



Provost's Leadership Institute

2026 Program Introduction

Welcome to the 2026 Provost's Leadership Institute! This annual two-day program invites the ECU community to engage with the leadership strategies, develop transferable skills, and explore practical approaches that move the institution forward while cultivating individual capabilities, knowledge, and competencies. Provost's Leadership Institute sessions are updated each year to promote active involvement and reflective practice focused on leadership skill development.

In preparation for the Provost's Leadership Institute, please complete the [Plan Ahead](#) projects as described below in advance. Use the links below to navigate to the schedule for each day.

We look forward to working with you this year!

2026 Program Guide

2026 Program Introduction	1
2026 Program Guide	1
DAY I – Thursday, February 12, 2026	3
Plan Ahead	3
Take (or Retake) the 5 Paths to Leadership	3
Access Supplemental Readings & Resources	3
Access the Faculty Leadership Development Roadmap	3
Schedule	4
DAY II – Friday, February 13, 2026	7
Plan Ahead	7
Intentional Leadership Changes	7
Schedule	7
Academic Affairs Faculty Leadership Programs	9

Provost's Faculty Internship Program	9
Faculty Innovators Program	9
Provost's Course Leadership Program	9
Omicron Delta Kappa - ECU Circle	10
2026 Provost's Leadership Institute Cohort	10
2026 Steering Committee	11

DAY I – Thursday, February 12, 2026

Plan Ahead

Take (or Retake) the 5 Paths to Leadership

All participants are encouraged to complete (or retake) the “5 Paths to Leadership” self-assessment in advance (<http://bit.ly/FLI5paths>) or retake it if you have taken it in the past. An additional, optional session is available for those new to the 5 Paths or interested in refreshing. This self-assessment provides insight into your leadership style(s) under normal and stressful conditions, a valuable opportunity for reflection. Once complete, you will receive results via email. Please plan to have access to your results throughout the Provost’s Leadership Institute.

If you have taken the 5 Paths for a previous PLI, compare your results. Consider the following:

- What observations can you make about your leadership style(s) as a faculty member?
- What observations can you make about the leadership style(s) other faculty have used or commonly use?
- What surprises you?
- What might your results suggest about your leadership style(s) in your work at EKU?

Access Supplemental Readings & Resources

Access a list of supplemental readings and resources [here](https://bit.ly/49X3xrS) (<https://bit.ly/49X3xrS>).

Access the Faculty Leadership Development Roadmap

The Faculty Leadership Development Roadmap is designed as a resource for PLI participants to use as a guide for reflection throughout the program. Access the Roadmap [here](https://bit.ly/4reTqpf) (<https://bit.ly/4reTqpf>). Throughout the program, use the guide to take notes, make connections, and examine priorities for your own faculty leadership development. Note key ideas from sessions, applications to your 5 Paths results this year (or in the past).

Schedule

Time	Session	Facilitator(s)
9:00-9:05am	Welcome & Introduction This session provides a welcoming introduction to the Provost's Leadership Institute by discussing its role, intent, and purpose for ECU. This session also provides participants an introduction to the 5-Paths Leadership framework and how it will inform subsequent sessions.	Presenters: Sara Zeigler & Russell Carpenter
9:05-9:30am	Speed Leadership Networking What's your Leadership Soundtrack? Select the song that describes the energy you bring to your toughest leadership meetings or the feeling you want your team to have.	Moderators: PLI Steering Committee
9:30-10:30am	Leading as a Faculty Member In this interactive presentation, participants will explore intentional approaches to leadership, while reflecting on their own leadership styles. Participants will also learn strategies for reflecting on best practices for leadership development.	Panelists: José Juan Gómez-Becerra John Brent Alison Buck Jade Robinson Moderator: Myra Beth Bundy, Foundation Professor
10:30am-10:45am	Break	

10:45am-11:45am	Valuing Trust in Leadership This workshop, "Valuing Trust in Leadership," explores the foundational role of trust in effective faculty and institutional leadership and how its presence (or absence) profoundly impacts collaboration, morale, and outcomes. Participants will leave with actionable strategies to intentionally cultivate a culture of trust, enhancing their personal leadership influence and overall unit efficacy.	Panelists: Michael Ballard John Bowes Dana Howell Scott Hunt Moderator: Lisa Kay, Foundation Professor
11:45am-1:00pm	Lunch	
1:00-2:00pm	Leading through Empathy "Leading through Empathy" focuses on developing the critical skill of empathic leadership to better understand the perspectives, motivations, and challenges of faculty, staff, and students. Participants will learn actionable techniques for active listening and emotional intelligence, enabling them to make more informed decisions and resolve conflicts while building deeper trust and loyalty within their teams.	Panelists: Dominic Ashby John Brent Jade Robinson Moderator: Matt Winslow, Foundation Professor
2:00-2:15pm	Break	
2:15-3:15pm	Leading and Leadership through the Levels This session examines "leadership through the levels" within higher education. It explores the distinct contexts, goals, strategies, and approaches associated with various leadership practices at different	Panelists: Michael Ballard Dana Bush Mercy Cannon Abbey Poffenberger

	institutional levels. Further, it examines how each influences organizational health and performance horizontally (within levels) as well as vertically (across levels).	Moderator: Jade Robinson, PLI Steering Committee
3:15-4:15pm	Leading through Uncertainty and Ambiguity "Leading through Uncertainty and Ambiguity" will equip faculty leaders with the frameworks and mindset necessary to effectively navigate rapid change and complexity in the academic environment. Participants will explore practical techniques for fostering resilience in their teams, communicating clearly amid ambiguity, and making adaptive, high-quality decisions under pressure to ensure continued success and stability.	Presenter: José Juan Gómez-Becerra
4:15-4:30pm	Zip Around the Room & Day II Preview	Moderators: John Brent & Mike Lane, PLI Steering Committee
	Homework: Please read the article, "Five Skills We Need to Be Teaching Leaders Now to Prepare for an Uncertain Future."	

DAY II – Friday, February 13, 2026

Plan Ahead

Intentional Leadership Changes

Drawing from the 5 Paths and Day I sessions, all participants are encouraged to consider one small but meaningful change to their leadership style(s), interactions, or behaviors. What leadership change(s) could make the most impact for you as a faculty member at ECU?

Schedule

Time	Session	Facilitator(s)
9:00-9:30am	Opening Reflection Interactive session to open the day and prompt thinking.	Presenter: PLI Steering Committee
9:30-10:30am	Building Collaborative Teams This session will focus on the intentional design of teams. Panelists will draw from the 5 Paths to Leadership and offer practical suggestions for ECU.	Panelists: Ryan Baggett Shirley O'Brien Derek Paulsen Jennifer Wies Moderator: John Brent, PLI Steering Committee
10:30-10:45am	Break	

10:45-11:45am	Leading with Integrity "Leading with Integrity" will guide faculty leaders in understanding the essential connection between personal values, ethical decision-making, and effective academic leadership, providing frameworks for consistently aligning actions with core principles even when facing difficult choices. Participants will gain practical strategies for modeling transparency, upholding fairness, and fostering accountability and trust.	Presenter: Lynnette Noblitt
11:45am-1:00pm	Lunch	
1:00- 2:00pm	Applying 5-Paths to Communicating as a Leader In this interactive session, participants will examine leadership approaches through the lenses of transparency and communication. Participants will examine practices and be given "hands-on" opportunities to apply them to their daily leadership and collaborative work.	Presenters: Krista Kimmel & Casey Humphrey
2:00-3:00pm	Promoting Innovation as a Leader "Promoting Innovation as a Leader" will equip participants with strategies to move beyond incremental change and actively create spaces where creative thinking, experimentation, and measured risk-taking are encouraged and valued among their teams.	Presenters: PLI Steering Committee

3:00pm – 3:30pm	Concluding Remarks & Group Photo	Presenter: Russell Carpenter
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Academic Affairs Faculty Leadership Programs

Provost's Faculty Internship Program

The Provost's Faculty Internship Program is designed to develop leadership skills among ECU faculty. As a complement to the annual PLI, the Provost's goal is to build exceptional leadership by supporting individual faculty development. Faculty will participate in a range of mentoring and learning opportunities, collaborate with offices across campus, and assume leadership roles on critical initiatives, designed with individual interests and long-range career goals. Learn more and apply [here](https://www.ecu.edu/in/guides/provosts-faculty-internship-program/) (<https://www.ecu.edu/in/guides/provosts-faculty-internship-program/>).

Faculty Innovators Program

The Faculty Innovator (FI) Program seeks to improve teaching and learning in ECU classrooms, by providing opportunities for faculty members to serve as teacher-scholars and mentors at the institution. FIs have a passion for leadership through creating and implementing teaching and learning experiences, programs, and resources. Learn more [here](https://www.ecu.edu/in/guides/faculty-innovators/) (<https://www.ecu.edu/in/guides/faculty-innovators/>).

Provost's Course Leadership Program

The Provost's Course Leads Collaborative supports faculty teaching practices and student learning opportunities, with the goal of improving outcomes in courses in which students often struggle. Course Leads Collaborative faculty work together to identify reasons for students' struggle and experiment with small teaching changes that can help students engage in class and increase chances of success. Faculty participating in the Collaborative demonstrate a willingness to lead through course innovation, developing and refining strategies that can also influence their colleagues' practices and improve students' academic outcomes.

Omicron Delta Kappa - EKU Circle

The EKU Circle of Omicron Delta Kappa (ODK) is available to eligible and selected students and faculty. ODK is a multi-generational society that excels in recognizing and connecting collaborative and inclusive leaders. The unique mission of ODK is to recognize and encourage collaboration among collegiate leaders. ODK seeks to identify, celebrate, and engage collegiate and community leaders from different backgrounds, perspectives, and generations. Contact Russell Carpenter (russell.carpenter@eku.edu) for more information about the ODK Circle.

2026 Provost's Leadership Institute Cohort

Meet the 2026 Provost's Leadership Institute cohort. Each faculty member was nominated by their Dean this year.

*2025-2026 Provost's Faculty Intern

Name		College
Alisha	Ashby	EKU Libraries
Lauren	Baney	College of Health Sciences
David	Brown	College of STEM
Jill	Campbell*	College of Letters, Arts, and Social Sciences
Tyler	Caviness	College of Business
Shelby	Champlin	College of Letters, Arts, and Social Sciences
Anne	Cizmar*	College of Letters, Arts, and Social Sciences
Allen	Copenhaver	College of Justice, Safety, and Military Science
Kayla	Davidson	EKU Libraries
Brittany	Davis	EKU Libraries
Cassie	Davison	College of Business
Annette	DeLage	College of Health Sciences
David	Hayes	College of STEM
Julia	Graham	College of Business
Jamie	Hisel	College of Health Sciences
Matthew	Howell*	College of Letters, Arts, and Social Sciences
Charlie	Hughes	College of Education and Applied Human Sciences
Tim	Jansky	College of Education and Applied Human Sciences
Shijin	Kozhumal*	College of Justice, Safety, and Military Science
Emily	Lang	College of Education and Applied Human Sciences

2026 Steering Committee

Brandi Anderson
John Brent
Russell Carpenter
Mike Lane
Jade Robinson