

LOUISIANA COMMUNITY AND  
TECHNICAL COLLEGE SYSTEM



Louisiana Community & Technical College System  
LEADERSHIP DEVELOPMENT INSTITUTE

*Class of 2009*



## 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*  
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. Kay McClenney  
Director, Community College Survey of Student Engagement  
The University of Texas at Austin  
Austin, TX*



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



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



*Dr. Gordon Davies  
Consultant  
Richmond, VA*



*Dr. Mary Thornley  
President  
Trident Technical College  
Charleston, SC*



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



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



*Dr. Bill Law  
President  
Tallahassee Community College  
Tallahassee, FL*

# 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 Services*  
*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 Marin*  
*Director of Budget and Planning*  
*Louisiana Community & Technical College System*

*Dr. Joe May*  
*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 Community College*

*Lee Reid*  
*Partner*  
*Adams and Reese Associates*

*Sean Reilly*  
*Chairman*  
*Blueprint Louisiana*

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

*Stevie Smith*  
*Board Chair*  
*LCTCS Board of Supervisors*

*Harold Suire*  
*Consultant*  
*Education, Research and Information Services, Inc.*

*Ollie 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.*”

# Kirk C. Bradley



CURRENT TITLE: *Division Chair of Math and Science*

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



CURRENT TITLE: *Associate Professor of History, Department Chair for History, 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



CURRENT TITLE: *Student Affairs Officer*

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 FARR



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.edu*

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](mailto: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.edu*

EDUCATION: *Masters of Arts  
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



CURRENT TITLE: *Public Relations Coordinator*

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: *smart@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.*”

# Donnis 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.*”

# douglas 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 Arts  
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



CURRENT TITLE: *KYTE Program Director*

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.edu*

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.*



“keepers”

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.





Louisiana Community &  
Technical College System

---

*Changing Lives, Creating Futures*

265 SOUTH FOSTER DRIVE  
BATON ROUGE, LA 70806

[WWW.LCTCS.EDU](http://WWW.LCTCS.EDU)