

Advancing Success through Coaching, Equity, Networking, and Development (ASCEND) Program

August 19 – December 2, 2025

Session	Date	Topic	Objectives
1.	August 19	Kick-off event	<ul style="list-style-type: none"> • Identify individual and group goals for the program • Get to know the cohort
2.	September 9	Mentoring and developmental networks	<ul style="list-style-type: none"> • Discuss potential issues impacting (e.g., impact of isolation, additional service requests of “tax”) • Identify the strengths & gaps in your developmental network • Create a plan to strategically enhance your network • Develop networking skills • Identify personal and systemic barriers to you and others creating robust developmental networks • Give and receive feedback effectively
3.	September 23	Getting promoted – knowing and showing your value in academia	<ul style="list-style-type: none"> • Create a plan to develop and show your value through CVs and folios • Understand promotion criteria • Identify teaching, scholarship, service, and other important opportunities for academic promotion
4.	October 7	Time management: Strategically saying yes and no to achieve your career & life goals	<ul style="list-style-type: none"> • Identify projects/tasks that are of the highest and lowest value to your career and life goals, and map back to how you are currently spending your time • Understand how and when to say yes and no
5.	October 21	Self-reflection, awareness, and assessment: Understanding your personality & leadership style	<ul style="list-style-type: none"> • Recognize your personality style, its strengths and vulnerabilities • Identify how diversity in personality styles, if honored, enhances productivity • Role of imposter syndrome: fighting our doubts • Graceful self-promotion (<i>“How to toot your horn without blowing it”</i>) • Develop skills to advocate effectively to get what you need to succeed
6.	November 4	Understanding how to avoid and rise above the common pitfalls to success in academia	<ul style="list-style-type: none"> • Openly define and discuss bias, imposter syndrome, and stereotype threat and their potential implications and mitigators in academia. • Identify your career goals, resources, and opportunities that will advance your career goals • Strategically saying yes and no to achieve your career goals
7.	November 18	Art & style of interpersonal communication	<ul style="list-style-type: none"> • Effectively lead meetings • Communicate to gain respect without compromising your values • Identify and gain buy-in from key stakeholders • Give and receive feedback effectively • Elevator pitches
8.	December 2	Finale Event	<ul style="list-style-type: none"> • Leader Coaches/Department/Division leaders welcome • Project report out • Reflections and recognitions