

# Transitions

A Consultation Program for New Faculty, New Chairs, and Faculty Planning to Retire

Sponsored by the Faculty Ombuds Program with support from the Boulder Campus Ombuds Office.

University of Colorado at Boulder



The TRANSITIONS Program offers a consultation service for faculty assuming new roles. The purpose of the program is to provide a place for new faculty, new chairs or directors, and retiring faculty to discuss their questions and concerns with experienced retired faculty in a confidential and impartial setting.

The Faculty Ombuds Program, in addition to providing its regular services to all faculty, offers one-on-one consultations for new faculty, new chairs and directors, and faculty expecting to retire sometime in the next 12 months. Starting a career in a new place, taking on an administrative role for the first time, and stepping away from the routine responsibilities of a long career represent significant transitions which can bring unexpected and unfamiliar challenges.

Every situation is unique, and we'll do our best to help with those problems that are most troublesome. Some examples of issues likely to recur are the following:

- Defining your role
- Making important decisions
- Implementing changes
- Dealing with anger (yours as well as others), conflict, and confrontation
- Working with difficult colleagues
- Evaluating performance, (again, yours as well as others)
- Talking "it" over, whatever "it" happens to be
- Making programmatic improvements
- Setting personal goals, keeping track of progress
- Locating resources
- Sorting out the implications of large career decisions
- Your unanticipated effects upon others

Faculty Ombuds conducting the consultations are retired faculty members Lee Potts and Larry Singell who draw upon their many years on C.U.'s faculty. During the course of their careers, each of them has experienced some of the transitions mentioned above, as well as transitions from faculty member to program director, department chair, and dean. Serving as Faculty Ombuds, they help faculty who are seeking to resolve conflicts and repair frayed interpersonal relationships.

They are not therapists, advocates, or attorneys. They offer impartiality, allowing them to discuss issues without having any personal stake in the outcome. They offer confidentiality, an important and essential component of their service.

