

Cultivating the Courage to Lead® at the University of Northern Iowa

Provost's Leadership Academy, 2016-17

1) **Program Overview:**

The Office of the Provost invites members of the UNI faculty, staff, and administration to apply for the 2016-17 "Provost's Leadership Academy." Participants will reflect on deep questions of the meaning and purpose of their work and leadership, their capacity to make a difference in the lives of others, and the connections between the "inner and outer landscapes" of their personal and professional lives. They will consider skills and qualities of adaptive leadership (and similar leadership models); their unique giftedness to be of service in the world; the overall shape of a well-integrated life that balances work, family, and civic engagement; and self-identified challenges and opportunities they wish to address related to their particular contexts at the University. The catalytic combination of vocational reflection (where "vocation" means life-calling, one's sense of identity and contribution, meaning and purpose) and leadership development will strengthen participants' ability to lead "from within" in service to the University's mission on behalf of the public good.

The project will be guided by experienced educator and facilitator Dr. Chris Johnson (www.milkweedgroup.com) utilizing principles and practices of the Circles of Trust® developed by Parker J. Palmer and the Center for Courage & Renewal. In large-group, small-group, and solitary settings, participants will explore the intersection of their personal and professional lives, with insights from the work of poets, scholars, artists, naturalists, musicians, filmmakers, scientists, and various wisdom traditions. Clearness Committees, peer action-learning circles, and other high-integrity and strictly confidential processes of discernment and mutual accountability will be a key component. Participants will not need to use leave time to attend sessions; some sessions will extend beyond the normal work week.

The **Academy's schedule** will be as follows:

- Workshop 1: October 13-14, 2016 (Thursday dinner – Friday 4:30 p.m.)
- Workshop 2: January 13, 2017 (Friday 8:30 a.m. – 4:30 p.m.; January 20 in case of inclement weather)
- Workshop 3: April 14, 2017 (Friday 8:30 a.m. – 4:30 p.m.)
- Workshop 4: June 15-16, 2017 (Thursday dinner – Friday 4:30 p.m.)
- Closing retreat: September 28 – 30, 2017 (Thursday dinner – Saturday lunch) at Prairie Oaks Institute, Belle Plaine, MN (www.prairieoaksinstitute.org)

Additional leadership development interactions will include:

- Peer action-learning circles: self-organized each month between workshops (November, December, February, March, May, July, August)
- Individual coaching/consultation: once a month or upon request.



Goals of the Academy include:

1. To strengthen education for the public good at UNI by supporting emerging leaders across multiple disciplines, departments, and divisions of the University.
2. To foster innovative service, teaching, advising, mentoring, and scholarship around issues of vocation, leadership, and the public/civic purposes of higher education.
3. To encourage interdisciplinary approaches to addressing societal needs and cultivating lives of commitment and contribution in a complex world.
4. To support members of the UNI staff, faculty, and administration in their own vocational development and professional growth, and in connecting their vocational commitments to their work.
5. To provide opportunity to study and reflect intensively over an extended period of time with a small cohort of colleagues, and to encourage wider communities of discussion, innovation, and practice across the University.

Those who complete the Academy will be expected to participate in later academies as participants and/or mentors and to offer learning opportunities to others on campus.

2) Application Information

Completed applications are due to Interim President Jim Wohlpart in Seerley 1 (or jim.wohlpart@uni.edu) by 5:00 p.m. Tuesday, September 6. Up to 15 participants will be notified of their selection by Monday, September 26. The application questions below are meant to be open-ended and evocative; we hope that anyone with an interest in these issues will feel free to apply. A diversity of perspectives, disciplines, backgrounds, and persons will enhance the experience for everyone. The information will also help us to shape the sessions and identify resources to better meet participants' needs and interests.

To apply, please complete the attached application, with signatures, and submit it with a 1-2 page Word-document proposal which responds to the questions below. Scanned documents are welcome.

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Provost's Leadership Academy Application, 2016-17

Name _____ Date _____

Title _____

Email Address _____ Phone Number _____

Department/Area/College _____

Supervisor's Name _____

Supervisor's Signature* _____ Date _____

*Signature connotes willingness to allow this individual to participate in the academy as part of the performance of their duties.

Dean and/or Vice President's Name _____

Dean and/or Vice President's Signature _____ Date _____

On a separate sheet, respond to the following prompts.

1. Why would you like to participate in the Academy? What are you curious or passionate about, with regard to (the intersections of) vocational reflection, leadership development, and education for the common good? Why do these things matter to you?
2. Please describe some aspect of your work where your imagination, engagement, and effectiveness might flourish because of this experience. What project or experience can you see yourself working on for the year in this safe, courageous community of learning and practice, related to strengthening education for the common good at UNI? This could be, e.g., revising an existing course or program or creating a new course or program to incorporate attention to leadership, reflection and integrative learning, social justice, community engagement, and the like; enhancing student advising or mentoring; leading a book-discussion group with colleagues; fostering new forms of community/university collaboration; tackling a writing project or some other form of creative expression.

As you craft your responses, *think about what will make your heart sing*. The questions are primarily intended to fire your imagination, and NOT to lock you into a particular direction.

