



Agenda Brief: LEAD 21

Date: September 30, 2015

Presenter: Daniel Rossi/David Benfield

The 2015-16 LEAD21 program (Class 11) began in June, 2015.

- Class 11 is comprised of 84 participants from across the United States.
- Class 11 had over 110 applicants.
- Institutions and agencies include:

Alcorn State University	Texas A&M University, El Paso
Auburn University	Tuskegee University
California State University, Fresno	University of Arizona
Clemson University	University of Arkansas
Delaware State University	University of Arkansas, Monticello
Dine College	University of Arkansas, Pine Bluff
Fort Valley State University	University of Connecticut
Iowa State University	University of Delaware
Kansas State University	University of Florida
Louisiana State University	University of Georgia
Michigan State University	University of Hawaii, Manoa
Mississippi State University	University of Illinois
Montana State University	University of Kentucky
National Institute of Food and Agriculture	University of Maryland Eastern Shore
New Mexico State University	University of Minnesota
North Carolina State University	University of Missouri
North Dakota State University	University of Nebraska-Lincoln
Ohio State University	University of New Hampshire
Oklahoma State University	University of Rhode Island
Oregon State University	University of Tennessee
Pennsylvania State University	University of Tennessee, Martin
Prairie View A&M University	University of the Virgin Islands
Purdue University	University of Vermont
South Dakota State University	University of Wisconsin-Madison
Tennessee State University	Virginia Tech
Texas A&M University	Washington State University

- Each institution is represented by one or two participants. The University of Georgia has three participants.
- Class 11 consists of 43 males and 41 females, 11 participants from the 1890s, 1 participant from the Territories, 2 from USDA/NIFA, 1 from the 1994s, 2 from the Non-Land Grant Colleges of Agriculture, 2 from Hispanic-Serving Institutions, and 65 from the 1862s.

The overall program:

- There were 812 participants in LEAD21 Classes 1 through 10.
- Precursors to LEAD21 include ESCOP/ACOP (278 participants) and NELD (80 participants).
- The total number of alumni in leadership development programs in the Land-grant University System and with our strategic partners is 1,170.
- Across all institutions and agencies, these leadership development programs include 985 from 1862s, 70 from 1890s, 11 from 1994s, 15 from insular areas, 73 from USDA NIFA, 1 from APLU, and 18 represented strategic partners.

The LEAD21 Board of Directors include: Daniel Rossi (Chair, ESCOP), Paul Patterson (Program Chair, ACOP), David Benfield (ESCOP), Craig Beyrouy (AHS), Michel Desbois (USDA/NIFA), Beverly Durgan (ECOP), Mark Erbaugh (ICOP), Brian Kowalkowski (1994), Tanner Machado (At-Large - HSI), Dyremple Marsh (At-Large - 1890), Barbara Petty (At-Large - Past Participant), Nick Place (ECOP), Susan Sumner (ACOP) and Todd Winters (At-Large - Non-land-grant).

The primary purpose of LEAD21 is to prepare participants to lead more effectively in an increasingly complex environment, either in their current positions or as they aspire to other positions. LEAD21 accomplishes this through the actions of the Board of Directors representing all sections (AHS, ACOP, ECOP, ESCOP, and ICOP), NIFA, related institutions and LGUs (1862, 1890, and 1994). The LEAD21 Program is delivered through the highly skilled group of facilitators who have 98 years of combined experience with LGU leadership development programs.

The self-directed learning and peer coaching provided through Sessions I, II, and III focus on a number of competencies that are distinctly identified, studied, reinforced, and actively applied throughout the 12 month LEAD21 Program. The core content areas include:

- **Communicating effectively**
- **Managing conflict**
- **Fostering collaboration**
- **Leading change**

Secondary competencies include: 1) leading with integrity and values, 2) developing self and others, 3) valuing diversity, 4) developing a deeper knowledge and 5) appreciation of higher education.

Applications for Class 12 are due November 15, 2015. Dates for Class 12 are tentatively scheduled as follows:

- Session I, Minneapolis, MN: June 20 – 24, 2016
- Session II, Phoenix, AZ: October 3 – 6, 2016
- Session III, Washington, DC: February 20 – 23, 2017

Tuition for Class 12 remains at \$9,500 which includes all participant materials, lodging and meals.

LEAD21 is currently hosted by the University of Georgia College of Agricultural and Environmental Sciences (CAES) and Rochelle Sapp serves as Program Director. It recently transitioned to Cooperative Extension at UGA. The Board is extremely pleased with the management of LEAD21 by the current staff and very appreciative of UGA's support in the administration of the program.

The current contract will end in 2017. The Board had discussed releasing a national RFP for a new multi-year contract. However, it has decided not to do so at this time. The following factors were considered in making that decision:

- The program is has been very successful and is highly regarded throughout the Land-grant University system.
- The program is now just two years out of debt and current financial projections are strong due to the management efforts by our program manager and the board.
- The University of Georgia has provided excellent service for the program, particularly with regard to participant access to the university's learn management system.
- The Board is very pleased with the current program leadership and facilitation team and has no interest in changing staffing. As a result, it would include in any RFA a requirement that the proposing institution to keep the program director in place, along with the facilitation team. This reduces the degrees of freedom in program administration to the proposing institution, which may make managing the program less attractive to other institutions.
- Continuing the contract under the University of Georgia will reduce disruptions to the program manager, who will then be able to focus on recruitment, curriculum development, program alumni development, and fundraising, among other tasks. This will help to strengthen the program and establish a stronger financial base.

The recent reorganization at UGA with the program being moved to Cooperative Extension is initially very positive. The Board will continue to monitor the current arrangement with UGA and if both the Board and UGA are mutually satisfied with it, it plans to proceed to negotiate a new multi-year agreement with UGA during the spring of 2016. If the prospects for a continued strong working relationship with UGA change, the Board will reconsider this decision.

Action Requested: For information only.