

Dr. Brad Shuck, associate professor in the Department of Educational Leadership, Evaluation, and Organizational Development, has had a productive start to 2021. Click to read more about Dr. Shuck's accolades and awards in the New Year.

Just shy of two months into 2021 Dr. Brad Shuck, associate professor in the department of educational leadership, evaluation, and organizational development, has already made it one for the books.

On January 28th, Dr. Shuck was named recipient of The Trailblazer Award, an honor granted by the Office of the Executive Vice President for Research and Innovation alongside its technology transfer arm, the [Commercialization EPI-Center](#). Awarded to researchers for work in new areas of innovation at UofL, Dr. Shuck was recognized for the creation of the Employee Engagement Scale, a software that helps companies measure workforce engagement.

Shortly thereafter, Dr. Shuck was awarded the Outstanding HRD Scholar Award from the



Academy of Human Resource Development, given to individuals who have made significant contributions to their field over a lifetime. At just 41 years old, Dr. Shuck is the youngest person to receive the prestigious award, and the only individual who has not held a full professor title when awarded.

Along with a feature on the prominent Hewlett-Packard Enterprise podcast ([listen here](#)), and [national rankings for his department](#), Dr. Shuck has a myriad of reasons to celebrate.

“So far, we have had a really great year,” said Dr. Shuck. “It is incredible that our team has been recognized for the hard work and dedication we have to our students and to their experience here at UofL.”

However, Dr. Shuck notes that the year has presented unique challenges – challenges to which he has certainly had to adapt.

“During the pandemic, there was so much to balance,” Dr. Shuck noted. “My wife was home teaching kindergarten and my daughter home with us doing 4th grade in her bedroom. Some days, we did nothing and forgot to eat dinner. Other days, we all put our heads down to get the work done. It was really, really hard to balance. What helped me stay focused was my team – our faculty at UofL are amazing and that kind of momentum lifts everyone, including me. Any accolades that might come my way I would deflect right back to the faculty in HROD and to my chair Dr. Sharon Kerrick, and our Dean, Dr. Amy Lingo.”

An expert in the areas of employee engagement, positive psychology, and organizational development, Dr. Shuck knows first-hand the importance of leadership, particularly during uncertain times.

“The advice that I would give leaders [right now] is that employee engagement is not the right focus – wellbeing is. So many people are getting ready to integrate back into work. Some have been sick, are nervous, are emotionally exhausted, and stress levels are chronic. Ensuring that your team and your people are okay – emotionally, socially, and physically – should be the focus.”

Also noting the importance of self-care and self-compassion, Dr. Shuck notes that he has been diligent about taking care of himself and his loved ones alongside his work obligations. Forming a routine, physical activity, and humor are just a few of the ways Dr. Shuck lists as his personal coping strategies.

“I try really hard not to take myself too seriously,” he notes. “My students know that some days I have a hoodie and a headband on; the faculty on my team know that they can come to me about anything – work or personal, it does not matter. Most days I keep a small gratitude journal to help ground my day and give me perspective. I am super goofy at home and we laugh a lot. My wife always says, “If people could see you at home, they would never believe it.”

As for the future, Dr. Shuck is moving full-speed ahead.

“I hope to help support expansion of new contracts and sponsored research projects in the CEHD. I’d love to have \$100,000 in new projects this year, with the goal of \$250,000 of sustained funds over the next three years.”

We can be certain of one thing – Dr. Shuck will continue making positive contributions to our college, our university, our workplaces, and our world for years to come.

