

# PATHWAYS TO PRESIDENCY: DEVELOPING A ROADMAP

November 20 - 21, 2019 | Boston, MA



## *No two paths to higher ed presidency are identical. Craft an individualized 1-3-year roadmap for your journey to the presidency.*

### THE DEMANDS OF THE PRESIDENCY ARE EVOLVING

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With rapidly changing student demographics and growing pressures to prepare students for the workforce, there is an emerging momentum for more diversity in senior leadership positions within higher ed, especially at the pinnacle. The shifting nature of college presidency also calls for leaders who are financially literate and effective fundraisers. Due to these factors, boards are increasingly considering candidates coming from outside of the traditional academic background.

Whether they're bringing a non-traditional or a more classic track record, it is imperative that aspiring presidents understand the changing demands of the presidency, are intentional in their leadership pursuits, can successfully navigate the application process, and proactively plan for their transition.

### A UNIQUE OPPORTUNITY TO ADVANCE YOUR CAREER

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The goal of this one-of-a-kind program is to allow you to explore the presidency (including all its demands, requirements, and challenges), help you crystallize your ambitions, and understand what it's going to take to get there.

This event is also a chance for non-traditional aspirants to recognize that they are viable candidates, as well as identify the characteristics and size of an institution where they might be a good fit.

- Through a practical and interactive agenda, you'll learn:
- How the presidency is developing in the context of systemic changes affecting higher ed
- Essential leadership skills of the future
- Common way presidents fail
- Non-traditional pathways to reaching presidency
- Key landmarks that can make or break a presidency
- How you can best identify your fit and craft your story
- The role of shared governance and consensus mentality in an egalitarian culture

**The program is capped at 40 participants to ensure personalized attention as you consider whether this role is right for you and how you can best succeed in it. Reserve your pass now to save your seat!**

## BUILDING YOUR PERSONAL ROADMAP TO SUCCESS

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This program provides an opportunity for you to develop a high-level understanding of what it takes to become a successful president and to craft your personalized roadmap outlining a plan for the next 1-3 years. Throughout this process facilitated by our expert panel, you will explore and conceptualize how you can move up, what you need to develop the necessary skills and personal experience, and what you would be asking of your family.

## A CHANCE TO LEARN FROM THE BEST

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Our instructor panel boasts five excellent speakers, including current and past presidents, as well as a renowned leadership expert and author. Our panelists come from diverse institutional and professional backgrounds to help you get a holistic, comprehensive, and intimate view of the role.

As part of your registration package, you will receive a copy of the 2nd edition of our *Presidential Transition Guide* by Kathleen D. Gaval, Pat Sanaghan, and other authors, a comprehensive guidebook providing a detailed transition walkthrough with tools and strategies that have helped new presidents hit the ground running. Each registration includes a copy of the book, which you will receive at the conference.

## WHO SHOULD ATTEND

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This program is designed for those aspiring to the presidency in the next 1-3 years, including professionals who may not think they're currently a candidate for the role. While all aspiring candidates can benefit from this training, it will especially benefit those who are taking the non-traditional path, including:

- VPs leading administrative functions
- Deans who wish to move directly into the role of President, including Academic Deans, Deans in Student Affairs, Administrative Affairs, and Development
- Board Chairs pursuing the presidency
- Leaders in the government and non-profit sector

This program is geared towards leaders who understand that the awareness and alignment of one's values, strengths, and sense of purpose is foundational to effective and fulfilling leadership, particularly for the demanding and fluid role of the president.

## MAXIMIZE THE IMPACT WITH FOLLOW-UP COACHING

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As part of our Premium Passes, we are also offering five supplementary follow-up coaching sessions to help you make the most out of your conference experience.

- Purchase this training with 5 one-hour follow-up coaching calls
- Work with an assigned coach who has extensive experience in higher ed
- Get individualized support to help you follow through on what you've learned
- Workshop your plans, run your ideas by someone, and get additional help

To learn more, contact Patricia Sandler at [patricia@academicimpressions.com](mailto:patricia@academicimpressions.com) or purchase the Premium Pass with follow-up coaching.

## AGENDA

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### ***Day 1: Pathways for a Changing Presidency***

#### **Registration and Continental Breakfast (included in registration fee)**

*8:00 – 8:30 a.m.*

#### **Introductions, Purposes, and Principles**

*8:30 – 9:30 a.m.*

In this introductory hour, you will get to know one another and share key highlights about your leadership journey. We will discuss the program's outcomes and underlying principles and introduce you to the roadmap you will be designing and drafting throughout the program.

#### **The Changing Presidency in Higher Education**

*9:30 – 10:00 a.m.*

We will explore how the role of the president is changing, and the implications this has on different pathways to the presidency. We will discuss how the changing presidency opens opportunities for non-traditional candidates and highlights gaps that traditional candidates need to address.

#### **Break**

*10:00 – 10:15 a.m.*

#### **The Future Skillset for the Changing Presidency**

*10:15 – 11:00 a.m.*

Understanding the changing role of the president, how do you lead when there is no map? When the territory is unknown? What different skills are needed? Drawing on extensive research and conversations with leaders across higher ed, we'll share five of the less obvious skills and qualities future leaders, particularly presidents, will need to thrive.

#### **Frameworks for Your Roadmap**

*11:00 – 11:30 a.m.*

Drawing on the future skills for the changing role of the president, you will have the opportunity to reflect on motivations for your presidential aspirations, your current experience and strengths, and how this shapes your own individual roadmap.

#### **Lunch (included in registration fee)**

*11:30 - 12:30 p.m.*

## AGENDA

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### **Day 1 (CONTINUED)**

#### **Presidential Stories: The Differing Pathways to the Presidency**

12:30 – 1:00 p.m.

In this session, you will have an up-close experience of hearing the journeys that different presidents have taken on their pathways to the presidency. Rather than share the “how to” of the presidency, this is an opportunity for you to listen to and reflect on the different avenues.

#### **Presidential Q&A**

1:00 – 2:30 p.m.

This is your chance to ask the experts. In small groups, you’ll meet with a few members of our faculty panel to ask your specific and burning questions, such as: How do you assess whether the role or institution is a good fit? How do you vet opportunities? What’s the biggest mistake our experts have made? What’s their most important advice to someone aspiring to the role?

#### **Break**

2:30 – 2:45 p.m.

#### **The Lay of the Presidential Land**

2:45 – 3:45 p.m.

During this hour, you will have the opportunity to rotate among different discussion tables that address some of the key landmarks that can make or break a presidency.

#### **Diversity**

There is a growing urgency for universities to make a true commitment to diversity. In order to successfully lead in this context, presidents must commit to a holistic understanding of diversity. We will discuss ways to model and embrace diversity throughout your senior leadership team, as well as your leadership practices.

#### **Board Governance**

As an aspiring president, building a productive and lasting relationship with the Board and the Board Chair is of critical importance. In this discussion, we will explore the differences between reporting to a board at a private vs. public institution and what it takes to report to a board of ten to sometimes 30-40 people. We will address questions around how you can report to and develop a rapport with both the board and board chair.

#### **Faculty Governance**

Presidents who don’t understand faculty governance rarely make it past the one-year mark. We will examine the unique role of faculty, how it affects a strong egalitarian culture and consensus mentality, and how presidents can work collaboratively with these important stakeholders.

## AGENDA

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### **Day 1 (CONTINUED)**

#### **Athletics**

Athletic controversies have been a major reason for the derailment of Presidents. They are often the Achilles heel of presidents who are either intimidated by athletic directors or who compensate for their lack of knowledge or disinterest in sports by letting the athletics department run itself.

#### **Sharing Your Roadmap with Peers and Presidents**

*3:45 – 4:30 p.m.*

You will have the opportunity to work together with a group of peers and presidents to explore ways to leverage your experience, work towards bolstering your position for a presidency, address gaps, and explore a potential good institutional “fit.” You will begin to get feedback on your 1-3-year plan for reaching the presidency or a similar role that aligns with your life and career plans.

#### **Networking Reception (included in registration fee)**

*4:30 – 5:30 p.m.*

This informal reception is your chance to decompress, have some refreshments on us, and expand your network of connections. Our programs are intentionally designed for smaller groups, so this is a great time to catch-up with attendees and speakers whom you may not have connected with yet.

### **Day 2: Navigating Presidential Leadership**

#### **Check-In and Reflection**

*8:30 – 9:00 a.m.*

#### **How Higher Ed Leaders and Presidents Derail**

*9:00 – 10:00 a.m.*

Drawing on research published by Academic Impressions and the highlights from the Presidential Q&A, our facilitators will share some of the key ways in which higher ed leaders derail and some of the strategies for mitigating them. We will utilize national research to explore some of the factors that have led to presidents leaving involuntarily.

#### **Break**

*10:00 – 10:15 a.m.*

## AGENDA

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### **Day 2 (CONTINUED)**

#### **Exploring an Institutional Fit and Story**

*10:15 – 11:30 p.m.*

In this interactive session, we'll talk through the different demands of the presidential search process, including how to discern a good institutional fit, considerations for your family, and whether to engage a search firm. We will also explore important factors for crafting your narrative about your fit for the presidency at an institution.

#### **Lunch (included in registration fee)**

*11:30 p.m. – 12:30 p.m.*

#### **A Deep Dive into Your Roadmap**

*12:30 – 1:15 p.m.*

We will explore different strategies and considerations to address the strengths and gaps in your pathway to the presidency, including building a network of trusted advisors, ensuring you are getting honest feedback about your leadership, and understanding how coaching may support your leadership development.

#### **Transitioning Well**

*1:15 – 2:15 p.m.*

More important than landing the role is being successful in the role. While you may still be several years away from being appointed to the role, it's never too early to consider the steps towards the presidency and how you can effectively plan for your transition. Whether you are an internal or external candidate, we'll share the most important areas you need to pay attention to, why 100-day plans don't work, how you can accelerate your learning curve, how to effectively lead change, and how to manage the expectations of the board, the campus community, and state.

#### **Refining Your Roadmap and Conference Close**

*2:15 – 3:00 p.m.*

Whether you decide you want to pursue the presidency or not, this is the opportunity for you to complete mapping your leadership development plan for the next 1-3 years.

## INSTRUCTORS

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### **Peter Cimboric, Ph.D.**

#### **Ph.D. President (retired), Ohio Dominican University**

Peter Cimboric has spent his entire career in higher education in both the private and public sector, and has held key leadership positions in both academic and student affairs. He served as the President of Ohio Dominican University for seven years and retired from this position in 2017. Prior to his term of office at ODU, he served as provost at Bellarmine University, and then provost at Marywood University. He served at the Catholic University of America for 22 years, where he also held positions as vice provost and dean of graduate studies. In each of these positions, he simultaneously held the rank as a professor of psychology.

As a psychologist, Dr. Cimboric has had an active career as both a clinician, professor, and scholar primarily in doctoral clinical psychology training programs. He is an internationally recognized scholar, who has published extensively and received a number of awards in recognition for his contributions to his field. He primarily taught in doctoral clinical psychology training programs while pursuing his scholarly interests. He was recognized as a master teacher with special interests in psychopathology, psychopharmacology, and assessment.

Earlier in his career, he directed university counseling centers concurrent with his academic appointments at the University of New Hampshire, North Texas University, and the Catholic University of America.

Having been trained as a psychologist, he recognizes the importance of person/environment interaction. This includes the recognition of skills/attributes/challenges within the individual, while simultaneously using environmental mapping to identify environmental factors/forces that may be influenced by one's actions. As part of the coaching experience, he finds that the individual engages in thorough self-examination and reflection by reviewing their assets and liabilities.

### **Mary Hinton**

#### **President, College of Saint Benedict**

Hinton has held a variety of administrative positions at many Catholic colleges throughout her career, including associate vice president of academic affairs and diversity officer at Misericordia College in Dallas, Pennsylvania. Just prior to her selection as president of the College of Saint Benedict, Hinton was the vice president of academic affairs at Mount Saint Mary College in Newburgh, New York where she demonstrated leadership in academic affairs, enrollment management, planning assessment, institutional research, and student affairs. As CSB's 15th president, Dr. Mary Hinton will lead CSB into its second century as a nationally celebrated Benedictine women's college.

Fueled by her interest in combining a spiritual outlook with an energetic liberal arts education, Dr. Mary Dana Hinton pursued and gained professional experience on Catholic college campuses. She has personal experience with the benefits of a women's Catholic collegiate education. From her high school days at St. Mary's in Raleigh, North Carolina to her college education at Williams College in Williamstown, Massachusetts where she earned a B.A. in psychology. Hinton pursued a Master's of Arts degree in clinical child psychology at the University of Kansas, Lawrence. Later she earned a Ph. D. in religion and religious education with high honors from Fordham University.

## INSTRUCTORS

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### **Dr. Bob Kustra**

#### **President Emeritus, Boise State University**

Dr. Kustra stepped down as president of Boise State University in July 2018 after serving for 15 years at the helm of Boise State, the largest public university in Idaho. During his presidency, he led the university in a time of dynamic growth in student enrollment, graduate college and doctoral programs, new construction, fundraising, and research. The creation of the College of Innovation and Design was a notable achievement of his presidency.

Boise State received classification as a national doctoral research university in 2017 and was recently named one of the most innovative national universities in the West by US News and World Report, joining fellow western universities Stanford, Cal Tech, University of Washington, and UCLA.

With a long and distinguished career in public service in Illinois, Dr. Kustra served two terms as Illinois lieutenant governor following ten years in the legislature. He also chaired the Illinois Board of Higher Education, responsible for funding and oversight of the state's nine public universities.

Prior to joining Boise State, Dr. Kustra served as president of Eastern Kentucky University and the Midwestern Higher Education Commission. He has held faculty positions at the University of Illinois-Springfield, Loyola University of Chicago, the University of Illinois-Chicago, and Northwestern University.

Bob Kustra is the host of Reader's Corner, a weekly radio show that features lively conversations with some of the nation's leading authors about issues and ideas that matter today. Dr. Kustra's background in radio includes four years as host of a talk show on WLS-AM in Chicago.

Dr. Kustra holds three degrees in Political Science, including a Ph.D. from the University of Illinois, M.A. from Southern Illinois University and B.A. from Benedictine College, Atchison, Kansas.

### **Patrick Sanaghan**

#### **The Sanaghan Group**

Dr. Sanaghan serves as the head of The Sanaghan Group, an organizational firm specializing in leadership development, executive coaching, strategic planning, and leadership transitions. Pat has worked with over 200 campuses and hundreds of organizations in the last twenty-five years. He has taught leadership to thousands of leaders in higher education, and helped over one hundred campuses conduct collaborative, transparent strategic planning processes. He is the co-author/author of six books, numerous articles, and several monographs in the fields of strategic planning, leadership, and change management. His most recent books include: *Collaborative Leadership in Action* and *How to Actually Build an Exceptional Team*. Dr. Sanaghan also serves as a board member of the College of Saint Benedict in St. Joseph, MN.

## INSTRUCTORS

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### **Steve E. Titus J.D., Ph.D.**

#### **President, Iowa Wesleyan University**

Steven E. Titus is the 29th president of Iowa Wesleyan University, a position he has held since 2013. Called to form, develop and sustain conscious leaders, Steve holds a particular concern for the interiority of leaders exercising leadership. A seasoned higher education executive, Steve previously served as the 13th president of Midland University. Additionally, Steve has held executive roles at Saint Mary's University of Minnesota, Pacific Lutheran University, and Gustavus Adolphus College.

Steve is past associate with the Center for Leadership Formation at Seattle University and he is co-creator and former co-director of the Thrivent Fellows Program, a national executive development program designed to identify and equip candidates of promise for executive roles in Lutheran agencies and institutions. Steve earlier served as a tenured professor of leadership studies and organizational behavior at Southwest Minnesota State University (SMSU) in Marshall, MN, where he founded and directed the leadership studies program and the Leadership Development Institute.

Steve holds a BS in business administration from Southwest Minnesota State University, a JD from Marquette University Law School, and the PhD in higher education and strategic leadership from the University of Virginia, where he was a Governor's Fellow. He holds a diploma from the U.S. Army Judge Advocate General's School and certificates from the Advanced Leadership Education Program at the Kennedy School of Government and the Institute for Educational Management at the Graduate School of Education at Harvard University. Steve is a certified practitioner of The Leadership Circle, a professionally certified executive coach through The Coaches Training Institute, and a trained spiritual director through the Hesychia School of Spiritual Direction at the Redemptorist Renewal Center in Tucson, AZ.

## INSTRUCTORS

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### **Dr. Karen Whitney**

#### **President Emerita, Clarion University**

Throughout her 40 year career in higher education, Dr. Karen Whitney has held a variety of executive and leadership positions with increasing levels of responsibility, beginning as a Director to Associate Vice President, Vice Chancellor, President, and Chancellor. Karen is also a nationally recognized organizational and leadership development writer, speaker, consultant and advisor. She holds a doctorate from the University of Texas at Austin in Higher Education Administration and is a certified coach through the Center for Executive Coaching.

Most recently, Karen served as Interim Chancellor for the Pennsylvania State System of Higher Education (PASSHE), providing strategic leadership to a 14-university system serving over 100,000 students and employing more than 12,000 faculty and staff with a \$2.3 billion annual operating budget. As the chief executive officer of a system, she worked with the 14 university presidents to ensure the success of each University. She advised the system board and 14 university boards on policy development and policy implementation. Her other responsibilities included: budget planning & state appropriation; academic program approval; comprehensive planning; negotiating collective bargaining agreements; representing the system to the public including elected and civic leaders; and serving as a champion for higher learning public policy.

Karen served as President of Clarion University, a large public masters comprehensive university for 7 years. During this time, she led the university through a period of great operational challenge and change including a transformational reorganization of colleges, departments and academic priorities. Most notably, she focused the university as a leader in offering innovative professional programs in business, education, health and human services.

Karen also has extensive leadership experience at different types of institutions. She served as Vice Chancellor for Student Life at Indiana University Purdue University Indianapolis (IUPUI). She also held leadership positions at the University of Texas at San Antonio (UTSA) and the University of Houston. She held clinical appointments in teaching from the Indiana University School of Education.

After a very accomplished career as a leader and executive in higher education, Karen is now passionately focused on working with other leaders, executives and board members to ensure their success in service to their students and institutions. She advocates for courageous and confident leadership that is needed now more than ever in higher education, particularly since the challenges and threats to leadership success seem to be increasing. In working with every leader to succeed, Karen's approach is to combine a proven track-record of higher education leadership with a variety of engagement approaches, including advising, coaching, facilitating and training. Drawing on her vast experience at every level of leadership, she customizes an individual structured process to ensure each leader achieves their highest professional and institutional priorities.

## ACADEMIC IMPRESSIONS STAFF

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### **Patricia Sandler**

#### **Director of Integrated Professional Development**

Patricia leads Academic Impressions' coaching programs, aimed at helping leaders successfully navigate the changing landscape of higher education. She integrates her experiences in academics, entrepreneurship, coaching, and the arts into her work. Patricia has been immersed in higher ed throughout her career and has held faculty and leadership positions in private and public universities and liberal arts colleges. Guided by a systemic approach, she is deeply committed to helping customers think and act critically based on a sound understanding of their institutional cultures.

Patricia grew up in South Africa and has a doctorate in cultural anthropology from the University of Illinois at Urbana-Champaign. She loves the ocean and wide open spaces and enjoys music, dancing, tennis, martial arts, and hiking with her family and much-loved dog.

## LOCATION

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**November 20 - 21, 2019 | Boston, MA**

**Hotel:**

Hyatt Regency Boston Harbor

101 Harborside Dr

Boston, MA 02128

617-568-1234

**Room rate:**

\$219 + tax

**Room block dates:**

The nights of November 19 and 20, 2019.

**Room block cutoff date:**

October 29, 2019.

Reserve Your Room: Please call 617-568-1234 and indicate that you are with the Academic Impressions group to receive the group rate. Please book early - rooms are limited and subject to availability.

## The Academic Impressions Experience



Intimate, workshop-style trainings with personalized attention



Trainings are practical and action oriented so you can hit the ground running



Carefully vetted expert instructors who are also practitioners in the field



Learner-centric and designed for interaction and collaboration



Highly recommended:  
9 out of 10 participants recommend our trainings to colleagues