

# Let's do the numbers



Director of Education  
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**E**ach year, President Rolando likes to check up on what has become of the nearly 700 students who have passed through the NALC Leadership Academy since it began 15 years ago. He has the national business agents (NBAs) send an update on the current status of each of the graduates from their regions.

Looking over the updates we received this year was so encouraging, if not astonishing, that I thought I'd delay the next part in my series of articles on interviewing witnesses and share some of them with you. (I'll get back to the grievance investigation stuff in July; hope you don't mind.)

But first, let's start with some background information about the Academy.

## What the Leadership Academy does

The NALC Leadership Academy was established in 2005 to help local NALC activists develop and enhance their leadership skills. In a nutshell, the objective of the Academy is to shorten participants' learning curves by exposing them to a comprehensive and intense program over a condensed period of time. To help achieve this, the Academy attempts to provide the students with a "10,000-foot view" of NALC, to help them see what NALC does outside of their work locations and beyond the branch level. The aim is not to provide students a shortcut or an easier road to leadership positions, but to equip them with some skills and information so they will be better prepared to assist their local leaders in accomplishing the goals of the branch.

The Academy consists of three weeks of training at the Maritime Conference Center, a union-owned and -operated facility near Baltimore, MD. In addition to the Leadership Academy staff, each of the resident national officers, as well as dozens of Headquarters staffers, help teach at the Academy, providing students with NALC's top experts in each field. After graduation, the students spend a fourth week in their regional office learning from and working with the NBA and the other members of the office.

## The numbers speak for themselves

**So let's do the numbers:** In addition to the hundreds of graduates who are now serving their branches, state associations and regions as officers, stewards, coordinators, legislative liaisons, arbitration advocates and various other positions, graduates also account for:

- four resident national officers
- one national trustee
- eight NBAs

- 24 regional administrative assistants
- 16 Headquarters staffers
- 142 branch presidents and
- 17 state presidents.

Leadership Academy graduates also have been called on to serve as local business agents, as nationally assigned assistants and on projects and task forces at NALC Headquarters. As I write this article, at least half a dozen graduates are detailed to NALC Headquarters assisting with various projects for the director of city delivery as well as the Community Services and Workers' Compensation departments. This indicates that the graduates have taken to heart the pay-it-forward message of the Academy and are seen by their fellow members as persons they can depend on for leadership, advice and support.

## Leadership Academy 2020—Apply now!

**We are now accepting applications for the 2020 NALC Leadership Academy**, which is open to all active NALC members, including city carrier assistants (CCAs). NALC's national office will pay for the costs of the students' classroom sessions at the Maritime Institute and the NBA's office, including necessary travel, lodging, meals, incidentals and wages.

Application forms are available at [nalc.org/leadership](http://nalc.org/leadership). The form is fillable online and can be saved or printed. Those who have applied previously but were not selected must reapply to be considered.

The application form has two main parts, one for the applicant to complete and one for the mentor. The applicant's portion requests contact information, union positions held and any other experience, skills or knowledge the applicant may want to list. Applicants must complete a 300 to 500 word essay explaining their interest in the Leadership Academy and their qualifications to participate in it. The second part is to be completed by a mentor chosen by the applicant.

Thirty applicants will be selected for Class 25, which is scheduled for the weeks of Jan. 5-10, March 8-13 and May 17-22.

Any NALC member who is interested in attending the Academy is encouraged to find a mentor and apply. Completed applications must be received at NALC Headquarters by Aug. 31. Two applicants from each of the 15 NALC regions will be chosen. Those selected will be notified in early November.