



American Association of Blacks in Higher Education

LEADERSHIP & MENTORING INSTITUTE

“The Next Phase of Academic Leadership”

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Moving Forward: LMI Strategic Alignment

Organizational and strategic alignment is an important concept for the growth and sustainability of any organization or institution. As the Leadership and Mentoring Institute (LMI) continues to fulfill its mission of preparing individuals for the next phase of academic leadership, it is imperative that LMI link the organization's structure and resources with its strategy and environment. The 2016 Leadership and Mentoring Institute (LMI) held July 12-14, 2016 at the offices of Silver & Associates, in Atlanta, focused on the strategic positioning of LMI for the next five years. During the three-day Institute, the LMI administration team discussed the financial foundation of LMI, tracking the accomplishments of alumni post-LMI, exploring professional development for alumni, and improving the outreach and marketing for the Institute.



A major step in shaping the future direction of LMI was a clarified mission and vision for the Institute. The mission and vision statements are found below.

LMI Mission Statement:

The mission of AABHE LMI is to prepare African Americans in higher education for leadership positions as faculty or administrators by providing a forum to acquire skills, knowledge, and networks to facilitate their aspirations.

LMI Vision Statement:

The vision of AABHE LMI is to become the leading and relevant professional development experience for African Americans in higher education to enhance their leadership capacities and improve their opportunities for advancement in higher education.

Outcomes of the LMI Strategic Alignment includes: refining the week-long Institute curriculum, promoting the benefits of LMI that extends beyond the week-long Institute, increasing the visibility of LMI, strengthening LMI alumni connections, building partnerships, and establishing a record of alumni giving.

Those in attendance included: Director – Barbara J. Johnson, Associate Directors – Henrietta Pichon & Roland Smith, Jr., Assistant Director – Jamila S. Maxie, Fellows – Brandi Benton & Jerrel Wade, Fundraising Committee Chairperson – Lamar McWaine, and Founding Director – Joseph Silver, Sr.

A heart-felt thank you is extended to Silver & Associates for their meeting facilitation, gracious hospitality, meals, snacks, and usage of their facility at no cost.

LMI UPDATES

- **2017 AABHE Conference**

March 23 – 25, 2017

Raleigh, North Carolina

LMI will host an Alumni Networking Social and hold our annual session for prospective applicants to hear from LMI alumni. Information for LMI sessions and the networking social will be posted once the conference schedule is finalized.

- **LMI 2017**

July 9-16, 2017

Miles College (Birmingham, AL)

Priority deadline for scholarship consideration is February 15th. The deadline for all applications is April 1st. Recommend your friends, colleagues, and talented staff apply for LMI by directing them to our website: <http://lmiexperience.org/>.

- **LMI Application is 100% Online!**

LMI application materials, recommendation forms, and credit card payments can be submitted electronically via the LMI website. We are excited applicants can now complete the application process 100% online.

- **Have you read the LMI Blogs?**

Check them out: <http://lmiexperience.org/first-lmi-blog-post/>? Interested in writing a blog? Review the submission guidelines on the LMI website.

LMI COMMITTEES UPDATES

Since the LMI Committee structure was instituted in 2014, the Committees have done exceptional work organizing and helping move LMI forward.

The **Fundraising Committee** is identifying potential foundations and grants that may be supportive of the work LMI is doing. The committee is also exploring a long-term campaign to strengthen LMIs financial foundation. On Giving Tuesday, the Committee spearheaded a drive for alumni to give back to LMI.

The **Silver Alumni Award Committee** decided to accept nominations on a rolling basis. In addition, the committee clarified the criteria for nomination. Currently, the committee is considering ways to inform alumni about the award.

After a successful Pre-Conference in Long Beach, CA, at the 2016 AABHE Conference, the LMI **Pre-Conference Committee** is moving forward with planning for AABHE 2017. Mark your calendars to join us for the 3rd Annual LMI Pre-Conference in Raleigh (see page 3 for details).

The inaugural fall LMI newsletter was a new project introduced by the **Newsletter Committee**. The spring issue of the LMI newsletter will be ready for the 2017 AABHE Conference.

The **Public Relations and Marketing Committee** is working on developing a PR and Marketing calendar for all LMI activities and identifying promotional items for various events and constituencies. The committee also revised LMI marketing materials and assisted with the development of the new website and blog guidelines. Eulanda Sanders ('13) served as the inaugural Chair for 2014-2016.

The **Social Media Committee** continues to work to improve LMIs presence on social media. The committee is always looking to engage more with LMI alumni through social media (e.g., Facebook, LinkedIn, Twitter).

Given the increasing focus on alumni, the responsibility of **Alumni Relations** will reside with the LMI Directors and Fellows. The inaugural Chair for the Alumni Relations Committee, Kim Smith, served in this role 2014-2016. As in years past, a networking social will be held at the AABHE Conference. An initiative is underway to provide professional development post-LMI and to explore the possibility of online mentoring.

LMI COMMITTEE CHAIRS 2017-2018

Fundraising

Lamar McWaine ('12)

Joseph H. Silver, Sr., LMI Alumni Award

Terry Carter ('03)

LMI Pre-Conference

Richard Bray ('13)

Newsletter

Jerrel Wade ('15)

Public Relations & Marketing

Henrietta Pichon ('08)

Social Media

LaShaundra Randolph ('14)

Appreciation & Gratitude

As the Committee Chair of the Public Relations and Marketing Committee, **Eulanda Sanders** was influential in developing a distinctive LMI 'brand'. The digital storage file, marketing materials, blog guidelines, and activity calendar created under her leadership enabled LMI to distinguish itself from other leadership programs. Moreover, her legacy will live on through her work with the LMI testimonial video targeted toward prospective faculty.

During her two years as the Chair of the Alumni Relations Committee, **Kimberly Smith** facilitated important alumni initiatives that were influential in continuing to move LMI forward. The LMI Alumni Social provided an opportunity for alumni to network across different classes while the alumni survey provided invaluable information on how we can serve alumni subsequent to the Institute. Under her leadership, the committee explored online professional development and/or mentoring.

While their tenure as committee chairs is complete, we look forward to Eulanda and Kimberly's continued support of LMI. Thank you both for your leadership!



Building Bridges for Professional Growth in Higher Education
We appreciate our *LMI ALUMNI!*

Leadership and Mentoring Institute (LMI) Pre-Conference



Dr. Howard G. Adams,
Founder and President
H.G. Adams & Associates

Come share ideas and network with LMI alumni and friends as we kick off the 2017 AABHE Conference with the 3rd Annual LMI Pre-Conference.

Higher education is undergoing a fundamental shift brought on by societal expectations and increasing governmental policies. Twenty-first century leaders will need to address questions about the value, role, and outcome of education to students, families, society, and public policy makers. Join us March 23, 2017 at 9:00am as long-time LMI Faculty member **Dr. Howard G. Adams**, Founder and President of H.G. Adams & Associates, shares his wisdom about leadership. This engaging speaker will provide insights and inspiration to LMI alumni for embracing the leadership mantle on campuses by transforming lives through education, equity and social justice. The keynote address will be followed by roundtable discussions which will provide an opportunity to discuss how insights from the keynote address can be transferred to the campus context.

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To register for the conference, click [here](#).



Silver LMI Alumni Award

The Joseph H. Silver, Sr., LMI Alumni Award was established in 2012 to honor outstanding alumni of the Leadership and Mentoring Institute (LMI) who have exemplified leadership and mentoring within their profession **and** in civic activities. To be eligible for the award, a nominee must be:

- A current member of the American Association of Blacks in Higher Education (AABHE)
- An alumnus of the Leadership and Mentoring Institute (LMI)
- Actively engaged in demonstrating excellence in the core values of leadership and mentoring in the profession and civic activities
- Willing to commit to attend the AABHE annual conference at their own expense to accept the award if selected

To be considered, the nominee must be nominated by a member of AABHE or another LMI Alumnus. Nominations are accepted on a rolling basis, with the recipient being selected by the Silver LMI Alumni Award Selection Committee.



For further information about the award or to submit a nomination, please visit <http://lmiexperience.org/silver-alumni-award/> or contact Terry Carter (LMI '03), Silver LMI Alumni Award Committee Chair, at silveraward@lmiexperience.org.



Leadership & Mentoring in ACTION

LMI Listening Sessions – Engage at AABHE Conference or Electronically



In support of preparation for a strategic plan for LMI, we will host several listening sessions to provide alumni and other stakeholders the opportunity to provide input on the future direction of LMI. All alumni will receive an invitation to participate in the LMI Listening Sessions electronically, but those who attend the 2017 AABHE Conference will have the opportunity to share their input in-person.

LMI BLOG

This bi-monthly publication provides LMI Alumni and Faculty with an opportunity to share narratives, accomplishments, and tools needed for success of African Americans preparing for senior administrative and faculty positions. Blogs should address issues related to leadership and mentoring. In addition, blogs should be informative, provocative, and insightful as well as anecdotal or academic in nature. If you are interested in submitting a blog or have a great idea for a blog topic, please email pichon@lmiexperience.org.

LMI Directory

The LMI Alumni Directory is now available. In summer 2016, directory information was created based on LMI Alumni that opted to have their information shared. Name, title, current position, and email addresses are shared in the directory.

You may access the directory [here](#). If you wish to include your information in the directory, please complete this [form](#).

WANTED: Committee Volunteers

I hope you are excited about all the activities LMI is undertaking and will consider joining a LMI committee! Complete **the Committee Interest Form** no later than **Friday, January 20, 2017** at this [link](#).

Your contact information and availability will be forwarded to the Committee Chair and he/she will contact you to attend the next scheduled committee meeting. The following LMI committees need **committed** volunteers: Fundraising, Newsletter (editing, format), Social Networks, Public Relations and Marketing, LMI Pre-Conference. In addition, we are in need of individuals with technical talent to assist with website maintenance.

AABHE LEADERSHIP & MENTORING INSTITUTE

Website: <http://lmiexperience.org>

Email: aabhe.lmi@lmiexperience.org

Facebook: AABHE Leadership & Mentoring Institute

Twitter: @lmiexperience

LinkedIn: AABHE Leadership & Mentoring Institute

