



UNC  
CENTER FOR  
FACULTY EXCELLENCE

# Center For Faculty Excellence: *Leadership and Faculty Development*

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April 2017

*6th Center for Faculty Excellence*

# FACULTY SHOWCASE on Teaching

FRIDAY

**March 24**

8:00 AM - 3:30 PM



*with keynote speaker*

DR. SAUNDRA YANCY MCGUIRE

# Summer Writing Groups

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- Orientation May 5
- Accountability Group Model
- Tailored to Interest, Structure
- Sign Up Now!



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# Center For Faculty Excellence Leadership and Faculty Development

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June Merlino  
CFE Leadership and Faculty Development Coordinator

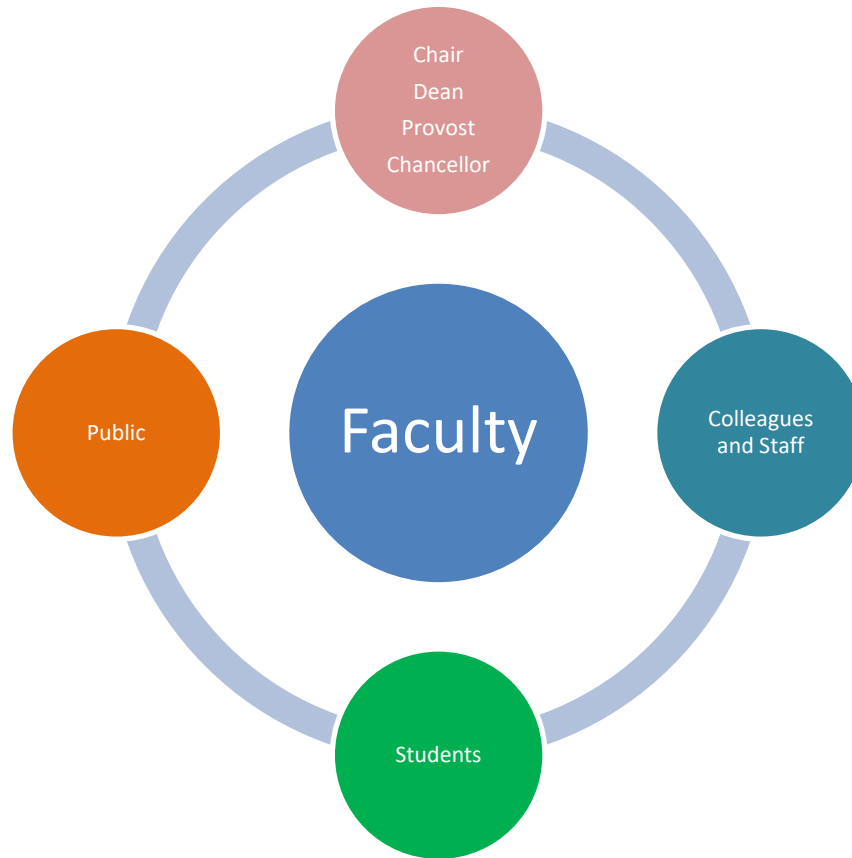
April 2017

# Academic Faculty Roles

## Fostering Relationships

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Academic Excellence  
and  
Scholarly Application



# Faculty Roles and Leadership Skills

## Discovery and Definitions

### *You as Faculty* Session #1 - Your Role: Professional and Leadership Skills

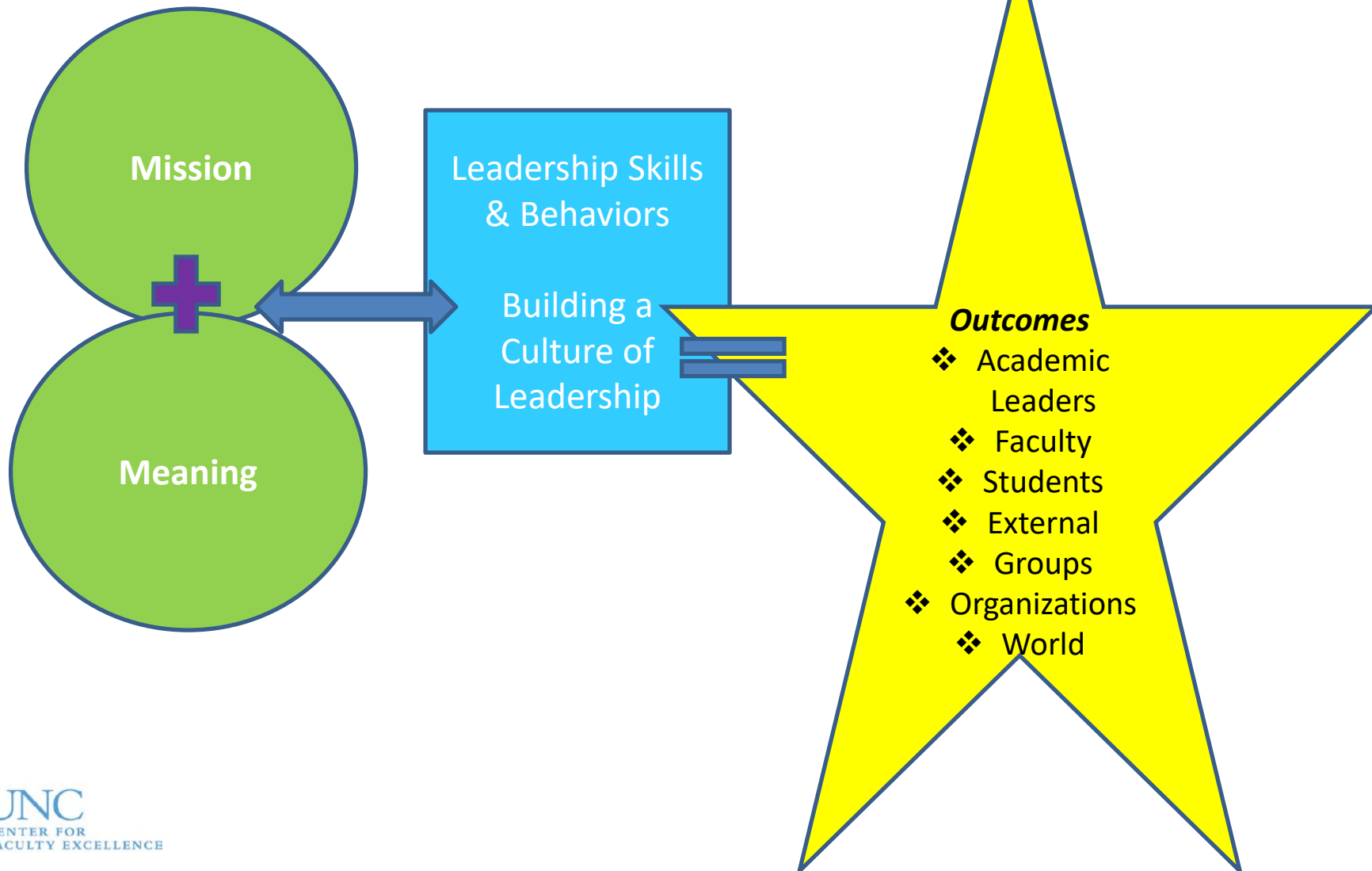




# Vision

## Leadership and Faculty Development

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# CFE Leadership and Faculty Development

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## ***CFE Leadership and Faculty Development – Vision***

- Be known and recognized as an innovator for leadership development in the higher education community. Create a continuous and deliberate ‘culture for leadership’ where all faculty and academic leaders **model, mentor and motivate** students, colleagues, leaders and other key collaborators to lead with passion, collaboration and shared commitment to our mission and values.

## **Strategic Goal #1 – Leadership Culture**

- Create and cultivate a culture of academic leadership

## **Strategic Goal #2 – Leadership Learning Framework**

- Create and implement a leadership development-learning framework for levels of leaders and faculty

## **Strategic Goal #3-Leadership Development Technology**

- Develop and implement learning technology options to enhance leadership-programming options

## **Strategic Goal #4-Leadership Development Creativity and Innovation**

- Cultivate ongoing opportunities for creative innovation regarding leadership programming, development options and engaging leaders and faculty to achieve continuous improvement

# Faculty Leadership Development Learning Program Tracks – All Faculty (Sample)

You: Faculty/Professional Role and Skills	Leading and Cultivating Relationships with Others	You as Faculty in the University
<ul style="list-style-type: none"> <li>• Roles of Faculty</li> <li>• Discovery and Definitions: In what ways does your role as Faculty (teaching and learning, research teams and service commitments) require professional and leadership skills?</li> <li>• Create an Individual Faculty Development Plan and Career Goals</li> <li>• Understanding Your Strengths &amp; Communications Style</li> </ul>	<ul style="list-style-type: none"> <li>• Listening to Understand</li> <li>• Giving &amp; Receiving Feedback</li> <li>• Managing Conflict Effectively</li> <li>• Mentoring for Success</li> <li>• Fostering Collaborative Departments/Units and Teams</li> <li>• Meeting Planning, Facilitation and Management</li> <li>• Managing Your Time Effectively</li> <li>• Diversity and Inclusion</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding Strategy in Higher Education</li> </ul>

# CFE – Academic Leadership Development

June Merlino, Leadership and Faculty Development Coordinator

Academic Leaders	Audience
<b>New Leaders (Two Programs)</b>  Leadership Fundamentals	Current or Newly Appointed Academic Leaders Cohort Program – Nomination Process by Deans and Chairs Self-nomination with recommendation by Deans/Chairs
Faculty Administrators Development Program (FADP)	Current or Newly Appointed Leaders Cohort Program – Nomination Process by Deans
<b>Experienced Leaders (Two Programs)</b>  Leadership Advanced	Experienced Leaders with Two or More Years  Cohort Program – Nomination Process by Deans and Chairs Self-nomination with recommendation by Deans/Chairs
FLC – Strategy and Leadership	Experienced Leaders with Two or More Years  Cohort Program – Nomination by Deans
<b>Chairs</b>  Leadership Skills Series	Current or Newly Appointed Chairs  Open Enrollment
<b>Leadership Series</b> Targeted Seminars Open Enrollment	Open program for any level of academic leaders or highly interested emerging leaders

# Next Steps and Timeline

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# Questions and Comments

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Thank You!

# CFE – Faculty Leadership Development

June Merlino, Leadership and Faculty Development Coordinator

Faculty Core Leadership and Professional Skills	Audience	Program Overview	Curriculum Highlights
<p><b>New and Early Career Faculty</b></p> <p>Leadership and Professional Core Skills and Fundamentals</p> <p>Open Enrollment</p>	<p>Faculty starting in academic roles, including tenure-track, non-tenure track, fixed term contract, adjunct.</p>	<p>Career Planning and professional skills necessary for faculty roles in collaboration and relationship building with colleagues, staff, students and others.</p> <p><b>Discovery and Definitions</b>  <b><i>You as a New Faculty</i></b>  <b>Session #1</b>            Orientation and Defining Your Role and the Intersections with Professional and Leadership Skills  <b>Faculty Roles and Questions</b>  <i>How does your role as Faculty in Teaching and Learning require professional and 'leadership' skills for modeling effective facilitation and demonstrating interpersonal skills? (Apply to Research and Service Roles)</i></p>	<p><b>2 – Core Areas</b>  <b>Career Planning:</b>            Begin to identify, plan and chart your career pathway for professional learning and goals            Create IDP for Teaching, Research and Leadership            Determine and Identify Mentoring and Coaching Resources  <b>Core Leadership and Professional Skills</b>  <b><i>You and Your Role:</i></b> how leading with professional skills support faculty success. Defining Opportunities in the Academy as a new Faculty member            Selected Topic Seminars and Mentoring/Coaching Groups</p>
<p><b>Mid-Career Faculty</b></p> <p>Open Enrollment</p>	<p>Faculty who just completed the tenure process or preparing for tenure review.</p> <p>Faculty non-tenure track and experienced.</p>	<p>Career Renewal and professional skills</p> <p><b>Discovery and Definitions</b>  <b><i>You as a Mid-Career Faculty</i></b>  <b>Session #1 (same as new faculty)</b></p>	<p><b>2 – Core Areas</b>  <b>Career Renewal:</b>            Refresh and renew career direction, post tenure appointment, prior tenure and non-tenure track.</p>
<p><b>Senior Faculty</b></p> <p>Open Enrollment</p>	<p>Experienced faculty (tenure or non-tenured)</p>	<p>Career Renewal and professional skills</p> <p><b>Discovery and Definitions</b>  <b><i>You as a Senior Career Faculty</i></b>  <b>Session #1 (same as new faculty)</b></p>	<p><b>2 – Core Areas</b>  <b>Career Renewal:</b>            Determine next opportunities for career renewal and interests            Discover opportunities for mentoring and coaching</p>
<p><b>Graduate Students</b></p>	<p>Graduate students and post-docs            Collaborate and partner with Graduate School</p>	<p>Career Planning and professional skills for collaboration and relationship building</p>	<p><b>Core Areas Career Planning:</b>            (same as New Faculty)            Planning for Future Faculty Role</p>

# CFE – Academic Leadership Development

June Merlino, Leadership and Faculty Development Coordinator

Academic Leaders	Audience	Program Overview	Curriculum Highlights
<p><b>New Leaders (Two Programs)</b></p> <p>Leadership Fundamentals</p>	<p>Current or Newly Appointed Academic Leaders</p> <p>Cohort Program – Nomination Process by Deans and Chairs</p> <p>Self-nomination with recommendation by Deans/Chairs.</p>	<p>Comprehensive leadership program focused on key leadership assessments, topics and cohort structure for skill development, shared learning and relationship building.</p> <p>Complete an Individual Leadership Development Plan</p>	<p><b>3 – Core Areas</b></p> <p><i><b>You as a Leader:</b></i> Role and Self-Assessments</p> <p><i><b>You and Leading Others:</b></i> Building Relationships Skills</p> <p><i><b>You and the University:</b></i> Understanding Strategy and Leading Change in Higher Ed</p>
<p>Faculty Administrators Development Program (FADP)</p>	<p>Current or Newly Appointed Leaders</p> <p>Cohort Program – Nomination Process by Deans</p>	<p>Extensive introduction and overview to UNC Administrative Groups and Services</p> <p>Sakai Site with Administrative Groups Information</p>	<p><b>Presentation Format – Administrative Groups</b></p> <p><b>12 – 1.5 Hour Monthly Sessions</b></p> <p>Lunch Provided</p>
<p><b>Experienced Leaders (Two Programs)</b></p> <p>Leadership Advanced</p>	<p>Experienced Leaders with Two or More Years</p> <p>Cohort Program – Nomination Process by Deans and Chairs</p> <p>Self-nomination with recommendation by Deans/Chairs</p>	<p>(Parallel to New Leader program and focused on advanced practices)</p>	<p><b>3 – Core Areas</b></p> <p>(Parallel to Leadership Fundamentals)</p>
<p>FLC – Strategy and Leadership</p>	<p>Experienced Leaders with Two or More Years</p> <p>Cohort Program – Nomination by Deans</p>	<p>Extensive program for experienced leaders creating and leading new strategies and innovation.</p> <p>UNC Expert Facilitators (Internal and External)</p>	<p><b>Strategy Focus:</b> Definition, Planning, Engagement and Implementation</p> <p><b>10 – Two and ½ hour Monthly Sessions</b></p> <p>Leading Change Series – Leadership Skills (TBD)</p>
<p><b>Chairs</b></p> <p>Leadership Skills Series</p>	<p>Current or Newly Appointed Chairs</p> <p>Open Enrollment</p>	<p>Chair Leadership Skills Series: determine key leadership skills using Leadership Architect.</p> <p>Targeted skill development to build mastery, lead and serve as mentor/model.</p>	<p><b>2 – Core Areas</b></p> <p><i><b>You as Leader:</b></i> Identifying Key Chair Leadership Competencies.</p> <p><i><b>You and Leading Others:</b></i> Selected Skills Series</p>
<p><b>Leadership Series</b></p> <p>Targeted Seminars</p> <p>Open Enrollment</p>	<p>Open program for any level of academic leaders or highly interested emerging leaders</p>	<p>Basic introduction to foundational leadership concepts, models, skills and practice</p>	<p>Targeted and Selected Skills Series</p> <p>Creation of Individual Leadership Development Plan</p>