### Sac State’s Leadership Program Goals:

1. Recruit and accept applicants who aspire to develop as a leader who guides, influences, motivates, and organizes people around a central mission or goal with an intention to make a positive impact.
2. Enhance the core competencies of leaders at Sac State
3. Create and sustain a culture of leadership at Sac State in support of the University’s role as an anchor institution and mission of student success

### Intended Outcomes of a Culture of Leadership:

1. Increase employee retention
2. Attract world-class professionals to our campuses
3. Prepare professionals for current and future leadership roles
4. Strengthen campus commitment to student success and community impact
5. Broaden perspectives on diversity, inclusion, and social justice
6. Build communities for rich dialogue across diverse disciplines
7. Provide access to existing campus leadership
8. Engage in meeting the challenges of higher education and society

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1 Adapted from Crystal Miller, PhD, Director of Systemwide Leadership Development
2 Crystal Miller, PhD
Foundational Principles

We believe in the following leadership principles and characteristics build a strong organization:

An effective leader...

- Can lead from any seat in the organization and should be empowered to do so
- Utilizes strengths-based strategies
- Utilizes emotional intelligence principles for a relationship-based organization
- Recognizes we are a learner-centric organization
- Believes in diversity and inclusion and actively promote leadership practices that support these values

An effective leader...

- Proactively communicates by practicing active listening
- Is trusted, respected, accountable and honest
- Is empathic and altruistic
- Is open to receive and give constructive feedback
- Is an influential change agent who utilizes collaboration as a tool to gain consensus

Timeline

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/15</td>
<td>Full-day immersive experience</td>
<td>8 am – 5 pm</td>
</tr>
<tr>
<td>1/16</td>
<td>Full-day immersive experience</td>
<td>8 am – 5 pm</td>
</tr>
<tr>
<td>2/4</td>
<td>3 hour session</td>
<td>1-4 pm</td>
</tr>
<tr>
<td>3/3</td>
<td>3 hour session</td>
<td>1-4 pm</td>
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<tr>
<td>4/14</td>
<td>3 hour session</td>
<td>1-4 pm</td>
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<tr>
<td>5/12</td>
<td>3 hour session</td>
<td>1-4 pm</td>
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<tr>
<td>6/10</td>
<td>Full-day immersive experience</td>
<td>8 am – 5 pm</td>
</tr>
<tr>
<td>6/18</td>
<td>Reflection, graduation reception</td>
<td>2 pm - 5 pm</td>
</tr>
</tbody>
</table>

See Program at a Glance for the complete calendar and session details. [https://www.csus.edu/administration-business-affairs/internal/your-hr/learning-development/sacramento-state-leadership-academy.html](https://www.csus.edu/administration-business-affairs/internal/your-hr/learning-development/sacramento-state-leadership-academy.html)

It is important that participants commit to the program in its entirety. Therefore, if any participant misses more than 1 session, they will be dropped from the program.

Eligibility: Faculty, Staff, Administrators

The CSU’s vision of leadership is not positional, but rather leading from the seat you are in. Therefore, this program is intended for those members of our community who wish to advance their personal and professional perspectives, and gain a greater understanding of our systems. Ultimately this program is designed for those interested in deepening relationships that create cohesiveness in our community. It is designed for those willing to take a self-reflective journey with a continuous improvement mindset. One of the goals of the development program is to prepare both current and aspiring leaders to increase their leadership effectiveness in their current role and help prepare them should they decide to pursue advancement opportunities.
## Requirements:
- Employed at Sac State for the last 12 months
- Willingness to self-reflect and grow
- Be both physically and emotionally present for each session
- Support from your direct manager/supervisor and pre-approval for release time to attend all sessions

## Application Process
Those interested in applying for one of the 25 seats in this pilot are encouraged to complete an online application. You will be required to enter the name and email of your direct supervisor/manager. A separate email will be sent to them for a statement of support.

Application here: [https://csus.co1.qualtrics.com/jfe/form/SV_cPfNLHYod3OP9WZ](https://csus.co1.qualtrics.com/jfe/form/SV_cPfNLHYod3OP9WZ)

## Selection Criteria
- Application period open from November 13 – December 6
- Completed applications will be reviewed by selection sub-committee based on eligibility criteria by December 20, 2019
- Participants will be notified by January 8, 2020

Please note: The selection committee is responsible for ensuring that a cross-section of campus, in a variety of roles and divisions, is represented in this pilot.

## Program Structure, Release time and Commitment
- Cohort-based learning with a max of 25 participants over six months
- Blend of full-day and half-day sessions
- Experiential learning focus with both learning in small groups, large groups and independent study and reflection
- Strengths-based assessment for each participant utilizing Clifton’s Strengths
- On-going support for participants by the campus designated Clifton’s Strengths-certified coach
- Participants will require release time from supervisor/manager
- Participants will be required to do some readings and reflections outside of release time for class sessions

## Release time, Assessment and Evaluation
- Clifton’s Strengths assessment for each participant
- Participant satisfaction surveys regarding logistics, organization and learning outcomes throughout the academy
- Program evaluation after the pilot and subsequent cohorts
- Tracking of retention and promotion data from program participants

## Contact
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