

My Leadership Philosophy

As a leader, I am a pragmatist who believes in listening, learning, and doing. My vision is to work within the frameworks of my organization, with particular attention on its *mission, vision, values, goals, and strategic plans*. I believe in collaboration, consultation, and cooperation in student, faculty, and staff related issues. My goal is to value all voices, even those that appear heretical. As a leader, I will work with students, faculty, staff, administrators, and community stakeholders to advance the institution's mission. In other words, I will build a supportive collaborative environment that fosters creativity in teaching, scholarship, and service.

As a leader, my vision is intertwined with my belief in *people, relationships, diversity, excellence, efficiency, and commitment*. Central to my philosophy is the fundamental belief that "no one can climb a tree without support." As a consequence, I am open to participation, diversity, reflections, successes, and mistakes. This idea was corroborated by Jerry Patterson in his 1993 book, *Leadership for Tomorrow's Schools*, he concluded that, leadership is "the process of influencing others to achieve mutually agreed upon purposes for the organization." Finally, as I make functional goal-directed decisions, I try my best to:

1. Know who I am by acknowledging my strengths and weaknesses.
2. Learn the facts when I am in doubt to reduce assumptions and generalizations.
3. Change my thinking as needed for organizational advancement.
4. Collaborate with resource persons to take advantage of diverse internal and external stakeholders.
5. Build self-concepts of people around me by lighting their positive candles.
6. Use divergent techniques to include all diverse voices and perspectives.
7. Make the right choices to advance my vision and institutional vision.
8. Continue to learn and grow as needed to advance progress.