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**2020 Executive Leadership Institute (ELI)**

**Sponsored by**

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**ELI AT-A-GLANCE**

*ELI sessions are held virtually through Cvent,**unless noted otherwise. All times are noted in Eastern Standard Time.*

**Sunday, December 13, 2020 Making the Right Move: Finding and Applying for the Right Job**

11:00 AM - 12:30 PM Introductions and Program Overview

12:30 - 12:45 PM Break

12:45 - 2:15 PM The Presidential Search Process: The Decision, the Resume, and the Application Materials

2:15 - 2:30 PM Break

2:30 - 3:50 PM Getting the Job: Practice Presidential

3:50 - 4:00 PMWrap-Up

6:00 - 7:00 PM Opening Reception

**Monday, December 14, 2020 The Presidential Role**

11:00 AM - 12:30 PM Getting the Job: Practice Presidential (continued)

12:30 - 12:45 PM Break

12:45 - 2:15 PM The CEO-Board Relationship

2:15 - 2:30 PM Break

2:30 - 3:50 PM The President as Leader

3:50 - 4:00 PM Wrap-Up

**Tuesday, December 15, 2020 Issues and Challenges**

11:00 AM - 12:30 PM Leadership, Change, and Organizational Culture

12:30 - 12:45 PM Break

12:45 - 2:15 PM Case Studies: The President as Communicator - Managing Communications in Times of Crisis

2:15 - 2:30 PM Break

2:30 - 3:50 PM Case Studies: Understanding the Budgeting and Finance Environment

3:50 - 4:00 PM Wrap-Up

**Wednesday, December 16, 2020 Leading Through Change**

11:00 AM - 12:30 PM The Community Perspective

12:30 - 12:45 PM Break

12:45 - 2:15 PM Developing Strong Internal Relationships

2:15 - 2:30 PM Break

2:30 - 3:50 PM Transformational Change and Defining Qualities of Transformational Leadership

3:50 - 4:00 PM Wrap-Up

**Thursday, December 17, 2020 Internal and External Community Perspectives**

11:00 AM - 1:00 PM New CEOs Lead the Charge

1:00 - 1:15 PM Break

1:15 - 2:45 PM Next Generation Leadership

2:45 - 3:00 PM Break

3:00 - 3:50 PM Interview Competition Team Time

3:50 - 4:00 PM Wrap-Up

6:00 - 7:00 PM Networking Happy Hour

**Tuesday, January 26, 2021** **Reconnecting, Leadership, and Life**

11:00 AM - 12:00 PM Reconnecting

12:00 - 1:30 PM National Perspectives on Community College Issues

1:30 - 1:45 PM Break

1:45 - 3:00 PM Resilience and Work-Life Balance

3:00 - 3:50 PM The First 90 Days – An interactive Exercise

3:50 - 4:00 PM Wrap-Up

**Wednesday, January 27, 2021**  **Tips for Aspiring Community College Presidents**

11:00 AM - 12:30 PM Dealing With the Media

12:30 - 12:45 PM Break

12:45 - 2:15 PM Final Interviews, Contract Negotiations, and Charting First Actions

2:15 - 2:30 PM Break

2:30 - 3:50 PM Thinking Like a President: What I’ve learned in 30 years of Presidential Leadership

3:50 - 4:00 PM Wrap-Up

**Thursday, January 28, 2021 Final Interviews**

11:00 AM - 12:00 PM Final Interview Competition Preparation

12:00 - 12:15 PM Break

12:15 - 3:50 PM Interview Competition – New World College

*Sponsored by*

 

3:50 - 4:00 PM Wrap-Up

6:00 - 7:00 PM Graduation and Reception

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**Executive Leadership Institute (ELI)**

**Sponsored by**

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**2020 ELI PROGRAM**

**Sunday, December 13, 2020**

**Making the Right Move: Finding and Applying for the Right Job**

**11:00 AM - 12:30 PM Introductions and Program Overview**

Rufus Glasper, President and CEO, League for Innovation in the Community College; Chancellor Emeritus, Maricopa Community Colleges; Executive Leadership Diversity (ELD) Class of 1989-1990

Mary Spilde, Director, Executive Leadership Institute, League for Innovation in the Community College; President Emerita, Lane Community College; Achieving the Dream Leadership Coach; ACCT Board Retreat Consultant; ELI Class of 1996

*The week’s activities are reviewed and group assignments for the interview competition are made. Participants get to know one another from personal and professional perspectives to begin establishing a network of professional resources to last throughout the institute and beyond.*

**12:30 - 12:45 PM** Break

**12:45 - 2:15 PM The Presidential Search Process: The Decision, the Resume, and the****Application Materials**

Mary Spilde, Director, Executive Leadership Institute, League for Innovation in the Community College; President Emerita, Lane Community College; Achieving the Dream Leadership Coach; ACCT Board Retreat Consultant; ELI Class of 1996

Linda M. Thor, Chancellor Emerita, Foothill-De Anza Community College District; President Emerita, Rio Salado College; Former Search Firm Consultant, ACCT

*This session provides the opportunity for self-assessment and situational analysis to help in decision-making with the purpose of determining if, when, and how to apply for a presidency in order to ensure the best institutional fit. Strategies for presenting information for maximum effectiveness are discussed.*

**2:15 - 2:30 PM** Break

**2:30 - 3:50 PM Getting the Job: Practice Presidential**

Mary Spilde, Director, Executive Leadership Institute, League for Innovation in the Community College; President Emerita, Lane Community College; Achieving the Dream Leadership Coach; ACCT Board Retreat Consultant; ELI Class of 1996

Linda M. Thor, Chancellor Emerita, Foothill-De Anza Community College District; President Emerita, Rio Salado College; Former Search Firm Consultant, ACCT

*Institute participants are interviewed in brief, digitally-recorded sessions that are then critiqued by nationally recognized presidential search experts. Participants learn strategies to present themselves most effectively in these interview simulations.*

**3:50 - 4:00 PM** Wrap-Up

**6:00 - 7:00 PM** Opening Reception

*Join us for a fun event to get to know each other better. Networking and meeting people who become lifetime colleagues and trusted friends is a signature part of ELI. Start that process by participating in an interactive session that will help you make connections.*

**Monday, December 14, 2020**

**The Presidential Role**

**11:00 AM - 12:30 PM Getting the Job: Practice Presidential (continued)**

Mary Spilde, Director, Executive Leadership Institute, League for Innovation in the Community College; President Emerita, Lane Community College; Achieving the Dream Leadership Coach; ACCT Board Retreat Consultant; ELI Class of 1996

Linda M. Thor, Chancellor Emerita, Foothill-De Anza Community College District; President Emerita, Rio Salado College; Former Search Firm Consultant, ACCT

*Institute participants are interviewed in brief, digitally-recorded sessions that are then critiqued by nationally recognized presidential search experts. Participants learn strategies to present themselves most effectively in these interview simulations.*

**12:30 - 12:45 PM** Break

**12:45 - 2:15 PM The CEO-Board Relationship**

Daniel J. Phelan, President/CEO, Jackson College

*The CEO’s view of the trustees’ role as community representatives entrusted with overall responsibility for the college, and the president as CEO and leading administrator of the college, are discussed. Effective working relationships with board members are highlighted in this session.*

**2:15 - 2:30 PM** Break

**2:30 - 3:50 PM The President as Leader**

Constance M. Carroll, Chancellor, San Diego Community College District

*Insights are provided into how a president can influence the direction of student success, teaching-learning processes, student completion, student services, workforce development, finances, human resources, and the handling of crises.*

**3:50 - 4:00 PM** Wrap-Up

**Tuesday, December 15, 2020**

**Issues and Challenges**

**11:00 AM - 12:30 PM Leadership, Change, and Organizational Culture**

Alex Johnson, President, Cuyahoga 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 to thrive in times of great change; examples of strategies from the field that focus on student success are shared.*

**12:30 - 12:45 PM** Break

**12:45 - 2:15 PM Case Studies: The President as Communicator - Managing Communications in Times of Crisis**

Mary Spilde, Director, Executive Leadership Institute, League for Innovation in the Community College; President Emeritus, Lane Community College; Achieving the Dream Leadership Coach; ACCT Board Retreat Consultant; ELI Class of 1996

Linda M. Thor, Chancellor Emeritus, Foothill-De Anza Community College District; President Emeritus, Rio Salado College; Former Search Firm Consultant, ACCT

*Today’s community colleges are complex organizations, and challenges and crises are painfully common. These situations pose major dilemmas for the college president, who must be an expert problem solver and consummate communicator to lead the college through troubled times. Case studies are considered and each ELI Team (1) prepares a plan that effectively responds to an incident, and (2) provides recommendations for the president in managing communications in challenging circumstances.*

**2:15 - 2:30 PM** Break

**2:30 - 3:50 PM Case Studies: Understanding the Budgeting and Finance Environment**

Richard Rhodes, President, Austin Community College District

*Knowledge of budget and finance is of major significance for the college president. This session focuses on the information that is necessary for the president to understand the budget and finance processes. Through case studies, participants consider topics related*

*to budgeting, fundraising, bond elections, and alternative revenue sources.*

**3:50 - 4:00 PM** Wrap-up

**Wednesday, December 16, 2020**

**Leading Through Change**

**11:00 AM - 12:30 PM** **The Community Perspective**

Shouan Pan, Chancellor, Seattle Colleges

*This session considers 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.*

**12:30 - 12:45 PM** Break

**12:45 - 2:15 PM Developing Strong Internal Relationships**

Judy Miner, Chancellor, Foothill-De Anza Community College District

*This session reviews the president’s role in establishing strong internal relationships with faculty, unions, and professional staff. A case study relating to the challenges in building sustained trust will be discussed.*

**2:15 - 2:30 PM** Break

**2:30 - 3:50 PM Transformational Change and Defining Qualities of Transformational Leadership**

Karen Stout, President and CEO, Achieving the Dream, Inc.; President Emerita, Montgomery College

*Changing demographics in our nation’s community colleges require us to recognize and develop the traits, skills, and attributes necessary for effective leadership and equitable student success. These are learned traits that can influence the development of a leader’s own philosophy, style, and approach. Such leadership development can be innovative and, ultimately, lead to transformative and sustainable organizational change.*

**3:50 - 4:00 PM** Wrap-Up

**Thursday, December 17, 2020**

**Internal and External Community Perspectives**

**11:00 AM - 1:00 PM New CEOs Lead the Charge**

Moderator:Mary Spilde, Director, Executive Leadership Institute, League for Innovation in the Community College; President Emerita, Lane Community College; Achieving the Dream Leadership Coach; ACCT Board Retreat Consultant; ELI Class of 1996

Susan Looney, President, Reading Area Community College, ELI Class of 2016

Daria Willis, President, Everett Community College, ELI Class of 2017

Ricky Shabazz, President, San Diego City College

*Newer CEOs share insights into what they were expecting when taking up their new positions, as well as some of the surprising and unexpected information and circumstances they discovered upon arrival at their colleges. Developing effective strategies to make a positive beginning as a newly appointed CEO and how to address the unexpected on arrival are the focus of this session.*

**1:00 - 1:15 PM** Break

**1:15 - 2:45 PM Next Generation Leadership**

Mark Milliron, Senior Vice President and Executive Dean, Western Governors University

*As the need to increase higher education outcomes grows, so, too, does the need to develop skills for educators at all levels. This session helps community college leaders build the skill sets of looking, learning, and leading in their institutions.*

**2:45 - 3:00 PM** Break

**3:00 - 3:50 PM** **Interview Competition Team Time**

*Interview Competition Teams meet in breakout rooms to prepare their candidates and to plan Team meetings over the next four weeks to prepare their candidates for final interviews.*

**3:50 - 4:00 PM** Wrap-up

**6:00 - 7:00 PM** Networking Happy Hour

**Tuesday, January 26, 2021**

**Reconnecting, Leadership, and Life**

**11:00 AM - 12:00 PM Reconnecting**

Rufus Glasper, President and CEO, League for Innovation in the Community College; Chancellor Emeritus, Maricopa Community Colleges; ELD Class of 1989-1990

Mary Spilde, Director, Executive Leadership Institute, League for Innovation in the Community College; President Emerita, Lane Community College; Achieving the Dream Leadership Coach; ACCT Board Retreat Consultant; ELI Class of 1996

Description Coming Soon

**12:00 - 1:30 PM National Perspectives on Community College Issues**

Moderator: Rufus Glasper, President and CEO, League for Innovation in the Community

College; Chancellor Emeritus, Maricopa Community Colleges; ELD Class of 1989-1990

Barbara Gellman-Danley, President, Higher Learning Commission; ELI Class of 1993

Joe May, Chancellor, Dallas County Community College District

*National educational leaders discuss a variety of current issues in this interactive interview session.*

**1:30 - 1:45 PM** Break

**1:45 - 3:00 PM Resilience and Work-Life Balance**

Mary Spilde, Director, Executive Leadership Institute, League for Innovation in the Community College; President Emeritus, Lane Community College; Achieving the Dream Leadership Coach; ACCT Board Retreat Consultant; ELI Class of 1996

*The challenges of leading our complex organizations requires grit, resilience, and self-care. This session focuses on how to build personal and organizational resilience and strategies for work-life balance.*

**3:00 - 3:50 PM The First 90 Days – An interactive Exercise**

Mary Spilde, Director, Executive Leadership Institute, League for Innovation in the Community College; President Emeritus, Lane Community College; Achieving the Dream Leadership Coach; ACCT Board Retreat Consultant; ELI Class of 1996

*How to spend your time in the first 90 days of a presidency requires a thoughtful approach. This interactive session identifies strategies for planning a successful start that builds the foundation for your success as president.*

**3:50 - 4:00 PM** Wrap-Up

**Wednesday, January 27, 2021**

**Tips for Aspiring Community College Presidents**

**11:00 AM - 12:30 PM Dealing With the Media**

Scott Jaschik, Editor, Inside Higher Education

Description Coming Soon

**12:30 - 12:45 PM** Break

**12:45 - 2:15 PM Final Interviews, Contract Negotiations, and Charting First Actions**

Linda M. Thor, Chancellor Emeritus, Foothill-De Anza Community College District; President Emeritus, Rio Salado College; Former Search Firm Consultant, ACCT

Sheila Lehker, Senior Vice President, Cizek Associates, Inc.

Angela Provart, President, Pauly Group, Inc.

*Representatives from two national executive search firms share insights and information about the search process. Contract elements and contract negotiation processes are discussed. Strategies for handling the final interviews and the transition period are considered, as well as charting first actions in the new role of CEO.*

**2:15 - 2:30 PM** Break

**2:30 - 3:50 PM Thinking Like a President: What I’ve learned in 30 years of Presidential Leadership**

Sandy Shugart, President, Valencia College

*The inaugural winner of the Aspen Prize is retiring from the presidency this year. In this session, he shares insights and reflects on the presidential journey.*

**3:50 - 4:00 PM**  Wrap-Up

**Thursday, January 28, 2021**

**Final Interviews**

**11:00 AM - 12:00 PM** **Final Interview Competition Preparation**

Mary Spilde, Director, Executive Leadership Institute, League for Innovation in the Community College; President Emeritus, Lane Community College; Achieving the Dream Leadership Coach; ACCT Board Retreat Consultant; ELI Class of 1996

*Game on! The final interview is today! Take this time to make sure your candidate is fully prepared to captivate this board and land this job.*

**12:00 - 12:15 PM** Break

**12:15 - 3:50 PM**  **Interview Competition – New World College**

Rufus Glasper, President and CEO, League for Innovation in the Community College; Chancellor Emeritus, Maricopa Community Colleges; ELD Class of 1989-1990

Sheila Lehker, Senior Vice President, Cizek Associates, Inc.

Angela Provart, President, Pauly Group, Inc.

*A board of nationally recognized search consultants and a community college leader interviews presidential candidates who have been coached by the ELI Team. The interviews are simulations of board-level interviews.* *(A break is provided midway through this session.)*

**3:50 - 4:00 PM**  Wrap-Up

**6:00 - 7:00 PM Graduation and Reception**