2026 First Year Participant Courses

1120 — The Business of Higher Education

This course will provide an introduction to the business of higher education. Higher Education as a business is a fascinating mix of non-profit mission, economic factors of supply and demand, management strategies, and service line (athletics, housing, research, medicine, etc.) management. The course will address the macro factors facing the industry (population and demographic change) and the analysis of the financial health of colleges and universities.

Learning Objectives:

- An understanding of the current forces affecting the industry
- An understanding of the key elements of financial health
- Business drivers that affect higher education service lines
- And possible management strategies to improve how businesses can improve in the future.

1130 — Fundamentals in Accounting

You might have heard that accounting is the language of business. This course is designed to teach you to understand and speak that language in the higher ed environment. In this course, attendees will gain a comprehensive introduction of the basic principles and practices of accounting, focusing on the communication of financial information vital for effective decision-making. The course includes the fundamental concepts of accounting and reporting standards in higher education, with emphasis on developing the skills necessary to understand and apply these principles in your daily work. By the end of the course, participants will possess the necessary skills to interpret financial data, assess key financial information for their institutions, and make informed managerial decisions to drive organizational success.

Learning Objectives:

- Understand the basic principles of accounting and their application in higher education contexts.
- Communicate financial information effectively to stakeholders, including administrators, faculty, staff and governing bodies.
- Utilize financial information in decision-making for institutional operations.
- Analyze and interpret financial information to assess the financial health of an institution.
- Describe the importance of internal controls in safeguarding assets and ensuring compliance with regulatory requirements in higher education environments.

1135 — Principles of Accounting and Financial Reporting

Delve into the intricate realm of collegiate accounting where a comprehensive exploration of advanced principles awaits. This course delves beyond the fundamentals, focusing on the nuanced application of FASB and GASB standards within the context of higher education institutions. Participants will engage with sophisticated analyses of the multifaceted challenges inherent to college and university accounting, including the navigation of intricate financial issues and the application of best practices in reporting. Tailored for seasoned professionals with prior exposure to college accounting, this course equips participants with the expertise needed to address specialized accounting dilemmas and emerging concerns within academic financial landscapes.

Learning Objectives:

- Recall and apply foundational accounting concepts.
- Identify appropriate accounting guidance for your institution using GASB or FASB.
- Evaluate your institution's approaches to endowment accounting, contributions, and gift acceptance.
- Describe unique issues for capital accounting at a college.
- Interpret lease guidance and determine best practices for compliance.
- Explain guidance related to software subscriptions and develop procedures for capturing information.
- Calculate and Interpret performance indicators.

1140 — Introduction to Purchasing - Policies and More

This course provides a general overview of how to make an institutional purchase and how to work with procurement offices and suppliers. Content includes where purchasing rules/policies originate, fundamental business and ethical principles, different organizational purchasing structures and processes/techniques to achieve balance between the campus goal of getting purchases fast, incorporating best value and risk mitigation.

Learning Objectives:

- Learn the steps to making an institutional purchase.
- Understand the roles and responsibilities regarding purchases.
- Understand the common rules, statutes, policies for purchasing.
- Explore best practices, tips & tricks of procurement.

1145 — The Beginners Guide to Insurance and Risk in Higher Education

Insurance and Risk Management are integral to protecting our colleges and universities as they seek the achievement of strategic goals. Sooner or later, for every business officer, the dreaded topic of insurance will arise, with its confusing terminology and complex questions. This course will provide attendees with a foundational understanding of the various risk exposures associated with higher education and how insurance and other risk management techniques provide protection and security against these exposures. Attendees will be encouraged to share real-world experiences, both personally and professionally, involving insurance and risk. This course will engage attendees through the use of interactive polls, multiple choice questions, and an open Q&A.

Learning Objectives:

- Identify and understand the primary risk exposures in higher education.
- Describe the basic lines of insurance coverage and how they apply to higher education risk exposures.
- Recognize key insurance terms and potentially problematic language.
- Provide essential guidance to colleagues on the core principles of insurance and sound risk management.

1146 — Putting the “Super” in Supervision

This session will emphasize the important but sometimes undervalued role that supervisors play in the success of an institution. It will look at some essential skills needed to be effective supervisors as well as issues, personalities, and actions which can interfere with supervising an effective work force. It will include assessments and group discussion. Becoming a “super” supervisor should not be just an accident or dumb luck. Eleanor Roosevelt offers this maxim: “to handle yourself, use your head; to handle others, use your heart.” In this session we will explore what that might look like and offer some useful practices for making that happen in your workplace.

Learning Objectives:

- Consider and discuss what in their opinion/experience makes for a good supervisor.
- Develop a good understanding of the critical role supervisors play in the institution.
- Review what research suggests as critical skills for supervisors.
- Identify obstacles that hinder the effective development of supervisors.
- Challenge participants to create a personal action plan for becoming a "super" supervisor.

1147 — Why I Like You, Why I Don't

Determining whether we like a new acquaintance actually occurs within the first half-second of contact. People react to a new acquaintance based on which of four behavior styles that person immolates. People with similar behavior styles tend to like each other. Opposites? Not so much. These initial subconscious reactions to others impact personal and professional relationships. To be effective team builders, managers must be able to neutralize first impression reactions. This is especially important when attempting to integrate staff that don't think or act the same way.

Why I Like You, Why I Don't is a popular class that includes a self-administered behavior assessment questionnaire ("As I See Myself") that gives each participant the opportunity to understand their preferred way of doing things. The objective is not to change personal behaviors. However, by understanding how our preferred way of doing things may be different (but not better) than others, participants will be able to:

- recognize style differences;
- neutralize first impression biases; and
- create stronger personal and professional relationships.

Learning Objectives:

- Following the completion of a self-assessment questionnaire, participants will be able to identify the strengths and weaknesses of their personal behavior style.
- Understand the importance of having teams with members with different behavior styles.
- Help leaders neutralize first impression biases to create more inclusive workplace relationships.

1148 — Leading from Within: The Art of Self-Reflection

Leading From With: The Art of Self Reflection is designed to empower current and aspiring leaders to harness the transformative power of introspection and emotional intelligence as catalysts for personal and professional growth. This session delves into the essential role that self-reflection and emotional awareness play in effective leadership, guiding participants to uncover how their internal beliefs, values, emotions, and thought patterns influence their external actions, relationships, and results.

Participants will engage in an interactive exploration of leadership authenticity, self-awareness, empathy, and alignment, four foundational elements of emotionally intelligent leadership that drive sustained influence and resilience. This engaging and introspective experience equips leaders to move beyond reactive leadership, empowering them to make intentional, emotionally attuned, and values-driven decisions that inspire trust, connection, and commitment among those they serve.

Learning Objectives:

- Demonstrate increased self-awareness by identifying how personal beliefs, values, emotions, and thought patterns influence leadership behavior, decision-making, and relationships.
- Apply self-reflection and emotional intelligence practices to shift from reactive leadership responses to intentional, values-driven actions that strengthen trust, empathy, and authenticity.
- Develop a personal leadership reflection plan that integrates self-awareness, emotional regulation, and alignment to support sustained leadership effectiveness and resilience.

1150 — Human Resources

This course will provide an overview of the human resource management function at institutions of higher education. Participants will obtain a foundation of information related to processes and techniques for effectively recruiting, interviewing, developing and retaining qualified staff in the higher education setting. This session reviews basic elements of the human resource process including job analysis, recruitment, selection, orientation and development, performance management, compensation and benefits. Techniques to be applied in each of the elements and interdependencies will be discussed.

Learning Objectives:

- Part 1
  - Identify the context of workforce/people challenges in higher education.
  - Identify and discuss the importance of integrated people strategies in organizations.
  - Develop an employment philosophy/relationship that balances employee needs and employer expectations.
  - Identify the key people costs in an organizational budget.
  - Identify the elements of a comprehensive human resources systems model – and how they interact in the life cycle of an employee at an organization.
- Part 2
  - Identify the key elements of compensation approaches by organizations.
  - Identify how salaries are connected to markets, and the impact of searching for experience as a qualification.
  - Identify the elements of the "Job Performer System" (Rummler & Brache) and how they can impact employee productivity.
  - Identify models and strategies that colleges and universities utilize to build and maintain health benefits for employees.
  - Identify the elements of provided retirement programs and future possibilities for institutions.
- Part 3
  - Identify best practices in developing a talent management strategy including: the search process, "1st year experience", and a workforce plan.
  - Explain the criticality of feedback and expectations including management/leadership development, performance reviews, and a link to rewards.
  - Demonstrate the value of utilizing the "Intent, Behavior, and Impact" model when interacting with groups of people.

1155 — Compliance 101

This session will provide participants with tips to manage compliance at their college or university whether they have a centralized compliance office or a decentralized system. Participants will learn how to develop a compliance program or enhance an existing program.

Learning Objectives:

- Be able to identify and track compliance with federal and state laws governing higher education institutions.
- Be able to develop or enhance the compliance program at your institution.
- Basic understanding of current hot topics in compliance.

1156 — Partnering for Student Success

Student success is everyone's responsibility within the institution and understanding how student affairs operates within the context of higher education is paramount to being able to identify how to best support this work. This session will not only review the basic structure and operations of student success/student affairs in higher education, but also highlight innovative practices which have tapped into the power of partnership to yield positive results.

Learning Objectives:

- Participants will be able to describe the fundamental structure and operation of student success/student affairs in higher education.
- Participants will be able to identify at least four support areas that positively contribute to student success.
- Participants will be able to discuss the impact that partnerships can have on contributing to student success.

1158 — Presence & Power: Leading with Impact and Confidence

In today's leadership landscape, the ability to command attention and influence others is more than just a skill—it's a presence that can transform your leadership and drive results. In this dynamic session, you'll learn how to cultivate your unique leadership presence and leverage it to inspire action, create meaningful connections, and drive impactful change within your team or organization.

By integrating practical tools and actionable insights, you'll leave with a clearer understanding of how to show up confidently, elevate your influence, and lead with purpose.

Learning Objectives:

- Develop the core elements of a powerful leadership presence and learn how to project confidence in both individual and team settings.
- Master strategies for leading with impact by improving your communication, decision-making, and emotional intelligence.
- Create actionable plans for increasing your leadership influence, enhancing team engagement, and driving positive outcomes within your organization.

1159 — Creating Shared Services 101: Building Collaborative Business Operations in Higher Education

This entry-level session will introduce participants to the fundamentals of designing a shared services model for business operations at the department or divisional level in higher education. Participants will learn what shared services are, why institutions adopt them, and how they can improve consistency, efficiency, and service quality. The session will cover key concepts such as defining scope, clarifying roles and responsibilities, establishing service expectations, and engaging stakeholders in a collaborative process. No prior experience with shared services is required.

Learning Objectives:

- Basic understanding of what a shared services model is and how it applies to higher education business operations.
- Be able to identify common drivers, benefits, and challenges of shared services at the department or divisional level.
- Be able to outline initial steps to explore, plan, or support a shared services initiative at your institution.
- Basic understanding of strategies to communicate changes and gain buy-in from key campus stakeholders.

1161 — Beyond the Pitch: Lessons Learned from Ted Lasso

The TV series Ted Lasso found an interesting place in the American psyche. It's a story about an American football coach who was hired to coach a European football (i.e. soccer) team. He was hired by Rebecca, the team owner, specifically to make the team to fail and to destroy the Richmond football club just so Rebecca could spite her ex-husband—the former owner. Ted comes along and eventually wins her over, as well as many others, with his disarming and endearing ways. Many who have seen the series call if one of the best. Others have found its niceness a bit much. But, as one reviewer wrote, "You can't help but be drawn into it, no matter how much you hate its niceness." For this class, we will examine the "Ted Lasso way" and consider applications which can be applied to our respective organizations and workplaces.

Learning Objectives:

- Using quotations and video clips from the series, participants will identify several key qualities, characteristics exhibited and practiced by the Ted Lasso character.
- Participants will analyze the qualities and characteristics demonstrated and then discuss the potential impact for their organizations and workplaces.
- Participants will learn/understand that the fundamental message of Ted Lasso is about the kind of organizational culture each of us creates as we navigate the wins and losses we experience in our workplace.

1170 — Facilities Management

This session will provide participants with a comprehensive overview of the many hats a facilities management (FM) leader must wear simultaneously to support the multiple functions and demands in a university. FM is a complex organization that provides critical foundational structure in the form of physical and spatial infrastructure and services to support the academic mission and business needs of a university. In FM, the core business is the integration of the campus community, processes, space allocation and distribution into physical and spatial environments to drive the success of all university programs. The best FM service platforms are transparent, integrated and customer focused. This session will provide participants with insights on elements that drive high performance and success in FM.

Learning Objectives:

- Overview of the Four Core Functions of Facilities Management
- Basic Accounting and Financial Modeling in Facilities Management
- Overview of Asset Stewardship and Management
- Approaches to Collaborative Facilities Management and Campus Administrative Support

1172 — Facilities Tour - James B. Beam Institute

Founded in 2019, The James B. Beam Institute for KY Spirits (JBBI) aims to lead the advancement of the distilling industry through education, research, community, and social responsibility. A testament to the enduring partnership between the University of Kentucky and industry leaders, Beam Suntory's generous $5 million donation facilitated the establishment of an unparalleled on-campus distillery. This cutting-edge facility boasts a state-of-the-art classroom, a meticulously crafted food-safe laboratory, and the distinction of being the world's largest teaching and research distillery. The institute offers the Distilling, Wine, and Brewing Studies (DWBS) Certificate, open to any and all enrolled students at UK. From grain to glass, the institute's research initiatives span the entirety of the distillation process, underpinned by a steadfast commitment to sustainability and social responsibility. Presently, the institute has over 60 faculty fellows whose expertise spans a broad range of disciplines, including business, marketing, history, hospitality, engineering, and sciences.
In this tour, participants will:

- Appreciate the economic impact of the bourbon industry in Kentucky.
- Understand the history of the founding of JBBI.
- Identify the manpower/roles needed to run such a facility.
- Learn the safety precautions and trainings necessary for this unique facility.

1173 — Facilities Tour - Gatton Student Center & The Cornerstone

Embark on an enlightening journey with the Gatton Student Center and Cornerstone tour, where we highlight our dedication to providing unmatched experiences and facilities for our dynamic campus community. Explore an array of engaging events and versatile meeting spaces, alongside welcoming common areas, an Esports Lounge, and entertainment hubs furnished with state-of-the-art technology and versatile amenities. Discover the multitude of organizations, conveniences, and services available to both our campus and Lexington community at the University of Kentucky. Our expert guides will share insights into the operation and management of these exceptional facilities, offering a deeper understanding of their inner working and the dedication behind their seamless function.
Learning Objectives:

- Becoming Familiar with Facilities: Conference participants will acquaint themselves with the layout, amenities, and services available within the Gatton Student Center and The Cornerstone. This encompasses exploration of spaces such as the UKFCU Esports Lounge, various meeting and event venues, retail and residential dining options, as well as recreational facilities.
- Comprehending Services: Participants will grasp the range of services available within the Gatton Student Center and The Cornerstone, designed to support both the campus and the surrounding community.
- Exploring Campus Resources: Attendees will gain insight into the wealth of campus resources accessible through the Gatton Student Center and The Cornerstone. This encompasses access to student organizations, academic support services, technology assistance, cultural centers, and Esports facilities.
- Appreciating Collaborative Partnerships: Participants will recognize the impact of collaborative partnerships, particularly through public-private initiatives. This collaborative approach is evident in the physical evolution of our campus and is exemplified in the development of dining facilities and student life spaces.

1176 — Facilities Tour - Gray Design Building

Join us for an exclusive tour of the Gray Design Building, the University of Kentucky's innovative new home for the College of Design. Once a Reynolds Tobacco warehouse, this transformed space now features cutting-edge design studios, collaborative workspaces, and sustainable technologies like the university's first geothermal climate control system. You'll explore the expansive central clearing, illuminated by clerestory windows for natural lighting, and the Fabrication Dock, an outdoor workspace for large-scale student projects. This tour offers a unique glimpse into how the Gray Design Building fosters creativity and elevates design education at UK.

Learning Objectives:

- Learn how the building was transformed from a tobacco warehouse into a modern space for design education.
- Understand how the building uses green technologies like geothermal heating and natural lighting.
- Get familiar with key areas like the design studios, central clearing, and the Fabrication Dock.
- See how the building's layout and features support creativity, learning, and collaboration.

1178 — Facilities Tour - The Studio (Learning/Research Lab)

Welcome to the Downtown Studio, a 20,000-square-foot state-of-the-art production facility located in the Central Bank Center. This space is a hub for news, lifestyle content, NIL production, commercial work, and corporate PSAs, offering students and professionals access to cutting-edge technology and industry-standard equipment. In partnership with the College of Communication and Information, UK Athletics, CBC, and JMI Sports, this facility provides unparalleled hands-on learning opportunities in media production, sports broadcasting, and digital storytelling. Originally envisioned as a food court, the space has been transformed into a premier media production environment, redefining how students engage with real-world content creation. Students can reach the studio via several accessible walking routes from campus, or by using UK's campus transit system and the Transit App for real-time bus tracking (Drop off at CS). For those enrolled in select media courses, parking access is provided through a designated lot at the Central Bank Center. Clear signage, entry instructions, and campus communications ensure students can easily navigate to and from the facility.

Learning Objectives:

- Recognize the Purpose and Capabilities of Each Production Space
    - Identify how each space (Studio A, Studio B, Podcast Room, Control Rooms, and Classroom) serves specific roles in live production, post-production, and content creation.
- Understand the Workflow of a Professional Studio Environment
    - Recognize the process of producing live and recorded content from pre-production to broadcast, including how control rooms, studio cameras, audio systems, and LED walls work together.
- Explore Real-World Applications of Industry Equipment and Software
    - Gain awareness of the professional tools used in the space, including ROSS production systems, robotic cameras, cyclorama walls, and podcast setups.
- Understand the Role of Collaboration in Media Production
    - Understand how students, faculty, and industry partners like UK Athletics and JMI Sports collaborate to create branded content, live shows, and digital media.
- Envision Student Learning and Career Opportunities
    - Recognize how the UK Digital Studio serves as both a hands-on learning environment and a showcase space that prepares students for careers in media and communication through real-world experience in broadcast journalism, sports media, podcasting, and commercial production—while also enhancing UK's reputation as a hub for digital media innovation.

1179 — Facilities Tour – Pence Hall

Come join us for a tour of the newly renovated Pence Hall. Completed in 1909, Pence Hall originally housed Physics and Civil Engineering and was named for Merry Pence, chair of the physics department and the building's designer. It later housed the architecture program and College of Design until those units moved to the Gray Design Building. Following a renovation through the University's Asset Preservation Initiative, Pence Hall reopened in August 2025 as the new front door for the College of Communication and Information.

The renovation honors the history of Pence, keeping many of the building's historic elements including the building frame, interior brick walls, main entrance, wrought-iron staircase and original hardwood floors while modernizing the space to support contemporary teaching and media production. For this $32 million project, state Asset Preservation funds and CI's philanthropy offset all but $2.36 million.

Today the 24,000+ net square foot building is home to the Office of the Dean, CI Advising, the Department of Communication, the School of Journalism and Media, and Student Media. Pence completes a CI neighborhood in the heart of campus, along with McVey Hall and Lucille Little Library (with connectivity to the Downtown Studio). Pence's two Mac labs, five classrooms, seminar room and 154-seat auditorium serve nearly 400 students each class period. Thousands of students from multiple colleges across campus take courses daily in these centrally located UK classrooms.

Learning Objectives:

- Understand the historical evolution and adaptive reuse of Pence Hall, including how the renovation balanced historic preservation with modern academic and operational needs.
- Recognize the role and impact of the University's Asset Preservation Initiative in supporting the renovation and long-term stewardship of campus facilities.
- Explore how strategic facility investments can strengthen college identity, collaboration, and campus presence.
- Observe how the building's layout, learning spaces, and shared areas support creativity, teaching, and collaboration.

1180 — Facilities Tour – Kentucky Proud Park

Kentucky Proud Park, opened in 2019, is the home of Kentucky Baseball and is considered one of the premier college baseball facilities in the country. The $49 million stadium features seating for nearly 2,500 fans, premium suites and club areas, a large video board, and expanded player development spaces including locker rooms, training areas, indoor hitting and pitching spaces, and coaching offices. The park is named in honor of Kentucky Proud, recognizing the state's agricultural heritage and the partnership between UK Athletics, Kentucky Farm Bureau, and the Kentucky Department of Agriculture.

Learning Objectives:

- Examine how a modern collegiate athletic facility supports fan engagement and student-athlete development.
- Explore funding and naming partnerships and how they advance institutional and state branding goals.
- Discuss key operational considerations in managing a premier baseball venue.
- Consider how athletic facilities contribute to broader institutional strategy, including donor relations and community partnerships.