President's Leadership Excellence Initiative

2024-25 Faculty Learning Community on Academic Leadership

# Request for Applications

# Due: April 26, 2024, 8am, via email

The Faculty Learning Community on Academic Leadership (FLC) which began in 2014 with a grant from the Chancellor’s Office is now a part of the President’s Leadership Excellence Initiative at Cal Poly Pomona. The program strengthens the leadership pipeline by providing training and mentoring for faculty members interested in exploring various leadership opportunities, including department chair, and leading major committees at the department, college, and university levels. Participants meet several times during each academic semester to discuss topics and engage in self-growth activities related to higher education, the rewards and challenges of academic leadership, and thriving in leadership positions.

A total of 75 faculty members have participated in the FLC, which was first developed and facilitated by Dr. Shanthi Srinivas, Presidential Fellow for Leadership Excellence for Institutional Development through May 2021 and is now facilitated by Dr. Lisa Kessler, Professor Emeritus and former Interim Dean and Associate Dean of the Huntley College of Agriculture. Many participants have pursued their career goals and now serve as department chairs, associate deans, and directors. Many others are contributing to the success of the university by taking on leadership roles in shared governance, including serving as senate chair. The 2024-25 FLC will be organized and facilitated by Dr. Lisa Kessler, Professor Emeritus, Ferp Faculty Associate to CAFÉ.

The FLC exemplifies Cal Poly Pomona's commitment to leadership excellence and its efforts to strengthen leadership capacity to facilitate continued student success. The skills necessary for academic leadership positions are demanding, but learnable. This FLC provides leadership skills development in the form of in-depth, collegial explorations of the long-term leadership opportunities and needs on this campus.

# Objectives for the FLC include:

* Increase faculty confidence and skills for serving in University leadership positions by exploring three areas: higher education and CPP, self-awareness, and interpersonal relationships
* Career planning for faculty
* Leadership training with a college- and university-perspective for those interested in exploring leadership opportunities on campus

# Meeting schedule and topics

We will have at least 6, 3 to 4-hr face-to-face and/or virtual meetings, initially planned during the following weeks of 2023 -2024 (specific days tbd when the group is formed, Friday mornings recommended):

* Fall semester 2024: Week 3, Week 9, finals week
* Spring semester 2025: Week 3, Week 9, finals week

There may be additional meetings with guest speakers. For each FLC meeting, an agenda, specific meeting outcomes, preparatory activities, and deliverables will be communicated in a timely fashion. We plan the following topical arc, but depending upon the interests of the group, details and specific readings may change. We will use a Canvas organization for materials and communication.

### Fall 2024: Broad view of the university and its place in the higher education map

* Main readings: “Reframing Academic Leadership” by Lee Bolman and Joan Gallos
* Main deliverable: Initial vision statement for academic leadership

### Spring 2025: Self-awareness and specific skills for leadership enhancement

* Main reading: Selected articles from the Chronicle of Higher Education, other journals, and modules from CPP Employee and Organizational Development and Advancement. Topics include Self- awareness and well-being, working well with others, and conflict management.
* Main deliverable: Personal experiential leadership action plan and Career development plan

# Who Should Apply?

This FLC is for CPP faculty from any discipline who are past the “new faculty” stage (defined by the applicant), who want to think deeply about the leadership needs on this campus, explore, and enhance their leadership potential, and who may be interested in entering the leadership pipeline on campus, based on a shared vision of the value of leadership on campus.

Please ensure that you are able to devote the time to participate in meetings, to prepare for the meetings by doing the readings, and to generate the main deliverables.

# Benefits

The intangible benefits of this FLC are important. A faculty learning community provides the opportunity to think deeply in the company of faculty colleagues who challenge and support one another. FLC members will receive all books and materials, plus breakfast/lunch if meetings are scheduled during meal times.

# Criteria:

The main criteria to participate in this FLC are to be willing to engage fully in the learning community and to be able to devote the necessary time. This FLC has funding to support up to 12 faculty members. The final selection will include considerations of diversity in discipline, faculty career stage, and other perspectives.

# Instructions to Apply:

The application begins on the next page. Please email your application to Lisa Kessler, [lakessler@cpp.edu](mailto:vbhavsar@cpp.edu) by Friday. April 26th, 2024, 8am. Please include an electronic signature (typed name) on the commitment statement page.

Application for the 2024-25 Faculty Learning Community on Academic Leadership

|  |  |
| --- | --- |
| Name |  |
| Years at Cal Poly Pomona |  |
| Department |  |
| Best telephone number |  |
| CPP email |  |

Please answer the questions below briefly (1-2 paragraphs each). Extensive detail is not necessary.

* What campus leadership or service activities are you currently involved in?
* What are some challenges that you have experienced in these activities? What would you like to learn about leading more effectively?
* How would the Leadership Pipeline FLC be helpful for you at this point in your career?
* This FLC requires a serious, although not overwhelming, time commitment for 2 semesters. Please comment on how you will accommodate the time.

Please read, check off, and provide an electronic signature (type name) on the Commitment Statement on the next page. Please email your application to Lisa Kessler ([lakessler@cpp.edu](mailto:vbhavsar@cpp.edu)) by Friday, April 26 at 8am.

**For questions:** Please contact Lisa Kessler at CAFE ([lakessler@cpp.edu](mailto:lakessler@cpp.edu)).

Commitment Statement

If selected as a member of the Leadership Pipeline FLC, I agree to participate fully in the program’s activities.

Electronic Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_