

National Community College Hispanic Council

Leadership Fellows Program

Your Invitation to Leadership

The National Community College Hispanic Council Board of Directors invites applications for the 2007 NCCHC Leadership Fellows Program, conducted by NCCHC in collaboration with North Carolina State University, Department of Adult and Higher Education. The purpose of the program is to provide a keenly focused professional development experience for Hispanic administrators who aspire to upper-level administration or a community college presidency.

Established 21 years ago, NCCHC's mission includes preparation and support of Hispanic leaders in America's community colleges, to the ultimate benefit of our students. One of NCCHC's first ventures was to offer a leadership development program with support from the Ford Foundation. We are proud that 19 of the 72 original Fellows are now or have been community college presidents, and many others have moved to positions of increased responsibility as upper-level administrators. Further, since the resumption of the program in 2003, two of the 44 new Fellows have been named interim presidents and eleven others have received promotions. The Council continues its efforts to develop leaders for the challenges that lie ahead in higher education by offering the 2007 Leadership Fellows Program in collaboration with North Carolina State University. Our commitment is to deliver a high quality leadership development experience that provides Hispanics with an opportunity to continue their professional growth.

Please review the materials in this brochure and consider sponsoring a Hispanic administrator in your college who has shown leadership potential, as well as passing the information on to others who might be interested. As a community college leader yourself, I am certain that you share our concern about the impending leadership vacuum as a result of retirements among presidents and top level administrators. We are also aware of the demographic shift in America that has led to significant growth in the Hispanic population overall and increased enrollment of Hispanic students in our institutions.

Thank you for helping NCCHC identify candidates for the Leadership Fellows Program. Your institution will benefit from the enhanced skills your Fellow(s) will develop, and you will contribute to the community college sector nationally as we continue to assume increasingly important positions at the forefront of American higher education.

Should you have any questions about the NCCHC Leadership Fellows Program, please don't hesitate to call Dr. Leila Gonzalez Sullivan at 919-513-4870.

Cordially,

Elva Concha LeBlanc

Elva Concha LeBlanc , NCCHC President



THE PROGRAM

Demographic shifts are changing the landscape of the United States and the implications of these changes for American society are significant, particularly in education. Community colleges have an obligation to respond to these new demographics by: offering programs and services that meet the needs of a more diverse student body; employing highly qualified and diverse administrators, faculty and staff; providing role models for minority students; and influencing public policy. Unfortunately, at the moment there are very limited numbers of Hispanic educators to engage in this effort.

To address the lack of Hispanic Leaders in American community colleges, the NCCHC is offering The Leadership Fellows Program to develop a pool of highly qualified Hispanics and assist them in attaining high-level positions in community colleges. The program is designed for community college educators whose career interest focuses on assuming increasingly responsible administrative positions, with the ultimate goal of becoming a community college president. Components of the year-long training program are: two learning seminars; regular online communications with NCCHC leaders and other Fellows; attendance at the NCCHC Symposium; and continued mentoring and professional development.

CURRICULUM

Faculty for the seminar sessions will be NCCHC board members, Hispanic community college presidents, and other leaders and scholars.

To develop and enhance personal/professional leadership skills for the current transitional period in higher education as well as future challenges, Fellows will receive training in topics such as:

- Organizational development
- Institutional effectiveness
- Finances and facilities
- Conflict resolution
- Crisis management
- Community development
- Strategic thinking and planning
- Technology
- Negotiation skills
- Board/CEO relations
- Culture and diversity
- Academic leadership
- Change process

Fellows will also have the opportunity to assess their leadership skills, prepare a strategic career plan, polish their resumes, learn how to conduct an effective job search, and practice public speaking and presentation skills.

APPLICATION PROCESS

Candidates should currently hold a position such as Vice Chancellor, Vice President, Provost, Dean, or Director and aspire to a community college presidency. A master's degree is required, with doctorate preferred.

Applicants should submit the following materials:

1. Completed application form
2. Current resume
3. Personal statement of educational philosophy and career aspirations (500-750 words)
4. Letter of support from the supervisor/sponsor assessing the candidate's potential for higher level leadership positions in the community college setting and guaranteeing the college's support for the candidate's participation in all components of the program

SEMINAR DATES

Summer 2007: June 6 evening-June 9 noon
Raleigh, NC

Fall 2007: September 18 evening-September 20
Phoenix, AZ

2007 NCCHC Symposium September 20-22

Fellows are expected to attend both seminars and the Symposium in order to receive a certificate of completion.

CONDITIONS AND FEES

The tuition will cover participant costs for seminar housing, meals and materials. Travel, incidentals, and cost of attending the NCCHC Symposium must be covered by the participant or sponsoring institution. Candidates must agree to attend all sessions, including the Symposium, and must received commitment from the appropriate supervisors for participation.

Tuition: \$1200

* A limited number of travel scholarships are available from the NCCHC. Contact Dr. Leila Gonzalez Sullivan if interested.

SELECTION PROCESS

Applicants will be selected by a panel of NCCHC board members who will base their decisions upon the following factors:

1. The candidate's potential for CEO positions in community colleges as evidenced by career history and accomplishments
2. The supervisor's assessment of leadership potential
3. The candidate's commitment as evidenced by the personal statement

Those selected will be notified by May 1st and will be honored at NCCHC events throughout the year.

CONTACT

Dr. Leila Gonzalez Sullivan
(919) 513-4870 or lgsullivan@ncsu.edu

NATIONAL COMMUNITY COLLEGE HISPANIC COUNCIL

LEADERSHIP FELLOWS APPLICATION

Applications will be accepted until the cohort is filled. Early application is advised. Please fax/email applications to:

Dr. Leila Gonzalez Sullivan
NCCHC Leadership Fellows Program Director
300D Poe Hall, Campus Box 7801
North Carolina State University
Raleigh, NC 27695-7801
Phone: 919-513-4870
Fax: 919-515-6305

Personal Data

Name: _____
Home address: _____
Work address: _____
Home phone: _____ Work phone: _____
Email: _____

Work Experience

Current position/institution: _____
Previous position/institution: _____
Previous position/institution: _____

Education

Highest degree/institution: _____
Other degree/institution: _____

Professional Affiliations

Previous leadership training

Please attach:

- Current resume
- Personal statement of educational philosophy and career aspirations (500-750 words)
- Supervisor's letter of recommendation and assessment of candidate's leadership potential

NOTE: Incomplete application packets will not be considered. Accepted applicants will be notified by May 1st, 2007.

The National Community College Hispanic Council is an affiliated council of the American Association of Community Colleges, a national organization that has provided leadership to the community college movement for more than 50 years. AACC is comprised of 1,300 members representing two-year public and private institutions. Through a system of councils, AACC encourages the greater involvement of special interest groups in its activities.



NCCHC is committed to the principles that “education is essential for realizing the fullest potential of each member of our society, and appropriate higher education should be available to all.” While Hispanics in American society are not the only group that may need special attention and assistance in order to take full advantage of higher education opportunities, this is the group to which the organization’s primary attention is directed. Founding in 1985, NCCHC is a non-profit, charitable organization governed by a board of directors who are community college presidents.

NCCHC works within community college sector to promote education interests and success of the Hispanic community. Its mission is to provide access, success, and leadership development for Hispanics/Latino (as).



NCCHC LEADERSHIP FELLOWS PROGRAM
Department of Adult and Higher Education
300 Poe Hall-Campus Box 7801
North Carolina State University
Raleigh, NC 27695-7801

TIMED MATERIAL-

Please circulate this application
NCCHC-Preparing Latinos & Latinas
for Community College Leadership

NCCHC values:

- Academic achievement
- Access and equity
- Climate of inclusiveness
- Community development
- Diversity
- Economic empowerment
- Integrity
- Leadership development

NCCHC has set the following strategic goals:

- Enhance professional and organizational development efforts that support current and future community college leaders
- Advocate policies, programs and practices that positively impact Hispanics/Latinos(as)
- Establish strategic alliances that foster Hispanic/Latino(a) student success
- Strengthen the NCCHC organizational infrastructure

NCCHC hosts an annual leadership symposium to enhance the skills of its members and supporters and to promote networking. Other activities are scheduled in conjunction with the annual convention of the American Association of Community Colleges. Through a periodic newsletter, *Vision*, the NCCHC communicates its ideals and progress toward implementing lasting change in Hispanic educational growth. For further information, visit the organization’s website at www.ncchc.com.