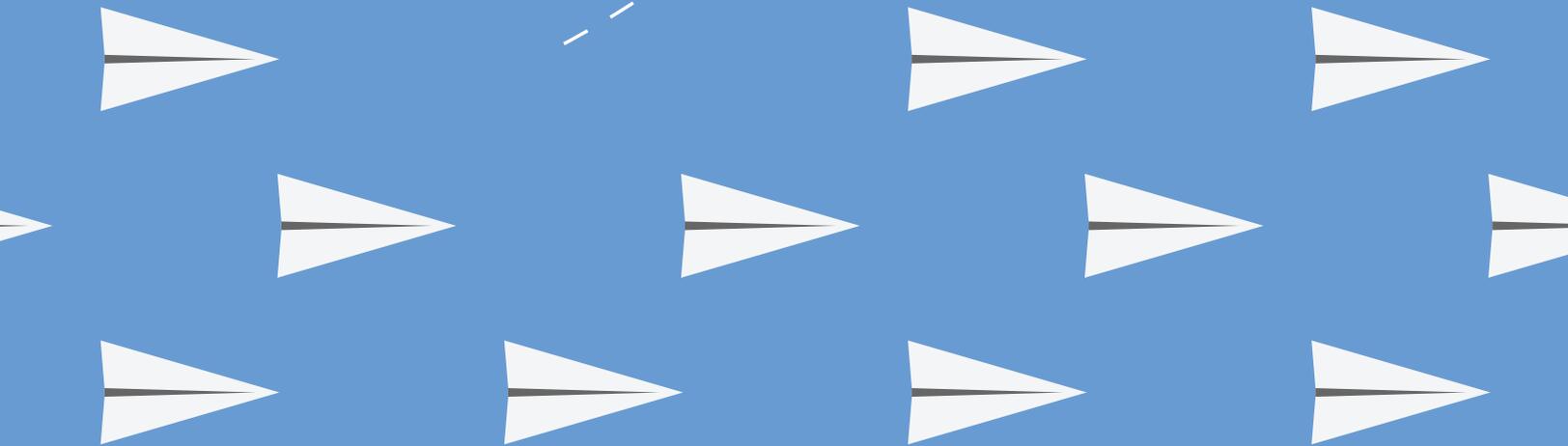


# Senior Leadership Academy 2019–2020

A leadership development program  
to prepare mid-level administrators  
for vice presidencies and other senior  
positions in independent higher education



**FIRST SEMINAR:**  
November 1–3, 2019  
Baltimore, MD

**CLOSING SEMINAR:**  
June 21–23, 2020  
Washington, DC

**NOMINATION DEADLINE:**  
Friday, February 15, 2019,  
5:00 p.m. EST

# Senior Leadership Academy 2019–2020

The Council of Independent Colleges (CIC) and the American Academic Leadership Institute (AALI) are pleased to announce the 2019–2020 Senior Leadership Academy (SLA), a yearlong program for mid-level administrators in higher education who aspire to senior leadership positions in independent colleges or universities. 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 college or university vice president or cabinet officer.



“Not only was participation in the SLA program pivotal in my advancement to associate provost, but it also has helped prepare me for the challenges in my new role.”

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—Tamara Floyd Smith, SLA 2017–2018, promoted to associate provost from assistant provost and professor of chemical engineering, Tuskegee University; also currently director, Robert Noyce Teacher Scholarship Program, National Science Foundation

## The Need for Well-Prepared Leaders

CIC and AALI developed the Senior Leadership Academy in response to presidents and provosts who noted that many talented people on their campuses now serving in mid-levels of leadership responsibility would benefit from professional development opportunities to become better prepared to assume senior “line” responsibilities at the vice presidential/cabinet level. The SLA helps to fill the gap in the current leadership pipeline through the preparation of leaders who show promise of developing the talents and skills needed to succeed in a senior leadership position on campus. The SLA also helps participants achieve a better understanding of the broader context within which their own institution operates and a perspective on higher education beyond their current role.

## Program Description

The program consists of:

- Two seminars—one in Baltimore, Maryland, November 1–3, 2019, and the other in Washington, DC, June 21–23, 2020—led by current presidents, vice presidents, and other senior leaders in higher education as well as experts in key areas;
- Readings concerning areas of leadership responsibilities;
- Professional Experience Plan (PEP), a highly individualized plan of activities developed by the participant and mentor to fill the gaps in the participant’s expertise and experience;
- Mentorship by both the participant’s mentor and the program director;
- Individualized executive coaching throughout the program;
- Webinars, regional gatherings, book groups, campus visits, and other activities developed by participants; and
- Structured consultations among the participants, mentor, and program director.

## Participants

Up to 40 participants from CIC Institutional Members will be selected for the program, which is intended for individuals whose next position most likely would be a cabinet position in academic affairs, student affairs, finance and administration, enrollment management, or advancement and who would like to advance in responsibilities in college administration.

A participant's current position may be assistant or associate provost, assistant or associate vice president, academic dean, assistant or associate dean, academic division chair, or administrative director. Under certain circumstances, general counsels and faculty senate chairs may be included as well.

## Program Costs

The program fee for the 2019–2020 academic year is \$2,200. 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. Support to offset some of these costs is available to a small number of participants at institutions with especially limited funding for professional development.

## Program Leadership

The program director is Linda Bleicken, president of AALI and president emerita of Armstrong State University. Previously, 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 SLA is generously supported by AALI and Academic Search, Inc.



“In a time of data-informed decision making, the Senior Leadership Academy merges two important elements: a people-focused approach with a solidly grounded curriculum. Graduates emerge with new information, skills, and relationships with colleagues and mentors to make evidence-based and strategic decisions as leaders.”

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—Allyson M. Lowe, SLA 2017–2018,  
vice president for academic affairs,  
Trocaire College; formerly dean,  
College of Leadership and Social Change,  
Carlow University

## SLA RESULTS TO DATE

- Nearly one-third (29.5 percent) of all participants have experienced career advancement.
- Nearly half (48 percent) of participants from the first four cohorts have advanced in their careers.

## Nomination Procedure

Individuals who wish to participate should ask the president, provost, or a vice president of their current institution to submit the nomination. The nomination packet should consist of the following items:

- A nomination form, available at [www.cic.edu/SeniorLeadershipAcademy](http://www.cic.edu/SeniorLeadershipAcademy), completed by the nominator. This form should include the nominator's agreement to serve as the nominee's mentor during the SLA year.
- The nominee's curriculum vitae.
- A letter of nomination that emphasizes the nominee's qualifications for the program and potential for assuming a cabinet-level position. This letter should be specific, citing particular strengths and accomplishments of the candidate. It also should address the probable career path of the candidate.
- A statement by the candidate explaining his or her interest in and potential for a senior administrative 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 cabinet position? What talents and skills need further development?

Submit the nomination materials as a single complete packet to [www.cic.edu/SeniorLeadershipAcademy](http://www.cic.edu/SeniorLeadershipAcademy).

## Nomination Deadline

The nomination packet is due by **Friday, February 15, 2019, 5:00 p.m. EST**. Selection of participants will be announced by **Friday, March 8, 2019**.

### NOMINATION DEADLINE

Friday, February 15, 2019, 5:00 p.m. EST

### PARTICIPANT SELECTION ANNOUNCED

Friday, March 8, 2019

## Additional Information

For questions about the nomination, selection process, or program logistics, contact Barbara Hetrick, senior advisor, CIC, at [bhetrick@cic.nche.edu](mailto:bhetrick@cic.nche.edu) or (202) 466-7230. For questions about program content, contact Linda Bleicken, president, AALI, at [linda@americanali.org](mailto:linda@americanali.org) or (202) 263-7488.



“The Senior Leadership Academy was of profound help to me as a developing leader in academia.... The SLA provided a perfect balance of practical guidance for the position I held and professional advice for the future. In addition, it instantly created an outstanding network of individuals who are facing similar challenges at their institutions.”

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—Darrin Good, SLA 2014–2015, vice president for academic affairs, Whittier College; formerly, associate provost and dean of sciences and education, Gustavus Adolphus College