

## The University of Utah

### STAFF OPTIMIZING ABILITIES AND RESOURCES (SOAR) PROGRAM

Sponsored by THE DIVISION OF HUMAN RESOURCES

#### PROGRAM TEAM

Dr. Loretta Harper, Vice President for Human Resources

Mary Anne Berzins, Director of Analysis Planning and Strategy, Human Resources

#### SOAR PROGRAM

The SOAR program is designed to provide a leadership development opportunity for mid-career staff. In a small group format the program will provide a thought provoking environment for participants to explore current challenges in higher education, build networks, explore career goals and interact with senior leadership in the University.

#### PROGRAM PURPOSE

To provide institutional perspective on the background, issues and problems of higher education today including the changing dynamics of an increasingly diverse student body and work force.

- To stimulate creative strategies for professional self development with particular emphasis on leadership, communication, conflict management and career planning.
- To build a supportive network of peers, colleagues and mentors.
- To provide a learning environment that accelerates the development of the leadership qualities needed for the management and governance of the University.

#### FORMAT

Participants will have the opportunity to network with each other, explore personal career goals, meet and talk with senior leaders in the University and experience leadership development tools. Additionally, participants will increase their understanding of the issues that have created the current environment within higher education. Team and individual assignments as well as reading materials will be key elements of the program.

The Program will meet from 2 to 4 pm every other Thursday beginning March 15, 2007 and continue through Thursday, December 13, 2007. **Participants must be able to have this block of time free for the duration of the program.**

#### SOAR PROGRAM TEAM MEMBERS

**Loretta F. Harper**, Ph.D., was appointed Vice President for Human Resources in 2000. She has a Ph.D. in Educational Administration, an M.S. in Business Administration, Organizational Behavior and Human Resource Development and a B.B.A. in Management from Georgia State University. She served as Associate Vice President for Human Resources at the University of Georgia and at North Carolina State University, Raleigh. Among her areas of expertise are team building, diversity issues in the workplace, training, conflict resolution and quality improvement issues in human resources.

**Mary Anne Berzins** joined the Division of Human Resources in August 2004 and holds the position of Director of Analysis, Planning and Strategy. Mary Anne works with senior leaders in supporting organization development initiatives through strategic planning, management and leadership development, process improvement, performance management and data analysis. Mary Anne is a graduate of the University of Leeds and has experience of a wide range of HR disciplines and is a Fellow of the Chartered Institute of Personnel Development.

## **CRITERIA FOR PARTICIPATION**

A minimum of 3 years employment in higher education with a demonstrated personal commitment to leadership development and continuing career advancement.

1. Submission of the application form and a personal statement as outlined below. Participants will be selected to represent a wide cross section of the University.
2. Selection will be based on the candidate's experience and career development goals as stated in the personal statement.

## **PERSONAL STATEMENT**

Please provide a personal statement that includes:

1. why you are interested in developing your career in higher education;
2. what you consider your own special strengths;
3. any concerns which you feel might affect your professional development and
4. what path you would like your career to take including a specific projection of where you see yourself or would like to see yourself in the next several years. Please be concise and limit your statement to two pages, single-spaced, typed or word-processed and attached to this application form.

## **MAIL TO**

Loretta Harper, Vice President for Human Resources  
Division of Human Resources  
201 S. Presidents Circle  
Park Building, Room 208  
Salt Lake City, UT 84112

**Applications are due Friday February 9, 2007.**

**Applicants will be notified by Friday, February 23, 2007.**

If you have questions contact Mary Anne Berzins at 585-9911/[mary.anne.berzins@utah.edu](mailto:mary.anne.berzins@utah.edu) or Terri Crow at 585-0928/[terri.crow@utah.edu](mailto:terri.crow@utah.edu).

Staff Optimizing Abilities and Resources (SOAR) Program Application	
1. Name	
2. Title of Current Position	3. Years in Position
4. Office/Department/Unit	5. Years in Higher Education
6. Office Address	
7. Office Phone	8. Fax
9. Email Address	10. Number of employees you supervise, if any
11. Name and title of person to whom you report	
12. How did you learn about the SOAR Program	
13. Briefly describe your current duties	
14. Educational background	

**15. Professional employment history (list 3 prior positions, the dates you held the positions and briefly describe the duties**

**16. Briefly describe why you are interested in participating in the SOAR Program**

**17. Please provide two letters of recommendation – one from your current supervisor and one from another individual (cannot be a family member) who will speak candidly about your career goals and development potential. Completed application and letters of recommendations should be sent directly to:**

Loretta Harper, Vice President for Human Resources  
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