The American Association of State Colleges and Universities’ (AASCU) Millennium Leadership Initiative (MLI) is a premier leadership development program that provides individuals, traditionally underrepresented in the executive ranks of higher education, the opportunity to develop leadership skills, create a philosophical leadership strategy and build the network necessary to advance to a presidency or chancellorship.

MLI was originally conceived by AASCU’s African-American presidents to ensure that the next generation of leaders in higher education reflects the diversity within our nation’s colleges and universities. Since its first year of operation, MLI has been open to any accomplished academic administrator at the dean’s level or higher, or individuals who have gained a similar status in other organizations.

For more than a decade, MLI has reinforced the vital role that diversity plays in the academic institutional mission, assisting participants to advance their careers and helping institutions diversify their executive leadership. We firmly believe in including the best and most qualified individuals regardless of race and gender.

Since the first MLI class in 1999, 338 protégés have graduated from the MLI Institute. Forty percent of graduates have advanced significantly in their careers, and 46 graduates have become first-time presidents or chancellors. Nine individuals have entered their second presidency, bringing MLI’s record to 57 presidencies and chancellorships. However, success cannot be measured only in the number of presidencies or chancellorships. The greater value of MLI’s influence lies in building broad diverse senior leadership on campuses. This achievement has been recognized nationally. Additionally, individual career advancement extends well beyond those graduates who achieve a presidency or chancellorship.
SATURDAY, JUNE 12

9 a.m. – Noon  📍 Thomas Boardroom

MLI Executive Steering Committee
Chair: Mickey L. Burnim, President, Bowie State University and MLI Chair

12:30 p.m. – 5:45 p.m.  📍 Washington Ballroom

Opening General Session

Welcome/Expectations
Presiding: Mickey L. Burnim, President, Bowie State University and MLI Chair
Opening Remarks: Gladys Styles Johnston, MLI Director and Assistant to AASCU President and a MLI Founder

The Presidents College Completion Goal: A Roadmap for Success
Presenter: Frank Chong, Deputy Assistant Secretary for Community Colleges, U.S. Department of Education
Self-Introductions: The Class of 2010
Conversations Among Presidents About Leadership
Moderator: Keith T. Miller, President, Lock Haven University of Pennsylvania and President-Elect, Virginia State University (Class of 2000)
Presidents: William E. (Brit) Kirwan, Chancellor, University System of Maryland
Mary Sias, President, Kentucky State University
Sidney Ribeau, President, Howard University
Robert Caret, President, Towson University
Nancy Kleniewski, President, The State University of New York, College at Oneonta (Class of 2006)

4:20 p.m. – 4:30 p.m.
Break

4:30 p.m. – 5:45 p.m. Washington Ballroom
Presidential Leadership—Lessons Learned
Introduction: F.C. Richardson, Chancellor Emeritus, Indiana University Southeast and a MLI Founder
Discussion Facilitator: Mickey L. Burnim, President, Bowie State University and MLI Chair

6:15 p.m. – 7 p.m. Promenade
Networking Reception

7 p.m. – 8:30 p.m. Promenade
Dinner Program

Leading Institutional Change
Introduction: Livingston Alexander, President, University of Pittsburgh at Bradford (Class of 2001)
Presenter: James C. Votruba, President, Northern Kentucky University and Chair, AASCU Board of Directors
SUNDAY, JUNE 13

7:30 a.m. – 8:15 a.m.  🍳 Washington Ballroom  
**Continental Breakfast**

8:30 a.m. – 10:30 a.m.  🎯 Washington Ballroom  
**General Session: Executive Search—Issues and Discussion**

8:30 – 9:45 a.m.  
**Search Firm Executive Panel**  
Coordinator: **Ann Die Hasselmo**, President, American Academic Leadership Institute  
Panel:  
- **Frank Pogue**, Interim President, Grambling State University and Consultant, Academic Search, Inc.  
- **Sharon Tanabe**, Partner, Storbeck/Pimentel & Associates, Inc.

9:45 – 10:30 a.m.  
**Presidential Panel**  
Moderator: **Livingston Alexander**, President, University of Pittsburgh at Bradford (Class of 2001)  
Panel:  
- **F. C. Richardson**, Chancellor Emeritus, Indiana University Southeast and a MLI Founder  
- **Ruben Armiñana**, President, Sonoma State University

10:30 a.m. – 10:40 a.m.  
**Break**
10:40 a.m. – 12:15 p.m. Washington Ballroom

**Pathways to Success: Personal and Professional Challenges**

10:40 a.m. – 11:30 a.m.

**Presidential Panel Discussion**
Moderator: Charlie Nelms, Chancellor, North Carolina Central University and a MLI Founder
Panel: Elson Floyd, President, Washington State University
       Allen Sessoms, President, University of the District of Columbia
       Mary Sias, President, Kentucky State University

11:30 a.m. – 12:15 p.m.

**Interactive Discussions**
Discussion Facilitator: Mickey L. Burnim, President, Bowie State University and MLI Chair

12:15 p.m. – 1 p.m. Promenade

**Networking Lunch**

1 p.m. – 1:20 p.m.

**Partnership for Success**
Remarks: Richard Ekman, President, Council of Independent Colleges
SUNDAY, JUNE 13

1:45 p.m. – 4:45 p.m.  Washington Ballroom
**General Session: Financial Management**
Introduction:  **Elsion Floyd**, President, Washington State University
Presenter:  **Marie McDemmond**, Interim Dean, College of Education, Florida International University and President Emerita, Norfolk State University

5 p.m. – 5:45 p.m.  Washington Ballroom
**Preparation for Media Training**
Introduction:  **Livingston Alexander**, President, University of Pittsburgh at Bradford (Class of 2001)
Presenters:  **Colleen Bentley**, Director of Special Projects, The California State University  
**Carol Ivy**, President, Up Your Image

6:30 p.m. – 6:45 p.m.  Promenade
**Message from the AASCU President**
Introduction:  **Dorothy Leland**, President, Georgia College and State University (Class of 2002)
Remarks:  **Muriel A. Howard**, President, American Association of State Colleges and Universities

6:45 – 7:15 p.m.  Promenade
**Reception**

7:15 p.m. – 9 p.m.  Promenade
**Dinner Program with Marie McDemmond Lecture**
Introduction:  **Mary Sias**, President, Kentucky State University
Presenter:  **Sally Clausen**, Commissioner of Higher Education, Louisiana Board of Regents
MONDAY, JUNE 14

8:30 a.m. - 11:45 a.m.

Concurrent Workgroups
Continental Breakfast served at 8 a.m. in Workgroups
(Half the group goes to Media Interviews while the other half goes to Contract Basics and then on to Executive Search Interview Preparation and Discussion.)

8:30 a.m. - 11:30 a.m. ⏰ Mayfair Court

Group 1: Techniques for Media Interviews
Trainers: Colleen Bentley, Director of Special Projects, The California State University
         Carol Ivy, President, Up Your Image
Protégés: Patricia Arredondo, University of Wisconsin-Milwaukee
          Gail Baker, University of Nebraska Omaha
          Aminta Breaux, Millersville University of Pennsylvania
          Cheryl Dozier, University of Georgia
          Lorenzo Esters, Association of Public and Land-grant Universities
          William J. Fritz, City University of New York, College of Staten Island
          Bonita Hairston, University of North Texas
          Georgia Hale, University of Arkansas-Fort Smith
          Kim Hunter Reed, Louisiana Board of Regents
          Jim Limbaugh, Angelo State University
          Denise Maybank, Michigan State University
          Alfred Thompson, Eastern Washington University
          Kara Turner, Morgan State University
          Jin Wang, The University of Tampa
          Sherryl Weems, University of Buffalo, SUNY
8:30 a.m. – 11:45 a.m.

**Concurrent Workgroups continued**

8:30 a.m. – 10 a.m. ☀ Thomas Boardroom

**Group 2: Executive Contract: Basics and Trends**

Introduction: **Tony Atwater**, President, Indiana University of Pennsylvania (Class of 2003)

Presenter: **Tyrone P. Thomas**, Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.

Protégés: **Benjamin Akande**, Webster University  
**Susan Borrego**, California State University, Dominguez Hills  
**Cheryl Renee Gooch**, Gainesville State College  
**Mary Gresham**, University at Buffalo, SUNY  
**Jaffus Hardrick**, Florida International University  
**Dale Jones**, Virginia Commonwealth University  
**Wallace Loh**, The University of Iowa  
**Michelle McClure**, Harris-Stowe State University  
**Christine J. Quinn**, University of Wisconsin-Extension  
**Mwalimu J. Shujaa**, Southern University and A&M College  
**Maria Thompson**, Tennessee State University  
**Connie Walton**, Grambling State University  
**Belle Wei**, San Jose State University  
**Mary Wyatt**, Savannah State University

10:15 a.m. – 11:45 a.m. ☀ Dupont

**Group 2: Executive Search: Interview Preparation and Discussion**

Moderator: **Edward B. Fort**, Chancellor Emeritus, North Carolina Agricultural & Technical State University and a MLI Founder

Panel:  
**Jean Dowdall**, Vice President, Witt/Kieffer  
**Maria Perez**, President, Perez-Arton Consultants, Inc.  
**Tomas Moráles**, President, City University of New York, College of Staten Island (Class of 2004)  
**Dorothy Leland**, President, Georgia College and State University (Class of 2002)
10:15 a.m. – 11:45 a.m.  Dupont

**Group 2: Executive Search: Interview Preparation and Discussion  continued**

Protégés:  Benjamin Akande, Webster University  
Susan Borrego, California State University, Dominguez Hills  
Cheryl Renee Gooch, Gainesville State College  
Mary Gresham, University at Buffalo, SUNY  
Jaffus Hardrick, Florida International University  
Dale Jones, Virginia Commonwealth University  
Wallace Loh, The University of Iowa  
Michelle McClure, Harris-Stowe State University  
Christine J. Quinn, University of Wisconsin-Extension  
Mwalimu J. Shujaa, Southern University and A&M College  
Maria Thompson, Tennessee State University  
Connie Walton, Grambling State University  
Belle Wei, San Jose State University  
Mary Wyatt, Savannah State University  

11:15 a.m. – 11:45 a.m.  Three Critical Issues: Interview Preparation and Discussion  
Presenter:  George L. Mehaffy, Vice President for Academic Leadership and Change, AASCU  

Noon – 2 p.m.  Washington Ballroom

**Luncheon Presentation: Advancement and Fundraising**  
Moderator:  Charlie Nelms, Chancellor, North Carolina Central University and a MLI Founder  
Presenters:  Curt R. Simic, President Emeritus, Indiana University Foundation  
John Lippincott, President, Council on the Advancement and Support of Education
MONDAY, JUNE 14

2:15 p.m. – 5:30 p.m.

Concurrent Workgroups
(Half the group goes to Contract Basics and then on to Executive Search Interview Preparation and Discussion or Media Interviews.)

2:15 p.m. – 5:15 p.m. ⚡ Mayfair Court

Group 2: Techniques for Media Interviews

Trainees: Colleen Bentley, Director of Special Projects,
The California State University
Carol Ivy, President, Up Your Image

Protégés: Benjamin Akande, Webster University
Susan Borrego, California State University, Dominguez Hills
Cheryl Renee Gooch, Gainesville State College
Mary Gresham, University at Buffalo, SUNY
Jaffus Hardrick, Florida International University
Dale Jones, Virginia Commonwealth University
Wallace Loh, The University of Iowa
Michelle McClure, Harris-Stowe State University
Christine J. Quinn, University of Wisconsin-Extension
Mwalimu J. Shujaa, Southern University and A&M College
Maria Thompson, Tennessee State University
Connie Walton, Grambling State University
Belle Wei, San Jose State University, California
Mary Wyatt, Savannah State University
Concurrent Workgroups continued

2:15 p.m. – 3:45 p.m.  🍼 Thomas Boardroom

**Group 1: Executive Contract: Basics and Trends**

Introduction: Tony Atwater, President, Indiana University of Pennsylvania (Class of 2003)

Presenter: Tyrone P. Thomas, Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.

Protégés: Patricia Arredondo, University of Wisconsin-Milwaukee
          Gail Baker, University of Nebraska Omaha
          Aminta Breaux, Millersville University of Pennsylvania
          Cheryl Dozier, University of Georgia
          Lorenzo Esters, Association of Public and Land-grant Universities
          William J. Fritz, The City University of New York, College of Staten Island
          Bonita Hairston, University of North Texas
          Georgia Hale, University of Arkansas-Fort Smith
          Kim Hunter Reed, Louisiana Board of Regents
          Jim Limbaugh, Angelo State University
          Denise Maybank, Michigan State University
          Alfred Thompson, Eastern Washington University
          Kara Turner, Morgan State University
          Jin Wang, The University of Tampa
          Sherryl Weems, University at Buffalo, SUNY

4 p.m. – 5:30 p.m.  🍼 Dupont

**Group 1: Executive Search: Interview Preparation and Discussion**

Moderator: Edward B. Fort, Chancellor Emeritus, North Carolina Agricultural & Technical State University and a MLI Founder

Panel: Jean Dowdall, Vice President, Witt/Kieffer
       Maria Perez, President, Perez-Arton Consultants, Inc
       Tomás Morales, President, City University of New York, College of Staten Island (Class of 2004)
       Dorothy Leland, President, Georgia College and State University (Class of 2002)
4 p.m. - 5:30 p.m.  Dupont  
**Executive Search: Interview Preparation and Discussion** continued  
Protégés:  
- Patricia Arredondo, University of Wisconsin-Milwaukee  
- Gail Baker, University of Nebraska Omaha  
- Aminta Breaux, Millersville University of Pennsylvania  
- Cheryl Dozier, University of Georgia  
- Lorenzo Esters, Association of Public and Land-grant Universities  
- William J. Fritz, City University of New York, College of Staten Island  
- Bonita Hairston, University of North Texas  
- Georgia Hale, University of Arkansas-Fort Smith  
- Kim Hunter Reed, Louisiana Board of Regents  
- Jim Limbaugh, Angelo State University  
- Denise Maybank, Michigan State University  
- Alfred Thompson, Eastern Washington University  
- Kara Turner, Morgan State University  
- Jin Wang, The University of Tampa  
- Sherryl Weems, University of Buffalo, SUNY  

5 p.m. - 5:30 p.m.  Dupont  
**Three Critical Issues**  
Presenter: George L. Mehaffy, Vice President for Academic Leadership and Change, AASCU  

6:30 p.m.  Mei Wah Restaurant • 1200 New Hampshire Avenue, NW  
**Dinner for MLI Faculty**  
*Hosted by the MLI Executive Steering Committee*  

**Free Evening for Protégés**
TUESDAY, JUNE 15

7 a.m. – 7:30 a.m.  Washington Ballroom
Continental Breakfast

7:30 a.m. – 1 p.m.
Governmental Relations Workshop—Working With Congress

7:30 – 8:30 a.m.
Overview
Presenters: Muriel A. Howard, President, AASCU
Robert Moran, Director of Federal Relations, AASCU

8:40 a.m. – 12:45 p.m.
Protégés Visit Capitol Hill

Schedule for Capitol Hill Visit
8:40 a.m.  Bus departs the entrance of the hotel for the U.S. Capitol
9:05 a.m.  Group photo at U.S. Capitol of MLI Class of 2010
9:30 a.m. – 11:30 a.m.  Protégé appointments with Congressional representatives and staff (arranged by protégés in advance and concluding by 11:30 a.m.)
11:30 a.m. – 12:45 p.m.  Working Lunch—Capitol Hill
12:45 p.m.  Bus departs Capitol Hill for the Westin Grand Hotel
TUESDAY, JUNE 15

1:30 p.m. – 2:30 p.m.  Washington Ballroom
**General Session: Governance and Working with Boards**
Moderator: Melvin Johnson, President, Tennessee State University (Class of 2001)
Presenters: Patricia Cormier, President, Longwood University
Rich Novak, Senior Vice President, Ingram Center for Public Trusteeship & Governance, Association of Governing Boards of Universities and Colleges

2:45 p.m. – 4:45 p.m.
**Consultations with Advisors**
This is an opportunity for protégés to consult with presidential advisors and develop a plan for the next steps in achieving their career objectives. Small groups of protégés meet with advisors to discuss their Professional Development Plan and prepare for the mentoring component that follows the Institute. **Protégé and Advisors refer to schedule for group assignments and room designations.**

5 p.m. – 6 p.m.  Scott
**Making the Most of Your Mentoring Experience**
Presenters: F.C. Richardson, Chancellor Emeritus, Indiana University Southeast and a MLI Founder
Betsy V. Boze, AASCU Senior Fellow (Class of 2002)
TUESDAY, JUNE 15

7 p.m. – 9 p.m.  Washington Ballroom
Reception and Banquet

New Beginning: Taking Advantage of Opportunities
Presiding: Mickey L. Burnim, President, Bowie State University and MLI
Chair and Gladys Styles Johnston, MLI Director, Assistant to AASCU President, and a MLI Founder
Presenter: Raynard S. Kington, Deputy Director, National Institutes of Health and President-Elect, Grinnell College (Class of 2007)
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**Hazo W. Carter, Jr.**
President, West Virginia State University

**Edward B. Fort**
Chancellor Emeritus, North Carolina Agricultural and Technical State University

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Former President, Lincoln University, Missouri

**Marvalene Hughes**
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Delivering America’s Promise

AASCU’s 430 public college and university members are found throughout the United States and in Guam, Puerto Rico and the Virgin Islands. We range in size from 1,000 students to 44,000. We are found in the inner city, in suburbs, towns and cities, and in remote rural America. We include campuses with extensive offerings in law, medicine and doctoral education—as well as campuses offering associate degrees to complement baccalaureate studies. We are both residential and commuter, and with on-line degrees as well. Yet common to virtually every member institution are three qualities that define its work and characterize our common commitments.

• We are institutions of access and opportunity. We believe that the American promise should be real for all Americans, and that belief shapes our commitment to access, affordability and educational opportunity, and in the process strengthens American democracy for all citizens.

• We are student-centered institutions. We place the student at the heart of our enterprise, enhancing the learning environment and student achievement not only through teaching and advising, but through our research and public service activities.

• We are “stewards of place.” We engage faculty, staff and students with the communities and regions we serve—helping to advance public education, economic development and the quality of life for all with whom we live and who support our work. We affirm that America’s promise extends not only to those who come to the campus but to all our neighbors.

We believe that through this stewardship and through our commitments to access and opportunity and to our students, public colleges and universities effectively and accountably deliver America’s promise. In so doing we honor and fulfill the public trust.