



Western Academic Leadership Academy
**Professional Development
Seminar**

July 15-18, 2025 • Boulder, CO

ABOUT



State Higher Education Policy Center in Boulder, CO

About WICHE

The Western Interstate Commission for Higher Education (WICHE) is a regional interstate higher education compact of 15 Western states and the U.S. Pacific Territories and Freely Associated States. Since 1953, WICHE has focused on its mission of expanding educational access and excellence for all residents of the West. By promoting innovation, cooperation, resource sharing, and sound public policy, WICHE strengthens higher education's contributions to the region's social, economic, and civic life. wiche.edu



CONTACT

Kay Hulstrom, Associate Director, Operations and Program Implementation
khulstrom@wiche.edu | 303.541.0294

About the Western Academic Leadership Academy Professional Development Seminar

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.

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. 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. wiche.edu/alliance

SCHEDULE

Tuesday, July 15, 2025

5:00 - 6:00 p.m.	Informal Meet and Greet at WICHE
------------------	----------------------------------

Wednesday, July 16, 2025

8:00 - 8:30 a.m.	Introductions and Goals for the Day Laura Woodworth-Ney, Academy program and mentoring coordinator
------------------	--

8:30 - 10:00 a.m.	Provost Uncovered: Thriving on Day 1 and Beyond All-Faculty Discussion: Jennifer Brown, provost and senior vice chancellor for academic affairs, Montana State University - Northern Kari Brown-Herbst, senior vice president of academic affairs, Laramie County Community College Veronica Dujon, director of academic planning and authorization, Oregon Higher Education Coordinating Commission Denise Runge, provost and executive vice chancellor, University of Alaska Anchorage Todd Schwarz, special assistant to the provost, University of Idaho
-------------------	---

10:00 - 10:15 a.m.	Break
--------------------	--------------

10:15 - 11:15 a.m.	The Provost's Role in Finance: Policy, Budget, and Funding Formulas Glen Nelson and Kari Brown-Herbst
--------------------	---

11:15 a.m. - 12:15 p.m.	Challenging Topics in Higher Education Today All Faculty
-------------------------	--

12:15 - 1:30 p.m.	Lunch/Introduction to WICHE Units Ray Burgman Gallegos
-------------------	--

1:30 - 2:15 p.m.	Small Group Reflection: Finding and Filling Gaps in Your Preparation Denise Runge
------------------	---

2:15 - 3:45 p.m.	Managing Personnel and Legal Issues Jean Bannon, attorney, German • Burnette & Associates
------------------	---

3:45 - 4:00 p.m.	Break
------------------	--------------

4:00 - 4:30 p.m.	Small Group Reflection and Case Studies
4:30 - 5:15 p.m.	Leadership and Building Great Teams Todd Schwarz and Kari Brown-Herbst
5:15 - 5:30 p.m.	Wrap-up and Adjourn Laura Woodworth-Ney
6:15 p.m.	Group Dinner

Thursday, July 17, 2025

8:00 - 8:15 a.m.	Reflections and Goals for the Day Todd Schwarz
8:15 - 9:15 a.m.	Accreditation and Strategic Planning Kari Brown-Herbst, Veronica Dujon, and Denise Runge
9:15 - 10:00 a.m.	Small Group Reflection and Case Studies
10:00 - 10:15 a.m.	Break
10:15 - 11:15 a.m.	Governance, Unions, and Faculty Relations All Faculty
11:15 - Noon	Higher Education and Third-Party Providers Veronica Dujon and Deb Kidwell, director of technology initiatives, Midwestern Higher Education Compact (MHEC)
Noon - 1:45 p.m.	Lunch with Your Small Group
1:45 - 3:00 p.m.	Student Success: Enrollment Management and Collaborating with Student Affairs Kaylyn Bondy and Jennifer Brown
3:00 - 3:45 p.m.	Small Group Reflection and Case Studies
3:45 - 4:00 p.m.	Break
4:00 - 5:15 p.m.	Navigating Political Landscapes in Higher Education All Faculty

5:15 - 6:00 p.m.	Work/Life Balance: Is It Possible? Cassandra Manuelito-Kerkvliet, past president, Antioch University Seattle and Diné College
-------------------------	---

Dinner on your own

Friday, July 18, 2025

8:15 - 8:30 a.m.	Reflections and Goals for the Day Laura Woodworth-Ney
-------------------------	---

8:30 - 9:45 a.m.	The Importance of Building Coalitions: Presidential and Cabinet Relations Kaylyn Bondy, Glen Nelson, and Denise Runge
-------------------------	---

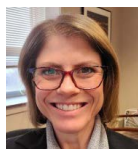
9:45 - 10:00 a.m.	Break
--------------------------	--------------

10:00 - 11:00 a.m.	Case Study/Mentoring Report Out
---------------------------	--

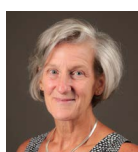
11:00 - Noon	Reflection Panel All Faculty
---------------------	--

12:15 p.m.	Adjourn
-------------------	----------------

ACADEMY FACULTY



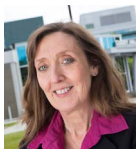
JENNIFER BROWN, Ph.D., has served as provost and senior vice chancellor for academic affairs at Montana State University – Northern since June 2023. In this role, Brown oversees a wide array of academic programs in arts and sciences, education, health sciences, and technical sciences. Previously, she served as associate provost and dean of academic analytics at Eastern Connecticut State University, where she was also a tenured full professor of economics. Brown received her B.A. in economics from Weber State University and her M.A. and Ph.D. in economics from University of California, Santa Barbara. Her areas of expertise are in industrial organization, environmental economics, and econometrics.



KARI BROWN-HERBST is the senior vice president of academic affairs at Laramie County Community College (LCCC) in Cheyenne, Wyoming. As the college's chief academic officer, Brown-Herbst provides executive oversight and strategic guidance in the planning, development, and implementation of all aspects of academic programming as well as instructional support services. Brown-Herbst serves on the AACC Commission on Structured Pathways and serves the Higher Learning Commission as a member of the Peer Review Corps as well as a member of their Institutional Actions Council. Regionally, Brown-Herbst represents Wyoming's community colleges on WICHE's Alliance executive committee. She received an Ed.D. in instructional technology from the University of Wyoming, her master's in education technology from Marian University (Wisconsin) and her bachelor's in sociology with an education endorsement from Kalamazoo College (Michigan).



VERONICA DUJON, Ph.D. 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. She also oversees degree authorization for private degree granting schools, and licensing and compliance for private career schools. Prior to joining the HECC she served as associate dean in the College of Liberal Arts and Sciences at Portland State University where she was also a tenured full professor. She holds an M.S. and Ph.D. in environmental sociology from the University of Wisconsin-Madison, and a B.A. in History and Spanish from the University of the West Indies- Barbados. Dujon's research and publications focus on conflicts over declining natural resources; how to build socially sustainable societies; and the tensions between national development strategies and forces of globalization.



DENISE RUNGE, Ph.D., has served as provost and vice chancellor for academic affairs at the University of Alaska Anchorage since 2020. She leads programming across five campuses and collaborates closely with the other campuses in the Alaska system. Previously, she held similar positions in Montana and Georgia.

Runge received her B.A. in political science from Washington and Jefferson College, an M.A. from Jacksonville State University, and Ph.D. in policy and administration from the University of Alabama.



TODD SCHWARZ serves as the special assistant to the provost for community college relations for the University of Idaho. He has had a long career in a variety of roles spanning 35 years at CSI, including over 20 in administration as department chair, dean of career technical education, and served as provost for 11 years. In 2012 he was appointed to the role of state administrator of the Idaho Division of Career Technical Education before returning to College of Southern Idaho. Schwarz holds associate, baccalaureate, and master's degrees from three Idaho schools and a Ph.D. in education (leadership emphasis) from the University of Idaho for which he researched career decision-making characteristics of community college students and is currently studying community college to university transfer.

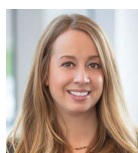


LAURA WOODWORTH-NEY, Ph.D., joined AGB Search in 2022. Woodworth-Ney has more than thirty years of experience in higher education as a tenured full professor, academic historian, and administrator. With over a decade in the provost's office at Idaho State University, she was the first female executive 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. Bannon 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.



KAYLYN BONDY serves as the vice president for student affairs at Bismarck State College (BSC) in Bismarck, North Dakota. She oversees student success and development, strategic enrollment planning, policy formation, and state/federal regulation implementation. Prior to her work at BSC, she led student affairs for nine years at Williston State College and worked prior to that in international education. Bondy received her B.A. in French from the University of North Dakota, a Master's in French American international business from l'Université de Caen Basse-Normandie, an M.B.A. from the University of St. Thomas and a Ph.D. in higher education from the University of North Dakota.



As president of Antioch University Seattle, **CASSANDRA MANUELITO-KERKVLIT** 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.

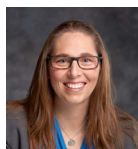


GLEN NELSON is the vice president, finance and planning/CFO for Illinois State University. He has worked in higher education for 26 years holding senior administrative positions at the college, university and system levels including service at Arizona State University, Idaho State University, the University 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.



DEB KIDWELL serves as the director of technology initiatives for the Midwestern Higher Education Compact (MHEC). In this role, she manages the technology community and works with new technology trends and opportunities. She has worked with technology procurement in higher education for over 25 years and was an institutional volunteer for MHEC's Technologies Committee for 15 of those years. Prior to working for the compact, Kidwell most recently was the procurement director at Lincoln University of Missouri. She received an undergraduate degree in business administration and her master's degree in marketing from the University of Missouri - Columbia. Kidwell began working for MHEC in February 2022.

ACADEMY COHORT



VICKI AYCOCK, M.A., has been the dean of educational partnerships at Arapahoe Community College (ACC) since 2023, strategically guiding diverse partnerships like Colorado Online and Concurrent Enrollment. Previously, as associate dean and CTE director at ACC, she managed the Carl D. Perkins grant, ensuring state compliance. Her operational oversight includes scheduling, catalog updates, and faculty payroll. Aycock's prior leadership roles include positions at Denver College of Nursing and Cambridge College, with teaching experience at Johns Hopkins CTY and other community colleges. She received her B.A. in archaeological studies from Boston University and M.A. in anthropology from the University of Wisconsin-Madison.



RACHAEL "RAY" BALL, Ph.D., M.F.A, currently serves as the vice provost for student success and dean of the Honors College at the University of Alaska Anchorage. In addition to leading the University Honors College, she oversees academic advising, the Learning Commons, and other student success initiatives, such as textbook affordability and placement. Prior to becoming an administrator, Ball worked for fourteen years as a history faculty member. She is the author of numerous articles, chapters, and several books. She holds a Ph.D. in history from The Ohio State University and an M.F.A. in poetry from the University of Alaska Anchorage.



CHELLE BATCHELOR serves as the dean of library and academic innovation at Western Oregon University, providing administrative and strategic leadership for the library, the Center for Teaching and Learning, and the Writing Center. Previously, Batchelor served as the interim associate dean of libraries for research and learning services and director of access services at the University of Washington libraries. Batchelor received a MLIS from the University of Washington Information School and a B.A. in English literature from the University of Oregon.



SHELLEY BODILY has served as associate dean in the visual art & design division of the School of Arts, Communication and Media at Salt Lake Community College since 2023. Previously, she worked as a professional architect for 10 years before moving to academia where she was an associate professor in the architecture department. Bodily received her Master of Architecture from the University of Utah, is a licensed architect in the state of Utah, holds a LEED AP, ID+C credential, and is NCARB certified.



KAREN BOWEN is the dean of health science and wellness at Laramie County Community College in Cheyenne, WY. She has her Ph.D. in nursing education and academic leadership from Walden University. She has worked in higher education since 2015, and healthcare since 2000. In her current role she oversees multiple programs, including nursing, sonography, physical therapy assistant, radiography, respiratory therapy, and others. Her responsibilities encompass national program accreditation oversight, personnel management, student enrollment and engagement, and fostering community partnerships. Prior to her current position, she had served as an academic faculty member, a leader in professional medical practice, a hospital clinical educator, and a critical care nurse with over 20 years of experience.



MANEKA D. BROOKS, Ph.D., is dean of the college of education at Portland State University (PSU). She is an equity-focused academic leader dedicated to expanding PSU's student success efforts to envision new pathways for adult working learners. Before PSU, Brooks served as the associate dean of academic affairs and educator preparation at Texas State University, where she advanced academic initiatives, oversaw undergraduate academic advising, and fostered partnerships with school districts. Brooks obtained her Ph.D. in educational linguistics from Stanford University. She also holds an M.A. in bilingual secondary education and a B.A. in psychology, with a minor in Spanish, both from Loyola Marymount University.



BETH DURODOYE, Ed.D., has served as dean of the college of arts, sciences, and education at Montana State University-Northern since 2021. She previously chaired the department of leadership, technology, and human development at Georgia Southern University and held faculty appointments in counselor education at the University of North Texas and the University of Texas at San Antonio. Durodoye received her B.A. in psychology and Spanish and her M.A. in counseling from Marshall University. She earned her Ed.D. in counselor education from the University of Virginia. Durodoye's scholarly interests include mental health and diverse populations, cultural responsiveness, and race and education.



ERIN M. FARB is an academic dean at Front Range Community College (FRCC), currently supporting programs in the liberal arts, communication, and design. Her previous portfolio included supporting academic programs in science, mathematics, engineering, and behavioral and social sciences. Prior to joining FRCC as a dean in 2022, she served as a department chair and faculty member at the Community College of Denver (2010-2022), a faculty member at Northeastern Junior College (2007-2010), and an instructor at Kent State University. She holds an M.A. in Spanish, a B.A. in music and Spanish, a certificate in nutrition, health & wellness from the Community College of Denver, and is a certified health coach through the Institute for Integrative Nutrition.



DAVID FARROW is dean of career and technical education at Northeastern Junior College, overseeing program development, faculty management, and industry partnerships to deliver workforce-aligned technical training. A retired Air Force colonel and Bronze Star recipient, Farrow directed international aviation training operations and held leadership roles in military education. He has served in leadership roles in higher education, including Ivy League academic programming and global education initiatives in Africa. He holds a B.S. in aerospace engineering from Virginia Tech, an M.S. in national security strategy from the National War College and is a doctoral candidate completing an Ed.D. at Baylor University.



ANDREW R. FIELDS is the CEO of the University of Idaho Coeur d'Alene with over 25 years of higher education leadership experience. Fields has created, enhanced, and managed innovative programs for several institutions including Stanford University, Shasta College, Central Washington University, CSU East Bay, UC Davis, and University of the Pacific. Fields holds multiple degrees, including a doctorate in educational administration and leadership, an MBA in executive leadership, a M.S. in adventure-based leadership, a B.S. in environmental recreation, an A.A. in liberal studies, an A.S. and a certificate in welding, and an A.S. in industrial technology.



MD HAQUE serves as the dean of the LaFetra College of Education at the University of La Verne. Before stepping into this role, he held several leadership positions, including director of the institutional review board, associate dean, and interim dean of the college. As dean, Haque is deeply committed to building strategic partnerships, expanding learning opportunities and career pathways, fostering interdisciplinary collaborations, and strengthening the college's existing programs. His leadership is centered on innovation, collaboration, and academic excellence, ensuring that LaFetra College of Education continues to lead in preparing future educators and organizational leaders. Haque holds an Ed.D. in organizational leadership from Pepperdine University, along with master's degrees in business administration, business technologies, and public administration.



KARSTEN HUEFFER, M.A., Ph.D., serves as the dean of the college of natural science and mathematics at the University of Alaska Fairbanks (UAF) since 2022 after serving as associate dean of veterinary medicine at UAF. He collaborates across campus to integrate teaching and research and has focused on fiscal sustainability while improving student success and opportunities. He received veterinary training, followed by graduate and post-doctoral training in infectious disease biology. Hueffer holds a postgraduate certificate in veterinary education and an M.A. in arctic and northern studies. He has taught courses in biology and veterinary medicine, from large introductory courses to graduate and professional courses.



ANNE MARIE JACOBSON, Ph.D., has served as an academic dean at Front Range Community College (FRCC) since 2021. She is a dedicated higher education professional. Prior to serving in a dean role, Jacobson was a department chair and education faculty member at FRCC. Her career in education spans over two decades including service in the K-12 system and at Yavapai College in Arizona. Her first career was in journalism, where she learned the importance of serving community. Jacobson earned a B.S. in journalism from CU-Boulder, a M.Ed. in early childhood education from Northern Arizona University, and a Ph.D. in higher education leadership from Colorado State University.



CHRIS MCGILVRAY serves as the academic dean for the school of manufacturing, automotive, and construction technology at Front Range Community College (FRCC). He provides strategic leadership across multiple technical education programs, driving enrollment growth, expanding industry partnerships, and launching workforce development initiatives aimed at bridging the gap between education and industry needs. McGilvray is deeply committed to community and economic development, serving as the chair of the board of directors for the Longmont Downtown Development Authority and the Longmont Chamber of Commerce, as well as a board member of the Longmont Economic Development Partnership. He holds a D.M. in organizational leadership and change from Colorado Technical University, a M.S. in managerial leadership from Webster University, and a B.S. in business management from the University of Northern Colorado.



ANGELA MCLEAN, Ed.D. has served as the director of American Indian and minority achievement (AIMA) and K-12 partnerships at the Montana University System (MUS) since 2016. McLean chairs the MUS AIMA Council and has a proven track record of moving the needle in student access and success efforts as well as workforce development. During McLean's twenty-year teaching career, she chaired the Montana University System Board of Regents and served as vice chair of the Montana Board of Public Education. On both boards, McLean helped craft many of the policies around Montana's dual enrollment. McLean earned an Ed.D. from Montana State University in 2021.



REBECCA M. SÁNCHEZ, Ph.D./M.F.A., is an associate dean in the college of education and human sciences at the University of New Mexico focused on inclusion and faculty affairs. She supports faculty in their professional advancement through career and professional milestones. Additionally, she assists leadership and faculty in promoting inclusive excellence across core responsibility areas of teaching, research, and service. Previously, she was a professor of social studies education researching place-based education and arts-integration. Sánchez is a native New Mexican and received her B.A., M.A., and Ph.D., from New Mexico State University and her M.F.A. from the University of New Mexico.



MARIDEE SHOGREN, D.N.P., C.N.M., has served as the dean of the college of nursing and professional disciplines, University of North Dakota since 2022. Previously, she served as the graduate nursing chair, D.N.P. program director, and maintained a practice in nurse-midwifery. Shogren has been engaged in funded grant work since 2014 participating on teams funded by SAMHSA, the Foundation for Opioid Response Efforts, and the USDA FNS. Shogren received her D.N.P. from the University of Minnesota, an M.S.N. from Case Western Reserve University, completed her midwifery training at Frontier University and a B.S.N. from the University of North Dakota.



KATHRYN SKULLEY, Ph.D., has served as the dean of assessment, strategy, and performance excellence at the Community College of Aurora since 2022. Skulley provides leadership in institutional accreditation, strategic planning, institutional research, and grants development. Previously, she served as the assistant director of academic services at Front Range Community College, where she was also a dedicated instructor of English for 17 years. Skulley holds a B.A. in both political science and journalism and mass communications, an M.A. in communication, and a Ph.D. in higher education student affairs leadership, all from the University of Northern Colorado.



JUDY SYLVA has over 20 years of experience in higher education, currently serving as the associate provost of academic effectiveness at Western Oregon University. Her expertise includes assessment, strategic planning, curriculum development, and accreditation. Previous roles include faculty director of assessment and department chair at California State University, San Bernardino. Sylva holds a Ph.D. in education from the University of California, Riverside, and a B.A. in psychology from the University of California, Irvine.