

# SFA ★ ENVISIONED

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## **EMPLOYEE LEADERSHIP DEVELOPMENT (LEADERSHIP SFA)**

The basic purposes of leadership development within the American higher education system are to enable and encourage faculty, students, administrators, and other staff to change and transform institutions so that they can more effectively enhance student learning and development, generate new knowledge, and serve the community. This further empowers students to become agents of positive social change in the larger society. Effective implementation and execution of a strategic plan requires a strategic leadership development process. Leadership envisions future direction, aligns resources, and motivates the commitment of people toward this common purpose. The guidance and support of leadership is a key element in an engaged culture, which is a fundamental component of our strategic plan. We must invest in the development of our campus leaders.

As noted in the recommendation from the Culture Team, “The rapidly changing landscape of higher education has caused the development of leadership talent to become a strategic imperative. A Leadership SFA series should be designed as an orientation to campus operations and the campus as a community as well as a leadership program which promotes ongoing involvement and transparency. It would provide opportunities to inform and connect new employees and those who are new to leadership positions. Content should cover topics that invest in the next generation of leaders and managers, provide connections between divisions, and equip them to achieve and sustain success. Examples include (but are not limited to):

- Personal skills assessment and leadership skills development
- Conflict resolution, decision making, leading and implementing change, budgeting
- Meet the administration
- Overview of administrative divisions
- Employee resources

Additionally, the team is tasked with determining the criteria for participation in Leadership SFA (e.g. applications vs. nominations, supervisor agreement for time release, etc.), frequency and size of cohorts, costs of the program, possibly developing a service project to be taken on by each cohort, and coordinating opportunities to participate in SFA Days, the Lone Star Legislative Summit, or other events.

The vast majority of university faculty and staff members are recruited and rewarded for their research, course development, and teaching or for their technical experience and expertise, not necessarily for their leadership potential. Developing managerial leaders willing and able to meet

the challenges of contemporary academic life is of vital importance to accomplish and sustain institutional goals and objectives.

Additionally, as noted in the SFA Envisioned vision statement, SFA is committed to “invest[ing] in our people and achiev[ing] appropriate levels of compensation, reward, and recognition. Professional development for faculty and staff will be seen as an investment and not an expense because our people are the greatest asset we have.” Developing our pool of leaders will not only further the institution but will also further our employees in their professional endeavors, whether they remain at SFA or move to another institution.