



HLC Accreditation Evidence

- Barton Leadership Institute

URL:

Office of Origin:

- Vice President of Instruction

Contact(s):

- Coordinator of Community Education

Leadership Institute

BARTON COMMUNITY COLLEGE

Barton Leadership Institute

Background

Barton's Leadership Institute was developed by Elaine Simmons as part of her participation in the Kansas Community College Leadership Institute (KCCLI).

Participants were required to complete a leadership project that addressed a need at the participant's home institution and have the potential to be replicated across Kansas.

The Leadership Institute was chosen in response to workforce concerns. Higher education is experiencing high turnover in leadership and recruitment for new leaders is difficult particularly in rural Kansas areas.

Barton faces this challenge and acknowledges significant retirements in administrative and/or management positions currently and into the new decade.

The average age of Barton's full-time employees six years ago was 49.37. Today, it is 46.34.

Purpose

Barton's Leadership Institute is a professional development activity for employees seeking to develop their leadership skills. The College supports this activity as a retention tool with the expectation graduates will positively contribute to Barton's success. Added desired outcomes include:

- Understanding of a Leader's Role and Responsibilities
- Clarify Professional Goals
- Assess Personal Readiness for Career Advancement
- Initiate a Professional Personal Networking System
- Establish a Mentor Relationship

Outcomes

Barton's Leadership Institute is in its sixth year – initiating during the 2016-2017 academic year.

The institute has supported the participation of forty-six employees. 98% of the participants remain Barton employees.

88% of the participants participate on college committees and workgroups. Multiple members have shifted positions of responsibility since their involvement in the Institute. Still others are part of succession plans and many are part of or lead innovative projects.

Leadership Institute Participants

Coordinator Elaine
Simmons

2016-17

Whitney Asher
Krystall Barnes
Tana Cooper
Claudia Mather
Teri Mebane
Lee Miller

2017-18

Janet Balk
Mark Bogner
Jonathan Dietz
Lindsay Holmes
Stephanie Joiner
Kathy Kottas
Peter Solie
Brandon Steiner

Coordinator Whitney
Asher

2018-19

Zac Bauman
Kristan Connell
Matt Connell
Jessica Fullen
Karly Little
Todd Mobray
Carol Murphy

2019-20

Erin Eggers
Deanna Heier
Orlando Hernandez
Karla Hitz
Jenna Hoffman
Abby Kujath
Julie Munden
Curtis Rose
Shelli Schmidt

Coordinator Karly
Little

2020-2021

Chris Baker
Megan Chambers
Nolan Esfeld
Tanner Marston
Andrea Thompson
Christopher Vanderlinde
Jenna Wornkey

2021-2022

Emily Harper
Erika Jenkins-Moss
Courtney Metcalf
Wendy Miller
Rita Thurber
Maggie Tracy
Joe Vinduska
Lawrence Weber

Participant Selection

Open to All Employees (Full-Time, Regular Part-Time & Adjunct)

- Minimum of Five – Maximum of 10 Participants
- Minimum Two Years of Barton Service
- Satisfactory Staff Performance Appraisal or Faculty Evaluation
- Supervisory Recommendation with Rationale
- Final Selection – Leadership Institute Committee

Logistics

- Six Month Institute – One Day Per Month (September-April)
- 9:00a.m.-3:30p.m.
- Location (Barton County Campus)/Zoom As Needed
- Refreshments & Lunch Served
- Program Budget (\$5,000); Requesting \$5,000 Increase FY 23

Institute Topics

- **Leadership**

- Clifton Strengths Based Leadership
- Reflective Leadership
- Leadership Attributes & Competencies
- Leadership Chats with President's Staff
- Personal Branding
- Professional Image/Attire
- Leadership Philosophy
- Leadership Shadowing

- **Higher Education Principles**

- Community College Mission
- Accreditation
- Strategic Planning
- Fiscal Responsibility
- Board of Trustees Relations
- Legislative Issues
- Partnerships
- Cultural Diversity & Inclusion
- Kansas Board of Regents
- Political Awareness & Strategies

Moving Forward

- Nomination Announcement Sent to All Users; Currently Sent to Supervisors
- Employees with Interest Encouraged to Speak with Their Supervisor; Supervisors Continue to Nominate
- Annual Alumni Retreat (Summer)



BARTON

**LEADERSHIP
INSTITUTE**

Karly Little
Institute Graduate, Class #3
Coordinator Classes #5 and #6

WHAT IS LEADERSHIP?

**Leadership is mobilizing people to make progress on complex,
adaptive challenges.**

Kansas Leadership Center

ORIGIN STORY

**Kansas Community College
Leadership Institute (KCCLI)**

What is the

BARTON

LEADERSHIP
INSTITUTE



A yearly institute in which 7 - 10 employees are nominated by supervisors and chosen by a committee.

Barton + Self Development

Barton Timeline Jeopardy & Self Jeopardy

Barton Timeline Activity
Barton Universe/Connections
Strengths-Based Leadership
Reflective Leadership
Your Personal Brand
Professional Image/Attire
Institutional Update
Community College Mission
Work-life balance
Happiness Advantage
Accreditation
Fiscal Responsibility
Diversity, Equity, and Inclusion

Board Meetings
President's Staff Chats
Institutional Updates w/VP
Tour of other campus locations
Networking with
Institute graduates

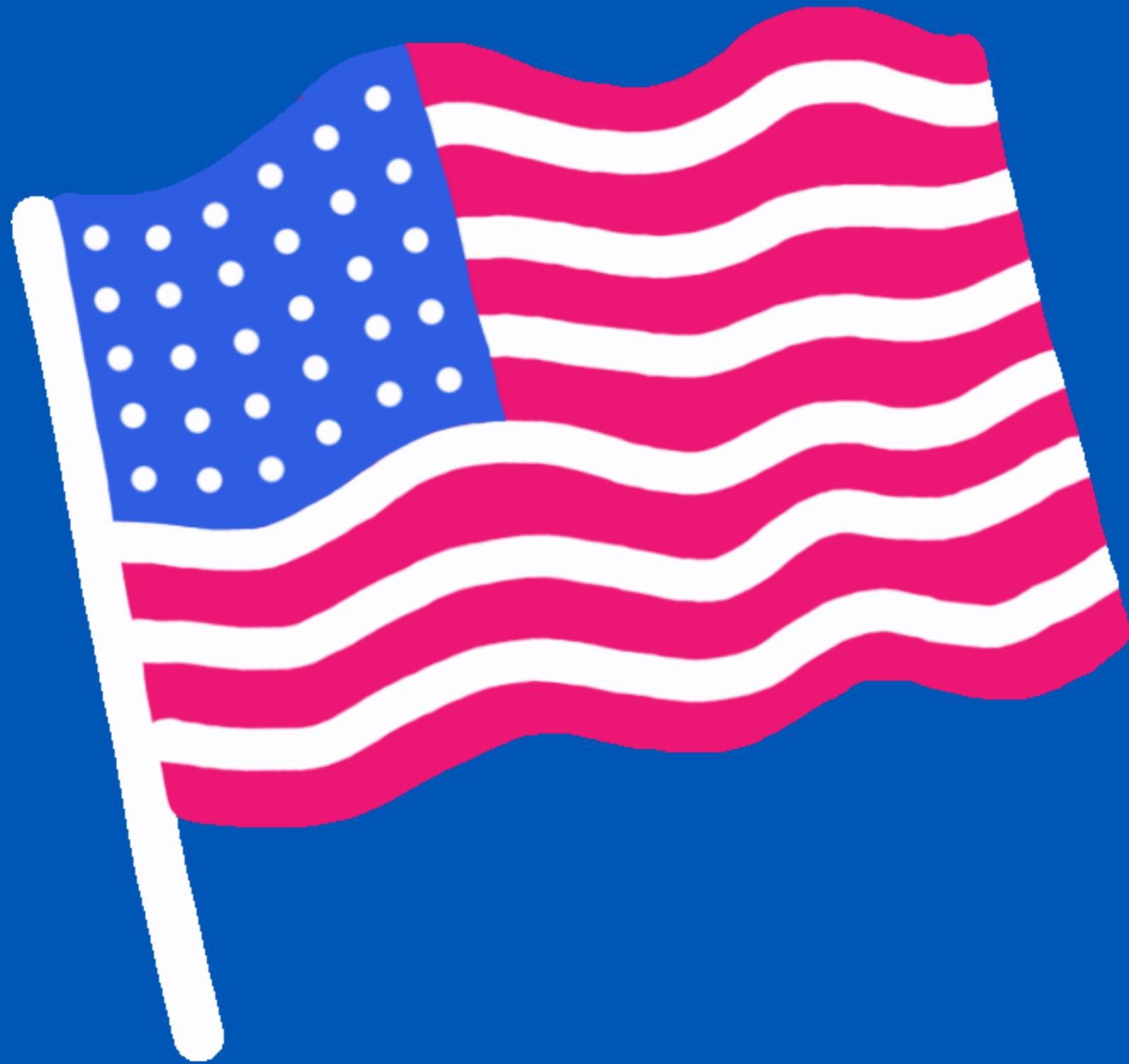
Assignments
WHY Board
Leadership Philosophy
Happiness Video re-framing
Shadowing Experience

Leadership Attributes

Board – President Relationship
About the Kansas Association of Community College Trustees
Leadership Philosophy Discussion
Kansas Board of Regents
Succeeding with Political Savvy & System Strategies
Legislative Issues and Partnerships
Leadership Shadowing Experience Debriefing
Being a Leader
What's Next" Conversations with Graduates and Alumni
Graduation Activities – graduates and supervisors

**According to the Association for Talent
Development:**

**Organizations spent on average \$1,252
to train each new employee**



**National
employee
retention rate -
any guesses?**

90% national average retention rate



Class #1



Class #2



Class #5



Class #3



Class #4

**37 graduates in 5 years
36 are still here today**

97.3% retention rate



What happens in the Barton Leadership Institute?

- **Meet and network with peers**
- **Meet and network with College leaders**
- **Meet and network with external professionals**
- **Lots of self-reflection and personal development**
 - **Internal and external speakers (\$\$)**
 - **Assignments and projects**

1) the energy invested in the exchange

What the Institute says: We are investing time, money, and energy in your development.

2) valuing individuals

What the Institute says: Through assignments like your leadership philosophy and your WHY, your individualism is important and valued.

3) signaling that the relationship will sustain in the future

What the Institute says: We want you to continue to grow and learn. Stick around.

**Barton Leadership Institute
tries to strike that magical
balance of teaching
Barton + Self.**





Just to name a few:

Engaged employees

Lower turn-over rates

Happier employees

Succession plans/practices