



message from system president

The Louisiana Community and Technical College System has always been committed to investing in those who work within our system and one of the ways that we do this is through our Leadership Development Institute (LDI). This year marks our eighth successful year of the institute and it is with great pride that the LCTCS Board of Supervisors and I present the 2008-2009 LDI Graduates.

The class began in September and 23 individuals made a full commitment to a program that is nationally recognized for fostering professional development and growth. Each class member was required to go above and beyond the duties of their already-demanding jobs by gathering one week each month to participate in group discussion and to hear from local and nationally recognized community and technical college leaders. The skill sets of our future leaders were further enhanced through mentoring relationships with their colleagues and hands-on experience through a one week internship. Our LDI graduates worked diligently to achieve personal and professional growth and in turn, they add value to our system as a whole.

The System is exceptionally proud of our LDI program and we are very privileged to offer it. Our graduates not only learn more about the system and its objectives, but they embark on a journey of self-discovery, all the while being challenged to create new goals for themselves and take advantage of new opportunities. I am pleased to say that almost all of our graduates receive promotions within their own colleges or offers for promotions within the System.

I'd like to give special recognition to Jennifer Daly, our LDI Program Coordinator. She did a fantastic job in leading a program that is so valuable to our graduates and the System. I would also like to thank the stellar group of presenters for the great wisdom they imparted to the class. Most of all, I want to thank our graduates. I believe that only the best is yet to come for these individuals and we look forward to seeing their future successes within our System.

JOE D. MAY PRESIDENT

about our program

The Louisiana Community & Technical College System (LCTCS) is pleased to present the participants of the Eighth Annual LCTCS Leadership Development Institute (LDI).

Our program has been cited as one of the top statewide programs in the country for leadership and professional development training. Featured in the 2006 American Association of Community Colleges publication, *Growing Your Own Leaders: Community Colleges Step Up*, the LDI has been our system's unified response for developing emerging leaders. Without the assistance and cooperation of all of the colleges and campuses within the LCTCS, this program would not be possible.

Created in 2001 as a response to the impending "leadership" crisis, the LDI has trained 170 System employees. Of those employees, at least 50 have pursued promotions and have indicated that they attribute their new positions directly to the training provided through the LDI. Also, many employees who participated in the program have stated that it has provided them with the tools to be more effective in their current positions.

The LDI is a personal and professional journey designed to assist participants in realizing their potential for leadership. The Program is open to faculty members on at least 60% release time with administrative duties, and employees in mid-level positions (defined as Directors, Deans, Assistant Deans or others in equitable positions). A maximum of twenty-three individuals are selected annually to participate in this professional development opportunity.

Our participants engage in mentoring relationships, they participate in interactive feedback reports, projects, implementation and presentations, book discussions and internships. Further, the LDI participants are able to receive three hours of undergraduate or graduate credit for taking part in the program.

Leadership development is everyone's responsibility. To that end, the System has continued to take a proactive approach in refining the LDI requirements to meet the ever-changing needs of the workplace.



2008-2009 National speakers



Dr. Mary Brumbach
Executive District Director of Strategic Funding
Dallas County Community College District
Dallas, TX



Dr. Don Cameron President Guilford Technical Community College Jamestown, NC



Dr. Gordon Davies Consultant Richmond, VA



Dr. Glen Dubois Chancellor Virginia Community College System Richmond, VA



Dr. Bill Law President Tallahassee Community College Tallahassee. FL



Dr. Kay McClenney Director, Community College Survey of Student Engagemen The University of Texas at Austin Austin, TX



Dr. Tony Perez President Borough of Manhattan Community Colleg New York City, NY



Dr: Mary Thornley President Trident Technical College Charleston, SC



Dr. Bill Wenrich Chancellor Emeritus Dallas County Community College Distric Dallas, TX

2008-2009 state speakers

Tim Barfield Executive Director Louisiana Workforce Commission

Dr. Bob Bell Sr. Vice President, Academic and Student Affairs Louisiana Community & Technical College System

Dr. Sally Clausen Commissioner of Higher Education Louisiana Board of Regents

Nancy Clay Executive Director for Enrollment Service. Baton Rouge Community College

Dr. Bradley Ebersole Vice Chancellor Academic Affairs Baton Rouge Community College

Rudy Gomez Executive Director Blueprint Louisiana

Ashley Gray
Director of Counseling Services
River Parishes Community College

Jim Henderson Sr. Vice President for Career & Technical Education Louisiana Community & Technical College System

Connie Koury General Counsel Louisiana Board of Regents

Joe Marm Director of Budget and Planning Louisiana Community & Technical College System

System President Louisiana Community & Technical College System

Dr. Kay McDaniel Regional Director Louisiana Technical College - Region 2

Steve Mitchell Director of Performing Arts Pavilion Baton Rouge Community College

Dr. Luke Robins Chancellor Louisiana Delta Comn Lee Reid Partner Adams and Reese Associates

Sean Reilly Chairman Blueprint Louisian

Jimmy Sawtelle
Vice President of Technical Education
Louisiana Community of Technical College System

Stevie Smith
Board Chair
LCTCS Board of Supervisors

Harold Suire Consultant

Education, Research and Information Services, Inc

Olhe Tyler
Deputy Superintendent of Education
Department of Education

William Wainwright Regional Director Louisiana Technical College, Region 9

Tommy Williams
Executive Director of Governmental Relations
Louisiana Community & Technical College System

ethel m. Blake



CURRENT TITLE: WIA Youth Director

Institution: Louisiana Technical College, Natchitoches Campus

6587 Hwy 1 Bypass Natchitoches, LA 71457 Phone: 318-357-3162 Fax: 318-352-2248

E-MAIL: eblake@ltc.edu

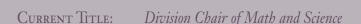
Education: Master of Education

Northwestern State University

The training and experience that I received from this educational series gave me the opportunity to understand the leadership roles of administrators at every level.

кіск с. всаdley





Institution: Louisiana Delta Community College

4014 LaSalle Street Monroe, LA 71203 Phone: 318-342-3726 Fax: 318-342-3715

E-MAIL: kbradley@ladelta.cc.la.us

Education: Master of Science in Mathematical Sciences

McNeese State University

While there are many more challenges ahead and many more things to be accomplished, I do feel that LDI has given me a great deal of knowledge about leadership and what good leaders do that will help me to be a successful leader in the future.

vernell L. Briscoe



Current Title: Coordinator of Slidell/Sidney Collier Campuses

Institution: Louisiana Technical College

56707 Behrman Street Slidell, LA 70458 Phone: 985-646-6412 Fax: 985-646-6429

E-MAIL: vbriscs1@dcc.edu

Education: Master of Arts in Curriculum and Instruction

Xavier University of New Orleans

When evaluating my LDI experience, I would say that it has been a rewarding challenge.

christina D. Dooley



Current Title: Chief Financial Aid Officer

Institution: Louisiana Technical College, Region 4

Teche Area Campus 609 Ember Drive

New Iberia, LA 70562

Phone: 337-373-0011, Ext. 106

Fax: 337-373-0039

E-MAIL: cdooley@ltc.edu

Education: Master of Education

(Certification in Guidance and Counseling) University of Louisiana at Lafayette

It is the role of the leader to inspire those who follow them – inspire them to work to make the organization the best that it can possibly be.

Todd J. Dozier





Political Science, Philosophy, and Geography

Institution: Baton Rouge Community College 201 Community College Drive

Baton Rouge LA 70806 Phone: 225-216-8000

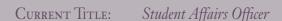
E-mail: doziert@mybrcc.edu

Education: Masters of Arts in History Louisiana State University

The combination of the speakers, books, and discussions with the class has made me a better person, and I believe a better leader.

Rebecca g. Etzel





Institution: Louisiana Technical College, Ascension Campus

9697 Airline Highway Sorrento, LA 70778

Phone: 225-675-5397, Ext. 210

Fax: 225-675-6007

E-mail: betzel@ltc.edu

Education: Bachelor of Arts in English

Louisiana State University

The network of leaders and friends I have found through our LDI group, my mentorship, my internship, and people here at the LCTCS office is invaluable.

Lum fass



Current Title: Assistant Dean

Institution: Louisiana Technical College, North Central Campus

605 W. Boundary Street Farmerville, LA 71241 Phone: 318-368-3179 Fax: 318-368-9180

E-MAIL: lum.farr@ltc.edi

Education: Masters of Arts in Criminal Justice

University of Louisiana at Monroe

I will treasure my LDI experience and share my experiences in my day-to-day leadership.

kimberly crawford florich



Current Title: Business Department Head/Instructor

Institution: Louisiana Technical College, Lamar Salter Campus

15014 Lake Charles Highway

Leesville, LA 71446 Phone: 337-537-3135 Fax: 337-537-5571

E-MAIL: kflorich@ltc.edu

Education: Masters of Arts in Adult Education

Northwestern State University

The Leadership Development Institute experience has supported my goals and efforts as I seek to grow my professional career.

Tanya Johnson-Anderson



CURRENT TITLE: Director of Student Affairs

Institution: Louisiana Technical College, Young Memorial Campus

900 Youngs Road

Morgan City, LA 70380 Phone: 985-380-2436 Fax: 985-380-2440

E-MAIL: tanya.anderson@ltc.edu

Education: Masters of Education in Counseling

Nicholls State University

The overall evaluation of my leadership experience was a remarkable one, and I would love to come back and share my experience with future LDI participants.

melba faulkner kennedy



CURRENT TITLE: State Coordinator for Secondary to

Postsecondary Transitions

Institution: Louisiana Community and Technical College System

265 South Foster Drive Baton Rouge, LA 70806 Phone: 225-922-2787 Fax: 225-922-2865

E-MAIL: mkennedy@lctcs.edu

Education: Masters Degree in Education

Southern University

I have gained a wealth of knowledge and ideas to use as I move forward and continue my journey on becoming a leader at different levels in higher education.

Jennifer R. kleinpeter



Current Title: Director of Admissions

Institution: River Parishes Community College

P.O. Box 310

7384 John LeBlanc Boulevard

Sorrento, LA 70778 Phone: 225-675-8270 Fax: 225-675-5478

E-MAIL: jkleinpeter@rpcc.edu

Education: Master of Education in Counselor Education

Southeastern Louisiana University

You can establish leadership in any position you are in.

gayle p. Ladner



Current Title: Assistant Dean

Institution: Louisiana Technical College, Sullivan Campus

1710 Sullivan Drive Bogalusa, LA 70427 Phone: 985-732-6640 Fax: 985-732-6603

E-MAIL: gladner@ltc.edi

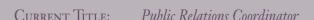
Education: Masters of Art

Southeastern Louisiana University

What a luxury to come and listen to professional leaders in my field talk about their leadership achievements and struggles.

ginger Leblanc





Institution: Louisiana Community and Technical College System

265 South Foster Drive Baton Rouge, LA 70806 Phone: 225-922-2800 Fax: 225-922-2476

E-MAIL: gleblanc@lctcs.edu

Education: Bachelors of Arts in Mass Communication

Louisiana State University

LDI encouraged me to think critically about my future, set goals for myself and make a plan. I have more poise and definitely more self-confidence.

cindy L. Maggio



Current Title: Director of Student Services

Institution: Louisiana Technical College, Shreveport-Bossier

2010 North Market Shreveport, LA 71137 Phone: 318-676-7811 Fax: 318-676-7805

E-MAIL: cindy.maggio@ltc.edu

Education: Master of Science

Northwestern State University

LDI has taught me that a good leader should know himself, know his individual strengths and weaknesses, and have a passion for fulfilling his personal mission by finding his inner strength and conviction.

sean patrick martin



Current Title: Director of Teacher and Adult Education

Institution: Delgado Community College

615 City Park Avenue

New Orleans, LA 70119-4399

Phone: 504-671-5633 Fax: 504-483-4326

E-mail: smarti@dcc.edu

Education: Masters of Education

Our Lady of Holy Cross College

My LDI experience has made me a better employee, a better colleague, a better boss, a better leader, and most importantly, a better person.

vicki ann morehead



Current Title: Accounting & Reporting Supervisor

Institution: Bossier Parish Community College

6220 East Texas Street Bossier City, LA 71111 Phone: 318-678-6213 Fax: 318-678-6395

E-mail: vmorehead@bpcc.edu

Education: Masters of Business Administration

Louisiana Tech University

The LDI activities have inspired me to focus on teamwork, innovativeness, taking initiative, sharing my ideas and insight with others, and being more proactive in providing feedback during group discussions.

ponnis L. poe





Current Title: College & Career Transition Coordinator

Institution: Louisiana Technical College, Alexandria Campus

4311 South MacArthur Drive

Alexandria, LA 71307

Phone: 318-487-5443, Ext. 125

Fax: 318-487-5970

E-MAIL: donnis.poe@ltc.edu

Education: Bachelor of Science

Northwestern State University

During this year, I have learned more about leadership than in any other time in my career.

pouglas R. postel



Current Title: Campus Dean

Institution: Louisiana Technical College, Ruston and North

Central Campuses 1010 James Street Ruston, LA 71270 Phone: 318-251-4145 Fax: 318-251-4159

E-MAIL: doug.postel@ltc.edu

Education: Masters of Arts

Louisiana Tech University

Throughout this year, I have gained confidence in my knowledge of the system and in my own leadership abilities.

charles scott price



Current Title: Industrial Maintenance Instructor

Institution: Louisiana Technical College, Northwest Campus

814 Constable Street Minden, LA 71055

Phone: 318-371-3035, Ext. 1050

Fax: 318-371-3055

E-MAIL: scott.price@ltc.edu

Education: Bachelor of Art.

Louisiana State University - Shreveport

My LDI experience has been one of the best and most informative times of my LCTCS career.

carolyn s. Randall



Current Title: Director of Human Resources and Payroll

Institution: Baton Rouge Community College

201 Community College Drive Baton Rouge, LA 70806

Phone: 225-216-8601 Fax: 225-216-8003

E-mail: randallc@mybrcc.edu

Education: Master's of Art in Organizational Management

University of Phoenix

The experience was educational and provided a learning and growth experience that will be invaluable as I transition to the next level in my leadership journey.

martha R. sealy



Current Title: College & Career Transition Coordinator

Institution: Louisiana Technical College, Region 2

3250 North Acadian Thruway East

Baton Rouge, LA 70805 Phone: 225-359-9439 Fax: 225-359-9300

E-MAIL: martha.sealy@ltc.edu

Education: Master of Landscape Architecture

Louisiana State University

Each speaker added a new dimension to my life, personally and professionally, allowing me to grow as a leader.

willie E. smith





Institution: Louisiana Technical College, Lafayette Campus

1101 Bertrand Drive Lafayette, LA 70506

Phone: 337-262-5962, Ext. 156

Fax: 337-262-5122

E-MAIL: wsmith@ltc.edu

Education: Master of Public Administration

Tulane University

This experience has given me so much insight and knowledge about how to solve and overcome challenges, and has reaffirmed that taking risks is often required in order to become a great leader.

michelle L. votaw



Current Title: Business Department Head/Blackboard Administrator

Institution: L. E. Fletcher Technical Community College

310 St. Charles Street Houma, LA 70360 Phone: 985-857-3655 Fax: 985-857-3689

E-MAIL: *mvotaw@ftcc.eda*

Education: Master of Education in Educational Technology Leadership

Nicholls State University

My leadership experience has taught me, in order for our system to be successful, we need to realize that we are all in this together.

"Keepers"

Throughout the year, the students had the opportunity to hear from many extraordinary leaders. The following is a small sample of the "keepers", or memorable quotes, that the students captured during the sessions.

Sustainable leadership is people who know what they don't know.

None of us...are as smart as all of us.

There is a difference between leadership and management.

Circumstances should not be an excuse.

As a leader, change is hard.

Leadership is teaching.

Don't confuse your passions with your mission.

If you want to be seen...stand up,
If you want to be heard...speak up,
If you want to be respected...shut up.



LISTEN TO THE VOICE IN YOUR HEAD.

Who we are inside determines the leader we are.

Never compromise the future for an easier present.

You can count on the pop quizzes in life.

JUST BECAUSE IT IS THE WAY IT'S
ALWAYS BEEN DONE DOES NOT MEAN
THAT IS THE WAY IT SHOULD BE DONE.

Balance is not always equal.

Life is a roller coaster ride, pay your money, keep your eyes open and enjoy the ride-all ups and downs.



