EXECUTIVE LEADERSHIP PROGRAM

The CUNY Executive Leadership Program was developed for executive managers and key senior professionals who are already regarded as highly effective and who are being prepared for greater leadership roles. The program will enhance the motivation and skills to transition the participants to new roles and to lead others; it will build relationships and provide incentives to learn and expand professionally; and it will provide the basis for these leaders to continue the development of themselves and those they lead. Participants must be members of the University’s Executive Compensation Program.

Selection: College Presidents and University Vice Chancellors will nominate participants who possess the professional experience and personal characteristics necessary to succeed in the program. Participants currently must occupy ECP positions at the colleges or at the Central Administration Office below the title of Vice President or University Dean. This includes such titles as Director, Assistant Vice President, Assistant Dean, and Acting Associate Vice President. In addition, participants must:

- Enjoy the commitment and the support of their President, Vice President, Vice Chancellor or Dean;
- Be deemed by the President, Vice President, Vice Chancellor or Dean to exhibit professional readiness to participate in a program requiring significant commitment to learning and commitment to the college and/or the University;
- Have professional and/or personal experience in a leadership role;
- Commit to attendance at all sessions of the program and the resources to fully participate in all program activities;
- Agree to complete a project of value to the University and other course activities in order to be deemed a graduate;
- Be able to apply what they learn to their current position;
- Demonstrate an openness to learning about their own limitations; and,
- Agree that participation will be in addition to current duties.

Nomination Forms

Nomination forms (to be completed by the college and the nominee) must be submitted to the Office of Faculty and Staff Relations by Friday, January 20, 2006. Nominees and colleges will be informed of a nominee’s acceptance to the program in early February.
EXECUTIVE LEADERSHIP PROGRAM

Both generic leadership and CUNY specific leadership competencies are incorporated into the design and delivery of the program, including: ethical administration in the public service; visionary leadership; goal setting; communicating and leading change; networking/partnering/team building; personal technology proficiency; CUNY administrative systems; time management; and strategic planning in higher education administration.

Matthew Goldstein, Chancellor

Participants also work in project groups to develop strategic plans for handling current challenges faced by CUNY colleges.

Initiated by the Chancellor and coordinated jointly by the University Offices of Faculty and Staff Relations and Executive Search and Evaluation, the Executive Leadership Program was developed to foster an integrated university and to assist the colleges in retaining strong, effective, and visionary leaders who understand and promote organizational change. The current interest in leadership preparation has become more urgent given the significant turnover anticipated in leadership positions at colleges throughout the country over the next few years. The first wave of “baby boomers” is now at least 55 years of age and many of them in high-level positions are eligible for retirement. This number will grow rapidly and if past experience continues, a substantial number will elect to retire. The environment of the University requires a new wave of leaders that understand and promote organizational change. Change management is a demanding skill for executives to acquire. The University is redefining its role in educating New Yorkers; it is redefining how it delivers education to its students; and it is redefining its articulation with secondary schools and between community colleges and senior colleges. The need for inspired leadership and continuity of leadership underpins the CUNY Executive Leadership Program. Topics are presented by expert practitioners and facilitators, high-level CUNY executives, and faculty members.

Purpose

The mission of the Office of Faculty and Staff Relations is to deliver comprehensive and contemporary human resource programs and services that promote individual and organizational excellence in support of CUNY’s mission to be the nation’s premier institution of public higher education. Brenda Richardson Malone, Vice Chancellor, Faculty and Staff Relations

This program was created to develop a continuing source of talented and motivated leaders for the University who are capable of assuming positions at the most senior levels, managing change and administering effectively the academic, financial, physical and human resources of the institution; to foster an environment of excellence in administration that defines a high standard for future performance; and to create an expectation of continuing learning for executives consonant with the best values of the University.

Program Dates for 2006

An intense, information-packed and experiential-based program of 10 sessions over roughly a two-month period beginning March 2 will permit practice, experimentation, team building, and CUNY networking. The specific dates for this year’s program are March 2, 3, 10, 24, 31; April 7, 21, 28; May 11 and 12. A final agenda will be distributed during the program but program dates are set.

Special Program Features

a. Participant Projects: a critical “reality-based” feature of the program is the requirement to develop a strategic plan for handling a current challenge faced by one of the colleges or the University. This group project requires the use of strategic planning skills. The final plan must be achievable within existing resources and must emphasize the measurement of institutional outcomes. At the end of the program, all participants will present the results of their projects.

b. Participation in a year-long E-learning Program: provided by Enterprise Training Solutions, Inc., this e-learning program will allow participants to review executive management skills in which they require additional guidance or information. Each participant will have a year to complete 20 on-line training programs from the Harvard Management Series that will be made available only to program participants.

c. CUNY-based Systems Exposure: specific examination of CUNY management systems (budget and finance, human resources and labor relations) and an opportunity to raise questions and interact with key university players.

The success of The City University of New York depends on both attracting managers from outside the organization and developing managers from within. The Executive Leadership Program plays a major role in developing the pipeline we need for success.

Dr. Robert A. Ptachik, University Dean for the Executive Office and Enrollment

Program Overview

This future leadership is to be found in the hands of our exceptional senior staff …

Matthew Goldstein, Chancellor

Brenda Richardson Malone, Vice Chancellor, Faculty and Staff Relations

The leader is one who mobilizes others toward a goal shared by leaders and followers. … Leaders, followers and goals make up the three equally necessary supports for leadership.” — Gary Wills, Certain Trumpets: The Call of Leaders