The Information Systems Leadership Program

Preamble

UGA has a serious and growing shortage of skilled IS professionals and struggles to recruit and retain staff with the requisite skills. This problem will be exacerbated by retirements in the next few years. As a result, UGA will not be able to effectively design, implement, and maintain the systems necessary to support the teaching, research, and service missions of a large public university. UGA will also lack the efficiencies derived from a comprehensive enterprise IS, and senior administrators will be frustrated by a lack of necessary decision-making information.

To combat these issues, EITS has partnered with the Terry College's MIS Department to develop the following initiatives:

1. Design an Information Systems Leadership Program to motivate MIS and CS students to work on campus in first level support positions.
2. Market to existing UGA employees without a degree the opportunity to gain an MIS or CS undergraduate degree to increase the skills base of UGA and raise retention.
3. Use the Masters of Internet Technology (MIT) as a mechanism for recruiting, educating, and retaining key senior IS personnel. This program will take advantage of IBM’s Academic initiative to gain access to computing and educational resources to support a program co-aligned with UGA’s and the market’s IS skills needs. A proposal is currently before the Board of Regents for funding.

This document discusses the Information Systems Leadership Program.

Problem

The IS leadership program addresses two important issues

1. IS units within UGA need motivated and skilled student employees (full-time students employed by UGA departments) to meet a variety of needs
2. The MIS major needs to attract more students if it is to meet market demand

Outcomes
The IS leadership program, if it is to address the identified issues, must

1. Contribute to the skills needs of the various campus IS units
2. Provide students with an enriching experience that increases their market appeal and skills in working with information systems
3. Attract more students to the MIS major
4. Result in some IS leadership program participants pursuing careers after graduation in IS at UGA

**Implementation**

1. The IS leadership program will be marketed to MIS and CS majors (e.g., using Dawglink and departmental communication channels)
2. To receive recognition, participants will
   - spend four semesters (this calls for early intervention) in the program with a minimum of two semesters in a specific UGA IS unit
   - complete MIST 5670 (IS Leadership) and as part of this course undertake an assignment directed at using IS to improve the efficiency and effectiveness of UGA
3. Participants will spend time working for EITS and one of the other campus IS units (e.g., OIT in the Terry College)
4. Students will have two to four different work assignments, and these assignments will enable a student to develop multiple skills
5. There will be an IS Leadership program committee responsible for the management of the program and comprised of representatives from
   - HR
   - Career Services
   - MIS
   - EITS
   - SMIS (student organization)
   - a representative of the campus IS units
6. The IS Leadership program committee mediates any program issues or disputes not otherwise covered in the program guidelines and both the student and the host department agree to abide by the mediator's decision.
7. Students will apply to the program and the IS Leadership program committee, or its designee(s), will decide whom to accept.
8. The campus IS units participating in the program will formally assess each student's performance every six months and report to the IS Leadership program committee. Students can receive either a program "exit", "continue", or "completion" rating.
9. Students participating in the program will report their experience every six months to the IS Leadership program committee.
10. Students are expected to work 15-20 hours a week throughout the semester except during fall or spring break where the student can negotiate with the host department for an adjusted schedule.
11. Students who work, at the discretion of the host department, for at least 10 weeks during summer will be able to count this period as one of the four semesters, irrespective of whether they work part-time or full-time during summer.

Recognition

- Students completing the program will receive a certificate stating that they have completed the University of Georgia IS Leadership Program
- Students who demonstrate a high level of performance will have "with merit" added to the certificate
- Students will not receive any annotation on their transcript related to this program

Authors

Dennis Calbos, MIS Department
Brad Hunt, OIT Terry College
Greg Topp, EITS
Richard Watson, MIS Department