I serve as Department Head of Sociology, Anthropology & Criminology, a large multi-disciplinary department at a four-year comprehensive state institution. This leadership experience gives me a unique seasoned perspective from which to assist multidisciplinary programs, as well as single disciplinary programs during an external review. My leadership experiences including providing a supportive and collegial department, and valuing people’s individual skills and the department as a whole.

A strength I bring to a review is that I value what is working rather than reinventing the wheel. I support looking to best practices, and then right-size-ing them for an individual department. For example, as is the case at multiple US institutions, we have a growing diversity of students, including a rising number of first-generation students. In our sociology program, we recently developed a sophomore-level undergraduate course, *The Sociological Career*, which can embrace the student population of diverse first-generation students and introduce them to the wide variety of opportunity linked with a Sociology major, as well as bring in new students to the major. We have also moved *Social Problems* into an equivalent position with *Introduction to Sociology*, as a way to widen the pathway to the major.

I am willing to engage in leadership conversations on a variety of academic leadership topics, including curriculum revision, providing support to departments dealing with sudden or difficult change, and highlighting one’s positive departmental presence in a larger academic framework. Additionally, I am happy to discuss strategies around managing academic leadership responsibilities, such as establishing and maintaining support teams on and off campus, balancing emotional labor demands for all members of a department, and the importance of mindful self-care practices.

A good leader recognizes the challenges and opportunities present in an academic unit, and is a positive university citizen that communicates effectively between departmental interests and administration. I envision the external review process as a supportive conversation within programs, and between programs and administration. My skill set includes professionalism, the ability to think about a program structurally, and being mindful of decreasing resources in university environments, to develop realistic strategies for the future. I gather information, identify challenges and opportunities, and assess the overall environment as much as is possible in order to provide realistic strategies for a department moving forward.