

"Frostburg State University isn't just a place of employment where one collects a paycheck. FSU is also a place for faculty and staff to grow personally and professionally. The Employee Development and Leadership Series provided me with the opportunity to increase my leadership skills while building strong and lasting relationships with outstanding leaders in our campus community. Being part of this cohort has prepared and equipped me for challenges as a leader in my field. I encourage faculty and staff to seriously consider applying for this rewarding and valuable experience. 'A leader is one who knows the way, goes the way and shows the way.' – John C. Maxwell"

– **Victoria Gearhart**, *Center for International Education*



"The leadership series has been invaluable in helping me to develop my skills and think about how to apply them in my job here at FSU. It is a wonderful forum in which to share ideas with colleagues and gain perspectives on many areas of the University."

– **Linda Steele**, *College of Liberal Arts & Sciences*

"This series has allowed me to more deeply consider myself as a leader and how I work with my colleagues toward our shared goals. This work is something I had recognized I did not receive in my past experiences or preparation for my position. It's also provided an opportunity for me to consider my role in relation to other departments and offices on campus and within the University structure. It's been great to meet and get to know leaders in other areas of the University, and I can see that these connections will be important in the future as we work together to meet the shared goals of the University."

– **Dr. Jodi Welsch**, *Department of Educational Professions*

"What has been the best part of the series is that it gives you the tools to help examine situations in new ways, which leads to solving problems and moving forward."

– **Dr. David Puthoff**, *Department of Biology*



For more information:

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www.frostburg.edu/employee-development-leadership-series

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Employee Development & Leadership Series



In 2014, the Office of Human Resources, in collaboration with the College of Business, established a development and leadership series for high-performing staff and faculty at Frostburg State University. This initiative is designed to provide up-and-coming leaders at the University with the knowledge and skills they need to be successful in their current roles and to prepare them for potential leadership roles in higher education. The series consists of eight workshops. Each day focuses on a different topic and outcomes that have been identified in collaboration with current campus leaders, based upon the Frostburg State University Leadership Competency Model. In addition, participants have the opportunity to learn about the divisions and structures of the University and the University System of Maryland through panel discussions and presentations provided by division leaders.

“The EDLS provided me with greater self-awareness, some excellent leadership tools, and more importantly allowed me to build some genuine relationships with my peers. It has also given me a renewed vigor going forward. I have and will continue to recommend exposure to the EDLS to my colleagues and co-workers, as I have experienced the lasting positive impact it can have on individual and team performance. This training not only equipped me with skills that I can effectively use at work, I believe it offered me advice and knowledge that will make me a better person in everyday life.”

– Kevin Robison, *IT Applications and Development*



The Goals of the Series:

1. To enhance participant knowledge, skills and competencies in leadership while developing their ability to manage change
2. To improve supervisory skills, methods and practices
3. To increase the individual's awareness of his/her supervisory style and develop/increase the ability to adapt to different styles of behavior
4. To raise awareness of conflict styles and effective approaches to conflict resolution
5. To build a fundamental understanding of current employment, labor laws and regulations that impact the workplace
6. To assist participants in developing the ability to manage an increasingly diverse workforce and assist in fostering an inclusive workplace environment characterized by fairness, understanding and mutual respect and civility

We encourage interested, high-performing individuals and their supervisors to discuss the relevance of this series to the employee's development and to submit an application for consideration no later than **April 24**. Members of the FSU EDLS Steering Committee will review applications and select participants. To qualify for the series, candidates must meet the following criteria:

- Staff or faculty
- 3+ years professional work experience

Sessions are held on the third Wednesday of each month from 8:30 am to 2 pm. Attendance at all sessions is required. Adjustments due to weather or other extenuating circumstances may occur.

The cohort will consist of a mix of staff and faculty members. Participants will be notified of their acceptance into the series by mid-May.

The Application Materials Must Include:

1. Application Form (including resume/CV, free response questions, and signed applicant commitment)
2. Applicant Leadership Assessment
3. Supervisor Recommendation Form
4. Supervisor Leadership Assessment (of applicant)

“One of my favorite parts of participating in EDLS was having the opportunity to meet other faculty and staff members from across campus. I developed meaningful relationships with colleagues while learning more about other functional areas. EDLS also helped me hone my leadership skills and empowered me to be intentional and thoughtful about how I approach my work. I am a better professional, supervisor, and colleague thanks to the skills and knowledge I gained from EDLS.”

– Katie Weir, *Residence Life*

