CIC-Department Executive Officer (DEO) Program

"Across the CIC, collaborations are deeper, more sophisticated, and more consequential than ever— but in many ways, we've just started to tap its potential."

–Kim Wilcox, former Provost & Vice President for Academic Affairs, Michigan State University

ABOUT THE PROGRAM

In 1997-98 the CIC initiated an annual program of leadership development opportunities for department heads and chairs (Department Executive Officers or "DEOs"). Institutional team participants include seasoned veterans as well as newer department heads and chairs.

PROGRAM DATES

This year's program will take place October 1-3, 2015 in Chicago, Illinois.

DESCRIPTION OF THE SEMINAR PROGRAM

Each Seminar focuses on topics involving departmental leadership skills, and emphasizes in-depth analysis of case studies, focusing on the challenges facing DEOs. Trainers, provosts, and invited participants are all involved in identifying timely and appropriate topics and in planning the program, with DEO Liaisons taking the lead. In addition to addressing actual problems confronting DEOs, the case studies employed at the Seminars address broader issues, such as the following:

- What are the data unit heads need for the decision-making process at the department level?
- How should a DEO go about conceptualizing management goals for the department?
What benchmarks would be valuable in measuring success, and how does one use them?
What are the best ways to marshal the resources at one's disposal?
How does one know what issues matter and how to prioritize them?
What are the best strategies for managing the transition from colleague to DEO?

The Seminars utilize case studies based on actual problems that participants have dealt with or are facing. The presentation of case studies may involve role-playing by former DEOs, with participants asked to consider the options available at different stages. Emphasis is on the decisions made and the reasoning behind those decisions.

The DEO Seminars are managed by CIC office staff, with financial support provided by the provosts. The three-day program involves approximately 50 participants each year. DEO Liaisons from the participating institutions comprise the Seminar planning committee, identifying topics, speakers and materials for each year's program.

"It was extremely valuable to me and has helped me in my role as a school director. The lectures were very instructive and the smaller group sessions gave great insight into the challenges that all of us face."
- MSU Participant

ELIGIBILITY CRITERIA
Individual department heads and chairs are selected by their respective campuses. The Office of the Provost and the Office of Faculty and Organizational Development select MSU's representatives to the DEO seminar.

FOR MORE INFORMATION
The DEO website [http://www.cic.net/projects/leadership/deo/introduction](http://www.cic.net/projects/leadership/deo/introduction) has more information about the program. For additional information about participation on the MSU campus team, please contact the Faculty & Organizational Development Office at leaders@msu.edu or 355-5761.

Click here for a brief, four minute video about the CIC (external link)