THE PURPOSE OF THE UNIVERSITY OF TOLEDO FACULTY LEADERSHIP DEVELOPMENT PROGRAM PLAN IS TO:

- Provide an overview of the various UToldeo Faculty Leadership Development Programs
- Describe the benefits of faculty centered leadership development
- Provide a listing of additional faculty targeted leadership resources
THE UNIVERSITY OF TOLEDO FACULTY LEADERSHIP DEVELOPMENT PROGRAM GOALS:

- Enhancing leadership skills and understanding, particularly in the realms of emotional intelligence, communication skills, management principles and analytical insight into complex situations and systems

- Deepening connections to colleagues from across the campus and developing a network of emerging leaders on campus

- Greater confidence to initiate multidisciplinary projects, serve in administrative leadership roles, or take on other academic leadership roles at UToldeo

- Increasing knowledge of the UToldeo enterprise and how to navigate its many resources and opportunities.
THE VALUE OF LEADERSHIP DEVELOPMENT AT THE UNIVERSITY OF TOLEDO

Faculty success is a significant goal that is imbedded throughout the UToledo Strategic Plan. To promote faculty success, it is essential that both programming in mentoring and leadership are accessible.

Leadership development is distinct from offering faculty mentoring. Overall, faculty mentoring includes career-long support for the main activities that are required in the faculty role: teaching, research and service. It also includes development on the skills such as: time management, communicating with the public, presenting data, solving organizational problems and other skills.

If a faculty member chooses to lead, they becomes a vital link in improving and overseeing the university enterprise. This engagement means interactions with systems and processes that he or she may know little about. "In some cases, this lack of knowledge can lead to failed projects, delays, turnover, legal problems, data loss, etc. These systems include budget and finance, position and performance management, contracting and purchasing, federal and state compliance requirements, information technology and data security, diversity and EEO regulations, and so on." (Academic Impressions, 2015)

**Faculty leadership development is particularly valuable for colleges and universities for several reasons:**

1. There is an institutional need for a higher level of faculty leadership at to address the many issues facing higher education in the US.

2. Faculty leaders lack institutional support for the development of needed skills and knowledge.

3. The diverse nature of faculty leader roles requires multiple skill sets and knowledge areas.

4. Faculty leadership development programs can advance broader institutional goals (Academic Impressions, 2015)
THE UNIVERSITY OF TOLEDO OFFICE OF THE PROVOST
FACULTY LEADERSHIP PROGRAM

The faculty leadership program is a continuum approach to providing various leadership support and career advancement programs and resources to UToledo Faculty. The goal of this initiative is to improve faculty career success and advancement. This program focuses on developing and maintaining high quality faculty targeted programs that focus on Leadership Education and Development in various areas. Each of the programs and resources are designed to meet the various leadership development needs of faculty serving in variety of roles and who aspire to improve their understanding of the university enterprise, emotional intelligence, management skills and capacity to lead various programs and initiatives. The University of Toledo Leadership Institute, MAC Fellows and the Provost Fellows Program are the three flagship programs that comprise the overall leadership program.
UTOLEDO LEADERSHIP INSTITUTE (UTLI)

This is an opportunity designed to help prepare future academic leaders. Participation in the institute is open to faculty at all levels, including lecturers, who aspire to be administrators; as well as current chairs and associate or assistant deans who would like to assume a greater level of leadership responsibility at some point in their careers.

Participants in the Institute will acquire broad perspectives and knowledge of higher education, leadership and careers paths. Discussions will address a range of issues such as the administrative structure of higher education, leadership styles, critical issues facing administrators, funding, diversity and inclusion.

Selected participants will meet once per month to discuss various aspects of leadership in higher education. Presentations and discussions will be facilitated by current members of the UT leadership team and invited speakers. Participation will be limited to 15 faculty members and the monthly meetings will be scheduled for Friday mornings from 8:30 - 10:30 a.m.

For additional information regarding the UTLI, please contact Dr. Amy Thompson, vice provost for faculty affairs at amy.thompson4@utoledo.edu or please visit https://www.utoledo.edu/offices/provost/ut-leadership-institute.html
MAC ACADEMIC LEADERSHIP DEVELOPMENT PROGRAM (ALDP)

The University of Toledo is committed to providing opportunities to help prepare future academic leaders, and I am writing to invite faculty who are interested to consider applying to serve as a University of Toledo Fellow in the Mid-American Conference (MAC) Academic Leadership Development Program (ADLP).

The University of Toledo has joined other colleges and universities in the Mid-American Conference to participate in the MAC Academic Leadership Development Program. Initiated in 2017, the mission of the MAC leadership program is to identify, develop, prepare and advance faculty as academic leaders from MAC member institutions. The program provides an opportunity for faculty to gain valuable knowledge and experience in academic leadership by working closely with faculty and administrative colleagues from other MAC colleges and universities.

The MAC leadership development program has two components: participation in a university-level leadership development program with monthly discussions at the fellow’s home institution; and participation in two three-day workshops for all MAC leadership program fellows that will be held at a selected MAC member institution. Note that all travel costs are funded by the Office of the Provost and that there is no cost for faculty to participate in the program.

For additional information regarding the MAC academic leadership program, please contact Dr. Amy Thompson, vice provost for faculty affairs at amy.thompson4@utoledo.edu or visit http://www.utoledo.edu/offices/provost/mac-aldp/
PROVOST FACULTY FELLOWS PROGRAM

The Provost’s Faculty Fellows Program offers a unique faculty leadership development experience. Working with the Provost’s Office, selected Fellows will each have the opportunity to coordinate a University-wide project and engage with administrative and faculty leaders across the University.

These projects will provide the Provost’s Faculty Fellows with mentoring and insight into higher education administration, as well as help advance institutional goals and strategies related to each of the following areas:

- Student Success
- Faculty Success
- Assessment
- Diversity, Equity and Inclusion
- Institutional Research/Data Governance

STRUCTURE

Provost’s faculty fellowships will begin in June and continue to the following August with the opportunity to apply for a second year, contingent on progress toward agreed up on goals/outcomes and overall program needs.

Summer tasks will include: the identification and assignment of specific projects, research, data collection, and analysis; and meetings with other fellows to discuss relevant literature and best practices (approximately 40 hours over the summer);

Tasks for the academic year will include: the development and implementation of identified outcomes of the project, monthly meetings with the Provost’s Office staff and collaboration with key faculty and staff across the University who are involved with their project.

Fellows will receive a $1,000.00 stipend for each of the two summers and one course release for each semester during the academic year.

For additional information regarding the Provost Faculty Fellows Program, please contact Dr. Amy Thompson, vice provost for faculty affairs at amy.thompson4@utoledo.edu or visit https://www.utoledo.edu/offices/provost/provost-fellow.html
ADDITIONAL FACULTY LEADERSHIP RESOURCES

SELECTED ARTICLES

- Dennis M. Barden and Janel Curry (2013) Faculty members can lead, but will they?, The Chronicle of Higher Education

SELECTED BOOKS

- Covey, Stephen (2004). The 8th Habit: From Effectiveness to Greatness
- Kouzes, James and Barry Posner (2002). The Leadership Challenge
- Collins, Jim (2002). Good to Great: Why Some Companies Make the Leap and Others Don’t
- Goleman, Daniel (1998). Working with Emotional Intelligence