

# Professional Development for Graduate Faculty and Program Directors

T. Laine Scales Ph.D.

Associate Dean for Graduate Studies and  
Professional Development

Baylor University



## Graduate Program Directors

- Usually their first administrative role
- Need a focus on leadership
- Assessment Tools
- Knowing our Resources

# Professional Development – Graduate Faculty & Directors



Graduate School

Half-Day Orientation for  
New GPDs

Fall check in (handout)





## Strategies

- Providing programs
- Stealth training and coaching
- Embedded within existing university programs



## Stealth Training: Graduate Council Meetings

- Roundtable conversation with prompts
- Panels



# Professional Development – Graduate Faculty & Directors



Graduate School

Stealth Training:

Provost's Summer  
Academic Seminars



# Professional Development – Graduate Faculty & Directors



Graduate School

Stealth Training: ongoing  
Coaching with Chris

Shared Materials  
(handbooks and policies)





## Identifying Graduate Faculty needs

- Graduate Program directors
- Graduate faculty
- and students



# Professional Development – Graduate Faculty & Directors



Graduate School

Faculty Development  
Series (handout)



# Professional Development – Graduate Faculty & Directors

## Embedded Faculty Development

e.g. Speaker on mentoring graduate students



# Professional Development – Graduate Faculty & Directors



Embedded Faculty  
Development

Academy for Teaching  
& Learning

Faculty Interest Group  
3 lunch sessions and a book





What we have learned:

## **GPD Orientation:**

Focus on leadership; management will happen  
Split in two sessions



What we have learned:

### **Faculty Workshop Series**

Use Recognized leaders

(Chairs, GPDs, seasoned profs)

More targeted invitations

Take advantage of visitors

# Professional Development – Graduate Faculty & Directors



What we have learned:

We must coordinate  
campus events

University-wide Graduate  
Professional  
Development committee

