

Faculty Leadership Apprenticeship Program

The Faculty Leadership Apprenticeship (FLA) Program is designed to foster and develop faculty members for leadership. This program will build individuals' leadership skills by providing access to Vice Provost Office leadership and their decisions; offering close, and accessible, mentoring; and participating in the formulation of solutions and policies related to real problems and on-going issues.

Program Description

Six FLA participants will be selected to participate in the six-month program (January – June 2022). The FLA Program will be composed of three components, designed to foster a holistic leadership development experience:

Project

Participants will work on a short term, high impact project, which will focus on an objective of significance to the mission or strategic goals of the Vice Provost Office. Projects will be selected in consultation with unit leadership and will follow a defined project plan with a deliverable due at the end of the six-month period. Projects will be in support of specific Institute-Strategic Plan initiatives and must address a leadership challenge. Some example areas for projects include: graduate education, post doctoral education, inclusive teaching, faculty development, DEI initiatives, mentorship, enhancement of inclusive work cultures, etc.

Cohort meetings and activities

Monthly cohort meetings and activities will be arranged. A senior leadership individual in the Vice Provost Office will serve as a mentor and provide guidance to participants.

Leadership development resources

FLA participants will have access to leadership development resources and support to include internal executive coaching and leadership development support funding for travel or other additional activities selected by the participant.

Application & Appointment

How to Apply

This program is open to all categories of full-time faculty: tenured, tenure-track, academic professionals, lecturers, librarians and archivists, and research faculty, including postdoctoral fellows at Georgia Tech.

Applications consist of:

- A cover letter (no more than two pages) that includes:
 - what the applicant would hope to gain from participation in the program

- how they could contribute to the missions of Georgia Tech and the Vice Provost Office through the program
- prior leadership development activities, including level of engagement in those activities
- plan for how they will adjust their current time and commitments to participate in this program
- short-term and long-term leadership aspirations
- A current CV
- List of three internal references

Assuming the program continues beyond the initial period, applications will be solicited every year.

Selection Process:

Participants in the Faculty Leadership Apprenticeship program will be selected through a three-step process:

1. A representative from each of the office units will review the applications, and through a discussion of the group, a short list of finalists will be selected.
2. Finalists' direct supervisors will be asked to provide feedback on their leadership potential.
3. The selected finalists will meet individually with the Vice Provost and Associate Vice Provost. Following the meetings, office leadership will meet and agree upon the selected FLA participants.

Awardees will be notified no later than early January and attend orientation and a meet and greet with office leadership. Applications are due by November 12 to VPGEFD@gatech.edu. Contact Dawn Baunach (dawn.baunach@gatech.edu) with questions.

Appointment Terms & Requirements:

- The program starts January 2022 and continues through June 30, 2022.
- FLA participants will receive \$5,000 for project development support and/or to participate in professional development activity during the 2021-2022 academic year.
- Participants will be expected to spend about 4-5 hours/week in activities related to the program.
- Participants will be required to attend a kickoff meeting at the start of the program and periodic group meetings (monthly) throughout the program to debrief the experience and leadership lessons learned.