



2018 - 2019

Program Description

The Management and Leadership Institute for the Universities of Louisiana (M&LI) is a two-semester program for mid-career faculty and staff who aspire to broadened academic, professional, or administrative leadership roles. The Institute will immerse participants in a program designed to maximize their effectiveness in management roles. Participants will gain a deeper understanding for effective leadership in higher education. They will learn how to develop diverse, high-performing teams; manage and implement change; analyze financial, student, and market data; and identify and seize opportunities in the increasingly competitive market driven environment of higher education.

Goals for Institute Participants

- Gain familiarity with contemporary challenges facing academic and administrative leaders.
- Deepen understanding of fundamental perspectives and concepts of leadership as they apply in higher education.
- Enhance personal and professional leadership competencies.
- Advance the UL System by leading a system-based group project from conception through completion.
- Increase understanding of important dimensions of higher education administration, including organizational structure and mission, governance, finance and budgeting, legal and regulatory issues, diversity, and ethics.

Target Participant

The nominee should be one who has potential for increased leadership responsibility and achievement within higher education. Nominations for participation are submitted by campus presidents who recognize a need for an expanded pool of future leaders and want to recognize and encourage the development of designated colleagues to assume increasing leadership responsibility. Nominees must be willing and able to attend and participate in all curriculum sessions and other requisite activities.

Program Structure

Nine two-day sessions will be held over the course of two semesters, with each of our Universities of Louisiana campuses hosting a two-day session. Participants will develop leadership skills and competencies by exploring case studies, presentations, and readings; engaging in group projects identifying, assessing and addressing a system-wide issue; and fulfilling an extended mentoring/job-shadowing component.

M&LI Themes

Themes include institutional structure and missions, organizational dynamics, leadership theories and concepts, formal and informal leadership roles and responsibilities, disciplinary and institutional cultures, decision-making, internal and external communication, the influence of multiple stakeholders, and the leader's role in organizational planning and change. The M&LI will draw on the knowledge and experiences of presidents and leaders from each of our nine campuses with additional input from state leadership and national higher education leaders as well. Meetings will be scheduled all day Tuesday and will conclude on Wednesday afternoons. Participants will visit all of our System Universities in two-day meetings scheduled over two semesters, which will provide opportunities to experience each university's unique identities.

Reading List

Five leadership selections exploring various aspects of leadership development and effectiveness will be read by each participant. Every other session will focus on an assigned text. The class's three existing working groups will each be assigned one text for which they will facilitate a discussion and/or plan an activity or application of the book's themes and message, and UL System President Jim Henderson will facilitate the discussions of the remaining two books during the first and last Institute meetings. This year's reading list includes the following titles:

1. ***Reframing Organizations*** 2017 by Lee Bolman and Terrence Deal
2. ***Humility Is the New Smart: Rethinking Human Excellence in the Smart Machine Age*** 2017 by Edward Hess and Katherine Ludwig
3. ***Good to Great: Why Some Companies Make the Leap and Others Don't*** 2001 by Jim Collins
4. ***The Five Dysfunctions of a Team: A Leadership Fable*** 2002 by Patrick Lencioni
5. ***Brave Leadership: Unleash Your Most Confident, Powerful, and Authentic Self to Get the Results You Need*** 2018 by Kimberly Davis

Mentoring/Job Shadowing

Participants gain valuable work experience at their home institution or other institutions within the System by partnering with a mentor. This approach gives participants access to high-level leaders who can provide unique and valuable insight and experience. Specific job shadowing and mentoring activities are expected of all participants, to be scheduled and completed between September and March.

System Issue Group Projects

Three groups of six participants will work together to study, evaluate and address a system-wide issue with a goal of scheduling a presentation opportunity before the UL System Presidents' Council. All projects will address a significant area of need and will aim to strengthen and advance the UL System. The projects are intended to provide a context for applying and furthering the development of leadership competencies, while contributing meaningfully to significant needs of our institutions. Throughout the year, each working group will meet to identify feasible and efficient solutions, brainstorm, research and evaluate possible resolutions and prepare presentations summarizing their process and conclusions to be shared at the Institute's final meeting.

Session Schedule for the Class of 2018-19:

1. Monday, August 6-Wednesday, August 8 – UL LAFAYETTE
2. Tuesday, September 18-Wednesday, September 19 – ULM
3. Tuesday, October 16-Wednesday, October 17 -- SOUTHEASTERN
4. Tuesday, November 13-Wednesday, November 14 -- GRAMBLING
5. Tuesday, December 11-Wednesday, December 12 -- NORTHWESTERN
6. Tuesday, January 15-Wednesday, January 16 -- NICHOLLS
7. Tuesday, February 19-Wednesday, February 20 – McNEESE
8. Tuesday, March 19-Wednesday, March 20 – UNO
9. Tuesday, April 16-Wednesday, April 17 – LA TECH

2018-2019 Participants

- Quaneshia Armstrong, Grambling, Lecturer and Operations Project Manager
- Dr. Michael Buckles, McNeese, Dean of the College of Liberal Arts
- Dr. Michele Caruso, Nicholls, Dean of Students, Assistant Professor
- Warren Davis, UNO, Associate Vice President for Facility Services
- John Paul Domiano, Southeastern, Budget Director
- Dr. Rudolph Ellis, Grambling, Assistant Director Residential Life
- Sheilah Faucette, Grambling, Associate Vice President for Finance & Administration
- Kimberly Gallow, Northwestern, Assistant Director of Development, NSU Foundation
- Dr. Christopher Gissendanner, ULM, Associate Director, School of Sciences; Associate Professor of Biology; CAES and Biology Graduate Coordinator
- Lindsey Keith Vincent, LA Tech, Director of SciTEC & Office of Professional Educator Outreach
- S.H. Kenney, Jr., Nicholls, Director of Human Resources
- Dr. Fran Lemoine, Northwestern, Associate Professor and Director of the School of Biological and Physical Science
- Dr. Julia Letlow, ULM, Director of Marketing & Communications
- Devonia Love Vaughn, LA Tech, Director , Multicultural Recruitment & Retention
- Dr. Mohammad Saadeh, Southeastern, Associate Professor, Computer Science & Technology
- Dr. Margarita Perez, UL Lafayette, Dean of Students
- Dr. Brigett Scott, Nicholls, Department Head, Associate Professor of Dietetics, Allied Health Sciences
- Dr. Peter Sheppard, UL Lafayette, Professor and Department Head of Educational Curriculum and Instruction, College of Education
- Tanner Stines, McNeese, Associate Athletic Director – Administration & Operations
- Dr. Kim Williams, UNO, Associate Professor, Hotel, Restaurant and Tourism, Director, Graduate Coordinator

