

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

Provost's Leadership Academy, 2017-2018

Program Description

The Office of the Provost invites members of the UNI faculty, staff, and administration to apply for the 2017-2018 “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.

Program Schedule

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

- Workshop 1: October 12 – 13, 2017 (Thursday dinner – Friday 8:30 am to 4:00 p.m.)
- Workshop 2: January 11 – 12, 2018 (Thursday dinner – Friday 8:30 am to 4:00 p.m.; January 18-19 in case of inclement weather)
- Workshop 3: April 12 – 13, 2018 (Thursday dinner – Friday 8:30 am to 4:00 p.m.)
- Workshop 4: June 14 – 15, 2018 (Thursday dinner – Friday 8:30 am to 4:00 p.m.)
- Closing retreat: September 27 – 29, 2018 (Thursday afternoon – Saturday afternoon) at Prairie Oaks Institute, Belle Plaine, MN (www.prairieoaksinstitute.org)

Additional Program Elements

Peer action-learning circles meet at least once each month. These triads provide continuity between the seasonal large-group sessions, opportunity for additional engagement with questions and ideas raised by the Academy, room to foster collaboration, and a “living laboratory” for working on self-identified projects related to participants’ contexts within the University. We encourage you, therefore, to unleash your imagination: What project or experiment 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? What idea or possibility might you like to develop in the company of supportive

colleagues? 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. Your ideas can and likely will evolve throughout the year; the action-learning triads provide both rich “soil” and supportive “container” for them – and you – to grow.

Finally, individual coaching/consultation is available by phone once a month or upon request, and in-person on campus (by sign-up) on Thursdays in January, April, and June.

Academy Goals

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.

Academy participants may be asked to contribute to later academies (as guest presenters, co-facilitators, “thinking partners,” and/or peer mentors) and to serve as thought leaders and catalysts in disseminating the spirit and benefits of the Academy across the University.

Application Information

Completed applications are due to Provost Jim Wohlpart in Seerley 20 (or jim.wohlpart@uni.edu) by **5:00 p.m. Monday, June 5**. Approximately 15 participants will be notified of their selection by **Friday, June 30**. 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 which responds to the questions below. Scanned documents are welcome.



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

Provost's Leadership Academy Application, 2017-2018

Name _____ Date _____

Position/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, please respond to the following prompts – and as you do so, *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.

1. Read the article “Inside-Out Leadership” accompanying this application, and respond to its thesis and major claims. What strikes you about the authors’ view of leadership? How do their ideas fit with your own evolving understanding of your work? What questions do their ideas raise for you?
2. Please describe some aspect of your work where your imagination, engagement, and effectiveness might flourish because of this experience. How might your participation in this safe, courageous community of learning and practice over the course of the year assist you in strengthening education for the common good at UNI? How might it help you to flourish and, in turn, assist in elevating the vitality of our community?

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