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Leadership UD Annual Report: 2014-15

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Leadership UD Annual Report

15TH ANNIVERSARY



UNIVERSITY of
DAYTON

Looking Back, Looking Ahead

Leadership UD launched in September 2000 with a cohort of five faculty and 13 staff pioneers willing to participate in a pilot whose planning was, at most, one week ahead of the cohort. The idea, pitched to the provost's and then the president's councils in March 2000, was enthusiastically endorsed and given the green light. We proposed a yearly program to foster community, connection, collaboration and ownership among faculty and staff with leadership interest and high potential. We anticipated that the years ahead for higher education, and the University of Dayton specifically, were likely to involve challenge and change, and that our Catholic and Marianist identity called us to embrace and cultivate leadership at all levels.

The purpose of the program from the beginning has been to develop leadership capabilities and a leadership mindset among high-interest and high-potential University of Dayton employees, regardless of their career path. Leadership UD was inspired by a faculty-only program at Missouri State University and by chamber of commerce-sponsored programs like Leadership Dayton. From day one it was shaped by our Marianist values of the discipleship of equals preparing for adaptation and change.

The development team began with two people. At the end of the year, we invited members of the first cohort to join the development team, hoping that we might get one or two more people. Five volunteered, in typical UD fashion. We had become the first Leadership UD project — guiding and running the Leadership UD program itself. It takes a community to facilitate Leadership UD.

The original proposal for Leadership UD listed as a possible topic to consider: "UD's future: what will we be like in 15 years?" It is now 15 years later. And though we couldn't have anticipated all that has happened at the University, Leadership UD has become an important source of connecting people across campus to a common purpose: sustaining the work started by the Marianists in 1850.



Sincerely,

Deb Bickford

Associate Provost for Academic Affairs
and Learning Initiatives



Bringing Leadership to Life: The LUD Development Team

Over the past 15 years, 44 members of the Leadership UD community have served on the development team, a diverse group of volunteer faculty and staff that facilitates and engages current cohort members as well as provides continuing programming for associates — those who have completed their cohort year.

Members of the development team display consistent characteristics that exemplify our mission and values:

1. Passion, dedication and commitment to developing leadership capacity for peers.
2. Selfless care and concern for the learning of others, including each other.
3. Desire to work side by side with a diverse group of faculty and staff to achieve a common purpose — expanding UD's networks and people's commitment to the UD community.
4. A commitment to adapting and changing to meet "the signs of the times."

Leadership UD was founded on five tenets that continue to be our top priorities:

- 1 Understanding and transforming the University.
- 2 Developing leadership self-awareness.
- 3 Building relationships and community.
- 4 Promoting cultural and intercultural competence.
- 5 Building on our Catholic and Marianist identity and mission.

Participants come from all areas of the University, including UDRI, student development, the College of Arts and Sciences, finance and administrative services and the library, to name a few.

311 PARTICIPANTS
between 2000–2015

faculty **80**
staff **231**

135 men
176 women

Program locations have been held at the Dayton Art Institute, the UD Arena, ArtStreet, Kennedy Union, the LTC, student housing and the Bergamo Center for Lifelong Learning, among others.

148 SESSIONS DELIVERED



“It has been an amazing addition to my career focus. It’s as if I can dip into the roster of folks who have gone through LUD and find folks who are ready and willing to pursue their leadership vision, and that excites me daily.”

Brian LaDuca
LUD 2013–14 cohort

“I learned that what I appreciate most about UD, which is the University’s commitment to community, is the result of deliberate choices. We are who we are as a result of deliberate choices we made (and continue to make) in developing our policies, practices, programs and maintaining our traditions. If we want this commitment to community to continue, we must all be deliberate about our choices in our daily activities.”

Staci Rucker
LUD 2011–12 cohort

“Participation in LUD taught me the true value of collecting diverse viewpoints for more fully analyzing and solving problems. This is our Marianist way, and the experience gave us an excellent opportunity and platform for practicing.”

Jason Reinoehl
LUD 2009–10 cohort

“I really enjoyed getting to know so much more about what makes UD, UD. The sessions were not something that you learn in training or what I was exposed to in my daily work. The experience was also very rich due to the participants across all units. I appreciated hearing their viewpoints and how what we were learning and discussing applied in their perspectives.”

Laura Bistrek
LUD 2009–10 cohort

“Creating and broadening network relationships with other Leadership UD participants has contributed to my work. I have more people to bounce ideas off of or call for help. Attending some of the events that included our Marianist charism caused me to look at my work with the charism in mind and eventually became one of the reasons I applied to become a Marianist Educational Associate.”

Jacinta Mergler
LUD 2010–11 cohort

A Look Back at the 2014–15 Fellows

Each year, University deans and vice presidents are invited to nominate candidates to participate in Leadership UD. Each cohort is composed of a maximum of 24 faculty and staff fellows who represent different disciplinary traditions, career paths, educational backgrounds and units.

Over the course of 10 sessions, the 2014–15 cohort immersed themselves in three themes:

1. Who we are as an organization.
2. How they lead as individuals.
3. How to continue their leadership journey.

THE MEMBERS OF THE 2014–15 COHORT WERE:

David Ausdenmoore — School of Business Administration

Ken Bloemer — School of Engineering

Maria Burkett — University Honors Program

Laura Cotten — University Honors Program

Jerry Duncan — Facilities Management

Gwyn Fox Stump — Student Development

Ann Garcia — Finance and Administration

Josh Gold — UDRI

Sangita Gosalia — Center for International Programs

Re'Shanda Grace-Bridges — Student Development

Pam Gregg — UDRI

Leslie King — Fitz Center for Leadership in Community

Jennifer Koesters — Enrollment Management and Marketing

Doug Lemaster — Dining Services

Jamie Lockett — UDiT

Brandy McFall — University Advancement

Adrienne Ross-Green — Athletics

Jennifer Speed — College of Arts and Sciences

Melinda Warthman — School of Law

At the conclusion of the program, 90 percent of participants reported a better understanding of UD's systems, their own leadership strengths and the importance of building relationships to strengthen collaboration.



Continued Commitment to Learning

We recognize that leadership is a continuous journey. That's why we created programming for associates — or graduates of the Leadership UD cohort program. Each year associates have the opportunity to attend approximately 10 sessions to continue to engage with the UD community and further their leadership development.

Our 2014–15 associates sessions included:

- Enrollment Management update from Sundar Kumarasamy
- “Lunch and Learn” with Joyce Carter and Dave Harper
- Book Read — *Start With Why*
- A behind-the-scenes look at Christmas on Campus
- “How Technology is Changing the Academy,” presented by Tom Skill
- Leadership chat with David Sipusic
- Discussion on Carnegie Community Engagement, presented by Paul Vanderburgh and Kelly Bohrer
- A behind-the-scenes look at ArtStreet's 1World Celebration, hosted by Brian LaDuca
- Paddle with the River Stewards

There were 217 attendees at the associates programs offered, and we look forward to hosting a variety of events for associates in the 2015–16 year.

Our Vision

Within the context of our Catholic and Marianist identity and mission, we aspire to build institutional and individual capacity for leadership by forming a professional community of staff and faculty learners who support and challenge themselves, each other and the University.

Our Mission

Leadership UD builds leadership capacity and enhances leadership effectiveness at the individual and institutional levels by providing members with opportunities to:

- Increase their leadership self-awareness and competencies at the institutional, professional and personal levels.
- Enhance their knowledge of our Catholic and Marianist identity and mission, the organizational structure of the University and our unique contribution to the Dayton community.
- Link their individual, departmental and professional goals to the University mission and values.
- Lead creatively in a culture of change through thoughtful and innovative experimentation.
- Traverse the organizational and perceptual silos which separate and isolate people and cultivate an appreciation of diversity and inclusion as fostering institutional excellence.
- Make personal and professional connections across campus, thereby increasing their organizational value and work satisfaction.

Our Values

Our mission and vision emerge from core values. We believe:

- Leadership is needed at all levels of the organization.
- Relationship and community building is at the heart of leadership work.
- Leadership development is essential to the lifeblood of the University.
- Our Catholic and Marianist identity and mission provide an important context for leadership at the University of Dayton, and this context must permeate Leadership UD programs.
- People want to work where they are respected and appreciated and where their talents are employed effectively.
- Providing opportunities for professional, personal and spiritual growth is essential to realizing the vision and mission of the University.

LEADERSHIP UD

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