

# ACADEMIC LEADERSHIP FELLOWS – SPEAKERS AND SCHEDULE

THEME:

UNDERSTANDING ACADEMIC LEADERSHIP: INSTITUTIONAL,  
PERSONAL, AND DEI CONTEXTS

*SUMMER INSTITUTE*

*JUNE 20-22, 2023*

## CONSORTIA HOSTS

### **Associated Colleges of the Midwest**

*Allen L. Linton II* · Sr Director of Equity, Diversity, and Inclusion

*Brian Williams* · Vice President for Strategic Initiatives

### **Associated Colleges of the South**

*Stephanie Fabritius* · President

*Beth Adcock Shiroishi\** · Director of the ACS Mellon Academic Leadership Fellows Program

### **New York Six Liberal Arts Consortium**

*Amy Doonan Cronin* · Executive Director

*Peter Simons* · NY6 Project Manager

*\*Beth Shiroishi is the onsite contact. Please text 404-906-0811 with any urgent needs, concerns, emergencies, or logistics issues. Please text on or before 6/20 if you would like car transport for the offsite dinner on 6/21.*

## DESIRED EXPERIENCE FOR PARTICIPANTS

- ✓ An immersive, interactive presentation and discussion of the topics and the issues, questions, and opportunities our presenters raise. Presentation/facilitation formats might include presentations, breakout sessions, case studies, fireside chats, and informal social opportunities.
- ✓ An opportunity to learn from the experiences of the presenters/facilitators as they have transitioned from faculty to academic leader, from academic leader at one institution to academic leader at another, and the intersection between one's underrepresented identity and their leadership within education landscapes.
- ✓ Exposure to multiple models of leadership that can support their professional development at their home institution.
- ✓ An opportunity to build community across institutions and consortia.
- ✓ Ensure DEI approaches are interwoven throughout the entire Institute.

## WITH GRATITUDE AND APPRECIATION

The ACM/ACS/NY6 Joint Summer Institute has been made possible by the generous support of The Mellon Foundation.

### **About the Mellon Foundation**

The Mellon Foundation is the nation's largest supporter of the arts and humanities. Since 1969, the Foundation has been guided by its core belief that the humanities and arts are essential to human understanding. The Foundation believes that the arts and humanities are where we express our complex humanity, and that everyone deserves the beauty, transcendence, and freedom that can be found there. Through our grants, we seek to build just communities enriched by meaning and empowered by critical thinking, where ideas and imagination can thrive. Learn more at [mellon.org](http://mellon.org).

## AGENDA

### JUNE 20, 2023

11:45 am - 12:45 pm • Lunch available at *Emory Conference Center* dining room

1:00 pm - 5:00 pm • ACM Meeting - *Dogwood Conference Room*

1:00 pm - 5:00 pm • ACS Meeting - *Basswood Conference Room*

2:00 pm - 5:00 pm • NY6 Meeting - *Maple Conference Room*

6:00 pm - 9:00 pm • Dinner and fun at *Wisteria Lanes at Emory Conference Center* (bring socks for bowling!)

### JUNE 21, 2023 - HICKORY CONFERENCE ROOM

7:30 am • Continental Breakfast available outside *Hickory Conference Room*

8:15 am - 8:30 am • Welcome and Introduction

8:30 am - 11:30 am • Morning Facilitated Sessions: Transition to Academic Leadership

- The Leader in the Role: Identify what values and approaches to leadership are consistent for you and how they may look different depending on the role you occupy. How to fulfill your purpose as a leader, not just meeting the expectations of a role. (Kimberly Griffin)
- Assessing Fit: Taking a comprehensive examination of fit in a role. What does it mean to fit in an academic leadership role, how it changes over time, and how your expectations alter an understanding of it? (Kendrick Brown)
- Managing Transitions: Transitioning to academic leadership comes with changes in identity, power and how colleagues view you. We will distinguish between *transition* and *change* and how your approach to both, as on-going processes, can prepare you for being successful as an academic leader. (Marjorie Hass)

11:45 am - 12:45 pm • Lunch in Emory Conference Center dining room

1:00 pm - 4:00 pm • Afternoon Facilitated Sessions: DEI Necessary for Effective Leadership

- Leadership and Equity: What do we mean when we say, “lead through a DEI lens”? In what ways is that different from other best practices in leadership? After an overview of leadership, a specific focus on engaging throughout higher education spaces with an equity lens at all levels. (Marjorie Hass)
- DEI Toolkit: What does it mean to have a toolkit to be an equitable leader? How do we distinguish between equity, diversity, inclusion, and justice as concepts? How do leaders engage with obstacles to equitable leadership? (Kimberly Griffin)
- Empathy as Prerequisite of DEI: Empathy and vulnerability can be the keys to fostering relationships, connecting with others, and developing a deeper understanding of others’ experiences on campus. How can you show empathy as a leader and open up opportunities to be an effective, consistent ally to those on campus. (Kendrick Brown)

## JUNE 21, 2023 - HICKORY CONFERENCE ROOM

4:00 pm - 5:00 pm · Late Afternoon Fireside Chat

- Reflections and Lessons Learned – Our facilitators talk with each other about transitions, DEI leadership, lessons learned across both.
- “Ask Anything” - opportunity for fellows to ask their questions.

6:00 pm · Leave Emory Conference Center lobby to walk to SriThai for dinner (This is a short - five to seven minute walk. If you'd like car transport, please text Beth Shiroishi a day in advance at 404-906-0811)

## JUNE 22 - HICKORY CONFERENCE ROOM

7:30 am · Continental Breakfast available outside *Hickory Conference Room*

9:00 am - 11:30 am · Morning Sessions: *Understanding Leadership Profiles and DISC Assessment*

- Review of DISC Leadership profiles, both individually and as a cohort, to identify how profiles inform modes of working with colleagues. Facilitated reflection will support connecting leadership profiles with one's vision in fulfilling personal and professional goals throughout the fellowship. (Kate McCaffrey)
- Participants will engage in dialogue and activities to apply DISC assessment findings to academic leadership situations and environments. (Kate McCaffrey)

11:30 am - 12:00 pm · Wrap Up/Closing

- Thank attendees for their time; quick reflection exercise; next steps and expectations of the upcoming year.

11:45 am - 12:45 pm · Lunch available in Emory Conference Center dining room

### SPEAKERS

**Kendrick Brown** · Provost and Senior Vice President for Academic Affairs, Morehouse College  
**Kimberly Griffin** · Professor and Dean of the College of Education, University of Maryland  
**Marjorie Hass** · President, Council of Independent Colleges  
**Kate McCaffrey** · Executive Coach and Consultant, Paradigm Twist, LLC



## KENDRICK BROWN

PROVOST AND SENIOR VICE PRESIDENT ·  
MOREHOUSE COLLEGE

Kendrick Brown, Ph.D., is the provost and senior vice president for academic affairs at Morehouse College. He has more than 20 years of experience as a professor and senior administrator, having served students and faculty with distinction at private liberal arts colleges on the West Coast and the Midwest. A published scholar and a sought-after speaker on issues of race, identity, diversity, and inclusion, Dr. Brown earned his doctorate and master's degree in psychology at the University of Michigan. He received his bachelor's degree in psychology at Mount Union College in Ohio. During his tenure in higher education, he has worked to create and implement effective strategic plans while managing \$50-million budgets, launching new academic majors, and empowering faculty to become national instructional leaders who innovate and inspire students to excel.

Prior to coming to Morehouse, Dr. Brown served as dean of the College of Arts and Sciences at the University of Redlands in Redlands, California, an institution with more than 260 faculty members and 5,000 students. During his five years at Redlands, Dr. Brown led a multi-phased strategic planning process for the college that reimagined the institution's mission and vision and expanded academic programs. He also implemented strategies to improve recruiting and talent development, which resulted in a more diverse workforce.

Prior to his tenure at Redlands, Dr. Brown served as a senior administrator at Macalester College in Saint Paul, Minnesota, where he worked as acting provost and chief academic officer as well as associate dean of the faculty.

Dr. Brown shares a commitment to the Morehouse mission to develop men with disciplined minds who will lead lives of leadership and service. Among his priorities are the expansion of virtual education and study abroad opportunities, the creation of innovative programs for students studying on campus, and development of the esteemed Morehouse faculty.

Brown has written a number of published scholarly articles which have appeared in *Current Psychology*, *The Journal of Applied Social Psychology*, and *The Journal of Black Psychology*. He also has appeared as a panelist at the 2020 Naval Academy Leadership Conference, the 73rd and 74th annual meetings of the American Conference on Academic Deans, and the 31st International Congress of Psychology in Japan, and a host of other conferences.



## **KIMBERLY A. GRIFFIN**

PROFESSOR AND DEAN OF THE COLLEGE OF EDUCATION ·  
UNIVERSITY OF MARYLAND

Dr. Kimberly Griffin is Dean of the College of Education and a Professor in the Higher Education, Student Affairs, and International Education Policy Program (Student Affairs Area of Specialization). Dr. Griffin earned her doctoral degree in Higher Education and Organizational Change from UCLA, her Master's degree in Education Policy and Leadership at the University of Maryland, and her Bachelor's degree from Stanford University in Psychology. Prior to completing her doctoral work, Dr. Griffin worked in higher education administration, primarily focusing in the areas of diversity recruitment, admissions, and retention in undergraduate and graduate education.

Dr. Griffin's research interests are primarily focused in three areas: diversity and equity in graduate education and the professoriate; diversity within the Black higher education community; and mentoring and career development. These interests have led her to conduct work on a variety of topics, including: career development of Ph.D. completers in science, Black professors and their engagement in student interaction, the experiences of Black immigrant college students, diversity recruitment in graduate education, and campus racial climate. Dr. Griffin is skilled in advanced quantitative and qualitative methods, as well as the integration of these strategies in mixed methods research.

Dr. Griffin is an active scholar and researcher, engaged widely in efforts to promote diversity and equity in higher education. Her research has been funded by the Burroughs Welcome Fund, National Institutes of Health, and National Science Foundation. Her work has been published widely, and has appeared in the Review of Higher Education, Journal of College Student Development, Journal of Diversity in Higher Education, and Journal of Negro Education. Dr. Griffin's work also contributes to national conversations on equity and inclusion, and she has collaborated and consulted with the National Institutes of Health, National Science Foundation, National Academies, American Council on Education, and the Council of Graduate Schools to discuss extant research and new initiatives. She served as editor of the Journal of Diversity in Higher Education from 2018-2022.



## MARJORIE HASS

PRESIDENT, COUNCIL OF INDEPENDENT COLLEGES

Marjorie Hass is a philosopher, leader, award-winning teacher, mentor, author, and an influential thinker in independent higher education. She has led the Council of Independent Colleges since 2021. Hass is inspired by CIC's impact on hundreds of member institutions and the more than two million students they serve. She is committed to ensuring CIC remains a valuable resource to help independent colleges and universities live out their unique missions vibrantly and fully. She guides CIC's programming to ensure it engages a diverse membership; supports member financial health and innovation; and strengthens CIC's role as a champion of independent higher education.

A philosopher by training, Hass earned bachelor's, master's, and doctoral degrees in philosophy from the University of Illinois at Urbana-Champaign. She has published widely on the philosophy of language, logic, and feminist philosophy and speaks frequently on leadership, shared governance, and the independent sector in higher education. She is the author of *A Leadership Guide for Women in Higher Education* (Johns Hopkins Press, 2021). Insightful and relevant, Hass combines first-hand leadership experience with data-informed analysis. She has a deep understanding of the challenges presidents face and compassion and admiration for the work they and other campus leaders do.

Before joining CIC, Hass served as president of Rhodes College and of Austin College. She also served at Muhlenberg College as a member of the philosophy faculty and as provost. Hass was a member of the CIC Board of Directors from 2012 to 2016. She also has served as a board member of the Association of American Colleges & Universities and as former chair of the board of the National Association of Independent Colleges and Universities. She is currently a member of the Board of Trustees at Brandeis University.



## KATE MCCAFFREY

EXECUTIVE COACH AND CONSULTANT, PARADIGM TWIST, LLC

Committed to motivating and empowering her clients to enable their success, Kate McCaffrey is an executive coach and consultant who helps organization leaders to understand competencies, behavior, and skills. By focusing on identifying and clarifying their current goals, she partners with clients to determine and devise strategies and specific action plans that enable them to reach their highest potential. She forges collaborative relationships with clients and works with them to create customized, macro-level development roadmaps. Kate will be in your corner from the start to the finish of the project/engagement and will work with you to achieve the best results. She does this in an empathic, reassuring, collaborative and encouraging way.

Kate has devoted her professional life, having spent almost 30 years in student affairs in higher education, to the study of improving and cultivating human and leadership potential to drive positive outcomes. Her demonstrated success in developing and executing pathways and vision, affirms her as an expert at identifying opportunities and delivering solutions that achieve organizational excellence and improve leadership capacity both operationally and behaviorally.

As a coach and consultant, she partners with clients to optimize performance and to accelerate results. Her research and experience have focused on maximizing the value of talent, aligning employees with organizational imperatives, and creating organizations that thrive and succeed.

Kate holds a Bachelor of Arts in Sociology from Massachusetts College of Liberal Arts; a Master of Science in Student Affairs; and a Ph.D. in Human Resources Studies/Higher Education Leadership from Colorado State University. She is also certified as an executive coach via the Center for Executive Coaching in Change Intelligence (CQ)<sup>®</sup> and in the Wiley DISC<sup>®</sup> suite of assessments.