



Assist, Persist, Resist – Building and Advancing Leaders
2019 National Annual Leadership Conference
October 28 - 30, 2019



Workshop Sessions

Building a Resume for Leveling Up (Faculty, Staff and Administrators)

This session will give the participants insightful information about preparing for a career move into a senior leadership position in a community or technical college. Through an interactive discussion with the President of the Pauly Group, a national academic search consulting firm, participants will gain insight into the art of resume and cover letter preparation. The discussion also includes information about presentation and answering questions in an interview situation.

Presented by: Angela Provar, President, Pauly Group

Coaching You to Your Next Level of Greatness (Students)

This presentation will coach students by giving them the foundational tools to advance in education and their career. The tools provided will assist the student in developing strategies to navigate various areas and phases of their life, including challenges. We will discuss goal setting, and the attendees will have an opportunity to create goals during the workshop and begin developing an action plan for their education or career. We will discuss how to be an effective leader and how to use the proximity principle to find a reputable Mentor. Students will leave the session with a thorough understanding of goal setting, and how to persevere to their next level of greatness in spite of life's challenges.

Presented by: Tykesha Reed, IT Training Coordinator, Montgomery College

It Takes a Village: Supporting Women Students as Scholars (Faculty, Staff and Administrators)

As two emerging women leaders, we knew we wanted to create pathways for our women students to develop confidence and momentum in their pursuit of career and educational goals. Our first year, we started with an institutional grant and leveraged the expertise of community women leaders to establish an annual women's leadership program. In doing so, we've made connections across our county and are building an intentional mentoring program, especially for women pursuing non-traditional careers. Building on lessons learned from our own career trajectories, we will share (1) the specific skills (e.g., self-reflection, stress management, and emotional intelligence) we incorporate into this work, (2) the intention and scope of the mentoring component, and (3) highlights from our inaugural year. This relates to the conference theme of developing the skills necessary for women leaders to enter and persist in their chosen fields while successfully navigating the complexities associated with being a woman leader.

Presented by: Elizabeth A. Mosser, Associate Dean for Academic Operations, Harford Community College; Jennie Towner, Associate Vice President for Student Development, Harford Community College

Flash Mentoring: The Good, The Bad, and The Interesting (Faculty, Staff and Administrators)

As we start to assist our membership, looking for new and innovative ways to build a mentoring program should be an easy way to guide membership toward the career that most fits for the individual. One person took on the challenge of assisting others with a new mentoring program, and learned, that more than one person is sometimes needed to create success.

Presented by: Dr. Danielle Zimecki-Fennimore, Dean, Academic Compliance, Rowan College of South Jersey

Managing Stress with Mindfulness: Finding Your Loving Kindness Phrases (Faculty, Staff, Administrators and Students)

What are the internal things that hold us back? Stress, self-doubt, emotional dysregulation, and inability to connect with others in a meaningful way are often some of the obstacles we experience that block the path to our true potential. Mindfulness is the practice of “paying attention on purpose,” without judgment or overall goal of change. Incorporating mindfulness into a daily routine can help to reduce stress and improve functioning. This workshop will cover Loving Kindness meditations specifically and how they can break down some of these internal barriers to success. Most importantly we will go through a 20 minute guided mindfulness meditation aimed at helping each person discover their own personal Loving Kindness phrases for future practice.

Presented by: Stephanie Will, LCPC-S, Mental Health Services Program Manager, Montgomery College

Leadership Strategies That Facilitate Change and Overcome Resistance (Faculty, Staff and Administrators)

Focused and courageous leadership eliminated developmental education at this Hispanic Serving Institution. New models of learning require creative leaders who have the skillset to change the conversation at their institutions in a positive and proactive way. This presentation will focus on leadership approaches that successfully led faculty and staff into uncharted waters, transformed the developmental education culture, and increased graduation rates. Learn concrete ways to garner support when tackling challenging projects while showcasing the individual strengths and diverse talents of your team.

Presented by: Dr. Nicole Cippoletti, Assistant Dean STEM, Union County College; Dr. Elizabeth Cooner, Executive Director of Institutional Research, Union County College

The Importance of LEADERS Institute to You (Faculty, Staff and Administrators)

The LEADERS Institute is a professional development program for up and coming women community college leaders. During this presentation, participants will learn about the following: 1. History of AAWCC and LEADERS Institute, 2. Challenges Facing Women Leaders, 3. The LEADERS Program and it's tied to AACCC Leadership Competencies, 4. Components of LEADERS Institute, 5. Benefits of LEADERS Institute, 6. Testimonials of Past Participants.

Presented by: Yessenia Jimenez, Manager, Strategic Initiatives, San Jacinto College; Dr. Janis Fowler, Director, Aerospace Education Workforce Development, San Jacinto College; Dr. Allatia Harris, Vice Chancellor for Strategic Initiatives, San Jacinto College

Healthy Relationships (Students)

This session explores the topic of healthy relationships among young adults, in relation to technology use, emotional wellbeing, and both online and offline behaviors. Participants will be enabled not only to think critically about this topic, but to identify ways of promoting positive bystanding (“upstanding”) among their peers.

Presented by: Erica Kom Sikamo, Student, Montgomery College

Ignite as a Leader! (Faculty, Staff and Administrators)

Sometimes life throws us a box of chocolates, sometimes it throws us a grenade. We all have defining moments that shape us as leaders. Our personal journeys help us be fearless authentic leaders. Our life experiences make us who we are. They inform our values, principles, and approaches. Our experiences teach us things, inform our conclusions about life, and ultimately crystallize our leadership style. These defining moments help ignite ourselves and the people we work with. This interactive session will help you illustrate your “why” and inspire and engage people you lead. We will share meaningful and impactful life experience stories to illustrate a point and how to connect with others in an authentic meaningful way. Everybody has a story—hopes, dreams, wins, losses, and lessons learned. Ultimately, it’s not how the stories end, but what we carry ourselves and persist forward that matters.

Presented by: Dr. Frances Villagran-Glover, Vice President Student Services, Northern Virginia Community College; Kirstin Riddick, Coordinator, Technology Innovation in Learning & Teaching, Northern Virginia Community College

"All the Women are White..." Still! (Faculty, Staff and Administrators)

Hull, Bell-Scott, and Smith’s (1982) canonical Black Women’s Studies text, *But Some of Us Are Brave*, illuminates the struggle for equity Black women face at the intersection of racism and patriarchy. It argues feminism privileges white women, while anti-racism discourse privileges Black men. Well, in 2019, the world of higher education leadership is still plagued by this phenomena. If the two dominant silos of higher education organizational culture are “the academic” and “the student services” sides of the house, we still see a dominance of white women in academic leadership while Black women seem relegated to student services leadership. This presentation addresses implicit bias and accompanying microaggressions in a) hiring processes, b) faculty leadership, and c) administrative leadership and decision making in “the academic” side of the house. Each presenter will discuss strategies of resistance & change—leaving participants with mindfulness strategies to advance equity on their campuses.

Presented by: Dr. Chantae Recasner, Dean, Instructional Development, Austin Community College; Dr. Lorlie Ellis, Dean, Business, Austin Community College; Dr. Leesha Thrower, Chair, Communications, Cincinnati State Technical & Community College

Who Cares for Leaders? Maintaining Self While Serving Others (Faculty, Staff and Administrators)

Community college leadership can be challenging and stressful. We spend our days coaching and moving our teams in the right direction to achieve results that benefit college strategy and student success, while keeping an eye on what will impact higher education and our environment. We are always on stage and must model the way. With all of this, what are we doing to take care of ourselves? In this interactive session, we’ll look at: (1. the unique pressures we face as leaders, (2. why we need to be true to our own values, (3. how we can maintain a growth mindset, (4. why we need to pay attention to ourselves, (5. how to build healthy outlets, (6. This session connects to the Assist: Building the Pipeline. Participants will have a chance to interact with others who have different leadership journeys and experiences while learning how to include self-care as part of their leadership journey.

Presented by: Rhonda Tompkins, MS, PHR, SHRM-CP, Leadership Development Manager, San Jacinto College District

Grow Where You Are Planted: How to Lead from Where You Are (Students)

This presentation is designed to spark conversation for emerging professionals. Specifically, understanding how they can be leaders from wherever they are positioned. The presentation will address nine critical leadership themes: 1. Leader vs Manager, 2. Leadership Style, 3. Conflict Your New BFF, 4. Teamwork Does Make the Dream Work, 5. Learning to Shut Up (Silence is your Friend), 6. The Mindfulness Major Key, 7. Patient, not Passive, 8. Vulnerability is a Superpower, 9. Water You, Water Me

Presented by: LaToria Strickland, Program Manager, Montgomery College

LEADERS 2019 Revealed: A Bond of Sisterhood & the Gumbo Dinner (Faculty, Staff and Administrators)

LEADERS 2019 was a great “aha” moment and learning experience for all four of us. Our shared sorority sisterhood is what connected us and our heartfelt dinner discussion at the Gumbo Diner is what bonded us. Come and learn about our experience in this year’s AAWCC LEADERS INSTITUTE and lessons learned about women in higher education leadership, specifically women of color.

Presented by: Dr. Benita Rashaw, Interim Collegewide Director of Student Life, Montgomery College; Dr. Lorie Ellis, Dean, Department of Business, Austin Community College; Dr. Tonja Gardner, Senior Accountant, Dallas County Community College; Rolanda Randall, JD, Lead Faculty, Government, Richland College

Uncovering the Leader Within: Female Faculty Transitioning into Leadership (Faculty, Staff and Administrators)

This session will highlight the journey of nine women as they transitioned from faculty into academic leadership in the Community College environment. The corresponding study will prompt discussion and reflection on our internal models of leadership and our definitions of success, as well as provide insight on how to navigate the external pressures that we often experience. Focusing on those in the trenches, this session will provide resources and networking opportunities aligned with persisting and thriving during our professional transitions.

Presented by: Dr. Laura Yannuzzi, Vice President of Instruction, Lone Star College- North Harris

Building our Own: A Consortium for Community College Leadership Development (Faculty, Staff and Administrators)

According to the 2018 AACC Competencies for Community College Leaders, the current pool of community college leaders is shrinking; over the next 10 years significant numbers of senior administrators and faculty are projected to leave their positions. Facing these sobering statistics, and the growing need for competent, contemporary leadership, three community colleges in New York formed a leadership development consortium to grow and equip mid-level leaders to take on new roles and new challenges. To date, more than 100 students have graduated from the program, and many have assumed new responsibilities, earned promotions, and taken on leadership roles on their campuses and in the community college sector. This practical presentation will focus on the impetus for the consortium, the program design and curriculum, lessons learned, practical application for other colleges and consortia, and next steps for the future.

Presented by Amy Kremenek, Vice President, Enrollment Development & Communications, Onondaga Community College

AAWCC Student Leaders Institute Development (Students)

AAWCC is committed to changing women’s lives, including those who are students, through education, service and leadership development. For decades, the association has expanded and developed the knowledge, skills and abilities of women through its national and signature Leaders Institute. This session is designed to facilitate the development of competencies, criteria, and other components for a New Student Leadership Institute by students while developing their knowledge, skills, and abilities for planning.

Facilitated by Carmen Poston Travis, AAWCC, Board of Director/Executive Director

Creating an Authentic Welcoming Culture for the LGBTQ+ Community (Faculty, Staff and Administrators)

In the spirit of resisting bias and inequitable practices in the workplace, this session seeks to provide participants with an understanding of the unique challenges the LGBTQ+ community faces within the workplace and what we can do to start building a culture which is authentically inclusive of LGBTQ+ community. For example, there are challenges faced in the hiring process, there is a high incidence of discrimination and turnover, there is still a lot of progress to be made on internal policies and procedures. This discussion will also provide participants with some tools they can take back to their colleges to operate as an ally, ask questions, and begin to build inclusive practices and cultures.

Presented by: Rebecca Albertini, Vice President of Operations, Pauly Group

Using Campus Communication to Expand Leadership Approaches and Opportunities (Faculty, Staff and Administrators)

In this session, presenters will involve participants in an interactive session about using presidential communications to help build leadership capacity. A campus president and community relations manager will provide examples of social media, weekly newsletters and other communication vehicles used to help improve campus climate and expand leadership capacity. Speakers will discuss working in a large, urban district and how they have grappled with communication problems that challenged the school. Participants will learn strategies for communicating with large, diverse groups of employees, and how to connect with colleagues to assist as mentors, collaborators and future leaders.

Presented by: Dr. Lisa Avery, Campus President and Celina Baguiao, Community Relations Manager, Portland Community College

Building Leaders through Creating and Sustaining an AAWCC Chapter (Faculty, Staff and Administrators)

Assisting and preparing women leaders of community colleges is pivotal for advancing equitable practices on all campuses. Creating an AAWCC chapter provides an avenue to continue to fill the pipeline and prepare women leaders. Helping women take charge of their career. The AAWCC network includes of hundreds of women from across the United States. These relationships can facilitate the transferal of crucial skills and knowledge necessary for upward career mobility. Participants will hear how one Community College successfully embraced the AAWCC model to infuse leadership development and opportunities on their campus. Participants will leave with suggestions for garnering the support of their campus administration, ideas for creating and building a chapter and best practices for sustaining existing chapters.

Presented by: Dr. Madonna Jackson, Interim Dean, Technology Division, Mott Community College

emPOWERED: Strategies for Surviving the Culture of Academia (Faculty, Staff and Administrators)

Survival strategies are essential for overcoming obstacles during transition from the corporate or nonprofit arenas to academia. For newcomers into the academy, it can be a journey from disempowerment to self-empowerment. We are often required to conform to the culture of the academy as a way to rise to the top. emPOWERED: A Strategy for Surviving the Culture of Academia is an interactive, workshop designed to help newcomers [and perhaps long-timers] examine and identify strategies for overcoming feelings of isolation, depression, rejection and self-doubt. The strategies are designed to help participants successfully meet the challenges associated with entering academia, become more effective and satisfied as higher education administrators, and increase their understanding of the impact of self-empowerment and building upon personal beliefs, values and ethics as a way to persist during transition into the academy while validating their existence.

Presented by Dr. Claudia F. Curry, Director, Women's Outreach and Advocacy Center, Community College of Philadelphia