



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

**Excellence in Leadership Program
University of Colorado Colorado Springs Workshop
October 2, 2020
Via Zoom**

8:30 to 8:45	Welcome/Housekeeping
8:45 to 10:00	<p>Leadership Panel: <i>Campus History and Overview; Leadership Challenges; Q&A</i></p> <p><u>Chancellor and Cabinet Members:</u></p> <ul style="list-style-type: none">• Venkat Reddy, Chancellor; ELP Alumnus, 2002-03• Tom Christensen, Provost and Executive Vice Chancellor for Academic Affairs; ELP Alumnus, 2001-02• Carlos García, Vice Chancellor for Student Affairs; ELP Alumnus, 2016-17• Chuck Litchfield, Vice Chancellor for Administration and Finance• Martin Wood, Senior Vice Chancellor for University Advancement• Jennifer George; <i>Legal Counsel (absent)</i>
10:00 to 10:15	Break
10:15 to 11:45	<p>Workshop: <i>"Leadership During Pandemic: Lessons Learned - so far!!!"</i></p> <p><u>Presenter:</u> Dr. Charles "Chip" Benight, UCCS Professor of Psychology and Director of the National Institute for Human Resiliency (NIHR); ELP Alumnus, 2002-03</p>
11:45 to 12:15	Lunch
12:15 to 1:00	Virtual Campus Tour (led by UCCS student tour guide)
1:00 to 1:15	Break
1:15 to 2:45	<p>Workshop: <i>"Ethical Dilemmas in Leadership"</i></p> <p><u>Presenter:</u> Dr. Nina Polok, former UCCS Executive Director for the Bachelor of Innovation™ and Coordinator; UCCS Leadership Academy program (retired)</p>
2:45 to 3:00	Conclusion



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Speaker Bios



Program.

Dr. Charles “Chip” Benight joined University of Colorado Colorado Springs from University of Miami where he completed his postdoctoral training in behavioral medicine. Dr. Benight earned his Ph.D. in Counseling Psychology from Stanford University with an emphasis in Health Psychology/Behavioral Medicine in June 1992. He earned his Masters Degree in Counseling in 1986 and his Bachelors in Business Management from Arizona State University in 1983. Dr. Benight teaches graduate and undergraduate courses in Clinical Psychology, Health Psychology, Trauma Psychology and was the Director of Clinical Training for the Clinical Masters Program from 1996-2004. In 2000, Dr. Benight founded and is the current Director of the **Trauma, Health & Hazards Center**, a cross-disciplinary center focused on extreme human events. From 2015 to 2017, Dr. Benight was the UCCS Psychology Department Director of Clinical Training & Trauma Clinical Ph.D.

Dr. Benight's primary area of research interest is in the human adaptation from trauma. Over the past 18 years he has focused research on recovery from natural disasters, man-made disasters, motor vehicle accident trauma, sexual abuse, domestic violence, and bereavement. Using social cognitive theory, he has identified key resilience factors that influence successful recovery. More recently, Dr. Benight has focused on the development of web-based interventions to empower trauma survivors as well as research on secondary trauma and burnout in military mental health providers. He served as an Associate Editor for the Journal of Traumatic Stress from 2003-2007. He is a reviewer for several primary journals in health and trauma psychology including: *Health Psychology*, *Psychosomatic Medicine*, *Annals of Behavioral Medicine*, *Journal of Traumatic Stress*, *Journal of Applied Personality and Social Psychology*, *Psychological Reviews*, *Brain Behavior and Immunity*, *International Journal of Behavioral Medicine*. He is on the editorial board for *Anxiety, Stress, and Coping: An International Journal*. He has been funded through the National Institute for Mental Health, the National Science Foundation, and the Department of Defense.



Dr. Nina Polok served as the Executive Director for the Bachelor of Innovation™ Program at UCCS and retired in 2018. Under Nina's leadership, the Bachelor of Innovation (BI) family of degrees became internationally known for its unique multidisciplinary framework. Students from across the country are currently pursuing BI degrees in the Colleges of Engineering and Applied Science, Business, and Education.

Nina spent many years in industry improving the effectiveness of the organizations. This included design and delivery of various kinds of leadership training as well as executive coaching, strategic planning, team building, and change management.

There are some common themes that run through Nina's view of leadership. One is the relationship between leadership and communication – communication in all its facets is how leaders do their work, so improving the ability to communicate

improves leadership potential. The area of communication improvement for most of us is not better grammar or better style, rather it is improving our ability to connect to another's point of view and understand it fully. Another theme is that leadership is a choice – one can be in a leadership position and choose not to lead. Conversely, many are leaders without the official designation. Choosing to lead is a matter of intention and requires integrity. Integrity without ethics can create leaders who do more harm than good, so a solid understanding of ethics and the ability to resolve ethical dilemmas is a key leadership skill.

Some of the organizations for which Nina has designed leadership training: Agilent Technologies (in locations around the world), Colorado Attorney General's office, Hewlett Packard, JDS Uniphase, University of Colorado Colorado Springs (for faculty and staff), U.S. Department of the Interior. Countries where Nina has delivered training include Germany, India, Malaysia, Scotland, Spain, and, of course, many locations in the United States.

Nina holds a BS degree in Aerospace Engineering, an MBA in Information Systems, and a PhD in Strategy, Organization, and Management with emphasis in Organization Change and Development.