Public Abstract

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Title:AN EXAMINATION OF THE LEADERSHIP COMPETENCIES WITHIN A COMMUNITY COLLEGE LEADERSHIP DEVELOPMENT PROGRAM

An extensive review of the literature suggested the nation's community colleges are quickly approaching a leadership crisis as current leaders, who began their careers in the 1960s and 70s, are fast approaching retirement. In response, community colleges have begun to invest a significant amount of time and money to develop their own leaders through in-house leadership development programs. The purpose of this study was to examine the curriculum content of an in-house leadership development program at a large multi-campus metropolitan community college. Transformational leadership theory and the American Association of Community Colleges' (AACC) Competencies for Community College Leaders served as the theoretical and conceptual frameworks to inform and direct this study. The researcher utilized a concurrent triangulation mixed-method evaluative case study approach to determine participants' demographic characteristics and to what extent transformational leadership theory and AACC's competencies were embedded within the program's curriculum.

Findings from the study indicated participants of the program represented a wide range of employees throughout the organization. The study also identified facets of AACC's competencies and transformational leadership theory were embedded within the curriculum to varying degrees. Implications of the study will help guide the institution in reviewing the program's curriculum content, structure, and rigor. Findings suggest the importance of developing programs that meet the needs and expectations of participants. In addition, the study's research, methodology, survey instrument, and findings can serve as a resource to assist institutions looking to evaluate or develop a leadership development program from a developer and participant perspective.