities of the job as listed above
- Ability to represent the college in a positive and professional way at all times
- Enthusiasm and the ability to thrive in an atmosphere of change

**Physical Demands of Work Environment:**

- Work is normally performed in a typical interior/office work environment
- No or very limited physical effort required; however, employee must occasionally lift and/or move up to 15 pounds
- No or very limited exposure to physical risk
- Some travel required