



## WRIGHT STATE UNIVERSITY

### Wright Leader Academy Selection 2024-2025

Wright Leader Academy is a cohort-based leadership development program designed for those faculty and staff that have been identified as showing exemplary leadership in their current role and who may be ready to move into a position of notably increased leadership within the next few years.

The program begins in September and includes eight full-day sessions to be held regularly throughout the academic year. Sessions are taught by faculty and staff administrators as well as external subject matter experts. There is also a short kickoff (in August), participation in a Board of Trustees meeting (in April) and a graduation (in May).

Cohort participants are selected to represent a wide range of university units (both academic and administrative). Consideration is given to candidates' growth potential and capacity to share experiences that will create a candid learning environment for all participants. The university's commitments to inclusive excellence and relationship building are also core to the selection process. Each cohort will consist of approximately 16 individuals.

The cost of the program is approximately \$2,000 per participant. While the 2024-2025 Wright Leader Academy is currently fully funded, selected cohort participants and their supervisors are asked to acknowledge the financial and time commitments of the program and participate fully to maximize the expenditure of funds on their behalf.

#### **Application Criteria**

- Experience managing/chairing a department or unit and/or supervising other university employees is preferred. However, experience chairing a committee or complex project may also be considered.
- One or more years working in a full-time capacity at Wright State University. This requirement may be waived for employees who have been nominated by the President or Provost.
- Evidence of job-related performance at a high level and in good standing with the University.
- Demonstrated commitment to learning and growing leadership capacity.
- Endorsed ability to contribute to/lead change at Wright State University.
- Commitment to staying at Wright State University for at least one year after completion of the program.

## **Selection Process**

Interested employees must submit a **completed application, resume or CV, and a letter of recommendation** from their current supervisor to Lisa Ragan at [lisa.ragan@wright.edu](mailto:lisa.ragan@wright.edu) or Human Resources, 203 University Hall by Friday, March 22, 2024.

A selection committee comprised of Emily Hamman, Associate Vice President and Chief Human Resources Officer; Carol Loranger, Vice Provost for Faculty Affairs; and a member of a previous Wright Leader Academy cohort will meet with each applicant for a 15-minute virtual interview, unless volume requires additional screening prior to interviews. Selections from that interview process will be forwarded and final approval of the cohort is given by President Sue Edwards and Provost Amy Thompson.