Leadership at the U

Leadership:
The Essential Ingredient to Employee Engagement

Wednesday, August 3, 2016
1:30 to 3:30 p.m.
Coffman Theater, Coffman Memorial Union

Sponsored by:
Leadership and Talent Development,
Office of Human Resources
Agenda

1:30 p.m. Welcome by Jennifer Engler

1:35 p.m. Overview of University results by Brandon Sullivan
Three years of the University of Minnesota’s E² Employee Engagement data.

1:55 p.m. Panel discussion moderated by Jennifer Engler
A discussion by senior leaders of best practices in taking action on employee engagement data. Panelists include: Lisa Erwin, Vice Chancellor for Student Life and Dean of Students; Kathy Schmidlkofer, CEO and President, University of Minnesota Foundation; Rob Super, Administrative Center Director in the Medical School; Chuck Tombarge, Chief Public Relations Officer and Co-Leader of University Relations; and, Sue Van Voorhis, Associate Vice Provost Academic Support Resources and University Registrar.

2:40 p.m. Questions and answers

3:00 p.m. Moderated discussion
Lisa Erwin, Vice Chancellor for Student Life and Dean of Students

Lisa Erwin is the vice chancellor for student life and dean of students at the University of Minnesota Duluth, a position she has held for four years. The Student Life Division supports UMD student success, providing co-curricular programs and services through a wide-ranging group of departments. Previously, she was the vice president for student development and enrollment at Bemidji State University in Bemidji, Minnesota. Dr. Erwin’s professional experiences in student affairs leadership include positions at the University of Kansas Medical Center, Fort Hays State University (Kansas), and Kansas State University.

Dr. Erwin has been an active member of NASPA-Student Affairs Administrators in Higher Education, most recently serving in a national role as director of the Public Policy Division. During her tenure as director of the PPD, she served on the U.S. Department of Education Negotiated Rulemaking Committee for the 2013 reauthorization of the Violence Against Women Act.

Dr. Erwin earned her Ph.D. in counseling and student development from Kansas State, her M.S. in counseling with an emphasis in student affairs in higher education at Fort Hays State University, and her B.A. in economics from Indiana University in Bloomington. Dr. Erwin loves living in Duluth with her husband, Al. She also loves visiting her sons and daughter-in-law in Kansas City.

Kathy Schmidlkofer, CEO and President
University of Minnesota Foundation

Kathy Schmidlkofer became president and CEO of the University of Minnesota Foundation in March 2014. The Foundation is dedicated to raising and managing private gifts from individuals and organizations to build greatness at the University of Minnesota. Under Schmidlkofer’s leadership, the foundation received a record-breaking $351 million in gifts and commitments to the University in fiscal 2015, surpassing the previous high mark by $62 million.

Before joining the foundation, Schmidlkofer was executive vice president and a founding leader of Greater MSP, a private nonprofit organization dedicated to providing public and private sector leadership, coordination, and engagement to grow the economy of the Minneapolis-St. Paul region. Prior to that, she held a variety of increasingly responsible finance roles over a 25-year career at General Mills.
A certified public accountant, Schmidlkofer earned a bachelor of arts degree in business from the University of Wisconsin-Madison and later completed her master of business administration degree at the University of Minnesota’s Carlson School of Management.

The longtime community volunteer is past chair of the board of Tubman, a Twin Cities nonprofit that promotes violence-free communities, families, and relationships. She is on the board of the Saint Paul Foundation and a member of the Minnesota Women’s Economic Roundtable.

**Rob Super, Administrative Center Director in the Medical School**

For the past 13 years Rob Super has been an Administrative Center Director in the Medical School for the Departments of Pediatrics and Ob/Gyn and Women’s Health where he has leadership responsibility for clinical practice oversight, office and lab space, administrative support for faculty, finance and accounting, pre- and post-award grants management, human resources, payroll and graduate medical education. In the prior 10 years, Rob worked in the Office of the Vice President for Health Sciences, Controller’s office and budget office.

**Chuck Tombarge, Chief Public Relations Officer and Co-Leader of University Relations**

Chuck Tombarge is chief public relations officer and deputy chief of staff to University of Minnesota President Eric Kaler. In his role, Tombarge serves as co-leader of University Relations, the U’s central communications and marketing office. He also oversees the News Service (the U’s primary media relations function), issues and crisis management, and key stakeholder communications, as well as co-manages the Academic Health Center communications function.

Before arriving at the University in 2012, Tombarge served as account supervisor for Himle Rapp & Company (formerly Himle Horner, Inc.). His clients included the I-35W Bridge Reconstruction Project, Northstar Commuter Rail Project, Project 515, local governments, and ClearWay Minnesota, among others.

Tombarge also worked for the Minnesota Supreme Court where he managed outreach and education, served as spokesperson, and assisted the Judiciary statewide with media relations, speechwriting, legislative issues, and internal and external communications.

Previously, Tombarge was a news reporter for the Rochester, Minn. *Post-Bulletin* and Austin, Minn. *Daily Herald*. In 1999, he received the Frank
Premack Public Affairs Journalism Award for his work on a team-reported series about domestic violence.

Tombarge is former chair and a current board member for Avenues for Homeless Youth in Minneapolis. He is also a member of the Citizens League and volunteers for the University of St. Thomas, his alma mater.

Sue Van Voorhis, Associate Vice Provost Academic Support Resources and University Registrar

Sue Van Voorhis is the associate vice provost, academic support resources and University registrar at the University of Minnesota. She has over 25 years of experience in system implementations and technology development, administrative leadership, customer service initiatives, organizational effectiveness planning, contract negotiations, and strategic oversight. At the University of Minnesota, Sue oversees the offices of student finance, financial aid, registrar, continuity and compliance, classroom management, ASR-IT, and OneStop student services. She supports the non-credit system, Destiny One. She oversees business analysts and processes for all five campuses plus undergraduate, professional, and graduate levels to ensure the institution remains in compliance with federal, state, institutional, and accrediting agencies.

Sue is the business process owner over academics and student initiatives, most recently with the upgrade to Oracle’s 9.0 Campus Solutions system. She serves on the executive oversight committee and the integrated steering committee representing the academic/student side as finance and human resources were upgrading at the same time. She sits as ex-officio on several faculty governance committees and presents on a regular basis on strategic initiatives.

One of the new initiatives assigned to her is to focus on student degree process and work with the campus to increase retention and graduation to meet Regents’ goals.
Leadership and Talent Development

Leadership and Talent Development within the Office of Human Resources, partners with University of Minnesota leaders to fully engage their faculty and staff in college, campus, and unit priorities as well as the mission of the University. We provide leaders with strategic consulting services, tailored development programs, and research-supported assessment tools to:

- **Create positive, engaging, and productive organizational cultures.** Leaders will be able to take action to enhance support for the commitment, success, and retention of talented faculty and staff.
- **Increase leadership effectiveness.** Leaders will be able to use scientifically supported leading practices to select, prepare, and develop effective leaders, managers, and supervisors.
- **Align the efforts of faculty and staff with key priorities.** Leaders will be able to place the right people in the right roles, set clear expectations, evaluate performance, and close gaps in key skills.

A Research Based Leadership Assessment and Development Approach

Leadership and Talent Development blends in-person and online experience, assessments, on-the-job experience, and coaching to help develop better leaders. Programs are:

- **Designed specifically for University leaders.** Leaders are supported as they face the U’s high-level strategic challenges: results, vision, engagement, collaboration, and accountability.
- **Support leaders through informal and formal learning.** Classroom and online learning is reinforced through developmental relationships including a leadership community of practice.

Popular Leadership Development Offerings

**Leading on All Levels**

**Focus: Developing Individual Contributors.** Equips individual contributors to better navigate their leadership journey and lead without formal authority through highly interactive group work and presentations. Participants receive two personal development assessments. There is no cost for this program, including the two assessments. Four five-session cohorts are held each year. Go to: z.umn.edu/leadingonalllevels for more information.

**Leadership Essentials**

**Focus: Developing Leaders.** Content covers self-awareness, leading people, how to build and manage a high-performing team, and methods for achieving results. Learn how to navigate a supervisor’s role to produce results and strengthen core leadership skills of listening, questioning and clarifying outcomes. The fall session will be held October 31, November 1, 14, and 15.
Supervision Essentials
Focus: Successful supervision at the University of Minnesota. The Office of Human Resources, Office of Equity and Diversity, University Services, and the Office of the General Counsel partner to provide training for supervisors. Understand key University supervisory policies and how to navigate campus resources including UReturn, Conflict Resolution, Health and Safety, Equity and Diversity, Risk Management, and Human Resources.

Tailored Leadership Programs
Focus: Support for college, campus, and unit priorities. Tailored leadership programs and consultation include assessments, development, and coaching to support specific goals. These are designed and delivered in collaboration with college, campus, and unit leadership teams.

Presenters
Brandon Sullivan, Ph.D.
Brandon is director of Leadership and Talent Development. He also teaches graduate courses on leadership, organizational behavior, and wellbeing at the Carlson School of Management and the Center for Spirituality & Healing, and he is an affiliate faculty member in the department of Organizational Leadership, Policy and Development. He earned a Ph.D. in psychology from the University of Minnesota.

Jennifer Engler, Psy.D., LP
Jennifer is a manager in the Leadership and Talent Development unit with a focus on helping leaders create a thriving workplace culture. Prior to her current role, Jennifer served as assistant dean of students in the College of Education and Human Development and she has held positions at the University since 1999. She earned a doctorate in clinical psychology from Indiana University of Pennsylvania.

For More Information
Units interested in tailored leadership programs should contact Leadership and Talent Development at ltd@umn.edu.