Senior Leader Aspirations
MI-ACE 2025

Agenda

Introductions

Higher Education Landscape and Women in Leadership

Student Success Resources

Leadership Development Programs
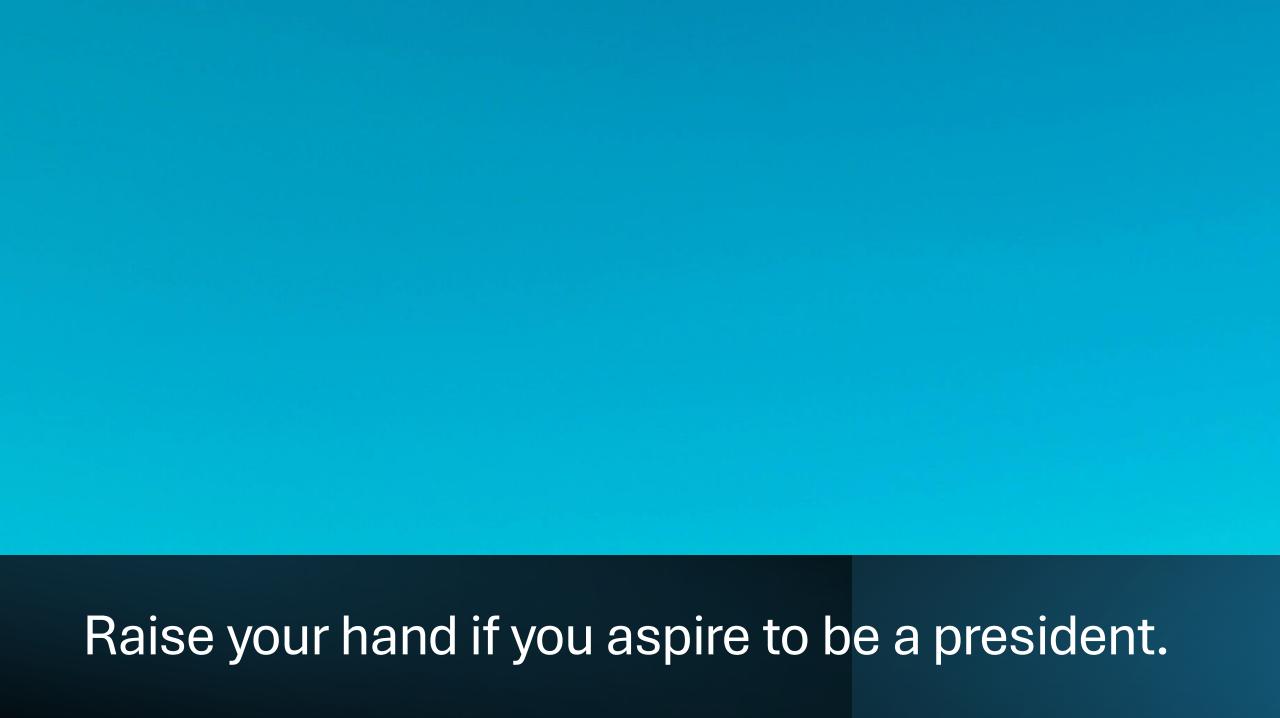
Building Resiliency

Presenters

Precious Miller
Program Director

Erica Orians
Vice President

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Raise your hand if you aspire to be a president.

The Challenge

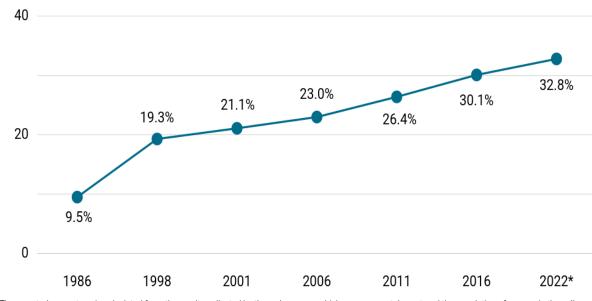MICHIGAN
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Higher Ed Landscape and Women in Leadership

5 out of 31 community college presidents in Michigan are women

Higher Education Landscape and Women in Leadership

- The gender gap has been noted as an ongoing data point since the onset of the American College President Study (ACPS).

- While the share of women presidents has increased since 1986, today women still only make up about 32.8 percent of current presidents

Figure 3.1. Distribution of Presidencies Held by Women: Selected Years, 1986–2022

'The reported percentage is calculated from the results collected by the web scraper, which more accurately captured the population of women in the college presidency (see the methodology in chapter one for further details).

Higher Ed Landscape and Women in Leadership

Table 3.2. Representation Among Women Presidents, by Race and Ethnicity: 2022

	Race and Ethnicity
Hispanic or Latino	7.9%
Caucasian, White, or White American (non-Middle Eastern descent)	69.1%
Middle Eastern or Arab American	0.5%
Black or African American*	14.1%
American Indian or Alaska Native	1.4%
Asian or Asian American	4.1%
Asian Indian	0.0%
Native Hawaiian or other Pacific Islander	0.3%
Multiracial (excluding Hispanic or Latino)†	2.7%
Race not listed	0.0%
Total	**100%**

Note: Totals may not add up to 100 percent due to rounding.
*Black or African American population was likely oversampled due to survey outreach strategies.
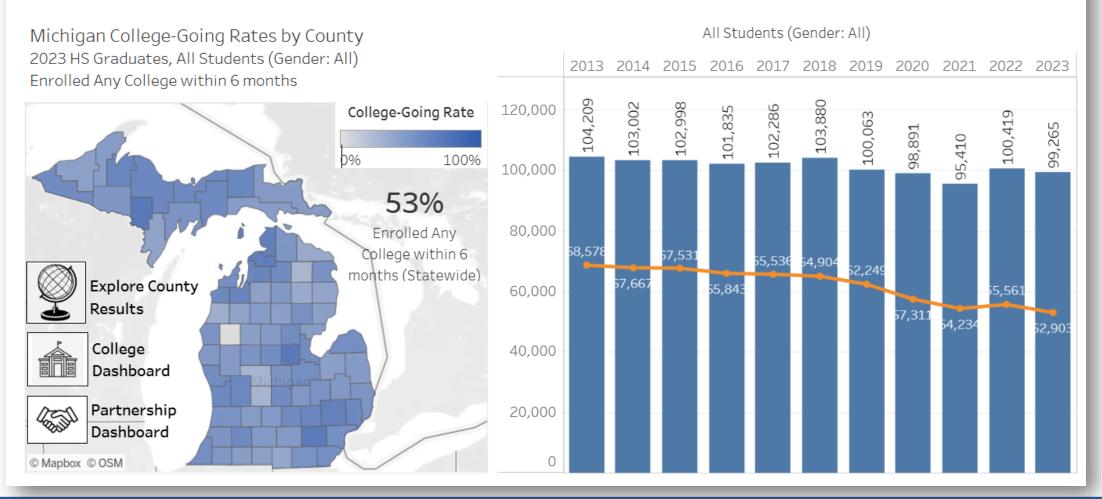†Presidents were asked to select any race with which they identify. As a result, any president who identified as more than one race was included in this created variable.

The Student Success Imperative

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The High School to College Transition in Michigan

Statewide there are fewer high school graduates, and even fewer students enrolling at any college immediately after HS.

Michigan College-Going Rates by County
2023 HS Graduates, All Students (Gender: All)
Enrolled Any College within 6 months

College-Going Rate
0% ———— 100%

53%
Enrolled Any College within 6 months (Statewide)

Explore County Results

College Dashboard

Partnership Dashboard

© Mapbox © OSM

All Students (Gender: All)

Year	Graduates	Enrolled
2013	104,209	68,578
2014	103,002	67,667
2015	102,998	67,531
2016	101,835	65,843
2017	102,286	65,536
2018	103,880	64,904
2019	100,063	62,249
2020	98,891	57,311
2021	95,410	54,234
2022	100,419	55,561
2023	99,265	52,903

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Dual Enrollment in Michigan by Michigan Community College Association
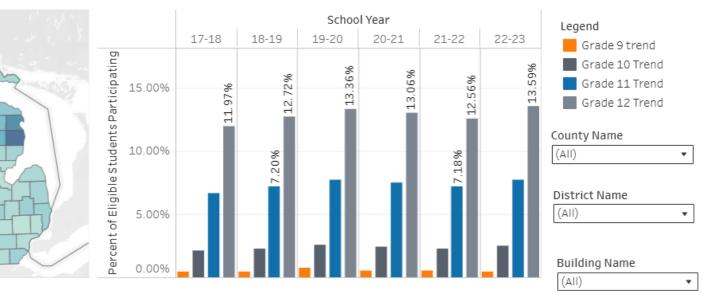
Statewide Context | Dual Enrollment Details by Hig...
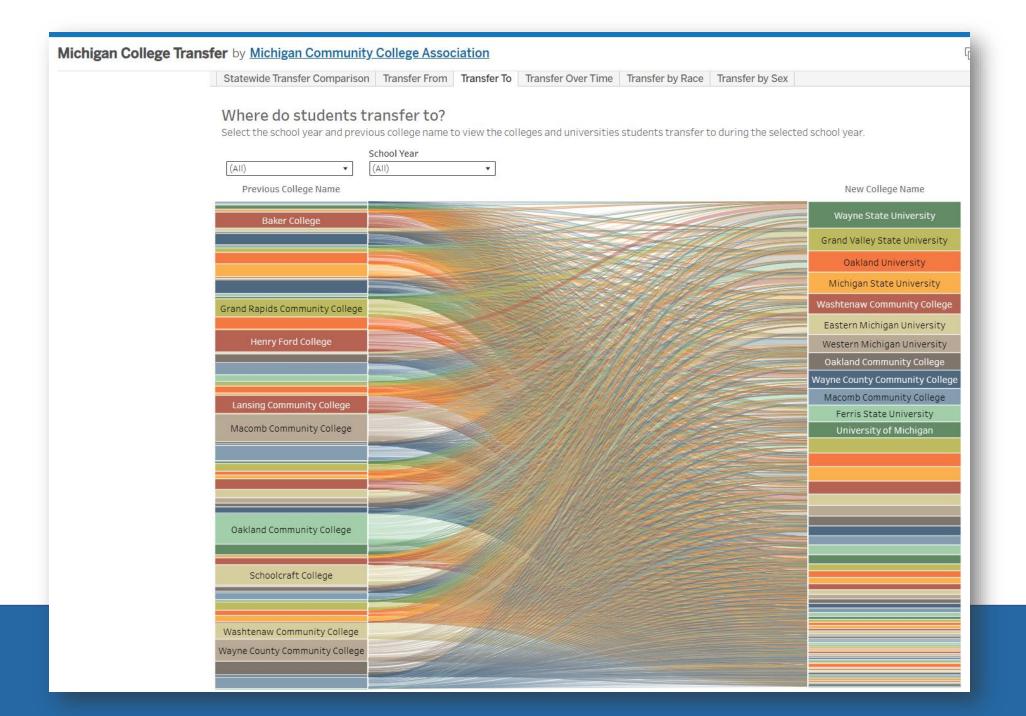
Statewide Dual Enrollment Context

Each year, thousands of students miss out on the opportunity to earn college credit in high school through dual enrollment.

Michigan Dual Enrollment Participation by County

Dual Enrollment Participation by Grade Level

% Students Participating

0.36%   54.31%

School Year

| | 17-18 | 18-19 | 19-20 | 20-21 | 21-22 | 22-23 |

Percent of Eligible Students Participating

15.00%

10.00%

5.00%

0.00%

11.97% 12.72% 13.36% 13.06% 12.56% 13.59%

7.20% 7.18%

Legend
- Grade 9 trend
- Grade 10 Trend
- Grade 11 Trend
- Grade 12 Trend

County Name
(All)

District Name
(All)

Building Name
(All)

Michigan College Transfer by Michigan Community College Association

Statewide Transfer Comparison | Transfer From | **Transfer To** | Transfer Over Time | Transfer by Race | Transfer by Sex

Where do students transfer to?

Select the school year and previous college name to view the colleges and universities students transfer to during the selected school year.

School Year

(All) ▼   (All) ▼

Previous College Name

- Baker College
- Grand Rapids Community College
- Henry Ford College
- Lansing Community College
- Macomb Community College
- Oakland Community College
- Schoolcraft College
- Washtenaw Community College
- Wayne County Community College

New College Name

- Wayne State University
- Grand Valley State University
- Oakland University
- Michigan State University
- Washtenaw Community College
- Eastern Michigan University
- Western Michigan University
- Oakland Community College
- Wayne County Community College
- Macomb Community College
- Ferris State University
- University of Michigan

Credential Completion in Michigan by [Michigan Community College Association](#)

| Introduction | **Statewide Overview** | Statewide/Institution Compari... | Institution Spotlight | Glossary |

Statewide Overview

8-year outcomes for Michigan students who started college in the selected cohort year at all MI Community and Tribal Colleges, Public 4-year, Private not-for-profit, Private for profit 2-year, and Private not-for-profit 4 year. These data are from the IPEDS Outcomes Measures.

Legend:
- ■ Percent Received Award at 8 Years
- ■ Percent Still Enrolled at 8 Years
- ■ Percent Enrolled at Another Institution at 8 Years
- ■ Percent Enrollment Status Unknown at 8 Years

Cohort Year
(All) ▼

Institution Type
MI Community and Tribal Colleges ▼

All Students

Pell Recipients

Non-Pell Recipients

First-Time, Full-Time

Non-First-Time, Full-Time

First-Time, Part-Time

Non-First-Time, Part-Time

The Future of Community Colleges

www.mcca.org

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Community College 3.0

Community College 1.0

COMMUNITY COLLEGE
1.0

Access

LEGACY

- Increased course and program options to meet the increased demand associated with expanded enrollment

- Increased developmental education needs due to more underprepared students

- Young leaders moved into president and provost positions

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Community College 2.0

COMMUNITY COLLEGE

2.0

Access

Completion

LEGACY #1 FROM CC 1.0

LARGE NUMBER OF UNDERPREPARED STUDENTS ENROLLING IN COMMUNITY COLLEGES

REFORM	Improve developmental education outcomes through acceleration, contextualization, etc.
OUTCOME	Higher rates of students completing developmental sequence, but lack of improvement in overall completion rates.

COLLEGE
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aspen institute

Community College 2.0

COMMUNITY COLLEGE

2.0

Access
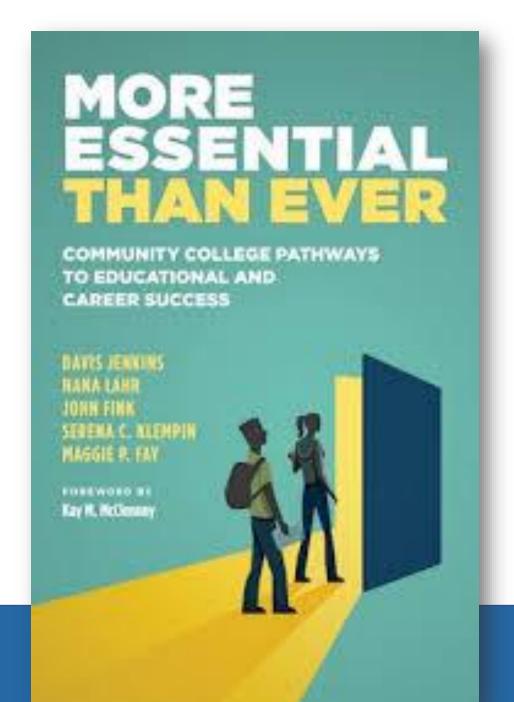
Completion

LEGACY #2 FROM CC 1.0

LARGE NUMBER OF PROGRAMS AND COURSES OFFERED AT COMMUNITY COLLEGES

REFORM	**Guided pathways:** • Clear course sequences and other learning per degree • Reorganizing advising to get students on and through pathways
OUTCOME	Leaders must take on institution-wide reform rather than a series of independent initiatives; new kinds of leadership are needed.

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MORE ESSENTIAL THAN EVER

COMMUNITY COLLEGE PATHWAYS TO EDUCATIONAL AND CAREER SUCCESS

DAVIS JENKINS
HANA LAHR
JOHN FINK
SERENA C. KLEMPIN
MAGGIE P. FAY

FOREWORD BY
Kay M. McClenney

Community college pathways reforms to date have focused on removing barriers to completion. That's important, but colleges must do more to tap into students' motivation to enroll and complete by strengthening pathways to post-completion success.

Program Frontier #1:
Ensuring that programs prepare students for good jobs and/or bachelor's transfer in field of interest

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Pathways Frontier #4:
Enabling students with many competing priorities and pressures to complete in as little time and cost as possible

MCCA Leadership Academy

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About ▾ Advocacy ▾ Student Success ▾ Programs ▾ Events News ▾ Contact ▾

Leadership Academy Experience

The MCCA Leadership Academy is a year-long learning journey that includes six live sessions and a capstone student success project and graduation experience in conjunction with the annual MCCA Student Success Summit.

Resources

Curriculum

The Academy curriculum is rich and dynamic. Developed in collaboration with the National Center for Inquiry & Improvement and the Aspen College Excellence Program, the curriculum guides participants in exploring roles in leadership, student goals, student experience, leadership traits, institutional change, and external partnerships.

Leadership Academy Modules

- Defining Student Success and Data-Driven Approaches to Student Success

- Improving Labor Market Outcomes, Transfer, and Teaching & Learning Practices

- Redesigning the Student Experience

- Strategic Finance, Policy, and Advocacy

- Leadership Qualities for Senior Staff

- Leading Internal Transformational Change and Leading Effective External Strategic Partnerships

Leadership Development Opportunities for Future Leaders

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National Leadership Development Programs

Our partners across the nation have developed exceptionally valuable leadership development programs for future community college leaders with many alumni and faculty from Michigan engaged in the programs.

COLLEGE EXCELLENCE PROGRAM
aspen institute

Program: Aspen Institute Rising Presidents Fellowship

Experience: The Fellowship is a year-long executive leadership experience that brings together a reform-minded group of up to 40 aspiring community college presidents. The program includes three residential sessions, mentoring from accomplished veteran presidents, and opportunities to apply learning from the seat of the president.

Length: 12 months

Application Deadline: Annually in the winter

Alumni and Affiliated Michiganders: Lisa Frieberger, Vice President of Finance and Administration (GRCC), Lori Gonko, Vice President, Strategy and Human Resources, Research and Planning (HFC),Kimberly Hurns, Vice Chancellor for Student Services (OCC), Russ Kavalhuna, President (HFC), Steve Robinson, President (LCC), Seleana Samuel, VP of Business Business Operations (LCC), John Selmon, President (MCC)

More Info

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Program: Presidents Roundtable's Thomas A. Lakin Leadership Institute

Experience: The Lakin Institute is a national professional growth program sponsored by the Presidents' Round Table of African American CEOs of Community Colleges. The Institute offers a personal and professional growth experience for selected people who have shown a capability for broader leadership roles in community colleges' existing or future responsibilities.

Length: One week

Application Deadline: Summer

Alumni and Affiliated Michiganders: Nerita Hughes, President (Bay College), L. Marshall Washington, President (Kalamazoo Valley), CharMaine Hines, Vice Chancellor, Academic Accountability and Policy (Wayne County)

More Info

Program: National Council for Black American Affairs (NCBAA) Carolyn Grubbs Williams Leadership Development Institute

Experience: In keeping with its mission, NCBAA presents the 20th Annual Leadership Development Institute for African American Mid-Level Administrators. The Institute prepares African Americans in community colleges for leadership roles to ensure that the pipeline to executive-level positions is fluid. NCBAA is committed to delivering an exemplary leadership development program for African Americans in community colleges to enhance their leadership skills and provide opportunities for professional and personal growth.

Length: One week

Application Deadline: Spring

Alumni and Affiliated Michiganders: L. Marshall Washington, President (Kalamazoo Valley)

More Info

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Program: American Council on Education Women's Network (MI-ACE) Senior-Level Leadership Job Shadow Program

Experience: The MI ACE Senior–Level Leadership Job Shadow Program provides mid-level women leaders who aspire to a senior-level position, the opportunity to gain impactful mentorship, learn from diverse institutional viewpoints and enhance professional knowledge and skills. This program utilizes best practices from established job shadow and fellowship resources which creates an exceptional experience for select women in higher education in Michigan.Length: One year customizable program.

Application Deadline: Summer 2025

Alumni and Affiliated Michiganders: Lisa Frieberger, Vice President of Finance and Administration (GRCC), Sally Welch, Provost and Senior VP of Academic Affairs (LCC), Erin Van Egmond, Vice President, College Advancement and Executive Director, GRCC Foundation (GRCC), Reva Curry, VP of Instruction and Learning Services (Delta)

[More Info]

Program: League for Innovation Executive Leadership Institute

Experience: ELI provides the opportunity for prospective community college presidents, or those in transition, to analyze their abilities, reflect on their interests, refine their skills, and engage in leadership discussions with an unparalleled faculty of community college leaders from across North America.

Application Deadline: December 2024 or January 2025

Alumni and Affiliated Michiganders: Mike Gavin, President (Delta), Dan Phelan, President (Jackson)

[More Info]

Leadership Development Resources

Michigan Executive Office of the Governor Boards and Commissions

Through appointments to Boards and Commissions, citizens can help develop policymaking and program-implementing decisions. The State of Michigan's centralized portal provides a transparent way to explore available positions, understand the appointment process, and apply for an appointment. This platform enhances government openness, accountability, and public engagement.

More Info

MCCA Professional Association Leadership Alliance

The Michigan Community College Professional Associations Leadership Alliance (PALA) is a collaborative network of professional associations and affinity groups representing Michigan's community colleges. Coordinated by the MCCA, PALA fosters information sharing, facilitates communication among member organizations, and provides updates on MCCA activities, legislative matters, and other key issues impacting community colleges across the state.

More Info

MCCA Student Success Resources

The Michigan Center for Student Success connects community college leaders, faculty, and staff with data, research, and best practices to improve student outcomes. The Data, Initiatives, and Resources page offers insights on expanding college access, increasing degree attainment, and addressing gaps in student success and career outcomes. Visit the site for tools, reports, and strategies to support student achievement and institutional improvement.

More Info

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[Michigan] Community College Presidential Search

Open Meetings Act → Board of Trustees → Search Committee → Institutional Priorities → Candidate Priorities

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Building Resiliency

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Building Resiliency

Fear of failure	Perfectionism	Imposter syndrome	Self-criticism	Ageism
Fear of success	Over preparation	Minimizing achievements	Comparison	Denial of competence
		People-pleasing		
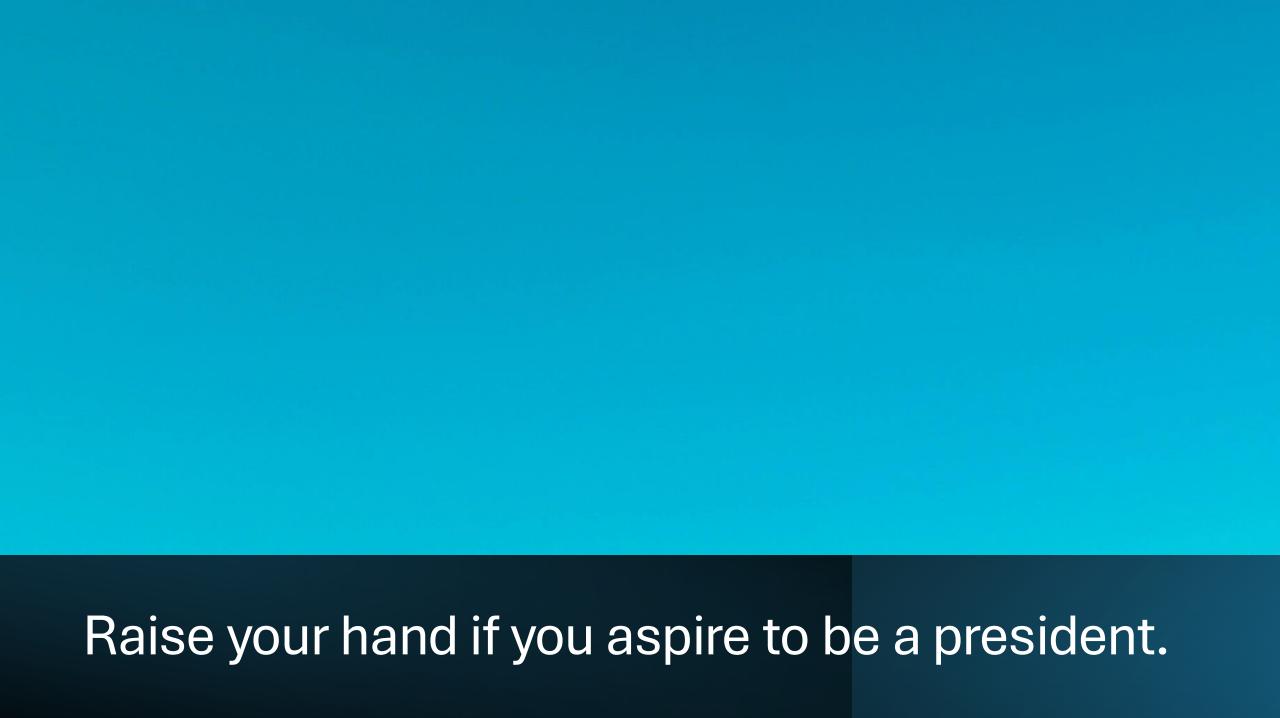
Raise your hand if you aspire to be a president.

Interview Prep with the Pauly Group

- **MCCA leadership development strategy** includes preparing leaders for presidencies and executive leadership roles.

- Angela Provart from the Pauly Group and Trevor Kubatzke from LMC hosted a joint Interview Prep drive-in pre-COVID for leaders interested in seeking leadership roles.

- **Agenda may include** sessions on the search process, researching a college, working with a search firm, CV and cover letters, the interview process, and mock interviews.

- MCCA presidents and trustees may attend and serve as **mock interview search committee** members or trustees.

Contact Us

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Precious Miller
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Resources

- [The American College President- 2023 Edition](#)
- https://www.mcca.org/Leadership-Development
- https://www.mcca.org/Data-Initiatives-Resources

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