THE PROVOST’S LEADERSHIP, ADVANCEMENT, & DEVELOPMENT ACADEMY

— The L.A.D. Academy —

a pathway for faculty excellence
LEADING AT JHU AND BEYOND

Executive Leadership Development for: all, vice presidents, division directors

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

Academic Leadership for: chairs, vice/associate deans, TOP BDP cluster leaders

Emerging Academic Leadership for: faculty leaders

Academic Leadership Foundations: Accessible to all: Select courses cover all pre-requisites for below cohort programs with an asynchronous format

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

Sample suggested curriculum tailored to level specific needs & interest of faculty at every rank and discipline

The Johns Hopkins University Provost’s L.A.D. Academy provides ‘something for everyone’. The Academy offers a centralized subscription programs to provide unlimited library access and access to JHU faculty subscription access, representing all JHU and beyond.

LEADING TEAMS

L.A.D. Academy Program Overview
Each level represents an increased complexity of topic and content and a smaller group of potential participants

Academic Leadership Foundations: Accessible to all: Select courses cover all pre-requisites for below cohort programs with an asynchronous format

Key program elements: Here: Best practices in hiring (this program required for search committee chairs). Identification and recruitment foundational practices, academic leadership. Remote: Navigating challenges in academic leadership

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

L.A.D. FOUNDATIONS:

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<th>Fundamental</th>
<th>Best Practices</th>
<th>Topic</th>
<th>FG Post Doc</th>
<th>KSAS Assistant Professor Year 1</th>
<th>SAAS Assistant Professor Year 4</th>
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<td>Search Committee/Standardized Interview/Negotiation Governance</td>
<td>Recruiting, Hiring, &amp; Retaining Diverse Faculty</td>
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<td>Inclusive Hiring Best Practices: Removing Barriers &amp; Mitigating Search Committee Bias</td>
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<td>Scholarly Identification</td>
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<td>Peer Review: Deep Dive</td>
<td>Effective Collaboration in Research Networking for Researchers</td>
<td>Advancing Your Scientific Presentations</td>
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<td>Professionalism</td>
<td>Cultivating a Professional &amp; Engaging Persona on Video Calls</td>
<td>Faculty Civility &amp; Academic Freedom</td>
<td>Engaging in Empathy: Balance the Emotional Demands</td>
<td>Would you benefit from an Executive Coach?</td>
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<td>D&amp;I &amp; A</td>
<td>Implicit Bias in Higher Education</td>
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<td>Comprehensive Student Retention Strategies for Men of Color</td>
<td>Bridging the Equity Gap in Higher Education</td>
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<td>Fostering Curiosity as a Leader</td>
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<td>Mentor-Mentee Relationship</td>
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<td>Improving Faculty Mentorship: Emotional Intelligence as a Key Driver</td>
<td>Advancing Teaching Through Faculty Learning Communities</td>
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<td>Univ. Governance/Finance</td>
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<td>Departmental Budget Training for Faculty</td>
<td>Leverages Video on Donor Stewardship</td>
<td>Strategic Stewardship to Improve Donor Retention</td>
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<td>Effective Feedback/Conflict Resolutions/Difficult Conversations</td>
<td>Overcoming Microaggressions as a Faculty member</td>
<td>Addressing Conflicts Related to Bias, Privilege &amp; Identity in STEM classrooms</td>
<td>Designing Creative Solutions to your Toughest Challenges</td>
<td>Conflict Management: A practical workshop for leaders</td>
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<td>Academic Legal Compliance</td>
<td>Foundations in Title IX Compliance</td>
<td>FERPA Regulations Basics</td>
<td>Effective Collaboration in Research Networking for Researchers</td>
<td>Advancing Your Scientific Presentations</td>
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LEADING ORGANIZATIONS

Academic Leadership for: chairs, vice/associate deans, TOP BDP cluster leaders

Emerging Academic Leadership for: faculty leaders

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

Sample suggested curriculum tailored to level specific needs & interest of faculty at every rank and discipline

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The L.A.D. leadership cohort programs offer “precision-based” leadership training delivered in a multi-modal mode (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 at your fingertips. The academy offers live and virtual learning opportunities to maximize access, engagement, flexibility, and opportunity to professionally evolve and to realize your full and enriched academic leadership identity via our advanced cohort programs.

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**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*

  - Emotion 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 Programs*
    - *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

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