



## The Millennial Generation: Developing Tomorrow's Leaders

Issue 3

July 1, 2014

"Everyone wants to feel that he counts for something and is important to someone. Invariably, people will give their love, respect, and attention to the person who fills that need."

John C. Maxwell, Leadership 101

### Empowerment

*Real leadership is being the person others will gladly and confidently follow*

### Annual Conference

The CEPA Consortium is hosting its annual leadership conference October 9-11, 2014. The theme is *The Millennial Generation: Developing Tomorrow's Leaders*. The conference site is the El Tropicano Riverwalk Hotel, San Antonio, Texas.

### Where are they now?



Dr. Fernando Fuentes Jr. first attended CEPA in 2012 as a doctoral student from Texas A&M University-Commerce. Empowered by his graduate work, he immediately joined the Global Health Fellows Program in Washington, DC. He returns to CEPA 2014 to

share his work on critical worldwide social and health issues.

### Using diversity and inclusion as transformative tools to increase accessibility

Workforce diversity provides concrete benefits vital to success in the global health

arena. When people from different backgrounds are brought together, these blends of experiences lend themselves to creating stronger outcomes. Minority Serving Institutions are critical partners in achieving workforce diversity. These HBCUs, HSIs, and other predominantly minority institutions serve as conduits into the field and as the educational incubator for the ideas and perspectives to gaining practical international experience that can often feel like a daunting challenge, with many hurdles to overcome in order to achieve academic and professional success. Further complicating equal access are the limited resources available, financial constraints, and lack of exposure and opportunities that are complementary to being a global citizen.

Global health is no different and has traditionally seen diversity within the field as a necessity for success, though taking that theory to practice can be an experience with its share of barriers. According to the US Census Bureau, it was estimated that by 2043 "there will be no single majority group in the country as a whole, as the share of non-Hispanic whites falls below 50 percent." In fact, this date, according to Ethnifacts, is now August 22<sup>nd</sup>, 2014. Due to this shift of the population's makeup in the United States, it is imperative that the global health workforce represents the country's quickly evolving

demographics. Diversity, when increased and harnessed properly, provides tangible benefits that are the cornerstone of success in the Global Health arena including improved innovation, trust, productivity and our ability to tailor services to clients' needs thus, improved accessibility to health services and to serving as a global citizen.



(L to R) GHFP-II Intern David Policard, Foreign Service family alum, Mrs. Dorothy Davis, GHFP-II Intern Segen Ketema and Global Health Fellows Program-II Lead-Inclusion & Diversity, Dr. Fernando Fuentes Jr. at a USAID sponsored event in Washington DC.

Segen Ketema, David Policard & Fernando Fuentes Jr.  
World Health Program

## A call for engaged leadership



Dr. Cornell Thomas, a keynote speaker at CEPA 2014, is a Professor of Educational Leadership at Texas Christian University. He holds a doctorate from Texas A&M University-Commerce, M.S., Music Education, Jackson State

University and B.A., Music Education from the University of Missouri - St. Louis. He is the author of a recent book published with the Sense Publishers titled *A Call for Engaged Leadership*. The book emphasizes the type of interchange that leads to actions designed to help make teaching and learning environments better, for all students. It describes how to empower ourselves, and others, to better understand the present and then find ways to improve the future. Leaders

who are most successful in education demonstrate a commitment to engagement.

Dr. 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. The inclusion of all voices involved in the life of the organization results in levels of synergy where excellence becomes the norm and even higher levels sought. Engaged leaders are personable, hands-on, supportive, facilitating, visionary, inclusive and very successful.

He further states 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.

## Championing success

Join us for an empowering weekend. The conference recognizes dreamers and visionaries, their pursuit of goals, and a desire to grow and excel. This event provides a premier opportunity for networking and high-powered professional development.

Fred Rodríguez can be reached at  
[cepa2000@earthlink.net](mailto:cepa2000@earthlink.net)  
[www.cepa2000.org](http://www.cepa2000.org)

Dr. Michael Laney, OLLU; Dr. Eric Lopez, TAMU-SA  
& Dr. Glenda Ballard, TAMUT – Conference Co-Directors

Dr. Fernando Fuentes Lemos, Contributor:  
World Health Fellows Program, Washington, DC  
Dr. Cornell Thomas, Professor and Author: Contributor  
Texas Christian University