USC’s 2015-16 PAL Fellows Named

Interim Executive Vice President for Academic Affairs and Provost Helen Doerpinghaus and Vice President for Human Resources Chris Byrd are pleased to announce that twenty-five campus leaders will begin a year-long, cohort-based professional development program as Fellows of USC’s Pipeline for Academy Leaders (PAL) program on August 18th. Chosen for their notable contributions to campus life, these Fellows, representing both academic and administrative units, were chosen by deans and other senior administrators.

Launched in 2014, the PAL program reflects President Harris Pastides’ abiding interest in leadership development in all areas of university life. The PAL program for faculty and administrators builds on earlier campus efforts and the success of SEC-U’s Academic Leadership Development Program to bring USC to another important stage in its leadership development efforts. Designed and funded by the Offices of the Provost and Human Resources, the PAL Fellowship is a year-long, invitation-only program for campus leaders who are ready to take their already considerable talents to the next level while addressing USC's capacity-building needs. Over the course of the academic year, PAL Fellows will participate in more than 50 hours of targeted professional development activities focused on President Pastides’ Five Leadership Competencies:

- Leading Change
- Leading People
- Managing for Results
- Institutional Knowledge and Understanding
- Building Relationships

Within those broad categories, PAL Fellows will gain experience in budgeting and human resources processes, managing difficult people and conflict, and building a network of campus contacts. The group will explore USC’s values and strategic direction while learning more about the university’s culture, policies, and decision making. Fellows will participate in an important process of self-discovery through instruments like 360-degree feedback, collaborative leadership, and change style indicators.

PAL Fellows for 2015-16 include 15 faculty and staff leaders from 11 colleges and schools and 10 administrators from other offices across campus. Nursing and the University Library are first time participants, as are Athletics, the Bursar, the Controller, Financial Aid, Human Resources, Multicultural Affairs, the President’s Office, Student Affairs, and UTS.

Senior Vice Provost Lacy Ford oversees the PAL Fellows program. Nathan Strong, USC’s Director of Organizational and Professional Development, and Jessica Elfenbein, Senior Associate Dean of The Graduate School and a former American Council on Education
(ACE) Fellow, serve as facilitators. Mary Tomaselli, an expert in employee and organizational development is also involved in program design and delivery. Robert Sutherland and Sarah Livingston provide administrative support.

**PAL Fellows for 2015-2016**

**Colleges and Schools:**

*Arts & Sciences*
- Christine Ames
- Andrew Graciano
- David Tedeschi
- Tracey Weldon-Stewart

*Engineering and Computing*
- Jed Lyons

*HRSM*
- David Cardenas
- Andy Gillentine

*Information and Communications*
- Andrea Tanner

*Law*
- Susan Kuo

*Music*
- Wendy Valerio

*Nursing*
- Kathy Lasala

*Pharmacy*
- Amy Grant

*Public Health*
- Michael Beets

*Social Work*
- Terry Wolfer

*University Library*
- Elizabeth West
Administrative Offices:

**Athletics**
Judy Van Horn

**Bursar**
Venessa Samuel

**Controller**
Jennifer Muir

**Diversity and Inclusion**
John Dozier

**Financial Aid**
Joey Derrick

**Human Resources**
Caroline Agardy

**Multicultural Affairs**
Shay Malone

**Student Affairs**
Stacey Bradley

**UTS**
Mike Cathcart
James Perry

*Information on the nomination process for PAL Fellows for 2016-2017 will be available in the spring semester.*