

## **President's Leadership in Action Academy (PLAA)**

### Overview

- The PLAA is to be established in spring 2014 as a professional development opportunity for aspiring leaders.
- The Academy replaces the ECU Academic Administrative Internship Program for Women and Minorities. ECU continues to support diversity in this new initiative.
- The Academy is offered on a one-year cycle; first class will begin in fall 2014.
- The Academy will typically have up to 10 participants each year, but may be expanded at the discretion of the President.
- For faculty participants, the Academy will not offer release/reassigned or supplemental pay for participating. Staff participants will not receive supplemental pay; however, attendance at regularly scheduled meetings will be considered time worked.

### Academy participants have the opportunity to:

- participate in quality professional development experiences;
- increase their awareness of the complexity of issues facing the University and postsecondary education in general;
- expand their understanding of the environment in which University decisions are made;
- develop and implement a solution to a challenge faced by the University through a cohort project;
- put leadership into action through an internship;
- serve as program mentors with subsequent classes, putting leadership into action; and
- serve, as Academy alumni, on and/or lead internal and external committees related to University.

### Academy Eligibility

- The PLAA is open to faculty and staff exhibiting the potential for effective leadership and career advancement.
- Candidates must be willing to commit to consistent participation, which is necessary to maximize learning and the success of Academy.

### Nomination and Selection

- Candidates may be nominated or may self-nominate using the Nomination and Application Form found on President Benson's ECU webpage. In all cases, the candidates must have the approval of their supervisors and the appropriate Dean/Vice President.
- Nominating materials will be received by late-February; applications will be reviewed no later than the end of March; and successful candidates of the cohort will be notified by the first of April.
- Applicants will be chosen based upon review of applications and interviews conducted by the President's Leadership in Action Academy Steering Committee. The standing University Committee will consist of ex officio members (Special Assistant to the President, a Dean, and the Executive Director of Human Resources) and two appointed members of the community.

## The Academy

### Four major components of this Program:

- *Leadership* professional development speakers
  - Purpose:
    - Expand knowledge of leadership styles and concepts
  - Format:
    - Regularly scheduled meetings with various University or off-campus individuals to discuss leadership styles and concepts
    - Readings and discussions
    - Field trips
- *Leadership in action* professional development speakers
  - Purpose:
    - Expand knowledge of complexity of issues in higher education and those facing the University
  - Format:
    - Regularly scheduled meetings with various University administrators to gain increased awareness of University functions as well as the challenges facing the University and higher education
    - Readings and discussions
    - Field trips
- Internships
  - Purpose:
    - Become more informed about the responsibilities, activities, and concerns of a University unit/department or external agency
    - Possibly stimulating Academy members to pursue administrative careers
    - Increases communication between administrators/external constituents and Academy members which helps develop fresh perspectives that ultimately benefit each respective unit/department
  - Logistics
    - An Academy member will be assigned to an administrator within a department/unit/college/external entity based on the Academy member's stated preferences and the willingness of the administrator to work with the Academy member.
    - Academy members are given the opportunity to not only shadow, but also to discuss University/external concerns and possible solutions with their administrative mentors.
    - Academy members have the opportunity to attend a variety of meetings and have specific responsibilities for working on ongoing projects and in some cases developing new projects.
  - Format:
    - Minimum 45 hour commitment
    - To be completed in the spring semester
    - To be completed at the end of the internship - brief report describing accomplishments, commenting on insights gained, and evaluating the intern experience.

- Group project
  - Purpose:
    - Identify a challenge facing the University and implement a solution to the challenge
  - Logistics:
    - Academy members will work together to identify a challenge facing the University, develop a solution to the challenge, and implement the solution
    - Academy members will work together either in smaller groups or as a whole.
    - Academy members will present to the Board of Regents, President’s Council, and/or other identified groups(s) a summary presentation of the group project.
  - Format:
    - Identification of challenge to be completed in fall semester
    - Project to be completed in spring semester

**Scheduled Meetings (all from 3-5 pm, scheduled for TLC in Keen Johnson):**

**\*Speaker/activity subject to change**

**\*Format/readings will be determined by speaker at later date**

**2014-2015**

<b>DATE</b>	<b>TOPIC</b>	<b>SPEAKER/ACTIVITY</b>	<b>FORMAT/READINGS</b>
August 26, 2014	Orientation and Reception	President Benson and Steering Committee	<i>To Conquer the Air: The Wright Brothers and the Great Race for Flight</i> by James Tobin
September 9, 2014	Dealing with External Stakeholders	Mr. Nick Perlick and Mr. Scott Cason	
September 23, 2014	Role of Academic Administrators	Provost Vice	
October 7, 2014	Education Leadership Styles and Philosophies	Mr. McFaddin	
October 21, 2014	Role of a University President	President Benson	Discussion Format <i>To Conquer the Air: The Wright Brothers and the Great Race for Flight</i> by James Tobin
November 4, 2014	Budget Process	Mr. Poynter	
November 18, 2014	1)Legal Risks	Dr. Carter Mr. Roan	

	**2)Part 1: Seeking a Solution to a University Challenge (introduce group project and workgroup(s); begin ID'ing challenges EKU faces)		
December 2, 2014	Campus Cultures	Dr. Rezaie	<i>Lean In</i> by Sheryl Sandberg
December 16, 2014	1)Keeping Up with a Changing Landscape **2)Part 2: Seeking a Solution to a University Challenge (identification of challenges)	Dr. Thompson Mr. Roan	
January 13, 2015	External Accountability	Dr. Robinson	
January 27, 2015	PC Roundtable	All PC	
February 10, 2015	Fostering a Student Success Climate	Dr. Laurie Carter & Provost Vice	
February 17, 2015	*Group meeting with internship leaders and Academy participants		
February 18 – May 4, 2015	Internships / small group meetings		
March 17, 2015	Balancing University expectations	Panel discussion: Mr. Roan (moderator) Chair of Faculty Senate (Dr. Richard Day) Chair of Staff Council (Mrs. Leah Banks) President of SGA (Mr. Kyle Nicholas)	
March 24, 2015	Consultation (as needed)		
April 29, 2015	Presentation of group projects (tentatively planned for Whitlock Auditorium)	Regents, PC, others	Presentations by workgroup(s)

May 5, 2015	Presentation of internship reports	President's Council	Presentations by Academy Members
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**\*\*GROUP PROJECT**

-For Part One of Seeking a Solution to a University Challenge, participants will identify a few challenges that EKU faces. They can break into groups and each group will select a challenge. They will use the rest of the session to determine what research they will need to do and who on campus they will need to interview and then assign those tasks.

-Part Two will occur on December 16, 2014. This session would be an opportunity for the groups to work on their project and determine if they have any further research/questions. Doing this will reduce the amount of time the participants have to spend outside of the Academy (and their regular work) on the group project. The groups may have to meet one more time independently to prepare their presentations.

**Social/Activities**

DATE	EVENT	HOST	TYPE OF ACTIVITY
Dec. 3 Valpo; or Dec. 16 ETSU; or Feb. 5 Belmont; or Feb. 11 Morehead	Football or basketball game	Mr. Sandy	Athletic
Oct. 23, 2014, 7:30 pm, Brock Auditorium	Chautauqua Lecture – Ken Adelman's "Reagan at Reykjavik: A Case Study in Strategizing"	Provost Vice	Academic
Nov. 3, 2014, 3:30 pm, second floor ballroom of Keen Johnson	Faculty Senate meeting	Dr. Day	Academic
March 10, 2015, 10:00 a.m. Whitlock Bldg., Room 549	Staff Council meeting	Mr. Poynter	Administrative
September 23, 2014, 5:45 pm, Kenamer Room Powell	Student Senate meeting	Dr. Carter/Mr. Roan	Student involvement
Feb. 2, 2015, 11:15 a.m.	Board of Regents meeting	Dr. Benson	Governance
Spring 2015, to Frankfort	Field Trip	Mr. McFaddin	External