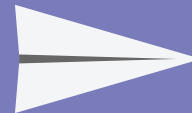


Senior Leadership Academy 2021–2022

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



OPENING SEMINAR:
November 5–7, 2021
Louisville, KY

CLOSING SEMINAR:
June 16–18, 2022
Washington, DC

NOMINATION DEADLINE:
Friday, February 12, 2021,
5:00 p.m. EST

Senior Leadership Academy 2021–2022

The Council of Independent Colleges (CIC) and the American Academic Leadership Institute (AALI) are pleased to announce the 2021–2022 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.



“The Senior Leadership Academy provided me with invaluable experience as I considered applying for provost positions. The mentorship, camaraderie among participants, and excellent presentations by higher education leaders allowed me to learn important lessons in academic leadership. In particular, there was an emphasis on preparing to apply for ‘the next move,’ and these lessons were pivotal as I applied for provost and president positions.”

—Lily D. McNair, SLA 2010–2011, president, Tuskegee University; formerly provost and vice president for academic affairs at Wagner College and associate provost of research at Spelman College

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 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 Louisville, Kentucky, November 5–7, 2021, and the other in Washington, DC, June 16–18, 2022—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 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.

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.

Participants

Up to 40 participants from independent colleges and universities 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 individual program fee for the 2021–2022 academic year is \$2,400. The 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.

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.



“My experience with the Senior Leadership Academy was so beneficial. The sessions brought a variety of institutional perspectives together and were always informative. Also, getting to know other academic leaders was invaluable.”

—Michelle Mattson, SLA 2017–2018,
provost, Wittenberg University;
formerly associate dean of academic
affairs at Rhodes College

SLA RESULTS TO DATE

- Since 2010, 153 of the participants in the ten cohorts that have completed the Senior Leadership Academy have experienced career advancement.
- In addition to the professional advancement of participants, successful outcomes also occur when participants strengthen their leadership in their current positions.

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, 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 her or his suitability for a leadership position. What gaps exist in an 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.

Nomination Deadline

The nomination packet is due by **Friday, February 12, 2021, 5:00 p.m. EST**. Selection of participants will be announced by **Friday, March 12, 2021**.

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. For questions about program content, contact Linda Bleicken, president, AALI, at linda@americanali.org or (202) 263-7488.

NOMINATION PACKET DEADLINE

Friday, February 12, 2021, 5:00 p.m. EST

PARTICIPANT SELECTION ANNOUNCED

Friday, March 12, 2021



“The Senior Leadership Academy had a profound effect on me. This distinctive experience allowed me to establish a robust plan that exposed me to rich and meaningful experiential learning and to expand my professional network with those in academic and administrative leadership positions. Additionally, the program's structure provided a safe and healthy space to discuss big ideas, emerging trends, and leadership opportunities within higher education. The SLA guidance and networking positioned me well to transition to my current vice presidency, which I assumed toward the conclusion of the program. To that end, I wholeheartedly recommend SLA to anyone with a desire to advance and thrive as a higher-education senior administrator.”

—Michael Marshall, SLA 2018–2019,
vice president for enrollment, marketing, and communication, Bellarmine University;
formerly associate vice president for enrollment at Clark Atlanta University