



## 2025-26 Charter

### A. Who will participate?

Participants in this year-long series will be full-time faculty from public postsecondary institutions who have demonstrated the potential for academic leadership and are seeking to develop their leadership skills. Each cohort will be comprised of approximately 25 faculty from two-year and four-year institutions.

### B. Why provide these sessions?

The Faculty Leadership Academy will enhance public postsecondary education by equipping faculty to navigate the complexities of academia in Kentucky. By instilling knowledge of the systemness of postsecondary institutions and developing leadership skills, faculty will gain a deeper understanding of leadership and the value of higher education. Participants will understand processes and metrics associated with academic quality and the structure of higher education on the institutional and state level.

### C. What are the desired learning outcomes?

Participants will:

- Identify their individual leadership styles and develop plans to build on strengths and areas for growth.
- Develop strategies for fostering collaboration and building trust among colleagues, leading to improved communication and teamwork within and across institutions.
- Gain insight into postsecondary education as a system, state and institutional governance, and the role of Kentucky's Council on Postsecondary Education in ensuring academic quality and student success.
- Foster academic quality, defined as the measurable degree to which the educational experience is coherent, engaging, and transformational for all learners.

#### D. How will participants engage with the Faculty Leadership Academy's content?

1. Panel Discussions, Speakers, and Q&A Sessions
2. Networking
3. Faculty Circles
4. Mentoring
5. Pre- and Post-Session Work
6. Applied Learning

##### 1. Panel Discussions, Speakers, and Q&A Sessions

State, regional, and national postsecondary leaders and experts will offer informed perspectives, meaningful dialogue, and opportunities for interaction. Question-and-answer sessions will be part of every speaker or panel session.

##### 2. Networking

Participants will connect with peers, mentors, and established faculty leaders. This environment will facilitate sharing experiences and best practices, as well as enhancing professional growth and leadership skills.

##### 3. Faculty Circles

Small group "Faculty Circles" will provide a networking community for participants.

- Faculty Circles will serve as small groups for breakout session discussions in virtual and in-person sessions.
- Faculty Circles will include five participants, plus a Faculty Mentor who will facilitate the group's meetings and interactions.
- Faculty Circles will bring together faculty from across institutions and institution types.
- Faculty Circles will meet monthly, establishing meeting schedules at the September in-person session.
- Faculty Circle meetings will provide an opportunity for participants to synthesize, reflect on, and apply pre-session work, session content, and post-session work.

##### 4. Mentoring

A Faculty Mentor will be assigned to the membership of each Faculty Circle. In addition to leading Faculty Circle discussions, they will also serve as mentors, meeting one-on-one with members of the Faculty Circle multiple times throughout the year. To the greatest extent possible, the Faculty Mentor will not be from the same institution as any members of the assigned Faculty Circle.

##### 5. Pre-Session Work and Post-Session Work

Through reading articles, meeting with institutional leadership, and experiencing hands-on activities, participants will develop their knowledge of the postsecondary landscape, enhancing their understanding of key concepts and trends and applying insights to real and emerging scenarios.

## 6. Applied Learning

Applied learning in real and emerging situations will allow participants to apply theoretical knowledge, enhancing problem-solving skills and developing practical expertise.

- Workshops
- Collaborating with other participants
- Interpreting and applying their academic skill set, including in new contexts
- Reviewing frameworks, metrics, and processes associated with academic quality

## E. What topics will be covered?

The role and responsibilities of the Council on Postsecondary Education (CPE) will be highlighted, as well as Kentucky's strategic agenda for postsecondary education within the national environment and systemness of postsecondary education. Topics will include the following:

### 1. Personal and Interpersonal Development

- Leadership assessments
- Executive communication, emotional intelligence, building trust
- Leading and participating in teams (including conflict management)
- Work-life balance (including mental health and imposter syndrome)

### 2. Governing and Institutional Processes

- Systemness and collaboration
- CPE's strategic agenda for postsecondary education (including role of Council of Chief Academic Officers)
- Legislature/state government
- Strategic budgeting (including academic program pro formas)
- Academic administration, processes, and shared governance
- Personnel and performance management

### 3. Academic Quality

- Value of higher education
- CPE's definition of academic quality
- Kentucky Graduate Profile and ensuring employability readiness
- CPE's responsibilities related to general education, program approvals, and program review
- Academic planning, program management, curriculum mapping

## F. How Many Sessions Will be Held?

Sessions will occur monthly from September to May. All sessions are required.

### 1. In-Person Sessions (subject to change based on schedule of associated events)

- Wednesday, September 10, 2025
  - Day-long event
  - Held at CPE offices in Frankfort

- Spring 2026
  - Date and location to be announced (likely March)
- May 19 - 20, 2026
  - Day before the Pedagogicon
  - Held at the Eastern Kentucky University campus

## 2. Virtual Sessions

- October, November, December, January, February, and April
  - Second Friday of each month
  - 2:00-4:00 pm (eastern time)

## 3. Faculty Circle Sessions

- Faculty Circles will meet for one hour each month, scheduled by Faculty Circle members and Mentor during first in-person meeting
- Faculty Circle meeting agendas blend reflection and application of recent full-group meetings with interests and needs of Faculty Circle group members

## 4. Mentoring Sessions

- One-one-one meetings scheduled between Faculty Circle mentor and individual Faculty Circle participants
- At least 3 meetings throughout Faculty Leadership Academy year
- Most likely virtual, but can be face-to-face if institutions are in close proximity
- Agendas and length of meetings established by mentees and mentors