UNIVERSITY OF LOUISIANA SYSTEM | MANAGEMENT & LEADERSHIP INSTITUTE

Fall 2023–Spring 2024

Program Description

The Management and Leadership Institute for the Universities of Louisiana (M&LI) is a two-semester program for mid-career faculty and staff who aspire to broadened academic, professional, or administrative leadership roles. The Institute will immerse participants in a program designed to maximize their effectiveness in management roles. Participants will gain a deeper understanding for effective leadership in higher education. They will learn how to develop diverse, collaborative, high-performing teams; manage and implement change; analyze financial, student, and market data; and identify and seize opportunities in the increasingly competitive market driven environment of higher education.

Goals for Institute Participants

- Gain familiarity with contemporary challenges facing academic and administrative leaders.
- Deepen understanding of fundamental perspectives and concepts of leadership as they apply in higher education.
- Enhance personal and professional leadership competencies.
- Advance the UL System by leading a system-based group project from conception through completion.
- Increase understanding of important dimensions of higher education administration, including organizational structure and mission, governance, finance and budgeting, legal and regulatory issues, diversity, and ethics.

Target Participant

The nominee should be one who has potential for increased leadership responsibility and achievement within higher education. Nominations for participation are submitted by campus presidents who recognize a need for an expanded pool of future leaders and want to recognize and encourage the development of designated colleagues to assume increasing leadership responsibility. Nominees must be willing and able to commit to attend and participate in 100% of the scheduled curriculum sessions and other requisite activities.

Program Structure

Nine three-day sessions will be held over the course of two semesters, with each of our Universities of Louisiana campuses hosting a session. Participants will develop leadership skills and competencies by exploring case studies, presentations, and readings; engaging in group projects, identifying, assessing and addressing a system-wide issue; and fulfilling an extended mentoring/job-shadowing component.

M&LI Themes

Themes include institutional structure and missions, organizational dynamics, leadership theories and concepts, formal and informal leadership roles and responsibilities, disciplinary and institutional cultures, decision-making, internal and external communication, the influence of multiple stakeholders, and the leader's role in organizational planning and change. The M&LI will draw on the knowledge and experiences of presidents and leaders from each of our nine campuses with additional input from state leadership and national higher education leaders as well. Nine monthly meetings begin on Mondays at about 3:00 p.m., continue all day Tuesday and conclude on Wednesday afternoons. Participants will visit all of our System Universities in meetings over two semesters, which will provide opportunities to experience and appreciate each university's unique identity.

Reading List

Five to six leadership selections exploring various aspects of leadership development and effectiveness will be read by each participant. Every other session will focus on an assigned text. The class's three existing working groups will each be assigned one text for which they will facilitate a discussion and/or plan an activity or application of the book's themes and message, and UL System President Jim Henderson will facilitate the discussions of the remaining three books during the August, January and April Institute meetings:

1. ***Reframing Organizations*** *2017* by Lee Bolman and Terrence Deal (August)
2. ***Belonging: The Key to Transforming and Maintaining Diversity, Inclusion, and Equality at Work*** 2020 by Sue Unerman, Kathryn Jacob and Mark Edwards (October)
3. ***The Adaptation Advantage*** 2020 by Heather McGowan and Chris Shipley (December)
4. ***The Remains of the Day*** 1989 by Kazuo Ishiguro (January)
5. ***Good to Great: Why Some Companies Make the Leap and Others Don't*** 2001 by Jim Collins (February)
6. ***Team of Rivals: The Political Genius of Abraham Lincoln*** 2005 by Doris Kearns Goodwin (April)

Mentoring/Job Shadowing

Participants gain valuable work experience at their home institution or other institutions within the System by partnering with a mentor. This approach gives participants access to high-level leaders who can provide unique and valuable insight and experience. Specific job shadowing and mentoring activities are expected of all participants, to be scheduled and completed between September and April.

Systemwide Issue Group Projects

Three groups of six or seven participants will work together to study, evaluate and address a system-wide issue with a presentation opportunity before the UL System Presidents' Council and/or UL System board members. All projects will address a significant area of need and will aim to strengthen and advance the UL System. The projects are intended to provide a context for applying and furthering the development of leadership competencies, while contributing meaningfully to significant needs of our institutions. Throughout the year, each group will meet to identify feasible and efficient solutions, brainstorm, research and evaluate possible resolutions and prepare and coordinate presentations summarizing their process and conclusions, usually at the For Our Future Conference and the June Board meeting.

MANDATORY 100% ATTENDANCE--Session Schedule for the Class of 2023-24:

1. Monday, August 14-Wednesday, August 16 -- ULM
2. Monday, September 11-Wednesday, September 13 – ULL
3. Monday, October 16-Wednesday, October 18-- SOUTHEASTERN
4. Monday, November 13-Wednesday, November 15 -- GRAMBLING
5. Monday, December 11-Wednesday, December 13 -- NORTHWESTERN
6. Monday, January 15-Wednesday, January 17 -- UNO
7. Monday, February 19-Wednesday, February 21 –NICHOLLS
8. Monday, March 18-Wednesday, March 20 – LA TECH
9. Monday, April 15-Wednesday, April 17 – McNEESE
10. Monday, May 13-Wednesday, May 15 – Makeup Dates
11. Project Presentation @ June Board Meeting TBA (probably June 26-27, 2024)

2023-2024 Participants

- Timothy Stewart, Grambling, Interim Alumni Engagement/Annual Giving Coordinator
- Dr. Edward Holt, Grambling, Interim History Dept. Chair, B.A.Quarles Endowed Prof. in History
- Dr. Jamie Newman, La. Tech, Associate Dean for Research & Grad Studies/Assoc. Professor
- Dr. Jeremy Mhire, La. Tech, Interim Assoc Dean of the College of Liberal Arts, Assoc. Professor of Biology
- Ashley Jackson, La. Tech, Asst. Director of Human Resources
- Curtis Rogers, McNeese, IT Client Support Specialist
- Dr. Srivnivasan "Vasan" Ambatipati, McNeese, Dept. Head/Asst Prof of Engineering & Computer Science
- Lacey Crochet, Nicholls, Special Projects & Outreach Specialist
- Cambria Bouzigard, Nicholls, Dir. of Academic Services & Coordinator of Academic Advising Center
- Dr. Jie (Jessica) Zhang, Northwestern, Dept. Head, NewMedia, Journalism and Communication Arts
- Ruth Chatman, Northwestern, Human Resources Director
- Dr. Amber Narro, Southeastern, Prof of Comm and Multimedia Comm Specialist, Center for Faculty Excellence
- Craig Marinello, Southeastern, Manager of Student Employment and Internship Dev., Career Services
- Dr. Erin Horzelski, Southeastern, Assoc. Professor of Biological Sciences
- Dr. Ryan Simon, UL Lafayette, Asst. Dean, College of Sciences
- Jennifer LeMeunier, UL Lafayette, Assoc. Director of Career Services
- Dr. Anne Case Hanks, ULM, Director of the School of Sciences
- Horace 'Trey' Wilson, ULM, Director of Scholarships and Admissions
- Dr. Dong-Jun (DJ) Min, UNO, Assoc. Professor and Chair, Dept. of Management and Marketing
- Nick Cutrera, UNO, Desktop Computer Manager, Information Technology

2022-2023 Participants

- Dr. Gavin Hamms, Grambling, AVP for Enrollment Management
- Dr. Carolyn Jackson, Grambling, Asst. Prof., Dept. of Developmental and Higher Education
- Mortissa Harvey, La. Tech, Director of Title IX Compliance
- Dr. Ernie Rufleth, La. Tech, Director of the School of Literature & Language
- Mona White, McNeese, Vice President for Business Affairs
- Dr. Rhonda Johnson, McNeese, Assoc. Prof./Dept. Head, College of Nursing & Health Professions
- Farren Clark, Nicholls, Asst. Prof. of Speech, Dept. of Mass. Comm.; Coordinator, CROWN
- Alex Coad, Nicholls, Director of Residential Living
- Dr. Angela Hardy, Northwestern, Dir. of Master of Science in Nursing and Post-Master's Cert. Programs
- Emily Posey, Northwestern, Director of Internal Audit
- John Collum, Southeastern, Asst. Dir. of Conduct and Resident Education, University Housing
- Dr. Jerry Parker, Southeastern, Instructor, Department of World Languages and Cultures
- Yazmyn Smith, Southeastern, Academic and Career Exploration Coach
- Ruben D. Henderson, III, ULL, Associate Director of Undergraduate Recruitment
- Gretchen Vanicor, ULL, Director of Sustainability
- Cheylon Woods, ULL, Assoc. Prof./Director of the Ernest J. Gaines Center
- Dr. Ashanti Jones, ULM, Asst. Prof., Director of Clinical Physical Therapy
- Kristi Davis, ULM, Asst to VP Business Affairs
- Enjilee M. Bailey, UNO, Asst. Dean, College of Business Administration
- Nerolie Rayson, UNO, Director of Operations, University Advancement

2021-2022 Participants

- Dr. Sharonda Hatter, Grambling, Asst. Prof, Dept. of Criminal Justice
- Dr. Shalena Johnson, Grambling, Director of Institutional Research
- Dr. Ceeon Smith, Grambling, Dept. Chair, Mass Comms/Cleo Fields Endowed Prof.
- Samuel Speed, La. Tech, Dean of Student Engagement and Undergraduate Recruitment
- Zach Williams, La. Tech, Budget Officer
- Dr. Sawyer Stiller, McNeese, Senior Prog. Coordinator, College of Science, Eng. And Mathematics
- Kevin Martin, McNeese, Asst. Dir., Facilities and Plant Operations
- Monique Crochet, Nicholls, Director of External Affairs
- Andrew Kearney, Nicholls, Exec. Assoc. Athletic Director for Internal Affairs
- Katarina Haymon, Northwestern, Dir. of First Year Exp. and Leadership Dev, Student Experience
- Ramona Wynder, Northwestern, Director of Clinical Practice and Partnerships (School of Education)
- Dr. Charity Bryan, Southeastern, Prof. and Head, Dept of Kinesiology and Health Studies
- Keonta Johnson, Southeastern, Asst. Dir of Operations, University Housing
- David Khey, ULL, Dept Head, Assoc. Prof, Assoc. Director, Center for Critical Infrastructure Cybersecurity
- Kiwana T. McClung, ULL, Assoc. AIA, NOMA, Assoc. Prof, NOMAD Adv, Arch & Design
- Dr. Jennifer Stephens, ULL, Assoc. VP Communications and Marketing
- Chris Williams, ULM, Coordinator of Greek Life/Student Development
- Lauren Sampognaro, ULM, Clinical Prof. Pharmacy, Program Director
- Whitney Forstall Grandpre, UNO, Assoc. Director of Alumni Engagement
- Carol Lunn, UNO, AVP for Research and Economic Development
- Dr. Chris Surprenant, UNO, Prof. of Ethics, Strategy and Public Policy, Dir of UNO Urban Entrepreneurship & Policy Institute

2020-2021 Participants

- Casey Byrd, Grambling, Director of Operations and Compliance
- Milton Jackson, Grambling, Interim Academic Advisor & Prog. Asst. for Enrichment Services
- Adam McGuirt, La. Tech, Dir. of Disaster Recovery & Strategic Initiatives
- Michele Robinson, La. Tech, Exec. Dir., Alumni Engagement & Regional Development
- Dr. Lonny Benoit, McNeeses, Performing Arts, Dept. Head
- Krisshunn Youngblood, McNeese, Administrative Asst. to the Provost and VP for Academic Affairs
- Kathyrn Slosarek, Nicholls, Assoc. Dir. of Campus Recreation
- Dr. David Whitney, Nicholls, Dept. Head of Social Sciences and Assc. Prof. of Political Science
- Dr. Gianna Cothren, UNO, Assc. Prof. of Civil and Environmental Engineering
- Dr. Desiree Anderson, UNO, Associate Dean of Student and Diversity Affairs
- Dr. Kelsey Bohl, ULM, Exec. Dir., Mktg. and Comms
- Kristen Chandler, ULM, Dir. of Career Connections
- Dr. Lisa VanHoose, ULM, Assc. Prof. and Dir., Dr. of PT Program
- Dr. Joel Hicks, Northwestern, Interim Dean, College of Nursing and School of Allied Health
- Brittany Blackwell Broussard, Northwestern, Coord., Center for Inclusion and Diversity; Instr., Psych.
- Lisa Harris, Northwestern, Director, Human Resources
- Dr. Blanca Bauer, ULL, Asst. V.P. for Institutional Effectiveness, Office of Academic Affairs
- Dr. Taniecea Mallery, ULL, Exec. Dir. of Strategic Initiatives & Chief Diversity Officer
- Dr. Elizabeth Hornsby, Southeastern, Asst. Prof. and Grad. Coord., Dept. of Comm. and Media Studies
- Chris Asprion, Southeastern, Director, University Housing

2019-2020 Participants

- Jazmine Cherry, Grambling, Student Ombudsperson, Office of the President
- Dr. Kevin J. Roberson, Grambling, Assistant Professor of Chemistry
- Donna Thomas, LA Tech, Dept. Head, Assoc.Prof., Psych. & Behavioral Sciences
- Dr. Bryan J. Zygmont, LA Tech, Assc. Dean,Col. of Liberal Arts; Prof., Art History
- Dr. Angel Ogea, McNeese, Dean of the Burton College of Education
- Dr. Michael T. Snowden, McNeese, Chief Diversity and Title IX Officer, Office of Inclusive Excellence
- Dr. Chris Thomas, McNeese, VP for Student Affairs
- Katherine Mabile, Nicholls, Alumni Director
- Todd M Keller DNS, RN, Nicholls, Vice Provost, Assc. Prof., Nursing
- Julie Powell, Northwestern, Dir. of University Plant Services & Environmental Health and Safety Officer
- Scott Burrell, Northwestern, Dir., Dear School of Creative & Performing Arts
- Dr. Jeffrey Wright, Southeastern, Assoc. Prof. of Music, Dept. Head, Music and Performing Arts
- Dr. Gabe Willis, Southeastern, Dean of Students/Deputy Title IX Coordinator
- Dr. Lisa Broussard, ULL, Assc. Dean and Prof., College of Nursing & Allied Health
- Dr. Jessica Leger, ULL, Deputy Director of Athletics/SWA
- Dr. Christine Berry, ULM, Risk Management and Insurance Faculty member
- Emily Essex, ULM, Director of Student Life and Leadership
- Ms. Lynette Bates, UNO, Dir., TRIO – Upward Bound
- Dr. Christopher Broadhurst, UNO, Associate Professor in Education

2018-2019 Participants

- Quaneshia Armstrong, Grambling, Lecturer and Operations Project Manager
- Dr. Michael Buckles, McNeese, Dean of the College of Liberal Arts
- Dr. Michele Caruso, Nicholls, Dean of Students, Assistant Professor
- Ryan Bell, UNO, Interim Director of Service Learning
- John Paul Domiano, Southeastern, Budget Director
- Dr. Rudolph Ellis, Grambling, Assistant Director Residential Life
- Sheilah Faucette, Grambling, Associate Vice President for Finance & Administration
- Kimberly Gallow, Northwestern, Assistant Director of Development, NSU Foundation
- Dr. Christopher Gissendanner, ULM, Assc. Dir., School of Sciences; Assc. Prof. of Biology; CAES and Biology Graduate Coordinator
- Lindsey Keith Vincent, LA Tech, Director of SciTEC & Office of Professional Educator Outreach
- Steven Kenney, Nicholls, Director of Human Resources
- Dr. Fran Lemoine, Northwestern, Assoc. Prof. and Dir. of the School of Biological and Physical Science
- Dr. Julia Letlow, ULM, Director of Marketing & Communications
- Devonia Love Vaughn, LA Tech, Director, Multicultural Recruitment & Retention
- Dr. Mohammad Saadeh, Southeastern, Associate Professor, Computer Science & Technology
- Dr. Margarita Perez, UL Lafayette, Dean of Students
- Dr. Brigett Scott, Nicholls, Department Head, Associate Professor of Dietetics, Allied Health Sciences
- Dr. Peter Sheppard, UL Lafayette, Prof. and Dept. Head of Ed. Curriculum and Inst., Col.of Education
- Tanner Stines, McNeese, Associate Athletic Director – Administration & Operations

2017-2018 Participants

- Connie Davis – Southeastern, Director of Auxiliary Services
- Dr. John Doucet – Nicholls, Director, University Honors Program and Dean, College of Arts & Sciences
- Jamie Flanagan – Northwestern, Director, Student Support Services
- Dr. Elaine Foster – Grambling, Department Head, Department of Curriculum and Instruction
- Stacy Gilbert – LaTech, Dean of Student Services & Academic Support
- Larry Green – Grambling, Program Coordinator, Student Leadership Initiative
- Sherrye Carradine – ULM, Internal Counsel / EEO Administrator
- Dr. Sushma Krishnamurthy – ULM, Director of the School of Sciences
- Dr. Chip Lemieux – McNeese, Department Head, School of Agricultural Sciences
- Aaron Martin – ULL, Chief Communications Officer
- Dr. Dan McCarthy – Southeastern, Dean, College of Science and Technology
- Adrienne Naquin-Bolton LPC-S, NCC – Nicholls, Dir., University Counseling Center and Health Services
- Kedrick Nicholas -- McNeese, Director of Campus Life, Engagement, & Student Retention
- Dr. Thomas Reynolds – Northwestern, Assc. Professor of English and Writing Program Administrator
- Dr. Laura Scaramella – UNO, Chair, Graduate Coordinator, Professor
- Dr. Sheryl Shoemaker – LaTech, Assc. Vice President, Office of Inst. Effectiveness, Research, and Planning
- Tiffany Charise Soublet – UNO, Assistant Vice President for Budget, Finance and Systems