

AACC Leadership Summit in Underserved Areas Leadership Program Inventory Sampler

College/Organization	Name of Leadership Program	Program Contact Information	For whom is the program designed	Topic Areas Typically Covered
Alpena Community College Donald Newport 666 Johnson Alpena, MI 49707 Phone: 989.747.0781 Fax: 989.358.7553 newportd@alpenacc.edu	a. Institutional – focus is on mentoring b. Inter-Institutional – regular participation in statewide Leadership Development Program sponsored by the Michigan Community College Association (MCCA), and local, community-based Leadership Alpena program.			
American Indian Higher Education Consortium Deborah His Horse Is Thunder 121 Oronoco St. Alexandria, VA 22314 Phone: 701.854.4297 Fax: 701.854.3403 dhishorseisthunder@aihec.org	AIHEC has a Leadership Fellows Program developed in collaboration with the Alliance for Equity in Higher Education, the Hispanic Association of Colleges and Universities (HACU), and the Historically Black Colleges and Universities under the National Association for Equal Opportunity in Higher Education (NAFEO). The program is funded by the Kellogg Foundation and was implemented this past year.		The AIHEC Leadership Fellows are nominated by a TCU president and selected by the AIHEC Leadership Advisory Committee. The program is designed to take 10 Fellows from each of the three participating communities each year. It is intended to prepare participants for the TCU presidency or senior administrator position.	A wide variety of topics are covered dealing with higher education in general as well as topics specific to each community.
Baton Rouge Community College Myrtle Dorsey 5310 Florida Blvd. Baton Rouge, LA 70806 Phone: 225.216.8403 Fax: 225.216.8100 dorsey@mbyr.cc	This spring, establishing a Chancellor's Leadership Institute, by request of college personnel. The Institute will focus on Mid-Management Leadership Training and moving Faculty through the Academy.		Mid-Management, Faculty	Leadership, planning and budgeting, networking and partnering, decision-making, and other critical topics.

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City Colleges of Chicago Cynthia Armster 226 W. Jackson Ave. Chicago, IL 60606 Phone: 312.553.2931 Fax: 312.553.2861 carmster@ccc.edu	District Wide Leadership Institute	Ramona G. Shaw Interim Vice Chancellor, Human Resources & Staff Development City Colleges of Chicago 226 W. Jackson Blvd. Chicago, IL 60606 Phone: 312 553 2904 Fax: 312 553 2700 rshaw@ccc.edu	Leaders and potential leaders within the CCC workforce. The District Leadership Institute (DLI) was designed to prepare staff identified as possessing leadership strengths, management potential, and genuine commitment to the City Colleges' mission, especially as we prepare to implement a new information system (PeopleSoft), to better serve our students, faculty, and staff. The persons selected to participate in DLI represent all levels of the institution (entry level staff, low-mid-and upper administration). DLI participants are automatically enrolled to become members of the American Society for Quality, receive a year's subscription for Fortune, and have the opportunity to become a Certified Quality Improvement Associate. (The text used for the DLI is the Certified Quality Improvement Associates (CQIA) manual to prepare participants for the exam in June.)	Management strategies and styles, quality concepts, strategic planning, process improvement, employee importance and involvement, organizational assessment and structure; Strategic Quality Planning, Systems & Processes, Importance of Employees, Team Building and Management, Organizational Structures, Quality, Variation, Resource Management
Crowder College Kent Farnsworth 601 Laclede Neosho, MO 64850 Phone: 417-451-3223 Fax: 417-455-5535 kfarnsw@crowder.edu	Leadership Neosho	Nellrena Boman Community Education Coordinator Crowder College 601 Laclede Neosho, MO 64850 Work phone: 417-455-5418 FAX: 417-455-5419 e-mail: nboman@crowder.ed	This program is designed for emerging community leaders who come from organizations in the two county district served by the college. It is generally limited to 12 participants who must be nominated and sponsored by their employers, but there are no other restrictions.	The weekly 6 hour seminars cover basic leadership skills and attributes, all aspects of community organization, local and state government, volunteer organizations, community planning and forecasting, and topics such as ethics and values assessment.
Crowder College Kent Farnsworth 601 Laclede Neosho, MO 64850 Phone: 417-451-3223 Fax: 417-455-5535 kfarnsw@crowder.edu	Upward Bound Leadership Inc.	Paula Nichols Upward Bound Assist. Director Crowder College 601 Laclede Neosho, MO 64850 Phone: 417-455-5728 FAX: 417-4515-8935 pnichols@crowder.edu	This program was developed to provide special leadership skill development to students participating in Crowder expansive Upward Bound and Upward Bound Math Science programs. It is a specialized component of the fall/spring UB weekend and evening commitment and is extended into the six week summer residential experience. Any of the 350 UB/UBMS students may participate.	There is a special focus in this program on Servant-Leadership, with coursework in decision making, ethics, community service, characteristics of leadership, leadership etiquette, agenda setting and meeting management, team building and group work, personal success planning and oral presentation.
Hazard Community and Technical College Ron Daley One Community College Dr. Hazard, KY 41701 Phone: 606.487.3158 Fax: 606.439.2988 Ron.Daley@kctcs.edu	HCTC Student Leadership Institute	Steve Jones, Director of HCTC Student Leadership Institute, One Community College Drive, Hazard, KY 41701; (606) 487-3199; (606) 666-4312; Steve.Jones@kctcs.edu	Student Leadership Program, however, HCTC faculty and staff are beneficiaries by presenting and participating in sessions and interacting with students. The students come from the college's eight county service area.	Theoretical and practical components of leadership with summer internships and service learning opportunities and mentoring. Dormitory living enhances experience.

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Hazard Community and Technical College Ron Daley One Community College Dr. Hazard, KY 41701 Phone: 606.487.3158 Fax: 606.439.2988 Ron.Daley@kctcs.edu	KCTCS President's Leadership Seminar	Barbara Hoskins, P.O. Box 14092, Lexington, KY 40512-4092; (859) 246-3100; (859) 246-3117; Barbara.Hoskins@kctcs.edu	HCTC sends two faculty or staff annually to this seminar to develop leadership skills of employees in KCTCS. There are no restrictions. It targets aspiring leaders Kentucky Community and Technical College System.	Seminar presenters include recognized educational leaders from across the nation and Kentucky. Topics covered include: Leadership Traits, National Scene, Mission and Philosophy of Community and Technical Colleges, Professional Ethics, Legal Issues, Conflict Resolution, Institutional Values, Media Relations, Workforce Preparation, Boardmanship, Who Are the Leaders?, Panel of Leaders, Conversation with Dr. McCall, Leadership Styles, Organizational Climate, Do's and Don'ts of Leadership.
Hispanic Association of Colleges and Universities Patrick L. Valdez 8415 Datapoint Drive Suite 400 San Antonio, TX 78229 Phone: 210.692.3805 Fax: 210.692.0823 www.hacu.net	HACU-Kellogg Leadership Fellows Programs	Patrick L. Valdez Director HACU-Kellogg Leadership Fellows Program Hispanic Association of Colleges and Universities 8415 Datapoint Drive Suite 400 San Antonio, TX 78229 Phone: 210-692-3805 Fax: 210-692-0823	The HACU Leadership Fellows Program is open to persons who are Hispanic, currently or previously have worked at or attended a Hispanic-Serving Institution, and demonstrate strong ability and potential to rise to a high-level position at an HSI. Most successful candidates will have attained the level of Dean, Dept. Chair, or other comparable position and aspire to lead a college or university as President, Vice President, Provost, or other senior-level institutional leader.	Issues related to the presidency of a college or university.
John Wood Community College William Simpson 1301 S. 48th Street Quincy, IL 62305 Phone: 217.641.4104 Fax: 217.221.0779 simpson@jwcc.edu	Leadership Academy	Stacey O'Brien, Director of Human Resources, JWCC, 1301 S. 48th Street, Quincy, IL 62305, phone (217)641-4241, fax (217) 221-0779, obrien@jwcc.edu	Program is designed for middle managers of the College – Directors or exempt staff of JWCC	Topics include management and leadership skills such as budgeting, technology, problem solving, change management, ethics, office politics, conflict resolution, crisis management, communication, teamwork, applying business principles to education, and effective meetings.

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Kentucky Community & Technical College System Candace Gosnell 2624 Research Park Drive P.O. Box 14092 Lexington, KY 40512 Phone: 856.246.3100 Fax: 859.245.3153 candace.gosnell@kctcs.edu	The New Horizons, KCTCS President's Leadership Seminar	Dr. Candace Gosnell Vice President	The intended audience for the KCTCS program is faculty, staff, and administrators within KCTCS. No restrictions on position/level in college; however, program is targeted to populations with professional goals related to leadership positions within the colleges.	Leadership traits, Mission and Philosophy of Organization, Building a Positive Organizational Climate, Media Relations, Legal Issues, Ethics of Leadership, Conflict Resolution, National Issues
Lamar Community College Bette Matkowski 2401 South Main St. Lamar, CO 81052 Phone: 719.336.1512 bette.matkowski@lamarcc.edu	We do not have a formal leadership development activity although the Colorado Community Colleges are in the inaugural year of their leadership institute. We are sending one staff member to that institute. We are also supporting one staff member in a women's academic management institute. In general, our leadership activities are driven by an individual's request and our 'program' is informal rather than formal. We give modest support to faculty who pursue advanced degrees (last year 30% of faculty participated). We also have initiated an ambassadors group as leadership development for students, and our student senate is an excellent opportunity for students to learn leadership skills.			
Massachusetts Community College President' Council, (617) 542 – 2911 www.masscccla.org	Community College Leadership Academy	CCLA Planning board c/o GCC, One college Drive Greenfield, MA 01301	All those currently employed full and part time by the Commonwealth of Massachusetts at a Massachusetts Community College.	History, Current Context and Future Prospects for Community Colleges; Leadership Theories, Concepts and Practices; Current Theories of Learning and Best Practices of Teaching; Understanding and Leading Complex Academic, and Public Organizations; Getting to Know Community College Students, Enacting a Commitment to Diversity; Resources and Resource Allocation; Accountability
MDC, Inc. Carol A. Lincoln 5339 Coral Avenue Cape Coral, FL Phone: 239.541.3578 Fax: 239.541.3582 linc@gate.net www.mdcinc.org	Achieving the Dream: Community Colleges Count (AtD) initiative for Lumina Foundation for Education	Carol Lincoln Senior Associate and AtD Project Director MDC, Inc. 239-541-3578 239-543582 fax linc@gate.net	Eligibility is based on student profile: colleges with 50% or more of their students receiving Pell grants or whose student body consists of one-third or more students of color will be eligible to apply for investment and implementation grants that stretch over a five-year period.	The initiative seeks to build a cadre of institutional leaders who have a relentless focus on the goal of improving student attainment, especially for low-income students and students of color. Each college will form a core team and several related teams to mobilize and guide action that will bring about improved student outcomes. Learning events, coaching, technical assistance, and peer networking will be used to expand the leadership base at the colleges and to spark institutional change.

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Minnesota State Colleges and Universities Bill Tschida 30 E. 7th Street 500 Wells Fargo Pl. St. Paul, MN 55101 Phone: 651.296.5709 Fax: 651-296-0872 bill.tschida@so.mnscu.edu	Minnesota State Colleges and Universities Leadership Development Program (tentative)	William "Bill" Tschida Vice Chancellor for HR Minnesota State Colleges and Universities 500 Wells Fargo Place 30 East Seventh Street Saint Paul, MN 55101 Phone: 651-296-5708 FAX: 651-296-0872 Bill.Tschida@so.mnscu.edu	The intended audience, at this stage, is mid-level management (at both campuses and the system office) and faculty leaders. Currently the intention is to exclude campus vice presidents and system office vice and associate vice chancellors. The focus is on developing future vice-presidential, or equivalent, leaders on campus and/or the system office.	From second paragraph of response #1: issues of changing state demography and its impact on distribution of education and/or educational resources, governance issues including the advocacy process within the Minnesota legislative and executive branch configurations, budgets and budget development in the state and within the system, collective bargaining in Minnesota, ethics issues particular to Minnesota statute, systems thinking (namely contrasting larger statewide concerns with a purely local campus focus), strategic and operational planning at the institutional and system levels, policy and practice related to technology enhanced education, and any other state-specific issues identified by participants. Additional general management principles will be interspersed.
Morgan State University Community College Leadership Doctoral Program School of Education and Urban Studies-Jenkins 323 Baltimore, MD 21251 Phone: 443. 885.1903 Fax: 443-946-0221 www.morgan.edu	Community College Leadership Doctoral Program	Kelley L. Costner. Research Associate Morgan State University- School of Education and Urban Studies Community College Leadership Doctoral Program School of Education and Urban Studies-Jenkins 323 Baltimore, MD 21251 Phone: 443. 885.1903 Fax: 443-946-0221 kcostner@jewel.morgan.edu	The program is designed for community college educators aspiring for leadership roles in the community college setting. Students are expected to hold a masters degree at the time of admissions into the program. The program of study offers two concentrations: leadership development and instructional leadership development.	<ul style="list-style-type: none"> • The American Community College • Leadership and Administration of Community College Leadership • Professional Development Seminar for Careers in Community Colleges: Year 1 • The Law of Higher Education in Community Colleges • Community College Finance & Budgeting • Community College Planning & Management • The Learning College • Student Development in Community Colleges • Technology in Contemporary Community Colleges • Contemporary Issues in Community Colleges • The Politics of Higher Education in Community Colleges • Professional Development Seminar for Careers in Community Colleges: Year 2 • The Community College Presidency • Community College Trustees & Governing Boards • Clinical Studies / Community College Internships

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Mount Wachusett Community College Sharyn A. Rice 444 Green St. Gardner, MA 01440 Phone: 978.630.9216 Fax: 978.630.9559 S_Rice@mwcc.mass.edu	Mount Wachusett Community College does not offer leadership training on campus. We do, however; offer opportunities for leadership development and strongly encourage participation in such. In addition to AACC's leadership offerings we are involved with two programs. The 2003 – 2004 Community College Leadership Academy is the first sponsored by the Massachusetts Community College President' Council and endorsed by the New England College Council. The New England College Council is offering its first annual Leadership Conference in June 2004. We have staff participating in both of these.			
New England College Council, (978) 532-4090, www.newenglandcollegecouncil.org	Leadership Academy	Roberta Cantor, Exec. Dir. c/o Collegiate Enterprise Solutions, Inc. Three Centennial Drive, Peabody, MA 01960 (978) 532 – 4090 FAX (978) 538 – 7544 rcantor@aol.com	NECC member institutions will nominate 2 future leaders. College President signature is required.	Characteristics of an Effective Leader, Leadership Styles, "Does it Matter," Legal Issues, Leadership Ethics and Values, the Leader as a Visionary and Strategic Planner, the Leader as Negotiator, Next Steps in Leadership Development
Piedmont Community College Randy Young P.O. Box 1197 Roxboro, NC 27537 Phone: 336.599.1181 Fax: 336.597.3817 youngr@piedmont.cc.nc.us	My institution does not offer a comprehensive, internal, leadership development program. The College provides support, resources, and encouragement for potential leaders to engage in professional development/leadership development activities.			
Riverside Community College District Ray Maghroori 4800 Magnolia Avenue Riverside, CA 92506 Phone: 909.222.8043 Fax: 909.222.8043 ray.maghroori@rcc.edu	Riverside Community College Leadership Development Program	Marilo Rosello Associate Vice President Human Resources 4800 Magnolia Ave. Riverside, CA 92521 Phone: 909-222-8589 rosella.marilao@rcc.edu	Limited to Riverside CC employees	Intro to leadership, characteristics and qualities Organizational culture Assessing leadership potential Dealing with conflict Interpersonal communication Team Building Higher Education in the U.S. Community College Accreditation, Governance, Legal, Financial Issues Ethics Enrollment Management Financial aid Human Resources Economic development Board Relations Resource development

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Scott Community College, Eastern Iowa Community College District Jeanette Bryson ATEEC 500 Belmont Road Bettendorf, IA 52722 Phone: 563.441.4089 Fax: 563.441.4080 jbryson@eicc.edu	Leadership Institute for a New Century Sponsored by Iowa State University http://www.educ.iastate.edu/elps/hged/lincdes.htm	Larry H. Ebberts, Professor, Educational Leadership & Policy Studies N221A L'Marcino, Ames, IA 50011-3195 Office: 515-294-8067 Home: 515-232-0073 Fax: 515-294-4942 lebberts@iastate.edu	The purpose of the Leadership Institute for a New Century (LINC) is to provide academic and internship opportunities to encourage the advancement of women and people of color into administrative leadership roles at Iowa community colleges. In 1999 men were accepted into the program.	<ul style="list-style-type: none"> • Public Policy • State and Local Governance Issues • Board of Directors Profiles • Presidential Decision-Making • Leadership Styles • Vision • Educational Ethics • Workplace Values Clarification • Organizational Culture Identification • Community College Philosophy, Mission, Goals, Ideals • Institutional Policies and Procedures • Strategic Planning • Formal and Informal Organizational Structures
Technical College of the Lowcountry Anne S. McNutt P.O. Box 1288 921 Ribaut Road Beaufort, SC 29901 Phone: 843.525.8247 Fax: 843.525.8366 amcnutt@tcl.edu	Although the college does not offer a specific leadership program, it actively encourages TCL employees to participate in leadership activities available to the faculty and staff in the South Carolina Technical College System. For example, the college has three employees, two faculty and one administrator, currently pursuing advanced coursework through a leadership development program available for the Technical College System at the University of South Carolina and in a separate program, another administrator participates in a leadership development program involving two weeks of training (one in Fall and one in Spring), a specific project, and work with a mentor.			
University of Alaska Southeast Ketchikan Cathy LeCompte 2600 7th Avenue Ketchikan, AK 99901 Phone: 907.228.4523 Fax: 907.225.3624 cathy.lecompte@uas.alaska.edu	Student Leadership Conference is only leadership development at this time. Plans are to partner with the university and community to offer additive leadership opportunities.	Tim Ewest, Assistant Professor of Business Cathy LeCompte, Assistant Director 2600 7th Ave Ketchikan, AK 99901 907-228-4535 (Tim) 907-228-4523 (Cathy) tim.ewest@uas.alaska.edu cathy.lecompte@uas.alaska.edu	This program was started in response to requests from faculty and student government that a training program for students was needed to groom future student leaders and provide tools for current leaders to do the best job possible. The intended audience was on campus students, however, with two years of grant funding we were able to transport and pay tuition for six students from Prince of Wales Island.	Topics typically covered include: ? Personal leadership – finding your voice, personality assessment and communication ? Group leadership – team building, getting the right people in the right seat on the bus, facilitation, conflict resolution and situational leadership models and styles. ? Diversity – recognizing the need for it, stereotyping, and being discriminating in how to respond to diversity. ? Ethics – personal and group ? Meeting, Volunteer, stress and time management

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Wayne County Community College David Beaumont 801 W. Fort Street Detroit, MI 48226 Phone: 313.496.2344 Fax: 313.961.1630 dbeaumo1@wccc.edu	Professional & Staff Development Institute	David E. Beaumont Associate Vice Chancellor of Campus Operations Wayne County Community College District 801 W. Fort Street Detroit, MI 48226 313-496-2344 (office) 313-961-1630 (fax) dbeaumo1@wccc.edu	The PSDI is designed to provide staff members with opportunities to develop their skills and support the District's ongoing commitment to student success, community outreach and economic development.	Employment Issues such as; Contract Law for managers, Sexual Harassment, Employee Discrimination, and Workplace Violence. Current issues including Career & Technical Education in a Urban Multi Campus District, Professionalism & Service: The New Imperative, and technical areas such as, Project Development and Management, Decision Management and Management Tools to name a few.
Western Piedmont Community College Jim W. Burnett 1001 Burkemont Avenue Morganton, NC 28655 Phone: 828.438.6048 Fax: 828.438.6165 jburnett@wpcc.edu	My institution is currently developing ten different workshops as part of a leadership development program (Leadership Piedmont) for our current employees. The workshops will provide learning activities on the following leadership topics: 1. Community college history (national, state, local) 2. Institutional constituencies a. Trustees, faculty, staff, students b. Business/industrial, civic, educational leaders 3. Leadership fundamentals 4. Institutional climate and culture 5. Influence a. Effective communication b. Board communication 6. Business management 7. Fund management/fund raising 8. Team building 9. Ethics 10. Legal issues Evaluations are planned for each learning activity as a method of improving this training effort and developing a higher quality of local leaders.			
Yuba College www.yccd.edu	Mid Level Professional Development Institute with the National Council on Black American Affairs.	Marian C. Shivers, Ed.D Vice President of Programs, NCBAA Yuba College 2088 North Beale Road Marysville, CA 95901 Phone: 530.741.6737 Fax: 530.674.3383 mshivers@yccd.edu	Those in and aspiring to mid level administrative positions in community colleges.	Management & Leadership Skills/Styles Budget and Finance Resume Preparation Networking Community College Issues Simulation Activities in Leadership