



Are you looking to fine-tune your management skills and tap into the resources available on the JMU campus? Join the Mid-level Management Institute, a 1-week intensive program designed to support you in managing resources, supervising employees, and leading teams. This Institute is dedicated to investing in individuals who play a significant role in advancing the JMU mission.

Why Choose the MMI?

Comprehensive Training	Dive into advanced topics including interpersonal skills, inclusive engagement, supervision, team building, management, leadership, and personal development. Our curriculum is designed to equip you with the skills needed to navigate complex mid-level manager challenges.
Expert Facilitators	Learn from seasoned JMU professionals and innovative leaders who bring real-world experience and insights. Our facilitators are dedicated to helping you develop your unique management style and navigate the complexities of modern management.
Interactive and Engaging Sessions	Participate in dynamic sessions that go beyond traditional lectures. Engage in hands-on activities, group discussions, and practical exercises that bring management concepts to life. You'll not only learn about management but also practice and refine your skills in a supportive environment.
Cohort-Based Learning	Get to know fellow JMU colleagues in a week-long cohort comprised of other managers from across campus. Building these relationships creates a future network to assist you with management challenges and ensures that learning will not be confined to the institute alone.
Immersive Campus Visits	Experience new and unique experiences on the JMU campus through a guided history tour on the quad, lunch at Bridgeforth Stadium, and an interactive session at UREC.

Program Structure

The MMI is an intensive, 1-week program that will be held from Monday, January 11, 2027, at noon to Friday, January 15, 2027, at noon.

Eligibility Criteria

MMI is open to anyone whose responsibilities include: supervising at least one full-time employee; overseeing HR-related tasks (e.g., hiring, performance management, etc.); and managing at least one of the following resources: fiscal, space, material, and/or technology.

Interpersonal Skills

Effective behaviors covered: Models excellence in words, actions, and attitudes; Establishes and maintains positive communication; Leads by example in action, words, integrity, and ethics.

Facilitated by Mary-Hope Vass and Dr. Dirron Allen

Inclusive Engagement

Effective behaviors covered: Encourages the sharing of diverse experiences and perspectives; Practices inclusion; Supports and participates in JMU's efforts in inclusive excellence.

Facilitated by Dr. Dirron Allen

Supervision

Effective behaviors covered: Knows JMU policies, responsibilities, and procedures related to supervision of people; Creates a culture of continuous learning, information sharing, and professional development; Regularly reviews employee performance and offers constructive feedback for improvement; Delegates the right task to the right person.

Facilitated by Dr. Myles Surrett and Dr. Wendy Lushbaugh

Team Building

Effective behaviors covered: Proactively works to build and strengthen team relationships; Recognizes group excellence; recognizes and manages conflict.

Facilitated by Sasha Griffith and Sheila Williams Smith

Management

Effective behaviors covered: Knows policies, responsibilities, and procedures related to management of resources (time/money/other); Makes decisions regarding the use of resources (time/money/other); Regularly reviews and improves work processes/methods; Identifies and removes barriers to completing work.

Facilitated by Diane Stamp

Leadership

Effective behaviors covered: Creates and communicates a vision for the future; Creates, sets, and implements specific, and measurable goals; Aligns roles, teams, projects, and goals with mission of organization; Manages change by developing, coordinating, and influencing the activities of others.

Facilitated by Jennifer Campfield and Jennifer Testa

Personal Development

Effective behaviors covered: Identifies ways to maintain a healthy balance of work-life and non-work life; Recognizes signs of "burnout" and takes steps to mitigate its impact; Creates relationships across campus that support personal and professional health and growth.

Facilitated by Dr. Kristina Blyer and Dr. Dirron Allen