



**AACTE New Deans and Leadership Academy**  
**June 17, 2024, and June 18-20, 2024**  
**Cleveland, Ohio**

**Academy Faculty and Speakers**

- Dr. Kandi Hill-Clarke, Dean and Holder of Louise and Robert McRae Jr. Professorship, The University of Memphis
- Dr. Lynn M. Gangone, President, and CEO, AACTE
- Dr. Laura Kohn Wood, Dean and Professor, University of Miami
- Dr. John Kuykendall, Associate Professor and Dean, University of Indianapolis
- Dr. Ann Larson, Professor and Special Assistant to the President, University of Louisville
- Dr. Debbie Mercer, Professor and Dean, Kansas State University
- Dr. Kimberly White-Smith, Dean and Professor, University of San Diego

**New Deans Academy**  
**June 17**

The New Deans Academy provides an opportunity for newly appointed (e.g., within the last 3 years) deans and associate deans of schools or colleges of education to engage in a deeper dive as it relates to being a new leader in today's context. The academy provides a space for new deans to debrief and process information from the past few days, in small groups with peers who are similarly beginning their journey in a new position. Additional sessions will focus on problem solving for those pressing issues that can lead to sleepless nights, hearing from experienced deans regarding critical dos and don'ts related to leading and serving, and providing a structure for acting and networking once new deans return to their institutions and the significant grind of the position. The overall goal of the academy is to provide new deans with a structure for success as they embark on their new position.

**7:30a – 5:00p**

**REGISTRATION**

**8:00 – 9:00a**

**NETWORKING BREAKFAST**

**Welcome, Introductions and Opening Discussion topic:** What was your motivating factor for taking on your current role?

**9:00 – 9:45a**

**"What I wish I would have known"**

A panel of seasoned, current, and former, deans and department heads will share key points to understand as program participants embark on their new role.

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**9:45 – 10:30a**      **“Connecting the Dots”** Taking stock of your time so far in your position.

**10:30a – 11:00a**      **BREAK**

**11:00-12:30p**      **“Leading with Speed”**

In teams of 2-3, participants will engage in 10-minute mini sessions

- Create an agenda for your first or next 1:1 with your Dean/Provost
- Develop your 60-second elevator speech/pitch for fundraising and/or a new partnership opportunity
- Culture, Climate, and Conversations: Creating Space for feedback, reflection, and critical conversations

**12:30 – 1:30p**      **LUNCH DISCUSSION**

**“Staying Grounded and Building Resilience”** Health and wellness are key components to being a leader, and how one accomplishes this must be personalized and relevant to you. Strategies to achieve work-life balance and to “bringing your best self” to your workplace will be discussed.

**1:30 – 2:30p**      **“Sleepless Nights”**

Participants will identify one pressing issue in their current or new role and gather input, advice, and insights from other participants and facilitators.

**2:30 – 3:00p**      **BREAK**

**3:00 – 4:00p**      **“What Happened to all those Good Ideas?”**

Participants will identify a plan of action and next steps for their return to campus and identify an academy colleague from another institution to provide support and guidance after the meeting.

**4:00 – 4:15p**      **Wrap Up and Close**

<b>Leadership Academy Monday, June 17</b>
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**2:00 – 6:00p**      **REGISTRATION**

**4:30 – 6:00p**      **Welcome and Opening Session**

During this opening session, participants meet the program faculty, introduce themselves to the entire group, and will engage and connect via an activity that will demonstrate ways to identify and build on the strengths of your team and to establish an engaged community of leaders at your institution.

**6:00 – 7:00p**      **Networking Reception**

<b>Tuesday, June 18</b>
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**8:00a – 5:00p                      REGISTRATION**

**8:00-9:00a                      NETWORKING BREAKFAST**

**9:00a – 10:00a                      Welcome from AACTE’s President and CEO, Lynn Gangone  
Program Overview and Academy Introductions**

**10:00a – 12:00p                      Assessing, Building, and Developing Your Team**  
A panel of teacher education leaders will discuss why and how to assess, build, and develop an effective team. Participants will then break into small groups by role and institutional type for coaching with one of the panelists.

**12:00 – 1:00p                      NETWORKING LUNCH**

**1:00 – 4:30p                      Leading Innovation and Change in Today’s Higher Education Environment**  
Academic leaders face unique challenges and opportunities in driving innovation toward meaningful change in the current higher education environment. This session will explore the crucial role of academic leaders in fostering innovation, transforming educational practices, and responding to the evolving needs of students, faculty, and the broader community. The purpose of this session is for participants to have a deeper understanding of the leadership practices and strategies necessary to create a culture of innovation, embrace change, and navigate the complexities of the modern higher education landscape.

**6:00p                      Dinner on your own or join the group going to the *Cleveland Guardians* baseball game.**

<b>Wednesday, June 19</b>
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**8:00 – 9:00a                      NETWORKING BREAKFAST**

**9:00a – 10:30a                      Organizational Change and Restructuring: Using Your Superpowers for Good**  
Strategic Planning and reorganizing our colleges and schools of education is critical to surviving and thriving in the next five years. Therefore, non-traditional methods of organizational leadership development are needed. As leaders in higher education, it is essential to quickly identify the strengths of our organization and the unique opportunities in our communities and states. This powerful session will help leaders strengthen their abilities to cultivate human capital, enhance dynamic leadership skills, and develop strategies to manage a changing landscape. The outcome will be to identify the one thing that has the potential to differentiate your organization and the people you serve.

**10:30-11:00a                      BREAK**

**11:00 – 12:00p                      DEI Inside and out: Case Studies with internal and external constituents**  
During this session, participants will choose from one of two case studies focused on current issues facing Deans today. One case will focus on leading

with internal constituents including students, faculty, and staff. The second case will focus on leading with external constituents including law makers, community partners, and boards.

**12:00 – 12:45p**

**NETWORKING LUNCH**

**12:45 – 1:45p**

**Report out on the cases and reflections** on How Leaders Can Embrace Self and Career Care through these Challenging Times.

**1:45-3:00p**

**Action Workshops**

Participants can select one of two workshops to expand their skills with essential process tools that can be used to engage key stakeholders in the design of new initiatives and programs. During these workshops, participants will learn the fundamentals of these approaches and get access to toolkits and templates to use in the design of planning productive and engaging meetings or retreats.

- Strategic doing: Learn how to facilitate lean, agile, and fast collaboration to generate innovative solutions and create shared value.
- Design thinking: Learn this innovative problem-solving process that puts the user of a product or service at the center of the design and applies an iterative approach of prototyping, testing, and implementation.

**3:00-3:30p**

**BREAK**

**3:30-5:00p**

**Leading Crucial Conversations**

Participants will develop skills to facilitate challenging or difficult conversations that attend to power dynamics and political contexts in their role on campus.

**6:00p**

**Dinner on own**

**8:00p**

**Fireside Chat**

Join us for coffee, dessert, and an informal conversation between higher education thought leaders. Attendees will listen in and hear about pivotal experiences and issues that have impacted higher education in recent years, gain valuable insights and actionable tips on the future of higher education, and walk away with a better understanding of what is on the minds of senior leaders in higher education.

**Thursday, June 20**

**8:00a – 9:00a**

**Working Breakfast**

**Strategic Finance: University Budget Models and Financial Acuity**

During this session, participants will develop an understanding of different university budget models and how to navigate their institution's budget process and structure to strategically support their programs, students, faculty, and staff.

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**9:00a – 10:30a**

**Strategic Finance: Fundraising and Grant Writing**

Participants will engage in brief workshops on both fundraising and grant writing. Participants should come to the workshop with a fundraising idea and a grant concept to develop during the workshops.

**10:30-11:00**

**BREAK**

**11:00-12:00**

**Wrap up and Close**