

Building Leadership Opportunities



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Session Goals

Promote discussion among attendees about effective approaches and best practices to build leadership skills in faculty needed to support the growth of funded faculty research groups and centers.

Cultivation of the ability to Build, Lead, and Manage

- Multi-Investigator Research Groups
- Multi-Investigator, Multi-Unit Center Organizations



Approaches to Facilitate

Two basic types of approaches based on school size and/or situation

- One-on-One Faculty Mentoring/Coaching
- Large Scale Programs



One-On-One Approach

Work individually with identified faculty to cultivate, grow, and mature their skills

Questions

- How do you identify faculty candidates that will be receptive to leadership training and mentoring?
- What are the most important characteristics you look for in candidates you consider?
- How can you leverage opportunities in your organization for acquiring different levels of leadership experience and growth?
- What internal and/or external resources for training and coaching have you found most effective?



Programmatic Approach

Work with groups of identified faculty to cultivate, grow, and mature their skills and also develop a leadership mentoring cohort

Questions

- How do you identify faculty candidates that will be receptive to this kind of leadership training/mentoring?
- Do you form these groups around concrete funding opportunities, or use another criteria
- What kinds of materials/activities do you use in this training?
Which have been most effective?

