



Leadership Development Program

Description

Grinnell College believes that by developing leaders, we enrich the professional work experience of our faculty and staff and the academic experience of our students. As an educational institution, we value learning and recognize that applying new knowledge and skills provides us with a competitive advantage.

Our aspirations as a national liberal arts college require us to recruit and retain an outstanding faculty and staff. We are committed to providing these individuals with the tools they need to succeed professionally both within their current roles or to ones they may aspire.

The Leadership Development Program provides financial support to mid-career individuals, or those recognized by the executive administration to be viable candidates for such a role, to attend a conference, workshop or seminar on the topic of leadership.

Support Provided

Financial support for conference or program registration fees, travel, and expenses is provided within the following structure:

Tier One Support

\$5,000-\$10,000 Programs

(1-2 approved per fiscal year)

These programs are typically longer than one-week or ongoing over the course of one year and immerse the participant in leadership studies as it is relevant to college administration. Examples of such educational offerings are: the Center for Study of Higher Education (Penn State University) – Academic Leadership Academy, the Council on Library and Information Resources (CLIR) and Educause – Leading Change Institute (successor to the Frye Leadership Institute), and the Higher Education Resources Services (HERS) - Advancing Women Leaders in Higher Education Institute.

Tier Two Support

\$2,000-\$5,000 Programs

(3-4 approved per fiscal year)

These programs are typically one-week long or less and provide the participant with leadership information as it is relevant to their field. Examples of such educational offerings are the American Council on Education (ACE) – Leadership Academy for Department Chairs, the Association of American College and Universities (AAC&U) – Project Kaleidoscope (PKAL) Summer Institute, the Central Association of College and University Business Officers (CACUBO) – Leadership Development Institute.

Eligibility

The Leadership Development Program is available to mid-career faculty and staff of the College. Individuals may identify themselves as a candidate or administrators may seek out individuals to participate in the program.

Candidates will typically possess the following characteristics:

- Currently in a leadership role or have potential to advance within the institution;
- A record of good, solid, quality performance;
- Respect and credibility amongst peers and subordinates; and
- A forward-thinking and creative vision for the College's future.

Process

This program is competitive in that finite funds are available. To be considered, interested individuals must:

1. Complete an application form and get supporting signatures from his/her/hir department head/director and senior staff member.
2. Obtain a letter of support from the department head/director to accompany the application form.

This letter must:

- Be one page or less in length
- Explain, from the department head/director's point of view, how the program will benefit the institution
- Outline the department head/director's support to include time away from the office to participate in the requested leadership program

A committee will review the applications and decide which individuals are granted funding. An announcement will be made by February 15 for funds to be expended during the upcoming fiscal year.