



ACADEMIC LEADERSHIP PROGRAM (ALP) GOALS, OBJECTIVES, AND OUTCOMES

Goal Statement

The Big Ten Academic Alliance Academic Leadership Program helps high-potential faculty members and executive staff enact effective university leadership within a diverse, complex, and changing higher education landscape by strengthening their ability to motivate and lead.

Objectives

Through the Academic Leadership Program, participants will:

- Understand the knowledge and skills required for effective academic leadership
- Reflect on their motivations to lead and how ones' purpose informs leadership
- Explore the values and styles associated with effective academic leaders
- Identify the challenges and rewards of academic leadership in research universities
- Consider past, current, and future challenges and opportunities in higher education
- Reflect on the similarities and differences of research universities' organizational and physical infrastructures
- Understand academic leaders' role in planning and stewarding universities' fiscal resources
- Develop skills to advance diversity, equity, self-awareness, and ethical leadership
- Deepen professional relationships with colleagues

Outcomes

Specific Outcomes for Seminar I: Foundational and Contemporary Issues in U.S. Higher Education

- Understand contemporary issues in higher education in their historical and institutional contexts
- Discern approaches to enhance campus diversity, equity, and inclusion in all aspects of higher education's mission
- Identify strategies to strengthen higher education's public engagement and globalization missions
- Examine academic leaders' roles in strengthening teaching and learning

Specific Outcomes for Seminar II: Internal and External Relationships

- Recognize the experiences of diverse students within and beyond the classroom and identify strategies that best serve those students
- Consider how to build relationships and support the success of faculty and staff to enable them to carry out the research, teaching, and service missions
- Distinguish opportunities and challenges for research universities in developing and maintaining relationships with internal and external constituencies
- Review how universities build relationships with external constituencies through effective communication about the value and values of higher education, crisis management, and community partnerships



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Specific Outcomes for Seminar III: Strategic Thinking and Action

- Identify approaches to strategic planning at multiple levels of the institution
- Review institutional finances, budget models, and sources of revenue and expense
- Understand the strategic imperative to build and maintain a diverse and inclusive university community
- Evaluate strategies for assessing competing priorities and managing time
- Consider a range of formal and informal opportunities in higher education leadership

Specific objectives for Fellows' Debrief Groups

- Build community and knowledge-sharing networks across institutions
- Understand how policies and practices are enacted in various ways across the Big Ten Academic Alliance universities
- Reflect on program content and how it relates to participants' context and roles
- Discuss ideas with peer who bring different experiences, institutional roles and responsibilities, personalities, and leadership styles
- Engage with resources offered for targeted leadership development