<table>
<thead>
<tr>
<th>Fundamental</th>
<th>Topic</th>
<th>10 for 1 Strategic Plan</th>
<th>Courses</th>
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<tbody>
<tr>
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<td>Principles</td>
<td>Goal</td>
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<tr>
<td>Onboarding</td>
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<td>7 - Become a national employer of choice that recognizes, celebrates, and supports our staff and offers multiple pathways to professional and personal advancement for themselves and their families.</td>
<td>7b - Develop clear meaningful paths for staff advancement and skills development</td>
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<td>1 - Invigorate the sense of community and share on-campus experience that are the essence of our university</td>
<td>1a - Strengthen the on-campus experience to create more meaningful, engaging and enticing opportunities</td>
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<td>One University</td>
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<td>4 - Retain, recruit, and inspire the very best faculty in the world by ensuring that we have competitive resources, state-of-the-art facilities, and outstanding support services that nurture research and discovery at the vanguard of each field of inquiry.</td>
<td>4b - Continue to grow strategically - through the addition of faculty lines - those department and programs that seek to enhance their size and corresponding impact</td>
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<td>Individual and Collective Excellence</td>
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<td>5 - Honor our legacy as the nation’s first research university by developing ambitious reforms so that every graduate student</td>
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School of Education
New Faculty
Leadership, Advancement and Development academy (L.A.D.). FOUNDATIONS:
Suggested curriculum mapped 10 for 1 Strategic Plan and career specific competencies

- Hiring Manager Required Training
  Diversity Matters: Faculty Searches at JHU (learnshare.com)
- The Narrative Arc: Mapping Your Tenure, Promotion, or Reappointment Statement
- Crafting and Maintaining Your Career Vision: A Workshop for Early-Career Faculty
- Shift Your Mindset to Build Resilience - Academic Impressions
and postdoctoral fellow receives
an experience that is rigorous,
innovative, and tailored to their
career aspirations.

4 - Retain, recruit, and inspire
the very best faculty in the world
by ensuring that we have
competitive resources, state-of-
the-art facilities, and
outstanding support services
that nurture research and
discovery at the vanguard of
each field of inquiry.

our graduate students and
postdoctoral fellows.

4a - Ensure that the levels of
compensation and
professional support enjoyed
by our faculty are
competitive with those
offered in comparable peer
programs.

- Actualize Your Purpose: A Workshop &
  Discussion Series on Improving Your Well-
  Being - Academic Impressions

- Setting and Maintaining Boundaries as
  Faculty to Develop Professional Well-
  being and Success - Academic Impressions

- PDCO: OPTIONS – Academic Research –
  Developing Collaborations & Avoiding
  Burnout
  Sign In | Handshake(joinhandshake.com)

- PDCO: OPTIONS Academic Research-The
  Paths to Research Independence & Tenure
  Sign In | Handshake(joinhandshake.com)

- Experiments: From Idea to Design | Nature Masterclasses

- Managing Research Data | Nature
  Masterclasses

- Persuasive Grant Writing | Nature
  Masterclasses

- Data Analysis: Planning and Preparing | Nature
  Masterclasses

- Writing a Research Paper course | Nature
  Masterclasses

- Publishing a Research Paper course | Nature
  Masterclasses

9 - Develop new pathways to
help us translate our cutting-
edge research into meaningful
policy ideas, and become the
preeminent source of academic
expertise for evidence-based
policymaking in service to the
nation and the world.

9a - Strengthen our capacity
to communicate our
discoveries to the world

- Actualize Your Purpose: A Workshop &
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6 - Create the preeminent
undergraduate experience in a
research-intensive university
setting by nurturing a learning
environment that allows
students to connect with our
learning faculty and research
programs; provides unrivaled
mentorship, immersive
experiences, and life design; and
creates a future of engagement,
community, and belonging that

6b - Cultivate a distinctive
culture of connections and
belonging across the
undergraduate experience.
<table>
<thead>
<tr>
<th>Leadership</th>
<th>Identity Formation</th>
<th>Knowledge and Impact</th>
<th>9 - Develop new pathways to help us translate our cutting-edge research into meaningful policy ideas, and become the preeminent source of academic expertise for evidence-based decision making.</th>
<th>9a - Strengthen our capacity to communicate our discoveries to the world.</th>
<th>• 3 Ways to Improve Your Decision-Making - Academic Impressions</th>
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<td>• Research Integrity: Publication Ethics course</td>
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<td>6b - Cultivate a distinctive culture of connections and belonging across the undergraduate experience.</td>
<td>• Narrative tools for researchers</td>
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**Updated 2023-10-31 | Page 3**
policymaking in service to the nation and the world.

1 - Invigorate the sense of community and shared on-campus experiences that are the essence of our community

1a - Strengthen the on-campus experience to create more meaningful, engaging, and enticing opportunities for interaction

3 - Deepen our commitment to diversity, equity, and inclusion, and to fostering a culture of dialogue and engagement that models the best of a pluralistic society.

3a - Implement the ambitious goals set out in the Second Roadmap on DEI

3c - Cultivate a culture of dialogue, engagement, and multiplicity of ideas that honors the ideals of civic discourse and searching inquiry that are core to our academic mission, and that refuses to marginalize those whose ideas challenge us.

5 - Honor our legacy as the nation’s first research university by developing ambitious reforms so that every graduate student and postdoctoral fellow receives an experience that is rigorous, innovative, and tailored to their career aspirations.

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6b - Cultivate a distinctive culture of connections and belonging across the undergraduate experience.

- Navigating Your Academic Career from a Position of Strength (Workshop and private 1:1 coaching session)
  Johns Hopkins University Continuing Education (cloud-cme.com)

- L.A.D. Academy Clifton Strengths Program: Assessment, Interactive Workshop & 1:1 Coaching for New Faculty
  o Navigating Your Academic Career from a Position of Strength - December 1, 2023 - Johns Hopkins University Continuing Education (CE) - 80062692 - Navigating Your Academic Career from a Position of Strength - December 1, 2023 (cloud-cme.com)
  o Navigating Your Academic Career from a Position of Strength - April 11, 2024 - Johns Hopkins University Continuing Education (CE) - 80062692 - Navigating Your Academic Career from a Position of Strength - April 11, 2024 (cloud-cme.com)
<table>
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<th>Academic Team Building</th>
<th>Individual and Collective Excellence</th>
<th>Community Partnership and Economic Opportunity</th>
<th>Knowledge and Impact</th>
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<td>10a - Invest in our capacities for economic inclusion and job creation throughout Baltimore.</td>
<td>4a - Ensure that the levels of compensation and professional support enjoyed by our faculty are</td>
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- **Building Your Career Network: The Relationships Every Faculty Member Needs to Nurture - Academic Impressions**
- **Essential Practices for Leaders Communicating Across Difference - Academic Impressions**
- **Advocating for Yourself in Personal and Professional Relationships - Academic Impressions**
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| One University      | 3 - Deepen our commitment to diversity, equity, and inclusion, and to fostering a culture of dialogue and engagement that models the best of a pluralistic society. | 3a - Implement the ambitious goals set out in the Second Roadmap on Diversity, Equity, and Inclusion.  
3b - Deepen our work to reexamine our history and celebrate the diverse voices that constitute Johns Hopkins.  
3c - Cultivate a culture of dialogue, engagement, and multiplicity of ideas that honors the ideals of civic discourse and searching inquiry that are core to our academic mission, and that refuses to marginalize those whose ideas challenge us. |
| Community Partnership and Economic Opportunity | 10 - Develop a new generation of partnerships and programs to support the aspirations of our neighbors and generate economic opportunity for the city of Baltimore and other communities of which we are a part. | 10c - Make our community more open and accessible to our neighbors. |
| Individual and Collective Excellence | 7 - Become a national employer of choice that recognizes, celebrates, and supports our staff and offers multiple pathways to professional and personal advancement for themselves and their families | 7a - Create a stronger culture of recognition and belonging for our staff |
| Individual and Collective Excellence | 7 - Become a national employer of choice that recognizes, celebrates, and supports our staff | 7a - Create a stronger culture of recognition and belonging for our staff |

- Diversity, Equity & Inclusion 101: A 10-Day Foundational Program - Academic Impressions
- DEI Foundations: Intersectionality in Higher Education - Academic Impressions
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<td>2 - Embark on an ambitious series of a major cross-university initiatives that build on our achievements as One University and lower the barriers to collaboration so that our faculty, students, and staff can pursue their ideas wherever they take them.</td>
<td>5 - Honor our legacy as the nation’s first research university by developing ambitious reforms so that every graduate student and postdoctoral fellow receives an experience that is rigorous, innovative, and tailored to their career aspirations.</td>
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<td>6b - Cultivate a distinctive culture of connections and belonging across the undergraduate experience</td>
<td>6 - Foster Inclusion in the Classroom Through Formative Assessment - Academic Impressions</td>
<td>4 - Removing Barriers to Student Learning: Inclusive Syllabi and Assignments</td>
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**One University**
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<td>• Techniques to Build Greater Cultural Humility - Academic Impressions</td>
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<td>Establishing Effective Mentor-Mentee Relationship</td>
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<td>• Make the Most of Mentoring: Best Practices and Core Principles for Mentors and Mentees - Academic Impressions</td>
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<td>• The Art and Practice of Giving and Receiving Feedback (Webcast Recording) - Academic Impressions</td>
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| Teaching Excellence | Individual and Collective Excellence | 5 - Honor our legacy as the nation’s first research university by developing ambitious reforms so that every graduate student and postdoctoral fellow receives an experience that is rigorous, innovative, and tailored to their career aspirations. | 5a - Initiate a cross university commission aimed at the renewal and reimagination of PhD education and training at JHU
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| | | | • The Best Practices in University Teaching by the JHU CTEI |
| Academic Organizational IQ | JHU Academic Leadership Development | Knowledge and Impact | Individual and Collective Excellence | Education and training at JHU | 5b - Create purposeful and mentored educational and professional pathways for our graduate and postdoctoral fellows | 7 - Become a national employer of choice that recognizes, celebrates, and supports our staff and offers multiple pathways to professional and personal advancement for themselves and their families. | 7a - Create a stronger culture of recognition and belonging for our staff. | • Higher Education in America: A Foundational Course - Academic Impressions | • 10 Strategies to Foster More Creative Problem-Solving - Academic Impressions |

Access Academic Impressions and Nature Master Class through Johns Hopkins [here](#)

**Coming Soon!** We're excited to announce that the [Provost’s Leadership, Advancement & Development Academy](#) will unveil three exceptional certificate programs later this Fall. The **Certificate in Inclusive Excellence** fosters diversity, equity, and interdisciplinary collaboration, preparing future leaders for a more inclusive research landscape. The **Certificate in Professional Development and Leadership** hones strategic project management, communication, mentorship, and role modeling skills to nurture proficient academic leaders. Lastly, the **Certificate in Research and Academic Excellence** sharpens research methodologies, ethical conduct, and effective scholarly advocacy, empowering post-docs to excel in their academic pursuits. Stay tuned for the launch and enhance your academic journey!