

See What's Happening in 2022

Check out many of the new trainings and resources that will be available with the Academic Impressions membership in 2022. Additionally, members have access to [many more on-demand trainings](#) that you can engage with on your own time from the convenience of your workspace. Check back to view updates as we're continually adding new topics that we know will provide value to members.

Diversity, Equity & Inclusion

DEI Foundations Series

- Gender Identity and Gender Bias: A 5-Day Advanced Program (Mini course)
- White Privilege and Allyship: A 5-Day Advanced Program (Mini Course)

Recruiting & retaining underrepresented faculty and staff

- Inclusive Hiring Best Practices: Removing Barriers and Mitigating Search Committee Bias (Video Course)
- Inclusive Job Descriptions: Why do They Matter, and How do you Write One? (Live Event, August)

Communicating across differences (particular emphasis on racial inequity dialogue)

- Use Indigenous Storytelling Techniques to Help Facilitate Conversations on Racial Equity (On-Demand)
- Engaging in Racial Inequity Dialogue: An Educational Series (On-Demand)
 - Uncomfortable Conversations are Necessary, Not Unkind (On-Demand)
 - Conflict Resolution: It's What You Said AND How You Said It (On-Demand)
 - Let's Talk About Race and Collective Responsibility (On-Demand)
- Essential Practices for Leaders Communicating Across Difference (On-Demand)
- How to Influence Without Shaming as a Leader (On-Demand)
- Get Comfortable Being Uncomfortable: Engaging in Dialogue About Race and Bias (Live Event, August)

Institutional change (trainings for CDOs)

- Communicating Effectively about Instances of Bias or Discrimination (On-Demand)
- Advancing your Equity & Inclusion Initiatives by Developing Effective Communication Skills (Live Event, Fall)

Title IX & Compliance

- Proposed Title IX Regulations: What You Should Be Doing Now (Live Event, August)

Leadership

NEW LEADERS

- Building Confidence as a New Leader: Overcoming Internal Barriers (On-Demand)
- Setting up the Supervisory Relationship: Understanding and Adapting Your Supervisory Style (Live Event, August)

- Project Management: A Course for Frontline Staff (Video Course, November)
- Higher Ed Primer: An Introductory Course for New-to-Higher-Ed Employees (Video Course, November)

MID-LEVEL LEADERS

- Conflict Management: A Practical Workshop for Leaders (Mini Course)
- Conflict Resolution: It's What You Said AND How You Said It (On-Demand)
- Improving Your Public Speaking Skills: A Hands-On Training for Leaders (On-Demand)
- Building Stronger Teams with Empathy and Humility as a Leader: A Training and Discussion Series (Live Events; July - August)
- Leading & Influencing Change from the Middle: Change Management for Middle Managers (Live Event, October)
- Responding to Your Team's Resistance to Change: How Neuroscience Can Improve Engagement (Live Event, October)
- Intentionally Build Your Executive Presence (Live Event, October)

SENIOR LEADERS

- Rebuilding Trust Between Faculty and Administration (On-Demand)
- Taking a Proactive Approach to Leading Change (On-Demand)

Leadership transitions

- The New Realities of Senior Leadership Transitions (On-Demand)
- Effective Succession Planning (Coming in 2023)

Combating burnout

- Practicing Mindfulness: A 9-Day Program for Higher Ed Professionals (Mini Course)
- Building Resilience (Video Course, Fall)
- Practicing Self-Care (Video Course, Fall)
- Finding Joy at Work (On-Demand)
- Leading Mindfully: A Workshop for Chairs (Live Event, August)
- Managing Anxiety Among Your Team (Live Event, November)

Identity-based leadership

- Leading as a Native American Leader in Higher Ed (On-Demand)
- The Impact of the Great Resignation on Women: A Discussion-Based Program (On-Demand)
- Leading as a Latina/Latinx Leader in Higher Ed (Live Event, Fall)
- Leading as an LGBTQIA-Identified Leader (Live Event, November)

Inclusive leadership

- Effective Dialogue Across Difference (On-Demand)
- How to Influence Without Shaming (On-Demand)
- Inclusive Leadership: A Conference for Leaders of Teams (Live Event, Fall)
- Managing Change as an Inclusive Leader (Live Event, August)

Chairs

- Identifying and Communicating the ROI of External Partnerships (On-Demand)

- Mindful Leadership for Chairs (Live Event, August)
- Advocate For Your Department by Using Data Effectively (Live Event, September)

Deans

- Optimize Your Success as an External Dean (Live Event; September)
- What's Keeping Deans Up at Night? A Free Webcast for Academic Leaders (On-Demand)
- Enrollment Management for Academic Leaders Blog Series (June through August)
- Live Q&A Session: Enrollment 101 for Academic Leaders (Live Event, August)
- Integrating Academic Program Prioritization into Your Current Shared Governance Structure (Live Event, August)

Faculty Success

Faculty mentorship

- Consultative Mentorship Model (Video Course, Fall)
- Mentorship Best Practices (Video Course, Fall)
- Faculty Mentorship: Incorporating Inclusive Practices to Foster Faculty Success (Live Event, December)

Early career faculty

- Using Mindfulness to Improve Overall Well-Being and Productivity: A Video Course for Faculty
- Writing an Effective and Authentic Diversity Statement: A Video Course for Faculty
- Crafting and Maintaining Your Career Vision: A Workshop for Early-Career Faculty (Video Course)
- Navigating Imposter Syndrome (Video Course)
- Building Your Research Brand: A Guide for Academics (Video Course)
- Women in STEM: Creating a Space Where You Can Thrive (Video Course)

Mid-career faculty

- The Ins and Outs of Publishing Your Scholarly Work (On-Demand)
- Building Your Career Network: The Relationships Every Faculty Member Needs to Nurture (On-Demand)
- Effective Leadership: An Introduction to Key Academic Leadership Skills & Competencies for Faculty (On-Demand)
- Effective Leadership: An Introduction to Key Academic Leadership Skills & Competencies for Faculty, Part II (Live Event, September)
- Actualize Your Purpose and Legacy: Workshop on Improving Your Well-Being (On-Demand)
- Navigating Your Path to Administration: A Panel Discussion for Aspiring Academic Administrators (On-Demand)
- Reinvigorating Research for Mid-career Faculty (Live Event, October)

For faculty affairs leaders

- Nurturing the Developmental Pathway for Research Faculty (On-Demand)
- Rethinking the Role of Service in Promotion and Tenure (Podcast series, Fall)
- Promotion & Tenure for Historically Marginalized Faculty (Video Course, Fall)

Student Success

Service excellence

- Customer Service Skills Training: Certification for Higher Education Professionals (Live Event, November)

Mental health

- Strategies to Communicate Effectively with Students Experiencing Mental Health Challenges (On-Demand)
- Student Mental Health: A Discussion for Student Success Leaders (On-Demand)

Closing the equity gap

- Developing a Comprehensive System of Support for First-Generation Students (Live Event, October)
- Forging On and Off-Campus Partnerships to Support Students' Emergency Needs (On-Demand)
- Strategies for Closing the Equity Gap (On-Demand)
- Successes and Challenges in Implementing First-Generation Student Programming: A Time for Discussion (On-Demand)

Retention/persistence/completion

- Strengthening Transfer Student Enrollment and Success (Live Event, Fall)
- Data-Driven Solutions in Student Success (Podcast, October)
- Creating a Plan for Career-Based Leadership Development in Co-Curricular Experiences (On-Demand)
- Increasing Student Retention and Completion Rates through Proactive Advising (On-Demand)
- Retaining Black Men: Strategies for Before, During, and After College (On-Demand)
- Setting Up Your Institution for a Community Partnership (Live Event, August)
- Rethinking Engagement for Gen Z Students (Live Event, August)
- Culturally Responsive Customer Service: A Holistic Approach to Student Retention (Live Event, October)
- Taking a Student-Centered Approach to the Probation Process (Live Event, October)
- Engaging Meaningfully with First-Generation Graduate Students to Increase Retention (Live Event, October)

Advancement

Advancement leadership

- Using Metrics to Support Employee Success & Retention--A Discussion for Advancement Leaders (On-Demand)
- Establishing a University Engagement Council to Maximize Communication with Major Donors (On-Demand)

Frontline fundraising

- Partnering with Faculty in Grateful Patient Fundraising: Elements of a Training Guide (On-Demand)
- Portfolio Prioritization: Maximizing Opportunities for Your Donor Pipeline (On-Demand)

- Anticipating and Overcoming Objections in Frontline Fundraising (On-Demand)
- Retain Frontline Fundraisers by Fostering Inclusive Practices (On-Demand)
- Engaging in Anti-Racist Conversations in Advancement (On-Demand)
- A Masterclass in Discovery Work (Live event, September)
- Key Considerations for Strengthening Prospect Management and Gift Officer Collaboration (Live Event, October)
- Enhancing the Partnership Between Alumni Engagement and Frontline Fundraising (Live Event, December)

Annual giving

- Build and Improve Your Leadership Annual Giving Program: A Training Series (Live Event, late Fall)
- Using Storytelling to Bolster Unrestricted Giving (Live Event, September)
- Developing Campaign Volunteers to Optimize Your Faculty and Staff Giving (On-Demand)
- Transitioning Leadership Annual Donors into Major Donors (On-Demand)
- Developing a Cause-Based Campaign Initiative that Aligns with Your Community Needs (On-Demand)

Alumni relations

- Recruiting, Training, and Engaging Alumni Volunteers in a Digital Environment (On-Demand)
- Young Alumni: Establishing Lifelong Relationships (Live Event, August)
- Enhancing the Partnership Between Alumni Engagement and Frontline Fundraising (Live Event, December)

Donor relations

- Improving Campus Collaboration for Effective Parent and Family Giving (On-Demand)
- Strategies to Increase Donor Participation (On-Demand)
- Enhance Donor Experience by Conducting an Acknowledgement Audit (On-Demand)
- Writing Workshop for Advancement (Live Event, Fall)
- Securing Transformational Gifts: A Conversation About Engaging Principal Gift Donors (Live Event, August)

ADV services

- Bridging the Gap for Major Gifts Between Frontline Fundraisers and Advancement Services (On-Demand)
- Beyond Salary: An Uncommon Strategy to Recruit and Retain Advancement Professionals (On-Demand)
- Developing an Advancement Intern Program (On-Demand)
- Key Considerations for Strengthening Prospect Management and Gift Officer Collaboration (Live Event, October)

CFR

- Aligning Campus Stakeholders for Holistic Corporate Engagement (Live Event, August)

Marketing & Communications

- Writing Workshop for Advancement (Live Event, November)

Institutional & Academic Planning

- Academic Program Evaluation and Management: Planning, Predictions, and Pitfalls (On-Demand)
- Creating the Conditions for Your Institution to Be More Innovative, Adaptive and Resilient – A Series on Intrapreneurship in Higher Ed (WC series, July - November)
 - Transforming Community Colleges (On-Demand)
 - Making Innovation Fundamental in the Research-Intensive University (Live Event, September)
 - Renewing and Strengthening the Regional University (Live Event, October)
 - Designing a Baccalaureate Program for Future Generations (Live Event, November)
- Integrating Academic Program Prioritization into Your Current Shared Governance Structure (Live Event, August)
- How to Manage and Optimize Your Academic Program Portfolio (Live Event, November)