



# *Mercer Leadership Academy*

## *Program Description and Application*

**July 1, 2009**

**Steering Committee:  
Patricia Donohue, Linda Scherr,  
Deborah Kell, Eileen Curristine**

***Background***

The development and availability of well-prepared leaders is vital to the continued success of community colleges and our students. Researchers and community college leaders across the country project that a large number of experienced leaders from all areas of community colleges will retire within the next three to five years, leaving a significant leadership gap at all levels. In 2004, the American Association of Community Colleges (AACC) estimated that by 2007, the United States would need 700 new community college presidents and campus heads, 1800 new leaders in administrative positions, and 30,000 new faculty (AACC, 2004). Many say that estimate was too low.

undertake a project at the college that applies the knowledge and skills developed in the Academy to an area outside participants' typical responsibilities. Participants will work on these projects either as individuals or in small groups. Participation in all Academy activities is mandatory. It is anticipated that participants will serve as mentors for future cohorts.

The curriculum for the **Mercer Leadership Academy** aligns with the leadership competencies established by the AACC. The sessions will include discussions, presentations, and occasional invited speakers. The core texts include:

1. Gail O. Mellow and Cynthia Heelan, *Minding the Dream: The Process and Practice of the American Community College*. 2008.
2. Arthur, M. Cohen, Florence B. Brawer, and John R. Lombardi, *The American Community College*. 2008.
3. Lee Bolman and Terrence Deal, *Reframing Organizations: Artistry, Choice, and Leadership* (3<sup>rd</sup> ed.) John Wiley & Sons. 2003.

In addition, participants will be attuned to issues facing higher education by reading *The Chronicle of Higher Education*, *InsideHigherEd.com*, and *Community College Week*.

Materials will be provided to participants. Participants who wish to keep the texts after the completion of the Academy will need to purchase personal copies (subsidized in part by the college).

At the end of the program, participants will

- demonstrate an awareness of the place of the community college in American higher education
- actively engage with current issues in Higher Education (at the national and state level)
- apply their knowledge and skills to continuous improvement at Mercer
- develop the skills, knowledge, and attitudes for 21<sup>st</sup> century leadership advocated by the AACC

### ***Applications***

Individuals in all organizational units who are interested in developing leadership skills are encouraged to apply. Please complete the enclosed application and submit it to Ms. Diane Badessa by September 4, 2009. If you are interested in the Academy but unable to participate in the 2009-2010 academic year, there will be additional opportunities in 2010-2011 and 2011-2012.

### **For More Information**

If you have questions or would like additional information, please contact Linda Scherr, Deborah Kell, or Eileen Curristine.

### **References**

American Association of Community Colleges (2004). *Leading Forward Fact Sheet*. Retrieved June 11, 2009 from [http://www.ccleadership.org/pdfs/LF\\_Fact\\_Sheet.pdf](http://www.ccleadership.org/pdfs/LF_Fact_Sheet.pdf)

American Association of Community Colleges (2006). *Competencies for Community College Leaders*. Washington, D.C.: Community College Press. Retrieved June 11, 2009 from <http://dbtext.aacc.nche.edu/dbtw-wpd/data/CompentenciesForLeaders.pdf>



Mercer Leadership Academy  
Application  
2009-2010

Name:

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Your Current Position:

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Length of Service in Current Position:

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Length of Service in Higher Education:

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1. Briefly describe the teaching areas, programs, departments, and services for which you are responsible.
  
2. What are your short-term and long-term career goals in higher education?
  
3. Please submit a one-page personal statement of why you would like to participate in the **Mercer Leadership Academy**. In what ways do you expect your particular skills, experience and perspective will contribute to small group discussions and activities?

Signature and date: \_\_\_\_\_

*Note: Your signature indicates your commitment to participate fully in the Academy by attending all sessions, participating online, preparing through readings and research, and completing a project.*

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Please provide two references who may be contacted during the applicant review process (conducted by President Donohue and the Executive Team).

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Name

\_\_\_\_\_  
email/ext

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Name

\_\_\_\_\_  
email/ext

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*Please return by September 4, 2009 to:  
Ms. Diane Badessa  
Attn: Leadership Academy Application*