



Academic Leader Development for Autumn 2011

Co-sponsored by the Office of Academic Affairs and Office of Human Resources

Managing Difficult Conversations

Tuesday, October 11, 9:00-11:00 a.m., 090 Science and Engineering Library

Presenter: Rick Martin, Org. and Leadership Effectiveness Consultant, Office of Human Resources

Difficult conversations are frequent occurrences for leaders and many struggle with how to prepare for and engage in them. We'll discuss what contributes to making conversations difficult, how you can prepare to be more effective, and provide you tools to handle challenging conversations in the moment. We will use "Fierce Conversations" by Susan Scott as the basis for our work. The session will involve practice with real situations you are facing. Leaders who have attended this workshop in the past are encouraged to return for additional practice and discussion.

Recruiting Diverse Faculty (co-sponsored by CEOS, Comprehensive Equity at Ohio State, an NSF ADVANCE grant-funded project)

Wednesday, October 19, 9-11 a.m., 165 Thompson (Main) Library

Presenter: Valerie Lee, Vice Provost

Recruiting and hiring diverse and excellent faculty are top priorities for every department. Advice and tools on targeted recruitment strategies, effective interviewing, and sound selection processes will be shared.

Helping Faculty Find Work-Life Balance (co-sponsored by The Women's Place)

Tuesday, October 25, 9:30-11:30 a.m., 400 Stillman Hall

Presenters: Maike Ingrid Philipsen Professor, Virginia Commonwealth University, and Tim Bostic, Assistant Professor, Old Dominion University

Faculty work-life issues are a constant challenge. Academic leaders who are part of the work-life solution utilize a powerful engagement and retention tool. This discussion will go beyond the typical "family-friendly" approach and will take an all-encompassing "life-friendly" view. The presenters will share their findings about enablers and obstacles that faculty encounter during their careers and how policies and programs might more effectively address the needs of faculty.

Financial Stewardship: Understanding the University's Accounting System

Thursday October 27, 8:30-12:30, 231 Mount Hall

Presenters: Linda Montañó and Tricia Privette

Understanding one's fiscal responsibilities is the focus of this session, with an emphasis on the university's accounting system. How to read and interpret your financial and management reports and understand your unit's operations will be reviewed.

Key Legal Issues for Senior Leaders: A "Talk Show" Format

Tuesday, November 8, 9:00-11:00 a.m., 090 Science and Engineering Library

Talk Show Host: Mark Shanda, Divisional Dean for Arts and Humanities

Talk Show Guests: Jan Neiger, Associate General Counsel, Office of Legal Affairs, Mary Menkedick Iono, Assistant General Counsel

With a "Talk Show" feel and format, this session will introduce academic leaders to various legal challenges they are likely to face such as dealing with difficult faculty, conflicts of interest, and public records. Case scenarios will be used to illustrate the legal and ethical issues relevant to these challenges. The Talk Show Host, Guests, and audience will collectively explore how to effectively respond and work towards resolution.

Registration Information

Visit <http://hr.osu.edu/ll/academicleaderdevelopment.aspx> to register for these sessions, or call 614-247-1847. Contact Anne Massaro, 688-8638 or Massaro.11@osu.edu with any questions or suggestions about Academic Leader Development.