



Content Summary Directory

[Academic Leadership](#)

[Advancement](#)

[Diversity, Equity, & Inclusion](#)

[Enrollment Management & Marketing/Communications](#)

[Faculty Success](#)

[Institutional & Academic Planning](#)

[Leadership](#)

[Student Success](#)

[Title IX & Compliance](#)

[Women's Leadership](#)

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Academic Leadership Content Summary

Membership gives you access to:

Live & Recorded Virtual Trainings

Average length: 2 to 3 hours

Our virtual trainings provide a dynamic, interactive, and high-touch online learning experience and cover responsive topics and emerging trends within higher education to help you thrive in today's fast-changing environment.

Live & Recorded Webcasts

Average length: 60 minutes

Our presentation-style live and recorded webcasts feature industry experts, best practices, and supplemental resources. Attend the live session or view the recording on your own time.

On-Demand Learning

Average length: 20 minutes

Members get unlimited access to engaging and instructional on-demand resources, such as articles, research reports, video courses, tools, templates, job aids, and case studies. Immerse your team in rich and engaging online content, ideal for keeping up the momentum with professional development while teams are working in new and different ways.

Virtual Conferences

Average length: 1 to 3 days, 4 to 5 hours / day

Our virtual conferences are designed to provide a robust and dynamic learning experience. We leverage active learning environments and online spaces where you can explore ideas, get inspired by what your peers are doing, and understand the range of possibilities around a certain topic. You will leave these sessions with practical solutions that you can implement right away.

****Content in this list is either free or discounted with membership.***

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Leading Self

1. Department Chairs: Reflect, Refresh, and Plan for the New Year
2. Future-Proof Your Leadership: Translating Complexity into Productivity
3. Leading as An Assistant/Associate Dean: An Online Bootcamp
4. Provost Roundtable: A Cohort-Based Series for Academic Leaders
5. Exploring Different Pathways to Deanship
6. Leading and Influencing as a Department Chair Bootcamp
7. Leading as a Man of Color in Higher Education
8. Leading and Influencing as a Department Chair Online Bootcamp
9. Mapping Your Career Path in Higher Education
10. Leading in Times of Uncertainty and Change: Navigating 5 Common Leadership Tensions
11. Principles for Leading at any Level in Higher Education
12. Charting Your Course as a Woman Chair
13. Identifying and Mitigating Imposter Syndrome
14. Principles for Leadership in Higher Education
15. Leading and Influencing as a Department Chair
16. Time Management: Focusing on Your Priorities and Purpose
17. Essential Leadership Skills for Academic Deans
18. Four Leadership Practices for New or Aspiring Deans
19. Meetings Success Kit
20. Navigating Challenges of Academic Leadership
21. 7 Ways Academic Leaders Can Cultivate Creativity
22. What Every Academic Chair Needs to Know
23. Returning to Research: Preparing Your Transition from Chair to Faculty
24. Would You Benefit from an Executive Coach?
25. Cultivating a Professional and Engaging Persona on Your Video Calls
26. Engaging in Empathy: Balance the Emotional Demands

Leading Others

1. Change and Continuity Planning Post-COVID: A Process for Leading with Greater Intention
2. Leading as An Assistant/Associate Dean: An Online Bootcamp
3. Provost Roundtable: A Cohort-Based Series for Academic Leaders

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4. Coaching and Mentoring Faculty: A Bootcamp for Department Chairs
5. Coaching & Motivating Faculty: Bootcamp for Dept Chairs
6. Leading and Influencing as a Department Chair Bootcamp
7. Distributed Leadership: Building Trust and Community
8. Leading and Influencing as a Department Chair Online Bootcamp
9. Principles for Leading at any Level in Higher Education
10. Charting Your Course as a Woman Chair
11. Fostering Curiosity as a Creative Leader
12. The Key Components of Emotional Intelligence for Academic Teams
13. Principles for Leadership in Higher Education
14. Leading and Influencing as a Department Chair
15. Integrating Inclusivity into Your Leadership Philosophy
16. Designing Creative Solutions for Your Toughest Challenges
17. Improving Faculty Evaluations: A Training for Department Chairs
18. Your First Year as Department Chair: Building Trust, Communication, and Community
19. Essential Leadership Skills for Academic Deans
20. Communicating Effectively in High-Anxiety Times: A Workshop for Department Chairs
21. Supporting Adjunct Faculty: A Training for Department Chairs
22. Department Chairs: Maximize Your Productivity By Cultivating Your Academic Staff
23. Managing Change as a Department Chair: 5 Traps to Avoid
24. Managing Difficult Faculty
25. Four Leadership Practices for New or Aspiring Deans
26. The Introvert's Guide to Academic Leadership: How Introverts and Extraverts Build Successful Teams
27. Facilitating Culturally Inclusive Meetings
28. Adjunct Faculty: A Department Chair's Guide to Orienting New Instructors
29. Influencing Without Authority
30. Meetings Success Kit
31. Group Activity Designs
32. Participant Roles for Small Group Activities
33. Managing Up, Down, and Across

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Leading the Department/Division

1. Change and Continuity Planning Post-COVID: A Process for Leading with Greater Intention
2. Leading and Influencing as a Department Chair Bootcamp
3. Provost Roundtable: A Cohort-Based Series for Academic Leaders
4. Coaching and Mentoring Faculty: A Bootcamp for Department Chairs
5. Strategies to Run a Successful Lab as Chair
6. How to Use an Inclusive ROI Approach for Program Prioritization
7. Managing Difficult Faculty
8. How the University of North Florida Integrated Academic and Student Affairs
9. Running a lab while Chair
10. Leading as an Associate/Assistant Dean: An online bootcamp
11. Growing and Shaping Your Academic Program Portfolio in a Post-COVID Era
12. Fundraising for Department Chairs
13. Leading and Influencing as a Department Chair Online Bootcamp
14. A Year in Crisis: Lessons in Communication Learned as a Department Chair
15. Department Chairs: Reflect, Refresh, and Plan for the New Year
16. Foundations in Budgeting for Department Chairs
17. Charting Your Course as a Woman Chair
18. Leading and Influencing as a Department Chair
19. Deans Summit: Maintaining Strategic Focus Through Financial Challenges
20. Navigating Your Relationship with Your Dean: A Training for Department Chairs
21. Departmental Budget Training for Faculty
22. Handling Institutional or Program Teach-Outs with Dignity
23. Academic Restructuring: Creating New Growth Opportunities
24. Academic Restructuring: Critical Insights and Lessons Learned
25. Using Academic Program Cost Analysis to Improve the Efficiency of Your Department
26. Academic and Financial Partnerships: Creating an Engagement Plan for Budget Implementation
27. Building a More Strategic Budget for Your Academic Department

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28. Practicing Culturally Relevant Pedagogy in Higher Education
29. Evaluating Online Faculty
30. Engaging Faculty to Improve Corporate Relations
31. Best Practices for Identifying and Developing Department Chairs
32. Your First Year as Department Chair: Building Trust, Communication, and Community
33. Essential Leadership Skills for Academic Deans
34. Managing Change as a Department Chair: 5 Traps to Avoid
35. Navigating Challenges of Academic Leadership
36. What Every Academic Chair Needs to Know
37. Coaching and Motivating Faculty: A Bootcamp for Department Chairs
38. Principles of Budgeting: A Training for Department Chairs
39. Fundraising for New Department Chairs
40. Managing and Supporting an Aging Workforce
41. Faculty Handbooks: 5 Common Problems and Recommended Solutions
42. Preventing Faculty Discrimination with Case Law and Statistics
43. Your First Semester as External Chair: A Roadmap for Success

Faculty Affairs

1. Overcoming Microaggressions as a Faculty Member
2. Elevate your Leadership Development Program: A Train the Trainer Bootcamp
3. Best Practices for Supporting First-Year Faculty: Lessons Learned During COVID-19 (Free Webcast)
4. Revising the Promotion and Tenure Process: A Conversation Space for Faculty Affairs and Academic Leaders (Free Webcast)
5. Revising the Promotion and Tenure Process: A Conversation Space for Faculty Affairs and Academic Leaders
6. Best Practices for Supporting First-Year Faculty: Lessons Learned During COVID-19
7. Managing Faculty Stress and Burnout: A Conversation for Faculty Affairs and Academic Leaders
8. Three Coaching Skills for Leaders and Mentors in Academic Medicine
9. A Comprehensive Approach to Faculty Orientation

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10. Building Academic Leadership Development Programs on Your Campus
11. A Comprehensive Approach to Faculty Orientation
12. Improving Faculty Mentorship
13. Preparing Faculty for Academic Leadership
14. Supporting Mid-Career Faculty
15. Improving Faculty Evaluations: A Training for Department Chairs
16. Best Practices in Designing Mentoring Programs for Early Career Faculty
17. Best Practices for Identifying and Developing Department Chairs
18. 4 Strategies for Closing the Coaching Gap for Mid-Level Academic Leaders
19. Managing and Supporting Adjunct Faculty
20. Beating Turnover in Higher Ed
21. Overcoming the Effects of White Privilege for More Equitable Search Processes
22. Recruiting, Hiring, and Retaining Diverse Faculty
23. Incentivizing Faculty and Staff Retirement
24. Negotiating Successful Adjunct Union Collective Bargaining Agreements
25. Improving Faculty of Color Retention Efforts in Your Department

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Annual Giving

1. Increase Giving through Inspiring Annual Giving Communications
2. The Future of Fundraising: Planning for 2022 and Beyond
3. Engaging Deans and Academic Leaders in Alumni Engagement and Annual Giving
4. Engaging Academic Leaders in Annual Giving
5. Key Strategies for Diversifying Your Donor Pipeline: An Online Bootcamp
6. Transitioning Advancement toward a Hybrid Workforce Model
7. Strategies to Increase Diverse Alumni Engagement
8. Advanced Gift Officers: Enhancing Your Donor and Portfolio Strategy
9. Leveraging Video for Donor Stewardship
10. Improving Your Fundraising Health: A Preview of the Vital Signs Philanthropic Health Assessment
11. Tailoring Advancement Communications to Ages and Life Stages
12. Transitioning Leadership Annual Donors into Major Donors
13. Using Annual Giving Data to Acquire and Retain Donors
14. Developing Effective Caller-Donor Relationships in Your Phonathon Operation
15. Create the Conditions for Sustained Philanthropic Support
16. Leveraging a Donor Network to Fund Innovation: Lessons Learned from the Success of the Jefferson Trust
17. Establishing a Data Governance Committee in Advancement
18. Advancement 101: A Six-Part Series
19. Optimizing Your Online Giving Site
20. PCI DSS Compliance in Advancement: Update for 3.2
21. FERPA for Advancement: Train Your Whole Shop
22. Reengage Your Black Alumni
23. Communicate with Young Alumni Across Multiple Channels
24. Student Philanthropy Programs that Encourage Alumni Giving: A Success Story
25. Writing Workshop for Advancement Professionals
26. Developing a Strategic Plan for Student Philanthropy: Educating Students from Acceptance Letter to New Alum

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27. Strategies to Improve the Effectiveness of Your Young Alumni Volunteer Program
28. A Multi-Channel Approach to Young Alumni Giving Communications
29. Using Social Media Creatively to Increase Donor and Alumni Engagement
30. Building Better Reunions
31. Cultivating a Team of Student Development Officers
32. Capital Campaigns: Integrating Student Involvement
33. Developing Successful Student Philanthropy Events
34. Successful Young Alumni Programming
35. Effective Student Foundations and Student Alumni Associations
36. Affinity-Based Programming and Giving
37. Managing Annual Fund Volunteers
38. Partnering Giving and Alumni Relations to Better Align Efforts
39. Revitalizing Your Student Foundation Program
40. Engaging Women in Philanthropy: Practical Ways to Shift Our Approach
41. More than Dollars: How Many Opportunities are You Missing with Your Alumni?
42. Diversity and Inclusion Engagement Strategies for Alumni and Donors
43. Strategic Stewardship Designed to Increase Donor Retention
44. Reimagining Giving and Recognition Societies
45. Customizing Donor Communication through Smarter Segmentation
46. Rethinking Donor Recognition Programs
47. Family Giving: Cultivating the Next Generation of Wealth
48. Stewarding Your Annual Donors
49. Leadership Annual Giving: Key Components of a Successful Program
50. Anticipating and Overcoming Objections in Frontline Fundraising
51. Developing Your Parent Giving Strategy
52. Transitioning Leadership Annual Donors to Major Donors
53. Increasing Faculty Engagement in Advancement
54. Planned Giving: Using Student Callers
55. Integrating Annual Giving into Campaigns
56. Parent Giving: Cultivating Leadership Donors with a Board and Committee Structure
57. Integrating Social Media with Traditional Solicitation Channels

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58. Building the Infrastructure for a Culture of Philanthropy in the Digital World
59. Branding and Marketing Your Leadership Annual Giving Program
60. Direct Mail: Back to Basics
61. Athletics Fundraising: Direct Mail Strategy
62. Annual Giving: Integrating Email with Your Overall Strategy
63. Fundamentals of Fundraising for Diverse Student Groups on Campus
64. Leveraging Texting in your Annual Giving Strategy
65. Refocus Your Annual Giving Strategy: Find Opportunities in a Crisis
66. FREE | Perspectives on Annual Giving Amid COVID-19
67. Building a Faculty and Staff Giving Campaign
68. Identifying and Applying Metrics that Matter in Annual Giving
69. Annual Giving Solicitations in Higher Ed: A Collection of Samples to Inspire Your Next Appeal
70. Launching a Giving Day: Planning and Executing Bundle
71. Phonathon Essentials
72. Measuring and Evaluating Your Annual Giving Staff
73. Running a Meaningful Senior Campaign
74. Creating Giving Circles to Increase Annual Giving
75. Using Data to Inform Your Annual Giving Strategy
76. Launching a Crowdfunding Initiative
77. Auditing Your Annual Giving Operations
78. Rethinking Faculty and Staff Giving
79. Recurring Gifts: Strategies to Grow Your Program
80. Integrating Social Media into Your Solicitation Communications Plan

Alumni Relations

1. Improving Your Fundraising Health: A Preview of the Vital Signs Philanthropic Health Assessment
2. Engaging Deans and Academic Leaders in Alumni Engagement and Annual Giving
3. Diversify your Alumni Board
4. Key Strategies for Diversifying Your Donor Pipeline: An Online Bootcamp
5. Transitioning Advancement toward a Hybrid Workforce Model

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6. Identifying Opportunities in Your Department's DEI Strategy: One Alumni Department's Perspective
7. Strategies to Increase Diverse Alumni Engagement
8. Back to the Future of Alumni Relations
9. Digital Alumni Engagement: A Focused Approach
10. Navigate Challenging Conversations with Donors
11. Tailoring Advancement Communications to Ages and Life Stages
12. Recruiting, Training, and Engaging Alumni Volunteers in a Digital Environment
13. Building a Culture of Inclusion in Your Advancement Shop
14. Create the Conditions for Sustained Philanthropic Support
15. Leveraging a Donor Network to Fund Innovation: Lessons Learned from the Success of the Jefferson Trust
16. 12 Keys to Making Alumni Interviews in College Admissions Effective
17. Leveraging Alumni Interviews in the Admissions Process: A Case Study from the University of Pennsylvania
18. Advancement 101: A Six-Part Series
19. Implementing an Alumni Engagement Scoring Model
20. U.S. News: Accurately Calculating and Reporting Your Alumni Participation Numbers
21. FERPA for Advancement: Train Your Whole Shop
22. Reengage Your Black Alumni
23. Communicate with Young Alumni Across Multiple Channels
24. Student Philanthropy Programs that Encourage Alumni Giving: A Success Story
25. Writing Workshop for Advancement Professionals
26. Developing a Strategic Plan for Student Philanthropy: Educating Students from Acceptance Letter to New Alum
27. Strategies to Improve the Effectiveness of Your Young Alumni Volunteer Program
28. A Multi-Channel Approach to Young Alumni Giving Communications
29. Using Social Media Creatively to Increase Donor and Alumni Engagement
30. Building Better Reunions
31. Cultivating a Team of Student Development Officers

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32. Capital Campaigns: Integrating Student Involvement
33. Developing Successful Student Philanthropy Events
34. Successful Young Alumni Programming
35. Effective Student Foundations and Student Alumni Associations
36. Affinity-Based Programming and Giving
37. Managing Annual Fund Volunteers
38. Partnering Giving and Alumni Relations to Better Align Efforts
39. Revitalizing Your Student Foundation Program
40. Engaging Women in Philanthropy: Practical Ways to Shift Our Approach
41. More than Dollars: How Many Opportunities are You Missing with Your Alumni?
42. Diversity and Inclusion Engagement Strategies for Alumni and Donors
43. Starting a Corporate Alumni Chapter Program
44. Communicating with Donors During Crisis and Uncertainty
45. Leveraging Metrics to Improve Advancement Events
46. An Introduction to Advancement Event Protocol and Etiquette
47. Leveraging Metrics to Improve Advancement Events
48. Increasing Board Engagement in Fundraising
49. Global Considerations for a Modern Campaign
50. Fundraising for Law Schools
51. Using Segmentation and Social Reasoning to Increase Alumni Social Media Engagement
52. Frequently Asked Questions for Alumni Magazine Professionals
53. University Magazines: Maximizing Print and Digital Content
54. Alumni Surveys: Designing, Deploying, and Analyzing Responses
55. Integrating Effective Mentorship into Campus Culture: A Success Story
56. Strategies to Improve Underrepresented Alumni Engagement
57. Recruiting, Training, and Engaging Alumni Volunteers in a Digital World
58. Restructure Your Alumni Chapters to Increase Engagement
59. 5 Steps to Mitigate Risk in Your Alumni Volunteer Programs
60. Tailoring Programming for Unengaged Professional and Graduate School Alumni
61. How to Develop Programming that Re-Engages Underrepresented Alumni

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62. Increase Engagement and Giving Through a Selective Alumni-Student Mentoring Program
63. Create an Alumni Volunteer Experience that Fosters Life-Long Engagement with Your Institution
64. Collaborating with Campus Partners to Expand Volunteer Opportunities
65. Developing an In-Depth Alumni Mentoring Program
66. Using a Volunteer Framework to Increase Faculty Involvement with Alumni Engagement
67. What Happens When Volunteers Are No Longer a "Nice to Have" Resource, But Instead a Strategic Investment?
68. What Establishing Alumni X-Teams Can Achieve
69. Alumni Relations and Advancement Innovators: University of Notre Dame
70. Alumni Affinity Groups: How One University Formed a Highly Successful Organization
71. Strategies to Improve International Alumni Engagement
72. Volunteer Management in Advancement
73. Alumni Boards: Strengthen Your Strategy and Grow Engagement
74. Building an Alumni Career Services Program in Advancement
75. Using the Net Promoter® System in Alumni Relations
76. Transition Programming: From Student to Alumni Professional
77. Commencement: Engaging Students as Future Alumni
78. Building a Comprehensive Alumni Awards Program
79. Strategically Managing Alumni Chapters
80. Engaging Alumni Through Athletics
81. Measuring and Evaluating Your Alumni Relations Program
82. Strategies to Improve the Effectiveness of Your Volunteer Program
83. Alumni Career Services: Developing an Online Programming Series
84. Engaging International Alumni in a Virtual World
85. Transform Your Alumni Board Members into Donors

Donor Relations

1. Impactful Online Donor Events
2. The Future of Fundraising: Planning for 2022 and Beyond

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3. A Masterclass in Discovery Work
4. Build Better Gift Agreements
5. Navigate Challenging Conversations with Donors
6. Leveraging Video for Donor Stewardship
7. Improving Your Fundraising Health: A Preview of the Vital Signs Philanthropic Health Assessment
8. Tailoring Advancement Communications to Ages and Life Stages
9. Create the Conditions for Sustained Philanthropic Support
10. Key Considerations for Institutional Naming Plans and Policies
11. Develop Your Impact Reporting Strategy
12. Advancement 101: A Six-Part Series
13. Foundations of Fund Auditing
14. Advancement FASB Fund Accounting and Reporting
15. Essential Reports for Donor Relations
16. Developing Gift Acceptance Policies
17. Creating Customized Impact Reports
18. Effective Gift Agreements: Documenting Donor Intent
19. FERPA for Advancement: Train Your Whole Shop
20. Effective Gift Agreements: Documenting Donor Intent
21. Creating Customized Impact Reports
22. Writing Workshop for Advancement Professionals
23. Communicating with Donors During Crisis and Uncertainty
24. Leveraging Metrics to Improve Advancement Events
25. An Introduction to Advancement Event Protocol and Etiquette
26. Leveraging Metrics to Improve Advancement Events
27. Strategic Stewardship Designed to Increase Donor Retention
28. Reimagining Giving and Recognition Societies
29. Customizing Donor Communication through Smarter Segmentation
30. Rethinking Donor Recognition Programs
31. Family Giving: Cultivating the Next Generation of Wealth
32. Stewarding Your Annual Donors
33. Corporate Stewardship: Demonstrating ROI
34. Stewarding Your Scholarship Donors: A Practical Approach
35. Small Events for Donor Cultivation

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36. Crafting Personalized Stewardship Plans for Top Donors
37. Strategic Partnerships with Donor Relations and Athletics
38. Donor Relations for Planned Giving: Improving Events and Impact Reporting
39. Advancement Events: Effectively Launching a Campaign
40. Advancement Events: Effectively Closing a Campaign
41. Fundraising Essentials: Donor Relations for Frontline Fundraisers
42. Using Surveys to Improve the Donor Experience
43. Rethinking Strategy for Advancement Events
44. Industry Views: Advancement Shops of Tomorrow
45. How Donor Relations Can Improve Donor Retention
46. Donor Appreciation: Leveraging Existing Events
47. Donor Relations: Demonstrating ROI
48. Introducing Blended Gifts Into Donor Conversations
49. Foundations of Auditing Endowed Funds

Major & Planned Giving

1. Effective Approaches to Digital Frontline Fundraising
2. Women in Philanthropy
3. Effectively Manage Matching and Challenge Gift Campaigns
4. A Masterclass in Discovery Work
5. Donor Retention in the Post-COVID Era
6. Fundraising for Presidents: An Online Bootcamp
7. Fundraising for Department Chairs
8. Build Better Gift Agreements
9. Advanced Gift Officers: Enhancing Your Donor and Portfolio Strategy
10. Navigate Challenging Conversations with Donors
11. Fresh Approaches to Fundraising Campaigns in Current Times
12. Improving Your Fundraising Health: A Preview of the Vital Signs Philanthropic Health Assessment
13. Transitioning Leadership Annual Donors into Major Donors
14. Supporting Frontline Fundraisers Amidst Uncertainty: Rethinking Activities and Goals
15. Campaigns: Staffing, Training, and Supporting Frontline Fundraisers
16. Create the Conditions for Sustained Philanthropic Support

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17. Leveraging a Donor Network to Fund Innovation: Lessons Learned from the Success of the Jefferson Trust
18. Establishing a Culture of Talent Development in Frontline Fundraising
19. Key Considerations for Institutional Naming Plans and Policies
20. Develop Your Impact Reporting Strategy
21. Effectively Onboard Major Gift Officers with a 90-Day Plan
22. Retaining Your Major Gift Officers—From Day One
23. Hiring Non-Traditional Candidates for Your MGO Team: Navigating the Opportunity and the Risk
24. Daily, Weekly, and Monthly Strategies to Better Manage Your Portfolio
25. Recruiting the Right Major Gift Officers
26. Advancement 101: A Six-Part Series
27. Using Predictive Modeling Tools to Enhance Prospect Management
28. A Practical Approach to Fundraising Ethics
29. FERPA for Advancement: Train Your Whole Shop
30. Effective Gift Agreements: Documenting Donor Intent
31. Enhance Professional Development Offerings to Improve Gift Officer Retention
32. Recruiting and Retaining a Talented Advancement Team
33. Fundraising and Sexual Harassment: Documenting Effective Procedures
34. Writing Workshop for Advancement Professionals
35. Capital Campaigns: Integrating Student Involvement
36. Engaging Women in Philanthropy: Practical Ways to Shift Our Approach
37. More than Dollars: How Many Opportunities are You Missing with Your Alumni?
38. Increasing Board Engagement in Fundraising
39. Global Considerations for a Modern Campaign
40. Fundraising for Law Schools
41. Frontline Fundraising: Essentials of Gift Solicitation
42. Rethinking Donor Recognition Programs
43. Family Giving: Cultivating the Next Generation of Wealth
44. Leadership Annual Giving: Key Components of a Successful Program
45. Anticipating and Overcoming Objections in Frontline Fundraising
46. Developing Your Parent Giving Strategy

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59. Fundraising Essentials: Donor Relations for Frontline Fundraisers
60. Developing Rigor in Your Fundraising Team
61. Fundraising for New Department Chairs
62. Marketing Your Planned Giving Program
63. Marketing Estate Planning Tools to Uncover Planned Giving Prospects
64. Student Affairs Fundraising: Building a Sustainable Structure
65. Strategizing Multiple Outreach Attempts in Fundraising
66. Developing a Strategic Approach to Generational Wealth
67. Frontline Fundraising in a Virtual Environment
68. Managing in a Changing Fundraising Environment: Remote Teams, Skeptical Donors, and an Uncertain Landscape
69. Strengthening Frontline Fundraising Efforts During Uncertainty
70. Frontline Fundraising Essentials: Outreach, Qualification, Visits, and the Ask
71. Uncovering More Planned Giving Prospects
72. An Introduction to Planned Giving
73. A Practical Approach to Growing Your Planned Giving Program
74. Tactics for Successful Donor Discovery and Qualification
75. Fundraising Essentials: Perfecting Moves Management
76. Adapting Non-Profit Strategies for Higher Ed Fundraising Success
77. Working with a Donor's Financial Planner
78. Fundraising Ethics: 10 Techniques for Working with Donors with Dementia

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79. Fundraising Essentials: Advancing Your Career for Underrepresented Professionals
80. Planned Giving Vehicles
81. Measuring and Evaluating Your Planned Giving Program
82. Planning and Managing Project-Based Fundraising
83. Tools for Increasing Fundraising Effectiveness and Efficiency
84. Building Fundraising Partnerships with Athletic Directors
85. Regional Advancement Strategy: Investing in a Physical Presence
86. Engaging Leadership Volunteers for Fundraising Success
87. Soliciting Endowment Support
88. Blended Gifts: Strategies to Increase Your Fundraising Success
89. Introducing Blended Gifts Into Donor Conversations
90. Authentic Fundraising in a Virtual World
91. Foundations of Auditing Endowed Funds

Corporate & Foundation Relations

1. Creating an Engagement Strategy for Corporate Partners
2. Aligning Campus Stakeholders for Holistic Corporate Engagement
3. Developing Corporate Partnerships for Undergraduate Research and Design Projects
4. Building a Custom Corporate Training Program
5. Create the Conditions for Sustained Philanthropic Support
6. Key Considerations for Institutional Naming Plans and Policies
7. Advancement 101: A Six-Part Series
8. Writing Workshop for Advancement Professionals
9. Starting a Corporate Alumni Chapter Program
10. Engaging Faculty to Improve Corporate Relations
11. Advanced Strategies for a Successful Corporate Campus Visit
12. Developing a Scorecard to Prioritize Your Corporate Partners for Holistic Engagement
13. Developing a Collaborative Metrics Structure for Stronger Corporate Engagement
14. Establishing a Revenue-Generating Corporate Engagement Program
15. Measuring and Evaluating Corporate and Foundation Relations Staff

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16. Corporate Stewardship: Demonstrating ROI
17. Proven Approaches to Building Corporate Engagement
18. Partner with Faculty to Maximize Private Funding Opportunities
19. Using a Council to Establish a Holistic Corporate Engagement Strategy

Advancement Services & Operations

1. Increasing Gift Processing Capacity by Moving to Paperless
2. The Future of Fundraising: Planning for 2022 and Beyond
3. Transitioning Advancement toward a Hybrid Workforce Model
4. University Comprehensive Naming Reviews
5. Build Better Gift Agreements
6. Improving Advancement Data Management and Hygiene
7. Improving Your Fundraising Health: A Preview of the Vital Signs Philanthropic Health Assessment
8. How to Make Your Annual Giving Strategy More Agile During Uncertain Times
9. Campaigns: Staffing, Training, and Supporting Frontline Fundraisers
10. Create the Conditions for Sustained Philanthropic Support
11. Establishing a Culture of Talent Development in Frontline Fundraising
12. Key Considerations for Institutional Naming Plans and Policies
13. Develop Your Impact Reporting Strategy
14. Establishing a Data Governance Committee in Advancement
15. Effectively Onboard Major Gift Officers with a 90-Day Plan
16. Training for Advancement: Assess Your Data Integrity and Establish Data Cleaning Priorities
17. Retaining Your Major Gift Officers—From Day One
18. Hiring Non-Traditional Candidates for Your MGO Team: Navigating the Opportunity and the Risk
19. Daily, Weekly, and Monthly Strategies to Better Manage Your Portfolio
20. Recruiting the Right Major Gift Officers
21. Advancement 101: A Six-Part Series
22. Using Predictive Modeling Tools to Enhance Prospect Management
23. Foundations of Fund Auditing
24. A Practical Approach to Fundraising Ethics
25. Performance Metrics for Prospect Research and Management Staff

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26. Predictive Modeling 101 for Advancement Professionals
27. Accurately Reporting for the CASE Campaign and VSE Surveys
28. Advancement FASB Fund Accounting and Reporting
29. Essential Reports for Donor Relations
30. Developing Gift Acceptance Policies
31. Creating Customized Impact Reports
32. Prospecting Using Social Media
33. Effective Gift Agreements: Documenting Donor Intent
34. Optimizing Your Online Giving Site
35. PCI DSS Compliance in Advancement: Update for 3.2
36. Implementing an Alumni Engagement Scoring Model
37. U.S. News: Accurately Calculating and Reporting Your Alumni Participation Numbers
38. FERPA for Advancement: Train Your Whole Shop
39. Effective Gift Agreements: Documenting Donor Intent
40. Creating Customized Impact Reports
41. Enhance Professional Development Offerings to Improve Gift Officer Retention
42. Recruiting and Retaining a Talented Advancement Team
43. Develop a Plan to Address Sexual Harassment from Alumni, Donors, and Prospects
44. Fundraising and Sexual Harassment: Documenting Effective Procedures
45. Foundations of Auditing Endowed Funds

Marketing & Communications

1. Impactful Online Donor Events
2. Increase Giving through Inspiring Annual Giving Communications
3. Tailoring Advancement Communications to Ages and Life Stages
4. Revitalize Your Video Marketing Strategy: A Case Study from Beloit College
5. Leveraging Social Media Advertising in Higher Ed Marketing
6. Create the Conditions for Sustained Philanthropic Support
7. Advancement 101: A Six-Part Series
8. Prospecting Using Social Media
9. Optimizing Your Online Giving Site

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10. Communicate with Young Alumni Across Multiple Channels
11. Writing Workshop for Advancement Professionals
12. A Multi-Channel Approach to Young Alumni Giving Communications
13. Using Social Media Creatively to Increase Donor and Alumni Engagement
14. Communicating with Donors During Crisis and Uncertainty
15. Using Segmentation and Social Reasoning to Increase Alumni Social Media Engagement
16. Frequently Asked Questions for Alumni Magazine Professionals
17. University Magazines: Maximizing Print and Digital Content
18. Alumni Surveys: Designing, Deploying, and Analyzing Responses
19. Customizing Donor Communication through Smarter Segmentation
20. Integrating Social Media with Traditional Solicitation Channels
21. Building the Infrastructure for a Culture of Philanthropy in the Digital World
22. Branding and Marketing Your Leadership Annual Giving Program
23. Direct Mail: Back to Basics
24. Athletics Fundraising: Direct Mail Strategy
25. Annual Giving: Integrating Email with Your Overall Strategy
26. Using Surveys to Improve the Donor Experience
27. Essential Leadership Roles and Actions for Crisis Management
28. Marketing Your Planned Giving Program
29. Marketing Estate Planning Tools to Uncover Planned Giving Prospects
30. Create Inspiring Campaign Communications
31. 9 Principles for Branding Your Capital Campaign
32. Inspiring Campaign Branding and Communications
33. A Strategic Approach to Strengthening and Updating Your Institutional Brand
34. FREE | Executing Your Communications Plan During a Crisis
35. FREE | Using Social Media in Your COVID-19 Response
36. 15 Tips to Engage Gen Z in Your Communications
37. Leading with Social-First: An Innovative Approach to Content Creation
38. The Promise and Peril of Podcasting in Higher Education
39. Making Your Social Media Content Accessible and Inclusive
40. Developing and Using Personas in Higher Ed Marketing
41. Tips for Building Successful Relationships with Reporters
42. A Showcase of Innovative Storytelling Mechanisms Across Higher Ed

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43. Strengthen Your Instagram Strategy in Higher Education
44. Assessing Your Current Presidential Voice
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63. Measuring and Tracking the Effectiveness of Your Marketing and Branding Efforts
64. Strategizing for Social Media in Advancement
65. Using Student Storytelling in Higher Ed Marketing
66. Improving Social Media Content Curation with Student Ambassadors and Hashtag Campaigns
67. Integrating Social Media into Your Solicitation Communications Plan

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Diversity, Equity, & Inclusion Content Summary

Membership gives you access to:

Live & Recorded Virtual Trainings

Average length: 2 to 3 hours

Our virtual trainings provide a dynamic, interactive, and high-touch online learning experience and cover responsive topics and emerging trends within higher education to help you thrive in today's fast-changing environment.

Live & Recorded Webcasts

Average length: 60 minutes

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On-Demand Learning

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Virtual Conferences

Average length: 1 to 3 days, 4 to 5 hours / day

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Personal Development & Skill Building

1. Inclusive Communication: A Training for Higher Ed Leaders
2. DEI Foundations: Student Disability in Higher Education
3. DEI Foundations: White Privilege
4. DEI Foundations: Gender Identity & Sexuality
5. Chief Diversity Officer Roundtable: A Cohort-Based Series for Diversity Leaders
6. Honoring Names: A Simple Way to Promote Belonging
7. Techniques to Build Greater Cultural Humility
8. Communication Strategies to Overcome Resistance to Your Diversity Initiative
9. Building Equity into Your Leadership Practice
10. Land Acknowledgement as an Equity Practice in Higher Education
11. Create a Culture of Cross-Campus Open Dialogue
12. Collaborating Effectively with Academic Partners in DEI Work: A Discussion for Central Diversity & Inclusion Leaders
13. DEI Foundations: Intersectionality in Higher Education
14. Cultural Humility: A Framework to Mitigate Personal Bias
15. Anti-Racism in Higher Education: Ensuring It's a Movement, Not Just a Moment
16. See Something, Say Something: Building Your Capacity to Respond to Bias
17. Get Comfortable Being Uncomfortable: Engaging in Dialogue About Race and Bias
18. Integrating Inclusivity into Your Leadership Philosophy
19. The Inclusive Leader's Approach to Accountability
20. Developing Intentional Strategies to Improve Campus Climate: A Discussion Space
21. Develop a Race-Based Education Program for Your White Students
22. Diversity and Inclusion Engagement Strategies for Alumni and Donors
23. Faculty Civility and Academic Freedom: Protecting the Workplace while Preserving Academic Culture
24. Facilitating Culturally Inclusive Meetings
25. Lead More Courageous Conversations to Foster Diversity and Difference
26. Leading Through Bias Incidents on Campus

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27. Perspectives from Underrepresented Women in Higher Ed Leadership
28. Understanding and Addressing Microaggressions
29. Sharing Your Story and Experience as an Underrepresented Woman
30. Principles for Effective Online Teaching
31. Building Inclusive Pedagogy Online
32. Engage All Employees in Compliance and Ethics by Making It Interactive and Accessible
33. Overcoming Social Justice Fatigue for Diversity and Inclusion Professionals
34. Using Events to Engage Your Campus in Diversity, Equity, and Inclusion Initiatives
35. Creating Wellness Plans to Best Support Your Diversity and Inclusion Professionals
36. Conducting a Climate Survey to Improve Diversity and Inclusion
37. Identifying and Removing Microaggressions
38. Faculty Checklist: Steps to Respond to Classroom Incivility
39. Supporting Neurodiverse and Accessible Learning Outside of the Classroom
40. Creating Safe Spaces for Students by Taking ACTION Against Microaggressions
41. Creating Equitable and Inclusive Meetings

Faculty & Staff Pipeline

1. Building Academic Leadership Development Programs on Your Campus
2. Inclusive Hiring
3. Creating a More Just and Equitable Hiring Process for Higher Ed Staff
4. Support Black Women Leaders by Influencing Organizational Culture
5. Leading as a Man of Color in Higher Education
6. Create a More Equitable Academic Search Process Using an Inclusion Advocates Program
7. Design Faculty of Color Affinity Spaces to Improve Retention
8. Overcoming the Effects of White Privilege for More Equitable Search Processes
9. Recruiting, Hiring, and Retaining Diverse Faculty
10. Recruiting for Diversity: A Training for Academic Search Committees
11. Diverse Hiring in Higher Education: Resources for Search Committees

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12. Improving Faculty of Color Retention Efforts in Your Department

Inclusive Classroom

1. Overcoming Microaggressions as a Faculty Member
2. Using Thinking Aloud Strategies to Create Equity in Distance Learning
3. FLIPping the Script on Course Design: Integrating UDL and Student Centeredness into the Course Design Table
4. Removing Barriers to Student Learning: Inclusive Syllabi and Assignments
5. Addressing Conflicts Related to Bias, Privilege, and Identity in the STEM Classroom
6. Leading and Structuring an Inclusive Pedagogy Initiative: A Case Study from Illinois State University
7. Enhancing Medical Education Curriculum to Mitigate Healthcare Disparities: A Case Study
8. Teaching Oral History as a Response to Collective Trauma
9. Teaching a People-First Language Approach
10. Foster Inclusion in the Classroom Through Formative Assessment
11. Understanding and Interrupting Privileged Classroom Practices
12. Anti-Oppressive Practices in Clinical Education
13. An Intersectional Approach to Supporting Neurodiverse Learners Online
14. Inclusive Pedagogy in Higher Education: A Mindset and Continual Practice
15. Supporting Neurodiversity in the Classroom
16. An Innovative Approach to Universal Design Learning: Engaging All Learners
17. Civil Dialogue as a Classroom Management Strategy
18. Faculty Development: Ideas for a More Inclusive Classroom
19. Civility in the Classroom: A Better Approach
20. Making Your Online Course Accessible to All Learners
21. Responding to Hate Speech Incidents with Confidence
22. Faculty Civility and Academic Freedom: Protecting the Workplace while Preserving Academic Culture
23. Is It a Microaggression?

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Student Body

1. Advancing a More Equitable Transfer Agenda: Lessons from the City University of New York
2. Developing Social Justice Training for Student Staff: One Administrator's Experience
3. Beyond Heritage Month: Supporting and Empowering Asian Pacific Islander Desi American (APIDA) Communities as Campuses Reopen
4. Strategies to Increase Diverse Alumni Engagement
5. Grounded in Research: Strategies to Support the Physical and Mental Health of Black Men
6. An Intersectional Approach to Addressing Food Insecurity
7. Develop a Race-Based Education Program for Your White Students
8. Why Measuring Diversity Matters
9. A Tool for Increasing Application and Retention Rates for At-Risk Students
10. Strategies to Improve Underrepresented Alumni Engagement
11. Career Services: Fostering Meaningful Connections Between Diverse Students and Employers
12. Responding to Hate Speech Incidents with Confidence
13. Addressing Food Insecurity During COVID-19
14. Recruiting and Retaining Faculty and Staff Mentors for Minority Students
15. Creating Intentional Programming to Support the Success of Men of Color
16. Designing an Incentivized STEM Mentoring Program for Equitable Success
17. Connecting with Advisees from Diverse Cultural Backgrounds
18. Addressing Food Insecurity in Higher Education: Creating an Integrated & Sustainable Food Pantry
19. Reframing Student Activism as a Vehicle for Student Leadership Development
20. Managing Student Activism
21. Respond to Divisive Current Events in an Inclusive Way
22. 6 Strategies for Uniting Student Activists and Campus Administrators

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Enrollment Management & Marketing Content Summary

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Live & Recorded Virtual Trainings

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Strategic Enrollment Management

1. Growing Your Graduate Footprint: A Conversation for Small College Leaders
2. Differentiating Your School for Adult Students
3. Recruiting, Retaining, and Supporting International Graduate Students
4. Why Measuring Diversity Matters
5. Navigating the Graduate Enrollment Landscape Mid-Pandemic
6. An Innovative Approach to Strengthening Your International Programs and Partnerships
7. Microtargeting to Achieve Enrollment Goals
8. Is the International Enrollment Boom a Rising Tide that Lifts All Ships?
9. Institutional Collaboration: Shared Enrollment
10. What Story Does the Pell Grant Data Tell?
11. How Will Colleges Operate in the Fall and What Will Students Pay? A Panel Discussion
12. Tuition: Raise it, Lower it, or Stay the Course?
13. Key Questions to Produce Effective Data Visualizations
14. Leveraging Institutional Aid to Maximize Net Tuition Revenue
15. Understanding Enrollment Management Challenges: A Program for Finance Officers
16. Keys to Approaching Tuition Resetting at Your Institution
17. Graduate Enrollment and Gender: A Changing Landscape
18. Reporting to Stakeholders in Times of Enrollment Management Challenges
19. Busting Myths Around Your Market Position: Making Data-Informed Decisions
20. Predictive Models for Enrollment: A Showcase of Three Examples
21. Collaborating Effectively with Academics in Strategic Enrollment Management
22. Strategic Enrollment Management for Community Colleges
23. Finance and Enrollment Partnerships: Achieving Your Net Tuition Revenue Goals
24. Understanding Key Data Trends to Inform Strategic Market Expansion
25. Strategic Enrollment Goals: Combining Internal and External Factors
26. Creating a Culture of Collaborative and Data-Informed SEM on Campus
27. Critical Considerations for Accelerated Degree Programming

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Admissions & Recruitment

1. Advancing a More Equitable Transfer Agenda: Lessons from the City University of New York
2. Growing Your Graduate Footprint: A Conversation for Small College Leaders
3. 12 Keys to Making Alumni Interviews in College Admissions Effective
4. Leveraging Alumni Interviews in the Admissions Process: A Case Study from the University of Pennsylvania
5. Cross-Training Admissions and Financial Aid Staff
6. Prior-Prior Year: Preparing Your Institution
7. Strengthening Admissions and Financial Aid Partnerships
8. Revitalize Your Video Marketing Strategy: A Case Study from Beloit College
9. Leveraging Social Media Advertising in Higher Ed Marketing
10. Dynamic Recruitment Communications: Planning for an Uncertain Fall
11. Inspiring Confidence Through Yield Communications
12. Using Video Effectively in Recruitment Marketing
13. Tactics to Increase the Visibility of Your Honors Program or College
14. Strategies to Engage Parents and Families in the Recruitment Process
15. Differentiating Your School for Adult Students
16. Communicating Institutional Value to Prospective Students
17. Social Media Metrics and ROI for Admissions
18. Mobile Web Design for Student Recruitment
19. Building Social Media Efforts for International Student Recruitment
20. Strengthening Your Institutional Value Proposition
21. Social Media in Student Recruitment: Emerging Channels and Metrics
22. Getting Started: Using Social Media in Student Recruitment
23. International Student Recruitment: Maximizing Your Website Content
24. International Student Recruitment: Revamping Your Email Communications
25. Strengthening Yield Communications to Prevent Summer Melt
26. Selling Your Value to Adult Students
27. Creating Brand Awareness in the Adult Student Market
28. Prioritizing Marketing Tactics for Adult Student Recruitment
29. A Tool for Increasing Application and Retention Rates for At-Risk Students
30. Recruiting, Retaining, and Supporting International Graduate Students

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31. Going Beyond Articulation Agreements: Creating Meaningful Transfer Partnerships
32. Transfer Student Success: Cultivating Partnerships Between 2- and 4-Year Institutions
33. Comprehensive Transfer Support: A Case Study
34. Increasing Student Engagement in Financial Literacy Programming
35. Increasing the Feeling of Safety and Security for International Students
36. Why Measuring Diversity Matters
37. FREE: Navigating the Graduate Enrollment Landscape Mid-Pandemic
38. An Innovative Approach to Strengthening Your International Programs and Partnerships
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40. Is the International Enrollment Boom a Rising Tide that Lifts All Ships?
41. Updating Your Admissions Counselor Toolbox
42. Using Virtual Events in Recruitment and Yield
43. Adapting Recruitment & Yield Strategies in Uncertain Times
44. Engaging Campus Partners in Recruitment Activities
45. Enhancing Admissions with High School Counselors: A 4-Phase Approach
46. Connecting Admissions Counselors More Effectively to Yield Outcomes
47. eSports in Higher Education
48. Enhance Your Application Process: Strategies to Measure Grit and Non-Cognitive Variables
49. Ideas for Academic Leaders to Engage Faculty in Student Recruitment
50. Forming International Partnerships to Increase Enrollment
51. Innovations in Campus Visit: Two Institutional Case Studies
52. Admissions Skill-Building: Core Training for New Counselors
53. Managing Your Enrollment Funnel to Optimize Student Recruitment
54. Considerations for Working with Commission-Based International Recruitment Agents
55. Proactive Strategies for Controlling Admissions Turnover
56. Measuring and Improving Admissions Team Performance
57. Improving Your Campus Visit Experience
58. Private Universities: Building Pathways with Community Colleges
59. Improving Your Admissions Ambassador Program for Better Campus Visits

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60. Improving Transfer with Interstate Passport: A Project Every Institution Should Know About
61. Test-Optional Admission: A Case Study from the University of Denver
62. Taking Large-Scale Recruitment Events Online

Marketing & Communications

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2. Revitalize Your Video Marketing Strategy: A Case Study from Beloit College
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57. Improving Social Media Content Curation with Student Ambassadors and Hashtag Campaigns
58. Connecting Market Research to Strategy in Higher Ed: Using Market Research to Inform Strategy
59. Taking Large-Scale Recruitment Events Online

Enrollment Services

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2. Foundations of Customer Service Video Course
3. Cross-Training Admissions and Financial Aid Staff
4. Prior-Prior Year: Preparing Your Institution
5. Strengthening Admissions and Financial Aid Partnerships
6. Translating Experiential Learning into College Credit with Prior Learning Assessment
7. Centralizing the Scholarship Administration Process
8. Bringing One-Stop Services to Students Across Campus
9. Communicating Financial Aid and Affordability to Admitted Students
10. Assessing Incoming Student Readiness for Online Learning
11. Disability Services: Accommodating Student Veterans
12. Avoiding FERPA Pitfalls in the Financial Aid Office
13. FERPA: When to Involve Legal Counsel and Leadership
14. FERPA Regulation Basics
15. FERPA Policy and Procedure Audit
16. Complying with Section 702 of the Choice Act
17. FERPA Hot Topics: Big Challenges Solved
18. FERPA Lessons and Quizzes
19. FERPA Checklist: What Can Never Be Shared
20. Building a University Service Culture: Case Study from Laurentian University
21. Strategic Financial Aid Allocation for Retention
22. Gaining Institutional Buy-In for a Streamlined Transfer Credit Evaluation Process
23. What Story Does the Pell Grant Data Tell?
24. FERPA for Faculty

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25. Tools for Better Customer Service
26. Physical Space Considerations for One-Stop Centers
27. Improve Adult Student Success with Superior Customer Service
28. Offering Credit for Prior Learning Assessment
29. Online One-Stop: Improving Efficiency and Quality of Service
30. Developing and Implementing Your Customer Service Vision
31. Customer Service Training for Financial Aid Staff
32. Auditing and Improving Customer Service on Your Campus
33. Showing Care, Community, and Service Excellence on Campus During a Pandemic

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3. FLIPping the Script on Course Design: Integrating UDL and Student Centeredness into the Course Design Table
4. Psychological Safety in the Classroom
5. Removing Barriers to Student Learning: Inclusive Syllabi and Assignments
6. Addressing Conflicts Related to Bias, Privilege, and Identity in the STEM Classroom
7. Leading and Structuring an Inclusive Pedagogy Initiative: A Case Study from Illinois State University
8. Enhancing Medical Education Curriculum to Mitigate Healthcare Disparities: A Case Study
9. Teaching Oral History as a Response to Collective Trauma
10. Teaching a People-First Language Approach
11. Foster Inclusion in the Classroom Through Formative Assessment
12. Creating Agile Courses for an Uncertain Year
13. Teaching Your Service Learning Course Online
14. Understanding and Interrupting Privileged Classroom Practices
15. Anti-Oppressive Practices in Clinical Education
16. An Intersectional Approach to Supporting Neurodiverse Learners Online
17. Creating Agile Courses for an Uncertain Fall
18. How MIT Plans to Develop Scalable, Differentiated Instruction
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24. Creating Digital Badges to Incentivize Participation in Faculty Development
25. Strategically Integrating Experiential Learning Into the Curriculum
26. Curricular Efficiency: Improving Academic Success and Degree Completion
27. Assessing the Quality of Your General Education Program
28. 8 Steps to Implementing Open Educational Resources

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- 29.4 Ways Academic Deans Can Make the Core Curriculum More Effective
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31. Evaluating Online Faculty
32. Making Your Online Courses More Experiential
33. Finding and Maintaining Industry Partnerships for Experiential Learning and Innovation Initiatives
34. Using Experiential Learning to Link Classroom Content to Real Life Situations
35. Quality ePortfolios: Essentials for Experiential Learning Programs
- 36.7 Strategies for Integrating Student Blogging into ePortfolios
37. Build Critical Thinking through Project-Based Learning
38. FERPA for Faculty
39. Key Considerations for Virtual Reality (VR) Implementations for Student Learning
40. Inclusive Pedagogy in Higher Education: A Mindset and Continual Practice
41. Supporting Neurodiversity in the Classroom
42. An Innovative Approach to Universal Design Learning: Engaging All Learners
43. Civil Dialogue as a Classroom Management Strategy
44. Faculty Development: Ideas for a More Inclusive Classroom
45. Civility in the Classroom: A Better Approach
46. Making Your Online Course Accessible to All Learners
47. Adjunct Faculty: A Department Chair's Guide to Orienting New Instructors
48. New Learning Spaces: Support Faculty for Improved Learning
49. Integrating Academic and Co-Curricular Resilience Programs on Your Campus
50. Principles for Effective Online Teaching
51. Building Inclusive Pedagogy Online
- 52.9 Formative Assessment Techniques for Online Courses
53. Incorporating Virtual Labs and Lab Kits in Your Courses
54. Strategies to Create More Engaging Online Courses
55. Strategies to Effectively Engage Students in Online Learning: A Discussion of Best Practices
56. Supporting Faculty Transitions to Teaching Online: A Discussion for Academic Leaders
57. Online Teaching Effectiveness

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58. Train Your Faculty to be Better Online Instructors
59. Defining Virtual Reality, Augmented Reality, and Simulations in Higher Education
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66. Authentic Assessment Strategies for Online Learning
67. Blended Course Design Principles
68. Copyright Considerations for Using MOOCs in Your Courses
69. Growing and Supporting Online Programs Internationally
70. Managing Online Course Workload
71. Designing Engaging Online Courses for Adult Learners
72. Copyright for Online Course Materials
73. Title IX: Four Essentials for Faculty
74. Can Flipped Classrooms Transform STEM Courses?
75. Ensuring Quality in Online Instruction
76. Using Peer Mentorship to Support Online Faculty
77. Faculty Checklist: Steps to Respond to Classroom Incivility
78. Supporting Neurodiverse and Accessible Learning Outside of the Classroom
79. Implement Teaching Strategies that Engage Generation Z
80. Engaging Students Through Creativity in Instruction
81. How to Encourage Academic Grit and a Growth Mindset in Your Students
82. Integrating Information Literacy in First Year Student Programs
83. Training Faculty: Helping International Students Properly Cite Sources
84. Understanding the Essentials of Direct Assessment
85. Three Solutions for Impacting STEM Retention
86. Coaching Students to Build an Entrepreneurial and Innovative Mindset
87. AMP UP: A Study of New Approaches to Math Remediation at Bergen Community College
88. Critical Considerations for Accelerated Degree Programming
89. A Simple Way to Make Your Classes More Interactive

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90. Open Educational Resources: Benefits, Challenges, and Strategies for Implementation
91. 10 Tips for Creating Lecture Capture
92. Teaching with Twitter
93. Gamification: Practical Strategies for Your Course
94. Designing Your Course for Active Team-Based Learning

Research

1. On-Demand Virtual Writing Café
2. Time Management for Scholarly Writing
3. Simplifying the NSF Grant Proposal Process and Setting Yourself up for Success
4. Increasing Scholarly Productivity by Leading with Your Voice
5. Developing Corporate Partnerships for Undergraduate Research and Design Projects
6. Scholarly Productivity and the COVID-19 Pandemic: Cultivating Community in a Remote Writing Group
7. Declined Grant Proposals: Analyze Reviews and Create a Plan for Resubmission
8. Navigating Interdisciplinary Research: A Guide for College and University Administrators
9. How to Manage Stress as a Faculty Member During Uncertain Times
10. Developing a Consistent and Productive Writing Practice
11. Engaging Faculty to Improve Corporate Relations
12. Partner with Faculty to Maximize Private Funding Opportunities
13. Using a Council to Establish a Holistic Corporate Engagement Strategy
14. Returning to Research: Preparing Your Transition from Chair to Faculty
15. Creating a Sense of Community with Graduate Students
16. Creating Support Structures to Help Grads Develop a Professional Identity
17. Graduate Enrollment and Gender: A Changing Landscape
18. Networking Fundamentals for Research Development Professionals
19. Fostering the Scholarship of Teaching and Learning through Faculty Learning Communities
20. Improving Efficiency for Grant Support Systems

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- 21.5 Key Skills to Facilitate Interdisciplinary Team Research
22. Decisions to Make with Your Interdisciplinary Research Team Before a Project
23. Building Bridges: Using Different Levels of Seed Funding to Accelerate Interdisciplinary Research
24. Strategies to Engage Faculty in Research Growth
25. Growing Research Collaboration Through External University Partnerships
26. Working at the University-Industry Interface: Effective Strategies for Active Researchers
27. Strategies for Increasing Resilience and Grit in Research Faculty
28. Tracking Spending to Minimize Research Grant Audit Risk

Career Advancement

1. Overcoming Microaggressions as a Faculty Member
2. The Narrative Arc: Mapping Your Tenure, Promotion, or Reappointment Statement
3. Increasing Scholarly Productivity by Leading with Your Voice
4. Five Guideposts for Successfully Navigating the Tenure Process
5. Managing Faculty Stress and Burnout: A Conversation for Faculty Affairs and Academic Leaders
6. A Comprehensive Approach to Faculty Orientation
7. Three Coaching Skills for Leaders and Mentors in Academic Medicine
8. The Key Components of Emotional Intelligence for Academic Teams
9. Departmental Budget Training for Faculty
10. Practicing Culturally Relevant Pedagogy in Higher Education
11. A Comprehensive Approach to Faculty Orientation
12. Improving Faculty Mentorship
13. Preparing Faculty for Academic Leadership
14. Supporting Mid-Career Faculty
15. How to Manage Stress as a Faculty Member During Uncertain Times
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17. Developing a Consistent and Productive Writing Practice

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Institutional & Academic Planning Content Summary

Membership gives you access to:

Live & Recorded Virtual Trainings

Average length: 2 to 3 hours

Our virtual trainings provide a dynamic, interactive, and high-touch online learning experience and cover responsive topics and emerging trends within higher education to help you thrive in today's fast-changing environment.

Live & Recorded Webcasts

Average length: 60 minutes

Our presentation-style live and recorded webcasts feature industry experts, best practices, and supplemental resources. Attend the live session or view the recording on your own time.

On-Demand Learning

Average length: 20 minutes

Members get unlimited access to engaging and instructional on-demand resources, such as articles, research reports, video courses, tools, templates, job aids, and case studies. Immerse your team in rich and engaging online content, ideal for keeping up the momentum with professional development while teams are working in new and different ways.

Virtual Conferences

Average length: 1 to 3 days, 4 to 5 hours / day

Our virtual conferences are designed to provide a robust and dynamic learning experience. We leverage active learning environments and online spaces where you can explore ideas, get inspired by what your peers are doing, and understand the range of possibilities around a certain topic. You will leave these sessions with practical solutions that you can implement right away.

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Finance & Administration

1. Practical Data Governance in Higher Education
2. Land Acknowledgement as an Equity Practice in Higher Education
3. Reopening Campus: Building Student Community Amid COVID Restrictions
4. Balancing Short-Term Realities with Long-Term Opportunities: Higher Ed Leadership in a Post-COVID Era
5. How Community Colleges Are Pivoting This Fall to Meet the Needs of Students
6. Reopening Campus: Re-Entry Testing and Vaccinations
7. Measuring Academic Program Cost and Demand to Improve Resource Allocation
8. Implementing Shared Services at Your Institution
9. Key Considerations for Designing Student-Focused Innovation Spaces
10. Planning a Teaching and Learning Space for Virtual and Augmented Reality
11. Key Considerations for Designing Student-Focused Innovation Spaces
12. Helping Students Tackle Complex Problems: An Educational Model at James Madison University
13. The \$10,000-a-Year Bachelor's Degree That Works
14. Handling Institutional or Program Teach-Outs with Dignity
15. Academic and Financial Partnerships: Creating an Engagement Plan for Budget Implementation
16. Driving New Revenue on Your Campus: A Brainstorming Session for Higher Ed Leaders
17. Pivoting Forward: The Current Financial Picture in Higher Ed
18. How Activity Based Costing Analysis Can Be Used to Test-Drive Future Scenarios
19. Innovation Forum for Leaders of Community Colleges
20. Centralizing the Scholarship Administration Process
21. Bringing One-Stop Services to Students Across Campus
22. Incentivizing Faculty and Staff Retirement
23. Negotiating Successful Adjunct Union Collective Bargaining Agreements
24. Performance Review Questionnaire
25. Transforming Your Institution through Lean Higher Education

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26. Navigating Mergers and Strategic Partnerships: A Guide for Senior Higher Ed Leaders
27. Are You Looking for a New Way to Evaluate Projects?
28. How Strategic Planning Can Bridge the Divide Between Athletics and Academics
29. How Ready Are You to Implement Your Strategic Plan?
30. 11 Keys to Implementing Your Strategic Plan
31. The Six Dimensions of Implementing Strategic Plans
32. The Strategic Planning Implementation Clinic
33. What Does Collaborative Strategic Planning Actually Look Like? An Informal Case Study
34. Reopening Library Operations: A Dialogue on Planning and Implementation
35. Making the Business Case for Active Learning Spaces
36. Integrating Large-Scale Digital Displays in Academic Libraries On Demand
37. Key Considerations for Learning Commons Design
38. Collecting User Data to Improve Your Learning Commons
39. Private Business Use Compliance in Higher Education
40. 4 Steps to Ensure Electronic and Information Technology Accessibility
41. COVID-19: Mitigating Risk and Liability for a Fall Reopening
42. How Will Colleges Operate in the Fall and What Will Students Pay? A Panel Discussion
43. Tuition: Raise it, Lower it, or Stay the Course?
44. Key Questions to Produce Effective Data Visualizations
45. Leveraging Institutional Aid to Maximize Net Tuition Revenue
46. Understanding Enrollment Management Challenges: A Program for Finance Officers
47. Keys to Approaching Tuition Resetting at Your Institution
48. Creating Financial Expectations in the Housing RFP Process
49. Key Considerations for Virtual Reality (VR) Implementations for Student Learning
50. Navigating Employee Considerations for Reopening in the Fall
51. Implementing Furloughs Thoughtfully: Creating a Strategy for Difficult Decisions

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52. Athletic Department Strategic Planning: The Power of Defining Objectives, Not Just Tactics
53. Accurately Calculate and Interpret the CFI
54. Decision-Making Possibilities with Activity-Based Costing
55. Preparing for Tax Reform in Higher Education
56. Engaging Your Campus Community in the Budgeting Process
57. Strategies for Gaining Buy-In Around Redesigning Faculty Office Space
58. Meeting Campus Growth Needs by Leasing Off-Campus Space from Private Partners
59. Moving to a Strategic Sourcing Model
60. Developing and Maintaining a Strategic Space Database
61. Minimize the Fallout from Cyber Attacks
62. Trends in Higher Education Performance-Based Funding
63. Establishing a Cash Flow Forecasting Model for Your Institution
64. Preparing Your Institution for Shared Services Implementation
65. Structuring Successful Outsourcing Contracts for Campus Services
66. Shared Services: Assessing Your Readiness
67. Moving to a Responsibility Center Management Budgeting Model
68. Making More Informed Space Decisions from Your Existing Reports and Data
69. Financial Ratios: Strategic Assessment and Communication of Your Institutional Health
70. Key Decisions for Decentralized Budgeting Implementation
71. Preparing for a University-Wide Activity-Based Costing Model
72. Deferred Maintenance: Reducing Your Backlog
73. Improving Capital Project Prioritization at Your Institution
74. Foundations of Auditing Endowed Funds

Academic Program Planning

1. Measuring Academic Program Cost and Demand to Improve Resource Allocation
2. How to Use an Inclusive ROI Approach for Program Prioritization
3. The Future of Academic Program Evaluation: Data, Process, and Prediction
4. How Community Colleges Are Pivoting This Fall to Meet the Needs of Students

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5. Growing and Shaping Your Academic Program Portfolio in a Post-COVID Era
6. Creating Agile Courses for an Uncertain Year
7. Deans Summit: Maintaining Strategic Focus Through Financial Challenges
8. How MIT Plans to Develop Scalable, Differentiated Instruction
9. Selecting Badges to Advance Your Institution's Goals
10. Managing Relationships with Partners in Non-Traditional Badge Development
11. Launching a Successful Competency-Based Education Program
12. How Marietta College Integrated Entrepreneurial Thinking Throughout the Curriculum
13. Collaborating Effectively with Industry in Competency-Based Education
14. The \$10,000-a-Year Bachelor's Degree That Works
15. Helping Students Tackle Complex Problems: An Educational Model at James Madison University
16. Departmental Budget Training for Faculty
17. Translating Experiential Learning into College Credit with Prior Learning Assessment
18. Strategically Integrating Experiential Learning Into the Curriculum
19. The Challenges of Creating and Running an Interdisciplinary Curriculum
20. How to Integrate Career Readiness into Curricula with Digital Badging
21. Building a Custom Corporate Training Program
22. Handling Institutional or Program Teach-Outs with Dignity
23. Academic and Financial Partnerships: Creating an Engagement Plan for Budget Implementation
24. Driving New Revenue on Your Campus: A Brainstorming Session for Higher Ed Leaders
25. Pivoting Forward: The Current Financial Picture in Higher Ed
26. How Activity Based Costing Analysis Can Be Used To Test-Drive Future Scenarios
27. Innovation Forum for Leaders of Community Colleges
28. Academic Restructuring: Creating New Growth Opportunities (Webcast 2 Only)
29. Academic Restructuring: Critical Insights and Lessons Learned

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30. Using Academic Program Cost Analysis to Improve the Efficiency of Your Department
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49. Strategies for Effective and Actionable Academic Program Reviews — University of Denver
50. Operationalizing and Sustaining New Academic Programs
51. Measuring Academic Program Cost and Demand
52. Ideas from the For-Profit Sector on Making Your Program More Competitive
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54. Feasibility Checklist: The Science of Bringing New Academic Programs to Life
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26. Selecting a Learning Management System
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41. Building Digital Communities in Co-Curricular Spaces
42. Three Ways to Engage Online Students Outside the Virtual Classroom
43. Engaging and Retaining Online Students
44. Writing Centers: Responding to Student Writing in the Online Environment
45. Translating Your Student Development Services for Online Students
46. Checklist: Taking Support for Online Students to the Next Level
47. How Wake Technical is Taking a High-Tech, High-Touch Approach to Supporting At-Risk Students

Learning Spaces

1. Key Considerations for Designing Student-Focused Innovation Spaces
2. STEM Institute for Student Success and Retention
3. Space Matters: Designing STEM Learning Environments that Foster Inclusion and Student Success
4. Planning a Teaching and Learning Space for Virtual and Augmented Reality
5. Key Considerations for Designing Student-Focused Innovation Spaces
6. Reopening Library Operations: A Dialogue on Planning and Implementation
7. Making the Business Case for Active Learning Spaces
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10. Collecting User Data to Improve Your Learning Commons

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11. New Learning Spaces: Support Faculty for Improved Learning
12. Reopening Libraries: A Dialogue on Supporting Staff and Users
13. Responsive General Collection Management: Integrating Stakeholder Input
14. Integrated Planning Process and Tools for a Flexible Learning Space Initiative
15. The Reopened Academic Library: Strategies for the Support and Safety of Students and Staff

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Leading Self

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2. What Becoming a Parent Taught Me About Assuming Leadership in a Time of Crisis
3. Future-Proof Your Leadership: Translating Complexity into Productivity
4. Chief Diversity Officer Roundtable: A Cohort-Based Series for Diversity Leaders
5. Building Equity into Your Leadership Practice
6. Networking skills for Women Leaders
7. Friday Forum: Conversations with Coaches
8. Leading as a Man of Color in Higher Education
9. Understanding Tension: Conflict Management Strategies
10. Mapping Your Career Path in Higher Education
11. Leading in Times of Uncertainty and Change: Navigating 5 Common Leadership Tensions
12. Principles for Leading at any Level in Higher Education
13. Planning for a Successful Interim Leadership Role
14. Inclusive Leadership: Understand Your Intersecting Identities to Better Serve Others
15. Growing Your Leadership and Influence as an LGBTQ Professional
16. Showing Vulnerability as a Leader
17. The Key Components of Emotional Intelligence for Academic Teams
18. Identifying and Mitigating Imposter Syndrome
19. Principles for Leadership in Higher Education
20. Six Months In: Leadership Lessons Gleaned from the COVID Crisis
21. Strategies for Leading Short-Term Initiatives on Your Campus
22. Time Management: Focusing on Your Priorities and Purpose
23. Tools for Reflecting on Professional Development
24. Are You A Reluctant Leader?
25. Meetings Success Kit
26. Lead More Courageous Conversations to Foster Diversity and Difference
27. The Fundamentals of Leadership: An Immersive Experience
28. Leading Through a Crisis
29. Leveraging Your Strengths as a Leader

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30. Video Series: Micromanagement in Higher Education
31. Leveraging Your Strengths as a Leader
32. Cultivating Your Unique Leadership Skills in this New Environment
33. Managing Up: Using Common Goals to Align Mission, Vision, Values, and Priorities
34. Would You Benefit from an Executive Coach?
35. Executive Coaching
36. Understanding and Addressing Microaggressions
37. Upgrading Your Self-Care During the COVID Crisis
38. Succeeding as a Disruptive Innovator: Stories from a Former College President
39. Advance Your Career with a Personal Board of Directors
40. Increasing Emotional Intelligence by Identifying Your Triggers
41. Defining Your Role as Chief of Staff
42. 3 Ways to Improve Your Decision-Making
43. 5 Ways to Learn from Failure
44. 10 Strategies to Foster More Creative Problem-Solving
45. Time Management: A Disciplined Approach to Priority-Setting
46. 10 Powerful Strategies to Beat Procrastination
47. The Five Levels of Decision Making Tool
48. How to Make Courageous Decisions
49. Accelerate Your Professional Growth: A Forum for Chiefs of Staff
50. Preventing Leadership Derailment in Higher Education
51. Building Leadership Resilience in Higher Education
52. Avoiding the Seduction of the Leader Syndrome
53. Three Factors of Healthy Leadership in Higher Education
54. 10 Mistakes New Presidents Often Make
55. Building Resilience During and After the Pandemic
56. Advocating for Yourself in Personal and Professional Relationships
57. Cultivating a Professional and Engaging Persona on Your Video Calls
58. Engaging in Empathy: Balance the Emotional Demands

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Leading Others

1. Supervising Intergenerational Teams: A Training for Higher Education Leaders
2. What Becoming a Parent Taught Me About Assuming Leadership in a Time of Crisis
3. Chief Diversity Officer Roundtable: A Cohort-Based Series for Diversity Leaders
4. Developing Your Skills as a Leader or Manager: A Bootcamp for Mid-Level Leaders
5. Fostering Mutual Goodwill Across Your Team: A Step Beyond Servant Leadership
6. Build a Team Culture that Embraces Conflict as Productive and Positive
7. Distributed Leadership: Building Trust and Community
8. The Fundamentals of Leadership: A Bootcamp for New or Aspiring Leaders in Higher Ed
9. Principles for Leading at any Level in Higher Education
10. Inclusive Communication: A Training for Higher Ed Leaders
11. Transitioning Into a New Senior Leadership Role Online Bootcamp
12. Developing Your Skills as a Manager: A Bootcamp for Leaders
13. Showing Vulnerability as a Leader
14. Fostering Curiosity as a Creative Leader
15. The Key Components of Emotional Intelligence for Academic Teams
16. Principles for Leadership in Higher Education
17. Three Essential Behaviors of a Servant Leader
18. Strategies for Leading Short-Term Initiatives on Your Campus
19. Integrating Inclusivity into Your Leadership Philosophy
20. The Inclusive Leader's Approach to Accountability
21. Cultivating Creativity by Building Trust Within Your Team
22. Designing Creative Solutions for Your Toughest Challenges
23. Recruiting and Retaining a Talented Advancement Team
24. Performance Review Questionnaire
25. Facilitating Culturally Inclusive Meetings
26. Influencing Without Authority
27. Meetings Success Kit

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28. Group Activity Designs
29. Participant Roles for Small Group Activities
30. Managing Up, Down, and Across
31. Essential Leadership Roles and Actions for Crisis Management
32. Developing Rigor in Your Fundraising Team
33. Lead More Courageous Conversations to Foster Diversity and Difference
34. Leading Through Bias Incidents on Campus
35. Communication Strategies to Confront Toxicity in the Workplace
36. Building Resilience with Your Team During Uncertain Times
37. Managing a Remote Team: How to Motivate, Maintain Morale, and Ensure Accountability
38. Find the Right Solution for Employee Performance Gaps
39. The Fundamentals of Leadership: An Immersive Experience
40. Leading Through a Crisis
41. Identify and Actualize Your Team Values to Increase Trust and Engagement
42. Managing Difficult Colleagues
43. Discover Your Role and Impact in Creating Team Engagement
44. Fostering Psychological Safety in Your Team
45. Leaders as Coaches: Improving Employee and Team Performance
- 46.6 Powerful Ideas for Building a First-Class Team on Campus
- 47.6 Destructive Myths About Teams in Higher Education
48. Leadership Learning Plan- Supervision in Higher Education
49. Leveraging Your Strengths as a Leader
50. Evaluating the Strengths and Weaknesses of Your Team
51. Learning to Lead Through Conflict
52. Video Series: Micromanagement in Higher Education
53. Leveraging Your Strengths as a Leader
54. Effective Supervision in Higher Education
55. Leading Effective Virtual Meetings
56. The Art and Practice of Giving and Receiving Feedback
57. Coaching in Supervision
58. Conflict Management for Institutional Leaders
59. Motivating and Leading Across Generations
60. The 10 Differentiators of Exceptional Teams in Higher Education

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61. Managing Conflict
62. Cultivating Your Unique Leadership Skills in this New Environment
63. Managing Up: Using Common Goals to Align Mission, Vision, Values, and Priorities
64. Creating Equitable and Inclusive Meetings
65. Peer to Manager: Navigating Your Transition into Leadership

Leading the Institution

1. Fundamentals for Chiefs of Staff: Understanding Your Role and Ensuring Success from the Start
2. Chief Diversity Officer Roundtable: A Cohort-Based Series for Diversity Leaders
3. Fundraising for Presidents: An Online Bootcamp
4. Building and Maintaining External Relationships as Chief of Staff
5. Balancing Short-Term Realities with Long-Term Opportunities: Higher Ed Leadership in a Post-COVID Era
6. How Community Colleges Are Pivoting This Fall to Meet the Needs of Students
7. Common Challenges and Solutions for Chiefs of Staff in Higher Ed
8. Institute for Experienced Chiefs of Staff: Improving Your Processes, Communications, and Relationships
9. Transitioning Into a New Senior Leadership Role Online Bootcamp
10. Centralized and Integrated Leadership Development: A Model from Columbus State University
11. The Future of Work and the Academy
12. Innovation Forum for Leaders of Community Colleges
13. Beating Turnover in Higher Ed
14. Transforming Your Institution through Lean Higher Education
15. Navigating Mergers and Strategic Partnerships: A Guide for Senior Higher Ed Leaders
16. Are You Looking for a New Way to Evaluate Projects?
17. How Strategic Planning Can Bridge the Divide Between Athletics and Academics

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18. How Ready Are You to Implement Your Strategic Plan?
19. 11 Keys to Implementing Your Strategic Plan
20. The Six Dimensions of Implementing Strategic Plans
21. The Strategic Planning Implementation Clinic
22. What Does Collaborative Strategic Planning Actually Look Like? An Informal Case Study
23. Essential Leadership Roles and Actions for Crisis Management
24. Leading Through Bias Incidents on Campus
25. Managing and Supporting an Aging Workforce
26. Navigating Senior Leadership Transitions in Higher Education
27. Fail Fast and Fail Forward: How Agile Planning Can Move You Forward During Chaos
28. Leading Through Change in Higher Education
29. FREE WEBCAST - The Future of Higher Education
30. The 4 Stages of Change
31. The Future of Higher Education: Fall or Thrive?
32. Your First Month as a New Chief of Staff: How to Get It Right from the Start
33. A Process-Oriented Approach to Working with Your Board and President as Chief of Staff
34. Managing Presidential Transitions as Chief of Staff
35. The Higher Education Business Model is Broken, But We Can't Lose Sight of Why We Broke It, and Who We Needed to Break It For

Leadership Pipeline

1. Considering a Chief of Staff Role: What You Need to Know
2. Elevate your Leadership Development Program: A Train the Trainer Bootcamp
3. Creating a More Just and Equitable Hiring Process for Higher Ed Staff
4. Navigating a virtual provost search during the pandemic
5. Strategies for Successfully Supporting an Interim Leader
6. Transitioning Into a New Senior Leadership Role Online Bootcamp
7. Growing Your Leadership and Influence as an LGBTQ Professional
8. Overcoming the Effects of White Privilege for More Equitable Search Processes

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9. Beating Turnover in Higher Ed
10. Recruiting and Retaining a Talented Advancement Team
11. Recruiting, Hiring, and Retaining Diverse Faculty
12. Recruiting for Diversity: A Training for Academic Search Committees
13. Diverse Hiring in Higher Education: Resources for Search Committees
14. Incentivizing Faculty and Staff Retirement
15. Rethink Your Presidential Search Process
16. Tools for Reflecting on Professional Development
17. Build the Capacity of Your Institution's Leaders
18. Are You A Reluctant Leader?

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Student Success Content Summary

Membership gives you access to:

Live & Recorded Virtual Trainings

Average length: 2 to 3 hours

Our virtual trainings provide a dynamic, interactive, and high-touch online learning experience and cover responsive topics and emerging trends within higher education to help you thrive in today's fast-changing environment.

Live & Recorded Webcasts

Average length: 60 minutes

Our presentation-style live and recorded webcasts feature industry experts, best practices, and supplemental resources. Attend the live session or view the recording on your own time.

On-Demand Learning

Average length: 20 minutes

Members get unlimited access to engaging and instructional on-demand resources, such as articles, research reports, video courses, tools, templates, job aids, and case studies. Immerse your team in rich and engaging online content, ideal for keeping up the momentum with professional development while teams are working in new and different ways.

Virtual Conferences

Average length: 1 to 3 days, 4 to 5 hours / day

Our virtual conferences are designed to provide a robust and dynamic learning experience. We leverage active learning environments and online spaces where you can explore ideas, get inspired by what your peers are doing, and understand the range of possibilities around a certain topic. You will leave these sessions with practical solutions that you can implement right away.

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Retention & Time to Degree

1. Advancing a More Equitable Transfer Agenda: Lessons from the City University of New York
2. Developing Social Justice Training for Student Staff: One Administrator's Experience
3. STEM Institute for Student Success and Retention
4. Space Matters: Designing STEM Learning Environments that Foster Inclusion and Student Success
5. Grounded in Research: Strategies to Support the Physical and Mental Health of Black Men
6. Working with Institutional Data for Student Retention
7. Strengthen Student Community Building in Digital Spaces
8. Teaching Your Service Learning Course Online
9. Fostering Student Belonging to Support Retention Despite the Global Pandemic
10. Improving Transfer with Interstate Passport: A Project Every Institution Should Know About
11. From STEM Pathways to STEM Highways
12. The Road to Adaptive Learning: Improving Comprehension, Easing Faculty Burden
13. A Close Look at Rio Salado College's Approach to Boosting Success for At-Risk Online Students
14. Courses with No Syllabi: A Unique Instructional Model at LDS Business College
15. Strategically Integrating Experiential Learning Into the Curriculum
16. Curricular Efficiency: Improving Academic Success and Degree Completion
17. Adjusting Academic Policies Because of COVID-19: A Discussion Space
18. Measuring the Costs of Developmental Education
19. A Tool for Increasing Application and Retention Rates for At-Risk Students
20. Recruiting, Retaining, and Supporting International Graduate Students
21. Going Beyond Articulation Agreements: Creating Meaningful Transfer Partnerships
22. Transfer Student Success: Cultivating Partnerships Between 2- and 4-Year Institutions
23. Comprehensive Transfer Support: A Case Study
24. Increasing Student Engagement in Financial Literacy Programming
25. Integrating Effective Mentorship into Campus Culture: A Success Story

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26. Making Your Online Courses More Experiential
27. Scaling Experiential Learning Across Campus
28. Integrating Career Development into Study Abroad Experiences
29. Integrate Academic and Career Resources to Improve Student Success
30. Integrating Career and Advising Services
31. Career Services Skill Building: Supporting International Students
32. Assessing Incoming Student Readiness for Online Learning
33. Building a University Service Culture: Case Study from Laurentian University
34. Strategic Financial Aid Allocation for Retention
35. Gaining Institutional Buy-In for a Streamlined Transfer Credit Evaluation Process
36. Disability Services: Accommodating Student Veterans
37. Integrating Academic and Co-Curricular Resilience Programs on Your Campus
38. Ensuring Quality in Online Instruction
39. Using Peer Mentorship to Support Online Faculty
40. Three Ways to Engage Online Students Outside the Virtual Classroom
41. Engaging and Retaining Online Students
42. Writing Centers: Responding to Student Writing in the Online Environment
43. Translating Your Student Development Services for Online Students
44. Checklist: Taking Support for Online Students to the Next Level
45. How Wake Technical is Taking a High-Tech, High-Touch Approach to Supporting At-Risk Students
46. Creating a Sense of Community with Graduate Students
47. Creating Support Structures to Help Grads Develop a Professional Identity
48. Addressing Food Insecurity During COVID-19
49. Recruiting and Retaining Faculty and Staff Mentors for Minority Students
50. Creating Intentional Programming to Support the Success of Men of Color
51. Designing an Incentivized STEM Mentoring Program for Equitable Success
52. Connecting with Advisees from Diverse Cultural Backgrounds
53. Designing Effective Living-Learning Communities
54. Living-Learning Programs for STEM Students
55. Designing a Sophomore Living-Learning Community
56. Implement Teaching Strategies that Engage Generation Z
57. Engaging Students Through Creativity in Instruction
58. How to Encourage Academic Grit and a Growth Mindset in Your Students
59. Integrating Information Literacy in First Year Student Programs
60. Training Faculty: Helping International Students Properly Cite Sources

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62. Three Solutions for Impacting STEM Retention
63. Coaching Students to Build an Entrepreneurial and Innovative Mindset
64. AMP UP: A Study of New Approaches to Math Remediation at Bergen Community College
65. Title IX: Key Considerations for Working with Pregnant and Parenting Students
66. Title IX: Key Considerations for Working with Pregnant and Parenting Students
67. Creating a High-Touch Online Summer Bridge Program
68. Creating a Virtual Orientation Experience that Preserves On-Campus Benefits
69. Finding Success with Remote Academic Advising: A Training for Frontline Advisors
70. Supporting First Generation Students Amid COVID-19
71. Student Retention: A Discussion of Practices & Approaches During Uncertain Times
72. Taking Your Orientation Online to Solve Common Challenges
73. Focus on Student Belonging to Boost Student Retention and Success
74. COMING SOON! - Sophomore Student Retention & Success: Challenges, Best Practices & Steps Forward
75. Using Data to Inform and Design Sophomore Year Experience Programs
76. 5 Key Components of a Successful Intrusive Advising Process
77. Engaging First-Gen Families to Drive Student Success
78. How Do Universities Need to Approach Student Data Differently?
79. Creating Consistency in Decentralized Advising Models
80. Tools for Training Advisors
81. Engaging and Celebrating First-Generation Students and Faculty on Your Campus
82. Four Strategies for Successfully Advising Undeclared Students
83. Innovative Strategies for Supporting Reinstated Students: A Case Study from Georgia Tech
84. Adding an Online Experience to Your On-Campus Orientation
85. Overcoming Three Common Challenges in Online Advising
86. Developing and Administering Mentorship Programs for Transfer Students
87. How Some Colleges are Building Student Resilience and Grit
88. Four Skills to Build Professional Mindsets with Students
89. Improving Student Engagement with Advising Communications

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90. Customizing Your Peer Mentor Program: Best Practices in Developing a Peer Mentoring Framework
91. Retaining First-Generation Students: Strategies for the Classroom and Beyond
92. Looking at Student "Grit" and Resilience - from Recruitment to Retention
93. Building a Comprehensive Sophomore-Year-Experience Program
94. Predictive Analytics for Improved Student Success Interventions
95. Customizing Orientation for Transfer Students
96. International Student Orientation: Using Peer Mentors to Improve Your Program
97. Developing Academic Stamina in First-Year Students
98. Creating a Case Manager Role to Better Serve At-Risk Students
99. Changes that Make a Big Impact on Peer Leader Training
100. Online Orientation: Focusing on Student Learning
101. Using Retention Metrics to Support At-Risk Online Students
102. Integrating Peer Mentors Across First-Year Student Programs
103. Onboarding Spring Admits for Future Success
104. Creating a Stop-Out Program to Increase Completion
105. Academic Advising Records: Implications for Electronic Documentation
106. Improving First-Year Student Experience Programs for At-Risk Students
107. New Advisor Training: Developmental Advising via Email
108. Academic Coaching: Models for Student Success and Retention
109. Improve Completion through Redesigning Developmental Courses
110. Solving Retention Challenges with a Team Approach: A Case Study
111. Summer Bridge: Building and Measuring Campus Connection
112. Taking a Case-Study Approach to Improving Academic Advising Assessment
113. Conducting a Self-Audit of Your Retention Data and Programs
114. Increasing Degree Pathways for Stop-Out Students
115. Selecting the Right Software for Your Learning Center Needs
116. Improving Academic Literacy for International Students
117. Practical Tactics for Building Academic Grit
118. Gaining Faculty Buy-In for Student Success Initiatives and Programs
119. Assessing the Effectiveness of Your Retention Programming
120. Building a More Effective Parent Relations Program
121. Increasing the Odds for Non-Traditional Student Persistence and Completion
122. Supporting Military-Connected Students for Success and Completion

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123. Launching an Academic Success Coaching Model in Advising
124. Capitalizing on the Dream and Design Phases of Appreciative Advising
125. It's Not Just About the First and Second Year of College
126. Optimizing Your Use of Student Information Systems
127. Academic Advising's Role in Change Implementation
128. Developing a High-Performing and Productive Advising Department, Part 2: Assessing and Meeting Employee Needs
129. Developing a High-Performing and Productive Advising Department, Part 1: Assessing and Meeting Student Needs
130. 2 Ways to Move Students Out of Academic Probation
131. Improving Student Success Can't Be a One-Office Effort
132. Student Resilience: How One Institution is Helping At-Risk Freshmen Seize a Second Chance
133. How Georgia State University Plans to Use Predictive Analytics to Address the National Achievement Gap
134. Adapt Your In-Person Peer Mentor Program for a Virtual Environment

Career Development & Readiness

1. A Model for Infusing Essential Career Skills into Co-Curricular Student Experiences
2. Preparing Doctoral Students for Careers in Academia and Beyond
3. Teaching Your Service Learning Course Online
4. Helping Students Tackle Complex Problems: An Educational Model at James Madison University
5. Translating Experiential Learning into College Credit with Prior Learning Assessment
6. Strategically Integrating Experiential Learning Into the Curriculum
7. The Challenges of Creating and Running an Interdisciplinary Curriculum
8. How to Integrate Career Readiness into Curricula with Digital Badging
9. Alumni Career Services: Developing an Online Programming Series
10. Internship Programs: Limiting Potential Liabilities
11. Making Your Online Courses More Experiential
12. Scaling Experiential Learning Across Campus
13. Integrating Career Development into Study Abroad Experiences
14. Integrate Academic and Career Resources to Improve Student Success

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15. Integrating Career and Advising Services
16. Career Services Skill Building: Supporting International Students
17. Career Services: Fostering Meaningful Connections Between Diverse Students and Employers
18. Finding and Maintaining Industry Partnerships for Experiential Learning and Innovation Initiatives
19. Using Experiential Learning to Link Classroom Content to Real Life Situations
20. Quality ePortfolios: Essentials for Experiential Learning Programs
21. 7 Strategies for Integrating Student Blogging into ePortfolios
22. Build Critical Thinking through Project-Based Learning
23. Career Services: Engaging Students in the New World of Work
24. Career Services: Career Planning and Professional Networking in a World of Social Distancing
25. Career Industry Cluster Model: Aligning Career Services with the World of Work
26. Give Your Students an EDGE through On-Campus Internships
27. Career Services: Engaging Undocumented and DACA Students
28. Keys to Creating a Powerful Partnership Between Advising and Career Services at Your Institution
29. 3 Ways to Connect Students to Career Services Early and Often
30. Three Strategies for Connecting Student Athletes to Career Services
31. Rethinking Career Fairs: Creating Tailored Experiences for Students and Employers
32. Telling Your First Destination Narrative
33. Improving Career Services with Data
34. Branding Your Career Services Department
35. A Competency-Based Approach to Career Services in Higher Ed
36. Strategies for Developing Workforce-Aligned Learning
37. Adapt Your In-Person Peer Mentor Program for a Virtual Environment

Mental Health & Wellness

1. Grounded in Research: Strategies to Support the Physical and Mental Health of Black Men
2. An Intersectional Approach to Addressing Food Insecurity

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3. Managing Student Threats and Risk: Effective Policies and Practices
4. Developing a Self-Harm Compliance Protocol
5. Integrating Academic and Co-Curricular Resilience Programs on Your Campus
6. Measles, Influenza, Ebola and More: Developing a Health Crisis Response Plan
7. Enforcing Social Distancing on Higher Education Campuses
8. Preparing Mental Health Services for the Fall
9. Supporting Student Mental Health During the Current Crisis
10. Supporting DACA Students in Uncertain Times: Preparing for a Supreme Court Ruling
- 11.4 Key Components of the Stepped Care 2.0 Model in Higher Ed
12. The Urgent Care Model as a Solution for Higher Ed Counseling Centers
13. Launching a Zero Suicide Initiative on Your Campus
14. Student Mental Health in Higher Education
15. Strategies to Confidently Communicate with Students Experiencing Mental Health Challenges
16. Learning About Online Mental Health Tools
17. Making an Impact on Mental Health: How to Deliver with Peer Educators
18. The Role of Higher Ed in Providing Mental Health Services
19. Uncovering Resilience in Students with Mental Health Concerns: A Case Study
20. Creating a Training Model to Increase Faculty Engagement in Students' Mental Health
21. Case Management 2.0: Considerations for Enhancing the Impact of Your Mental Health Case Manager
22. Case Management 1.0: Considerations for Establishing a New Mental Health Case Manager
23. Improve Student Mental Health Services Using Online Tools
24. Five Cultural Competence Skills to Improve Your International Student Mental Health Services
25. Four Essential Counseling Skills for Entry-Level Student Affairs Professionals
26. Recognize Student Distress in a Virtual Environment

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Student Life & Engagement

1. A Model for Infusing Essential Career Skills into Co-Curricular Student Experiences
2. Beyond Heritage Month: Supporting and Empowering Asian Pacific Islander Desi American (APIDA) Communities as Campuses Reopen
3. Reopening Campus: Building Student Community Amid COVID Restrictions
4. Strengthen Student Community Building in Digital Spaces
5. An Intersectional Approach to Addressing Food Insecurity
6. Creating Financial Expectations in the Housing RFP Process
7. Building Digital Communities in Co-Curricular Spaces
8. Conducting Trauma-Informed Investigations for Sexual Misconduct Cases
9. Designing Effective Living-Learning Communities
10. Living-Learning Programs for STEM Students
11. Designing a Sophomore Living-Learning Community
12. Risk Management for Non-Student Minors on Campus
13. Advocacy Sanctioning: Developing Tailored Student Conduct Plans
14. Addressing Food Insecurity in Higher Education: Creating an Integrated & Sustainable Food Pantry
15. Reframing Student Activism as a Vehicle for Student Leadership Development
16. Managing Student Activism
17. Green Programs for Residence Halls
18. Coaching as Supervision in Residence Life
19. Incentivizing Residential Learning
20. First Steps in Residential Goal Alignment
21. Title IX and Athletics: Practical Ways to Comply
22. 6 Strategies for Uniting Student Activists and Campus Administrators
23. Adapt Your In-Person Peer Mentor Program for a Virtual Environment

Planning & Strategy

1. How the University of North Florida Integrated Academic and Student Affairs
2. Creating a More Just and Equitable Hiring Process for Higher Ed Staff
3. Advancing a More Equitable Transfer Agenda: Lessons from the City University of New York

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4. Fundamentals of Fundraising for Diverse Student Groups on Campus
5. Student Affairs Fundraising: Building a Sustainable Structure
6. Essential Retention Strategies for Entry-Level Student Affairs Professionals
7. One Stop: How One Institution Transitioned to a High-Performing Student Services Model
8. Connecting Planning and Budgeting in Student Affairs
9. Restructuring and Rethinking Student Affairs with FLSA
10. Aligning Student Affairs Operations with Your Institutional Strategic Plan
11. Developing a Metrics-Driven Culture within Student Affairs

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Title IX & Compliance Content Summary

Membership gives you access to:

Live & Recorded Virtual Trainings

Average length: 2 to 3 hours

Our virtual trainings provide a dynamic, interactive, and high-touch online learning experience and cover responsive topics and emerging trends within higher education to help you thrive in today's fast-changing environment.

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2. Foundations for New Title IX Coordinators
3. Assessing Credibility in Title IX Cases
4. Title IX Evidence Collection: Strategies to Ensure a Complete Investigation
5. Training for New Title IX Coordinators
6. Five Essentials to Title IX Investigations
7. Title IX Appeal Officers: A Skills Training and Certification
8. Mitigating and Responding to Bias in Your Title IX Process
9. Supporting Your Primary Witness During a Title IX Cross-Examination
10. Officials with Authority and Responsible Employees: Helping Mandatory Reporters Comply with New Title IX Regulations
11. Building Skills to Successfully Mediate Title IX Sexual Harassment Cases
12. 5 Steps to Facilitate Your Title IX Hearing Deliberation Meetings
13. Foundations of Title IX Investigations: Training & Certification
14. Advanced Title IX Investigator Training and Certification
15. Conducting Trauma-Informed Investigations for Sexual Misconduct Cases
16. Title IX and Protecting the Rights of the LGBTQ+ Community on Your Campus
17. Title IX Compliance: Ongoing Training Needs for Investigators and Decision Makers
18. Title IX Final Rule Review & Expert Panel Discussion
19. Comprehensive Strategies for Title IX Coordinators: Institute and Certification
20. New Federal Title IX Regulations: Changes to the Investigative Process
21. Key Considerations for the Anticipated Changes Coming to Title IX
22. Overcoming Bias in Your Title IX Investigative Process
23. The 5 Stages of Preparing Your Title IX Investigative Report
24. Align Your Title IX Policy and Procedures to the New Law
25. The Value of Relevance During Cross-Examination in Title IX Hearings

Title IX for Faculty & Staff

1. Officials with Authority and Responsible Employees: Helping Mandatory Reporters Comply with New Title IX Regulations
2. Responding to Title IX Disclosures: Training for Faculty and Staff

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3. Engage All Employees in Compliance and Ethics by Making It Interactive and Accessible
4. Title IX: Key Considerations for Working with Pregnant and Parenting Students
5. Title IX Training: Presidents and Study Abroad
6. Campus Safety's Role in Title IX Investigations
7. Title IX and Athletics: Practical Ways to Comply

Other Legal & Compliance

1. Develop a Plan to Address Sexual Harassment from Alumni, Donors, and Prospects
2. New Solutions to Student Conduct Challenges Webcast Recording
3. Fundraising and Sexual Harassment: Documenting Effective Procedures
4. Internship Programs: Limiting Potential Liabilities
5. Disability Services: Accommodating Student Veterans
6. Avoiding FERPA Pitfalls in the Financial Aid Office
7. FERPA: When to Involve Legal Counsel and Leadership
8. FERPA Regulation Basics
9. FERPA Policy and Procedure Audit
10. Complying with Section 702 of the Choice Act
11. FERPA Hot Topics: Big Challenges Solved
12. FERPA Lessons and Quizzes
13. FERPA Checklist: What Can Never Be Shared
14. Negotiating Successful Adjunct Union Collective Bargaining Agreements
15. Private Business Use Compliance in Higher Education
16. 4 Steps to Ensure Electronic and Information Technology Accessibility
17. Responding to Hate Speech Incidents with Confidence
18. Faculty Civility and Academic Freedom: Protecting the Workplace while Preserving Academic Culture
19. Managing and Supporting an Aging Workforce
20. Faculty Handbooks: 5 Common Problems and Recommended Solutions
21. Preventing Faculty Discrimination with Case Law and Statistics
22. Managing Student Threats and Risk: Effective Policies and Practices
23. Developing a Self-Harm Compliance Protocol

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24. Engage All Employees in Compliance and Ethics by Making It Interactive and Accessible
25. Conducting Trauma-Informed Investigations for Sexual Misconduct Cases
26. New Solutions to Student Conduct Challenges
27. Clery Act: A Refresher for the Whole Campus
28. Clery Act Checklist: 10 Steps for Compliance
29. Immigration Law 101: 3 Key Issues for Compliance
30. Conducting Internal Investigations in Higher Education
31. Title IX and Protecting the Rights of the LGBTQ+ Community on Your Campus

Safety & Risk

1. Increasing the Feeling of Safety and Security for International Students
2. Internship Programs: Limiting Potential Liabilities
3. COVID-19: Mitigating Risk and Liability for a Fall Reopening
4. Responding to Hate Speech Incidents with Confidence
5. Managing Student Threats and Risk: Effective Policies and Practices
6. Measles, Influenza, Ebola and More: Developing a Health Crisis Response Plan
7. Creating Safe Spaces for Students by Taking ACTION Against Microaggressions
8. Risk Management for Non-Student Minors on Campus
9. Advocacy Sanctioning: Developing Tailored Student Conduct Plans
10. Essentials of Study Abroad Risk Management
11. Developing a Risk Management Mindset as a Front-Line Student Services Professional
12. Title IX Training Digital Recording Bundle: Presidents and Study Abroad
13. Hazing Prevention: Initiating a Campus-Wide Culture Change
14. Campus Safety's Role in Title IX Investigations
15. Enterprise Risk Management: Why Now?
16. Active Shooter Training: Preparing Your Faculty and Staff
17. Impacting Fundamental Campus Safety Issues

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Women's Leadership Content Summary

Membership gives you access to:

Live & Recorded Virtual Trainings

Average length: 2 to 3 hours

Our virtual trainings provide a dynamic, interactive, and high-touch online learning experience and cover responsive topics and emerging trends within higher education to help you thrive in today's fast-changing environment.

Live & Recorded Webcasts

Average length: 60 minutes

Our presentation-style live and recorded webcasts feature industry experts, best practices, and supplemental resources. Attend the live session or view the recording on your own time.

On-Demand Learning

Average length: 20 minutes

Members get unlimited access to engaging and instructional on-demand resources, such as articles, research reports, video courses, tools, templates, job aids, and case studies. Immerse your team in rich and engaging online content, ideal for keeping up the momentum with professional development while teams are working in new and different ways.

Virtual Conferences

Average length: 1 to 3 days, 4 to 5 hours / day

Our virtual conferences are designed to provide a robust and dynamic learning experience. We leverage active learning environments and online spaces where you can explore ideas, get inspired by what your peers are doing, and understand the range of possibilities around a certain topic. You will leave these sessions with practical solutions that you can implement right away.

****Content in this list is either free or discounted with membership.***

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Leading Self

1. Charting Your Course as a Woman Chair
2. Networking Skills for Women Leaders
3. Navigating Politics: A Virtual Training for Women in Higher Ed
4. Negotiate With Confidence: A Training for Women in Higher Ed
5. Identifying and Mitigating Imposter Syndrome
6. Navigating Work-Life Balance as a Woman Leader in Higher Education
7. Gender and Confidence: Why Higher Education Needs More Women to Advocate for Themselves and Each Other
8. Advocating for Yourself in Personal and Professional Relationships
9. Creating an Inner Coach Stronger than Your Inner Critic
10. Sharing Your Story and Experience as an Underrepresented Woman
11. Building Your Support Network While Navigating Complexity: A Conversation with Dr. Karen Whitney
12. Building Resilience During and After the Pandemic
13. Likeability – The 8th Deadly Sin
14. Emotional Intelligence as a Key Driver for Advancing Women Leaders
15. Find Your Position of Power When Addressing Toxic Leadership
16. Shift Your Mindset to Build Resilience
17. Creating an Inner Coach Stronger than Your Inner Critic
18. Perspectives from Underrepresented Women in Higher Ed Leadership
19. Cultivating Your Unique Leadership Skills in this New Environment
20. Managing Up: Using Common Goals to Align Mission, Vision, Values, and Priorities
21. Women's Leadership Success in Higher Education
22. Conflict Management

Leading Others

1. Charting Your Course as a Woman Chair
2. Managing Up, Down, and Across
3. Perspectives from Underrepresented Women in Higher Ed Leadership
4. Leading Through Uncertainty: A Conversation with Dr. Christine J. Quinn
5. Managing Conflict
6. Cultivating Your Unique Leadership Skills in this New Environment

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7. Managing Up: Using Common Goals to Align Mission, Vision, Values, and Priorities
8. Women's Leadership Success in Higher Education

Leadership Pipeline

1. Hiring, Developing, and Promoting Women Leaders in Higher Education
2. Starting a Women's Leadership Mentoring Program
3. Support Black Women Leaders by Influencing Organizational Culture
4. Navigating Your Career Growth: A Bootcamp for Advanced Women Leaders in Higher Ed
5. Finding the Right Career Fit as a Woman in Higher Education
6. Leadership Perspectives from Women Presidents
7. Challenging Androcentrism in the Academy: 7 Strategies for Leaders of Academic Institutions
8. We Need to Value How Women Use Vision and Conceptual Thinking to Lead
9. What Every Higher Ed Leader Needs to Know about Supporting Women in Leadership
10. Challenging Androcentrism in the Academy: Creating Environments that Empower Risk Taking and Confidence in Women Leaders
11. Challenging Androcentrism in the Academy: Why We Need to Value Empathy More
12. Challenging Androcentrism and Implicit Bias in the Academy

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