



Sylvia M. Thomasson
Educational Leadership
Enhancement Program

2006 - 2007
Project



In Memory of Dr. Sylvia M. Thomasson

Dr. Sylvia M. Thomasson was a woman of outstanding character and quality, who touched the lives of many throughout her life. Through her professional career Dr. Thomasson played many roles in the educational system, which allowed her the avenue to inspire both students and staff along the way.

Dr. Thomasson held a Bachelor of Science in Education, a Master of Arts in Guidance and Counseling and a Doctorate in Higher Education. Throughout her career she applied these degrees to many different layers of the educational system.

Dr. Thomasson worked as an elementary school teacher early in her career and moved into social work and counseling soon after. Her career in the Florida Community College system began in 1975 as a counselor at Pasco-Hernando Community College. Dr. Thomasson worked at Pasco-Hernando

Community College for 19 years, culminating as the Dean of Student Services and provost of the West Campus. She became part of the Lake-Sumter Community College family as vice president of Educational Services, where she continued her employment until her passing in 1999. In addition to her administrative responsibilities in the Florida Community College System, Dr. Thomasson taught many college credit and non-credit courses. Dr. Thomasson also always managed to maintain involvement in community service.

Dr. Thomasson had been the recipient of numerous awards, including Outstanding Elementary Teacher of America, service awards from the Kiwanis, the United Way, the American Heart Association and the "Woman of Distinction" award from Florida Suncoast Girl Scout Council. These awards are testimonies to the kind spirit, commitment to others and dedication that Dr. Thomasson displayed throughout her life.

Dr. Thomasson played an active role in the advancement of women and minorities. Her involvement with various community college committees, her presentations at seminars and her genuine personal beliefs solidified her commitment to the issues for which the Leadership Enhancement Program exists. For those of us who have not had the honor of knowing Dr. Thomasson personally, we see her spirit, caring, determination and dedication in those whom she inspired in her lifetime.

SYLVIA THOMASSON LEADERSHIP ENHANCEMENT PROGRAM

Purpose of Program

To provide an avenue for the identification of future leaders in Florida's Community College and State University System.

The project specifically addresses the need to identify women and minorities who may become future leaders in the Florida Community College and State University System. Participants engage in a series of leadership activities that include a state leadership conference and a trip to Tallahassee to acquaint them with the legislative process as it relates to the community college system. Participants are selected by their individual colleges based on their leadership qualities and potential of becoming future administrators.

STATEMENT OF PURPOSE

This project is designed to strengthen the executive management preparation of women and minorities. Additionally, the project will give women and minorities an opportunity to explore specific career paths in postsecondary education. The need for this project is well documented at each of the participating institutions. The need to identify minority applicants, in particular, is becoming increasingly more important. This program creates a "GROW YOUR OWN" concept.

Institution/Consortium: Educational Leaders of Central Florida Consortium

The educational leaders of Central Florida Consortium (CFCC, LSCC and PHCC) will identify 12 mid-management and/or faculty members who are a minority and/or women to participate in the Administrative Enhancement Program. Currently, Central Florida serves as the lead institution, however, in the future the lead responsibilities will be shared with the other participating institutions. At this time, there are no formal programs at either of these institutions designed to increase the number of qualified women and/or minorities in senior-level administrative positions.

There will be planned/structured sessions for all participants each month. One of the major components of the project will be an emphasis on "Servant Leadership." This concept is "being applied by a growing number of individuals and institutions as both a philosophy and a working model." Spears, 1994

In "Servant Leadership," project participants will learn how to utilize a group-oriented approach as a means of decision making to strengthen their institution and improve society. Ideally, each participant will learn to put into practice effectively the seven key elements of Servant Leadership.

Participants will participate in the following leadership activities:

- Six professional development workshops
- Attend at least one national leadership conference
- Attend the Statewide meeting in Central Florida
- Be mentored by a senior-level administrator at their college
- Shadow a senior-level administrator at their institution or one of the participating Institutions
- Attend the President's forum
- Select and complete a major project based on their interest

Servant Leadership Summary

Servant Leadership is now in its third decade as a specific leadership concept. Robert Greenleaf conceived the belief that: "The servant leader is servant first...it begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead." The best test for this is: "do those served grow as persons; do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?" (Robert Greenleaf) Through his philosophy, ten characteristics of servant-leaders are predominant: listening, empathy, healing, awareness, persuasion, conceptualization, foresight, stewardship, and commitment to the growth of people and building community.

Built upon Robert Greenleaf's beliefs, the Greenleaf Concept was created to further his mission to support those who, through the practice of servant leadership, seek to create organizations in which individual stakeholders become healthier, wiser, freer, and more autonomous; and in so doing, build a better, more humane society which welcomes the full diversity of human family.

Participants will be introduced to different styles of leadership and how one can apply servant-leadership principles at work and at home. Self-assessment and accountability are also important facets. Individuals are asked to take measure of themselves in administrative leadership roles, both designated and situational. For example, participants in the Sylvia M. Thommason Educational Leadership Enhancement Program are encouraged to learn how to deal with the rapid changes occurring in higher education and how discerning values of the institution becomes the focal point for change.

Selection/Application Process

Each participating community college has chosen a different method for the selection of staff members who will participate in the Sylvia M. Thomasson Leadership Enhancement Program. During this program year (2006-2007) three community colleges have personnel involved with the project. Their selection processes follow.

Central Florida Community College

Each vice-president recommends a member or members of his/her staff who would be an appropriate person to participate in the Leadership Enhancement Program. The president's staff reviews each nominee and invites the nominees to participate by giving the nominees an application to fill out. The president then reviews the applications and then makes the selection.

Lake-Sumter Community College

Persons who work at LSCC and have interest in the Leadership Enhancement Program must complete an application during the early part of the fall term. The application covers community college experience, educational background, career goals, and the individual's perception of critical issues facing community colleges. The applicant must select two of the defined issues and describe how they would address the problem. The written application information is then shared with the President's Council and a selection is made.

Pasco-Hernando Community College

Applicants interested in this program must complete an application, which consists of essay questions. Their supervisor submits the application to the dean of Instructional Services who presents it to the members of the President's Cabinet. They make the recommendations about appropriate staff participants.

Insight Into the Past

When Sylvia Thomasson was the vice president of Educational Services at LSCC, she made the selection herself no applications and no meetings. After determining who would participate, she went to that person and talked with them on an individual basis. Dr. Thomasson told the person she wanted them to participate, why she selected them, and how the program would benefit them professionally.

Leadership Lesson

Leadership - Leadership is a process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more cohesive and coherent.

The basis of good leadership is honorable character and selfless service to your organization. In your employees' eyes, your leadership is everything you do that affects the organization's objectives and their well being. Respected leaders concentrate on what they *are [be]* (such as beliefs and character), what they *know* (such as job, tasks and human nature), and what they *do* (such as implementing, motivating and providing direction). Leaders carry out this process by applying their leadership attributes, such as beliefs, values, ethics, character, knowledge and skills.

The Two Most Important Keys to Leadership

1. You must be trustworthy.
2. You have the ability to communicate where the organization needs to go.

Sylvia M. Thomasson
Educational Leadership Enhancement Program
Activity Schedule
2006-2007

<u>DATE</u>	<u>ACTIVITY</u>	<u>TIME</u>	<u>LOCATION</u>
Oct. 12, 2006	Opening Session	11:30 a.m. - 4 p.m.	CFCC, Ocala - Bldg. 5 Patriot Dining Room
Nov. 2-4, 2006	FACC Convention		Tampa
Jan. 27-30, 2007	Futures Assembly		N/A
Feb. 15, 2007	Leadership Strategies	9 a.m. - 3 p.m.	PHCC, New Port Richey
March 1, 2007	President's Forum	9 a.m. - 3 p.m.	LSCC, Leesburg
April 12, 2007	Legislative Day		Tallahassee
May 9, 2007	Graduation	2 - 4 p.m.	CFCC, Ocala - Bldg. 5 Patriot Dining Room

CFCC spring break, March 12-16

PHCC spring break, March 5-11

LSCC spring break, March 12-17

“Excellent leadership is the key to any success in life, whether it is at work or in our own personal life.”

Kat Wade



Sylvia M. Thomasson
Educational Leadership Enhancement Program
Past Participants

Prior to 2000

LSCC

Janice Adkinson
Elaine Carlisle
Sheila Hayes
Carolyn Meyer
Patti Weasel
Tanya Rocker
Mary Huffer
Tiffany Harrell
Cathy Melendez
Bernie Hebrock
Daffini Harkitt

CFCC

Rose Cohen
Lorenzo Edwards
Lisa Wiedemer
Ginger Cruze
Lynne Boele
Lyn King Powell
Gilda Crocker
Judy Davis
Eric Lightsey

PHCC

Sue Matheny
Jan Cessna
Mary Fenimore
Janet Paskins

2000 - 2001

LSCC

Miranda Kelly

CFCC

Pamela Kendrick
Melanie Urff

PHCC

Patsy Mahoney
Mary Ann Searle

2001 - 2002

LSCC

Audrey Maxwell
Brandy Ziesemer

CFCC

Cheryl Lonon
Susan Morgan

PHCC

Melanie Butterworth
Thomas Floyd

2002 - 2003

LSCC

Reinaldo Cortes
Shirley Revels
Melanie Kelly

CFCC

Lori Spring-Kielty
Julio Serno
Wendy Warner

PHCC

Katherine G. Brantley
Donna R. Burdzinski
Cheryl W. O'Berry
Lynn Rothman-Venus

2003 - 2004

LSCC

Heather Elmatti
Susan Fagan
Regina Peeples

CFCC

Luanne Ashlock
Sheila Ramos
Lisa Smith

PHCC

Lois Henton
Joy Raulerson
Irene Schauer

2004 - 2005

LSCC

Tabitha Richards
Sean Armstrong
Kathy Dawson

CFCC

Mary Ann Desantis
Judy Deisler
Jillian Ramsammy

PHCC

Mariane Fasano
Arlene York
Sonia Rodriquez

Sylvia M. Thomasson

Educational Leadership Enhancement Program

Current Participants 2006-2007



Dr. Leonard Everett
Associate Dean, College Preparatory Education
Central Florida Community College

“The 2007 Sylvia M. Thomasson Educational Leadership Enhancement Program was a very informative and professionally enhancing experience. In particular, the opportunity to interact and learn in a close group setting with a variety of community college presidents and program participants was inspiring and empowering for me. Consequently, upon completing the program, I felt that my opportunity to become a more effective leader was vastly increased.”



Trish Glennon, MBA, PHR
Coordinator, Benefits and Special Projects
Central Florida Community College

“WOW! Participating in the Sylvia M. Thomasson Educational Leadership Enhancement Program for 2006-2007 was quite an experience. I met other motivated professionals from Lake Sumter and Pasco-Hernando community colleges; made new friends and professional contacts. I participated in a dialogue with not one but three Community College presidents during which we explored their vision of leadership – balance, planning, networking, passion, finding a mentor, keeping yourself grounded but challenged, surrounding yourself with people who are willing to tell you the truth as well as take risks and servant leadership. It is great to know what a community college president is looking for in his employees. As if that wasn't enough, shadowing Mrs. Gilda Crocker, director of Human Resources at Central Florida Community College, really bought the Human Resource Directors' position to life and highlighted the daily responsibilities of the position, giving me new respect for management. But, more importantly, all this learning was conveyed in an atmosphere of respect and of fun. I will never forget the experience and advise anyone who would ask me to take the challenge and gain a lifetime of experience.”



Jermele "LerVerne" Jacobs
Coordinator, College Reach Out Program
Hampton Center, Central Florida Community College

“The Thomasson Leadership Enhancement Program forum has been a wonderful experience. I enjoyed the networking and the variety of learning experiences. The insight provided through this leadership experience has challenged me to re-examine my future goals.”

“Thanks Mrs. Miller, Dr. Dassance, Dr. Floyd, Dr. Johnson, and Dr. Mojock for continuing the legacy of Dr. Sylvia Thomasson.”

Sylvia M. Thomasson Educational Leadership Program Current Participants 2006-2007



Kat Wade, BA
Manager of Staff Services
Central Florida Community College

"Being a part of the Thomasson Educational Leadership Enhancement Program has given me more insight as to becoming a better leader as a manager. The learning experience through this program not only helped me in my field of work but in my personal life as well. Leadership is an important part of our lives whether it is being a parent or a manager of a business."



David Velazquez, MA
Assistant Director of Human Resources
Pasco-Hernando Community College

"I have found this program to be excellent. It has been a wonderful experience meeting other individuals from the other two colleges. I particularly enjoyed hearing from the three college presidents insight on leadership. I was able to get a glimpse of what an administrator does by job-shadowing Dr. Giannet Provost to the North Campus - PHCC. I have a greater appreciation for these administrators and the leadership they provide for the community colleges."



Shannon Calega, M. Ed.
Advisor
Pasco-Hernando Community College

"As a new professional, the Sylvia M. Thommason Leadership Enhancement Program has exposed me to a diverse array of leadership skills and leadership ideas. This program helps you become a stronger leader as well as equipping you with the necessary tools to help take your home institution to the next level. When asked why consider participating in this program, my automatic answer is why not? The experience is priceless and it will truly last you a lifetime."



Marion J. Kane
Lake-Sumter Community College

"The Sylvia M. Thomasson Leadership Enhancement Program opens doors, creates new friendships, and encourages participants to see themselves in new lights. How exciting it is to sit across from college presidents and administrators, and be engaged in conversation about their vision of the community college! Shadowing a college administrator brings the jobs to life, and puts a real face on the day-to-day responsibilities of management. Most important to me though, is the great group of friends that I have discovered in this year's class. I now have a new network of smart, diverse and motivated peers to turn to for advice and information."

Sylvia M. Thomasson

Educational Leadership Program

Current Participants 2006-2007



Donna MacDonald
Assistant Director, Office of Financial Assistance
Lake-Sumter Community College

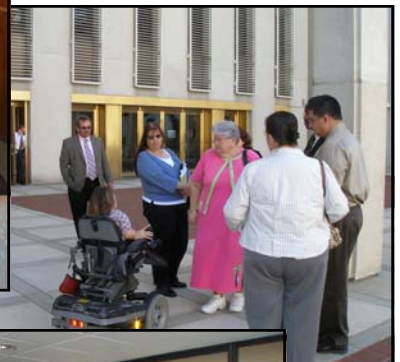
"The best part of this program is having the opportunity to network with community college employees from such a wide variety of experiences as well as positions within the community college system. It was a wonderful opportunity to learn best practices and opinions from such a great group of people."



Loretta L Campman
Bursar
Lake-Sumter Community College

"It would be difficult for me to choose any one activity as my favorite. The opportunity to sit down and interact with all three college presidents was a real treat. Not many people get to speak one on one with the presidents like that. It was wonderful hearing about their higher education and leadership experiences and what encouraged them to be the leaders they are today. The trip to Tallahassee is something everyone should get the chance to experience. Being in the Capitol and listening in on sessions in the Senate and House of Representatives was wonderful. The program also allowed me to make new friends with peers from the other colleges who I might never had the opportunity to meet otherwise."

Our Trip to



Tallahassee

Quotes From Previous Participants

Kathy Brantley – Academic Advisor

“This program meant a whole lot to me. Dr. Sylvia Thomasson hired me and I worked closely on a lot of student projects with her. I truly admired her and felt she was an incredible individual. I really enjoyed my experience in the program.”

Lynn Rothman – Director of Marketing and Public Relations

“I was really taken with the idea of servant leadership and the realization the leadership can be as much as nurturing as it is about authority.”

Lois Henton – Faculty

“I truly enjoyed job shadowing the president of Lake-Sumter Community College. I was able to sit in on a meeting and hear what issues were being discussed. I think it’s a fine program and I recommend it to others.”

Joy Raulerson – Academic Advisor

“As I look at the photograph of our Sylvia Thomasson Educational Leadership Enhancement Program group, I remember how we formed such strong bonds amongst our members and instructors. We encouraged each other through our projects. Those bonds remain strong today as we connect at educational events and conferences. The Sylvia Thomasson Educational Leadership Enhancement Program is a MUST for sharpening your leadership skills.”

Sonia Rodriguez – Call Center Coordinator

“The Sylvia Thomasson Educational Leadership Enhancement Program was a great experience for my first leadership program. I developed an understanding of the importance of teamwork and how a group stays focused and motivated while being diverse at many levels. I believe this leadership program embodies Dr. Thomasson’s philosophy for preparing educational professionals.”

Cheryl O’Berry – Professor Business & Office Administration

“The Sylvia Thomasson Educational Leadership Enhancement Program is an excellent opportunity for individuals to learn more about the community college system, PHCC, and your co-workers. I highly recommend this program!”

Arlene York – Recruiter/Promoter Specialist

“What I enjoyed most about the Sylvia Thomasson Educational Leadership Enhancement Program was hearing from other accomplished college employees and administrators about what they consider to be good leadership qualities. It was especially enlightening when the College presidents shared their insights on leadership with us.”

Donna Burdzinski – Associate Dean of Student Development

“The Sylvia Thomasson Educational Leadership Enhancement Program was really the turning point in my college career. I had no idea what to expect, but was continually impressed with what we learned at each meeting. The attention given to the quality of the program really showed me that our college presidents valued us as potential leaders. The session with several college presidents, where we had a casual discussion with them, was the best! It was an excellent opportunity for us to benefit from their advice and to hear directly from a president what challenges they faced. Their commitment to us and to this program was apparent, and their guidance and encouragement was really great! I came away from this program with a better understanding of myself as a leader, and a far greater appreciation for our college presidents.”

Quotes From Previous Participants

Jacqueline Eden – Academic Advisor

“I truly enjoyed the Bright Futures conference and to me it was one of the best parts of the Sylvia Thomasson program. There were many institutions with fabulous ideas that can benefit all schools. One idea that was very interesting and important that was discussed in the program is that higher education institutions need to realize that in today’s increasingly competitive market, the workplace environment and dynamics can be vital to a business’s success or its downfall. Organizations that desire to be successful and remain healthy must find ways to make their employees feel important, appreciated and useful. Management can increase productivity, improve problem-solving skills, and reduce turnover and decrease absenteeism by simply paying more attention to the employees they have by offering management programs. The whole day was filled with great ideas for schools to take back and implement within their own institutions.”

Melanie Butterworth – Academic Advisor

“When I went through this program, I was delighted to meet colleagues from other schools who shared similar positions on leadership. I have always thought of myself as a "servant leader" and no matter which position I hold, I apply the principles I learned here. Thank you for all the hard work you spent training me in this program!”

Irene Schauer – Director of Spring Hill Center

“My experience in the Sylvia Thomasson Educational Leadership Enhancement Program was one of the best of my time at PHCC. It created an environment in which I looked at leadership (an myself as a leader) in a new way: it expanded my horizons and deepened my commitment to being a leader at PHCC. I consider myself fortunate to have had this opportunity.”

Kimberly Molina – CPA

“Loved the networking opportunities presented through the various trips and meetings! The Tallahassee trip was great! It was fascinating to watch the legislature in action and visit with representatives and senators.”

Wendy Warner – Foundation CFCC

“Not only did I thoroughly enjoy the experience of participating in the Sylvia Thomasson Educational Leadership Enhancement Program, I believe my career path and my professional development certainly benefited. It was helpful to visit the Capitol in Tallahassee and see the legislative process at work. I learned about the “art” of lobbying and how various constituents get their voice heard.

I appreciated the opportunity to travel to both Lake-Sumter Community College and Pasco-Hernando Community College and learn of best practices at their institutions as well as sharing our own.

It was so inspiring to attend the World Future Conference in Orlando. There were so many presentations to attend on a wide variety of topics. I came away with a renewed sense of pride in the work of the community college system in general and our institution’s successes in particular. It was a direct result of participating in the Sylvia Thomasson Educational Leadership Enhancement Program that I began taking graduate classes toward my master’s degree in financial analysis.”

Jillian Ramsammy – Director Hampton Center

“I was particularly engaged by the legislative day program. It increased my awareness of the political process as it impacts our field. This understanding has served me well as I take on new career challenges.”

Geographical area to be served

Central Florida Community College:

Marion County

Levy County

Citrus County

Lake-Sumter Community College

Lake County

Sumter County

Pasco-Hernando Community College

Pasco County

Hernando County



Pride in our Past...

Promise for the Future



Pasco-Hernando Community College

Class project of the 2006-2007 Leadership Class

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