



Minnesota
STATE COLLEGES
& UNIVERSITIES

OFFICE OF THE CHANCELLOR

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December 1, 2008

To: Presidents
Vice Chancellors
Chief Academic Officers
Chief Human Resource Officers
Chief Financial Officers
Chief Information Officers

From: Bill Tschida, Vice Chancellor for Human Resources

RE: Minnesota State Colleges and Universities Luoma Leadership Academy
Nomination/Application Process

Please send your nominations by January 15, 2009
Candidate applications must be received by February 27, 2009

I would like your assistance in identifying potential candidates for the Luoma Leadership Academy. To encourage a broad and diverse application pool with faculty and staff participation, we're encouraging vice presidents, deans, directors, and department chairs to submit nominations. Self nominations will also be accepted. Applicants will be required to have support from their immediate supervisors and endorsement from their president or vice chancellor.

As you may know, the Luoma Leadership Academy is a distinguished development program. It is named after Trustee Emeritus Jim Luoma, who was a strong proponent of providing leadership development opportunities for Minnesota State Colleges and Universities employees. The program is designed to provide the leadership theories, practices, and skills needed to support leaders, and those striving to become leaders, to lead their respective departments and colleges more effectively. Team-based action learning projects provide experiential learning opportunities for participants and a chance to apply leadership concepts from the program on a real-world project that will benefit the Minnesota State Colleges and Universities. The program is inclusive and focuses on building leadership capacity for mid-level managers and leaders throughout our organization.

Minnesota State Colleges and Universities' structure and size sometimes make it difficult for outstanding faculty or staff to be identified and/or prepared for roles and assignments for which they might excel. I believe that if we take deliberate steps to nurture leadership talent, we could more effectively "grow our own leaders" and better meet our leadership needs for tomorrow. This program addresses these challenges by meeting the following goals:

- Identifying talented employees and developing their readiness and skills for leadership roles

- Building a larger pool of potential candidates for open positions within MnSCU or other assignments that require leadership skills
- Creating the expectation that all administrators within MnSCU must play a role in identifying and nurturing talented staff

Participants must commit to participating in two 5-day sessions and stay overnight at a metro area conference facility/hotel where all sessions will be held. Dates are set for July 19-24, 2009 and July 18-23, 2010. In the intervening year between the two residential sessions, participants can expect to spend about 16 hours per month working on a team-based action learning project.

The college/university will be responsible for part of the hotel costs, which will be approximately \$995 per one-week session. We will accept up to 54 participants for the 2009-2010 year. A list of past participants is available on the web at: http://www.hr.mnscu.edu/training_and_development/Leadership_Academy/participants.html

Please share this information broadly on your campus and actively nominate one or more individuals from your college/university. Nominees will be notified and asked to complete the application form and send in a supervisor's and president's endorsement along with two letters of reference. Eligible participants may include department and faculty deans, human resource directors, business managers, chief financial officers, as well as faculty and staff who aspire to future leadership positions. We are looking to increase the participation of faculty who are interested in pursuing leadership opportunities within the system and we encourage a diverse pool of nominees for the 2009-2010 Leadership Academy cohort.

For more information about the Luoma Leadership Academy program and for nomination and application forms, see: http://www.hr.mnscu.edu/training_and_development/Leadership_Academy/Luoma.html

c: Roderick Henry, President, IFO
Greg Mulcahy, President, MSCF
Shahzad Ahmed, President, MSUAASF