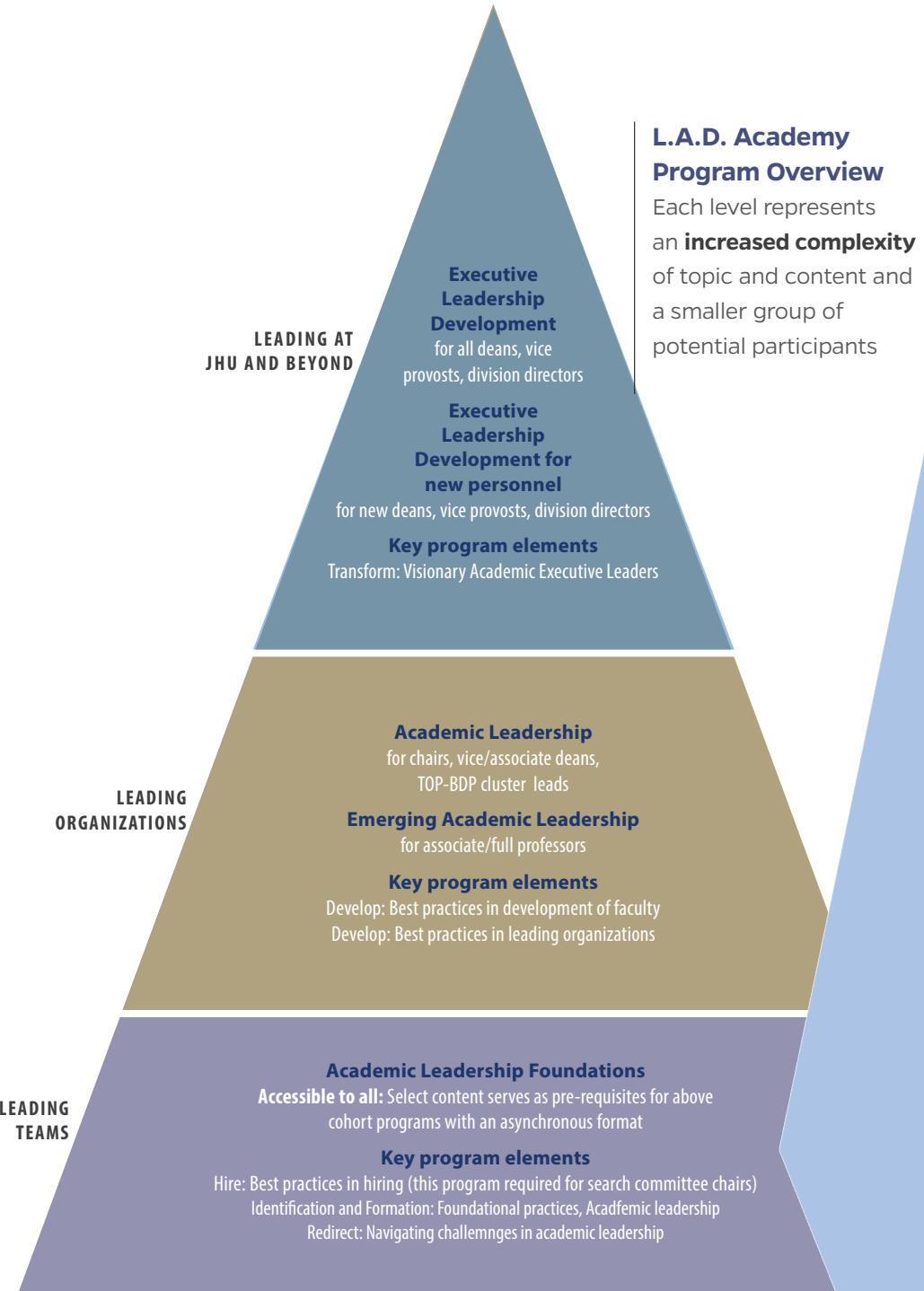JOHNS HOPKINS UNIVERSITY

THE PROVOST'S LEADERSHIP, ADVANCEMENT, & DEVELOPMENT ACADEMY

— *The L.A.D. Academy* —

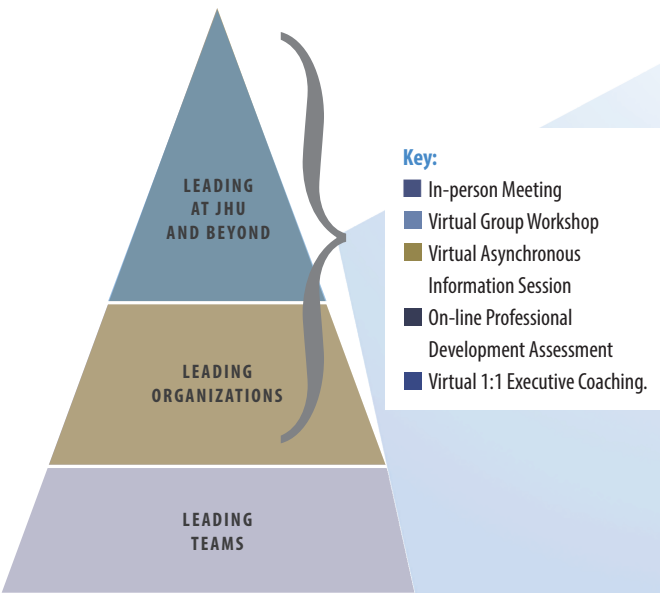*a pathway for faculty excellence*

L.A.D. Academy Program Overview

Each level represents an **increased complexity** of topic and content and a smaller group of potential participants

LEADING AT JHU AND BEYOND

Executive Leadership Development for all deans, vice provosts, division directors

Executive Leadership Development for new personnel for new deans, vice provosts, division directors

Key program elements Transform: Visionary Academic Executive Leaders

LEADING ORGANIZATIONS

Academic Leadership for chairs, vice/associate deans, TOP-BDP cluster leads

Emerging Academic Leadership for associate/full professors

Key program elements Develop: Best practices in development of faculty Develop: Best practices in leading organizations

LEADING TEAMS

Academic Leadership Foundations **Accessible to all:** Select content serves as pre-requisites for above cohort programs with an asynchronous format

Key program elements Hire: Best practices in hiring (this program required for search committee chairs) Identification and Formation: Foundational practices, Academic leadership Redirect: Navigating challenges in academic leadership

The Johns Hopkins University Provost's L.A.D. Academy

provides 'something for everyone'. The Academy offers a centralized resource hub, giving **all** JHU faculty subscription access, representing a collection of resources and programs exclusively designed for JHU faculty to realize their full academic and leadership potential. The L.A.D. Academy team has partnered with leading professional development subscription programs to provide unlimited library access and access to JHU collated curriculums, including online courses.

L.A.D. FOUNDATIONS: Sample suggested curriculum tailored to level specific needs & interest of faculty at every rank and discipline

Fundamental	Topic	FG Post Doc	KSAS Assistant Professor Year 1	SAIS Assistant Professor Year 4	SOM Associate Professor. Year 2
Best Practices Recruitment, Hiring, Onboarding Governance	Search Committee/ Standardized Interview/ Negotiation Governance	Recruiting, Hiring, & Retaining Diverse Faculty Imposter Syndrome in Higher Ed. Comprehensive Approach to Faculty Orientation	Recruiting, Hiring, & Retaining Diverse Faculty	Inclusive Hiring Best Practices: Removing Barriers & Mitigating Search Committee Bias	Rethinking Search & Hiring Practices
Academic Identity Formation	Scholarly Identification	Scientific Writing & Publishing Persuasive Grant Writing Data Analysis: Planning & Preparing Jumpstart your Research Career with NIH K grants	Peer Review: Deep Dive Managing Research Data to Maximize its Full Potential Data Analysis: Conduct & Troubleshoot Finding Funding Opportunities Finding Your Authentic Voice: Public Speaking Confidence	Effective Collaboration in Research Networking for Researchers Advancing Your Scientific Presentations Time Management: Focusing on Priorities & Purpose Declined Grant Proposal: Analyze, Review & Create Resubmission Plan	Narrative Tools for Researchers Meetings Success Tool Kit
	Professionalism	Cultivating a Professional & Engaging Persona on Video Calls	Faculty Civility & Academic Freedom	Engaging in Empathy: Balance the Emotional Demands	Would you benefit from an Executive Coach?
	DEI & A	Implicit Bias in Higher Education Faculty of Color Affinity Spaces Foster Classroom Inclusion via Formative Assessment Is it a Microaggression?	Engaging in Anti-Racist Conversations in Advancement Inclusive Syllabi & Assignments Using Think Aloud Strategies to Create Equity in Distance Learning	Comprehensive Student Retention Strategies for Men of Color Bridging the Equity Gap in Higher Education	Integrating Inclusivity into your Leadership Philosophy Why Measuring Diversity Matters Enhancing Medical Education to Mitigate Healthcare Disparities
	Academic Team Building	Influencing w/o Authority Participant Roles in Small Group Activities Partner with Faculty to Maximize Private Funding Opportunities	The Introverts Guide to Academic Leadership Managing Up, Down, & Across Networking Fundamentals	Fostering Curiosity as a Creative Leader Facilitating Culturally Inclusive Meetings Fostering the Scholarship of Teaching through Faculty Learning Communities	The Key Components of Emotional Intelligence for Academic Teams Decisions to Make with Your Interdisciplinary Research Team
	Mentor-Mentee Relationship	Adapt Your Peer Mentor Program Creating an Inner Coach Stronger than Inner Critic	Faculty Mentorship: Incorporate Inclusive Practices to Foster Faculty Success Likeability – The 8th Deadly Sin	Improving Faculty Mentorship Emotional Intelligence as a Key Driver in Advancing Women in Higher Ed Starting a Women's Leadership Mentoring Program	3 Coaching Skills for Leaders and Mentors in Academic Med. What Every Higher Ed leader Needs to Know about Supporting Women in Leadership
	Univ. Governance/Finance	Principles of Budgeting Using Social Media Creativity for Donor Sponsorship Pivot Forward: The current financial picture in higher education	Departmental Budget Training for Faculty Leveraging Texting in Your Annual Giving Strategy Tracking Spending to Minimize Research Grant Audit Risk	Leveraging Video for Donor Stewardship Advancing Your On-Line Giving Site How Activity Cost Analysis Can be Used to Test-drive future scenarios	Strategic Stewardship to Improve Donor Retention Academic & Financial Partnerships Measuring Academic Program Cost & Demand
Navigating Challenges in Academic Leadership	Effective Feedback/ Conflict Resolution/ Difficult Conversations	Overcoming Microaggression as a Faculty member	Addressing Conflicts Related to Bias, Privilege & Identity in STEM classroom Disrupting Academic Bullying Managing Faculty Stress & Burnout New Solutions to Student Conduct Challenges	Evaluating On-line Faculty Improving Faculty Evaluations Designing Creative Solutions to your Toughest Challenges	Conflict Management: A practical workshop for Leaders Navigating Challenges of Academic Leadership Managing Difficult Conversations as Faculty
	Academic Legal Compliance	Foundations in Title IX compliance FERPA Regulations Basics	New Federal Title IX Regulations: Changes to Investigative Process FERPA Policy & Procedure Audit FERPA Lesson & Quizzes Immigration Law 101: Key Issues for Compliance	Responding to Title IX Disclosures: Training for Faculty & Staff FERPA Hot Topics: Big Challenges Solved Title IX and protecting the rights of LGBTQ+ community Clery Act Checklist: 10 Steps for Compliance	Preventing Faculty Discrimination w/ Case Law and Stats. Title IX: Final Rule & Review & Expert Panel FERPA Checklist: What Can Never Be Shared Clery Act: Refresher for Whole Campus

The pyramid

LEADING AT JHU AND BEYOND

LEADING ORGANIZATIONS

LEADING TEAMS

Key:
- In-person Meeting
- Virtual Group Workshop
- Virtual Asynchronous Information Session
- On-line Professional Development Assessment
- Virtual 1:1 Executive Coaching.

The L.A.D. leadership cohort programs offer "precision-based" leadership training delivered in a multi-modal (1. In-person meeting; 2. Virtual Workshops; 3. Asynchronous Information Sessions; 4. On-line Professional Development Assessment; and 5. 1:1 Executive Coaching) curriculum format (see Example of Emerging Leader Program) aimed at developing skills and competencies particularly relevant to level of the respective L.A.D. cohort program.

Whether you are an inaugural faculty member, faculty member building your research team, wet lab, clinical program, or starting a new leadership position at JHU or an established leader seeking resources for professional development; you'll find thousands of best practices as your fingertips. The academy offers live and virtual learning opportunities to maximize access, engagement, flexibilty, and opportunity to professionally evolve and to realize your full and enriched academic leadership identity via our advanced cohort programs.

L.A.D. COHORT: Sample curriculum

Orientation and Kick off
Topic: Creating a Collective Culture of Collaboration Amongst Unique Academicians
(In-person 2 hours)
Meet & Greet (Cohort & L.A.D. leadership team)

CliftonStrengths Assessment — Asynchronous online
~45 minutes (to be conducted prior to virtual workshop 1 and 1:1 coaching session)

Workshop 1 — Leveraging Strengths Psychology in Leadership Identity Formation
(virtual group workshop 2.5 hours)

Executive Coaching Session — Synchronous virtual –
2-1 hour (1:1) *TBD individually

View Webinar: JHU Governance & Structure —
Asynchronous – 0.5 hours

Academic Impressions — Asynchronous Selected Content to be viewed prior to
content In-person 'Key Topics' panel discussion – Part 1

Part 1. Key Topics in JHU Academic Leadership Foundation:
Panel & Perspective of JHU Leaders (in-person)
Topics include:
*Best Practices in Mentor-mentee Relationship 2023
*ABCs of Giving Effective Feedback
*Recruiting & Hiring the Best, Brightest and Diverse Talent
*Securing large center grants

Emotional Intelligence Inventory (EQi2.0) – Asynchronous Online ~45 minutes (prior
1:1 debrief)

EQi2.0 1:1 Report Debrief (Virtual) – 1 hour – 1:1 *TBD individually

Academic Impressions – Asynchronous Selected Content to be viewed prior to
in-person 'Key Topics' panel discussion Part 2

Part 2: Key Topics in JHU Academic Leadership Foundation:
Panel & Perspective of JHU Leaders (in-person)
Topics include: *Developing Your Own Pipeline and Faculty
Development Program*
*Title IX: Principles, Practice & Relevant Perspectives
*Upskilling Your Strategic Planning & Futurist Vision Skills
*Tackling Difficult Conversations & Resolving Conflicts

Executive Coaching Session – Synchronous virtual – 1 hour (1:1) *TBD individually

Academic Impressions – Asynchronous Selected Content to be viewed prior to
'Graduation & Wrap-up'

Wrap-up & Graduation Ceremony
Topic: Integration & Application of JHU Roadmap into Your Leadership Vision
(in-person 2 hours)