

CIC New Presidents Program—January 2026

“I Wish I Had Known What I Know Now”

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Round 1—Quick Share: Do's and Don'ts (leading as you learn)

What Do's and Don'ts have you learned in your first months on the job?

- Leadership
 - Do take initiative. Make the tough decisions. Moves matter.
 - Don't underestimate the level of impact your decisions have on others
- Students
 - Do create a common space or pattern of connection (ex: dining room)
 - Don't forget to find paths that are inclusive of campus community
- The Board
 - Do strive for transparency with Board
 - Don't feel the need to overshare/overcommunicate with Board
- Additional areas: *Campus Culture, Faculty, Local Community, Self Care...*

Round 2—Case Studies: Problem-solving and decision-making (creating your own playbook)

How we tackled complex problems that do not have easy, one-size-fits-all solutions.

1. Finances

- a. Find your money pit and “deal with it”
- b. Put the call out to key stakeholders
- c. Lead the charge and work the solutions

2. Bureaucracy, inefficiency, workflow

- a. Interrogate the issue: ask genuine, forward-moving questions
- b. Design a new framework—and mental model (ex: solution into action plan)
- c. Create clear goals with built-in flexibility

3. Personnel changes, reorganization

- a. Place the right people in the right places. Use search firm if needed!
- b. Set clear expectations for roles/structure, not just people
- c. Model empathy and honesty

Round 3—Quick Share: Vision (bringing the future into being)

How are you articulating a new vision—what phrases are you and campus using?

- “Better together”
- “Students first”
- “Impartial love”
- From Provost: “Wins, Challenges, Opportunities”