



# ***Mercer Leadership Academy***

## ***Program Description and Application***

### ***2011-2012***

## ***Leading at all Levels***

"The ideal leader has vision, makes expert use of data from the field, and builds a team that can implement the necessary foundation to achieve the dream, solidly based on the evidence of what works."

Gail Mellow and Cynthia Heelan, *Minding the Dream*, pp. 133-134

***The Mercer Leadership Academy*** is designed to cultivate the leadership potential of our faculty and staff. The third cohort will start in September 2011 and will consist of 18-20 faculty and staff members, selected through an application process. The Academy will have seminar-style meetings from 9 am – 1 pm on one Friday per month, during the fall and spring semesters. In addition, members will participate in online discussions and activities.

The Leadership Academy will incorporate a variety of discussion topics, activities, and speakers designed to enhance leadership ability. By the end of the program, participants will

- develop the skills, knowledge, and attitudes for 21<sup>st</sup> century community college leadership advocated by the AACC
- demonstrate an awareness of the place of the community college in American higher education
- actively engage with current issues in Higher Education at the local, state and national levels
- study organizational structure, organization culture, and organizational change
- analyze MCCC in the context of national and state models
- gain a deeper understanding of the College mission, vision and values
- apply knowledge and skills to continuous improvement at MCCC
- promote interaction across divisions and departments
- develop increased self-awareness as leaders and enhanced communication skills
- work collaboratively on a project of benefit to the College community

The fall semester will focus on discussion of a core text, Mellow and Heelan's *Minding the Dream: The Process and Practice of the American Community College*. Participants will serve

as discussion leaders for at least one topic in one session (each session will have 2-3 discussion leaders). Discussion leaders will prepare presentations and activities for their topic(s) and, where appropriate, moderate the online follow up discussion. In the spring semester, participants will research and discuss organizational change (based on Bolman and Deal's *Reframing Organizations*) and major issues in higher education. Sessions will include discussions, presentations, and occasional invited speakers.

Participants will also complete a team-based or individual project that applies the knowledge and skills developed in the Academy to an area outside participants' typical responsibilities. The projects, planned in consultation with President Donohue, will provide an opportunity for participants to demonstrate their leadership within the college community and to develop a product that responds to specific needs and interests of the college. The project development process will take place during the fall semester when each team or individual will identify a problem or challenge, submit a preliminary summary, conduct research, consult colleagues outside the Leadership Academy, and submit a proposal. Participants will work on the project in the spring semester and present a final report at the final session of the Academy. Participants will work on these projects either as individuals or in small teams.

Participation in all Academy activities is mandatory. It is anticipated that participants will serve as mentors for future cohorts.

### **Applications**

Individuals in all organizational units who are interested in developing leadership skills are encouraged to apply. Please complete the application (below) and submit it to Ms. Diane Badessa by May 20, 2011.

### **For More Information**

If you have questions or would like additional information, please contact Linda Scherr, Deborah Kell.



Mercer Leadership Academy  
Application  
2011-2012

Name: \_\_\_\_\_

\_\_\_\_\_  
Your Current Position: \_\_\_\_\_

\_\_\_\_\_  
Length of Service in Current Position: \_\_\_\_\_

\_\_\_\_\_  
Length of Service in Higher Education: \_\_\_\_\_

1. Briefly describe the teaching areas, programs, departments, and services for which you are responsible.
2. What are your short-term and long-term career goals in higher education?
3. Please submit a one-page personal statement of why you would like to participate in the **Mercer Leadership Academy**. In what ways do you expect your particular skills, experience and perspective will contribute to small group discussions and activities?

Signature and date: \_\_\_\_\_

*Note: Your signature indicates your commitment to participate fully in the Academy by attending all sessions, participating online, preparing through readings and research, and completing a project.*

\_\_\_\_\_  
Please provide two references who may be contacted during the applicant review process (conducted by President Donohue and the Executive Team).

\_\_\_\_\_  
Name

\_\_\_\_\_  
email/ext

\_\_\_\_\_  
Name

\_\_\_\_\_  
email/ext

*Please return by May 20, 2011 to:  
Ms. Diane Badessa  
Attn: Leadership Academy Application*