



**The 2009 NCIA Academy for Instructional Administrators  
Room 232 ABC  
Phoenix Convention Center  
April 3-4, 2009**

**Exemplary Programs.....Exemplary Leaders**

**Friday, April 3, 2009**

Noon                      **Registration**, lunch, welcome and introductions

1:00 – 2:30 p.m.      **Tools and Strategies for Leading Organizational Change**

Edwin Massey, President and Christina Hart, Associate Vice President of Institutional Effectiveness--Indian River State College (FL)

Like other organizations, educational institutions are born, grow, and mature over the years, and in time must choose to engage in actions for renewal or face decline. The value of an organization's culture is always depreciating. With the onslaught of rapid-fire changes in technology, globalization, external competition, enrollment growth, budget cuts, student demand for access, and changing demographics, it is not possible for an institution to remain relevant without periodic transformation. Seven years ago it became apparent that to remain competitive Indian River State College would need to go to the next level. Going to the next level would require that our people be intrinsically motivated to concentrate on re-inventing our institutional culture. Our goal was to create a culture that supports organizational learning and anticipates change, seeks out change, receives change in the right way, and understands that the need to change *to remain relevant* is about constantly anticipating and creating the future.

In this session the President of IRSC and the AVP responsible for Employee Development will share the insights and learning that have resulted from this Cultural Enhancement Initiative. They will also share the commitment, practices, and strategies that other colleges might consider employing to enhance the climate of their own institutions.

2:30 – 3:00              **Break**

3:00 – 4:30              **Leadership in Action – What Differentiates Good Leaders from Great Leaders**

Randall VanWagoner, President and Robert Jubenville, Department Head of Life Sciences--Mohawk Valley Community College (NY)

Some say leadership is nothing more than a bundle of behaviors, difficult to define and overrated. However, when different leadership frameworks are examined, themes emerge to analyze how those behaviors make a difference.

## **NCIA Academy (Friday 3:00-4:30 continued)**

The intangibles of leadership become more tangible when we see leadership in action. Seeing that bundle of behaviors come together in actions we take as instructional administrators allows us to consider what differentiates good leaders from great leaders. We are so often caught in carrying out the day-to-day responsibilities of our jobs that we don't have time to reflect on the extent to which we are providing leadership – the extent to which we are seizing every opportunity to go beyond just providing good leadership through our formal roles versus intentionally providing great leadership by maximizing all that we bring to those roles.

In this session, a former president of NCIA and last year's NCIA instructional leadership award winner will facilitate an interactive session that helps participants explore different aspects of leadership in action and provide tools to reflect on what differentiates good leadership from great leadership.

4:30 – 5:00 **NCIA Business Meeting**

## **Saturday, April 4, 2009**

8:00 – 8:30 a.m. Continental Breakfast  
- **Presentation of Exemplary Initiatives Awards**

8:30 – 9:30 **Winning Exemplary Initiatives in *Curriculum Innovation*,  
*Organizational Change*, and *Responding to Community Needs***

Nowhere to Run, Nowhere to Hide: Changing Campus Culture by Assessing Writing Across the Curriculum  
Seward County Community College (Liberal, KS)

ASAP: The Spark that Ignited the Transformation  
Queensborough Community College (Bayside, NY)

Providing Access to Justice through Service Learning  
Casper College (Casper, WY)

9:45 – 10:45 **Winning Exemplary Initiatives in *Student Retention and Success*  
and *Responding to Community Needs***

Adjunct Faculty Professional Development: Small Investment- High Yield  
San Juan College (Farmington, NM)

Innovation and Collaboration: Meeting Statewide Healthcare Needs Through Online Learning and Partnerships  
Whatcom Community College (Bellingham, WA)

Accelerated Clinical Laboratory Technician  
Madison Area Technical College (Madison, WI)

11:00 – 12:00 **Honorable Mention Exemplary Initiatives Roundtables**

Electronic Learning in Nursing Education (eLine)  
Del Mar College (Corpus Christi, TX)

## **NCIA Academy (Saturday 11:00 – 12:00 continued)**

Continuous Quality Improvement: A Work style not an Additional Assignment  
Kankakee Community College (Kankakee, IL)

Realizing the Dream: Celebrating the Legacy of Dr. Martin Luther King, Jr.  
Shelton State Community College (Tuscaloosa, AL)

Man Up! African American Male Professors' Program to Enhance the Success and Retention of  
African American Male Students  
Prairie State College (Chicago Heights, IL)

12:00 – 1:00 p.m. **Lunch and Award Presentations**

**Outstanding Service to NCIA**  
CLARUS Corporation (Alliance, NE)

**Outstanding Service to Community Colleges**  
Gary Filan, Executive Director  
The Chair Academy (Mesa, AZ)

### **Instructional Leadership Awards**

Region 2  
Deborah Bouton  
Associate Dean, Professional Development  
Central Piedmont Community College (Charlotte, NC)

Region 3  
James Jolly, Jr.  
Dean of Instructional Services  
Gadsden State Community College (Gadsden, AL)

Region 5  
Teresa Paper  
Dean of the College  
Scott Community College-Belmont Campus (Bettendorf, IA)

Region 6  
Lee Sloan  
Dean, Division of Business, Professional and Technology  
Education  
Del Mar College (Corpus Christi, TX)

Region 7  
Lois Davis  
Dean, Educational Resources  
Casper College (Casper, WY)

Region 9  
Barry Russell  
Vice President of Instruction  
College of the Siskiyous (Weed, CA)

## **NCIA Academy (Saturday continued)**

### **1:00 – 1:45 The Leadership Journey**

- Panel Session with Instructional Leadership Award Recipients

### **2:00 – 3:00 Expanding Your Leadership Toolkit**

- Roundtable Sessions with Instructional Leadership Award Recipients

#### ***Leading a learning college initiative***

Deborah Bouton

Associate Dean, Professional Development

Region 2 - Central Piedmont Community College (Charlotte, NC)

#### ***Leading academic support initiatives***

Lois Davis

Dean, Educational Resources

Region 7 - Casper College (Casper, WY)

#### ***Leading an initiative to establish a lab program***

James Jolly, Jr.

Dean of Instructional Services

Region 3 - Gadsden State Community College (Gadsden, AL)

#### ***Leading a professional development initiative***

Teresa Paper

Dean of the College

Region 5 - Scott Community College-Belmont Campus (Bettendorf, IA)

#### ***Leading a statewide curricular initiative***

Barry Russell

Vice President of Instruction

Region 9 - College of the Siskiyous (Weed, CA)

#### ***Leading curriculum and resource development initiatives***

Lee Sloan

Dean, Division of Business, Professional and Technology Education

Region 6 - Del Mar College (Corpus Christi, TX)

### **3:00 Evaluation and Wrap-Up**