Executive Leadership Academy 2021-2022

A leadership development program to hone the skills of college and university vice presidents and other cabinet officers to prepare for presidencies and other senior-level positions
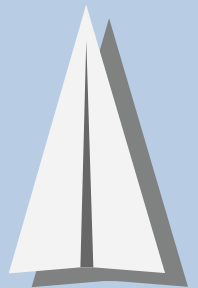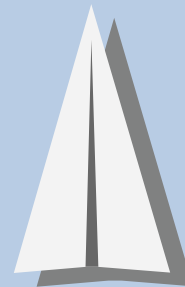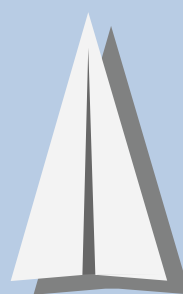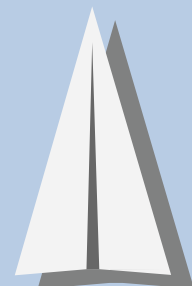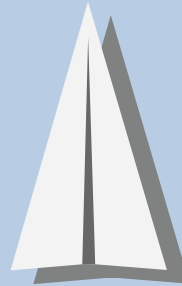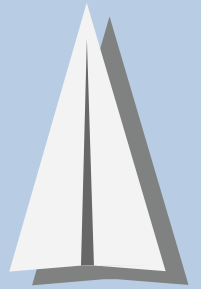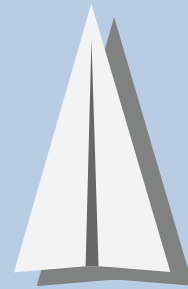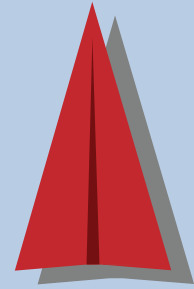
OPENING SEMINAR:
June 24–25, 2021
Virtual

CLOSING SEMINAR:
June 13–15, 2022
Washington, DC

CIC NOMINATION DEADLINE:
Friday, January 22, 2021,
5:00 p.m. EST

AASCU NOMINATION DEADLINE:
Friday, March 19, 2021,
5:00 p.m. EST

Executive Leadership Academy 2021-2022

The Executive Leadership Academy (ELA) is a year-long 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 become successful presidents or move to positions of greater responsibility. By completing the program, participants will have acquired considerable knowledge, skills, and experiences that are germane to the portfolio of responsibilities and activities central to the work of a president or other senior leader. Participants remain in their current positions during the program.
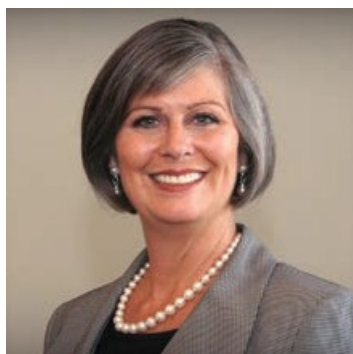
"The ELA program was incredibly helpful to me in reaching my career goals. I believe my ascendency to the presidency is a direct result of learning about what gaps in experience I had along with encouragement and practical ways to fill those gaps. We can't know what we don't know when walking into these complex positions, yet the ELA enabled me to think about the presidency in realistic ways."

—Richanne C. Mankey, ELA 2012–2013, president, Defiance College; formerly vice president for academic affairs and dean of students and vice president for student affairs and interim vice president for institutional advancement, Daemen College

The Need for Highly Qualified Presidential Candidates

Several issues affect future leadership needs of the academy: the aging of the current generation of presidents; the reports of search consultants that candidate pools in presidential searches are becoming smaller; the increasing complexity of the president's role; and the reluctance of some boards of trustees to select candidates without substantive and demonstrated experience in the full complement of responsibilities of the presidency. Those responsibilities have changed significantly in recent years. The president's role, as well as that of other senior administrators, now requires an understanding of all aspects of the institution—from enrollment to endowment management and from governmental to alumni relations—not to mention athletics, fundraising, marketing, student affairs, strategic planning, and financial management. The president's necessary expertise also has expanded beyond the institution's borders. Candidates with prior knowledge of and experience in the range of responsibilities of the presidency are seen by boards of trustees and search committees as better qualified and better able to assume leadership quickly and to have a positive impact on the institution.

Program Description

The program consists of:

- Two seminars in Washington, DC, (June 24–26, 2021, and June 13–15, 2022) led by current and former presidents and vice presidents as well as experts in key areas;

- Readings concerning presidential responsibilities;

- Professional Experience Plan (PEP), a highly individualized plan of activities developed by the participant and his or her president;

- Mentorship by both the participant's president and the program director designed to fill the gaps in the participant's expertise and experience;

- Webinars, regional gatherings, and activities developed by participants; and

- Structured conference calls among the participants, mentors, and program director.

Participants

Approximately 35 cabinet officers, drawn from all divisions of the institution, will be selected for the 2021–2022 program—half from CIC member institutions and half from AASCU institutions. Individuals who currently serve in cabinet-level positions are eligible.

Program Leadership

Linda Bleicken, president of AALI and president emerita of Armstrong State University, will direct the program. Earlier, she served as provost and vice president for academic affairs and as vice president for student affairs and enrollment management at Georgia Southern University.

The ELA is a partnership among the Academic Leadership Institute, the American Association of State Colleges and Universities, and the Council of Independent Colleges with generous support from Academic Search.

ELA Results to Date

Since 2009, ninety-one of the participants in the ten cohorts that have completed the Executive Leadership Academy have been appointed as presidents or chancellors, and many more have advanced to other senior positions. In addition to the professional advancement of participants, successful outcomes also occur when participants strengthen their leadership in their current positions or when they realize that they do not want to pursue a presidency.

"The experience and tutelage I received in the ELA was indispensable. I was afforded the opportunity to connect with educators across various platforms of academia…. At the completion of the program, I felt confident that I had gained extensive knowledge and understanding to pursue the presidency of Virginia State University."

—Makola A. Abdullah, ELA 2011–2012, president, Virginia State University; formerly provost and senior vice president, Bethune-Cookman University and provost and vice president for academic affairs, Florida Memorial University

Program Costs

The program fee for the 2021–2022 academic year is $2,800. The fee includes all program costs as well as meals during the two seminars. The participant or his or her institution is responsible for travel and lodging expenses.

With generous support from AALI, CIC will offer a small number of fellowships to enhance the gender, racial, and ethnic diversity of well-prepared leaders of colleges and universities. Preference will be given to nominees from under-resourced institutions that otherwise might be unable to support a participant in the leadership development programs. Nominators should check the box on the nomination form if they wish their nominee to be considered for a fellowship.

Nomination Procedure

The president to whom the cabinet officer reports must nominate the candidate. Presidents complete the nomination form and commit to serve during 2021–2022 as a mentor and to work with him or her on experiential opportunities consistent with the program's content and intent. Individuals who wish to participate should ask the president of their current institution to submit the nomination. The nomination packet should consist of the following items:

- A nomination form, completed by the president of the institution, that includes the nominator's agreement to serve as the nominee's mentor during the ELA year.

- The nominee's curriculum vitae.

- A letter of nomination that emphasizes the nominee's qualifications for the program and potential for assuming a presidency, citing the candidate's specific strengths, accomplishments, and probable career path.

- A statement by the candidate explaining his or her interest in and potential for a presidency or other senior position in higher education. The statement should address the candidate's strengths, accomplishments, and career plans. It also should address what the candidate has learned thus far about leadership and his or her suitability for a leadership position. What gaps exist in the individual's preparation for a presidency? What talents and skills need further development?

Online nomination forms with complete packets attached can be completed and submitted via:

- for candidates from CIC member institutions
www.cic.edu/ExecutiveLeadershipAcademy

- for candidates from AASCU institutions
https://aaliaascu.wufoo.com/forms/executive-leadership-academy-20212022/.

Fellowship Funds Available

With generous support from the American Academic Leadership Institute (AALI), AASCU and CIC will offer a limited number of fellowships to enhance the gender, racial, and ethnic diversity of well-prepared leaders of colleges and universities. Preference will be given to nominees from under-resourced institutions that otherwise might be unable to support a participant. Nominators should check the box on the nomination form if they wish their nominee to be considered for a fellowship.

Nomination Deadline

For candidates from CIC institutions, the nomination packet is due by **Friday, January 22, 2021, 5:00 p.m. EST**. Selection of participants will be announced by Friday, February 19, 2021. For candidates from AASCU institutions, the nomination packet is due by **Friday, March 19, 2021, 5:00 p.m. EST**. Selection of participants will be announced by April 9, 2021.

NOMINATION DEADLINES
CIC INSTITUTIONS
Friday, January 22, 2021, 5:00 p.m. EST
AASCU INSTITUTIONS
Friday, March 19, 2021, 5:00 p.m. EST

Additional Information

For questions about the nomination process, selection process, or program logistics, contact Kerry Pannell, vice president for academic programs, CIC, at *kpannell@cic.nche.edu* or (202) 466-7230 or contact Linda Bleicken, president, AALI, at *linda@americanali.org* or (912) 656-8035.

"The ELA prepared me to be ready for my dream job—president of my alma mater. Through the yearlong training, I was able to identify my strengths and, more importantly, weaknesses in my experience that would prevent me from getting that job. I was then able to work with the mentors to gain those experiences so that I could present myself as the most qualified candidate."

—Bryon Grigsby, ELA 2009–2010, president, Moravian College and Moravian Theological Seminary; formerly, senior vice president and vice president for academic affairs, Shenandoah University