

## **Proposed Center for POSITIVE LEADERSHIP within College of Business Faculty Senate Planning & Budget Committee Review (01/23/2023)**

### **Purpose of proposed new Center**

The mission of the proposed Center for Positive Leadership is to increase positive leadership in the world by conducting research, creating leadership tools to be used for educational purposes, and supporting programming which will be delivered through other entities such as colleges, departments, and executive education. Positive leadership occurs when one person engages in an act of exceptional virtuousness, and at least one other person chooses to follow because they are inspired by that act. Virtues are standards of moral excellence in behavior or character, such as courage, compassion, honesty, humility, curiosity, moderation, inclusivity, or ambition. An action is more virtuous as it exhibits more of the virtues that are relevant to a situation and as it exhibits those virtues with more excellence.

We propose establishing a center as an appropriate vehicle for accomplishing this purpose because (1) it adds legitimacy to our efforts, (2) provides us with a location through which donations can be solicited to accomplish our purpose, (3) gives us formal status within the university, and (4) makes it easier for us to position the center and the university as global leaders on the topic of positive leadership. In theory, the university and the college of business could pursue many of the project's initiatives without becoming a center, but the difficulty of doing so would increase significantly because external stakeholders look for formal organizations such as centers when giving money, comparing college activities across universities, assuming continued support and activity, and otherwise being able to rely on these initiatives in if they want to partner with the University and the College of Business.

### **Proposed Director and Facilities:**

Currently, the only personnel financed by the Center's budget is Ramie Martin-Galijatovic, the Administrative Program Director, who runs the daily operations of the Center. She is a 100% FTE staff member, and the only staff member who has time allotted to the Center. Virginia Denny, Executive Director of Online Learning and Assistant Dean of Integrated Corporate Services, in the College of Business, will have oversight responsibility for The Center for Positive Leadership. Ryan Quinn, Assistant Dean of Innovation and Strategy, Associate Professor of Management and Entrepreneurship, will function as the Academic Director of the Center.

The only anticipated space requirements for the Center at this time are the already-existing office spaces used by Ramie Martin Galijatovic and Ryan Quinn, provided by the College of Business. For the foreseeable future, there are no requirements for additional space.

Initial equipment and infrastructure resources (including technology) were provided by the College of Business; thus, there are no requirements at this time.

### **Financial Aspects:**

In the first three years after becoming a Center, the anticipated amount and sources of revenue are as follows:

Athletic Department Gift (Speedtype: Z1817)	200000	200000	200000
Sam and Bonnie Rechter Family Gift (Speedtype: G3007)	20000	20000	20000
Gifts from Board of Advisors (Speedtype: G3573 )	24000	33000	36300
<b>Totals</b>	<b>244000</b>	<b>253000</b>	<b>256300</b>

The Athletic Department gift is secured until 2028 and consists of funding from the Athletic Department (please see the attached letter from Josh Heird, Athletic Director). The Sam and Bonnie Rechter Family Gift is for three years with the possibility of extending after that, and the funds are earmarked for the Sam and Bonnie Rechter Fellowships in Positive Leadership. In fiscal year 2022-2023, an advisory board was established, and board members are asked to give at a "leadership level." Currently, there are eight board members pledging 1,000 to 5,000 annually. It is expected that the number of board members will increase thus there will be an increase in that gift account. The funds from the Rechter family and the board of advisors were each obtained more recently than the original gift promise from the Athletic Department, to show success in expanding Center funding.

The proposed Center is currently pursuing multiple avenues for acquiring gifts to keep the operations of the Center going after 2028 when the promised funding from the athletic department ends. These include:

1. The pursuit of major gifts, such as endowments, from organizations such as the Kern Family Foundation, and other similar institutions.
2. Sales of products and services such as non-credit educational programming by our executive education unit, with a portion of the profits returning to the Center, and at some future point, initiating charges for use of the Center-developed leadership tools.
3. Expansion of the Center board of advisors, who make annual gifts.
4. Other possibilities such as partnerships and external grants.

The funds that will be needed to operate the Center in its first three years are:

TOTAL PERSONNEL COST	90720	92534.4	94385.088
TOTAL OPERATING COST	153280	160466	161915
TOTAL CAPITAL COST	0	0	0
TOTAL EXPENDITURES	244000	253000.4	256300.088

**Planning & Budget Committee Conclusions:**

1. The personnel, funding, contributing advisory board, and many of the proposed activities are already underway with success to demonstrate the sustainability of this proposed Center.
2. This organizational segment within the College of Business has demonstrated the competency to operate and grow this proposed Center both in activities, funding, and impact within and outside of the University.
3. This proposed Center does not require any new resources from the University or the College of Business.
4. This proposed Center will allow organizational access to other extramural funds that do not exist for other types of administrative structures within the University.
5. This proposed Center has substantial upside to be a net profit Center with no significant risk of becoming a net cost Center since the largest portion of the operational costs are activity related and not fixed costs such that costs can be easily reduced through fewer activities if funding decreases in subsequent years.
6. The Planning & Budget Committee recommends this proposed Center on Positive Leadership for consideration and approval by the Faculty Senate.

Respectively submitted,

Pat

Patrick D. Harris, PhD

Chair of the FS Budget & Planning Committee

**Faculty Senate Planning & Budget Committee**

Roger Bradshaw, Speed School of Engineering

Sara Choate, School of Public Health & Information Sciences

Fannie Cox, University Libraries

Patrick Harris, School of Medicine

Natalie Polzer, College of Arts & Sciences

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Eugene Mueller, Faculty Senate Chair, Ex Officio

Robert Detmering, Faculty Senate Vice Chair, Ex Officio

Cherie Dawson, Vice Provost, Office of Provost, Ex Officio

Rick Graycarek, Office of Vice President for Finance, Ex Officio

John Morgan, Staff Senate Rep, Ex Officio

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