Presidential Fellows Program (PFP)

Mission
The mission of the Presidential Fellows Program (PFP) is to provide formal assistance that fosters leadership development for Central Connecticut State University (CCSU) outstanding academic faculty members and assures the ongoing readiness and advancement of team members. The PFP provides a professional development opportunity to nominated faculty members whose contributions have been outstanding and whose potential is determined to be exceptional with the ongoing aim of nurturing their interests and capabilities such that they progress to become highly effective academic leaders.

Vision
The vision of the Presidential Fellows Program is to evolve into a sustaining mechanism through which promising academic leaders at CCSU are identified, cultivated, and strengthened. The ultimate aim of the program is to develop a pipeline of outstanding faculty leaders who are prepared, motivated, and sufficiently skilled to assume additional academic leadership roles.

Program Description
The Presidential Fellows Program is sponsored by the Office of the President of CCSU. The program encourages interested faculty to consider leadership careers and if selected assists them to develop the skills required to progress as effective institutional leaders. The primary objectives of the PFP are to identify faculty members who demonstrate exceptional ability and administrative leadership potential and to subsequently prepare them for future leadership roles through the support of a vigorous leadership development program. The candidates who are chosen for the program will attend a series of professional development workshops, shadow the President and other senior leaders to witness first-hand how units are led and managed, and contribute to special projects that will enhance their leadership skills.

Those members of the faculty who the president selects as Fellows will work, for at least a full academic year, in close collaboration with the Office of the President, executive committee members, faculty senate president, faculty senate committees, and university colleagues. As part of the program, Fellows will enhance their knowledge and understanding of university academic initiatives, strategic planning, budget issues, and broader challenges in higher education. In addition, Fellows will directly contribute to CCSU by completing special projects and assuming leadership roles on critical campus strategic initiatives and projects that are designed in conjunction with Fellows’ individual interests and long-term career aspirations. They may also be invited to share their insights on a broad range of issues with the president and senior leadership.

Selection Process
The program is designed to develop the leadership skills of the most accomplished tenured faculty at the institution.
To be eligible, a nominee must meet the following criteria:

- Be tenured academic faculty, preferably at the full professor rank.
- Ideal candidates are those who currently hold a position at the level of the department chairs or above (full-time/acting/interim). Faculty who are not performing formal administrative assignments but who serve as leaders in the department, school, college, or campus through committee assignments or other such work are also eligible for the program.
- An outstanding record in at least two of three faculty performance areas of teaching, research/creative activity, or service. An outstanding record of performance in all three areas preferred.
- Possess an exceptional record of achievement in their current and past positions, along with an aptitude for administrative or faculty leadership.
- Leadership experience in a collective bargaining environment.
- Demonstrable commitment to shared governance and collaboration.
- Discernable commitment to diversity and inclusion.

Senior administrators (Executive Committee members), president of the Faculty Senate, and deans are each invited to nominate one individual for the program.

Nomination packets must include the following:

1. A one-page cover letter from the nominator(s) (Executive Committee members, president of Faculty Senate, and deans) who is/are supporting the nomination.
2. A personal statement (1-2 pages) from the nominee that outlines 1) the nominee’s interest in the program and 2) the anticipated way in which the program will impact the nominee’s professional development and ability to assume a leadership role at CCSU.
3. A comprehensive curriculum vitae.

In case of multiple nominations, the nominee should request the nominators to submit a consolidated packet.

The applications will be reviewed by the members of the Executive Committee and the president of the Faculty Senate. The President will make the final decision on the candidates based on the applications and input received. The specific terms and conditions of the Fellowship will be negotiated on an individual basis with each Fellow to accommodate their interests, development requirements, and long-range career goals within the context of the university’s academic leadership needs, and AAUP contract.

Nominations and applications must be submitted to the Office of the President by August 22, 2019.