



American Association of Blacks in Higher Education

# LEADERSHIP & MENTORING INSTITUTE

*"The Next Phase of Academic Leadership"*

Volume 3, Issue 1

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## Giving Back to LMI\*

*"Alumni Share Why They Choose to Give Back"*

The impact of the Leadership and Mentoring Institute (LMI) extends beyond the week-long experience. The Institute provides an enriching experience that leaves an indelible impression and inspires alumni to engage in service opportunities. As an arm of the American Association of Blacks in Higher Education (AABHE), LMI thrives on the commitment and investment of alumni and faculty who believe in the value of LMI and have a willingness to 'give back'.

Dr. Barbara J. Johnson, a charter member of AABHE, was a member of the LMI inaugural class of 2003 held at Savannah State University in Savannah, Georgia. Johnson knows first-hand the life changing impact of LMI. As a result she graciously and liberally gives back to the organization through her service as the current director of the Institute.

Having such a profound impact on her professionally and personally, compels Johnson to devote countless hours and resources to ensure the foundational aspects of LMI are instilled in participants. Likewise, she ensures the LMI curriculum continues to incorporate current topics to ensure participants are prepared for the next "phase of academic leadership".



When asked why she commits so much of her personal time and resources to LMI, Johnson commented that she believes in the potential of the organization. Because of her strong belief in the LMI Experience, Johnson encouraged a former student, Dr. Henrietta Williams Pichon (LMI '08) to apply to the Institute.

Pichon recalled learning about LMI. "As a new faculty member, I was running into situations and relied on my mentor a lot. I asked her [Johnson] how did she know all of that stuff, and she told me that she had learned about it at LMI". Pichon noted she "wanted to stop being reactionary and be more proactive."

Reflecting on her LMI Experience, Pichon remarked that she learned invaluable knowledge about tenure and promotion and was better able to

address different situations. "My LMI experience was career changing. I learned exactly what I needed to do to navigate the promotion and tenure process."

Subsequent to her LMI experience, Pichon sought opportunities to not only tell others about the Institute, but she also looked for ways to become actively involved. "I just felt that I owed the organization something after they did so much to get me back on track".

Pichon currently volunteers with LMI in various capacities including serving on the LMI Planning Committee, coordinating the recruitment table at the AABHE Conference, serving as a LMI faculty members, and donating supplies and financial support.

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**LMI XI: July 6-13, 2014**

**Access LMI Application at:**

<http://lmiexperience.org>

**Deadline: April 1**



Building Bridges for Professional Growth in Higher Education

We are proud of our *LMI ALUMNI!*

*Read more on page 4*

# Mentorship: Paying It Forward

*“Leaders should influence others in such a way that it builds people up, encourages and edifies them so they can duplicate this attitude in others.” — Bob Goshen*



The Leadership and Mentoring Institute (LMI) symbolizes a sustained effort by the AABHE to operationalize the sentiment of Mr. Goshen’s quote. True mentorship at its core is leadership at its most altruistic. It represents a willingness to think beyond one’s own advancement while disseminating professional and personal wisdom to others.

*Leadership development through mentoring – in the end, it’s all about relationships.* At its core, leadership development is facilitated via strong mentor-mentee relationships. Listed below are some best practices for cultivating these critical relationships including ways to address challenges that may indeed arise<sup>1</sup>:

## **Expectations for Cultivating the Mentoring Relationship**

- Interact with respect and professionalism
- Build trust by articulating and fulfilling expectations
- Engage in partnership building activities and exchange of learning rather than one-way advice
- Build mentee’s sense of self-efficacy

*Source Cited*

<sup>1</sup> Bilimoria, D. (2011).

*Best practices in faculty mentoring.*

Presented at Weatherhead School of Management, Case Western Reserve University.

## **Mentoring Challenges & Suggested Actions to Address**

- **Time challenges: the best mentors are very busy; and mentees sometimes do not perceive their own time investment to be worthwhile**

*Action: Set a schedule of meetings and co-develop the agenda for each meeting*

- **Mentors and mentees to informally manage on their own**  
*Actions: Establish guidelines and expectations, provide oversight of the process, increase accountability*

- **Perceptions and expectations of mentoring may differ**  
*Action: Discuss expectations early and often*

- **Organizational culture does not always support mentoring**

*Actions: Involve immediate supervisor and seasoned colleagues throughout the process; periodically discuss benefit of mentoring in department or unit meetings*

- **Department size: sometimes just not enough senior faculty or administrators to serve as mentors**

*Action: Use a variety of mentoring practices*

*Continued from cover page*

Mr. Richard Bray, an LMI alumnus from the class of 2013, echoed similar sentiments as Johnson and Pichon. Surprised by the intimate interaction and candid conversations with higher education leaders, LMI exceeded his expectations and wanted to become involved. Bray explained, “LMI gave me an opportunity to develop skills and strategies to help me to determine if staying in higher education as a career choice was still viable and worthwhile to pursue. “I came back renewed and with an understanding about my career path trajectory.”

Immediately post-institute, Bray volunteered to serve on two LMI committees. His commitment to helping LMI

maximize its potential was evident as he took the lead in exploring the possibility of a pre-conference at the AABHE annual conference.

As an alumnus of LMI, the easiest way to give back is to share the news about LMI with colleagues and encourage them to apply. But take it a step further by donating your time, money, and resources to make sure others in higher education have the LMI Experience.

*\*This is the first of a series of features on how LMI alumni give back.*

# LMI Class of 2013

Miles College – Fairfield, Alabama



AABHE and LMI express appreciation to the following individuals and institutions for their financial support of LMI:

Dr. Shantay Bolton  
TMR Consultants

Dr. Sheila V. Baldwin  
Columbia College Chicago

Dr. John T. Wolfe, Jr.  
University of Maryland System

Dr. Fred A. Bonner, II  
Rutgers, The State University of  
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Dr. Barbara J. Johnson  
Meharry Medical College

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Northwestern State University

Dr. James C. Renick  
Jackson State University

Ms. Ellen Heffernan  
The Spelman & Johnson Group

Dr. Joseph H. Silver, Sr.  
Silver & Associates

Dr. George T. French, Jr.  
Miles College

Center of Excellence for Faculty  
Development  
Clark Atlanta University



LMI Class of 2013

Photo taken on steps of 16<sup>th</sup> Street Baptist Church  
(Birmingham, Alabama)

## LMI CLASS OF 2013 PARTICIPANTS

Maxine Adegbola	University of Texas at Arlington
Linda Blake	Southern Arkansas University
Richard Bray	Indiana University-Purdue University Indianapolis
Shanita Brown	Meharry Medical College
Angelia Divine	Miles College
Eric Dogini	Clark Atlanta University
Ronald Hopkins	San Jacinto College District
Tina Kandakai	Kent State University
Andrea Kelly	St. Petersburg College
Emmanuel Little	Georgia College
Reynard McMillian	Meharry Medical College
Charmayne Patterson	Clark Atlanta University
Wilson Rumbelha	Iowa State University
Eulanda A. Sanders	Iowa State University
LaSonya Stovall	Savannah State University
Verlanda Tate	Miles College
Derrick Wilson	Texas Southern University

A special thank you and heartfelt appreciation is extended to the 2013 LMI Planning and Local Arrangements Committees for their invaluable assistance in planning and executing LMI.

### LMI Planning Committee

Shantay Bolton (LMI '11), Dallas Grundy (LMI '12), Theresa Chatman (LMI '12), Wayne Hilson (LMI '12), Barbara J. Johnson (LMI '03), Jamila Maxie (LMI '12), Lamar McWaine (LMI '12), Henrietta Williams Pichon (LMI '08), Kimberly Smith (LMI '09), Roland B. Smith, Jr., Joseph H. Silver, Sr. (ex-officio)

### LMI Local Arrangements Committee

Diane Brown, Kenneth Coachman, Diane Cottrell, Shirley Epps, George T. French, Jr., Latoya Givens, Janette Grace, Fannie Holmes, Walter Rice, Kevin Stewart, Wesley Williams

**THANK  
YOU**



*Leadership & Mentoring in ACTION*

**Kudos**

**LMI Alumni & Faculty Accomplishments**

- **Vincent Briley**, LMI '06, was awarded a Fulbright Scholar Grant to research higher education in Germany.
- **Dr. Anita Hawkins**, LMI '11, was named the Assistant Dean of the School of Community Health and Policy at Morgan State University.
- **Dr. Charles Richardson**, LMI '12, was selected as an American Council on Education (ACE) Fellow for the 2013-2014 academic year.
- **Dr. Kim Sydnor**, LMI '11, was appointed Dean of the School of Community Health and Policy at Morgan State University.

*In Memoriam*

The LMI family was saddened at the loss of one of our own, LaSonya Stovall, LMI '13. Stovall served as the Director of Residential Services and Programs at Savannah State University (Savannah, GA). She passed on September 9, 2013.



*LMI Alumni and Founding Director, Dr. Joseph H. Silver, Sr., at the Reception Celebrating 10 Years of LMI at the 2013 AABHE Annual Conference (Atlanta, GA)*

A A B H E L e a d e r s h i p & M e n t o r i n g I n s t i t u t e

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