



NORTHWESTERN UNIVERSITY®

Fellowship in Leadership for Professional Staff
2009-10 Information & Call for Applications
Application Deadline: May 22, 2009

Northwestern University is pleased to announce the establishment of the Fellowship in Leadership. This Fellowship provides a unique opportunity for talented professional staff and Ph.D. students to develop their abilities as leaders, leadership coaches, mentors and researchers.

Fellowship Benefits & Activities

This Fellowship develops your capacity for leadership and for developing leadership in others. Fellows work collaboratively with program faculty in an environment that fosters deep learning through experimentation, risk taking, academic inquiry and real world problem solving. On completion of the program, you will be designated as a Northwestern University Leadership Coach.

Specific benefits and activities for Fellows include:

- Learning how to effectively coach and develop undergraduate students for leadership roles. This includes instruction on how to assess students' leadership abilities, and how to construct and monitor individual leadership development plans
- Participating in a yearlong workshop and seminar series on coaching and leadership led by experienced practitioners and researchers. This includes introduction to the major theories, thinkers and frameworks of leadership and leadership coaching
- Participating in or conducting research and related work in leadership studies
- Introduction to the University's leadership learning domain model
- Placement in 1 or more Leadership Projects (described below).

In addition, staff receive release time from their department (5 hours/week).

Anticipated AY 2009-10 Leadership Projects

What follows is a list of projected opportunities for Leadership Fellows. The projects available at any given time are somewhat fluid as the needs of various projects shift. Note that the "Fellowship in Leadership Data Sheet" asks you to rank the top 3 projects in which you are interested.

360-Degree Leadership Assessment

Provide research, design work, and help build a web-based assessment and coaching modules for use by NU students. This instrument identifies an individual's leadership abilities by surveying people who have observed the individual in a leadership setting. Once the 360-Degree assessment program is launched, students will take the assessment multiple times to chart progress. In addition, students will be able to post their results on their NUPortfolio (below). Finally, the "back-end" will be designed to allow results to be reported for analysis and benchmarking by the campus.

Leadership Consulting

Provide research, advising and other support for students from across the campus who are engaged in leadership activities. Student populations to be served include orientation advisors, community assistants, residential colleges, residence halls, Greek houses, student groups, and

Norris student staff. In addition, Fellows will develop a program to match students with leadership development opportunities on and off campus. The goal is to provide a resource center for leadership opportunities and advice for students.

Leadership Learning Domain Steering Committee

Provide research and staff support for a new campus committee to implement the Leadership Learning Domain as part of One Northwestern. Major tasks include defining leadership abilities to be developed among NU students, developing co-curricular materials, and building partnerships with existing campus programs in academic and student affairs.

Leadership “Train the Trainer” Workshops

Provide research, staff and instructional support for three campus-wide workshops: (a) leadership, (b) coaching for leadership, and (c) group facilitation. These workshops will be offered multiple times each year to NU staff who have mentoring contacts with students. We also plan to provide custom workshops for student-run leadership programs such as Project Wildcat, FUP, FELP, and CATalyst.

NUPortfolio

Partner with Career Services to help design, implement, maintain and improve the leadership aspects of the web-based portfolio software recently purchased by the University. The goal is for each student to use the portfolio to assemble and document their leadership experiences and learnings at NU – curricular, co-curricular, volunteer, community, summer, etc.

Teaching Assistant

Provide individual and/or small group coaching for students in the Undergraduate Leadership Certificate program. Working individually or in small groups, undergraduate students conduct an experiential, field study, or research project. For individual projects, students propose their project prior to enrolling: one that matters to them and that requires them to build and refine specific leadership abilities with support and coaching from others (including the TA). Small group projects typically involve work with a community organization. Courses are offered in the Fall, Winter and Spring quarters.

Eligibility, Expectations & Selection Process

This is a competitive Fellowship open to professional staff (with primary consideration given to Student Affairs professionals) employed by Northwestern University during the term of their Fellowship.

We anticipate appointing 12 Fellows for 2009-10 (with approximately one-half being staff and one-half being graduate students). Fellows are appointed for 1 academic year (approximately Sept. 15 to June 15), and spend an average of 5 hours each week on Fellowship activities.

In general, Fellows are selected based on their:

- Professional interest in and fit with leadership, particularly on their ability to identify the ways in which the Fellowship will illuminate and complement their professional and/or research interests
- Potential for working with undergraduate students in a leadership development role, now and in the future
- Fit with each year’s Leadership Projects (described above).

Prior leadership experience in higher education, or professional or community settings is also desired, but not required.

To apply, please submit:

- ✓ 1 “Fellowship in Leadership Data Sheet”
- ✓ 1 Essay Response to the following: please tell us the story of a time when you took a significant risk (from your perspective) and failed. What does this story reveal to you about your leadership character? How would you describe the experience to someone else so that they could benefit from your experience? What is the key lesson that you would tell others? Please limit your Essay Response to 750 words.
- ✓ 1 Letter of Interest that describes –
 - How participation in the Fellowship will illuminate and complement your professional and/or research interests
 - Your potential for future work in leadership or leadership studies while at Northwestern
 - Your interest in working with undergraduate students, other Fellows and program faculty

Please limit your Letter of Interest to 750 words. We strongly encourage you to be specific about your thoughts and interests.

- ✓ 1 current resume or *curriculum vitae*
- ✓ 1 Letter of Recommendation that addresses (a) your interest in leadership, (b) your potential for working with undergraduate students in a mentoring capacity, and (c) how your participation in the Fellowship will help advance your professional and/or research abilities. The letter must be sealed in an envelope that is signed along the seal by the recommender, and submitted with your other application materials.

Applications must be received no later than 5:00 pm on May 22, and should be sent to:

Adam Goodman
Undergraduate Leadership Program
1813 Hinman Ave., Room 202
Evanston, IL 60208

You will receive an email confirming receipt of your application by May 26. Please be sure to contact Adam Goodman via email (a-goodman@northwestern.edu) if you do not hear from him by this date.

For more information, please contact either:

Adam Goodman at a-goodman@northwestern.edu or 847 467 6933
Todd Murphy at todd-murphy@northwestern.edu or 847 467 4661