

# **Nature and Responsibilities of the President's Leadership Council at the University of Northern Colorado**

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## PRESIDENT'S LEADERSHIP COUNCIL ROLE AND FUNCTION

The role of the Council is to provide advice, perspective, and insight on matters of broad institutional significance and to assist in the effective, responsive, and informed leadership of UNC.

Council members — individually and collectively — help to:

- Support the success of UNC students;
- Maintain the university's academic, financial, and legal integrity;
- Foster productive communication with the UNC community;
- Bring diverse perspectives and experiences to bear on important university decisions;
- Set expectations for professional, productive, and ethical behavior throughout the University; and
- Enable successful leadership throughout UNC that reflects trust, respect, integrity, openness, accountability, and timely responsiveness.

The Council discusses the major operational issues affecting UNC. Although Council members' ideas and perspectives are shaped by many influences, including our individual responsibilities and experiences, the Council is not a representative body. Council members work together for the good of the university rather than advocate from positional roles. The Council does not vote, but rather members offer diverse perspectives and make recommendations on campus-wide strategies, tactics, policies, and practices. This focus on the value of perspective instead of representation enables us to think and speak about issues in an open environment. Thus, the greatest good for UNC is the only criterion by which we offer our intellectual contributions to the deliberations of the Council.

## COUNCIL LEADERSHIP EXPECTATIONS

As Council members, we have shared leadership expectations that guide our work at all times — as we work alone, with others on and off campus, and as the Council. Our leadership is based on relationships; we provide constructive support for each other and for the University. Although this leadership encompasses more than a simple list of behaviors, the following core expectations and responsibilities guide us in our work:

- We fulfill our sole responsibility to bring our perspectives and best ideas to issues of importance for the good of UNC, recognizing that there will be times when our individual opinions do not prevail, and compromises are made for the benefit of UNC.
- We repeatedly affirm among ourselves that diversity of thought, dissent, and alternative ideas are valued and encouraged, respectfully approaching each other as equal-status peers without deferring to perceived seniority or authority.
- We work together to maintain positive individual and group relationships during and between meetings, striving not only to understand others' perspectives, but also to be sensitive to the challenges they face.
- We share responsibility for proposing important issues for the Council agenda, come to meetings prepared for substantive discussion that efficiently facilitates productive outcomes, and participate forthrightly in deliberations about all topics, ensuring that every topic of consideration is owned by each and all of us.
- We take responsibility for distinguishing when ideas, opinions, or conclusions should be shared only within the Council, maintain appropriate confidentiality, and recuse ourselves from discussions that present unavoidable conflicts of interest.
- We actively communicate with members of campus, both sharing information and seeking input, about the Council's work to address matters of broad institutional significance.