

Memo: 2019.20-1
To: College of Engineering Faculty
From: Arvind Raman, Senior Associate Dean of the Faculty, College of Engineering
Date: Oct 16, 2019 *Arvind Raman*
Subject: Leadership Development Program for Purdue Engineering Faculty -DELTA

Based on input from faculty and the Engineering Leadership Team, the College of Engineering will pilot a new program for Developing Engineering Leadership Talent in Academia (DELTA) in the 2019-2020 AY. To support faculty leadership development, DELTA is a learn-and-do program for associate or full professors (tenure track, research faculty or faculty of engineering practice) in the college who aspire to broaden their leadership roles within their academic areas, research centers, technical societies or the college and/or university. This faculty leadership development program is intended to supplement programs such as ELATES at Drexel University, American Council on Education (ACE) Fellows, Big Ten Academic Alliance: Academic Leadership Program, Purdue Insights Forum and others.

Through the program, DELTA Fellows will: (a) enhance personal and professional leadership competencies needed to work effectively in academic organizations, (b) gain a systems point of view of process improvement or program innovation by taking on a specific Unit Improvement Project (UIP), (c) increase their understanding of the functions and roles of key administrative offices at Purdue relevant to their interests, and (d) grow their networks to include key staff, administrators, and faculty in engineering and across campus.

DELTA fellows undertake 5 program elements: (1) they carry out a UIP, over a semester or AY, co-designed with their Engineering head or their delegate, (2) they attend three obligatory professional development workshops offered by the college in the AY – namely Diversity and Inclusion Workshop (Nov. 5, 2019, 9:00–5:00), Faculty Mentoring Workshop (Feb. 5, 2020, 8:30-11:30), and the Leadership Workshop (Mar. 24-25, 2020, 8:00–5:00); a 4th workshop can be selected from among the following offerings – Teaming Science Workshop (Jan. 24, 2020, 9:00 -12:00) and Industry Engagement Workshop (Feb. 19, 2020, 10:00–1:00), (3) they will receive mentorship from senior faculty with leadership experience, (4) they will interact with university level leadership, research center leaders, associate/assistant deans in the college, and other administrators relevant to their interests, and (5) they will present a poster on the findings of their project at the end of Spring semester at a recognition reception with the dean, heads, mentors, and other colleagues.

Faculty interested in being nominated for the DELTA program should express their interest to their heads. Heads are requested to forward their nominations to Marsha Freeland, Director of Faculty Success Programs, College of Engineering, mjfreeland@purdue.edu by Oct 30, 2019. Nomination materials include:

- (1) Letter from nominee expressing their interest in the program, willingness to undertake all 5 program elements above, likely area of interest of UIP, and a short description of why this program will help with their career goals, and
- (2) Letter from head expressing endorsement of the nominee, the proposed UIP area, and a statement of teaching/service relief/support to be provided to the nominee to enable them to undertake the project.