



THE COUNCIL OF  
INDEPENDENT COLLEGES



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# Executive Leadership Academy 2011–2012

*...a program for cabinet-level administrators  
in independent higher education*

## **FIRST SEMINAR:**

August 2–4, 2011 ☛ Washington, DC

## **CLOSING SEMINAR:**

Late Spring 2012 ☛ Washington, DC

## **NOMINATION DEADLINE:**

Friday, May 13, 2011, 5:00 p.m. EDT



# *Executive Leadership Academy*

## *2011–2012*

### *Purpose*

The Executive Leadership Academy (ELA) is a year-long program to prepare experienced campus leaders at the vice-presidential level to become successful presidents. By completing the program, the individual will have added considerable knowledge, skills, and experiences to his or her curriculum vitae that are germane to the portfolio of responsibilities and activities central to the work of the president.

### *Program Description*

The ELA is a year-long program to enhance the skills of vice presidents or cabinet officers for roles as presidents. The program will consist of 1) two two-day seminars in Washington, DC (August 2–4, 2011, and late spring, 2012) conducted by current and former presidents and vice presidents; 2) readings concerning presidential leadership; 3) a professional Experiential Plan (EP) developed by the participant and his or her president to be undertaken on the home or another conveniently located campus as the participant engages in activities relevant to the presidency; 4) mentorship by the participant's president and the program director; and 5) bi-monthly conference calls with the participant, mentor, and program director.

### *Background*

Several issues affect future leadership needs of the academy: the aging of the current generation of presidents; the reports of search consultants that presidential pools are becoming smaller; the growing complexity of the president's role; the difficulties experienced by excellent candidates who come to presidential searches with some, but not all, of the experiences of sitting presidents; and the reluctance of boards to select candidates without substantive and demonstrated experience in the full complement of the responsibilities of the presidency—many of them external. We know that the roles of presidents have changed significantly in recent years; that the role of institutional fit is critical; and that institutional type affects the role of the president. The president's role has evolved significantly and now requires understanding of everything from enrollment to endowment management and from governmental to alumni relations—not to mention athletics, fundraising, marketing, student affairs, strategic planning, and financial management. The president's necessary expertise has grown beyond the borders of the institution. Candidates with prior knowledge of and experience in the broader responsibilities of the presidency are seen as better qualified to boards of trustees and search committees and better able to assume leadership quickly in making a positive impact on the institution.

## *Participants*

Approximately 40 cabinet officers, drawn from all divisions of the institution, will be selected for the 2011–2012 program—about half from CIC member institutions and half from AASCU institutions.

## *Seminars*

Two seminars will be held in Washington, DC, led by current and former presidents and chancellors as well as experts in various presidential areas of responsibility. The seminars will be held August 2–4, 2011, and late spring, 2012.

## *Readings*

Reading materials will be assigned on the major content areas of the seminars to provide breadth and depth.

## *Content Areas*

The program will focus on presidential areas of responsibility—none of which is completely contained within the portfolio of a single senior officer's position. The topics will include, but are not limited to: fundraising, comprehensive campaigns, student affairs, endowment development and management, board development and board relations, institutional strategic planning as well as institutional re-positioning, alumni affairs, marketing and branding, financial management, legal issues, governmental relations at the state and federal levels, town-gown relations, campus master planning, buildings and grounds, enrollment management, athletics, personnel management issues, and the mechanics of the search process.

## *Experiential Plan (EP)—Activities and Initiatives*

Working with his or her president, the ELA participant will design and carry out activities and initiatives to gain hands-on experience in the conduct of the day-to-day activities covered in the content areas of the program. Some of the activities for the professional Experiential Plan (EP) may occur: a) on the home campus, b) on a nearby campus, or c) at a campus where the cabinet officer might naturally travel as part of ongoing duties during the year. These initiatives will be customized to fit the individual needs of the respective cabinet officer, president, and institution. Experience has shown that this program component is extremely valuable.

## *Mentoring Component*

Participants will be mentored throughout the year by their own presidents, the program director, and additional mentors.

## *Program Costs*

The program fee for the 2011–2012 academic year is \$1,200. The fee includes all program costs as well as meals during the two seminars. The American Academic Leadership Institute's financial support offsets a substantial portion of the full costs of this program. Travel and lodging expenses for program participants are not included.

## *Nomination Process*

Presidents to whom the cabinet officer reports must nominate the candidate. Presidents complete the nomination form and commit to serve as a mentor and to work with the ELA participant on appropriate experiential opportunities consistent with the program's content and intent. Individuals who wish to participate should ask the president of his or her current institution to send a nomination packet consisting of the following items:

- a. A nomination form completed and signed by the president of the institution (please use the electronic form available online at [www.cic.edu/ExecutiveLeadershipAcademy](http://www.cic.edu/ExecutiveLeadershipAcademy))
- b. The nominee's curriculum vitae
- c. A letter of nomination that emphasizes the nominee's qualifications for the program and potential for assuming a presidency. This letter should be specific, citing particular strengths and accomplishments of the candidate. It should also address the probable career path of the candidate.
- d. A statement by the candidate explaining his or her interest in and potential for a presidency 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 talents and skills need further developing?

## *Nomination Deadline*

The nomination packet is due by **Friday, May 13, 2011**. Selection of participants will be announced by **Friday, June 3**.

## *Additional Information*

Additional information can be obtained from Ann Die Hasselmo, president of AALI, at [Ann.Hasselmo@AmericanALI.org](mailto:Ann.Hasselmo@AmericanALI.org) or 202-276-8654.

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