



Georgia Tech
Faculty Professional
Development

2024–2025 ANNUAL REPORT

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Professional Development





Georgia Tech

Faculty Professional Development

Mission

The Office of Faculty Professional Development supports the professional growth, success, and well-being of Georgia Tech's academic and research faculty through engaging programming, informative resources, and individualized coaching.

Vision

The Office of Faculty Professional Development envisions a campus culture where every Georgia Tech faculty member feels supported, fulfilled, and capable of doing their most meaningful work.

Leadership

Rebecca Pope-Ruark, PhD, ACC, serves as Director of the Office of Faculty Professional Development.



2024-2025 HIGHLIGHTS

OFPD BY THE NUMBERS

► **862 CONTACT HOURS: WORKSHOPS**

During the 2024–2025 academic year and summer, OFPD hosted 55 virtual and in-person workshops for faculty, both academic and research as well as two graduate student groups. Workshop attendance amounted to 862 contact hours with faculty.

► **600+ CONTACT HOURS: WRITING**

OFPD hosted 23 three-hour writing retreats during the academic year and summer as well as two week-long summer writing intensives. While we have a small regular group of faculty who regularly attend writing events, their dedication amounted to over 600 contact hours with OFPD.

► **100+ CONTACT HOURS: COACHING**

Combining the one-on-one coaching requested by faculty with director Rebecca Pope-Ruark as well as the Faculty Success Coaching Program with Dawn Baunach and Kyla Ross, OFPD coached faculty for 100+ hours.

► **311 CONTACT HOURS: EVENTS**

OFPD, in conjunction with the Office of the Vice Provost for Faculty, hosted four major events: New Academic Faculty Orientation, the Provost's Dinner for new academic faculty, and two promotion receptions for newly tenured faculty and those promoted to highest rank. All told, these events accounted for 311 contact hours with faculty.

OFPD MISSION

Updated for 2024–2025

The Office of Faculty Professional Development supports the professional growth, success, and well-being of Georgia Tech's academic and research faculty through engaging programming, informative resources, and individualized coaching.

OFPD HIGHLIGHTS



OFPD launched two very successful certificate programs in Leadership Exploration and Career Well-Being. 25 faculty completed the at least one of the programs, and workshops in the Leadership Exploration certificate saw OFPD's highest attendance numbers ever for workshops..



Five recently tenured faculty members took part in the first cohort of the Crafting the Next career development program for mid-career faculty. Meeting weekly for professional development and discussion, these faculty learned Appreciative Inquiry practices and planned for their next five years at Georgia Tech.



OFPD worked with a mix of academic and research faculty this academic year, with attendees coming from most ranks and classes of faculty, even those from GTRI.



Faculty from the Colleges of Engineering and Sciences were OFPD's biggest supporters this year, followed by Ivan Allen College.

LOOKING FORWARD

In 2025–2026, OFPD will continue to build its presence in faculty lives at Georgia Tech by continuing the successful workshop, writing retreat, and certificate programs; launching a version of Crafting the Next for assistant professors nearing their third-year review; and hosting major events celebrating milestones with faculty. OFPD will support the VPF office in hosting the ACC–ALN meeting in October. We will also hire our first program manager to manage event programming, marketing, and communications, which will allow us to build better on-demand resources for faculty.

The Office of Faculty Professional Development had a stellar year in 2024-2025, maintaining momentum on existing programming including workshops and writing retreats while exploding attendance targets with new programs such as the two OFPD certificates in Leadership Exploration and Career Well-Being. All told, OFPD amassed over 1800 contact hours with faculty during the academic year and following summer, reaching faculty in all colleges and of all ranks, both academic and research.

This report outlines our successes in recurring programming, new programming, signature events, and coaching and consulting.

Recurring Programming

Maintaining course, OFPD offered monthly virtual workshops on professional development topics of interest to faculty as well as twice-monthly writing retreats and new week-long summer Writing Intensives. Overall, we had good attendance compared to two years ago and a good mix of academic (especially non-tenure track) and research faculty attending events.

Professional Development Workshops

Professional development workshops are the backbone of our OFPD programming. Most of these workshops are 30 minutes via Teams or Zoom and are typically offered twice to allow faculty an opportunity to fit the programming in their busy schedules. We offered 20 workshops over the course of the year with a total attendance of 132 faculty members.

Workshop Title	Date	Attendance
Strategic Planning	August 2024	9
Networking for Faculty (2 sessions)	September 2024	12
LinkedIn for Faculty (2 sessions)	October 2024	21
Choosing Academic Service (2 sessions)	November 2024	11
Writing Effective Annual Reviews (2 sessions) (60 minutes)	December 2024	21
Strategic Planning (2 sessions)	January 2025	12
Using Scrum Project Management	January 2025	10
Strategic Planning for Summer (2 sessions)	May 2025	14
LinkedIn for Research Faculty (60 minutes)	June 2025	11
Networking for Research Faculty (2 hours)	July 2025	11

OFPD worked with Maribeth Coleman, the Associate Vice Provost for Research Faculty, to create summer programming for research faculty, who are currently facing an uncertain research landscape given federal and state trends. We ran a LinkedIn workshop for research faculty as well as a networking workshop and practice event, attended by 22 faculty.

In addition to the workshops offered by OFPD, director Rebecca Pope-Ruark supported other programs on campus with additional workshops including for the Woodruff Professional Development Scholars and Woodruff Graduate Student Professional Development programs in the School of Mechanical Engineering as well as offering a burnout workshop for the communication program faculty in ME. She also gave burnout resilience workshops to the librarians during the mentoring program kickoff meeting (12 faculty) and selected faculty during the Emerging Leaders Program kickoff meeting to 16 faculty.

Writing Retreats and Writing Intensives

Twice-monthly writing retreats offer faculty a three-hour block to show up for their writing in the company of other writers. Retreats are scheduled typically on a Wednesday afternoon and Thursday morning to allow scheduling flexibility. OFPD hosted 8 writing retreats in Fall 2024 with 28 faculty attending. In the Spring, 9 retreats supported 44 faculty attending. Summer 2025 we ran 5 writing retreats with 23 faculty attending. Also, in Summer 2025 OFPD led two week-long Writing Intensive programs, through which attending faculty spent 6 hours per day working on writing projects of their choosing. All told, 9 faculty attended the Writing Intensives.

In terms of total numbers, we had over 600 hours of writing programming for faculty, offering community and accountability for this hard-to-schedule aspect of their jobs.

APL Narrative Workshops

For the second year, OFPD ran two two-hour workshops for academic professionals and lecturers going up for promotion to work on their packet narratives. Half the session is spent discussing the promotion process and the other half on effective persuasive strategies. Faculty have time to ask questions and workshop their narrative drafts or ideas during the sessions. We hold one session in-person and one online to accommodate faculty. These are lively sessions full of great questions from attendees who gain support and direction in their promotion process.

Writing Your Promotion Narrative for APLs (2 sessions)	May 2025	20
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APL Mentoring Network

Run by Dr. Jennifer Leavey, the Academic Professional and Lecturer (APL) Mentoring Network continued to offer mentoring pairings for APL faculty members as well as hosted an end-of-the-semester gathering. **40** faculty members served as either mentors or mentees in the program this year, which kicked off with a casual event held in the library to introduce mentoring pairs and share some tips for successful mentoring. Mentoring pairs then determined their own schedules and agendas for meetings throughout the year.

New Programming

For AY 2024-2025, OFPD introduced two exciting new certificate programs: the Career Well-Being professional development certificate and the Leadership Exploration professional development certificate, both of which were very well-received and well-attended. We also launched the Crafting the Next career development program for recently tenured associate professors, which led faculty through a framework to develop a plan for their next five years at Tech.

Career Well-Being Certificate Program

In alignment with the strategic priority Cultivate Well-Being, OFPD launched a professional development certificate program focused on well-being, professional growth, and self-awareness. Director Rebecca Pope-Ruark created or co-developed eight workshops for the program, each offered twice, and three of the sessions were led by campus experts. To complete the certificate, faculty (both academic and research) had to attend at least six of the workshops, complete the worksheet that accompanied each workshop, and either write a reflection or have a coaching meeting with the director to discuss their learning in the program. Faculty walked away from the program with actual skills they could use in difficult or stressful situations and were able to connect with faculty around campus on issues of well-being and self-care.

Overall, we had a strong mix of academic and research faculty attend, with attendance far outstripping our usual workshops, and ten faculty completed the certificate.

Workshop Title	Date	Attendance
Values and Purpose (2 sessions)	September 2024	31
Setting Boundaries and Saying No (2 sessions)	October 2024	41
Managing Workload (2 sessions)	November 2024	37
Work-Life Fulfillment (2 sessions)	December 2024	32
Imposter Syndrome (2 sessions) led by Tiffini Hughes-Troutman	January 2025	29
Career Resilience (2 sessions) led by Christie Stewart	February 2025	27
Being a Self-Advocate (2 sessions) led by Rayne Bozeman	March 2025	23
Mitigating Burnout (2 sessions)	April 2025	22
Certificate Completion Meetings (30 minutes)	May 2025	10
Total Contact Hours		247

Leadership Exploration Certificate Program

The certificate in Leadership Exploration was designed to be an introduction to leadership with topics of interest to faculty who were curious about leadership on campus. Much of the programming focused on building a leadership identity whether you have an official title or not. We ran eight sessions twice each, including a session co-designed with Bryon Fitch

of GT Strategic Consulting and one workshop by Kyla Ross. Structured the same as the Career Well-Being certificate, faculty pursuing the certificate had to attend at least six workshops, complete the handout for each, and either write a reflection or meet with me to discuss their learning.

The leadership workshops were extremely popular, with a total attendance of 368, again with an excellent mix of academic and research faculty who were actively engaged in the sessions, and 21 faculty completed the certificate.

Workshop Title	Date	Attendance
(Non)Positional Leadership (2 sessions)	September 2024	50
Leadership Styles (2 sessions)	October 2024	61
Organizational Culture (2 sessions) co-presented with Bryon Fitch, Strategic Consulting	November 2024	48
Emotional Intelligence (2 sessions)	December 2024	46
Building Lab Culture (2 sessions) led by Maribeth Coleman	January 2025	39
Leading with Compassion (2 sessions)	February 2025	45
Having Difficult Conversations (2 sessions) led by Kyla Ross	March 2025	37
Crafting Your Leadership Vision (2 sessions)	April 2025	42
Certificate Completion Meetings (30 minutes)	May 2025	15
Total Contact Hours		375.5

We conducted an assessment with faculty who attended both certificates, and the feedback was extremely positive. All respondents rated the quality of the workshops as good or excellent, commenting on the high quality of the content, the curation of topics, the breakout sessions with campus colleagues, and usefulness of the accompanying worksheets. Feedback from the faculty completing the certificates mirrored this assessment, with common comments including appreciating the time to reflect and learn about themselves, the ability to earn a certificate that supports their professional development, and that the final requirement to write or talk about their learning which gave them the opportunity to review the workshop materials and explore how they used their learning in their work-lives during the course of the year. Overall, the certificate programs were a great success which we hope to extend in the new academic year.

Crafting the Next for Tenured Mid-Career Faculty

Created using the same structure as the Ascend program for mid-career academic professionals and lecturers that we launched in Spring 2024, Crafting the Next is an appreciative inquiry-based career development cohort program for recently tenured associate professors interested in exploring their next chapter as faculty and leaders at Tech. Five faculty from the Colleges of Computing, Design, and Engineering participated, meeting eight times over the course of the Spring 2025 semester. Through discussion,

reflection, and targeted activities, the faculty developed mission and vision statements for themselves, created their own definitions of success, and developed a plan for how they would move forward in their careers in the next five to ten years.

Though a small initial cohort, we validated the model for this group of faculty and will plan to offer Ascend for APLs and Crafting the Next for tenured faculty in alternating years.

SPARK: Building Your Network, with NC State Office of Faculty Excellence

In late Spring/early Summer 2025, OFPD partnered with leaders in the NC State University Office for Faculty Excellence to develop an asynchronous summer professional development program focused on building a faculty network with mentors, sponsors, and coaches. We built on NC State's award-winning SPARK program, developing written content, podcast episodes, and worksheets for participants who signed up for the program to receive four emails in the month of July.

Nearly 1000 faculty and graduate students around the world signed up of the program, including **61 Tech faculty** members, NC State's biggest iteration of the program yet. As part of the program, director Rebecca Pope-Ruark wrote two blog posts, conducted a podcast interview with Tech faculty member Dr. Jennifer Leavey, and was interviewed for the episode on coaching.

SPARK is an effective and innovative way to offer faculty development in the summer, and we plan to adapt this model with content for newly promoted faculty in summer 2026.

Signature Events

OFPD hosts, in conjunction with the Office of the Vice Provost for Faculty, four major events every year: New Academic Faculty Orientation, the Provost's Dinner for new academic faculty, a reception for those faculty earning tenure, and a reception for faculty promoted to the highest rank. These events are always highlights of the year, allowing us to celebrate faculty reaching different milestones in their academic careers. Combined attendance for these events in 2024-2025 was **311 faculty**.

New Academic Faculty Orientation

New Academic Faculty Orientation was held in collaboration with the Office of the Vice Provost for Faculty on August 12, 2024. NAFO welcomed our new colleagues by introducing them to important aspects of the Institute, such as the teaching and research enterprises, as well as offering multiple opportunities for community building and for increasing familiarity with offices on campus. **111** faculty attended NAFO.

Provost's Dinner

In early September, the Office of the Provost, the Office of the Vice Provost for Faculty, and OFPD co-hosted the Provost's Dinner for New Faculty, an annual opportunity for new faculty to mingle with campus leaders and hear from exceptional campus faculty. This

year's dinner featured remarks from Vice Provost for Faculty Dr. Michelle Rinehart, Provost Dr. Steven McLaughlin, and guest speaker Dr. Beryl Toktay. **81** guests in total attended the dinner, which was held at the Georgia Tech Hotel and Conference Center.

Promotion Receptions

OFPD collaborated with the Office of the Vice Provost for Faculty to host receptions for newly tenured faculty and for faculty promoted to the highest rank. The receptions were attended by **119** faculty, including those honored and leaders from around campus.

Coaching and Consulting

Coaching and consulting offerings provide faculty the opportunity for one-on-one support to address a variety of career-related challenges and opportunities, such as strategically planning for the careers, dealing with specific research or lab/group issues, and focusing on their values and purpose for the work they do. Director Rebecca Pope-Ruark is a certified coach with the International Coaching Federation (ICF) and offers both one-hour coaching sessions and shorter 30-minute consulting sessions for academic and research faculty.

In January 2025, OFPD and the VPF office launched a new coaching program, the Faculty Success Coaching program, through which faculty can request four or six sessions to work with one coach over the course of a semester on any career-related professional development they would like a more sustained level of support with. The three coaches for the program are Dr. Rebecca Pope-Ruark, Dr. Dawn Baunach, and Dr. Kyla Ross. We launched the program in the January edition of OFPD's email newsletter and had 15 people express interest within two days, maxing out our capacity. Clearly, sustained support resonated with faculty more than one or two topical sessions.

During AY 2024-2025, Rebecca Pope-Ruark coached for 49 hours. Dawn Baunach coached 24.5 hours, and Kyla Ross 25 hours in the Spring and Summer sessions. We plan to do assessment with those who have participated in the program at the end of 2025.

Ranks and Units Served

Faculty from across campus participated in OFPD programming in AY 2024-2025. Non-tenure track faculty (Academic Professionals, Lecturers, and Librarians and Archivists) were the largest population of faculty who attended OFPD offerings, accounting for 49.2% of attendance. The remaining attendance was evenly split between tenure-track or tenured faculty and research faculty. (Numbers do not include coaching, NAFO, Provost's Dinner, or receptions.)

In terms of unit represented, College of Engineering faculty made up 24% of OFPD attendance (not counting coaching, NAFO, Provost's Dinner, or receptions). Research

faculty from non-school units comprised the next largest group (14%), followed by the College of Sciences (13%) and Ivan Allen (12%).

OFPD works to offer programming that is applicable to faculty of all ranks and in all units, and the certificate programs especially attracted faculty from across campus at all ranks. We look forward to serving these faculty in the year to come and to grow our following among tenure track and tenured faculty.

Looking Forward

In 2024-2025, OFPD greatly expanded its reach and contact hours with faculty, in part due to the success of the two certificate programs we launched, Leadership Exploration and Career Well-Being. We will continue to build on that audience by re-offering the Well-Being certificate and offering a second version of Leadership Exploration, this year focused on building relationships in leadership. Registration numbers will likely be lower than in the inaugural year for the certificates, but we will continue to build and offer practical and thought-provoking workshops for faculty in their areas.

Additionally, we will be launching a virtual version of the Crafting the Next program as Ascend for Assistant Professors in Fall 2025, targeting pre-tenure faculty nearing or at their third-year review to help them think through how to successfully navigate the coming milestones in their careers and intentionally plan for a successful career at Tech. We will also continue to partner with Associate Vice Provost for Research Faculty Maribeth Coleman to develop programming for research faculty, including a promotion materials peer coaching program.

OFPD will continue to offer successful programming, including writing retreats in the coming academic year and writing intensives in the summer of 2026. We are relaunching the Writing Scholars program, building a cohort of faculty who will work together over the academic year to support each other in developing successful writing habits and meeting writing goals. We will also continue our coaching offerings and milestone events for faculty.

Future Possibilities

In addition to current programming, OFPD will be experimenting with written and audio content as well as a SPARK-like program for newly promoted mid-career faculty in the summer of 2026, supported by a newly hired OFPD support staff member. OFPD is hiring a program manager in Fall 2025 which will allow the director to expand offerings in a variety of ways, especially around asynchronous resources, well-being, and faculty mentoring.

Since we are already maximizing our workshops, OFPD will develop new resources for faculty that can be accessed asynchronously, including monthly newsletters for new and mid-career academic faculty (in addition to our current monthly announcement emails) to offer just-in-time professional development for these faculty members different career

stages. We would like to greatly expand our Resources page with useful, bite-sized written and possibly video content and to create an OFPD-hosted podcast interviewing faculty about their experiences and their approach to professional development.

OFPD looks forward to a year of growth and active faculty professional development.