

"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*



One University. A World of Experiences.

For more information:

LISA HERSCH, CHIEF HUMAN RESOURCES OFFICER
OFFICE OF HUMAN RESOURCES
FROSTBURG STATE UNIVERSITY
101 BRADDOCK ROAD
FROSTBURG, MD 21532-2303
PHONE: 301.687.7085
EMAIL: ldhersch@frostburg.edu

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

FSU is committed to making all of its programs, services and activities accessible to persons with disabilities. To request accommodation through the ADA Compliance Office, call 301-687-3035 or use a Voice Relay Operator at 1-800-735-2258. Frostburg State University is a smoke-free campus.



FSU Employee Development & Leadership Series



One University. A World of Experiences.

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 Learning and Organizational Development 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 ability to learn more about my colleagues across campus has been invaluable. So often, we spend our time in our own departments with our own missions, that it is refreshing to get some additional perspective. I have loved my one day a month with this group!"

– Liz (Burlas) Nelson, University Advancement

The Application Materials Must Include:

1. An application/nomination form (available online)
2. A letter of intent stating how participation in the series relates to the applicant's individual career goals
3. A resume or CV
4. Self-nomination or supervisor's recommendation
– Supervisor's approval of nomination

"Through my work experiences, I took advantage of leadership opportunities and knew that I possessed leadership skills. Many times I wondered how could I expand on my current leadership skills, discover new ones and, most importantly, apply them in my department. When I heard about the Employment Development and Leadership Series, I immediately applied. Upon my acceptance into this program, I was not sure what to expect; however, with each session, I continued to grow personally and professionally. Through this series I have realized my personal leadership strengths and areas of opportunity, how to lead within a group and how to think as a strategic leader. I am forever grateful to this professional development series as I am slowly incorporating what I have learned into my everyday responsibilities."

– Tiffany Pirolozzi, Admissions

