# Environmental Analysis

Before the dean and health system partners articulate specific competencies needed in the new department chair, it’s crucial that the institution analyze the state of the department and, in some cases, the institutional role of the discipline itself.

Directions:First, determine how you would like to assess the state of the department; answer the first two questions below. Second,answer the initial questions and complete the Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis that follows.

Defining the Assessment

1. Who should conduct the review?

Click here to enter text.

1. With what degree of formality should the review be conducted?

Click here to enter text.

Initial Questions

1. What are the successes, problems, and challenges facing the department?

Click here to enter text.

1. Where does the department stand vis-à-vis its competitors and collaborators on key mission areas?

Click here to enter text.

1. What is the future of the department and discipline over the next 5–10 years?

Click here to enter text.

1. What are national trends for the discipline, department, or specialty?

Click here to enter text.

## Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis Template

Directions: Enter three or more key factors that affect each of the four components of your SWOT analysis.

|  |  |  |
| --- | --- | --- |
|  | Strengths Areas you do well in and advantages of your organization | Weaknesses Areas needing improvement |
| Internal Factors | Click here to enter text. | Click here to enter text. |
|  | Opportunities Factors that may contribute to your organization and build up your strengths. | Threats Potential problems and risks that your organization may face. |
| External Factors | Click here to enter text. | Click here to enter text. |