



## Impact Statement

**Project Title: Co-leading the University of Nebraska-Lincoln's Departmental Executive Officers' Leadership Development Series**

**Issue:**

There existed a need on campus to further the leadership development of Department Executive Officers – DEOs (a term used by the Big 10 Academic Alliance for individuals serving in executive leadership roles for departments, divisions, centers, units). A program had started in the previous year as a pilot for development of leaders, but no follow-up had been planned.

**What has been done:**

I secured \$4,000 for providing leadership development programming to enlist presenters, provide materials, and create activities for networking and formal and in-formal leadership development. A series of six sessions were held in 2016-17 with programming ideas provided by an advisory committee made up interested DEOs.

**Impacts/New Partnerships:**

The focus of the leadership development was around creating diverse and inclusive culture within and across units on the UNL campus. The impact was that many DEO's have initiated tools for encouraging more inclusive cultures within their units. In addition, greater unity across UNL's city campus and east campus was realized. Although seemingly small and inconsequential, bridging the two campuses and providing for greater dialogue among DEO's is huge (and necessary) for the continuing collaboration needed for UNL to capitalize on necessary efficiencies and synergies.

**Outcome of Project (societal impact/ measure of increased quality of life)**

Greater collaborative relationships across unit leaders (and their faculty) have been realized. This initiative is in an infancy stage so it is too early to predict future impacts and outcomes but as long as the initiative is sustained, real outcomes will be felt in leader efficacy.

**How has your project been aided by your FSLI experience?**

There are three areas where my FSLI experience assisted me in this process:

1. The assessments that were applied during FSLI helped me understand my own personality and leadership tendencies (I discovered I have a low social presence). For instance, my introversion was inhibiting my own ability to network, and to sell myself and my ideas to others. The assessments were foundational in helping me see this.
2. Mentors and the encouragement to select mentors who were several levels above me challenged me to go beyond my initial thoughts and to ask individuals who had experience leading large, complex organizations to serve as my mentor. One was the university Chancellor the other was a former USDA Secretary of Agriculture and U. S. Senator.
3. The requirement of having a "project" forced me to think about my influence, and shoot for a target project that was substantially above my current level of thinking at the departmental level. Certainly choosing a campus-wide activity allowed me to interact at a level I had not

experienced before and gave me an opportunity to meet leaders in positions I aspire to be at someday.

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