

"I first learned about this incredible program when it was in its early childhood and I was fortunate enough to be one of the early participants. **The contacts and colleagues I have met along the way have helped me shape who I am today.** I am proud to be one of the "sisters" of the Leaders program and encourage others to join our ranks."

- Dr. Marilyn 'Marsi' Liddell  
*President, Aims Community College*

"I first attended Leaders in 1984. I can honestly say I **would not be where I am today were it not for Leaders.** It gave me a toolkit of strategies that I could take home and implement to move my campus forward, it introduced me to the critical issues colleges were facing and, perhaps most importantly, the facilitators made me believe I could achieve the highest levels of leadership in community colleges."

- Dr. Mary Spilde  
*President, Lane Community College*

"Attending Leaders was an inspirational experience that I didn't expect; I met many women in the Leaders program, some who participated and some who presented. These women served as an inspiration in so many ways - showing a willingness to continue learning or sharing about themselves, demonstrating a commitment to their professions and exhibiting a level of support that would enable and inspire us to move forward. As I was sitting in an intriguing session with women presidents, I realized that I was not so different from them and that I wanted to be at the table with them discussing women's issues. **The Leaders program was a life changing experience** because it was then that I decided that I would continue my education and somehow begin a doctoral program; for a first generation, high school dropout that was a revelation. In 2006, I completed my PhD. and when I am asked what inspired me to go back to school, I reply that part of my decision was based on my experience at NILD where I started believing that I could achieve greater things and that my journey was ongoing."

- Dr. Susan D. Baker  
*Assistant Vice President, Student Services  
Monroe Community College*

## LEADERS Institute

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The Premier Program  
Developing Women Leaders  
in Community Colleges

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# LEADERS – A “Sisterhood” Yesterday and Today

For more than a quarter of a century, the National Institute for Leadership development (NILD) provided inspirational leadership training for women in community colleges throughout the United States. Originally established as “leaders for the 80’s,” the organization developed through a grant from the Fund for the Improvement of Postsecondary Education to the League for Innovation in the Community College and partnered with the American Association for Women in Community Colleges and the Maricopa Community College District.

The co-founders, Dr. Mildred Bulpitt and the late Dr. Carolyn Desjardins, created an organization that became the seminal avenue for women (and men) to ascend and crack the glass ceiling of executive office in community colleges. Many of those initiated into this first “sisterhood” of potential female leaders still refer to themselves and their colleagues as “sisters.”

NILD’s sphere of influence has reached more than 5,000 individuals nationwide and has been recognized by the American Association of Community Colleges (AACC) since 1981 at a reception held during its annual convention.

Now reunited with its founding organization, the American Association for Women in Community Colleges (AAWCC), the organization has reclaimed the name, LEADERS, and found a new home at the Community College of Baltimore County in Maryland. The LEADERS curriculum has also been revitalized and revised based on the AACC Competencies for Community College Leaders. The new LEADERS curriculum follows a fine tradition while preparing women leaders for the new and ever-changing demands of today’s community college.

## LEADERS – CONTEMPORARY LEADERSHIP FOR WOMEN IN COMMUNITY COLLEGES

### *Curriculum*

#### **Institutional Development**

- Policy Development
- Student Success
- Data Driven Decision Making
- Managing Change
- Budget Development & Management

#### **Skill Building**

- Conflict Management
- Team Building
- Negotiation skills
- Systems/Strategic Thinking & Planning

#### **Self Awareness**

- Commitment to the Community College Mission
- Self-Assessment
- Using Power Productively
- Building a Personal Development Plan

LEADERS is a weeklong workshop which facilitates leadership development through an extensive content rich curriculum, a self assessment component using the Community College Leadership 360 Assessment tool, skill building to manage decision making, conflict and change, and networking with present and future LEADERS.

The LEADERS Institute is designed for community college women who possess a master’s degree or higher and are currently employed full-time in a community college.

#### **Benefits:**

- Pragmatic approach with the requirement of an institutional project
- Mentor component
- Interaction with women community college presidents
- Established Network of women LEADERS