



The Council of
Independent Colleges

AASCU American Association
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Delivering America's Promise



AMERICAN ACADEMIC
LEADERSHIP INSTITUTE

Executive Leadership Academy 2024–2025

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 13–15, 2024
Washington, DC

CLOSING SEMINAR:

June 13–14, 2025
Washington, DC

CIC NOMINATION DEADLINE:

Friday, February 2, 2024
5:00 p.m. ET

cic.edu/executiveleadershipacademy

Executive Leadership Academy 2024–2025

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.



“ELA has been a first-class experience. I have gained knowledge and skills to assist me in my current job and prepare me for my future. I met great people that are now friends and colleagues. These relationships will be critical as I move forward in my career. I am very thankful for this opportunity.”

Debbie D’Anna
ELA 2022–2023

Vice President for Student Success
and Dean of Students,
Brevard College (NC)

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 13–15, 2024, and June 13–14, 2025) 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

The program director is Javier Cevallos, president of AALI and president emeritus of Framingham State University (MA).

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 2024–2025 cohort—half from CIC member institutions and half from AASCU institutions.

Costs

The program fee for the 2024–2025 academic year is \$3,250. 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.



“I am incredibly grateful for the ELA program, and the clarity it has brought as I navigate the discernment process and explore the possibility of executive leadership in higher education. [...] Thanks to the way the program fosters reflection both on your own and in community with others, I have a greater sense of what it means to be called to... this role [and] profession; a much more robust understanding of the balance of vocation and calling of the presidency, and a new community of colleagues with whom to share the journey.”

David Hutchison
 ELA 2022–2023
 Vice President for Advancement,
 Lyon College (AR)



The ELA is supported by AALI and Academic Search.



“This program provided all of the nuts and bolts needed in thinking about the path to the presidency.”

Andre Richardson
ELA 2022–2023
Vice President for Student Services,
Jarvis Christian University (TX)

Nomination

All nomination materials must be submitted on the CIC website at cic.edu/executiveleadershipacademy.

Nominations must come from the president to whom the nominee reports and indicate the president’s commitment to serve during 2024–2025 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 cic.edu/executiveleadershipacademy;

- The nominee’s curriculum vitae;
- A letter of nomination; and
- A statement by the candidate explaining their interest in and potential for a presidency or other senior position in higher education.

See the website for full details about the nomination process: cic.edu/executiveleadershipacademy.

Nomination Deadline

The nomination packet is due by **Friday, February 2, 2024, 5:00 p.m. ET**. Selection of participants will be announced by **March 8, 2024**.

Questions?

For questions about the process and logistics, contact Marina Esteve Wagstaff at mwagstaff@cic.edu or (202) 552-8986. For questions about program content, contact Javier Cevallos, president, AALI, at javier@americanali.org or (202) 263-7488.



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One Dupont Circle, NW, Suite 320
Washington, DC 20036 1142
(202) 466 7230 • www.cic.edu • @CICnotes