



# Leadership & Mentoring Institute

## “The Next Phase of Leadership”

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## History of LMI

The concept of the Leadership and Mentoring Institute was initiated in the fall of 1996 by members of the Black Caucus of the former American Association of Higher Education (AAHE). Concerned with the decline in professional development workshops the Caucus sought a way to address this issue. The Caucus wanted to provide an experience to mitigate the effect of the glass ceiling in higher education for African Americans, who would cite isolation and a lack of support needed to be successful. The inaugural Leadership and Mentoring Institute, held in 2003 on the campus of Savannah State University under the leadership of Dr. Joseph H. Silver, Sr., instituted two tracks for participants. One track was for those seeking to move into senior administrative positions and the other track was for junior faculty hoping to move into tenured senior academic positions.

The Leadership and Mentoring Institute (LMI) was designed to help African Americans become acquainted with the issues and challenges they

must overcome in order to be considered for senior administrative positions or gain tenure and move up the academic ranks. As a benefit to colleges and universities, the Institute focuses on helping African American leaders acquire the skills necessary to help move their institutions forward. The Institute develops the participants' capacity to think through complex issues in a changing educational context as well as their capacity for collaborative leadership. A network of mentors to guide participants in moving to the next phase of academic leadership is offered through LMI faculty, alumni, and members of the American Association of Blacks in Higher Education.



### GOALS OF LMI

- To prepare African-Americans for senior leadership positions as faculty or administrators in higher education by providing a forum to acquire skills, knowledge, and networks to facilitate their aspirations
- To link participants with mentors who can facilitate their professional development and enhance their leadership abilities
- To highlight current issues and challenges in higher education that can facilitate or stall professional growth
- To present the steps involved in career mapping and goal setting
- To discuss the complexities inherent in institutional change and the unique challenges facing administrators/faculty of color

## Joseph H. Silver, Sr., LMI Alumni Award



In honor of Dr. Joseph H. Silver's contributions in establishing the Leadership and Mentoring Institute, the Joseph H. Silver, Sr., LMI Alumni Award was created in 2012 to recognize outstanding alumni of the Leadership and Mentoring Institute who have exemplified leadership and mentoring within their profession and community. **Dr. Silver was recognized for his commitment to LMI at the opening lunch on Thursday, March 22 at the AABHE conference.**

### Honoree

Dr. Joseph H. Silver, Sr., was named Provost and Vice President for Academic Affairs at Clark Atlanta University on January 4, 2010. Previously, he was Vice President of the Commission on Colleges of the Southern Association of Colleges and Schools (SACS). Prior to his appointment with

SACS, Dr. Silver served as Vice President for Academic Affairs and Professor of Political Science at Savannah State University (SSU) and held positions with the University System of Georgia and Kennesaw State University. Dr. Silver is a member of several national and regional boards, honor societies, and is a much sought after public speaker. He is a member of Leadership Cobb, Leadership Atlanta, and Leadership Georgia.

Dr. Silver received a special citation from the Governor of Georgia for his service to the state. Additionally, Dr. Silver was the recipient of a proclamation from the Mayor of Marietta, GA, for outstanding service and leadership to the city and county. He was awarded the Community Service Award by Zion Baptist Church and selected

“Father of the Year” by St. Anthony’s Church. Dr. Silver is the former chair of the AAHE Black Caucus. As Chair of the AAHE Black Caucus, he spearheaded the Summit on Blacks in Higher Education I & II. Dr. Silver was the Director of the LMI from its inception in 2003 to 2005. He continues to serve as ex officio and faculty member for the Institute.

### Application

Applicants for the award must be a member of AABHE, an alumnus of LMI, and actively engaged in demonstrating excellence in leadership and mentoring within their profession and community. Further information about the application requirements can be found on the LMI website at:

<http://lmiexperience.org/>

**APPLICATION DEADLINE  
DECEMBER 15, 2012**

# THE 9<sup>TH</sup> ANNUAL LEADERSHIP AND MENTORING INSTITUTE

The 9th Annual Leadership and Mentoring Institute (LMI) co-sponsored by AABHE and Miles College (Birmingham, Alabama) will be held **July 15-22, 2012!**

## What You Need to Apply

- LMI Application
- \$500 Application Fee
- Two Letters of Recommendation
- Statement of Interest & Commitment
- Curriculum Vitae / Résumé

**Application materials must be postmarked by April 1, 2012.**

Individuals can learn more about LMI as well as access the application at the LMI website: <http://lmiexperience.org/>.

## LMI PANEL AT THE AABHE CONFERENCE

Alumni of the Leadership and Mentoring Institute (LMI) shared their insight, experiences and benefits. Specifically, panelists discussed the professional and personal value of the LMI, networking opportunities and how to maximize the LMI experience.

**Alumni Reflections: Leadership and Mentoring Institute  
Friday, March 23 at 9:45 a.m.**



*Picture taken in front of 16th Street Baptist Church, Birmingham, Alabama*

## LMI CLASS OF 2011

**Hosted By  
Miles College  
Birmingham, Alabama**

- |                              |  |
|------------------------------|--|
| Rosalind Arthur              | Clark Atlanta University                   |
| Shantay Bolton               | TMR Consultants                            |
| Christine Collins            | Sowela Technical Community College         |
| Latangela Coleman-Crossfield | Clark Atlanta University                   |
| Rouseline Emmanuel           | Young Harris College                       |
| Carla Green                  | Kansas City Kansas Community College       |
| Misty Hardy                  | Miles College                              |
| Roslyn A. Harper             | Clark Atlanta University                   |
| Theresa A. Harris-Tigg       | State University of New York–Buffalo State |
| Anita Smith Hawkins          | Morgan State University                    |
| Holly Heard                  | Rice University                            |
| Edward L. Hill               | Georgia College & State University         |
| Amanda Hopkins               | Fort Hays State University                 |
| Cheron Hunter                | Troy University Phenix City Campus         |
| Berkley King                 | Miles College                              |
| Noran L. Moffett             | Clark Atlanta University                   |
| Charles T. Moses             | Clark Atlanta University                   |
| Sandra Rucker                | Clark Atlanta University                   |
| Kim Sydnor                   | Morgan State University                    |
| Dawn Williams                | Dillard University                         |

# Notables

## Kudos

- Roland B. Smith, Jr. (LMI Faculty), Rice University, received the Professional Achievement Award from the National Association of Presidential Assistants in Higher Education.
- Barbara J. Johnson (LMI 2003), Northern Illinois University, received the Exemplary Award for Public Service at the AABHE annual conference.
- Henrietta Williams Pichon (LMI 2008), Northwestern State University of Louisiana, was elected to the AABHE Board.
- Dawn Williams (LMI 2011), Dillard University, was promoted to Interim Vice President of Student Affairs.
- Anita Hawkins (LMI 2011), Morgan State University, was appointed Chair of the Department of Health Policy and Management.
- Holly Heard (LMI 2011), Rice University, was promoted to Senior Research Analyst for Kinder Institute for Urban Research.
- Gratitude to Shantay Bolton (LMI 2011), Dawn Williams (LMI 2011), and Adriel Hilton (LMI 2009) for their diligence in establishing the guidelines for the Joseph H. Silver, Sr., LMI Alumni Award.
- Kudos to Shantay Bolton (LMI 2011) and Nicole Buras (Graduate Assistant, NIU) for creating and editing, respectively, the inaugural LMI newsletter.

## Acknowledgements

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- |                      |                               |
|----------------------|-------------------------------|
| Carolyn Callahan     | University of Memphis         |
| Shantay Bolton       | TMR Consultants               |
| Fred A. Bonner, II   | Texas A&M University          |
| Jacqueline Gardner   | Meharry Medical College       |
| Ellen T. Heffernan   | The Spelman & Johnson Group   |
| Brian O. Hemphill    | Northern Illinois University  |
| Barbara J. Johnson   | Northern Illinois University  |
| James C. Renick      | Jackson State University      |
| Joseph H. Silver     | Clark Atlanta University      |
| Roland B. Smith, Jr. | Rice University               |
| John T. Wolfe        | University System of Maryland |