




The UNIVERSITY of OKLAHOMA®
Office of the Senior Vice President and Provost

MEMORANDUM

TO: Deans, Directors, and Chairs – Norman Campus

FROM: André-Denis Wright 
Senior Vice President and Provost, Norman Campus

DATE: April 21, 2025

SUBJECT: Leadership Development Programs

Southeastern Conference Academic Leadership Development Program

The [SEC Academic Leadership Development Program](#) (SEC ALDP) seeks to identify and develop from within the SEC the next generation of academic leaders. The SEC ALDP fosters academic leadership among SEC faculty and early career administrators by providing them a unique opportunity to learn and understand the goals, challenges, and rewards of academic leadership. The SEC ALDP features two workshops hosted by different SEC universities each year. The University of Oklahoma – Norman campus will sponsor three faculty leaders to participate in the 2025-2026 SEC ALDP. Program guidelines and application instructions are attached.

Provost's Leadership Development Program

The purpose of the Provost's Leadership Development Program (PLDP) is to develop the next generation of academic leaders who will guide the University of Oklahoma – Norman Campus. Through the program, participants will come together for development and growth as leaders, while expanding and enriching their professional networks on personal and institutional levels. The Provost's Leadership Development Program consists of eight sessions on Friday afternoons between September through April.

Applications for both programs are due **Monday, May 12, 2025**.

Please contact Dr. Sarah Ellis in my office at sjr@ou.edu if you have any questions regarding these programs.

Attachments

SEC Academic Leadership Development Program Information

The [SEC Academic Leadership Development Program](#) (SEC ALDP) seeks to identify and develop from within the SEC the next generation of academic leaders. The SEC ALDP fosters academic leadership among SEC faculty and early career administrators by providing them a unique opportunity to learn and understand the goals, challenges, and rewards of academic leadership.

The ALDP Goals

The SEC Academic Leadership Development Program goal is to be proactive in preparing faculty and early career administrators for high-level service in academia by providing for the following learning opportunities during the SEC-wide workshops and/or campus programming activities:

- Stimulating academic leaders to think critically about the future of the academy.
- Increasing knowledge and understanding of academic leadership in the 21st century.
- Embracing the strength inherent in creating diverse and inclusive academic communities.
- Developing the managerial and organizational skills required to lead complex, diverse, and inclusive organizations.
- Improving the general leadership skills and abilities of academic leaders.

Program Audience

The audience for this program includes academic administrators, such as:

- Department leadership (e.g., chairs and directors, associate and assistant chairs and directors)
- College leadership (e.g., associate and assistant deans, deans)
- Central administration (e.g., vice provosts)
- Center/Institute leadership
- Faculty Senate leadership

Participation Expectations

Fellows are committing to a one-year program and are expected to attend all activities, including:

- SEC ALDP fellows **must commit to attend both** SEC-wide workshops:
 - October 12-15, 2025, Mississippi State University, and
 - February 17-20, 2026, University of Alabama.
- Attend, participate, and be fully engaged in local campus program and all activities.
- Read any and all SEC ALDP preparatory materials.
- Provide SEC ALDP assessment and feedback.
- After completing the SEC ALDP, maintain an accurate profile in the SEC ALDP alumni database.

Application

1. Cover letter (no more than 2 pages). The letter should address the following:
 - a. Your interest in the program;
 - b. The program's potential impact on your professional development at this point in time;
 - c. Career development to date and any short- and long-term career aspirations for future administrative service; and
 - d. The name from whom you have requested a letter of support in case we need to reach out to them.
2. A Curriculum Vitae.

Applications are to be submitted as a single PDF document by **May 12, 2025**. Please submit to facultyaffairs@ou.edu.

In addition, all applicants must have a short letter of support (no more than one page) from their Dean or similar administrative supervisor. The letter should be sent separately to facultyaffairs@ou.edu by **May 12, 2025**.

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- Create a cohort of academic leaders at OU;
- Introduce new administrators at OU to important policies, offices, and administrative support; and
- Provide opportunities to strengthen leadership skills through discussions and activities.

The main components of this program will include discussions on leadership topics; faculty panels; CliftonStrengths and DiSC assessments; an exploration of leading within the OU context; and regular lunches with current OU leaders. Topics to be covered will include building teams, conflict management, leadership identity, and fostering change.

Program Eligibility

- Eligible faculty include those with the rank of Professor and Associate Professors.
- Preference will be given to those recently appointed to positions of leadership at the University (assistant/associate unit heads, unit heads, assistant/associate deans, faculty senate executive officers, Center/Institute directors, etc.) or a professional association.

Applications for the 2025-2026 PLDP are now open. The deadline to apply is **May 12, 2025**. Please submit to facultyaffairs@ou.edu.

Application

1. Cover letter (no more than 2 pages). The letter should address the following:
 - a. The leadership position you will hold in 2025-2026;
 - b. Your short- and long-term leadership aspirations;
 - c. Your strengths as a leader and areas in which you would appreciate guidance or support; and
 - d. The name from whom you have requested a letter of support in case we need to reach out to them.
2. A Curriculum Vitae.

All members of the PLDP cohort are to attend all eight sessions in full. By applying to the program you are indicating that you intend to attend all the sessions.

2025-2026 Session Dates

September 12 (12-4pm)
October 17 (12-4pm)
November 14 (12-4pm)
December 5 (12-4pm)
January 30 (12-4pm)
February 27 (12-4pm)
March 27 (12-4pm)
April 17 (2-4pm)