



**New Deans, Directors, Administrators, and  
National Program Leaders Orientation Workshop  
Eric Young**

**Issue:** The BAA Policy Board of Directors' System Integration Task Force has the responsibility of developing and implementing a plan that addresses PBD Goal on System Integration, which is *"Enhance integration of goals and activities among BAA members and between the BAA and other groups within NASULGC's structure to gain synergy from collaborative action."* The task force consists of two members each from administrative heads, directors of academic programs, extension, Experiment Station, and international programs, and CSREES. Overall membership reflects the diversity of the System as much as possible, such as region, institution type and size, and program capacity. Two Executive Directors assist and facilitate the task force's activities; currently they are Eric Young and James Wade.

As part of its charge, the task force is expected to plan and implement a biannual orientation workshop for new deans, directors, administrators, and national program leaders. This is a 2-day workshop that brings together recently appointed (past 2-3 years) administrators of many types from Land-Grant universities and USDA/CSREES. Presentations and discussions focus on leadership and administrative philosophies and skills as well as structure and function of the total Land-Grant University/CSREES system.

**What has been done:** This project involved providing the primary leadership for planning and implementation of the Orientation Workshop program and coordinating the program with relevant aspects of meeting facilities and infrastructure arrangements. Leadership roles included developing program session topics and content; indentifying and inviting presenters; communicating workshop information to potential participants; facilitating program flow and supporting speakers on site; and coordinating post-workshop evaluations.

The 2008 New Dean/Director/Administrator/National Program Leaders Orientation was held at the Key Bridge Marriott, 1401 Lee Highway, Arlington, VA 22209. The workshop started at 1:00 p.m., Monday, December 8th and ended Wednesday, December 10th at 11:00 a.m. Over 150 administrators participated in the workshop, including 26 presenters. The workshop theme was Leading Change and session topics included leading change in a federal agency and a public university; Land-Grant University/USDA system organization; identifying and addressing emerging issues; and enhancing resources.

**Impacts:** A post-workshop evaluation survey indicated that 94% of the participants were either very satisfied or satisfied overall with the workshop and agreed the experience increased their knowledge of NASULGC, USDA/CSREES, and the Land-Grant university system.

**Funding Sources, Cooperators, Partners, Mentors etc.:** Funding was provided through registration fees. Primary partners were the System Integration Task Force members, the BAA Policy Board, and APLU's office of Food, Agriculture, and Natural Resources. Stakeholders involved were all administrators of the Land-Grant University system and CSREES. My primary mentor was Dr. Jeff Jacobsen, Dean, College of Agriculture, Montana State University.

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