“WHAT’S NEXT?” CURRICULUM

This program will be targeted to mid-career women faculty who have achieved tenure (associate or full) or are considering administrative leadership career pathways within the academy. It will be held over three sessions, 9:00 a.m. to 1:30 p.m. The format includes guest speakers, panel discussions, small group discussions, and individual presentations. The objectives of the program are to explore career options, enhance leadership skills, and develop change leadership skills. Cohorts will be limited to 15 participants. Prior to the beginning of the program, each participant will engage in the ECI 360.* Content will be geared to professional and personal requirements and development for a role in leadership. Each participant will be required to establish professional development goals for the next 3-5 years, with an implementation agenda. Two individual coaching sessions will be available to each participant throughout the program.

Module I: Who Am I? (October 29)

- The dilemma of the full professor associate professor
- Role expectations of being full or associate
- Self-assessment of skills, values, and interests
- Creating a career vision and mission statement
- You in your environment
  - What is holding you back?
  - The Service Trap
- Lunch Panel: Life for Faculty Members who have “Gone Administrative”

Module II: Leadership Challenges (January 28)

- What is faculty leadership?
  - Successful and unsuccessful leadership
  - Formal and informal leadership
- Leading in improving the climates in your department, university and field
- Recognizing opportunities for fostering your own leadership
  - Responsibilities of a leader
  - Risk taking strategies
  - Moving from back stage to front stage
- Your role in fostering faculty growth and development
- Leadership Project/Establish a 3-5 year career goal
  - Lunch Panel: Perspectives of Leaderships as Chairs, Endowed Professors and in Professional Societies

Module III: Leading Change (March 4)

- The change leader: determining the agenda
• Negotiating for results
• Conflict resolution
• Building consensus
• Working with difficult people
• Lunch Panel: The Highs and Lows of Leading Change