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**Utah System of Higher Education
New Administrative Unit Proposal
Cover/Signature Page - Abbreviated Template**

Institution Submitting Request: Utah State University

Proposed Effective Date¹:

Institutional Board of Trustees' Approval Date:

Proposed Unit Title: Stephen R. Covey Center for Leadership

Sponsoring School, College, or Division: Jon M. Huntsman School of Business

Sponsoring Academic Department(s) or Unit(s):

Proposed Unit Type:

<input type="checkbox"/>	New Administrative Unit
<input checked="" type="checkbox"/>	New Center
<input type="checkbox"/>	New Institute
<input type="checkbox"/>	New Bureau
<input type="checkbox"/>	Conditional Three-Year Approval for New Center, Institute, or Bureau

Chief Academic Officer (or Designee) Signature:

I, the Chief Academic Officer or Designee, certify that all required institutional approvals have been obtained prior to submitting this request to the Office of the Commissioner.

_____ Date:

I understand that checking this box constitutes my legal signature.

¹ "Proposed Effective Date" refers to date after Regent approval when new unit is operational or change to unit is published.

New Unit Description - Abbreviated Template

Section I: The Request

Utah State University requests approval to establish Stephen R. Covey Center for Leadership effective . This action was approved by the institutional Board of Trustees on .

Section II: Program Proposal

Administrative Unit Description/Rationale

Present a brief description of the unit. Describe the institutional procedures used to arrive at the action being proposed. Briefly Indicate why a new administrative unit or change to the unit is justified. Are similar units offered elsewhere in the USHE or the State? State how the institution and the USHE benefit from the proposed unit or unit change.

In 2014, the World Economic Forum suggested that deep-seated problems on a global scale, gridlock within our institutions, corruption among leadership, and a lack of values in leaders had contributed to a lack of trust in leaders in both the private and public sectors. In 2015, it found that 86% of respondents believed there was a leadership crisis in the world. Moreover, according to the 2017 Deloitte Human Capital Survey, the need for younger, more agile leaders at all levels of organizations is consistently a significant concern for business leaders. The skills needed to lead today are however evolving. A study of 64,000 men and women in 13 countries found that values and skills of selflessness, empathy, collaboration, and flexibility are the most important for leadership, contrary to the masculine attributes, so called heroic leadership theories, and command and control paradigms of leadership which have in the past been associated with effective leadership (Spend Shift: How the Post-Crisis Values Revolution is Changing the Way We Buy, Sell, and Live, Gerzema & D'Antonio 2010). As a result, there is a need to educate and train students on the skills required to lead within the organizations of today. Leadership skills benefit all types of organizations such as for-profits, nonprofits, governments, and educational institutions. Learning and mastering these skills will prepare students for successful careers at all levels within organizations.

The Stephen R. Covey Center for Leadership in the Jon M. Huntsman School of Business Center will offer a comprehensive program of developmental activities that allow students to bridge the gaps between formal classroom education (knowing), real-world experience (doing), and embedding principle based leadership into their core attitudes and behaviors (becoming), providing transformational experiences that challenge, inspire, and develop leaders. Students will discover their leadership voices, and develop the courage, character, and competence to make a difference in their homes, communities, and workplaces. The Center will offer an integrated leadership development experience for students through curriculum, co-curricular activities, and coaching programs. It will also assist with the development of curriculum for an undergraduate minor in leadership and management and graduate level curriculum in leadership. Some of the resources offered will be a leadership orientation for incoming students, coaching and mentoring, tools for assessing leadership skills and building self-awareness, a leadership speaker series, and service learning opportunities to practice leadership. The Center will emphasize new paradigms of leadership, a shift from singular, positional leadership, to shared, emergent leadership at all levels.

To meet the growing need for Leadership training, more than 100 similar centers have been established across the United States. Five institutions in the the State of Utah have already established organizations

to foster leadership development in students:

University of Utah - Goff Strategic Leadership Center
Brigham Young University - Weidman Center for Global Leadership
Weber State University - HERS Leadership Institute
Utah Valley University - Center for Advancement of Leadership
Southern Utah University - Leadership Engagement Center

The Stephen R. Covey Center for Leadership will complement existing state-wide leadership training. It will be widely inclusive across the university, with significant efforts being made to include and support students campus wide and within the Regional Campus system. The focus of the Center will be on student development, particularly at the undergraduate level, unlike other centers that typically focus on graduate and executive education and on consulting for external stakeholders.

Stephen R. Covey was an internationally renowned authority on leadership, and was the first Jon M. Huntsman Presidential Professor of Leadership in the last years of his life. His name gives the Center a unique and globally recognizable brand in the domain of leadership that will enable it to position itself at the forefront of Leadership education. The Center seeks to foster Stephen R. Covey's legacy.

Consistency with Institutional Mission/Institutional Impact

Explain how the unit is consistent with the institution's Regents-approved mission, roles, and goals. Describe how the existing administrative structures support the proposed unit and identify new organizational structures that may be needed. What changes in faculty and staff will be required?

The mission of the Jon M. Huntsman School of Business is to develop leaders of distinction in commerce and public affairs. The mission of Utah State University is to be one of the nation's premier student-centered land-grant and space-grant universities by fostering the principle that academics come first, by cultivating diversity of thought and culture, and by serving the public through learning, discovery and engagement. The goals of the Stephen R. Covey Center for Leadership align with the missions of both USU and the Huntsman School of Business by building a foundation of principle-based leadership and accelerating the lifelong leadership development of its students.

Finances

What costs or savings are anticipated with the actions proposed? What new facilities or modifications to existing facilities or equipment are needed? Describe any budgetary impact on other programs or units within the institution. If new funds are required, describe expected sources of funds.

The work of the Center will be carried out by faculty in the Jon M. Huntsman School of Business as part of their faculty roles:

Bret Crane, Ph.D.
Julena Bonner, Ph.D.
Steven Hanks, Ph.D.
Alexander Romney, Ph.D.
Brad Winn, Ph.D.

Should additional faculty resources be needed, these will be funded by the Huntsman School of Business. The only staffing need is for administrative support. This and support for daily operations of the Center will be funded by the Huntsman School of Business. The Center will be housed in Huntsman Hall in the Jon M. Huntsman School of Business. Space has already been allocated to the Center.

The Center will benefit from a gift from the Franklin Covey Company. This gift, valued at \$3 million, provides access to intellectual property to support the activities of the Center for a period of ten years. A fund raising plan has also been established to seek longer term financial support for the Center. No university funds will be required to establish and operate the Center nor will resources be diverted from other units and programs within the Huntsman School of Business.