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

Updated January 2024
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