

MICHIGAN STATE UNIVERSITY

January 9, 2009

TO: Deans, School Directors, and Department Chairs

FROM: Theodore H. Curry, II, Associate Provost and
Associate Vice President for Academic Human Resources

Deborah DeZure, Assistant Provost for Faculty and Organizational
Development

SUBJECT: Call for Applications for CIC Academic Leadership Program, 2009-10

The Office of the Provost encourages deans, associate deans, assistant deans, directors, and chairs to consider participation in the 2009-2010 CIC Academic Leadership Program. This Program provides a unique opportunity for academic administrators and faculty to develop leadership and administrative skills and to gain a deeper understanding of higher education. In addition, current academic administrators are asked to identify potential applicants from their units and encourage them to apply, including faculty who have demonstrated exceptional ability and administrative promise. The eligibility criteria are listed on page 2.



OFFICE OF THE
PROVOST

Michigan State University
Administration Building
East Lansing, Michigan
48824-1046

FAX: 517/355-9601

You can visit the Office of Faculty and Organizational Development website at <http://fod.msu.edu/Leadership/about.asp> and the CIC website at <http://www.cic.net/Home/Projects/Leadership/ALP/Introduction.aspx> to learn more about the CIC ALP.

Program Background

Established in 1987, the Academic Leadership Program (ALP) is designed to develop the leadership and managerial skills of academic administrators and faculty on CIC campuses who are challenged by tightening budgets, changing student populations, and increasing pressures from external sources.

Academic administrators at the CIC universities have dual roles: They must be educational leaders and at the same time act as managers of large complex organizations. The CIC Academic Leadership Program is specifically oriented to the challenges of academic administration at major research universities. It is designed to help current administrators to meet these challenges and to assist faculty interested in administration to gain a clearer understanding of academic leadership and to test the waters before choosing it as a career path.

Program Expectations

Fellows are expected to attend approximately 12 on-campus CIC ALP luncheons with MSU speakers, three 3-day off-campus seminars, and three dinner events.

The 2008-2010 off-campus seminar dates and locations are:

Seminar I: Michigan State University
September 24-26, 2009

Seminar II: University of Illinois at Champaign/Urbana
January 28-30, 2010

Seminar III: Purdue University
April 8-10, 2010

Applicants must be available to attend all of the off-campus seminars.

Eligibility

Applicants should be appointed in the tenure system, in the MSU College of Law, or in the Health Programs Faculty Appointment System who have a strong faculty background and have interest in and the potential for administration. They must also have a minimum of five years of college-level teaching or administrative experience. Self-nominations are welcome. The Office of the Provost will provide funding support for up to four individuals to participate in the Academic Leadership Program. Two additional participants will be selected; one from a Provost/Vice President for Academic Affairs support unit and one from another vice presidential area (Finance and Operations or Student Affairs and Services in alternate years.) These latter two Fellows are selected by the relevant vice president.

This program complements ongoing leadership development programs at MSU, including the LEAD Seminar Series and Executive Leadership Academy (ELA) Seminar Series and Fellows Program, co-sponsored by Academic Human Resources and Human Resources. Individuals who have participated in these programs, or hope to do so, are welcome to apply for the CIC ALP as well. The CIC ALP focuses on enhancing organizational and institutional knowledge with perspectives on dimensions of leadership. In contrast, ELA is a feedback-rich leadership program that focuses heavily on the assessment of individual leadership style and the development of leadership skills. Thus, they complement rather than duplicate each other.

Application Process

Applicants should submit the following materials to the Office of Faculty and Organizational Development (308 Administration Building) by **February 6, 2009**:

- Six copies of the nominee's CV.
- Six copies of a letter from the applicant clarifying why the applicant wants to participate in the Academic Leadership Program (2 page limit).

A screening committee of administrators and past CIC ALP Fellows appointed by the Office of the Provost will review the CVs and letters as a basis for selecting individuals to interview.

- If selected for an interview, six copies of a letter of nomination from the applicant's department chair/school director should be submitted to the Office of Faculty and Organizational Development, 308 Administration Building, by **February 17, 2009**.

The screening committee will review applications and interview selected candidates.

MSU and CIC reaffirm their commitment to diversity by strongly encouraging the nomination of women and faculty of color.

Criteria for Selection

- Evidence of interest in academic administration, leadership issues and/or challenges in higher education (e.g. academic governance or significant leadership positions in public, private or volunteer agencies or programs outside of higher education). A formal leadership role is not a criterion for selection.
- Ability to present a coherent statement that relates the personal and professional benefits of the Fellowship to the needs of the University and the mission and goals of the academic unit.
- Evidence that the nominee has a commitment to and awareness of the need for diversity in higher education.
- Willingness to commit the time needed to benefit from the Fellowship year.
- Evidence of endorsement from appropriate department/school and college level administrators.

Information Session

We also invite you to attend the information session about the CIC ALP and the ELA programs on **Monday, January 26, 2009, from 3:00 p.m. – 5:00 p.m. in room 10 Nisbet Building.**

Questions may be directed to either Terry Curry (3-5300) or Deb DeZure (2-5125).

Please hold **Wednesday, April 15, from 5:00 p.m. – 8:00 p.m.**, for a CIC ALP Welcome Dinner in the event that you are selected as a CIC ALP Fellow for 2009-2010. Also, please ask your immediate supervisor to hold this date.

DD/ars
Attachment

c: Deborah DeZure