ALI names 20 fellows for 2023-24 cohort

Twenty faculty and staff members have been chosen for the 14th cohort of the Academic Leadership Institute, a nine-month program designed to strengthen current and future leaders throughout the University.

The program, a partnership between the Division of Human Resources and the Office of the Provost, consists of six all-day sessions focusing on several aspects of leadership, two “Leadership in Action” workshops with campus leaders, and peer coaching sessions where fellows can interact with program facilitators in smaller groups.

The 2023-24 ALI program will be led by AXIOM Learning Solutions, a Massachusetts-based learning and professional development services company. It will run from August 2023 through April 2024.

“The sessions will focus on areas from figuring out what your leadership style is to learning how to navigate change from the middle, with teams below and above you,” said Julie Forster, leadership advisor and senior organizational development consultant with the Division of Human Resources. “They will cover how to be an inclusive leader, decision making, problem solving – all of the areas it takes to be a stronger leader and to be someone who is making a campuswide impact.”

A four-person advisory panel selects fellows from a pool of more than 100 applicants each year, with a goal of creating a strong mix of faculty and staff members from units throughout campus, Forster said. The program is designed for mid- to senior-level directors.

“One of the more eye-opening conclusions that our fellows come to is that, as they hear from people in different roles and from different parts of campus, I think they realize the silos aren’t as strong as we sometimes think they are,” Forster said. “There is a lot of commonality among experiences.”

A past fellow says the program provided crucial networking and social opportunities on top of leadership development.

“Our cohort bonded fast, so the institute provided not only a venue to hone our leadership skills and network but also allowed us to build and strengthen relationships with diverse colleagues across campus,” said Nina Bates, director of operations and strategic initiatives in the Office of the Provost, who was in the 2022-23 cohort. “We have become mentors, co-conspirators, allies and advocates for each other.”

The application process for the 2024-25 cohort will begin in late January or early February, Forster said. Learn more on the program’s website or email ua-ali@arizona.edu to request more information.

The 2023-24 fellows are:

**Santa Arias**  
Department Head and Professor, Department of Spanish and Portuguese

**Drake Belt**  
Assistant Director of Facility Operations and Safety Programs, Campus Recreation

**Carmin Chan**  
Senior Director for Online Student Success Initiatives, Arizona Online

**Steven Chang**  
Department Head for Technology and Strategy Services, University Libraries

**Sharon Collinge**  
Director, Arizona Institute for Resilience

**Khylie Gardner**  
Director of Marketing and Communications, College of Education

**Sheila Gephart**  
Professor and Interim Chair, Tenure Track and RN-MS Division, College of Nursing

**Amy Glicken**  
Senior Project Director, Office of University Initiatives

**Laura Hollengreen**  
Associate Dean for Academic Affairs and Associate Professor, College of Architecture, Planning and Landscape
Architecture

Kevin Lohenry
Interim Dean, College of Health Sciences; Assistant Vice President for Interprofessional Education, University of Arizona Health Sciences; and Clinical Professor, College of Medicine – Tucson

Jennifer McIntosh
Professor and University Distinguished Scholar, Department of Hydrology and Atmospheric Sciences

Z Nicolazzo
Associate Professor, Department of Educational Policy Studies and Practice

Scott Mohajeri Norris
Senior Director for Finance and Administration, Office of the Provost

Nicol Rae
Associate Dean for Research and Development, College of Applied Science and Technology

Jessica Retis
Director and Professor, School of Journalism, and Director of the Bilingual Journalism Program in the School of Journalism

Katelyn Southard
Director of Instructional Support, Office of General Education

Jekan Thanga
Associate Professor, Department of Aerospace and Mechanical Engineering; Head of the Space and Terrestrial Robotic Exploration Laboratory; and Head of the ASTEROIDS Laboratory

Jessica Thornburg
Senior Director of Strategy and Special Projects, Office of Strategic Initiatives

Darcy Van Patten
Chief Technology Officer

Mia Zamora
Assistant Director, Counseling and Psych Services

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