



“Cohorts to Campus: Inclusive Leadership Development Programs”

Tuesday, November 3 | 1:00-2:00 p.m. ET

Sponsored by



Presenters



Jeannie Jones Tennant

Learning and Organizational Development
Consultant,
The University of Tennessee, Knoxville



Will Ploskonka

Manager, Learning and Organizational
Development,
The University of Tennessee, Knoxville

Objectives

By the end of the session, participants will be able to:

- Identify elements of inclusion within the University of Tennessee, UConnecT and Inclusive Leadership Academy.
- Understand the benefits to attendees who have and are participating in the University of Tennessee, UConnecT and Inclusive Leadership Academy.
- Apply principles and practices of the University of Tennessee, UConnecT and Inclusive Leadership Academy into programs at CUPA attendee's campus.

Campus

- Founded in 1794, UT is big on tradition, and we are proud of our humble beginnings as the first public university chartered west of the Appalachian Divide.
- Tennessee's flagship university and premier public research institution.
- Part of the UT System, along with UT Chattanooga, UT Martin, the UT Institute of Agriculture, UT Space Institute, and the UT Health Science Center
- Classified as producing very high research activity by the Carnegie Classification of Institutions of Higher Education (Doctoral Universities R1 category)



Campus

- 9,000+ faculty & staff
- 30,559 students in Fall 2020
- 24,254 undergraduate and 6,305 graduate and professional
- More than 900+ Programs of Study

University of Tennessee Inclusive Leadership Academy (UTILA)

UTILA Cohorts

- Cohorts
 - 2019 Cohort – 20 leaders
 - 2020 Intact – 18 leaders
 - 2020 Cohort – 10 leaders
- Designed for exempt staff and faculty
- Fall Cohort & Spring Intact Cohort
- 6 sessions

UTILA – Cohorts to Campus

Welcome & Commitment

Curious & Culturally
Competent

Courageous & Cognizant


Caring & Collaborative

Civility

Capstone & Celebration



UTILA – Cohorts to Campus



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE
INCLUSIVE LEADERSHIP
ACADEMY

Inclusive Leadership Commitment

Personal Vision – A compelling statement of your desired future as a leader.

Leadership Values and Principles – Specific statements regarding what you stand for a leader.

Leadership Strengths – Capture styles and strengths that resonate with you.

Inclusive Leadership Mindsets and Behaviors – The commitments that are being made to you and your team.

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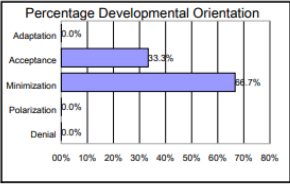
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An Education Example

An IDI Group profile of 25 school administrators indicates that their Developmental Orientation is at Minimization. It is likely that, overall, the group's current (Minimization level) efforts at building understanding and awareness of cultural differences and commonalities within the school environment is effective at times and less effective in other situations. Further, there is likely a sense (especially around issues of equal treatment and tolerance of cultural differences) that the educational institution is on the "right track" in creating an inclusive, multicultural community. However, a likely "blind spot" is that the group's efforts at establishing common goals, policies, and practices in the organization may not attend as deeply as needed to cultural differences and integrating those differences in the solutions generated. It is likely that the group will struggle with making decisions and solving problems when cultural differences arise that demand creative solutions in ways that value the differences. The group's level of intercultural competence suggests they will likely be challenged to identify cross-culturally adaptive policies and practices that can guide common efforts across differences.

Range of Developmental Orientations

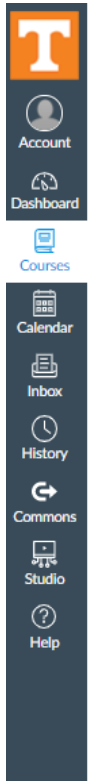


| Orientation | Percentage |
|--------------|------------|
| Adaptation | 0.0% |
| Acceptance | 33.3% |
| Minimization | 64.7% |
| Polarization | 0.0% |
| Denial | 0.0% |

The chart above identifies the percentage of group members whose Developmental Orientation falls within each of the Orientations.

A *narrow range* of Orientations suggests the group has a more consistent perspective they use when confronted with cultural differences and similarities. When this narrow range exists within Acceptance or Adaptation, the group would more likely demonstrate relatively consistent perceptions and behavior that is generally adaptive around cultural differences. One key is how many members possess an "intercultural/global mindset" (i.e., Acceptance and Adaptation) as these members represent particularly helpful perspectives that can aid overall competence development of the group.

A *wider range* of Developmental Orientations (e.g., from Denial or Polarization through Acceptance or Adaptation) within the group reflects a lack of consensus on how the group makes sense of and adapts behavior to cultural differences and commonalities. In effect, the group has both monocultural mindsets and intercultural mindsets at work. Without targeted,



- Home
- Announcements
- Modules
- Assignments
- Discussions
- Grades
- Syllabus
- Outcomes
- Pages
- Files
- People
- Collaborations
- Conferences
- Quizzes
- Rubrics
- Initial Attendance
- myUTK
- Using Respondus
- Settings

Collapse All View Progress + Module

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| ▸ Welcome to the UTILA | ✓ + |
| ▸ Intercultural Development Inventory | ✓ + |
| ▸ Capstone Project | ⊘ + |
| ▸ Session 1: Commitment to Courageous & Cognizant Leadership | ⊘ + |
| ▾ Session 2: Commitment to Curious and Culturally Competent Leadership | ⊘ + |
| ▸ Session 2: Overview | ✓ + |
| ▸ Session 2: Reflection Resources & Assignments | ✓ + |
| ▸ Session 2: Review | ✓ + |

UTILA – Cohorts to Campus

Readings & Reflections

- Canvas Extension
- Videos
- Higher-Ed Articles
- Business Articles
- Discussion Boards

UTILA – Cohorts to Campus

Capstone Project

- The cohort will combine efforts and actively participate in a Capstone Project.
- The objective of the UTILA Capstone Project:
 - *As a cohort, work to develop and execute a project with the intent of making a positive impact on the inclusive culture of the UTK campus.*

Celebration and Capstone



UConnecT

UConnecT – Cohorts to Campus

- Cohorts
 - 2019 Cohort – 25 leaders
 - 2020 Cohort – 19 leaders
- Designed for highly motivated non-exempt staff, who have 3 years of continuous service
- Requires application and 2 letters of reference
- Year long cohort (August – May)
- 13 sessions

UConnecT – Cohorts to Campus

Senior Leader Speakers from:

- Human Resources
- Haslam College of Business
- Legislative Affairs
- Student Disability Services
- Pride Center
- Finance & Fundraising
- Alumni Affairs
- Student Life
- Graduate School
- Athletics
- Institute of Agriculture
- Institute for Public Service
- Faculty & Research
- Communications & Marketing
- Veteran Resource Center
- Naifeh Center for Leadership
- Division of Diversity & Engagement
- Educational Leadership & Policy Studies



UConnect – Cohorts to Campus

- Professional Headshot
- MBTI Personality Type
- Book Study-Canvas
- Leadership Development
- Portfolio Review with Executive Recruiter
- Senior Leader Interview
- Department Improvement Project



Cohorts to Campus

Campus Impact & Outcomes

Cohorts to Campus

Campus Impact & Outcomes:

- Actionable Inclusivity
 - Learning Experience
 - Behaviorally focused
- Inclusive Leader Pipeline
 - Non-exempt Staff
 - Exempt Faculty & Staff
- Broad View of Campus
 - Project Implementation

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Have a Question?



Submit questions to our presenters
using the chat button.



Thank You

