Wayne State University Academic Leadership Academy

PROGRAM OBJECTIVE AND MISSION:
Wayne State University (WSU) is committed to developing effective academic leaders who empower others by working with them collegially to achieve common goals, build a community of scholars, teachers, and practitioners, and sustain a high level of morale and engagement. To this end, the Office of the Provost has created the Wayne State University Academic Leadership Academy (ALA) to support the development of the leadership skills and capacity of WSU faculty and academic staff. ALA aspires to increase the number and broaden the impact of skilled leaders at WSU who can contribute to the mission of the University and enhance the lives of its students, employees, and surrounding community members.

ELIGIBLE PARTICIPANTS:
The one-year program is designed for full-time faculty and academic staff who have some knowledge and experience working toward the mission of WSU and in their areas of expertise, and are prepared to build their capacity to be more effective leaders at WSU, in their disciplines, departments, schools/colleges/units, and/or communities, in either formal and informal leadership roles. For these reasons, the program may be most appropriate for tenured faculty, senior lecturers, academic staff with ESS/tenure, and clinical and research professors at the associate or full rank. In some cases, advanced tenure-track/untenured faculty, lecturers, academic staff without ESS/tenure, and assistant professor-Clinical/Research will be considered if the applicant makes a strong case that participation will not interfere with promotion or career progression (e.g., tenure package is under consideration at the time of application). Note: This is not a university administrator development program, although some participants may desire to undertake leadership projects that prepare them for administrative roles.

PROGRAM FORMAT:
A steering committee consisting of the Associate Provost for Faculty Development and Faculty Success and faculty and staff with expertise in leadership research, education, and practice have developed the curriculum content and format. In future years, ongoing feedback from the steering committee, experts, and participants (hereafter called Fellows) will be used to continually improve the program. ALA Fellows build on their emerging leadership skills by applying what they learn during the Academy to their current roles as well as to a leadership project of their choice. Program components include:

- A one-day leadership retreat in August to orient Fellows to the work of the Academy,
- Monthly in-person seminars (September through May),
- Monthly meetings with project sponsors and ALA coaches,
- Digital peer mentoring sessions,
- A leadership project that aligns with the WSU Strategic Plan to improve some facet of WSU life and is designed to provide Fellows with the opportunity to demonstrate their leadership skills,
- A one-day retreat in August the following year, which includes presentations of completed leadership projects to peers, the incoming cohort of fellows, and university leaders, AND
- ALA Fellows will be invited to continue their leadership development after the one-year program by participating in future ALA seminars and offerings.

During the course of the program, Fellows will engage in a variety of assessments to gain valuable feedback to better understand their areas of strength and potential derailers as leaders, improve their leadership skills, enhance the likelihood of successful leadership project completion, and assess the program goals. These assessments include:

- Self-assessments,
- ALA peer feedback,
Feedback from facilitators, and
Feedback from leadership project stakeholders including collaborators, sponsors, mentors, and others agreed upon with Fellow

PROGRAM LEARNING OUTCOMES:
Upon completion of ALA, Fellows will be able to:
1. Describe the influence that their personal identities, strengths, and preferred approaches to problem-solving and decision-making have on their approach to leadership.
2. Provide opportunities for oneself and for others to develop their strengths and identify opportunities for growth.
3. Apply strategic planning principles to set and track realistic yet aspirational goals.
4. Make evidence-based decisions to pursue courses of action that are aligned with their individual missions and the missions of WSU and their units.
5. Engage in constructive relationship-building and conflict engagement strategies to pursue shared goals.
6. Build and apply WSU institutional knowledge and relationships to lead a project that aligns with the mission of the university and their unit.
7. Apply best practices in diversity and inclusion to program learning, especially with respect to building and leading teams and refining and carrying out the leadership project.
8. Fellows may specify additional learning outcomes based on their role and/or identified leadership project (e.g., Fellows may identify outcomes related to marketing and communications if they are designing a program or event)

PROGRAM PRINCIPLES:
While not outcomes in and of themselves, Fellows are aware that the program is built on the following principles, which will be promoted in activities throughout the program:
- Professional development is a lifelong learning task that benefits self, others, and organization,
- Self-reflection on one’s own motivations, emotions, and behaviors improves one’s leadership capacity,
- A commitment to justice, transparency, and ethical behavior is required for effective decision-making,
- Optimism and curiosity support persistence in efforts to bring positive change to the university,
- Collaborative problem-solving is necessary to achieve the mission of Wayne State University, AND
- Diversity and inclusion are essential elements of excellence.