Building Blocks of Effective Leadership

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Recommended Citation

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As we look at the evolving landscape of administration in higher education, the issues, challenges and responsibilities that department chairs and upper administration must confront are increasingly complex and multifaceted. HERS, CCAS, ACE, MDP and other mentorship-focused programs encourage partnerships between seasoned and emerging leaders; nevertheless, how else might we—in structured *and* informal ways—engage leadership and mentorship strategies to ensure that future department chairs and other leaders feel supported in their administrative ambitions? How do we cultivate and sustain work environments and staffing models that can promote sound leadership support and training? How do we encourage new faculty to look at administration not as a burden or an "other" to instruction, but as a natural extension of university citizenship in which they might well excel?

In this session, three individuals will share their perspectives about mentoring and guidance within academia. We will discuss how the networking, questioning and formation of feedback opportunities in our relationships have contributed to our evolution as administrators—from department chair to provost. We wish to discuss the nature of mentorship—the "who," "what," "when," "where," "how" and "why" of our mentors—and how constructive mentorship experiences, like those created through the Academic Chairpersons Conference, can propel emerging administrators through difficult, murky and complicated situations.

Ample time will be allotted for questions and discussion.