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LEADERSHIP ACADEMY:
BEST PRACTICES AND ESSENTIAL TOOLS
FOR FACULTY

STEMTECH 2016

Setting the Context

Developed by National Convergence Technology Center National Science Foundation (NSF) Advanced Technological Education (ATE) Center led by Collin College

- 2004 forward
- Consortium with 58+ college and university partners
- Primarily in the area of networking infrastructure/mobility/data communications
- Developed to address the downturn in IT in the early 2000's
- Designed with lock-step cooperation with regional and now national business to ensure employment for graduates
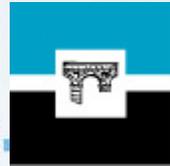- Professional Development week-long events annually

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CTC Partners

National Convergence Technology Center

El Centro College
DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

COLLIN COLLEGE

UNT UNIVERSITY OF NORTH TEXAS
Discover the power of ideas.

FLORIDA STATE COLLEGE at Jacksonville

Fox Valley TECHNICAL COLLEGE
Knowledge That Works

GEORGIA SOUTHERN UNIVERSITY

LANSING COMMUNITY COLLEGE
Where Success Begins

3

Results of Active Business Engagement

- Curriculum aligned to produce workforce-ready grads
- Involvement in recruitment events
- Professional development for faculty
- Provide internships for students; externships for faculty
- Provide business mentoring
- Guest speakers
- Co-author whitepapers
- Evaluate capstone presentations
- Participate in panels at conferences
- Hire graduates

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Convergence College Network

- Community of Practice/Mesh Network
  - Primary vehicle for innovation nationally in IT
  - Primarily led by faculty

Faculty Members

- Content and pedagogical specialist work comes naturally
- Lead the CTC project at their institutions
  - Building and implementing a Business & Industry Leadership Team (BAC with co-leadership responsibilities for college program)
  - Enlisting support from administrators
  - Working with others who may value different things and view the world differently
  - Possibly planning on moving to higher positions

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Working Connections

- Week-long intensive education/training preparing a faculty member to go back to their campuses and teach an entirely new course
- 16th year
- Over 1500 faculty nationally have participated
- Almost 75,000 students affected with the latest technologies

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The Issue

Getting innovation implemented and institutionalized takes skills many faculty members may not have developed

Working Connections 2015/16

Leadership Academy/Think Tank implemented to provide additional skills for faculty

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Description

Do you need to improve your relationship with local business and industry leaders, strengthen your curriculum, develop new classroom models to better engage and retain students, communicate more effectively with colleagues, and supplement your programs with innovative grant projects? And do you need to do all of this with little to no budget money, a huge work load, and a small support staff? You've come to the right place! Find the answers you and your students need as Working Connections' "Leadership Academy" helps you develop skills and strategies to take your program to the next level.

Learn more about yourself, meet your peers, and hear best practices. Work in groups, use role-playing and workbook activities, master new strategies. Discover essential resources and tools. This material is not just for IT instructors and administrators. These processes can work across all technical disciplines and beyond.

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Key elements

- Content beyond technical innovations
- Role playing to solidify knowledge
- Reflection

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Three Main Objectives

1. Understand strategies to maximize your relationship with business and keep them engaged and active in your program

2. Learn best practices to improve your program by introducing new curriculum formats and leveraging grant opportunities

3. Strengthen your interpersonal communication skills and ability to work with different personality types

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Agenda – Day 1

- Introduction (building a cohort from the attendees)
- Overview of Leadership Academy Objectives
- Overview of the Convergence Technology Center
- The BILT Process (Business and Industry Leadership Team)
    - Recruiting members
    - Holding quarterly meetings / follow up
    - The KSA Process
- Reflection and report-out

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Agenda – Day 2

- The BILT Process (continued)

    Faculty perform the KSA/Course Crosswalk to identify gaps

    Application of process "at home"

- Strategies for including soft/employability skills in the classroom

- Reflection and report-out

Agenda – Day 3

- DiSC workshop

- DiSC role-playing

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What Is DISC?

DISC is a behavior assessment tool based on the **DISC** theory of psychologist William Moulton Marston, which centers on four different behavioral traits, which today are called: dominance, influence, steadiness, and compliance.

DISC Personality Test

- Helps you determine your DISC type and personality profile quickly.

- Other training helps you determine how the DISC factors, Dominance, Influence, Steadiness and Compliance predict your behavior towards others and the everyday things you do.

Applied Understanding other Types

- Understanding of others' views
- Learning how to identify the DISC type of others without their taking a test
- Understanding and identifying "type" improves ability to communicate

Agenda – Day 4

- Essentials for Writing Proposals
  - Competitive proposals are not simple
  - Essentials
    - Reading and Understanding the Grant Opportunity
    - Developing a "new" idea
    - Developing strategies for partnerships
    - Developing a budget
    - Garnering support from your institution

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Agenda – Day 5

- Different topics including
  - Time management
  - Career coaching evidence of success (sustainability)
  - Job development
- Wrapping it up/Report-out
- ACTION PLANS

Follow-up and Longitudinal Studies

- Multiple phone and email follow-up mentoring
- January 2017 web meeting
  - Report out on action plans
  - Discussion of challenges and opportunities
  - Feedback on topics to include in 2017

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Anecdotal Feedback So Far

- Eyes were opened!

- Attendees are applying what they learned

- Longitudinal data at 6, 18, and 30 months will be more definitive

- Regular web meetings will also provide more information

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More Help – for BILT and Other Needs

- Collin is lead for the National Center of Excellence for Convergence Technology (NSF sponsored)

    The Convergence College Network is open to institutions that want to share in a Community of Practice to further IT and Communications Technician Education

    For more information look under Education Resources:

    http://www.connectedtech.org

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More Help – for BILT and Other Needs

Collin is lead for the Centers Collaborative for Technical Assistance (NSF sponsored)

October 13 webinar on Business Engagement, 3 pm Eastern

Other webinars, best practices, and convenings are provided for DOL and NSF grantees and others leading workforce programs

For more information:

http://www.atecenters.org/ccta

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