



The Retain-Grown-Advance Leadership Academy

The President's Initiative on Talent Development for a Changing World

Across all organizations and industries, there is a need to build leadership capacity and to increase representation of leadership teams, especially at a time of demographic change in the United States and across the world. The Retain, Grow, Advance (RGA) Leadership Academy represents a new initiative at Roger Williams that brings together critical talent development efforts and diversity, equity, and inclusion efforts. This initiative is designed to retain, develop, and advance our employees and increase diversity in our leadership ranks.

The Opportunity

To make talent development a signature initiative for RWU and show clear and measurable results that affirm we are delivering on our promise to support and develop our employees.

The Leadership Academy Supports

Creating a culture that advances all employees, including members of underrepresented communities, will require new accountability structures that will support the success and advancement of participants by providing all participants with sponsors and mentors committed to this initiative, ensuring managers share constructive feedback and coaching, and embedding success into the program design.

Program Design

The academy will focus on three areas of development: technical skills, socioemotional capacity, and adopting a growth mindset. Across these three areas, participants will engage in structured monthly learning opportunities such as financial acumen and data analytics; as well as gain an understanding of unwritten rules and processes of leadership such as organizational savvy and navigational skills.

The focus on these three areas makes the academy unique because it combines leadership development efforts with critical diversity, equity and inclusion efforts to ensure that we build a leadership pipeline that is representative of the world beyond our borders. Due to this fact, our initial cohort has been selected significantly from our staff from underrepresented backgrounds.

In addition to building core competencies, participants will unpack the unique challenges faced by minoritized individuals in the workplace and on the leadership journey. Participants from represented backgrounds will gain a deeper understanding of the challenges faced by underrepresented colleagues and develop inclusive leadership competencies, allyship, and sponsorship skills to support equity in the workplace.

The curriculum for the RGA Leadership Academy will be taught by current senior leaders across campus, the center for workforce and professional development staff, as well as external consultants. Additionally, participants will work on institutional projects (stretch assignments) that will expose them to new functional areas as they contribute to real problems and projects at the university.

The inaugural cohort consists of 26 staff leaders from across all divisions of campus (listed below). We recognize that faculty are also interested in these kinds of leadership development opportunities. However, it is prudent to wait until a permanent provost is selected to be involved in program design. We are committed to focusing on faculty and widening staff involvement in future cohorts of this program.

Cohort 1 for the RGA Leadership Academy

Division	Employee	Title
Academic Affairs, Administrative	Allison Chase Padula	Associate Dean, Student Success
Enrollment Management & Marketing	Shamika Cameron	Director of Recruitment
	Aimee Celentano	Director, Enrollment Systems & Operations
	Blair Carroll	Senior Graphic Designer
	Amanda Marsili	Associate Dean of Undergraduate Admissions
	Diane Usher	Director of Financial Aid
Finance & Administration	Theresa Cabral	Associate Controller
	Amy Lanoie	Employment Specialist
	Laura Masterson	Programming Manager
	Nicole Turner	Controller
Institutional Advancement	Christine Parker	Assistant VP, Institutional Advancement
	Sarah Reusche	Corporate & Foundation Relations Officer
	Neuvia Wallace-Davis	Assistant Vice President, Annual Giving
School of Law	Lorraine Lalli	Assistant Dean of Students
	Raquel Ortiz	Assistant Dean for Library & Information Services
	Veronica Paricio	Assistant Dean of Career Development
School of Humanities, Arts & Education	Jeffrey Meriwether	Associate Dean, SHAE
School of Social & Natural Sciences	Becky Spritz	Assistant Dean, SSNS
Student Life	Chris Bailey	Director, Counseling & Student Development
	Renee Danho	Director of Student and Family Assistance
	Abbas Hill	Assistant Dean of Student Life/Director of Residence Life & Housing
	Kristin Jacobs	Director of Athletics, Intramurals & Recreation
	Diana Proto	Director of Student Conduct & Conflict Resolution
	Carol Sacchetti	Assistant Dean of Student Programs, Leadership & Orientation
University College	Mayerlin Caridad	Assistant Director, CWPD
	Myrta Ventura	Instructional Design Specialist