

Western Academic Leadership Academy



Photo by: Jeff Finkelstein

July 27-29, 2022

Final Program

The Western Academic Leadership Academy's intensive, two-and-a-half-day professional development seminar kicks off a year-long process of building the leadership skills and functional knowledge of academic leaders aspiring to become chief academic officers in the West's postsecondary two-year and four-year sectors.

Schedule

Tuesday, July 26, 2022

5:00 - 6:00 pm Informal Meet and Greet at WICHE

Wednesday, July 27, 2022

8:30 - 9:00 am Introductions and Goals for the Day
Laura Woodworth-Ney, Academy program and mentoring coordinator
Raymonda Burgman, vice president of programs and services, WICHE

9:00 - 10:30 am Provost Uncovered: Thriving on Day 1 and Beyond
All-Faculty Discussion:
Renny Christopher, vice chancellor for academic affairs, Washington State University – Vancouver
Veronica Dujon, director of academic planning and authorization, Oregon Higher Education Coordinating Commission
Susan Jeffords, provost and vice president for academic affairs, Portland State University
Landon Pirius, vice chancellor for academic and student affairs, Colorado Community College System
Vickie Shields, provost and executive vice president, Nevada State College

10:30 - 10:45 am Break

10:45 am – 12:00 pm Promoting Justice, Equity, Diversity, and Inclusion in Higher Education Today
Renny Christopher; Veronica Dujon; Kirsty Fleming, executive vice president and provost, Northern Colorado University

12:00 – 12:45 pm Small Group Reflection: Finding and Filling Gaps in Your Preparation
Laura Woodworth-Ney

12:45 – 1:00 pm Introduction to WICHE Programs and Services
Margo Colalancia, director, student access programs, WICHE; Sarah Leibrandt, director, academic leadership initiatives, WICHE

1:00 – 2:00 pm Lunch

2:00 – 3:00 pm Managing Personnel and Legal Issues in the COVID Environment and Beyond
Renny Christopher; Jean Bannon, attorney, German • Burnette & Associates

3:00 – 3:45 pm Small Group Reflection and Case Studies

3:45 – 4:00 pm Break

4:00 – 4:45 pm Leadership and Building Great Teams
Landon Pirius; Vickie Shields

4:45 – 5:00 pm Wrap-up and Adjourn
Laura Woodworth-Ney

6:30 pm Group Dinner at Carelli's

Thursday, July 28, 2022

8:30 – 8:45 am	Reflections and Goals for the Day Laura Woodworth-Ney
8:45 - 9:45 am	Strategic Decision-Making in the COVID Environment Susan Jeffords; Ray Burgman
9:45 - 10:30 am	Small Group Reflection and Case Studies
10:30 - 10:45 am	Break
10:45 – 11:45 am	Understanding Governance and Unions in Successful Faculty Relations and Policy Development Renny Christopher; Susan Jeffords; Landon Pirius; Vickie Shields
11:45 am – 12:30 pm	Small Group Reflection and Case Studies
12:30 - 1:45 pm	Lunch
1:45 – 3:00 pm	The Provost and Student Success: Enrollment Management and Collaborating with Student Affairs in the COVID Environment All Faculty
3:00 – 3:45 pm	Small Group Reflection and Case Studies
3:45 – 4:00 pm	Break
4:00 – 5:15 pm	The Provost’s Role in Finance: Policy, Budget, and Funding Formulas – including CARES funds Susan Jeffords; Glen Nelson
5:15 – 6:00 pm	Work/Life Balance: Is It Possible? Cassandra Manuelito-Kerkvliet, past president, Antioch University Seattle
Dinner on your own	

Friday, July 29, 2022

8:15 – 8:30 am	Reflections and Goals for the Day Laura Woodworth-Ney
8:30 – 9:45 am	The Importance of Building Coalitions: Presidential and Cabinet Relations Susan Jeffords; Vickie Shields
9:45 - 10:00 am	Break
10:00 - 10:45 am	Case Studies with Your Mentoring Circle
10:45 - 11:45 am	Small Group Reflection: Your Pathway and Making Use of the Year to Come Vickie Shields
11:45 - Noon	Adjourn. <i>Box lunch to go.</i>

Academy Faculty



Renny Christopher is vice chancellor of academic affairs at Washington State University Vancouver. She was previously associate provost at California State University Channel Islands. She holds a B.A. in English from Mills College, a master's in linguistics from San Jose State University, and a Ph.D. in literature from the University of California Santa Cruz. Before she earned her Ph.D., she worked as a printing press operator, typesetter, carpenter, and horse wrangler. Her teaching and research interests focus on issues of race, class, and gender in U.S. literature and culture. She was a Fulbright Senior Scholar in Barcelona, Spain, in 2000.



Veronica Dujon is the director for academic policy and authorization at Oregon Higher Education Coordination Commission. She leads the Commission's efforts to coordinate academic programs, degree pathways, and student success initiatives among Oregon's public universities. Dujon also oversees degree authorization for private schools, and licensing and compliance for private career schools. Prior to joining the HECC she was an associate dean in the College of Liberal Arts and Sciences at Portland State University. Dujon did her graduate work at the University of Wisconsin-Madison. Dujon's research and publications focus on conflicts over declining natural resources; the role of women in the global economy; and the tensions between national development strategies and forces of globalization.



Susan Jeffords joined Portland State University in 2018 as provost and vice president for academic affairs. She served previously in numerous roles at the University of Washington, including department chair, vice provost for global affairs, and vice chancellor for academic affairs at the University of Washington Bothell. Jeffords has written and taught broadly in the area of American popular culture, with a particular emphasis on Hollywood film, the Vietnam War, and feminism. She is particularly committed to increasing opportunities for more diverse and underrepresented communities to participate actively in higher education, including expanding opportunities for international and community engagement.



Landon K. Pirius is the vice chancellor for academic and student affairs for the Colorado Community College System (CCCS). At CCCS, Pirius provides strategic leadership for all aspects of academic affairs, student affairs, online education, workforce development, and institutional research. Prior to his current position, he was the vice president for academic and student affairs at North Hennepin Community College. Pirius also served in a variety of leadership roles at Inver Hills Community College, Minnesota State University, Mankato, and Walden University, and as an adjunct faculty member. He completed his B.A. in Russian studies and environmental studies from Gustavus Adolphus College, and his M.A. and Ph.D. in educational policy and administration from the University of Minnesota.



Vickie Rutledge Shields, Ph.D., is provost and executive vice president of Nevada State College since 2017. She leads both academic and student affairs. Shields serves on several boards representing education for Henderson and Nevada. She served as dean of social sciences and social work and professor of communication for 12 years at Eastern Washington University. Prior, at Bowling Green State University, she served as associate dean of arts and sciences, and director of the women's studies program. Shields received her B.A. in communication from Boise State University and M. A., Ph.D. in communication/media from the Ohio State University.



Laura Woodworth-Ney, Ph.D., joined AGB Search in 2022. Woodworth-Ney has more than thirty years of experience in higher education as a tenured full professor, academic historian and administrator. With over a decade in the provost's office at Idaho State University, she was the first female executive vice president and provost. A staunch advocate for equity and accessibility, Woodworth-Ney helped pioneer initiatives that significantly expanded the application and retention rates of Idaho's public institutions and was honored with the 2021 President's Medallion Award from Idaho State University. An expert on the history of the North American West, Woodworth-Ney is the author of three books. She holds a Ph.D. and M.A. in History from Washington State University and a B.A. in English from the University of Idaho.

Guest Speakers



Jean Bannon enjoys advising clients on employment law compliance, mentoring other German • Burnette & Associates attorneys and assisting with the defense of cases in all of the firm's practice areas. Prior to joining the firm in 2009, Bannon served as senior in-house employment counsel for the University of New Mexico for many years and also worked in private practice. She is an experienced employment lawyer, advising clients on a variety of personnel matters, and other civil litigation claims against public and private entities. Jean offers practical legal advice and a wealth of expertise in employment and other areas of law. She has served as an arbitrator, has participated in numerous mediations and federal settlement conferences and has provided management training for public and private clients. She has been a frequently invited speaker at the American Association of State Colleges and Universities annual conferences.



Ray Burgman began serving as the vice president of programs and services in October 2021. In this role, she increases student access to high-quality postsecondary education and fosters collaborations between institutions. Previously, Burgman served as director of programs and research at HERS (Higher Education Resource Services) for eight years. She also served as an administrator at DePauw University (IN) in academic affairs and the Office of the President and at New College of Florida. Burgman was also a tenured professor in economics and management at DePauw University. She also taught at two other institutions in Florida, Santa Fe College and the University of South Florida-St. Peterburg. She received a B.A. in economics from New College of Florida and an M.A. and Ph.D. in economics from the University of Florida.



Kirsty Fleming serves as the executive vice president and provost at University of Northern Colorado. Prior to this appointment, she served as associate vice president for faculty affairs at CSU Long Beach, where she worked to foster an inclusive climate through faculty professional development, faculty hiring, retention, reappointment, tenure, promotion, compensation, and labor relations. Previously, she served as dean of the College of Natural Sciences at CSU, San Bernardino, as executive director for the Kentucky Center for Mathematics, as a department chair at Northern Kentucky University and as a faculty member at Central Michigan University. Fleming received her B.Sc. from the University of London and Ph.D. from the University of Birmingham, both in mathematics.



As president of Antioch University Seattle, **Cassandra Manuelito-Kerkvliet** became the first Native American woman to ascend to the presidency of a mainstream university outside the tribal colleges. Prior to her presidency in Seattle, she served as the first Navajo woman president of Diné College, a tribal college on the Navajo reservation in Arizona and New Mexico. Manuelito-Kerkvliet received her bachelors degree in social work and masters degree in counselor education from the University of Wyoming. She earned her Ph.D. from the University of Oregon in educational policy and management, with a special emphasis in higher education administration.



Glen Nelson is the vice president, administration and finance/CFO for California State University Monterey Bay. He has worked in higher education for twenty-six holding senior administrative positions at the college, university and system levels including service at Arizona State University, Idaho State University, the University of Nebraska, and the University of Wisconsin System. Prior to entering higher education, he spent fourteen years in the corporate sector. His research is focused on the unintended consequences of administrative actions such as differential tuition and tuition transparency on access and choices made by first generation students and those from low socioeconomic status backgrounds. Glen earned a Ph.D. in educational studies, with a specialization in educational leadership and higher education from the University of Nebraska, an M.B.A. from Thunderbird (AZ), and a B.S. in business administration from the University of Nebraska-Lincoln.

2022 Cohort



Jo Daugherty Bailey, Ph.D., MSW is interim assistant dean and professor in social work at Metropolitan State University of Denver (MSU Denver). She supports the dean's office in varying capacities including student issues, assessment, graduate programs, grants, and strategic initiatives. She was the MSW program director at MSU Denver for seven years and the founding BSW director at the University of Houston Downtown. Bailey received her A.A. in sociology at San Jacinto College, a B.S. and M.A. in sociology at the University of Houston Clear Lake and an MSW and Ph.D. in social work from the University of Houston.



Amber Donnelli serves as dean of nursing at Great Basin College. Since becoming a dean, she has added three satellite nursing programs, a paramedic and sonography program. Donnelli secured Perkins's funding to start a paramedic program in addition to a \$200,000 Perkins competitive grant to support startup cost of the paramedic program. Donnelli secured funds for a live radiology lab with digital equipment and a new health science and technology building for the GBC campus in Winnemucca. For the past 2 years Donnelli has been running the contact tracing teams for COVID-19 for 4 different rural counties.



Christy A. Doyle, MEd., has served as dean of access & opportunity for Walla Walla Community College since March 2022. She collaborates across multiple divisions and sites, as well as with other state and local agencies and employers, providing leadership and partnership development to improve the quality of education and services throughout the college's service area. Doyle received her B.S. in workforce education and development from Southern Illinois University-Carbondale and an M.Ed. in education from Colorado State University. She is a recent graduate of the Talent Pipeline Management (TPM) Academy, a U.S. Chamber Foundation initiative, a demand-driven strategy to create pathways for students and workers with talent pipelines aligned to dynamic business needs. She is currently ABD in higher education leadership at Northeastern University.



Erin Fouberg, Ph.D., has served as associate vice president for academic affairs and director of graduate studies at Northern State University since January 2020. She serves as accreditation liaison officer and recently led the university through a successful HLC assurance review. Previously, she served as honors director at Northern for 10 years, growing the number of students and gaining national recognition for the program. Fouberg authors college geography textbooks published by Wiley and serves on the United Way board. She received her B.S. in foreign service from Georgetown University and M.A. and Ph.D. in geography from the University of Nebraska-Lincoln.



Amy Juhala, Ph.D., serves as dean of humanities, arts, & sciences at Bismarck State College (BSC). She works closely with academic and student affairs, strengthening the schedule, tightening the budget, promoting student success, and expanding concurrent enrollment programs. Juhala started at BSC in 2001 as an adjunct and progressed to full professor of English. She served as department chair for language, literature, & communication before moving into the role of dean in 2017. Juhala received a B.A. in economics and French from St. Olaf College, and a M.Sc. and Ph.D. in Scottish history from the University of Edinburgh.



Karie Kennedy, J.D., has served as a team leader at Western Dakota Tech College since the inception of this model in 2014 and an instructor at the college since 2010. As a team leader, she supervises faculty, ensures program quality through planning, reporting, and budgeting assistance, and ensures effective program assessment. Kennedy received her B. S. in psychology, sociology, and human services with an emphasis in community services and a J.D. from the University of South Dakota School of Law.



Barbara Kleinjan, M.A., Honors Lecturer, began leading Lake Area Technical College as dean of academics in July, 2022. Previously, she served as professor of communication studies at South Dakota State University, designing the honors speech minor which earned the national Basic Speech Course #1 ranking. Further, Kleinjan authored 16 contemporary issues Readers' Theater performances, winning multiple national titles. She also led the Honors Study Abroad program to Greece, Turkey, and Europe. Kleinjan received her B.A. in German, English and education from South Dakota State University and an M.A. in educational administration and leadership, also at SDSU.



Britney Mower, MSN, RN, is the associate dean of curriculum and instruction for health at Southeast Technical College. She provides leadership in over 20 certificate, diploma, and associate degree healthcare education programs. Previously, she served as a critical care registered nurse at Sanford USD Medical Center. Britney received her diploma of LPN from Southeast Technical College (formerly Institute), A.S. in nursing from Western Iowa Tech and Community College, B.S. in nursing from the University of Texas at Arlington, M.S. in nursing education from Western Governors University and will graduate with a Ed.D. in healthcare leadership and education from Clarkson College in August, 2022.



Barbara Rodríguez, Ph.D. has served as senior vice provost at the University of New Mexico (UNM) since 2018. She oversees faculty personnel matters; faculty labor relations; and academic policies and procedures. She is a professor of speech and hearing sciences (SHS). Previously, she served as department chair and program director of the UNM SHS Department. She is the vice president for academic affairs in Speech-Language Pathology (SLP) for the American-Speech-Language and Hearing Association. She received her B.A. in communicative disorders and M.S. in SLP from UNM and Ph.D. in SLP from the University of Washington.



Brian Small, Ph.D., has served as director of the University of Idaho’s Aquaculture Research Institute since 2020. He leads research, education, and outreach efforts around aquaculture, fisheries, and water in Idaho, supporting regional stakeholders, agencies, and tribal partners. He also serves on the University’s Academic Leadership Council and Natural Resources Leadership Team. Prior leadership experience includes experiment station director, director of college research, and acting associate dean. He also has 10 years of progressive leadership experience in the federal government. Small received his bachelor’s in marine science from Kutztown University and Ph.D. in animal science from the University of Maryland.



Lisa Snyder, Ed.D., has served as dean of the School of Humanities at San Juan College since 2021. She is responsible for the integrity of the academic departments and programs, their faculty and staff, fiscal resources, and strategic initiatives, all emphasizing student success. Previously, she served as the vice president of strategy, planning, and effectiveness at SUNY College at Oneonta and associate vice president of academic affairs at Fort Lewis College in Durango, Colorado. Snyder has her B.A. in English from SUNY College at New Paltz, her M.S. in curriculum development and instructional technology from SUNY University at Albany, and her Ed.D. in instructional leadership from Argosy University.



Scott Snyder, Ph.D., joined Idaho State University as dean of the College of Science and Engineering in 2018 and acted as ISU’s interim vice president for research for 18 months. Snyder served as chief research officer at the University of Nebraska Omaha (UNO) for eight years and for five years as the executive director of the Peter Kiewit Institute. Snyder was a program director at the National Science Foundation. He first joined UNO in 2001 as a faculty member. Snyder earned his Ph.D. at the University of Nebraska Lincoln, where he also earned his B.S. in biology. His M.S. comes from Wake Forest University.



Durward K. Sobek II has served as vice provost at Montana State University since January, 2021, where he assists with various administrative duties within academic affairs. Previously, Sobek was professor in industrial and management systems engineering and served as program coordinator for many years. He holds Ph.D. and M.S. degrees in industrial and operations engineering from the University of Michigan, and an A.B. degree in engineering sciences from Dartmouth College.



Hope Szypulski, DNP, was appointed to interim dean of the College of Health and Applied Sciences at Metropolitan State University (MSU) of Denver in November 2021. She serves as the chief administrative officer and spokesperson for the college and management of the resources. Previously she served as an associate dean of the college for two years and as associate professor and assistant chair of the nursing program at MSU Denver. Szypulski received her B.A. in nursing from Carroll College in Helena, MT, her M.S. in nursing and D.N.P. from the University of Colorado Health Sciences Center.



Joe Thiel has over a decade of experience in Montana higher education, where he has served as a member of the Montana Board of Regents for higher education, chair of the Board’s two-year and community college education committee, and as the Montana University System’s director of academic policy and research. Thiel holds a B.S. in chemical engineering and a B.A. in liberal studies from Montana State University and master’s degrees in public policy and higher education from the University of Oxford, which he attended as a Rhodes Scholar. Thiel is pursuing his doctorate in education policy from the University of Oxford, with a focus on transfer.



Mari Volk has served as the dean of current and emerging technologies at Bismarck State College (BSC) for two years. She works closely with business and industry to ensure BSC’s programs prepare a quality workforce to support the region. Before accepting the dean position, Volk served as the Medical Laboratory Program director and worked as a medical laboratory scientist at Sanford Health for 15+ years. Volk received her A.S. in laboratory tech from BSC, her B.S. in laboratory science from the University of Cincinnati, and her M.H.A. from Colorado State University. She is currently pursuing an Ed.D. from Northcentral University.

About the Western Academic Leadership Forum

The Western Academic Leadership Forum (Forum) provides a unique avenue by which the West's top academic leaders share perspectives on current issues to help inform their future decision making and leadership. Through the Forum, colleagues share the lessons they've learned from tackling challenges, and provide advice and assistance to one another based on their special expertise. They engage in planning and developing innovative regional initiatives addressing common concerns and together help build a stronger future for higher education in the West. The official representatives of the Forum's members are the chief academic leaders at the four-year institutions and their related system and state agencies in the WICHE region. www.wiche.edu/Forum



About the Western Alliance of Community College Academic Leaders

The Western Alliance of Community College Academic Leaders (Alliance) is a membership organization that serves as an incubator for collaborating and problem-solving among chief academic officers (or equivalent) at WICHE-region community colleges and technical schools, related systems, and state coordinating and governing boards. How should community colleges retool in a fast-evolving economy? What strategies work for increasing student access and completion? How can colleges foster a seamless interrelationship between their programs and workforce opportunities? These are just a few of countless issues of distinct concern to chief academic leaders, but common to peer two-year institutions across the Western United States. Together, this network's participants seek solutions to these and other issues beyond the scope of a single institution, system, or state on behalf of Alliance-member institutions. www.wiche.edu/Alliance



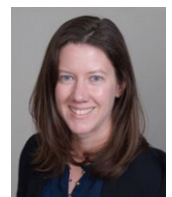
About the Western Interstate Commission for Higher Education

The Western Interstate Commission for Higher Education works collaboratively to expand educational access and excellence for all citizens of the West. By promoting innovation, cooperation, resource sharing, and sound public policy among states and institutions, WICHE strengthens higher education's contributions to the region's social, economic, and civic life. WICHE's 16 members include 15 states: Alaska, Arizona, California, Colorado, Hawai'i, Idaho, Montana, Nevada, New Mexico, North Dakota, Oregon, South Dakota, Utah, Washington, Wyoming, as well as member U.S. Pacific Territories and Freely Associated States (which currently include the Commonwealth of the Northern Mariana Islands and Guam). www.wiche.edu



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