



ADVANCE

Investing in Faculty Success and Inclusive Work Environments

LEADERSHIP FELLOWS PROGRAM 2020-2021

"Leadership, in short, is power governed by principle, directed toward raising people to their highest levels of personal motive and social morality."

- James MacGregor Burns

UMD is pleased to announce a call for applications for the
Leadership Fellows Program

A year-long leadership development program which aims to grow local faculty leadership talent through on-campus peer networks, professional development, and mentoring.

Program Description

Key Aspects of this program include:

- Year-long series of monthly professional development seminars
- Mentoring conversations with current UMD administrators
- Individual career planning exercises

The outcomes of the Leadership Fellows program have been studied and found:

- The program adds to participants' professional networks at UMD and their interest in pursuing leadership roles.
- Over 75% of former Leadership Fellows are now serving in leadership positions on campus.



Curriculum

- 10 professional development sessions organized around four core knowledge and skill sets related to leadership development:
 - Understanding how the university works and how to promote organizational change (how shared governance works at UMCP; roles of different divisions, legal issues, different organizational cultures)
 - Gaining knowledge of individual leadership strengths and challenges
 - Leveraging diversity and inclusion as a strategic advantage of a unit, leading for inclusion, mentoring, motivation
 - Developing key management skills (e.g., negotiation, conflict management, budget and resource management, human resources and supervision, and facilitation of meetings)



What our Leadership Fellows are saying about this program:

"The [monthly] Friday sessions were awesome. Great chance to hear from the best of the best, to get a bead on the UMD leadership, to understand how the university is structured and how it works, and to network/create friendships with like-minded faculty."

"The small cohort that cuts across colleges really helps networking and expands insights/learning."

To Apply

Eligibility:

- Any full-time faculty
- Faculty who are able to commit to attending the majority of sessions that take place once a month (Tentatively scheduled for Thursdays from 10:00 am – 12:00 pm)

Applications will be accepted until **July 15** or until the program is filled.

Please submit a letter of interest and CV to ADVANCE Faculty Specialist, Dawn Culpepper, at dkculpep@umd.edu. The letter of interest (or email) should include a discussion of:

- Interest in the program and how this leadership training opportunity will contribute to the applicant's career planning
- Past leadership experiences on- or off-campus that suggest the applicant would be well-equipped to pursue leadership roles

A Leadership Steering Committee will review applications, make decisions, and efforts will be made to **notify all applicants by August 1, 2020**. Every effort will be made to select individuals that are diverse by gender, race/ethnicity, and on other demographic dimensions, as well as representative of all UMD colleges.

UMD ADVANCE is pleased to announce the leadership program will be co-led by two outstanding campus leaders:



Dean Bonnie Thornton Dill

Bonnie Thornton Dill took the helm of the University of Maryland's College of Arts and Humanities in 2011 after 20 years as professor at the University of Maryland. As dean, she oversees three schools, 11 departments and 20 research centers. She champions a range of issues, including increased support for arts and humanities research as well as increased opportunities for diversity and inclusion in the curriculum and in the recruitment and retention of students, faculty and staff. Consistent with those interests, she appointed the college's first associate dean for research and hired staff who have helped successfully secure federal and foundation grants for the college. Thornton Dill has also overseen growth in the number of faculty of color in the college and garnered public and private support for initiatives designed to apply arts and humanities scholarship to the everyday lives of the region's most underserved communities. She also provides leadership on campus-wide initiatives that have established interdisciplinary research centers tailored to address pressing public issues and is nurturing emerging degree programs at the intersections of arts, humanities and STEM, currently in high demand by students.



Dean Jennifer Rice

Jennifer King Rice is dean of the University of Maryland College of Education and professor of education policy. Dr. Rice's research draws on the discipline of economics to explore education policy questions concerning the efficiency and equity of U.S. education systems. Her current work focuses on teachers as a critical resource in the education process. As a national expert in education finance and policy, Dr. Rice regularly consults with policy research organizations and state and federal agencies. She has been a National Academy of Education/Spencer Foundation Postdoctoral Fellow and a Visiting Fellow at the Urban Institute. Dr. Rice is a past president of the Association for Education Finance and Policy, and was recently recognized as a University of Maryland Distinguished Scholar-Teacher. She currently sits on two charter school boards, and is a co-chair of the Maryland Education Deans and Directors Council. Dr. Rice brings her scholarly interests to her role as dean through her efforts to align educational resources with key efforts to advance excellence, equity and social justice in P-12 and higher education. Upon becoming dean, she led the College community through a rigorous and inclusive strategic planning process, which has resulted in new and innovative initiatives to promote the College's shared values, vision and goals.

Funded by the Provost's Office, Office of Diversity & Inclusion, Division of Research, Academic Colleges, the Graduate School, and Undergraduate School.