

# Building an Emerging Leaders Pipeline to Strengthen Institutional Values, Bridge Silos, and Build Partnerships

**Academic Partnerships Annual  
Meeting  
April 24, 2025**





**CSU PUEBLO**



**Dr. Gail Macken**  
**Provost & Executive Vice President of Academic Affairs**



**Dr. Michelle DenBeste**  
**Interim Dean of the Hasan School of Business**



**Mr. Victor D Baeza**  
**Scholarly Communication Librarian**

**CSUP Emerging Leaders Program**





# COLORADO STATE UNIVERSITY PUEBLO

- Offer 35 undergraduate degrees and 13 graduate
- 3,700+ students
- 15:1 student to faculty ratio
- Regional comprehensive state university
- Hispanic/Minority Serving Institution (HSI/MSI)
- Military friendly designation
- 300+ faculty (125 Tenured/Tenure Track, 50 Fulltime non-Tenure Track)







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# EMERGING LEADERS PROGRAM GOALS

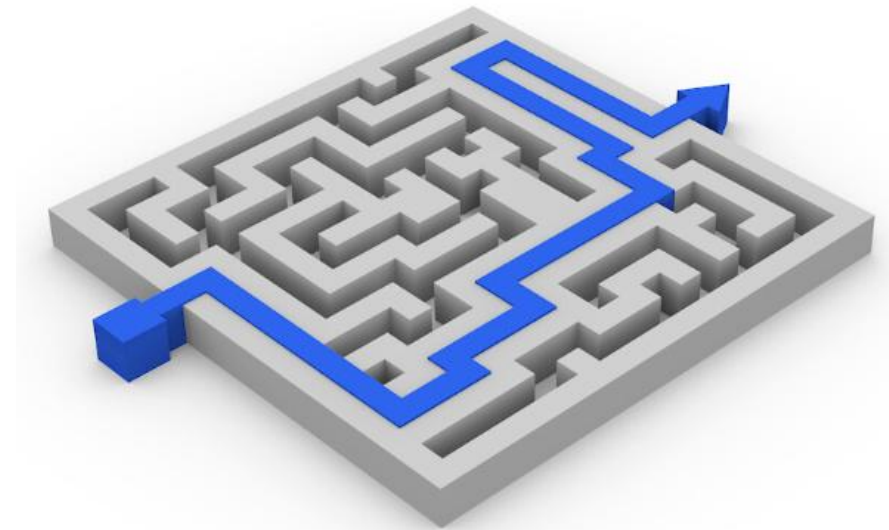
**Provost Mackin**





# PROGRAM OBJECTIVES

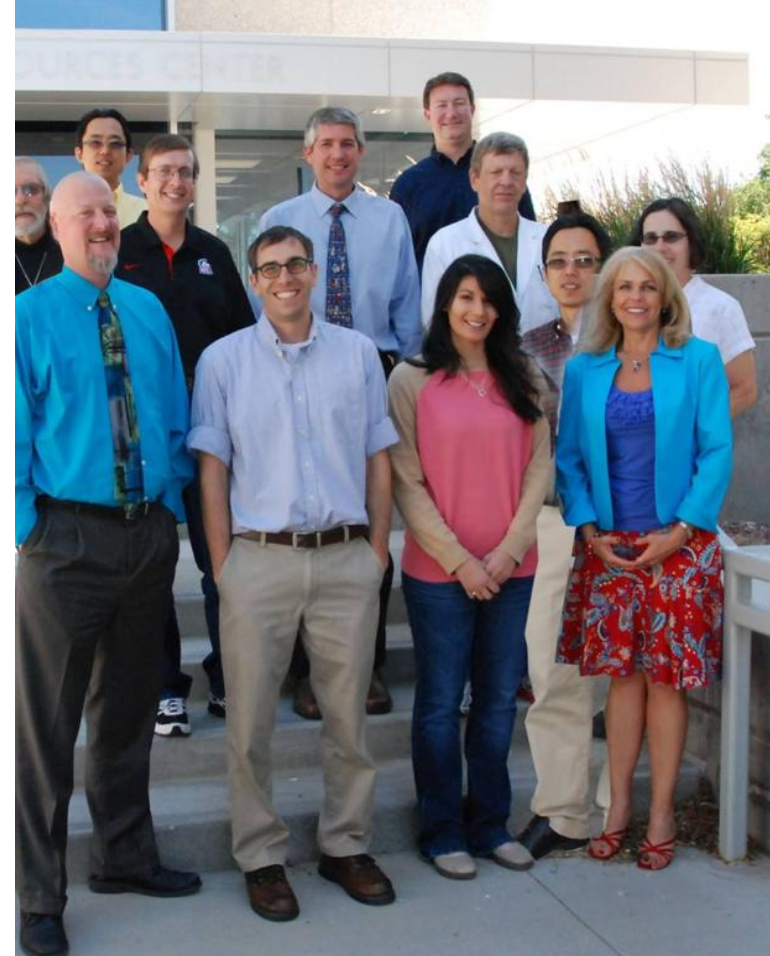
- Grow pool of potential Academic leaders
- Provide 1-1 and group professional development
- Dispel the myths concerning Administration
- Develop advocates for Deans and Provost
- Shed light on the varied responsibilities of leadership
- Develop a set of shared values





# TARGET AUDIENCE

- Mid-level faculty members
- New department chairs
- Program coordinators
- New staff directors



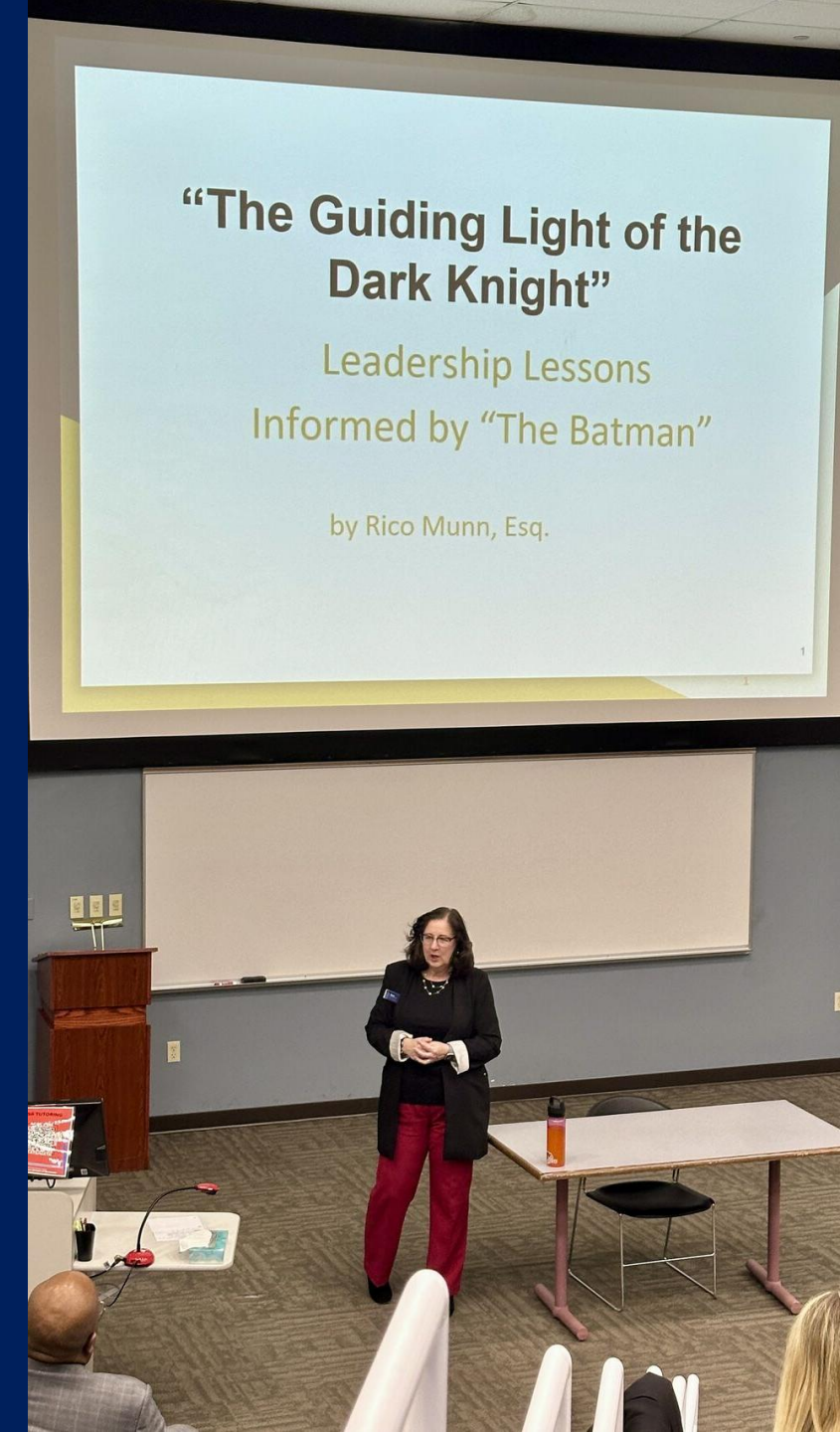




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# CREATING AN EMERGING LEADERS SYLLABUS

Michelle DenBeste





# PRACTICAL CASE STUDY APPROACH







# BENEFITS OF LEADERSHIP ACADEMY TO ESTABLISHED LEADERSHIP

- Better knowledge of institution
- Collaborative learning and problem solving
- Reminder of problems new leaders face in a new environment





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# FEEDBACK FROM THE PARTICIPANTS

Victor Baeza (participant)





# PARTICIPANT FEEDBACK HIGHLIGHTS

- Greater understanding of administrative roles
- Gain comfort with unknown
- One-on-One meetings beneficial
- Appreciated cohort building opportunity
- Importance of perception
- Case studies to provided framework
- "Real life" situations were invaluable
- Small but pertinent readings sample







# PARTICIPANT FEEDBACK SUGGESTIONS

- Complete schedule of program (semester)
- Small subgroup meetings
- Administrators as topic presenters
- Varied meeting locations
- Proactive feedback on topics
- Inclusion of mentors/coaches
- Provide self-paced course/training





# QUESTIONS?

