

NEWS FROM THE LEADERSHIP DEVELOPMENT INSTITUTE

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During the annual NCBA Leadership Development Institute for African American Midlevel Administrators held in Baltimore, Maryland, October 13-17, 2008, NCBA continued to advance the mission of its organization for improving diversity and resultant educational opportunities and professional development for African-American students, faculty, staff and administrators.

The five-day event was facilitated by Dr. Marian C. Shivers, Dean of the Institute. Seventeen individuals from community colleges within seven states (Maryland, Missouri, Louisiana, Ohio, Florida, Massachusetts, and California) attended the Institute. Major components of the Institute included the following: presentations by distinguished community college professionals, interactive Q&A discussions, interactive panel presentations, a college tour, the Scholars Banquet, and a Scholars Group Project. During the extensive presentation component of the Institute, attendees were provided with a wealth of knowledge, information, and unique perspectives from professionals who have navigated, successfully, organizational and environmental cultures associated with community colleges. Attendees were taught that leadership and success do not occur by accident, but by development and utilization of a planned, goal oriented strategy. Consequently, workshops focused on assisting attendees to plan and strategize for future success within community colleges. Key topics addressed within some of the workshops included the following:

- Evolving Trends Associated with Community Colleges: Minority-Majority Issues, Forecasted Administrator Shortages, and Succession Planning
- The Potential Impact of Minority Status on Leadership
- Money Management Within the Institution
- Methods for Packaging One's Self for Success: Resume Development and Personal Presentation
- Vision Identification and Goal Setting
- Utilization of Research in Organizational Development and Planning

Workshop presenters were current and past college presidents, deans, and other upper and midlevel administrators from dynamic and diverse backgrounds. Presenters demonstrated that effectiveness and accountability can and must be attributes of organizational staff, faculty, and mid-level administrators. Major discussions centered on what presenters agreed were essential criteria for success and leadership. Especially relevant were discussions regarding perseverance during difficult times, within environments that may be hostile, and the need for an unwavering pursuit of excellence. Lastly, a central theme that permeated the entire Institute was that academic staff and administrative professionals exist within the realms of academia to serve students. Strategic plans and goals for the institution must be directly in alignment with targeted outcomes for student success and predicated upon accurate knowledge of evolving environmental trends associated with student populations. Ultimately, institute presenters functioned as role models of success and outcomes of well designed strategic plans.

A final component of the Institute was the Scholars Project. At the beginning of the Institute, scholars were given the charge by Dr. Shivers and Dr. White-Daniels to design and develop a project that would contribute in a positive way to the continued work of the Institute. The Institute remains a relevant and essential entity to ensure that an enhanced pool of qualified individuals will be prepared to meet the shortage of minority professionals within academia.