



Office for
Faculty Advancement

2023-2024

ANNUAL REPORT

WELCOME MESSAGE

The faculty at UK are simply outstanding, and it is our honor and privilege to work with and for these faculty every day. The vision of the Office for Faculty Advancement is simple: we want UK to be an institution where faculty excel and thrive. This vision drives our actions.

Our goals are to welcome, support, and demonstrate our appreciation of our amazing faculty throughout their career progression – from recruitment and onboarding, through academic progression and career maturation, leadership development, and on to emeriti status. Faculty members work side by side with our remarkable staff and wherever appropriate, we aim to support faculty and staff development side by side. To address these goals, my colleagues and I have created a mix of programs and procedures that address many different facets of campus life: faculty recruitment and onboarding; leadership development; workshops supporting promotion and tenure, and information systems to document the faculty lifecycle and achievements. We collect regular feedback on these programs, to assess, evaluate and revise if needed. In addition, based on feedback and input collected, we have planned new program offerings for the upcoming academic year.

I started in this office in summer 2023, and have loved every day. While the campus has faced challenges, internally and externally, I recognize and appreciate you, our faculty, for all you do. My colleagues and I are deeply grateful for the opportunities to work side by side with you and for you.

I invite you to read further and see what programs and services we offer, and more importantly, I invite you to share your thoughts, ideas, suggestions and concerns with us – which you can do by emailing us at facultyadv@uky.edu. Our report is organized by themes: recruitment, hiring and retention; faculty and leadership development; recognition and appreciation; and information systems—all under the overarching goal of supporting and enhancing faculty vitality.



Sincerely,

A handwritten signature in black ink, appearing to read 'Lisa Tannock'.

Lisa Tannock, MD

Associate Provost for Faculty Advancement

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WHO WE ARE



Lisa Tannock, MD

Lisa Tannock began her role as associate provost for faculty advancement in July 2023. Dr. Tannock has been involved in faculty affairs and faculty development for almost 10 years via her role as Associate Chair in the Department of Internal Medicine, then Vice Dean for Faculty Affairs and Development in the College of Medicine. Dr. Tannock is a tenured full professor who has worked as a physician-scientist at the University of Kentucky since 2004. She has an extensive publication and grant funding record, an outstanding record of academic mentoring and advising, and a deep commitment to inclusive development, transparency and accountability practices, and ensuring equity for faculty, staff and learners.



Elnoel D. Akwa

Elnoel D. Akwa joined the Office for Faculty Advancement in Spring 2024 as an IT Technical Support Specialist working with the Teacher Course Evaluation (TCE) project. He is a Fall 2023 graduate of the University of Kentucky with a degree in Computer Engineering.



Charlotte Baker

Charlotte Baker has worked in the Provost's Office since 2003 assisting with the Health Care colleges. In this role, she supports the Colleges of Dentistry, Health Sciences, Medicine, Nursing, Pharmacy and Public Health. She provides support to the Health Care Clinical Science and Biological Area Committees. Charlotte has worked at the university for over 50 years



Trey Conatser, PhD

Trey Conatser is director of the Center for the Enhancement of Learning and Teaching (CELT). Dr. Conatser has been with CELT since 2016 and has directed the Center since 2022. In this role he represents the University of Kentucky's educational mission and provides University-wide leadership, programming, and support for the advancement of teaching and learning. Dr. Conatser has taught college courses on writing, literature, digital humanities, and college teaching and learning in a variety of institutional settings. His research and scholarship focuses on innovative, interdisciplinary approaches to teaching (both in writing/humanities and across the disciplines) and educational development.



Jennifer N. Haynes

Jennifer N. Haynes has been the Faculty Advancement Coordinator for the Office for Faculty Advancement since February 2017. In her role, she coordinates the communication, applications, eligibility, implementation, data, processes, and timelines of the faculty professional development programs, award programs, workshops, and conferences hosted by the Office for Faculty Advancement, as well as those sponsored by the SEC. She also manages, processes, and maintains all faculty/staff and resident/house staff university awards and faculty overloads at the provost level.



Kenneth Jones, PhD

Kenneth Jones assumed the role of Assistant Provost for Faculty Development on March 1, 2024, bringing extensive expertise in fostering faculty growth and enhancing institutional excellence. He oversees the strategic design, implementation, and assessment of professional development initiatives aimed at promoting faculty belonging, engagement, and retention across all campus units. Dr. Jones serves as a pivotal liaison for colleges and units, ensuring alignment with evolving faculty needs and advancing the mission of the Office for Faculty Advancement. Beyond his administrative role, Dr. Jones is a tenured full professor in the Department of Community & Leadership Development in the Martin-Gatton College of Agriculture, Food and Environment. His contributions extend to administrative leadership within the UK Cooperative Extension Service, reflecting his commitment to academic excellence and community engagement.



Margaret Leach

Margaret Leach serves as Director of Faculty Records in the Office of Faculty Advancement. She is the primary contact for all documents needing Provost/Associate Provost approval pertaining to faculty for all 19 Colleges. In addition, Margaret is responsible for the collection and the processing of dossiers submitted for the Promotion and/or Tenure cycle, and she Coordinates documents for each Board of Trustees meeting. Margaret has been with the university for over 43 years.



Megan Lucy

As Faculty Systems Coordinator for the Office for Faculty Advancement, Megan Lucy identifies trends, patterns and relationships in faculty records; assists OFA leadership in faculty data preparation, interpretation, and reporting (in collaboration with IRADS); and assists OFA leadership in designing and supporting faculty lifecycle workflow products. In collaboration with Enterprise Applications Group, she coordinates the usage and maintenance of the Faculty Database, Effort Planning System, and Faculty Success.



Ben Maupin

Ben Maupin joined the Office for Faculty Advancement in the role of College Business Analyst in June 2024, though he has been with the University of Kentucky since 2019. In this role, Ben supports all aspects of the office including budget management, analysis and reporting, the human resources officer, and provides financial management and accountability. OFA would like to thank Jeffrey Husted, our previous business analyst for his work.



Ben Vidal

Ben Vidal has been the Staff Support Associate for the Office for Faculty Advancement since November 2022. Ben provides administrative assistance for the office and works closely with the Associate Provost for Faculty Advancement. This role also coordinates support for the Women's Executive Leadership Development program and the SEC Alumni Leadership Development program.

MISSION, VISION, & GOALS



VISION STATEMENT

UK: Where faculty excel and thrive



MISSION STATEMENT

Our mission is to provide support and resources to enhance faculty careers. We do this by partnering with units to recruit, support, retain, and develop a dynamic faculty. We offer professional development opportunities, promote leadership development, celebrate achievements in teaching, scholarship, and service. We leverage information systems to tell a comprehensive story of the faculty experience at the University of Kentucky.

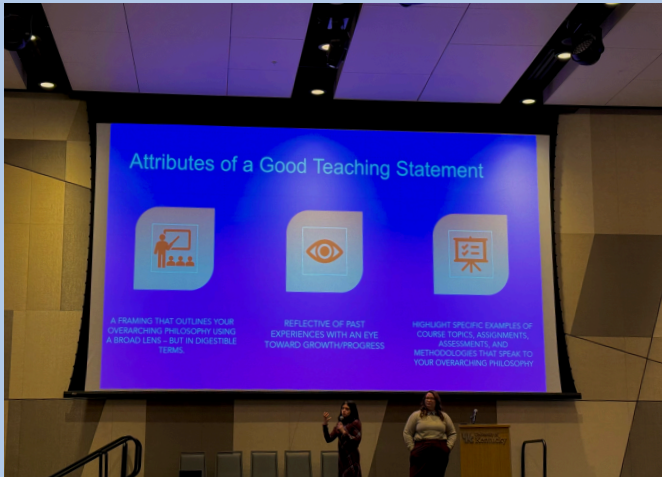


GOALS

OFA will support an environment where faculty excel and thrive by:

- Providing robust, consistent, transparent, supportive, and welcoming faculty recruitment and onboarding processes.
- Providing excellent resources for faculty development to ensure faculty achieve academic excellence and career progression.
- Providing robust leadership development programs to support succession planning and individual development.
- Demonstrating clarity, transparency and equity in all actions to support faculty vitality.
- Leveraging information systems to tell a comprehensive story of the faculty experience.
- Coordinating the Faculty Affairs Work Group (FAWG) to collaborate with college actions for faculty development and advancement.

NEW FACULTY ORIENTATION



282 new faculty

were welcomed to the University of Kentucky at New Faculty Orientation on August 16, 2023.

Left: *Ashley Sorrell and Shawna Felkins of CELT (Center for the Enhancement of Learning and Teaching) present during part two of the 2023-2024 New Faculty Orientation.*

The orientation included speakers from the Office of the Vice President for Research, CELT (Center for the Enhancement of Learning and Teaching), UK HR Benefits, and the Office for Institutional Diversity. In addition, a panel of recently promoted faculty shared their tips for success with the new faculty.

A second new faculty orientation was held on January 11, 2024, to welcome faculty who had joined in the prior semester, as well as to provide further information and support for all new faculty.

Topics included:

- planning for your successful promotion,
- reflecting on your classes and building your portfolio as a teacher,
- how to juggle teaching, research, service, and have a personal life,
- UK resources to facilitate your research,
- educational scholarship, and
- finding your community of belonging.

Part one of the 2024-2025 new faculty orientation is scheduled for Friday, August 16, 2024.

WHAT'S NEW AT OFA?

Streamlined UK Faculty Hiring Workflow

Starting in May 2022, UK implemented a streamlined and standardized process for all faculty hiring, which is managed by the Office for Faculty Advancement (OFA) in collaboration with the Provost Budget Office (PBO). All position requests and offer letters are submitted through this workflow. OFA's main goals are to ensure clarity in expectations, compliance with university and accreditation body regulations, alignment of expectations with the faculty title series, and assessment of equity for all faculty appointments. OFA and PBO monitor this workflow in real time with the vast majority of documents reviewed and responded to within 24 hours. While the College of Medicine maintains a separate electronic workflow system, similar reviews and assessments are conducted. In FY24 the workflows were improved by including all faculty administrative appointment letters, ensuring an assessment of transparency and equity in these appointments as well.

Updated Appointments Processes

Administrative & Expedited Appointments Processes

All faculty administrative appointment positions (e.g. vice chairs, chairs, directors, division chiefs, associate deans) follow a standardized process for new appointments and reappointments. The major goals are to ensure that there are clear and transparent job descriptions, open search processes including faculty input (as well as staff and learner input where appropriate), and consistency in appointment terms such as administrative stipends, time allocations, summer salary, and other components.

To facilitate the hiring of faculty at senior academic ranks (associate or full professor, librarian II or I) and recognize the critical input of shared faculty governance, the OFA has clarified and updated the process for expedited appointments at senior rank. For new faculty hires at the same rank as they currently hold elsewhere (with or without tenure), OFA assigns the major responsibility for review to the hiring unit. The requirement for arm's length external letters is reduced, and if the department, chair and dean of the hiring unit demonstrate unanimous or near-unanimous support for the proposed rank and tenure status, the provost area committee review may not be needed. This allows expeditious appointment of senior faculty based on peer faculty input.

OFA is Offering Consultations!

OFA offers consultations to faculty and administrators regarding "anything faculty." OFA is strongly supportive of faculty and provides an additional source of support and guidance. Services include facilitated referrals to other offices as needed, feedback and advice, clarification of rules and regulations, and many other topics. Confidentiality is a priority when feasible.

CHAIRS' ACADEMY

Chairs' Academy I

The Chairs' Academy I program (offered annually during the fall semester) is for faculty who have recently moved into leadership positions such as a department chair, school director, associate dean, division chief, as well as for faculty who aspire to these roles. The program aims to provide these new leaders with critical information and skills to support their transition and leadership, as well as build a peer mentoring network.

Allison Burkett and Helen Turner led Chairs' Academy I in 2023. Twenty-one chairs and other leaders represented 13 of 19 colleges at UK and explored the following topics:

- student well-being
- managing difficult people
- teaching & student success
- artificial intelligence
- hiring best practices
- liberating structures
- finance & budgets
- legal issues
- crucial conversations
- work-life & wellbeing
- conducting faculty assessments and evaluations

Chairs' Academy II

The Chairs' Academy II program (offered annually during the spring semester) is for established faculty leaders (e.g., chairs, other faculty with administrative roles) at any point in their leadership journey, and aims to provide deeper development skills supporting transformative leadership. Chairs' Academy I and II programs are not necessarily sequential, though many do choose to participate in that way.

- decision-making and change management
- developing a vision and strategic planning
- leading up and becoming a spokesperson
- communications and public relations
- keeping your career progressing while in administration
- higher education and institutional politics
- working through common administrative challenges
- conflict management

WOMEN'S EXECUTIVE LEADERSHIP DEVELOPMENT



Members of the 2023 WELD program

“The relationships that the WELD cohort build among themselves last well beyond the end point of the program, and the UK community is stronger because of the trust and respect that are established during those months together. Building the future leaders of this university depends on making investments now in faculty and staff members who can envision one day taking on greater responsibility on this campus.”

— Jennifer Bird-Pollan —

Women’s Executive Leadership Development (WELD) is an 8-month program aimed at preparing senior faculty and staff to take on executive leadership roles in higher education in order to support the future of the University. The program intentionally includes both faculty and staff participants in order to support their mutual development and understanding of key collaborative roles in the university setting. Topics included leadership attributes, budgeting, strategic planning, legal issues and regulations and crisis management. The 2023-2024 WELD program was led by Jennifer Bird-Pollan and Bill Verble.

SOUTHEASTERN CONFERENCE ACADEMIC LEADERSHIP DEVELOPMENT PROGRAM

The Southeastern Conference Academic Leadership Development Program (SEC ALDP) was started in 2008. This is a highly competitive program for which up to four fellows from each participating SEC institution are selected based on their career trajectory and leadership potential. The program seeks to prepare and advance academic leaders for roles within SEC institutions and beyond. The program includes campus visits and workshops at two SEC institutions, as well as a home institution development program.

The FY24 participants from UK were:



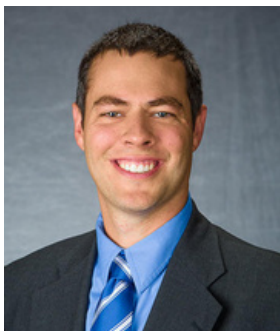
Carmen Agouridis,
Senior Associate Dean

Martin-Gatton College
of Agriculture, Food
and the Environment



Luke Bradley,
Acting Chair

Department of
Neuroscience,
College of
Medicine



Aaron Cramer
University Faculty Trustee

Chair, Department of
Electrical Engineering
College of Engineering



Brandi Frisby
Acting Dean

College of
Communication
and Information

BLUEGRASS HIGHER EDUCATION CONSORTIUM ACADEMIC LEADERSHIP ACADEMY (BHEC ALA)

Bluegrass Higher Education Consortium Academic Leadership Academy (BHEC ALA) was created to encourage early to mid-career faculty and staff to consider leadership career paths in higher education, and to provide guidance in development of the prerequisite skills for effective institutional leadership. While initially focused on institutions located in the Bluegrass region, the program was extended to all public universities in the state in 2019. The participants attend two full days of training on site as well as a guided mentorship program between visits. The 2023 curriculum included programs at Transylvania University and Morehead State University. University of Kentucky participants included:

Akinbode Adedeji

Martin-Gatton College of Agriculture, Food & Environment

Jessica Burris

College of Arts & Sciences

Lisa Enright

College of Communication & information

Jake Higgins

College of Nursing

D'lorah Hughes

Rosenberg College of Law

Mehdi Khosravi

College of Medicine

Kay Shenoy

College of Arts & Sciences

Nathan Vanderford

College of Medicine

Unfortunately, the BHEC ALA program is on hold for 2024, but OFA is engaged in discussions with the Kentucky Council on Postsecondary Education about its return.

NEW DEANS ONBOARDING PROGRAM

OFA offers an onboarding and orientation program to new deans and other executive leaders new to UK and/or new to their roles at UK. Topics were presented by a variety of officers and leaders at UK, and included:

- dean and senior administrator responsibilities and resources
- faculty recruitment and retention
- faculty hiring (e.g., appointments in the various faculty title series, faculty hiring workflow)
- deans' obligations and interactions with the Office of Institutional Equity and Equal Opportunity and the Office for Faculty Advancement
- faculty workload and effort allocation
- faculty performance evaluations and promotion and tenure processes
- UK resources to manage challenging personnel

DEMYSTIFYING PROMOTION & TENURE

Seeking promotion and tenure can be mysterious and intimidating. In 2024 OFA developed a series of workshops aimed to demystify the process and support faculty. The program includes workshops for faculty at any career stage with the idea that the earlier you understand the promotion and tenure processes the less intimidating they will be. In addition, we offer workshops to demystify the process for administrative personnel who help faculty prepare their dossiers, for chairs and deans who have responsibility for shepherding faculty promotion dossiers through the various review steps, and for members of college or provost area promotion and tenure review committees. A total of 119 participants attended this year. Workshop topics included:

The Role of Leadership and Administration:

- helping faculty prepare a successful dossier
- leading faculty through the promotion and tenure process
- professionalism in performance evaluations and dossier review

College APT and Provost Area Committees:

- college APT committee process and responsibilities
- area committee process and responsibilities

Faculty Promotion: Strategies for Success

- promotion and tenure preparation for tenure tracks
- promotion to senior lecturer, clinical titles, research titles, & from associate to full professor

MANAGING CONFLICT & DIFFICULT FACULTY OR STAFF: PRACTICAL CONFLICT RESOLUTION FOR LEADERS

In May 2024, OFA hosted Academic Impressions on campus to deliver a two-day workshop on conflict management with the goals of improving interpersonal skills and leadership capabilities to contribute to a harmonious workplace culture. This workshop provided practical tools and strategies to understand conflict dynamics, recognize underlying causes, and approach disputes with confidence and effectiveness. Thirty faculty and staff participated in expert-led discussions, role-playing exercises, and collaborative problem-solving sessions to meet the learning objectives:

- Identify and understand the various types of workplace conflicts.
- Develop effective communication skills to prevent misunderstandings.
- Apply conflict resolution strategies that promote collaboration and respect.
- Foster a positive work environment by managing emotions and stress.
- Leverage conflicts as opportunities for personal and team growth.

CENTER FOR THE ENHANCEMENT OF LEARNING & TEACHING (CELT)



Founded in 2010 and housed in the Office for Faculty Advancement since 2022, CELT fosters engaging and innovative learning environments in which all students and instructors can succeed. CELT is a hub for collaboration, learning, and development; an incubator for projects and initiatives; a source of actionable insights from scholarship, experiences, and developments in teaching and learning; a venue for elevating and celebrating the impact of teaching excellence; and an engaged citizen and partner for UK's educational mission.

During the 2023–2024 academic year CELT saw an increase in both volume and impact of its work, including a 14% increase in consultations (850), a 12% increase in student feedback sessions (283 sections), and an 87% increase in events (223). With these and other efforts CELT collaborated with faculty, staff, and students in all 19 colleges as well as units in the Office of the Provost, the Office of Student Success, the Office of the Vice President for Research, and other administrative areas.

Among its many accomplishments over the past year, CELT:

- coordinated the inaugural TEK faculty fellows cohort and collaborated with TEK (Transdisciplinary Educational approaches to advance Kentucky) in support of UK's Quality Enhancement Plan
- led in UK's response to generative artificial intelligence with training, consulting, resources, and leadership, including on the UK ADVANCE team
- partnered with faculty to promote the scholarship of teaching and learning (SoTL), including the second cohort of the SoTL faculty learning community
- hosted two high-profile events: the UK Teaching Excellence Symposium and the AI in Education session for the Commonwealth Computational Summit
- held leadership and key positions on two funded grant projects
- hosted the fourth faculty cohort of the CELT Teaching Innovation Institute
- launched the CELT Digital Badge program
- partnered with the Graduate School's Office of Graduate Student Professional Enhancement to support the development of graduate TAs/instructors, professional students, and postdocs
- produced, collectively, 6 publications and 23 refereed or invited presentations, and served on 11 University-wide or state committees

For more, see CELT's [annual report](https://celt.uky.edu) at celt.uky.edu

2024 FACULTY PROMOTIONS

Title Series	<i>Promoted to Associate Professor</i>	Male	Female	<i>Promoted to Full Professor</i>	Male	Female
Regular	41	21	20	37	18	19
Special	14	4	10	5	4	1
Clinical	30	17	13	32	15	17
Extension	2	2	0	1	0	1
Research	6	2	4	0	0	0
Total	118	58	60	75	37	38

Other promotions:

- Library: 2
- Award of tenure (only): 3
- Promoted to Senior Lecturer: 20

SEC FACULTY ACHIEVEMENT AWARD

PROFESSOR OF THE YEAR



Dr. Sherali Zeadally, PhD University of Kentucky Alumni Association Endowed Professor and University Research Professor in the College of Communication and Information's School of Information Science, was named winner of the 2024 SEC Faculty Achievement Award for the University of Kentucky in spring 2024.

Dr. Zeadally's work focuses on cybersecurity, privacy, the internet of things and computer networks. Professor Zeadally has an extensive academic portfolio with more than 500 peer-reviewed publications, and more than 65 awards, honors and prestigious fellowships for his research, teaching and service. In addition, Zeadally has appeared on Clarivate's Highly Cited Researchers list for 4 years; this list identifies scholars whose work ranks in the top 1% in the number of scholarly citations worldwide within their disciplines. In 2023, 98 highly-cited researchers in the world were selected in the field of computer science by Clarivate, and among them Zeadally was one of only nine selected from the United States.

UK OUTSTANDING TEACHING AWARDS

2024 Winners

- **Lukas Bullock**, College of Arts & Sciences
- **Bradley Elliott**, College of Arts & Sciences
- **Daria Goncharova**, College of Arts & Sciences
- **Jack Groppo**, College of Engineering
- **Anastasia Hauser**, College of Engineering
- **Thaddeus Salmon**, College of Medicine
- **Jack Swab**, College of Arts & Sciences
- **Kristine Urschel**, Martin-Gatton College of Agriculture, Food & Environment
- **Martha Yip**, College of Arts & Sciences



2024 William B. Sturgill Award

David L. Harmon
Martin-Gatton College
of Agriculture, Food
and Environment



2024 Albert D. & Elizabeth H. Kirwan Memorial Prize

Alan Daugherty
College of Medicine



INFORMATION SYSTEMS

Revised Process for Faculty Family Medical Leave (FML) Applications

In order to provide a streamlined and confidential process for faculty FML applications, OFA has created an online portal for submissions of FML. Through this new workflow, the FML form is routed straight to OFA where eligibility is verified and approval provided. Then the faculty member, their chair and dean, and the college's faculty affairs staff member(s) are notified of the approval to ensure appropriate planning for work coverage is made. Through this process, personal health information is password protected and viewed only by the submitting faculty member and OFA. The medical forms are not shared with supervisors or others in the college.

Creation of FAST Training Module for Academic Appointments

To support the onboarding of staff with faculty affairs responsibilities, specifically those new to the university and/or higher education, OFA partnered with Human Resources Training and Development to build a web-based training on faculty academic appointments. This training covers key vocabulary such as rank, title series, and tenure status terms and familiarizes participants with regulations specific to academic appointments. The course is titled "Faculty Advancement: Appointments," and is accessible through the MyLearning portion of MyUK. It counts for FAST credit for staff members who need that, but is open to any UK employee who wants to learn more about faculty appointments.

Automated Notifications for 2 and 4-year Readiness for Promotion Reviews and Tenure Review Timelines

Tracking timelines for faculty reviews, especially for faculty with off-cycle start dates, can be challenging. Working collaboratively with ITS Enterprise Applications Group, OFA has created automated notifications of upcoming due dates for 2 and 4-year readiness for promotion reviews as well as tenure review timelines. Units can opt in or out; please contact facultyadv@uky.edu for more information, or to opt in or opt out of these notifications.

Teacher Course Evaluations (TCEs)

Oversight of the TCE process and platform was assigned to OFA this year. OFA members have collaborated with a Senate committee on TCEs, and work is ongoing to assess the workflow, support and structure of TCEs.

OFA PRESENTATIONS

Jill Abney & **Trey Conatser**, "Generative AI and the CTL," Professional & Organizational Development (POD) Network National Conference, Pittsburgh PA, Nov 2023

RaeAnne Pearson, Diane Gagel, & **Megan Lucy**, "Developing a Community to Support Documentation of Faculty Credentials," SACSCOC Annual Meeting, Orlando FL, Dec 2023

Susan Cantrell, **Trey Conatser**, & Camille Harmon, "A Transdisciplinary Approach to Collaborating to Create a QEP," SACSCOC Annual Meeting, Orlando FL, Dec 2023

Madeline Aulisio Miller, **Trey Conatser**, Jill Abney, Janine Schmedding-Bartley, & Leslie Woltenberg, "Scholarship is Teaching and Learning: Perceptions and Experiences of a SoTL Faculty Learning Community," UK Center for Clinical and Translational Science Conference, Lexington KY, April 2024

Jill Abney & **Trey Conatser**, "'AI' Doesn't Mean Engagement: Fostering Student Agency with Generative AI," Pedagogicon, Richmond KY, May 2024



In collaboration with OSPIE and ITS/EAG, Megan Lucy from OFA presented at the SACSCOC Annual Meeting on best practices in faculty credentials and roster preparation.

ADDITIONAL INVITED TALKS & PRESENTATIONS

- Kentucky Chamber of Commerce
- Association for Education in Journalism and Mass Communication Southeast Colloquium
- Hopkinsville Community College Professional Development Day
- Greater Cincinnati Collegiate Connection
- University of Kentucky Alumni Association Leadership Week
- Times Higher Education/Inside Higher Ed Digital Universities US
- University of Kentucky Leadership Forum
- Higher Education Partnership Network

MEDIA COVERAGE & CONTRIBUTIONS

- Forbes
- Inside Higher Ed
- Campus Technology
- KET Kentucky Edition & Kentucky Tonight
- Diverse: Issues in Higher Education
- WFPL Louisville Public Media
- FOX 56
- Spectrum News 1
- LEX 18 NBC
- WKYT CBS

COMING SOON TO OFA!

Chairs' Onboarding

The UK Office for Faculty Advancement will be hosting an orientation for all new department chairs this fall. Chairs who were recently appointed within the past 12 months will be encouraged to attend the informative onboarding experience on the morning of August 28, 2024.

The New Chairs Orientation will share insights on topics such as:

- Budgeting/Fiscal Matters
- Legal Affairs
- Public Relations
- Performance Reviews and Promotions
- Faculty Title Series
- Student Success Resources

Chair's Townhalls

The Office for Faculty Advancement will be hosting town hall meetings beginning in the fall 2024 semester. The town halls will offer opportunities for department chairs and other college-level administrators (unit leaders, division chiefs, etc.) to discuss pertinent topics relevant to the needs and issues of those serving in administrative roles within colleges.

The town hall meetings will take place on the second Tuesday of each month. Topics will be largely driven by participants' and community suggestions, but may include supervision responsibilities, performance evaluations, budgeting, conflict management, etc. Some meetings will involve open discussion of any applicable topics of interest, and OFA also welcomes topics submitted in advance to facultyadv@uky.edu.

This is an opportunity to build a network of peers, get answers to questions or challenges, and refresh topics that may have been covered in programs such as Chairs' Academy I and II (which will continue, but the town halls are a way to continue ongoing leadership development and peer support.)

Sabbatical Showcase

The Office for Faculty Advancement and the Office of the Provost will host the inaugural Sabbatical Showcase on Wednesday October 30, 2024, from 4:00–6:00. The purpose is to demonstrate and recognize the activities and accomplishments of faculty who have taken a sabbatical during the prior year. All in the UK community are invited to attend. An additional goal is to help build networks so that faculty planning a future sabbatical can learn about strategies for success.

Emerging Leaders Academy

The Office for Faculty Advancement is pleased to announce a new program beginning in fall 2024: the Emerging Leaders Academy (ELA). The purpose of this program is to encourage mid-career faculty and staff to consider leadership career paths and to guide them in developing the essential skills for effective institutional leadership.

Applicants should demonstrate leadership potential and have an interest in pursuing leadership roles in higher education. Participants will learn more about themselves as emerging leaders while attaining skills that lead to successful personal and professional outcomes.

Eligibility for participation:

- faculty in any title series, or
- professional staff with leadership responsibilities

Requirements for participation:

- complete a strengths assessment
- participate in a mentoring partnership with a campus leader
- secure a nomination from a department chair and college dean
- complete a capstone project (individually or in a small group) that addresses a need at the college or university level

 Office for
Faculty Advancement

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