



EXECUTIVE LEADERSHIP INSTITUTE

DECEMBER 6-11, 2009
SCOTTSDALE COTTONWOODS RESORT
SCOTTSDALE, ARIZONA

ELI-AT-A-GLANCE

All ELI sessions are held in the Ballroom unless noted otherwise. A complimentary Euro continental breakfast is available each morning in Canyon A/B, located below the Ballroom.

SATURDAY, DECEMBER 5: REGISTRATION AND WELCOME RECEPTION

1:00-4:30 pm ELI Registration (*Sonora*)
6:00-8:00 pm Welcome Reception (*Sonora*)

SUNDAY, DECEMBER 6: MAKING THE RIGHT MOVE: FINDING AND APPLYING FOR THE RIGHT JOB

6:30-8:30 am Euro continental breakfast (*Canyon A/B*)
8:30-10:00 am Introductions and Program Overview
10:00-10:15 am Break
10:15-11:30 am The Application Process
11:30-12:30 pm Lunch on your own
12:30-3:00 pm Getting the Job: The Interview Process
3:00-3:15 pm Break
3:15-5:00 pm The Interview Process (continued)
5:00-6:30 pm Dinner on your own
6:30-8:00 pm What Kind of Presidency? What Should I Do Before I Apply?
8:00-9:30 pm Hospitality suite open (*Sonora*)

MONDAY, DECEMBER 7: PRESIDENTIAL RELATIONSHIPS

6:30-8:30 am Euro continental breakfast (*Canyon A/B*)
8:30-10:00 am National Perspectives on Community College Issues
10:00-10:30 am Break
10:30-12:00 pm The CEO/Board Relationship
12:00-1:30 pm Lunch on your own
1:30-3:00 pm The Trustee Perspective
3:00-3:30 pm Break
3:30-5:00 pm The President's Role in Developing the Foundation
5:00-6:30 pm Dinner on your own
6:30-8:00 pm Leadership from the Inside Out
8:00-9:30 pm Hospitality suite open (*Sonora*)



TUESDAY, DECEMBER 8: TAKING ON THE LEADERSHIP ROLE

6:30-8:30 am Euro continental breakfast (*Canyon A/B*)
8:30-10:00 am The President as Internal Leader
10:00-10:30 am Break
10:30-12:00 pm The President as Community Leader
12:00-8:00 pm Free afternoon and evening to spend in interview team competition preparation and association with ELI colleagues
8:00-9:30 pm Hospitality suite open (*Sonora*)

WEDNESDAY, DECEMBER 9: LEADING THROUGH CHANGE

6:30-8:30 am Euro continental breakfast (*Canyon A/B*)
8:30-10:00 am Leadership, Change, and Organizational Culture
10:00-10:30 am Break
10:30-12:00 am Harnessing Technology: For Personal Productivity, Communication, and Data Mining
12:00-1:30 pm Lunch on your own
1:30-2:00 pm iStream: Innovation at Your Fingertips
2:00-2:15 pm Break
2:15-4:15 pm Leveraging Data in Strategic Planning
4:15-6:00 pm Dinner on your own
6:00-8:00 pm New Presidents Lead the Charge
8:00-9:30 pm Hospitality suite open (*Sonora*)

THURSDAY, DECEMBER 10: ISSUES AND CHALLENGES

6:30-8:30 am Euro continental breakfast (*Canyon A/B*)
8:30-10:00 am Ethical Issues
10:00-10:30 am Break
10:30-12:00 pm Public Relations and the Media
12:00-1:30 pm Lunch on your own/Final interview team competition preparation
1:30-5:00 pm Interview Competition
5:00-6:00 pm Break
6:00-9:00 pm Reception and Dinner
Hosted by the League for Innovation at Rancho Pinot, Scottsdale

FRIDAY, DECEMBER 11: YOU HAVE THE JOB OFFER, NOW WHAT?

6:00-7:30 am Euro continental breakfast (*Canyon A/B*)
7:30-9:30 am Negotiating the Contract, Handling the Transition, and Charting First Actions
9:30-9:45 am Break
9:45-10:45 am Make Your Move: Personal Goals, Preparation Strategies, and Institute Review
10:45 am Adjourn
11:00 am Complimentary shuttle departure to airport (*Hotel valet area*)
Later departures via taxi, at own expense



EXECUTIVE LEADERSHIP INSTITUTE

SUNDAY, December 6, 2009

MAKING THE RIGHT MOVE: FINDING AND APPLYING FOR THE RIGHT JOB

All ELI sessions are held in the Ballroom unless noted otherwise.

6:30-8:30 am Complimentary Euro continental breakfast (*Canyon A/B*)

8:30-10:00 am **Introductions and Program Overview**
Brenda Beckman, Senior League Consultant, League for Innovation in
the Community College
Gerardo E. de los Santos, President and Chief Executive Officer,
League for Innovation in the Community College

*The week's activities are reviewed and group assignments for the
interview competition are made. Participants get to know one
another personally and professionally to establish a network of
professional resources to last throughout the institute and beyond.*

10:00-10:15 am Break

10:15-11:30 am **The Application Process**
Brenda Beckman, Senior League Consultant, League for Innovation in
the Community College
Augustine Gallego, Chancellor Emeritus, San Diego Community
College District

*Presidential applications are reviewed. Strategies for presenting
information for maximum effectiveness are discussed, as well as the
potential impact of layout, sequence, word power, and other
application elements.*

11:30-12:30 pm Lunch on your own



12:30-3:00 pm

Getting the Job: The Interview Process

Brenda Beckman, Senior League Consultant, League for Innovation in the Community College

Alfred P. Fernandez, Search Consultant, Community College Search Services

Augustine Gallego, Chancellor Emeritus, San Diego Community College District

David H. Ponitz, President Emeritus, Sinclair Community College, and Consultant, Presidential Search

Institute participants are interviewed in brief, digitally-recorded sessions that are critiqued by nationally recognized presidential search experts.

3:00-3:15 pm

Break

3:15-5:00 pm

The Interview Process (continued)

5:00-6:30 pm

Dinner on your own

6:30-8:00 pm

What Kind of Presidency? What Should I Do Before I Apply?

Brenda Beckman, Senior League Consultant, League for Innovation in the Community College

Alfred P. Fernandez, Search Consultant, Community College Search Services

Augustine Gallego, Chancellor Emeritus, San Diego Community College District

David H. Ponitz, President Emeritus, Sinclair Community College, and Consultant, Presidential Search

This session provides the opportunity for self-assessment and situational analyses to determine if, when, and how to apply for a presidency in order to ensure the best institutional fit.

8:00-9:30 pm

Hospitality suite open (*Sonora*)



MONDAY, December 7, 2009

PRESIDENTIAL RELATIONSHIPS

- 6:30-8:30 am Complimentary Euro continental breakfast (*Canyon A/B*)
- 8:30-10:00 am** **National Perspectives on Community College Issues**
Moderator: Gerardo E. de los Santos, President and Chief Executive Officer, League for Innovation in the Community College
George R. Boggs, President and Chief Executive Officer, American Association of Community Colleges
John E. Roueche, Sid W. Richardson Regents Chair, and Director, Community College Leadership Program, The University of Texas at Austin
- National educational leaders participate in an interactive interview session, discussing a variety of current issues.*
- 10:00-10:30 am Break
- 10:30-12:00 pm** **The CEO/Board Relationship**
Vernon Crawley, President, Moraine Valley Community College
Wright L. Lassiter, Jr., Chancellor, Dallas County Community College District
- The CEO's view of the trustees' role as community representatives entrusted with overall responsibility for the college, and the president as chief executive officer and leading administrator of the college are discussed. Effective working relationships and differences in responsibilities, focus, and time usage of a CEO position reporting to a chancellor are compared to one reporting to a board.*
- 12:00-1:30 pm Lunch on your own
- 1:30-3:00 pm** **The Trustee Perspective**
Jan Guy, Board Chair, Cochise College
Brenda Even, Trustee, Pima Community College
- Community college trustees share perspectives on board expectations of the president.*
- 3:00-3:30 pm Break



3:30-5:00 pm

The President's Role in Developing the Foundation

Wright L. Lassiter, Chancellor, Dallas County Community
College District

Betheny Reid, Executive District Director, Dallas County Community
College District Foundation

*The president's role as leader in fundraising for the college is
examined.*

5:00-6:30 pm

Dinner on your own

6:30-8:00 pm

Leadership from the Inside Out

Mary F.T. Spilde, President, Lane Community College,
ELI Class of 1996

*An exploration of organizational and personal values in leadership,
this session focuses on using these values to anchor efforts to shape
mission, vision, and goals within the college community.*

8:00-9:30 pm

Hospitality suite open (*Sonora*)



TUESDAY, December 8, 2009

TAKING ON THE LEADERSHIP ROLE

- 6:30-8:30 am Complimentary Euro continental breakfast (*Canyon A/B*)
- 8:30-10:00 am** **The President as Internal Leader**
Constance M. Carroll, Chancellor, San Diego Community College District
- Insights are provided into how a president can influence the direction of teaching-learning processes, student services, workforce development, finances, human resources, and the handling of crises.*
- 10:00-10:30 am Break
- 10:30-12:00 pm** **The President as Community Leader**
Roy Flores, Chancellor, Pima County Community College District
- A college leader discusses the president's role as a leader in the community and its social and economic development, in building community support for bond elections and other political movements, and as the college's premier advocate in local, state, national, and international political contexts.*
- 12:00-8:00 pm A free afternoon and evening to spend in interview team competition preparation and association with ELI colleagues.
- 8:00-9:30 pm Hospitality suite open (*Sonora*)



WEDNESDAY, December 9, 2009

LEADING THROUGH CHANGE

6:30-8:30 am Complimentary Euro continental breakfast (*Canyon A/B*)

8:30-10:00 am Leadership, Change, and Organizational Culture
Sanford Shugart, President, Valencia Community College

The president must distinguish between knowing what the changes and challenges are and leading through them. This session explores the role of the president in helping the organization thrive in times of great change and shares examples of strategies from the field.

10:00-10:30 am Break

10:30-12:00 pm Harnessing Technology: For Personal Productivity, Communication, and Data Mining
Linda Thor, President, Rio Salado College



Presidents are not chief information officers, but they are responsible for the decisions and expenditures made regarding the use of technology. Discussions will center on assessing how the technology division functions and how it is viewed within the organization; building the CEO-CIO relationship; using technology to improve communication throughout the college and with students; how controlled technology can increase personal productivity; and what presidents need to put in place to make data-driven decisions.

12:00-1:30 pm Lunch on your own.

1:30-2:00 pm iStream: Innovation at Your Fingertips
Stella Perez, Vice President, Operations and Technology Programs,
League for Innovation in the Community College



Today, e-learning and online services are changing the ways we work, live, and learn. These technology tools are shaping our future, and iStream, the League for Innovation's web-based resource, should be part of assembling your college's new directions. This demonstration of iStream highlights ideas and innovations for tomorrow's learning and leadership edge.

2:00-2:15 pm Break



2:15-4:15 pm

Leveraging Data in Strategic Planning

Karen Stout, President, Montgomery County Community College, and
Advisory Board Member, Community College Research Center



The effective use of data to support strategic planning, accreditation, and state policy decisions is an increasing challenge facing community college presidents. This session will expand participants' understanding of the president's effective use of research in strategic planning and institutional decision making.

4:15-6:00 pm

Dinner on your own

6:00-8:00 pm

New Presidents Lead the Charge

Jeffrey Allbritten, President, Collier Campus, Edison State College, ELI
Class of 2006

Gena Glickman, President, Manchester Community College, ELI Class
of 2007

Shouan Pan, President, Mesa Community College, ELI Class of 2006

Cheryl Roberts, President, Chemeketa College, ELI Class of 2006
of 2006

Newer presidents share insights into how or how not to get started in a new presidency. Developing effective strategies to address the unexpected on arrival is a focus of the session.

8:00-9:30 pm

Hospitality suite open (*Sonora*)



THURSDAY, December 10, 2009

ISSUES AND CHALLENGES

- 6:30-8:30 am Complimentary Euro continental breakfast (*Canyon A/B*)
- 8:30-10:00 am Ethical Issues**
Augustine Gallego, Chancellor Emeritus, San Diego Community College District
Mary Kay Kickels, President Emeritus, Paradise Valley Community College, ELI Class of 1999
- Case studies involving ethical issues are discussed and strategies for developing a framework for ethical decision making are explored.*
- 10:00-10:30 am Break
- 10:30-12:00 pm Public Relations and the Media**
Steven Lee Johnson, President, Sinclair Community College
Martha A. Smith, President, Anne Arundel Community College
- Public relations issues are examined, with emphasis on media relations and internal and external communications in times of crisis.*
- 12:00-1:30 pm Lunch on your own/Final interview team competition preparation
- 1:30-5:00 pm Interview Competition**
Brenda Beckman, Senior League Consultant, League for Innovation in the Community College
Gerardo E. de los Santos, President and Chief Executive Officer, League for Innovation in the Community College
Augustine Gallego, Chancellor Emeritus, San Diego Community College District
Rufus Glasper, Chancellor, Maricopa Community Colleges, ELD Class of 1989-90
- A board of nationally recognized search consultants and community college leaders interviews presidential candidates from each participant group.*
- A break will be provided midway through the afternoon session.
- 5:00-6:00 pm Break
- 6:00-9:00 pm Reception and Dinner**
Hosted by the League for Innovation at Rancho Pinot, Scottsdale.



FRIDAY, December 11, 2009

YOU HAVE THE JOB OFFER, NOW WHAT?

- 6:00-7:30 am Complimentary Euro continental breakfast (*Canyon A/B*)
- 7:30-9:30 am** **Negotiating the Contract, Handling the Transition, and Charting First Actions**
Brenda Beckman, Senior League Consultant, League for Innovation in the Community College
Augustine Gallego, Chancellor Emeritus, San Diego Community College District
- Contract elements and the contract negotiation processes are considered, as are strategies for handling the transition period and charting first actions in the new role.*
- 9:30-9:45 am Break
- 9:45-10:45 am** **Make Your Move: Personal Goals, Preparation Strategies, and Institute Review**
Brenda Beckman, Senior League Consultant, League for Innovation in the Community College
Gerardo E. de los Santos, President and Chief Executive Officer, League for Innovation in the Community College
Augustine Gallego, Chancellor Emeritus, San Diego Community College District
- Participants establish their goals for the coming months and address strategies for filling experiential gaps. Participants review and share what they have learned from the institute.*
- 10:45 am Adjourn
- 11:00 am Complimentary shuttle departure to airport
Hotel valet area. Later departures via taxi, at own expense