



The Council of  
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American Association  
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Delivering America's Promise

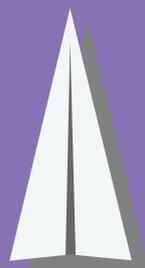
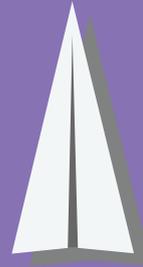
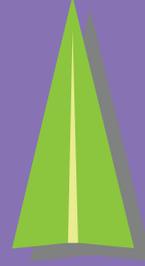


AMERICAN ACADEMIC  
LEADERSHIP INSTITUTE

# Executive Leadership Academy 2023–2024

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A leadership development program  
to prepare college and university  
vice presidents and cabinet-level  
officers for presidencies and other  
senior executive positions



OPENING SEMINAR:

June 26–28, 2023  
Washington, DC

CLOSING SEMINAR:

June 10–12, 2024  
Washington, DC

CIC NOMINATION DEADLINE:

Friday, January 27, 2023  
5:00 p.m. EST

[www.cic.edu/ExecutiveLeadershipAcademy](http://www.cic.edu/ExecutiveLeadershipAcademy)

# Executive Leadership Academy 2023–2024

The Executive Leadership Academy (ELA) is a yearlong program cosponsored by the Council of Independent Colleges (CIC), the American Association of State Colleges and Universities (AASCU), and the American Academic Leadership Institute (AALI) to prepare experienced provosts and vice presidents to move to positions of greater responsibility, including presidencies. Participants will acquire knowledge, skills, and experiences germane to the responsibilities and activities central to the work of a president or other senior-level leader. The program assumes that participants will remain in their current positions throughout the program.



*“The ELA, hosted by CIC, was a transformational professional experience for me—it was one of the most pivotal career development opportunities in my life thus far. The Academy allowed my cohort to engage with colleagues from across the nation who were focused on advancing higher education beyond the 21st century.”*

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—Wayne Knox  
ELA 2017–2018  
Vice President and  
Chief Operating Officer,  
Huston-Tillotson University

## Developing the Next Generation of Presidents

The president’s role, as well as that of other senior administrators, has changed. It now requires an understanding of all aspects of the institution—from enrollment to endowment management and from governmental to alumni relations—not to mention inclusion and belonging, athletics, fundraising, marketing, student affairs, strategic planning, and financial management. The president’s necessary expertise also has expanded beyond institutional borders, to include regulatory and legislative issues and crisis communications. Further, it is more essential than ever that the pipeline of senior leaders prepares a diverse range of candidates from all backgrounds to succeed. ELA develops the wide-ranging skills that new presidents and senior executives will need to meet the challenges of today’s educational environment and serve today’s students.

## Program

The program consists of:

- Two seminars in Washington, DC, (June 26–28, 2023, and June 10–12, 2024) led by current and former presidents as well as specialists in key areas;
- A highly individualized Professional Experience Plan (PEP) designed to fill gaps in the participant’s expertise and experience;

- Mentorship by both the participant’s current president and the program director;
- Individualized executive coaching; and
- Peer-to-peer participant-led webinars, regional gatherings, and activities.

## Program Leadership

Linda Bleicken, president of AALI and president emerita of Armstrong State University, will direct this year’s program. In the coming year, AALI will celebrate more than five years of her leadership and welcome her successor.

## Participants

Individuals currently serving in cabinet-level positions in any division of their institution are eligible to participate. Approximately 35 participants will be selected for the 2023–2024 cohort—half from CIC member institutions and half from AASCU institutions.

## Costs

The program fee for the 2023–2024 academic year is \$2,950. This fee includes all program costs as well as meals during the two seminars. The participants or their institutions are responsible for travel and lodging expenses.

## Fellowships Available

With generous support from AALI, CIC offers fellowships to encourage broad and representative participation in ELA. Preference is given to nominees from under-resourced institutions that otherwise might be unable to support their participation. Nominators should indicate whether they wish a nominee to be considered for a Fellowship.

The ELA is generously supported by  
AALI and Academic Search.



*“There are many unknowns as it relates to the process of pursuing an advanced position in higher education and this program truly addressed the process from application, interviewing, on-boarding, and negotiation/communication in the role.”*

Amy Clark  
ELA 2021–2022  
Vice President for Academic Affairs,  
Nebraska Methodist College



*“For me, hearing candid accounts of the experiences of my colleagues, both about present challenges and about goals and planning for the future, was extremely valuable. Their stories and insights enhanced my ability to do my current work during these challenging times.”*

J. Walter Sterling  
ELA 2021–2022  
Dean of the College,  
St. John’s College (NM)



*“The practical nature of the program was most impactful, including sessions about how to develop a CV, write a cover letter, prep for an interview, and negotiate a contract. I was in the middle of a search process and the knowledge gained was valuable. So much so that I became a president by the time the program ended.”*

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—Andrew Flamm  
ELA 2021–2022  
President, Grace College  
and Seminary

## Nomination

Nomination materials for individuals from CIC member institutions must be submitted on the CIC website at [www.cic.edu/ExecutiveLeadershipAcademy](http://www.cic.edu/ExecutiveLeadershipAcademy).

Nominations must come from the president to whom the nominee reports and indicate the president’s commitment to serve during 2023–2024 as a mentor. Individuals who wish to be nominated should discuss the opportunity with the president to request nomination.

The nomination packet should consist of the following items:

- A nomination form, available at [www.cic.edu/ExecutiveLeadershipAcademy](http://www.cic.edu/ExecutiveLeadershipAcademy);
- The nominee’s curriculum vitae;
- A letter of nomination; and
- A statement by the candidate explaining his or her interest in and potential for a presidency or other senior position in higher education.

See the website for full details about the nomination process: [www.cic.edu/ExecutiveLeadershipAcademy](http://www.cic.edu/ExecutiveLeadershipAcademy).

## Nomination Deadline

Nominations packets are due by **Friday, January 27, 2023, 5:00 p.m. EST**. Selection of participants will be announced by **February 24, 2023**.

## Additional Information

For questions about the process and logistics, contact Alana Cassidy at [acassidy@cic.edu](mailto:acassidy@cic.edu) or (202) 552-8977. For questions about program content, contact Linda Bleicken, president, AALI, at [linda@americanali.org](mailto:linda@americanali.org) or (202) 263-7488.



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