

The **Faculty Leadership Academy** is a way to develop the leadership and managerial skills of our current and future faculty leaders through three specific strategies:

1. Provide a broad overview of the major issues currently facing higher education institutions, particularly small, private, liberal arts colleges.
2. Provide an overarching view of different areas of college operation that illustrate important intersections that influence how we are able to meet our mission of educating our students.
3. Consider the skills and attributes of effective academic leaders, identify your own leadership strengths and make recommendations for working cooperatively with others who may bring their own points of view and/or draw from different leadership strengths.

Details: A two-year leadership program open to all full-time faculty members in their fourth year of appointment or later. Eight participants are selected for each cohort based on strength of application materials, prior leadership record, and future leadership potential. The cost of all materials and resources, including personal CliftonStrengths coaching, is covered by the Office of Academic Affairs. Participants receive \$1,200 in Professional Development Funds for regular attendance and participation in this program (\$600 available following year one; \$600 available following year two).

Sample sessions:

Topic	Resource Materials/People
Admissions Process	V.P. of Enrollment; Conley, "The Great Enrollment Crash"
College Finances	Chief Financial Officer Associated Colleges of the Midwest "Economics of Higher Ed" learning modules
Conflict Resolution	Fisher, Ury, & Patton, <i>Getting to Yes</i> Caspersen & Elffers, <i>Changing the Conversation</i> (excerpt) Polsky & Gerschel, <i>Perfect Phrases for Conflict Resolution</i> (excerpt) Gmelch & Miskin, <i>Department Chair Leadership Skills</i> (excerpt)
Discerning your mission, goals, purpose	Susan Robison, <i>Peak Performing Professor</i>
Diversity, Equity and Inclusion	V.P. of Diversity, Equity and Inclusion
Job Shadowing	Shadowing exercise with college administrator/staff member of choice.
Legal Counsel	College General Counsel
Managing Up	Prior administrators
Mindfulness	Facilitator-led activities, TAO (Therapy Assistance Online)
Responsibilities and Life of an Academic Associate Dean	Academic Associate Deans
Shared Governance	Board of trustees representatives Bahls, <i>Shared Governance in Times of Change</i>
Strengths, barriers and strategies	CliftonStrengths Coach; CliftonStrengths Insight Cards
Student Life	V.P. & Dean of Students, Associate Dean of Student Life, Residential Life Director, Campus Police Chief

For additional information, contact **Wendy Hilton-Morrow**, VPAA, Provost and Dean of the College, Augustana College (wendyhilton-morrow@augustana.edu)