

The Millennial Generation

Developing Tomorrow's Leaders

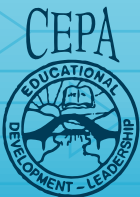
Collaborative Educational Programs for the Americas Leadership Conference

Fred J. Rodríguez, Ph.D.,
President, CEPA

OCTOBER 9-11, 2014

Hosted by:

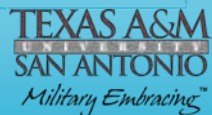
CEPA Leadership Consortium
Colleges, Universities and other Institutions



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OUR LADY OF THE LAKE UNIVERSITY



SCHEDULE AT A GLANCE

THURSDAY, 10/9

EVENT

12:00 pm-1:00 pm

Lunch

1:15 pm-4:00 pm

Pre-Conference Undergraduate
Leadership Forum

4:00 pm-5:00 pm

Meet & Greet Social

4:00 pm-7:00 pm

Registration

FRIDAY, 10/10

EVENT

8:00 am-2:00 pm

Registration

8:00 am-9:00 am

Breakfast

9:00 am-10:30 am

General Opening Session

10:40 am-11:50 am

Breakout sessions

12:00 pm-1:00 pm

Lunch

1:00 pm-1:45 pm

Panel of Deans

1:45 pm-2:30 pm

Poster Session

2:30 pm-4:30 pm

Breakout Sessions

5:00 pm-6:30 pm

Presidents' Reception

Saturday, 10/11

EVENT

8:00 am-9:00 am

Breakfast

9:00 am-10:15 am

General Opening Session

10:15 am-11:55 am

Breakout sessions

12:00 pm-1:00 pm

Lunch & closing remarks

CEPA Leadership Consortium
"The Millennial Generation: Developing Tomorrow's Leaders"
October 9-11, 2014, San Antonio, Texas



Dear Friends:

Welcome to the CEPA Leadership Consortium Conference. This year's theme "The Millennial Generation: Developing Tomorrow's Leaders" addresses the question of what specifically needs to be done to improve the quality of leadership.

There is consensus among educators and others that the design and structure of education must change fundamentally if we are to compete successfully in today's rapidly changing global community. Innovation, futuristic thinking and collaboration are needed to prepare leaders to meet the international challenges of tomorrow. This conference provides an opportunity for leaders to learn to be visionary, become risk-takers, and break away from traditional paradigms to implement and sustain positive reform and change. The conference goals are: 1) to encourage, mentor and support new and upcoming leaders in diverse fields of interest, 2) to improve leadership through collaboration, and 3) to maintain a focus on humanistic values and ethical practices. At this conference we are also interested in developing independent, innovative and creative thinkers.

The flagship universities co-hosting this year's event are Texas A&M University – San Antonio, Our Lady of the Lake University and Texas A&M University – Commerce. We applaud their commitment to the overall education of our future leaders.

Conferences like ours that deal with strategies and policies for the 21st century have never been more important!

Cordially,

A handwritten signature in black ink, reading "Fred J. Rodríguez". The signature is fluid and cursive, with a long horizontal line extending to the right.

Fred J. Rodríguez, Ph.D.
President, CEPA

WELCOME TO SAN ANTONIO



CITY OF SAN ANTONIO

JULIÁN CASTRO

MAYOR

Welcome to San Antonio for the 2014 Collaborative Educational Programs for the Americas Leadership Consortium Conference! We are pleased to host you in our city.

We applaud these delegates' commitment to the education of our future leaders. In order to flourish as individuals as well as a collective, we must foster the uniqueness of every person aspiring to leadership roles while providing them with a broad, universal education.

Now the nation's seventh-largest city, San Antonio represents the new face of America — a diverse, globally competitive city with a dynamic vision for national and international economic development. In addition to our unique treasures like the Alamo and the River Walk, you will find an emerging brainpower community fueled by a robust economy that is led by the biosciences and other 21st century industries such as aerospace, health care and cybersecurity.

I hope you will have an opportunity while you are here to take in the myriad attractions in our city. On behalf of the residents of San Antonio, I wish all of you a memorable and enjoyable visit!

Sincerely,

A stylized blue ink signature of Julián Castro.

JULIÁN CASTRO

MAYOR

ACKNOWLEDGEMENTS

Special thanks to all of the following whose time and energy have made this conference possible:

CONFERENCE CO-DIRECTORS

Dr. Forrest Aven is the Dean of the H-E-B School of Business & Administration at the University of the Incarnate Word. Prior to joining UIW, Aven spent 23 years at the University of Houston-Downtown (UHD)

Dr. Glenda Ballard is the Dean of the College of Education & Liberal Arts at A&M-Texarkana. A thirty-year veteran of education- at all levels from high school through graduate studies, Dr. Ballard has been a strong participant and supporter of the implementation of the leadership courses at Texas A&M University-Texarkana.

Dr. Michael Laney is the Dean, College of Arts and Sciences at Our Lady of the Lake University in San Antonio. Prior to his civilian career, he was commissioned in the United States Army Signal Corps as a second lieutenant and entered active duty.

Dr. Eric Lopez is the Dean of the College of Education & Human Development at Texas A&M University-San Antonio. Prior to joining TAMUSA he was with New Mexico State University where he served as the department head of the Department of Special Education/Communication Disorders.

HOSTESS

Matari Jones is a doctoral student at Our Lady of the Lake University

EDITORIAL REVIEW BOARD

Dr. Theresa Garfield Dorel is an Assistant Professor in special education and serves as program coordinator at Texas A&M University-San Antonio. She earned her doctorate from the University of Texas at San Antonio and completed post-doctorate work in special education at Northcentral University.

Dr. Meghan A. Carmody-Bubb is an Associate Professor and Chair, Department of Leadership Studies, Our Lady of the Lake University. She holds a B.S. in Psychology, Texas A&M University, College Station, and a Ph.D. in Experimental Psychology, Texas Tech University, Lubbock.

Dr. Phyllis Duncan is an Associate Professor, Department of Leadership Studies, Our Lady of the Lake University. She holds a B.S. from the University of the Ozarks, MIE from Southwest University, MBA from the University of Arkansas and a Ph.D. from the University of the Incarnate Word.



CONFERENCE ADVISORY COUNCIL MEMBERS

Dr. Forrest Aven, Dean, School of Business and Administration, University of the Incarnate Word

Dr. Glenda Ballard, Dean, College of Education and Liberal Arts, Texas A&M University-Texarkana

Dr. Meghan A. Carmody-Bubb, Department of Leadership Studies, Our Lady of the Lake University

Dr. Phyllis Duncan, Department of Leadership Studies, Our Lady of the Lake University

Dr. Michael Laney, Dean, College of Arts & Sciences, Our Lady of the Lake University

Dr. Luz Mary Rincon, College of Education, Texas A&M University-Texarkana

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Ms. Kelly Coke, Texas A&M University-Texarkana

Ms. Christie Cooper, Doctoral Student, Pepperdine University

Mr. Keith Beason, Graduate Student, Texas A&M University-Texarkana

Ms. Stephanie Weiner, University of New Hampshire

PROGRAM

Thursday, October 9

La Habana Ballroom

12:00 pm } **Pre-Conference Undergraduate Leadership Forum**

1:00 pm } **Welcome Lunch La Habana Ballroom**

1:15 pm } **Leadership Initiatives**

4:00 pm }

Moderator

Dr. Theresa Garfield Dorel, Texas A&M University-San Antonio

Educational paradigms - Envisioning the future

Our Lady of the Lake University McNair Scholars Program:

Gisela Angeles, Angelica Casas, Wednesday Casanova, Laura Genovesi, Alyssa Gutierrez, James Laney, Ramiro Ramirez, Kevin Rodriguez, Joanna Romero, Selena Romero, Ricky Saldana

Texas A&M University-San Antonio Honors Program:

Trista Detamore, Cynthia Reyna, Erica Reyna, Sarah Sanchez, Terri Shaw, and Mercedes Warren

University of the Incarnate Word Honors Program:

Carl Aponte, Golzar Hosseini, Kimberly Ibarra, Lauren Pesina

Facilitators

Dr. Michael Laney, Our Lady of the Lake University

Dr. Eric Lopez, Texas A&M University-San Antonio

Dr. Forrest Aven, University of the Incarnate Word

Dr. Jeannie Scott, University of the Incarnate Word

Mentors and coaches

Dr. Megan Carmody-Bubb, Our Lady of the Lake University

Dr. Phyllis Duncan, Our Lady of the Lake University

Ms. Rosa Garza-Girdy, JD, The University of Texas at San Antonio

Monte Cristo A: 1415-1500

Monte Cristo B: 1415-1600

Bolivar A: 1415-1600

Bolivar B: 1415-1600

PROGRAM

3:00 pm **Using Myers Briggs for Leadership Development**
4:00 pm **Christie Cooper – Moderator**

Monte Cristo A: 1500-1600

4:00 pm **Meet & Greet Social**
5:00 pm

4:00 pm **Registration**
7:00 pm **La Habana Foyer**



THURSDAY, OCTOBER 9, 2014

PROGRAM

Friday, October 10

La Habana Ballroom

8:00 a.m. - All Day **Registration La Habana Foyer**
Angel Ferrer, Our Lady of the Lake University

8:00 a.m. - 9:00 a.m. **Breakfast - Mangos Restaurant**

9:00 a.m. - 9:15 a.m. **Conference Opening Plenary Session**

Hostess

Matari Jones-Gunter, Doctoral Student
Our Lady of the Lake University

Presentation of the Colors

The University of Texas at San Antonio Roadrunner Battalion,
Army ROTC, 5th Brigade, United States Army Cadet Command

National Anthem

Performed by **Justine Del Toro**
Our Lady of the Lake University

Invocation

Dr. Michael J. Laney, Our Lady of the Lake University

9:15 a.m. - 10:15 a.m. **Welcome Remarks**

Sister Jane Ann Slater,
CDP, Ph.D., President Our Lady of the Lake University

Dr. Maria Hernandez Ferrier,
President Texas A&M University-San Antonio

Dr. Forrest Aven,
Dean University of the Incarnate Word

God Bless America

Performed by **Magda Ortiz**
San Antonio Mastersingers

10:40 a.m. **Breakout Sessions**

11:10 a.m.

Mentoring and leadership coaching

Dr. Gladys Escalona de Motta, University of Puerto Rico

Monte Cristo A 1040-1110

Securing the global supply chain

Paul Bernal, University of the Incarnate Word

Monte Cristo B 1040-1110

11:20 a.m. **Breakout Sessions**

11:55 a.m.

Thinking globally while gaining experience locally

Dr. Fred Fuentes, Global Health Fellows Program

Monte Cristo A 1120-1150

Instructors' leadership styles, use of power, and student success

Dr. Gisela Figueroa, Texas State Technical College

Dr. Phylis Duncan, Our Lady of the Lake University

Dr. Richard Herrera & Dr. Glenda Ballard, Texas A&M University-Texarkana

Monte Cristo B 1120-1150

12:00 p.m. **Lunch**

1:00 p.m.

Mangos Terrace

1:00 p.m.

2:00 p.m.

Panel of Deans: Coaching for Futuristic Leadership

Moderator

Dr. Theresa Garfield Dorel, Texas A&M University-San Antonio

Panelists

Dr. Forrest Aven, Dean, H-E-B School of Business & Administration, University of the Incarnate Word

Dr. Michael Laney, Dean, College of Arts & Sciences, Our Lady of the Lake University

Dr. Eric Lopez, Dean, College of Education & Human Development, Texas A&M University-San Antonio

Dr. Betty Merchant, Dean, College of Education and Human Development, The University of Texas at San Antonio

PROGRAM

2:00 p.m. **Poster Session Forum**

2:30 p.m. **La Habana Foyer**

2:30 p.m. **Breakout Sessions**

3:00 p.m.

Mexican immigrant education — Should Texas pay the bill?

Richard Ruiz, University of the Incarnate Word

Bolivar A: 1430-1500

Leadership style and leader power are not independent

Dr. Malcolm Ree, Our Lady of the Lake University

Dr. Anthony Ojo, University of the Incarnate Word

Bolivar B: 1430-1500

LEAD WT: Teaching leadership to tomorrow's leaders

Aaron Hunt & Kimberly Cornelsen, West Texas A&M University

Monte Cristo A: 1430-1500

Extensive and intensive reading effect on EFL reading skills and attitude: An integrated approach

Mariam Aleide, University of the Incarnate Word

Monte Cristo B: 1430-1500

3:10 p.m. **Breakout Sessions**

3:40 p.m.

Mentoring: Impacting the millennial leader through job-embedded professional capital

Dr. Nate Templeton, Texas A&M University-Commerce

Bolivar B: 1510-1540

Students to colleagues: Service learning as a tool to develop millennial leaders

Dr. Susan Hall and Professor Theresa Tiggeman

University of the Incarnate Word

Monte Cristo A: 1510-1540

The village idiot's guide to being a school leader

Dr. James Laub, Texas A&M University

Dr. Arthur Petterway, Prairie View A&M University

Monte Cristo B: 1510-1540

PROGRAM

3:50 p.m. **Breakout Sessions**

4:20 p.m.

Hear what employees are not saying

Melissa Gonzales, University of the Incarnate Word

Bolivar B: 1550-1620

From corporate America to congress, a crisis in leadership exists in the United States

Matari Jones, Our Lady of the Lake University

Bolivar B: 1550-1620

Leadership competencies

Christie Cooper, Pepperdine University

Monte Cristo A: 1550-1620

Teaching leadership through service learning

Dr. Janet Hammer & Dr. Cindy Boettcher, Texas A&M University

Monte Cristo B: 1550-1620

5:00 p.m. **Reception**

6:00 p.m.

La Habana Foyer

Performance by OLLUtlán Mariachi

OLLU's Premier Student Mariachi Ensemble

FRIDAY, OCTOBER 10, 2014



PROGRAM

Saturday, October 11

La Habana Ballroom

8:00 a.m. **Registration**
La Habana Foyer

Breakfast – Mangos Restaurant

9:00 a.m. **Keynote Speaker:**
10:00 a.m. **Dr. Cornell Thomas**, Texas Christian University

Contributor:

Christi Cooper, Doctoral Student, Pepperdine University Graduate Student

10:15 a.m. **Breakout Sessions**
11:20 a.m.

How to build your best leadership team ever!

Margaret Alarilla, Diocese of Corpus Christi

Monte Cristo A: 1015-1045

Impact of neoliberalism on faculty performance in higher education

Margaret Alarilla, Diocese of Corpus Christi

Monte Cristo A: 1050-1120

(See program insert for other presentations, times and conference rooms)



PROGRAM

12:00 p.m. **Lunch**
1:00 p.m. **Mangos Terrace**

Closing Remarks



SATURDAY, OCTOBER 11, 2014

FEATURED SPEAKERS



President Sister Jane Ann Slater, CDP, PhD
Our Lady of the Lake University

Sister Jane Ann Slater, PhD, a member of the Congregation of Divine Providence, was named president of Our Lady of the Lake University in March 2013.

"I am pleased that Sister Jane Ann has accepted the important charge to lead the University," said Roy Terracina, chairman of the OLLU Board of Trustees. "Her membership in our sponsoring order and long history with the University will allow a seamless transition and make it possible for the University to move forward rapidly with its Strategic Plan and other short- and long-term goals."

Slater is the eighth president in OLLU history and the second member of the Congregation to serve in this capacity.



Dr. Maria Hernandez Ferrier, President
Texas A&M University – San Antonio

On Feb. 12, 2010, The Texas A&M University System Board of Regents approved the appointment of Dr. Maria Hernandez Ferrier as the inaugural president of Texas A&M University-San Antonio. Ferrier began working with the university as executive director when the institution was a system center of Texas A&M University-Kingsville. Under her leadership, the system center accomplished many key objectives, including the approval of the master plan for the permanent campus, the passing of funding legislation, and the growth of academic programs and enrollment. The signing of Senate Bill 629 during the last legislative session established Texas A&M University-San Antonio as a stand-alone institution.



Dr. Cornell Thomas, Author
A Call for Engaged Leadership
Texas Christian University

Dr. Cornell Thomas is the author of a recent book published by Sense Publishers: *A Call for Engaged Leadership*. Thomas believes that to lead with a commitment to engagement means to value every person's self-identity, their presence, and the gifts they bring to the organization. It means practicing inclusion intentionally. It is the premise of his book that leadership should be focused on serving others in inclusive ways. Leadership should, as a primary task, help to create pathways that empower others to successfully complete the work at

hand and to do so including all voices in the process. Dr. Thomas is a member of the educational leadership faculty at Texas Christian University. He is a former public school teacher, assistant principal, principal, Special Assistant to the Chancellor at TCU, University Vice President and President.

PANEL OF DEANS



Dr. Forrest Aven, Dean
School of Business & Administration
University of the Incarnate Word

Dr. Forrest F. Aven, Jr., is the dean of the H-E-B School of Business & Administration at the University of the Incarnate Word. Prior to joining UIW, Aven spent 23 years at the University of Houston-Downtown (UHD). While at UHD, Aven served as the interim dean for the College of Business, associate dean, department chair for management and marketing and was granted professor of management status. Aven has also published several articles relating to compensation, organizational commitment and entrepreneurship. In addition, he has conducted several compensation surveys for the American Association of Professional Landmen (AAPL) and created several successful and lucrative continuing education programs for UHD's College of Business.

Aven received his Ph.D. in business administration from the University of Colorado and earned both his master's and bachelor's degrees from Texas Christian University in Fort Worth, Texas.



Dr. Michael J. Laney, Dean
College of Arts and Sciences
Our Lady of the Lake University

Dr. Michael Laney assumed his duties as Dean, College of Arts and Sciences at Our Lady of the Lake University in San Antonio on July 2, 2012. Prior to his civilian career, he was commissioned in the United States Army Signal Corps as a second lieutenant and entered active duty. One of his prestigious assignments was to serve as an Aide-de-Camp to the Deputy Commanding General, 7th US Corps in Stuttgart, Germany, and was assigned in a joint command role with the Combined Field Army as a liaison officer to the Republic of Korea Army in South Korea. While in the military, Laney was also called and ordained into the ministry in 1987. He holds a BA from the University of Massachusetts-North Dartmouth (Political Science), MA- Michigan State University-East Lansing (Telecommunications), and a Ph.D. from the University of Tennessee-Knoxville (Broadcasting).



Dr. Eric Lopez, Dean
College of Education & Human Development
Texas A&M University – San Antonio

Dr. Eric J. López is the Dean of the College of Education & Human Development at Texas A&M University-San Antonio. Prior to joining TAMUSA he was with New Mexico State University where he served as the department head of the Department of Special Education/Communication Disorders as well as a tenured full professor for the special education program. He also served as the first Stan Fulton Chair for the Improvement of Border and Rural Schools where he was the principal investigator and co-chair for the Alliance for the Advancement of Teaching and Learning, which coordinated the College of Education's Outreach and Extension efforts, Southern New Mexico Engaging Latino Communities in Education and several others.

PANEL OF DEANS



Dr. Betty Merchant, Dean
College of Education and Human Development
The University of Texas at San Antonio

Dr. Merchant received her Ph.D. in Administration and Policy Analysis from Stanford University. She is Dean of the College of Education and Human Development (COEHD) at The University of Texas at San Antonio (UTSA), professor in the Department of Educational Leadership and Policy Studies, and first recipient of the Henrietta Zezula Lowak Endowed Distinguished Professorship. Previously, she served as the first chair of the Department of Educational Leadership and Policy Studies in the COEHD. Prior to joining UTSA, she was an associate professor at the University of Illinois, Urbana-Champaign. Dr. Merchant has taught at all grade levels, K-12 in a broad range of cultural and linguistic contexts, including tribally controlled Native American schools.

MODERATORS AND CONTRIBUTORS



Dr. Phyllis Duncan, Associate Professor
School of Business & Leadership
Our Lady of the Lake University

Dr. Duncan is an Associate Professor of Leadership Studies at Our Lady of the Lake University and Ph.D. Program Coordinator. She holds a BS from the University of the Ozarks; MIE from Southwest University; MBA from the University of Arkansas; and a PhD from the University of the Incarnate Word.



Dr. Meghan Carmody-Bubb, Associate Professor
School of Business & Leadership
Our Lady of the Lake University

Dr. Carmody-Bubb is an Associate Professor in the School of Business and Leadership at Our Lady of the Lake University in San Antonio. She holds a BS from Texas A&M University and a PhD from Texas Tech University.

MODERATORS AND CONTRIBUTORS



Dr. Jeannie Scott, Associate Dean
School of Business & Administration
University of the Incarnate Word

Dr. Scott is the Associate Dean for the H-E-B School of Business and Administration and an Associate Professor at the University of the Incarnate Word in San Antonio, TX. She has been the past MBA Director, current Internship Director, and teaches undergraduate and graduate courses in the management discipline.



Dr. Theresa Garfield Dorel, Assistant Professor of
Special Education
Texas A&M University-San Antonio

Dr. Dorel earned her doctorate from the University of Texas at San Antonio and completed post-doctorate work in special education at Northcentral University. She currently serves as an assistant professor in special education and program coordinator at Texas A&M University San Antonio.



Christie Cooper
Doctoral Student
Pepperdine University

Christie Cooper is doctoral student at Pepperdine University with an emphasis in Organizational Leadership. Christie is also the principal owner of Cooper Consulting Group. Her organization aims to empower individuals and organizations by creating autonomy, mastery and purpose through leadership development.

MODERATORS AND CONTRIBUTORS



Laurie Turner

Texas A&M University-Corpus Christie

Laurie Turner is a U.S. and Texas History Department Chair with Gregory-Portland ISD. She is a fourth-year doctoral student with the Department of Education: Educational Administration and Research at Texas A&M University - Corpus Christi, emphasis in Education Policy and Law.

HOSTESS



Matari Jones-Gunter

Doctoral Student

Our Lady of the Lake University

GOD BLESS AMERICA



Magda Ortiz, Singer

San Antonio Mastersingers

Magda Lysette Ortiz, mezzo-soprano, is a member of the San Antonio Mastersingers where she also serves as Social Chair. Recently, she performed in the South Texas Lyric Opera's production of Puccini's La Boheme and with Opera San Antonio in the chorus of Rusalka by Dvorak. She also performed with the University of North Texas Opera in Donizetti's Lucia di Lammermoor, Brecht's Die Dreigroschenoper, and as Mrs. DeRocher from Dead Man Walking in scenes by Jake Heggie. She currently studies voice under Madeline Elizondo while finishing her degree in vocal performance. She is a vocal instructor at Guitar Center Studios.

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The top of the page features a decorative header with several blue arrows of varying sizes pointing to the right, set against a light blue background.

General Dwight David Eisenhower wrote that the qualities of a great person are “vision, integrity, courage, understanding, the power of articulation, and profundity of character.”

He believed that the qualities of goodness in a person include a broad sympathy for the human condition; and awareness of human weaknesses and shortcomings and a willingness to forgive them, a sense of responsibility toward others, a genuine modesty combined with a justified self-confidence, a sense of humor, and most of all a love of life and of people.