

## Administrative Support

You support processes and procedures outlined in in the faculty/librarian Collective Agreement

## Emerging Leader

You are a Faculty Member/Librarian who naturally and frequently steps up to lead in your unit.

## New Academic Leader

You are newly appointed as an academic leader. Further divided into new Chair/Director and Dean pathways.

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New Chair/Director Pathway

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New Dean Pathway

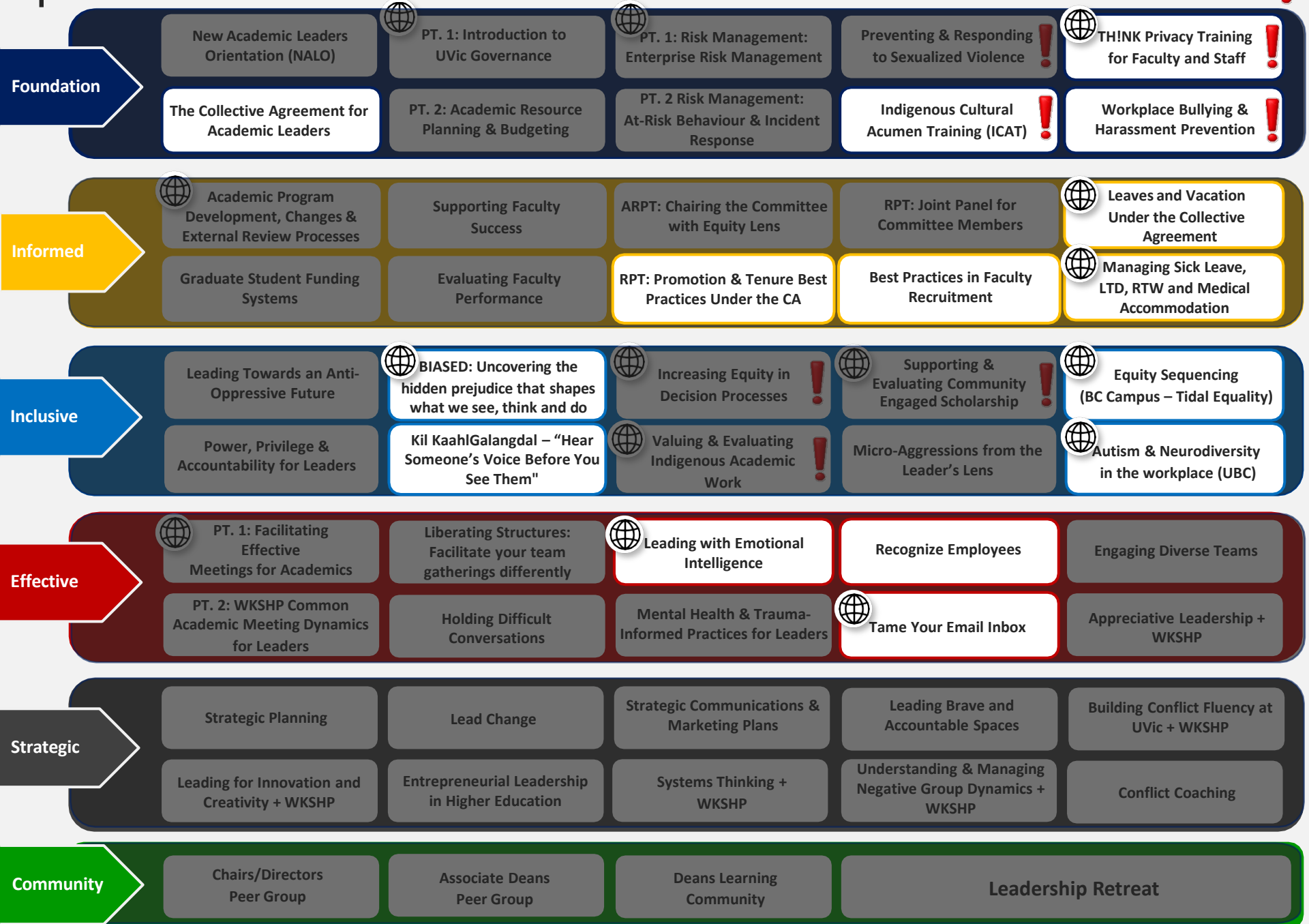
## Extending Academic Leader

You are an experienced leader committed to continued leadership development.

# Administrative Support Pathway



Indicates an online course or resource  
 Indicates a mandatory requirement !



# Emerging Leader Pathway



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## Foundation

New Academic Leaders Orientation (NALO)	PT. 1: Introduction to UVic Governance	PT. 1: Risk Management: Enterprise Risk Management	Preventing & Responding to Sexualized Violence	THINK Privacy Training for Faculty and Staff
The Collective Agreement for Academic Leaders	PT. 2: Academic Resource Planning & Budgeting	PT. 2 Risk Management: At-Risk Behaviour & Incident Response	Indigenous Cultural Acumen Training (ICAT)	Workplace Bullying & Harassment Prevention

## Informed

Academic Program Development, Changes & External Review Processes	Supporting Faculty Success	ARPT: Chairing the Committee with Equity Lens	RPT: Joint Panel for Committee Members	Leaves and Vacation Under the Collective Agreement
Graduate Student Funding Systems	Evaluating Faculty Performance	RPT: Promotion & Tenure Best Practices Under the CA	Best Practices in Faculty Recruitment	Managing Sick Leave, LTD, RTW and Medical Accommodation

## Inclusive

Leading Towards an Anti-Oppressive Future	BIASED: Uncovering the hidden prejudice that shapes what we see, think and do	Increasing Equity in Decision Processes	Supporting & Evaluating Community Engaged Scholarship	Equity Sequencing (BC Campus – Tidal Equality)
Power, Privilege & Accountability for Leaders	Kil KaahGalangdal – "Hear Someone's Voice Before You See Them"	Valuing & Evaluating Indigenous Academic Work	Micro-Aggressions from the Leader's Lens	Autism & Neurodiversity in the workplace (UBC)

## Effective

PT. 1: Facilitating Effective Meetings for Academics	Liberating Structures: Facilitate your team gatherings differently	Leading with Emotional Intelligence	Recognize Employees	Engaging Diverse Teams
PT. 2: WKSHP Common Academic Meeting Dynamics for Leaders	Holding Difficult Conversations	Mental Health & Trauma-Informed Practices for Leaders	Tame Your Email Inbox	Appreciative Leadership + WKSHP

## Strategic

Strategic Planning	Lead Change	Strategic Communications & Marketing Plans	Leading Brave and Accountable Spaces	Building Conflict Fluency at UVic + WKSHP
Leading for Innovation and Creativity + WKSHP	Entrepreneurial Leadership in Higher Education	Systems Thinking + WKSHP	Understanding & Managing Negative Group Dynamics + WKSHP	Conflict Coaching

## Community

Chairs/Directors Peer Group	Associate Deans Peer Group	Deans Learning Community	Leadership Retreat
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# New Academic Leader Pathway



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# New Chairs/Directors Pathway

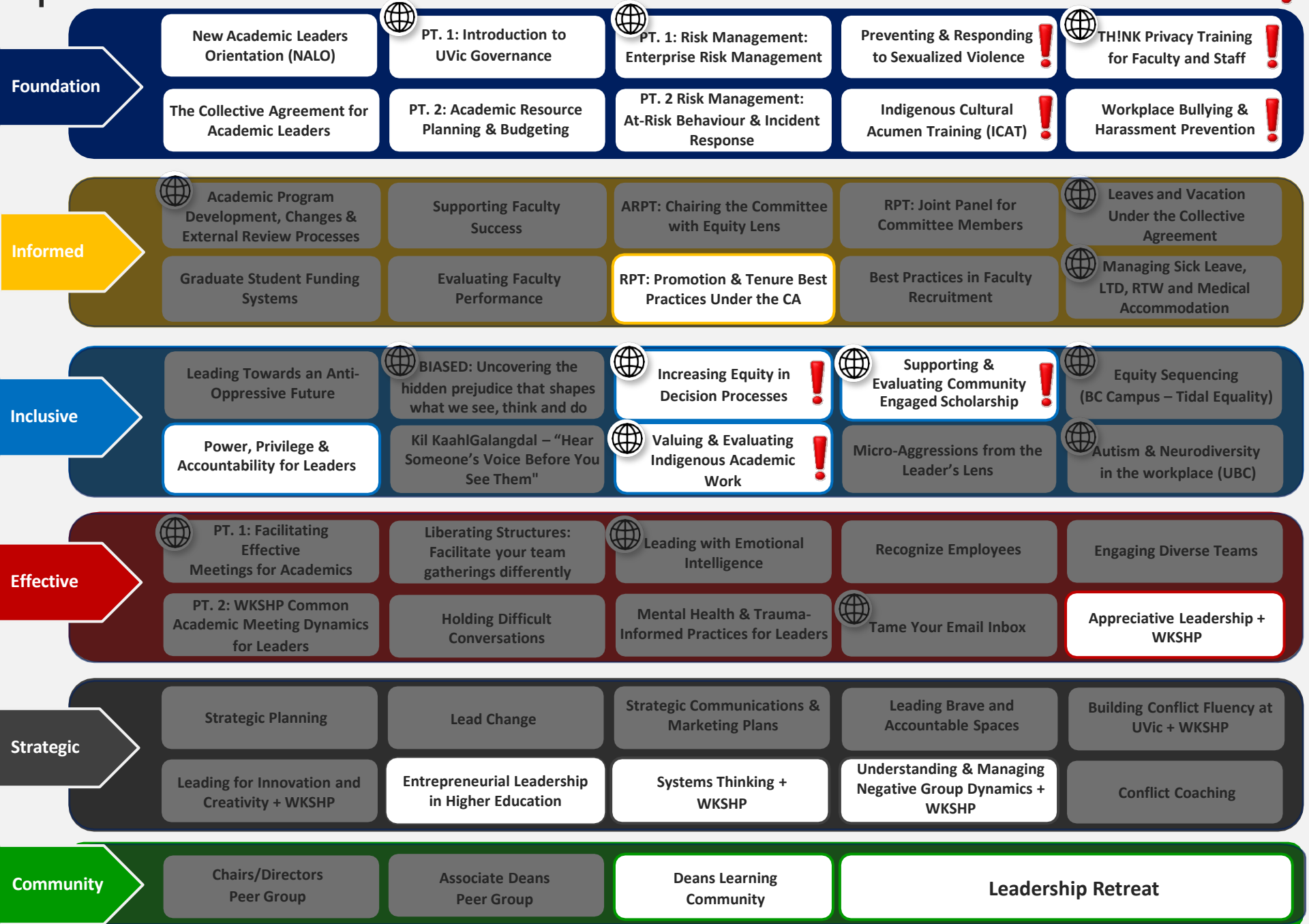
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# New Deans Pathway



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# Extending Academic Leader Pathway



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