Who’s on the Bench?
DEVELOPING & PROMOTING
YOUR NEXT GROUP OF
ALL-STARS

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Born or Made?

- "Leaders aren't born, they are made. And they are made just like anything else, through hard work. And that's the price we'll have to pay to achieve that goal, or any goal." — Vince Lombardi

- “Big jobs usually go to the men who prove their ability to outgrow small ones.” — Ralph Waldo Emerson

- "Talent is cheaper than table salt. What separates the talented individual from the successful one is a lot of hard work.” — Stephen King
"Leadership and learning are indispensable to each other."
- John Fitzgerald Kennedy
The Vocation of Teaching

- As a career offers “opportunities for service and for personal satisfaction which are equaled by very few professions” (Gould & Yoakam, 1947, p. 7).
- Teaching has features making it uniquely attractive as a profession (Lortie, 1975).
The Vocation of Teaching

• How about in 2015?
• How about in vocational colleges & universities?
• WIFM?
Retention Challenges...

**Internal**
- Support from administration
- Resources (time, budget, etc.)
- Workload/teaching load
- Career path
- Professional development as an educator
- Cultural match
- Compensation/benefits

**External**
- Return to field
- Competitors
- Personal/family issues
- Compensation/benefits
- Career advancement
Build vs. Buy

DON'T WORRY, IT'S GONNA BE COOL... HOMER'S ON THE JOB, MAN!
Why “build” leaders? Can’t we just “buy” leaders?

- **Risks of Buying**
  - 1 hr. of Amazing!
  - Institutional fit?
  - No guarantees –no free trial
  - “Diva creation”
  - Cost of acquisition

- **Benefits of Building**
  - Rewarding high performers
  - Reinforcing institutional culture
  - Consistency for students and faculty/staff
  - Reduced cost/reduced turnover
  - “Feel good” –home grown heroes
"We are sorry, the leadership development budget is under development by leadership."
The Experiment

- We need it
- There’s no one to help
- Make something up
- Don’t spend very much (any) money
- Do it fast
- Make sure it’s good
Will you RISE to be a leader?
Will you RISE...to be a leader?

American Career College is proud to introduce a NEW Leadership Development opportunity: RISE.

Open to all faculty or Program Directors that would like the opportunity to expand their knowledge and leadership for the Program Director or Director of Education positions.

One person, making a change and making a difference.

Exceptional performance is a direct result of an organization’s most valuable asset: its employees.

Educating our faculty is the first step to creating great leadership. Some of the departments will include:

- Admissions
- Academics/Registrar
- Accreditation & Licensing/Compliance
- Facilities/Information Technology (IT)
- Marketing
- Human Resources
- Student Resource Center
The Curriculum

- Intro to Administration
- Academics & Accreditation
- Registrar Ops
- Admissions
- Marketing
- Financial Aid
- IT & Facilities
- Human Resources
- Career Services
The Cost

- Lunch for 30 once a month (budget $400)
- Instruction cost for the day for those involved
- Mileage
- Our time
- Other departments prep and presentation time
The Results...People

- 42 applied or nominated
- Started program with 19 participants
- Planned 12 months, lasted 16 months
- Internal promotions = 6 (31.6%)
- Left for promotion = 2 (1 potential clinical partner & 1 substitute instructor)
- Retained = 8 (42.1%)
- Separated (lateral) = 3 (15.8%)
The Results...Projects

- Developed new professional development program in collaboration with career services and campus academic leaders
  - “For the people, by the people”
- Various attendance campaigns and retention best practices
- Partnered with Accreditation team to train on PEPs at campus
What we learned...

• The clinician dilemma
• Ops 101
• Acronym city - ATB, SAP, FERPA, PDL, ECAR, AOS, HSE/GED, PEP, FAFSA
• Goals & plans
• New ideas
  • Technology solutions
  • New program ideas
  • In-service topics
Thank you and happy developing!