



ADVANCE

Investing in Cultures of Faculty Success and Inclusive Excellence

LEADERSHIP FELLOWS PROGRAM 2018-2019

"A village comes of age when its elders plant trees under whose shade they will never sit. You and I...are the elders of the University of Maryland. Together, let us plant trees - of student opportunity and achievement; innovation and entrepreneurship; internationalization; and service to the people of Maryland - trees that will provide shade for generations of Marylanders to come."

-Dr. Loh Inauguration Address, University of Maryland President



UMD is pleased to announce a call for applications for the

Leadership Fellows Program

- a year-long leadership development program for UMD faculty which aims to grow local faculty leadership talent through on-campus peer networks, professional development, and mentoring

Project Description

Key Aspects of this project include:

- a year-long series of monthly professional development seminars
- mentoring conversations with current UMD administrators
- individual career planning exercises

The outcomes of the Leadership Fellows program have been studied and found:

- The program adds to participants' professional networks at UMD and their interest in pursuing leadership roles.
- Over 3/4^{ths} of former Leadership Fellows are now serving in leadership positions on campus.



Curriculum

- 10 professional development sessions organized around four core knowledge and skill sets related to leadership development:
 - Understanding how the university works and how to promote organizational change (how shared governance works at UMCP; roles of different divisions, legal issues, different organizational cultures)
 - Gaining knowledge of individual leadership strengths and challenges
 - Leveraging diversity and inclusion as a strategic advantage of a unit, leading for inclusion, mentoring, motivation
 - Developing key management skills (e.g., negotiation, conflict management, budget and resource management, human resources and supervision, and facilitation of meetings)
- Smaller mentoring circle conversations several times during the year with one of several academic leaders who serve as Leadership Advisors addressing career planning and current leadership issues nationally and at UMD



What our Leadership Fellows are saying about this program:

“The [monthly] Friday sessions were awesome. Great chance to hear from the best of the best, to get a bead on the UMD leadership, to understand how the university is structured and how it works, and to network/create friendships with like-minded faculty.”

“The small cohort that cuts across colleges really helps networking and expands insights/learning.”

To Apply

Eligibility:

- Any full-time women and men faculty
- Faculty who are able to commit to attending the majority of sessions (**Thursdays 10 AM-Noon** once a month)

Applications will be accepted until **June 1** or until the program is filled.

Please submit a letter of interest and CV to ADVANCE Projects Manager, Kristen Corrigan, at corrigan@umd.edu. The letter of interest (or email) should include a discussion of:

- Interest in the program and how this leadership training opportunity will contribute to the applicant’s career planning
- Past leadership experiences on- or off-campus that suggest the applicant would be well-equipped to pursue leadership roles

A Leadership Steering Committee will review applications, make decisions, and efforts will be made to **notify all applicants by July 13, 2018**. Every effort will be made to select individuals that are diverse by gender, race/ethnicity, and on other demographic dimensions, as well as representative of all UMD colleges.

UMD ADVANCE is pleased to announce the leadership program will be co-led by two outstanding campus leaders:



Dean Darryll J. Pines

Darryll Pines is Dean of the A. James Clark School of Engineering and the Nariman Farvardin Professor of Aerospace Engineering. Pines' spacecraft and aircraft research focuses on structural dynamics, including structural health monitoring and prognosis, smart sensors, and adaptive, morphing and biologically-inspired structures, as well as the guidance, navigation and control of uninhabited aerospace vehicles.

Pines has testified before Congress on science, technology, engineering and math (STEM) education and created the Top 25 Source Schools program for Maryland high schools. At a national level, he has led an effort as part of the American Society for Engineering Education-ASEE Deans Council's K-12 STEM Committee to develop a potential College

Board AP exam in engineering. He is the current secretary of the Executive Committee of the National GEM Consortium, a national non-profit providing programming and full fellowships to support increasing untapped domestic human capital at the graduate level in STEM fields. Dean Darryll Pines has served as Dean of the A. James Clark School of Engineering since 2009.



Dean Bonnie Thornton Dill

Bonnie Thornton Dill was appointed dean of the University of Maryland's College of Arts and Humanities in 2011. She joined the university in 1991 as professor and served as chair of the women's studies department for eight years. As dean, Thornton Dill has worked to increase support for and the visibility of arts and humanities research and scholarship; provide leadership for interdisciplinary initiatives within the college and across the campus; support student engagement with underserved communities; and increase the number of UMD's national scholarship award recipients. A pioneering scholar on the intersections of race, class and gender in the U.S. with an emphasis on African-American women, work and families, she is founding director of both

the Center for Research on Women at the University of Memphis and the Consortium on Race, Gender, and Ethnicity at UMD. Her scholarship includes three books and numerous articles. She is former president of the National Women's Studies Association; former vice president of the American Sociological Association; and former chair of the Committee of Scholars for Ms. magazine. She earned her doctoral and master's degrees in sociology and human relations, respectively, from New York University and her bachelor's degree in English from the University of Rochester.

Funded by the Provost's Office, Office of Diversity & Inclusion, Division of Research, Academic Colleges, the Graduate School, and Undergraduate School.