



Call for Participants

In Spring 2020, Academic Personnel will launch an Academic Leadership Academy for current and emerging academic leaders. The purpose of the academy is to enhance and diversify the University's leadership capacity, serving both to strengthen the skills of those who are already in leadership positions and providing a venue for career development for those who are seeking opportunities to lead. The academy is for academics who want to learn more about academic leadership and develop leadership skills and confidence. Specifically, participants will:

- Develop leadership skills and resource knowledge.
- Better understand campus academic leadership roles and the processes of appointment.
- Network across disciplines and cultivate shared knowledge about the environment in which we work—the campus, the CSU, and the landscape of higher education.

Who: Tenured and tenure-track faculty, librarians, and lecturers; associate deans, department chairs, department heads, center directors, faculty fellows, and persons interested in serving any of those roles.

What: Six 2-3 hour structured sessions with: discussion of a reading, guest speaker, and a skill-development activity

When: Six Fridays, 9 a.m. – 11:30 a.m.: March 13, April 3, April 17, May 1, May 15, and June 5 (on June 5 a lunch reception to follow). *Please be available to attend all sessions.*

How to Apply: No later than January 24, 2020, email your dean and Adrienne Ratner at Academic Personnel to express your interest and commitment to attending all sessions. Briefly explain why you are interested in participating and what you hope to gain from participation in the academy.

Questions and Applications: Adrienne Ratner (65237; ratner@calpoly.edu) or Al Liddicoat (65217; aliddico@calpoly.edu)

Outline of the Academic Leadership Academy*

- I. Framing Academic Leadership
 - a. Unique aspects of academic leadership
 - b. Definitions and components of leadership
 - c. Barriers to Academic Leadership
 - d. Service v. Institutional Leadership
 - e. Leadership pathways and careers
- II. Challenges in Higher Education
 - a. Relationship between mid-career faculty and future leadership
 - b. Decreased state funding
 - c. The CSU Graduation Initiative 2025
- III. Leadership in a Complex Environment
 - a. Leadership in a shared governance and unionized environment
 - b. Sustaining leadership; conflict; difficult people
- IV. Difference and Diversity in Higher Education.
 - a. Diversity, Equity and Inclusion for leaders
 - b. Effective faculty and administrator traits and skills
 - c. Positive leadership: definitions, approaches, and application
- V. Finding a leadership style that works for you
 - a. Accountability and responsibility in higher education today
 - b. Articulating your core values
 - c. Developing a “Professional Experience Plan”
 - d. Leadership trajectories
- VI. Providing Leadership that works for others
 - a. Core Values and Leadership Trajectories, continued
 - b. Finding positive styles and approaches that work for our environment and campus
 - c. Conflict Resolution 2.0
- VII. Sustaining Leadership in Higher Education
 - a. Mentorship
 - b. Reception

*Many thanks to Dr. Michael Kaufman, Dean of the San Jose State University College of Science, and the SJSU Deans’ Leadership Academy

Readings will include: *Reframing Academic Leadership*, by Lee G. Bolman and Joan V. Gallos (2011), *Positive Academic Leadership*, by Jeffrey Buller (2013), and articles from *The Chronicle of Higher Ed* and other publications.