

ADVANCE

ADVANCE Program for Inclusive Excellence

Advancing women, transforming the University, investing in a culture of inclusive excellence



2016 - 2017 Leadership Fellows Program

Call for Applications:

"A village comes of age when its elders plant trees under whose shade they will never sit. You and I...are the elders of the University of Maryland. Together, let us plant trees - of student opportunity and achievement; innovation and entrepreneurship; internationalization; and service to the people of Maryland - trees that will provide shade for generations of Marylanders to come."

-Dr. Loh Inauguration Address, University of Maryland President

UMD ADVANCE, the Office of Diversity & Inclusion, and the Office for Faculty Affairs are pleased to announce a call for participants for the 2016 - 2017 Leadership Fellows Program, a year-long professional development program for UMD tenured faculty. The goals of this program are to enhance faculty leadership skills, and to prepare them for administrative positions within their department, college, or the University.

Project Description

Under the direction of the program leaders, Dr. Norma Allewell, Professor of Cell Biology and Molecular Genetics, and Dr. Jane Clark, Professor of Kinesiology and Dean of the School of Public Health, and a leadership steering committee, we will carefully select individuals who have participated in or shown promise for leadership and engage them in (a) a year-long series of monthly professional development seminars (b) mentoring conversations with current UMD administrators and (c) individual career planning exercises.

Curriculum

There are ten 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
- Becoming aware of diversity and how to shape environments that support inclusive excellence (e.g. unconscious bias, leading for inclusion, mentoring)
- Developing key management skills (e.g., negotiation, conflict management, budget and resource management, human resources and supervision, and facilitation of meetings)

The mentoring conversations and major speakers for each of these sessions will involve current on-campus administrative leaders (Provost, other VP's, Deans, Associate Deans, and department chairs), internal experts on leadership development, and several nationally recognized external speakers. The 2016-2017 Leadership Fellows Program will be informed by UMCP participation in CIC Leadership Training and experience running two prior Leadership Fellow cohorts. Fellows will meet one Friday a month throughout the year and have a small amount of pre-session homework to review before each session (case studies, TED talks, short articles). Over 3/4th of former Leader Fellows are now serving in leadership positions on campus.

*"It is...the responsibility of a university to nurture - via education and outreach - an ethos of civility, inclusion, and mutual respect. All members of the institution share in this responsibility."
-Dr. Loh*

Participants are expected to attend the majority of professional development sessions which will be held on Friday afternoon throughout the academic year. Only applicants who can commit to attend these sessions should apply.

Each participant will also be invited to smaller group mentoring circle conversations with one of several academic leaders who serve as Leadership Advisors. Leadership Advisors will be available to meet with small groups of participants (3-4), several times during the year to discuss career planning and current leadership issues nationally and at UMD.

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What our Leadership Fellows are saying about this program:

"ADVANCE Leadership Fellows Program is exceptionally well-organized and valuable. It far exceeded my expectations and has truly been a game-changer for me. I now feel very confident that I could tackle a leadership position at UMD."

"I feel much more confident about taking future leadership roles."

To Apply

The ADVANCE Program coordinates the application process and logistics for this program. Full-time women and men faculty are eligible to apply. Please submit a letter of interest and CV to ADVANCE Projects Manager, Kristen Corrigan, at corrigan@umd.edu by **June 15th, 2016**. The letter of interest (or email is fine) 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 **notify all applicants by June 30th, 2016**. 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.



"No corner of the planet will be beyond our reach...There is no limit to the impact that the University of Maryland can make in the world."

-Dr. Loh

Co-Facilitator Information

Norma Allewell



Dr. Allewell is Professor of Cell Biology and Molecular Genetics and Affiliate Professor of Chemistry and Biochemistry. She served as Dean of the College of Chemical and Life Sciences from 2000 to 2010 and in 2010-2011 was Interim Vice President for Research. In 2011-12 she was a Jefferson Science Fellow at the US Department of State in the Bureau of East Asia and the Pacific. Dr. Allewell's research explores how interactions between macromolecules in the cell mediate and regulate cellular processes and are involved in health and disease. She is an Associate Editor of the Journal of Biological Chemistry and editor of the Springer Series on Biophysics for the Life Sciences. Dr. Allewell has served on numerous national advisory and review boards, primarily for the National Institutes of Health, National Sciences Foundation, Howard Hughes Medical Institute and Federation of American Societies for Experimental Biology. She is a past President of the Biophysical

Society and the recipient of the Emily M Gray Teaching Award from the Society. Throughout her career, she has mentored students, staff and faculty members. She is currently an ADVANCE Professor in the College of Computer, Mathematical and Natural Sciences.

Jane Clark



Dean Clark is a Professor of Kinesiology, former ADVANCE Professor, and has served as Dean of the School of Public Health since July 2012. She previously served as chair of the Department of Kinesiology for ten years. Dean Clark served on a variety of university committees including the campus APT. She has been elected leader of three national organizations in her field and was appointed editor of the journal, *Kinesiology Review*. As a scholar, her research examines the development of movement control and coordination in motor skills. Dean Clark has been funded by NSF and NIH for her work on infant and children's motor development. Throughout her career, she has always mentored undergraduates and has been recognized for her mentorship as the recipient of the UMD Undergraduate Student Research Mentor and a Philip Merrill Presidential Scholar Mentor.