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Shelton Leadership Forum Keynote Luncheon Sponsors



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Program Guide



Leading Organizations That Embrace Change

The Second Annual  
General Henry Hugh Shelton  
Leadership Forum

November 13 – 14, 2003  
McKimmon Conference and Training Center  
North Carolina State University, Raleigh, NC

Presented by:

Office of Extension and  
Engagement

Office of  
Professional  
Development

## The General Henry Hugh Shelton Leadership Forum

is an annual seminar series, which focuses attention on the importance of leadership development. The forum is one program offered by the General Henry Hugh Shelton Leadership Initiative administered by the Office of Extension & Engagement. As Senior Leadership Fellow, General Shelton is committed to developing values-based leadership skills to enhance corporate, government, education, nonprofit and youth development organizations. The General Henry Hugh Shelton Leadership Initiative offers executive development programs, faculty and student leadership development experiences and youth development conferences.

### Our mission

is to inspire, educate and develop values-based leaders committed to personal integrity, professional ethics and selfless service.

To learn more visit our website at [www.ncsu.edu/sheltonleadership](http://www.ncsu.edu/sheltonleadership)

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### Agenda at a Glance

#### Thursday, November 13, 2003

8:30-10:00 AM . . . . .	Registration . . . . .	Lobby Area
10:00-11:45 AM . . . . .	Shelton Seminar . . . . .	Room 2
12:00-2:00 PM . . . . .	Keynote Luncheon . . . . .	Room 1
<b>CONCURRENT TRACK SESSIONS</b>		
2:15-4:30 PM . . . . .	Corporate . . . . .	Room 6
	K-12 . . . . .	Room 3
	Higher Education . . . . .	Room 4
	Community . . . . .	Room 5
6:30 PM . . . . .	Doors Open for Gala Benefit . . . . .	Fletcher Opera Theater, BTI Center for the Performing Arts
7:30-9:00 PM . . . . .	Gala Benefit Concert	

#### Friday, November 14, 2003

8:30-9:15 AM . . . . .	Registration (Day 2) . . . . .	Lobby Area
<b>CONCURRENT TRACK SESSIONS</b>		
9:15-11:45 AM . . . . .	Corporate . . . . .	Room 6
	K-12 . . . . .	Room 2 A&B
	Higher Education . . . . .	Rooms 3, 5
	Community . . . . .	Room 4
12:00-1:30 PM . . . . .	Luncheon Speaker . . . . .	Room 1
<b>CONCURRENT TRACK SESSIONS</b>		
1:45-3:15 PM . . . . .	Corporate . . . . .	Room 6
	K-12 . . . . .	Rooms 7A, 7B, 9, 11&12
	Higher Education . . . . .	Room 2 A&B
	Community . . . . .	Room 4
3:30-4:00 PM . . . . .	Capnote Speaker . . . . .	Room 2C

## General Sessions

### Thursday, November 13, 2003

**8:45 a.m. Lobby**

**Registration, & Check-In & General Sessions**

**10:00-11:45 a.m. - Room 2**

**Annual Shelton Leadership Seminar**

Greetings: Dr. Mike Ward  
 Speaker: General Henry Hugh Shelton  
 Moderator: Rick Kiernan, MPRI  
 Respondents:  
 William Friday, UNC, Chapel Hill  
 Orage Quarles III, News and Observer  
 Dr. Stephen Covey, FranklinCovey, Co.

**12:00 - 2:00 p.m. Room 1**

**Luncheon and Keynote Address**

Dr. Stephen Covey,  
 FranklinCovey, Co.  
 (See section on page 4.)

### Friday, November 14, 2003

**12:00-1:30 p.m. - Room 1**

**Luncheon and Speaker A Framework for "No Child Left Behind"**

Speaker: Dr. Tom Houlihan, Executive Director, Council of Chief State School Officers (See section on page 4.)

**3:30-4:00 p.m. - Room 2C**

**Capnote Session**

Col. J. Quincy Collins, Jr., USAF (Ret.), Former Vietnam POW  
 The Honorable Bob Etheridge, Representative, U.S. Congress (invited)

volunteerism, Latin American and Caribbean programs, food system and rural development, leadership, information and communication technology, and program development. He also served as program director and coordinator for programs in food systems and rural development.

As program director he helps create and review foundation programming priorities, evaluates and recommends proposals for funding, and administers projects which focus on growing philanthropy and volunteering and enhancing the nonprofit sector.

Debbie Reno, NC State University



Debbie currently works at NC State University as the Coordinator for Educational Programs and Training for the Shelton Leadership Initiative. She defended her dissertation, which focused on the exploration of civic engagement integrating a collaborative learning method within community decision-making involving both young people and adults in the process. She received her Master's degree from Syracuse University in Counselor Education and Bachelor's degree from Longwood University in Psychology. She will graduate with her doctorate degree in Higher Education Administration from NC State University in December 2003. Previously, she has been employed with Longwood University, Virginia and North Carolina School of the Arts within the Student Services profession. While completing her doctorate, Debbie worked at North Carolina State University with 4-H Youth Development Department coordinating the state level of their National Campaign on the Conversation on Youth Development in the 21st Century, as well as the National Initiative for Leadership and Institutional Effectiveness, which provides climate surveying and strategic planning for community colleges and universities across the nation.

Linda R. Rimer, Ph.D.  
 U.S. Environmental Protection Agency



Linda Rimer currently serves as the Liaison to North and South Carolina from the Region 4 office of the United States Environmental Protection Agency. In this capacity, she acts as a senior advisor to the Regional Administrator and Deputy Regional Administrator on environmental issues of significance within the two states. Linda previously filled a joint role in EPA Headquarters in Washington, DC, as Deputy Associate Administrator for Intergovernmental Relations and as Advisor for Sustainable Urban Environments. From 1993-1998, she was the Assistant Secretary for Environmental Protection for the North Carolina Department of Environment, Health and Natural Resources. Linda served on the President's Council for Sustainable Development from 1996-1998 representing the Environmental Council of the States; she has been a member of the Advisory Board for the Center for Sustainable Enterprise at the Kenan-Flagler Business School at the University of North Carolina at Chapel Hill since 1998; she is currently serving on an advisory board for the creation of a North Carolina Business Council for Sustainability and on the Leadership Council for the Sustainable Sandhills Initiative.

Ed Mitchell,  
 Granite Management Properties



Ed Mitchell is a developer of master planned communities and is currently a managing partner of Granite Investment Properties. He received his B.A. in accounting from NC State University and currently holds a CPA and Real Estate Brokers License. Prior to his current position Mr. Mitchell was Division Manager for Weyerhaeuser Real Estate

Development Company. Over the past eighteen years he has been involved in the planning, development, sales and marketing of more than thirty communities. During this period, he has gained a keen understanding of the need to balance both economic and environmental concerns. One of his current projects is a 1325 acre master planned waterfront community in Pamlico County, NC. The community has been recognized by the NC Coastal Federation, the Neuse River Foundation, the NC Clean Water Management Trust Fund, and members of the NC Legislature as a model for coastal development and a leading example of smart growth.

Joe Taylor, Development Planning  
 Murchison, Taylor & Gibson, PLLC,  
 Attorneys at Law

Joseph O. Taylor, Jr. was born in Sanford, North Carolina, March 25, 1946. Admitted



to bar, 1971, North Carolina; 1972, U.S. Claims Court; 1979, U.S. District Court, Middle District of North Carolina; 1985, U.S. Court of Appeals, Fourth Circuit; Senior

Partner, Murchison, Taylor & Gibson, PLLC, Attorneys at Law, Wilmington, North Carolina. Education: University of North Carolina at Chapel Hill (A.B., cum laude, in economics 1968; J.D., 1971). Alderman, Town of Wrightsville Beach, North Carolina, 1973-1977, Mayor, Pro-Tem, 1975-1977; Co-chair, College of Agriculture and Life Sciences Steering Committee, North Carolina State University; Honorary Alumni College of Agriculture and Life Sciences, North Carolina State University, The Charles Burgess Williams Society; North Carolina State University, The Wallace Carl Riddick Society and the William Joseph Peele Society, North Carolina State University. Married to Virginia R. Taylor (Co-Chair, College of Agriculture and Life Sciences Steering Committee, North Carolina State

# Sustainable Community Development Track (cont.)

## Presenter Biographies

Alfreda Barringer, Grassroots Leadership



CPA, Director of Operations for Grassroots Leadership in Charlotte, North Carolina, W. K. Kellogg Foundation National Leadership Fellow –

Group XV, Ms. Barringer has thirty years of community leadership experience working with grassroots groups in the South. She served as one of Grassroots Leadership's Barriers and Bridges team members for an anti-oppression program funded by W. K. Kellogg Foundation to develop leaders and strengthen organizations.

Robert Caldwell, NC State Grange



Robert H. Caldwell has been the president of North Carolina State Grange since 1985 and president of N.C. Grange Mutual Insurance Co. since

1980. North Carolina State Grange's mission is to improve the quality of farm and rural life through community service, legislative activities, and youth leadership programs. Mr. Caldwell holds a B.B.A. from Wake Forest University, and in 1991, attended the Harvard Graduate School of Business, Agribusiness Seminar. Some of his outside service includes serving on the North Carolina Tobacco Research Commission; Cooperative Council of North Carolina; Legislative Committee, Cooperative Council; and United Forces for Education. He has also served on several Governors' advisory committees: Health Study Commission; Insurance Advisor Committee; Agriculture Advisory Committee; and Committee on Schools.

Ron Dodson, Audubon International



Ronald G. Dodson is the President and Chief Executive Officer of Audubon International. He is also Director of the Audubon International

Institute, which conducts research and provides environmental planning assistance for sustainable development and sustainable community projects. He is the chairman of the Board of the Audubon Society of New York State, Inc., which focuses on environmental issues specific to New York State. Prior to 1985, Ron served as Northeast Regional Vice President of the National Audubon Society, Executive Director of the Western Kentucky Environmental Planning Agency, and as a biology instructor at both the high school and college level. Mr. Dodson holds a B.S. in Wildlife Biology from Oakland City University and a M.S. in Natural Resource Management from Indiana State University.

Mayor Jay Jaxon, Jr., Eufaula, Alabama



Jay Jaxon, Jr. is currently serving in his third four-year term as mayor of the City of Eufaula, Alabama. A graduate of The University of

Montevallo, Jay has served in leadership capacities in both non-profit as well as corporate sectors. He has served as a trustee for the Alabama Institute for the Deaf and Blind, board member of leadership Alabama, board member of Commerce South Bank, and member of the board of Southeast Alabama Gas District. In addition to serving as mayor, he maintains business interests in Eufaula and Montgomery, Alabama. He and his wife, Lynnette, are the parents of four children and have one grandson.

Carol Kline, NC Division of Travel and Tourism



Carol Kline began at HandMade In America, Inc. as Director of Tourism in August 2002. Prior to her move, she worked for NC Cooperative

Extension Service in the area of sustainable tourism planning, development and marketing. She holds a M.S. in Parks, Recreation and Tourism Management from North Carolina State University, where she also has instructed classes in commercial recreation and tourism. Currently, she still teaches NCSU students via distance education. While employed at the university, she was involved in numerous nature-based and heritage-based tourism development and in marketing projects around the state. Her background includes consulting in community/economic development and eight years in the hospitality industry and she has worked in a variety of geographical and cultural settings including New England, Colorado, Germany, and the SouthEast. She currently serves on the Board of the Tourism Education Foundation of North Carolina and Watchable Wildlife, Inc.

Dr. Dan Moore, Kellogg Foundation



Program Director and Senior Advisor Kellogg Foundation

Dr. Moore is program director and senior advisor to the office of the president at the W.K. Kellogg Foundation in Battle Creek, Michigan. In his role as senior advisor, Dr. Moore draws upon a variety of experiences at the Kellogg Foundation. As vice president for programs for more than ten years, he provided leadership to a variety of areas including philanthropy and

## Speaker:

General Henry Hugh Shelton



General Henry Hugh Shelton, U.S. Army, Retired, served as the 14th chairman of the Joint Chiefs of Staff from 1997 until his retirement in 2001.

The NC State alumnus and Tarboro native

is a decorated combat veteran of the Vietnam War and was the first member of the elite U.S. Army Special Forces – the Green Berets – to rise to the nation's top military post. Before serving as the principal military advisor to the President, the Secretary of Defense and the National Security Council, Shelton was commander in chief of the U.S. Special Operations Command, overseeing the Green Berets and the Navy Seals. Shelton earned his commission through the Reserve Officers Training Corps at NC State, where he graduated in 1963 with a degree in textile engineering. He also earned a Master of Science degree from Auburn University before completing his training at the Air Command and Staff College and the National War College. The General now leads NC State's H. Hugh Shelton Initiative for Leadership Development and serves as a powerful example of leadership excellence. In September 2002, he was awarded the Congressional Gold Medal by the United States Congress.

## Moderator:

Rick Kiernan, MPRI



Mr. Rick Kiernan attended The Virginia Military Institute where he received a Commission as a Second Lieutenant in the United States Army. Kiernan served twenty-six

years retiring as a full Colonel in 1993. He has been the Managing Editor of three

Newspapers, host of a Public Television show, Editor-in-Chief of a monthly Magazine and Chief Pentagon Spokesman for the U.S. Army during Operation Just Cause in Panama and the Gulf War. He served on General Schwarzkopf's staff in Saudi Arabia during Operation Desert Shield. Upon his retirement in 1993, Mr. Kiernan was selected to be the Director of both Press Operations and Public Information for the 1996 Olympic Games in Atlanta. In June, 2000, Kiernan organized an International Media Symposium for fifty attendees representing twenty-two countries in Eastern Europe and Central Asia. He currently serves as the Vice President, Strategic Communications for MPRI, a global training corporation.

## Respondents:

William Friday

President Emeritus, UNC System



William Friday attended Wake Forest College and graduated from North Carolina State University. Friday served as a Lieutenant in the United States Naval Reserve from 1942

until 1946. He graduated from the Law School of the University of North Carolina at Chapel Hill in 1948. From 1948 until 1951 he served as assistant dean of students at the University of North Carolina at Chapel Hill and was named assistant to University President Gordon Gray in 1951. He was appointed secretary of the University in 1955, named Acting President of the University in 1956, and became President later in the same year. Friday served in this position for thirty years until his retirement in 1986, the long-est serving president of the 20th century.

During his tenure the University grew from its initial three campuses in '56 to sixteen campuses in 1986. This expansion and unification of academic strength gave the people of the state a strong, well-ordered university. The growth of quality in excellence of the faculty of the institution led to its recognition in '86 as among the top ten institutions of higher education, public or private, our country possesses. Throughout these years a major commitment of relating

the University and all its strengths to meeting demonstrable needs of the people of the state was fulfilled. William Friday continues to be active in a variety of public service activities in the private and public sectors.

Orage Quarles III, The McClatchy Company

Orage Quarles III, was born in Houston, Texas. At an early age his family moved to Southern California. He attended high school and college in San Bernardino where he also worked for the local newspaper for 18 years. In 1987 he was named President and Publisher of the Fort Collins, Coloradoan. After three years, he



returned to California to become Publisher of the Stockton Record, a position he held for three years. In January of 1993, he became President and Publisher of the Rock Hill Herald in Rock Hill, South Carolina, thus becoming the first African American to lead a daily newspaper in the South. From 1996 to 2000 he was the Publisher of the Modesto Bee. Three and a half years ago, he returned to the Carolina's to become President and Publisher of The News & Observer. Quarles serves on the board of the Wake Education Partnership, North Carolina Museum of Art, The Carolina Ballet, The Pope House, Peace College and the Downtown Raleigh Alliance. He has just completed serving on the board of the Associated Press for the past nine years and the board of the Newspaper Association of America where he served as Chairman in 2001-2002. In 1990 he was named Gannett's Publisher of the Year. (Gannett is the largest newspaper company in America.) Last April he was named the nation's outstanding Publisher by *Editor and Publisher* magazine.

Dr. Stephen Covey, FranklinCovey, Co.

Dr. Stephen R. Covey has made his life work to teach principle-centered living and principle-centered leadership. Look for Dr. Covey's biography on page 4 under Thursday Luncheon Keynote Speaker.

## General Sessions (cont.)

10:00 a.m.

### Thursday Greeting

Dr. Mike Ward, North Carolina Department of Public Instruction



Dr. Ward is State Superintendent of the Public Schools of North Carolina. Re-elected in 2000, he is serving his second term in office. He is also a member of the

Council of State, which includes the Governor, Lieutenant Governor and eight other statewide elected officials. During his tenure, Dr. Ward's office has worked with educators, state leaders, and communities to improve the public schools of North Carolina. As a result of these joint efforts, the state's schools have earned a reputation as the nation's most rapidly improving system of public education.

He is a tireless advocate for teachers and other school employees, promoting high professional standards and better rewards for the profession. He is also involved in numerous professional and community activities.

12:00 p.m.

### Thursday Luncheon

#### Keynote Address: Leading High Performance Organizations

Dr. Stephen R. Covey, FranklinCovey, Co.



Dr. Stephen R. Covey has made his life work to teach Principle-Centered Living and Principle-Centered Leadership. Dr. Covey is a well-respected international authority,

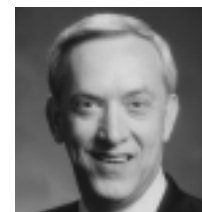
teacher, consultant, and cochairman of Franklin Covey Co. He holds an M.B.A from Harvard and a doctorate from Brigham Young University. Throughout his career, he has taught many individuals, families, and leaders in education, business and government agencies to understand how to lead others using principles, which enhance organizational effectiveness. Dr. Covey's book, *The 7 Habits of Highly Effective People*, tied for the #1 Most Influential Business Book of the Twentieth Century. He is also the author of *Principle-Centered Leadership* and *First Things First*, which are two of the best selling business books of the decade. Dr. Covey and his family reside in the Rocky Mountains of Utah.

12:00 p.m.

### Friday Luncheon

#### A Framework for "No Child Left Behind"

Dr. Tom Houlihan, Council of State School Officers



Dr. G. Thomas Houlihan is the Executive Director of the Council of Chief State School Officers, a Washington, D.C. non-profit association representing

the nation's education leaders, dedicated to the improvement of education. He serves on numerous boards and commissions including the Center for State Scholars, National Center for Education Accountability and the State Leadership Initiative, and has served as the International Evaluation Association's U.S. Delegate. Dr. Houlihan previously served as President/CEO of the North Carolina Partnership for Excellence and Senior Education Advisor to Governor James B. Hunt, Jr. (NC). He also received the state's highest civilian honor, the Order of the Long Leaf Pine. Dr. Houlihan was selected "Superintendent of the Year" (NC) and was one of four finalists for national "Superintendent of the Year." A frequent speaker/consultant, Dr. Houlihan holds several degrees, has written three books, published over 200 professional articles, and has been honored by his alma mater, Indiana University, Phi Delta Kappa.

### Keynote Luncheon

Welcome  
General H. Hugh Shelton  
Presentation of Colors  
NC State University, ROTC  
Presentation of International Flags and Song  
"A World of Difference"  
Soloist Aneesa Johnson and Choir  
Students representing A.B. Combs Elementary  
Keynote  
Dr. Stephen Covey  
Acknowledgements  
Dr. Marye Anne Fox, Chancellor

### Friday Luncheon

Welcome  
Dr. Mary Patton,  
Shelton Leadership Board of Advisors  
Song  
"I Am But a Small Voice"  
by Ian Williams  
Students representing Centennial Campus Middle School  
Speaker  
Dr. Tom Houlihan  
Acknowledgements  
Randy Nelson,  
Shelton Leadership Board of Advisors

## Sustainable Community Development Track

Thursday, November 13, 2003

2:15-4:30 p.m. Room 5

### Leadership for Changing Communities

Best practices in community development will highlight this informative practical session. Facilitators will build the case for renewed human and financial investment in rural and small town communities. Come hear what the Kellogg Foundation, a leading grantmaker, has to say about best practices in community development based on more than 50 years of applied research and demonstration projects. Glean from the experiences of a leading grassroots community capacity building organization. Learn about an exciting framework for integrating principles of economic development, environmental stewardship and quality of life to produce more sustainable communities.

#### Panelists:

Robert Caldwell, NC State Grange  
Dr. Dan Moore, Kellogg Foundation  
Alfreda Barringer, Grassroots Leadership  
Ron Dodson, Audubon International

#### Moderator:

Dr. Stephen Jones, NC State University

7:30 p.m.

### Shelton Leadership Gala Benefit Concert

Fletcher Opera Theatre  
BTI Center for the Performing Arts,  
Raleigh, NC

Featuring: **Nova Thomas**, Soprano; **Keith Buhl**, Tenor; and **George Darden**, Pianist  
(See section on page 5.)

Friday, November 14, 2003

8:30 a.m. Lobby

### Continental Breakfast

9:15-11:45 a.m. Room 4

### Sustainable Community Partnership: Overview

Local elected officials, planning personnel, economic development officers, commercial and residential developers as well as others interested in providing leadership for sustainable community development will receive tools to involve citizens and other stakeholder groups in planning, implementing and assessing sustainable community development and management practices. The focus will be on developing an understanding of economic, environmental and social dimensions of "smart growth" and "green development" and identifying resources for engaging communities in implementing sustainable practices within local communities and among developers. Specific program and policy strategies will be shared to assist in adopting principles of natural resource management while maintaining the economic benefits associated with growth.

### Introduction to the Principles of Sustainable Community Management and Development

Moderator: Ron Dodson  
Audubon International

### Perspectives from a Municipality

Jay Jaxon, Mayor, Eufaula, AL

### Involving Youth in Sustainable Community Planning

Debbie Reno, NC State University  
Principal Linda Cherry, Williamston High School  
Katie Boyd, Youth Perspective  
Marcus Norfleet, Youth Perspective

#### Lunch

12:00-1:30 p.m. Room 1

### Luncheon Speaker A Framework for "No Child Left Behind"

Speaker: Dr. Tom Houlihan,  
Executive Director  
Council of Chief State School Officers  
(See section on page 4.)

1:45-3:15 p.m. Room 4

#### Moderator:

David Hays, NC State University

### Development Planning:

Linda Rimer, U.S. Environmental Protection Agency  
Ed Mitchell,  
Granite Management Properties  
Joe Taylor, Murchison, Taylor & Gibson, PLLC, Attorneys at Law

### Economic Development Strategies for Sustainable Communities Tourism Development

Carol Kline, NC Division of Travel and Tourism

3:30-4:00 p.m. Room 2C

### Capnote Session

Col. J. Quincy Collins, Jr., USAF (Ret.), Former Vietnam POW  
The Honorable Bob Etheridge, Representative, U.S. Congress (invited)

Dr. Elizabeth Kiss, Duke University



Elizabeth Kiss is the founding director of the Kenan Institute for Ethics and an Associate Professor of the Practice of Political Science and

Philosophy at Duke University. Elizabeth specializes in moral and political philosophy and has published on human rights, on the application of rights theories to issues of ethnic conflict and nationalism, on feminist debates about rights and justice, and on justice in the aftermath of human rights violations. She co-directs Duke's Humanitarian Challenges at Home and Abroad FOCUS program for first-year undergraduates. Kenan Institute for Ethics projects have included a business ethics initiative with North Carolina companies, Ethics at Work, three national conferences on Moral Education in a Diverse Society, a two-part public television series on "Moral Leadership in Public Life" that aired on public television stations across the country, the North Carolina Character Educators of the Year awards, and Middle School Visions.

Dr. Larry Moneta, Duke University



Vice President for Student Affairs, Duke University, Larry Moneta leads the central planning, policy formation, and coordinating agency for the University concerning student issues. Dr. Moneta worked in student affairs on a variety of campuses before joining the Duke community in August 2001, most recently at the University of Pennsylvania as Associate Vice President for Campus Services from 1997 to 2001 and Associate Vice Provost for University Life from 1992 to 1997. He received his Ed.D. and B.S. from the University of Massachusetts and his M.Ed. from Springfield College.

Dr. Tim Pierson, Longwood University

Vice President of Student Affairs, Longwood University, Dr. Tim Pierson is in his twelfth year at Longwood University. His former positions include: Dean of



Students, Longwood University; Dean of Residence Life, Willamette University; Director of Student Affairs for Lyman Briggs College,

Michigan State University. Education and background: Tim received his Ph.D. in Higher Education and Administration from Michigan State University; M.A. in Guidance and Counselor Education and B.S. in Business Administration from Central Michigan University. He is a certified instructor of OCTAA and Sexual Harassment Prevention. Tim is involved professionally in American College Personnel Association, National Association of Student Personnel Administrators, and Association of Fraternity Advisors.

Dr. Thomas H. Stafford, Jr., NC State University



Thomas Stafford has been Vice Chancellor for Student Affairs at North Carolina State University since July 1, 1985. He is a native of Henderson, NC, and he received his

Bachelors degree from Davidson College, Masters degree from NC State and Doctoral degree from Florida State University. He has made numerous presentations to regional and national conferences and has authored approximately 22 research reports and several journal publications on college students. From 1990-1992 he served on the Defense Advisory Committee on Women in the Services that advised the Secretary of Defense on issues relating to women in the military. He is the 1999 recipient of the Women's Equity Award from the NC State Council on the Status of Women and previously served as Chair of the Board of Directors for the Triangle Chapter of the American Red Cross.

Dr. Lee Ward, James Madison University

Dr. Ward is Director of Academic Advising and Career Development and Assistant Professor of Psychology at James



Madison University. Most recently, he was Director of JMU's First Year Experience and Orientation programs and served as the Executive Director of

the nationally acclaimed Student Learning Institute. Dr. Ward holds the distinction of Annuet Coeptis from the American College Personnel Association. He holds degrees in Biology and Education from Salisbury University and a doctorate in Higher Education Administration from NC State University. His twenty plus years in higher education has included senior administrative roles in leadership education, career development, service-learning, first year experience and orientation, athletics and academic advising. Lee has published several articles and chapters on higher education issues and presented more than one hundred workshops on student learning, organizational change, role theory and leadership.

Karen Yerby, NC Community College System

Karen Yerby is the co-founder and co-director of the North Carolina Community College Student Leadership Institute, an innovative program that fosters leaders representing the 800,000 students served by North Carolina's community colleges. Now Associate Director for Student Development Services with the North Carolina Community College System, Ms. Yerby has more than two decades of experience as a mentor, counselor and teacher in North Carolina schools and colleges. Her current responsibilities include managing the Golden LEAF Community College Scholarship program, which makes grants and loans to more than 800 students in counties most dramatically affected by the decline of the tobacco industry for service learning in community colleges. Ms. Yerby served for 15 years at Stanly Community College in Albemarle, NC, where she directed Student Support Services, advised the Student Government Association, and organized student orientations.

## Shelton Leadership Gala Benefit Concert

November 13, 7:30 – 9:00 p.m.

Fletcher Opera Theatre, BTI Center for the Performing Arts, Raleigh, NC

\$49 per person

Tickets for this event are available at the conference registration desk in the McKimmon Center lobby and may be available that evening unless this event has sold out. Directions to the BTI Center for the Performing Arts may be obtained at the registration desk.

Featured performers **Nova Thomas**, Soprano; **Keith Buhl**, Tenor; and **George Darden**, Pianist embrace the importance of leadership development. The mission of the Hugh Shelton Leadership Initiative is "to inspire, educate and develop values-based leaders who are committed to personal integrity, professional ethics and selfless service." Funds generated from this benefit will support leadership development scholarships and educational programs for youth, university students and faculty, and corporate executives.

Master of Ceremonies:  
Alex Miller, Arts NC State

Nova Thomas, Soprano



Ms. Thomas is an internationally acclaimed opera singer whose work is consistently characterized as "ravishing in sound and magical in stage presence" (OPERA/London). International appearances have taken her to the opera houses of Cologne, Hamburg, Stuttgart, Paris, Dublin, Belfast, Mexico City and Hong Kong. In this country she has performed with the opera companies of New York City, Philadelphia, Santa Fe, Seattle, Baltimore, Detroit, San Diego, Indianapolis, St. Louis, Louisville, Knoxville, Houston, Memphis, Grand Rapids, Nashville, Costa Mesa, New Jersey, El Paso, Syracuse, and Anchorage. Concert engagements have included performances with the Chicago Symphony, the Cincinnati Symphony and the Indianapolis Symphony. Her repertoire features the heroines of *La Traviata*, *Il Trovatore*, *Norma*, *Otello*, *Aida*, *Un Ballo in Maschera*, *Tosca*, *Madama*

*Butterfly*, *Il Trittico*, *Macbeth*, *La Boheme*, *Faust*, *Così fan Tutte*, *Anna Bolena*, *Don Giovanni*, *Turandot*, *Dialogues des Carmelites*, and *Les Contes d'Hoffman*. She has enjoyed a close collaboration with Dame Joan Sutherland and Maestro Richard Bonyngue – the latter with whom she has recorded the title role in the *Bohemian Girl* for DECCA Records. Ms. Thomas also serves as the co-director of the Voice and Speech department at the renowned Actors Studio Drama School, a MFA degree-granting program at the New School University in New York City. Most recently she was announced to be the 2003 recipient of the much coveted university's Award for Excellence in Teaching. She serves on the Board of Advisors for the General Henry Hugh Shelton Leadership Initiative; and, along with General Shelton, was awarded the Lifetime Achievement Award from 4-H Youth Development.

Keith Buhl, Tenor



Keith Buhl is an American tenor whose work keeps him busy throughout the U.S. and Canada. His most recent engagements have featured him as Canio in *I Pagliacci*,

Radames in *Aida*, Manrico in *Il Trovatore*, Don Jose in *Carmen*, Riccardo in *Un Ballo in Maschera* and Mario Cavaradossi in *Tosca*. Mr. Buhl enjoyed a close association with the late renowned Metropolitan Opera Basso Jerome Hines, in whose honor he recently sang a memorial performance of the Verdi Requiem. Mr. Buhl is co-director of the Voice and Speech department of the Actors Studio Drama School, New School University and is a graduate of the Manhattan School of Music in New York City.

George Darden, Pianist



George Darden is an Assistant Conductor, Pianist, and Coach with the Metropolitan Opera in New York City since 1985. Prior to his tenure with the MET, he had been associated with the Houston Grand Opera, Texas Opera

Theatre, Opera Theatre of St. Louis, The Michigan Opera Theatre, New Orleans Opera, the Greater Miami Opera, the Chautauqua Opera, the Opera Company of Boston, the Augusta Opera, the Baltimore Opera, the Nevada Opera Company and the Festival Puccini in Valencia, Spain.

Mr. Darden has worked closely with the Metropolitan Opera National Council Auditions and also with the MET Lindemann Young Artist Development Program.

In 2001 he began an association with the International Vocal Institute in Moscow and returns each year to work with the young singers in the program, ending with a gala recital in such prestigious auditoriums in Moscow as the Glinka State Central Museum, the Sviatoslav Richter State Museum, and the well-known Gnessin State Institute.

Mr. Darden has taught on the faculties of the University of Houston School of Music, the University of Missouri-Columbia, and the Israel Vocal Arts Institute in Tel Aviv. In recent years he has done residencies for the Apprentice Program at the University of Tennessee-Knoxville School of Music and the A.J. Fletcher Opera Institute of the North Carolina School of the Arts.

### Fletcher Theatre, BTI Center for the Performing Arts



The center offers art lovers four theaters: Memorial Auditorium, Fletcher Opera Theater, Meymandi Concert Hall, and Kennedy

Theater. The Fletcher Opera Theater seats 600 guests. It was designed for opera, dance and theatrical performances. The theater was designed for an intimate setting, extending the farthest seat in the balcony 68 feet from the stage.



## Corporate Track

Thursday, November 13, 2003

2:15-4:30 p.m. Room 6

### Creating Organizational Cultures Grounded in Professional Ethics

#### Panelists:

Rear Admiral Ralph "Benny" Suggs (Ret.), Harley-Davidson, Inc.

Dr. Gary L. Comstock, NC State University

Dr. Alden S. Bean, NC State University

#### Moderator:

Barbara Mulkey, COE Board



7:30 p.m.

### Shelton Leadership Gala Benefit Concert

Fletcher Opera Theatre  
BTI Center for the Performing Arts,  
Raleigh, NC

Featuring: **Nova Thomas**, Soprano; **Keith Buhl**, Tenor; and **George Darden**, Pianist  
(See section on page 5.)

Friday, November 14, 2003

8:30 a.m. Lobby

### Continental Breakfast

9:15-11:45 a.m. Room 6

### Enterprise Risk Management

Speaker: Dr. Mark Beasley

Expectations are growing rapidly for boards of directors, audit committees, and senior executives to design and implement effective enterprise risk man-

agement systems to protect and enhance an entity's value. Corporate leaders are expected to have processes in place to effectively identify, assess, respond, and monitor all types of risks facing the organization. At the same time, risks are believed to be rapidly increasing due to greater regulation/public scrutiny, more complex business models, increasing globalization, and technology enhancements. While the extent of risks and expectations about risk management responsibilities are growing, many argue that systems, techniques, and training to manage enterprise-wide risks are not keeping pace. Those leading the risk oversight processes are struggling to identify processes that enable them to manage all areas of risks facing the enterprise.

In response to this void, a major corporate initiative in the U.S. is currently underway to develop a detailed conceptual framework and related application guidance to assist senior executives, boards of directors and other corporate governance participants with improving oversight of the portfolio of risks facing any enterprise. The Committee of Sponsoring Organizations of the Treadway Commission (COSO), known for its widely-embraced Internal Control-Integrated Framework, is leading the U.S. effort and has released an exposure draft of a proposed detailed enterprise risk management conceptual framework for public comment. Dr. Mark Beasley, who will lead the Corporate Track: Enterprise Risk Management session as part of the 2003 General Henry Shelton Leadership Forum, serves on the COSO ERM Project Advisory Council.

The Corporate Track: Enterprise Risk Management is designed to provide hands-on training about effective compo-

nents of a comprehensive enterprise risk management system (ERM), including those in the proposed COSO ERM framework. This session will include a detailed focus on the key elements necessary for implementing effective ERM processes within an organization from a strategic board and senior management level to key business and operational unit levels. The session will highlight effective practical tools and methodologies used within individual components of an ERM system including techniques commonly used for risk identification, risk assessment, and risk response measurement and tracking. Practical examples of current ERM implementations in corporate organizations will be highlighted, and there will be opportunity for dialogue and roundtable exchange of issues and ideas among participants with risk management responsibilities.

#### Lunch

12:00-1:30 p.m. Room 1

### Luncheon Speaker A Framework for "No Child Left Behind"

Speaker: Dr. Tom Houlihan, Executive Director, Council of Chief State School Officers  
(See section on page 4.)

1:45-3:15 p.m. Room 6

### Enterprise Risk Management (continued)

Speaker: Dr. Mark Beasley

3:30-4:00 p.m. Room 2C

### Capnote Session

Col. J. Quincy Collins, Jr., USAF (Ret.), Former Vietnam POW  
The Honorable Bob Etheridge, Representative, U.S. Congress (invited)

## Presenter Biographies

Dr. Patricia Cormier, Longwood University



As needs of students change within higher education, leaders within the institution are forced to evaluate how to best meet the needs of students, faculty, administrators, staff and community members. Longwood University President, Dr. Patricia Cormier, will provide insight and wisdom on the topic of how to transform the institutional climate from within. You will learn how President Cormier's university has embraced the need to develop civic-minded leaders and engage their students in social responsibility through learning opportunities. Patricia P. Cormier has served as President of Longwood University since 1996. One of 15 senior public institutions in Virginia, the University is among the top five most selective in the state. Nationally recognized for its educational quality, Longwood is ranked among the top ten public institutions in the Southern region in the 2002 *U.S. News & World Report* college survey. Under her leadership, the institution has reaffirmed its time-honored commitment to preparing citizen leaders to serve the common good, while at the same time positioning itself as a high tech, learning-centered environment that is second to none in the Commonwealth of Virginia. Known for her personal warmth, enthusiasm and strong commitment to learning, Dr. Cormier has been a vital force in workforce preparation and economic development in Southside Virginia and throughout the state. She has been actively involved in higher education for many years, serving in leadership positions on the American Council on Education Fellows Board and the American Association of Higher Education. Since arriving in Virginia, she has dedicated herself to serving the Commonwealth and is especially active in fostering partnerships between business and higher education and K-12 and higher education.

Dr. Dean Bresciani,  
University of North Carolina at Chapel Hill



Chapel Hill Interim Vice Chancellor for Student Affairs, Dean L. Bresciani, is originally from the Napa Valley of California. He received his doctorate in Higher Education-Finance with a doctoral minor in Economics from the University of Arizona; masters degree in College Student Personnel from Bowling Green State University in Ohio, and; bachelors degree in Sociology from Humboldt State University in California. Dr. Bresciani joined UNC-Chapel Hill in January of 1998 as the Associate Vice Chancellor for Student Services. Prior to UNC-CH, he served in both administrative and faculty roles at the University of Nebraska at Kearney (UNK). He has served in similar roles at Humboldt State University, Bowling Green State University, University of Wisconsin-Stevens Point, University of Minnesota-Morris, the University of Arizona, and the Arizona University System Board of Regents.

Dr. Patti Clayton, NC State University



Coordinator, Service Learning, Faculty Center for Teaching and Learning, NC State University, Patti Clayton is Coordinator of the NC State Service Learning Program and a Visiting Lecturer in College of Humanities and Social Sciences. She also works closely with the Office of the Vice Chancellor for Extension and Engagement and with The Caldwell Programs, the university's most selective leadership development program. She has an M.S. (1992) and Ph.D. (1995) from the Curriculum in Ecology at UNC-Chapel Hill and undergraduate degrees in English, Biology, and Environmental Studies (1989) from NC State. Patti's interests are highly interdisciplinary and include civic engagement, environmental ethics and policy, history

and philosophy of science, leadership and ethics, and innovative approaches to teaching and learning. Patti has provided leadership to the Service Learning Program since its inception in 1999: developing and co-facilitating faculty development workshops and reflection leader training, co-authoring the program's reflection framework and assessment strategy, supporting a campus-wide strategic planning process, and integrating service-learning in all of her own courses. She also works with middle and high schools as well as with other universities on the development, implementation, and refinement of their service-learning initiatives

Dr. Dwight Giles,  
University of Massachusetts, Boston



Dwight is a Professor of Higher Education Administration, and Interim Director of the New England Resource Center for Higher Education (NERCHE) in the Graduate College of Education, University of Massachusetts, Boston. His interests include community development, civic participation, scholarship of engagement, community/campus partnerships, internships and service-learning; much of his work has focused on linking service-learning practice with research and scholarship. Dwight has co-authored numerous books and articles on service-learning research including "Where's the Learning in Service-Learning?" with Janet Eyler, and "Service-Learning" with Tim Stanton and Nadinne Cruz. He is co-authoring a faculty handbook called "Designing Effective Service-Learning" and is currently a co-investigator on a project to study community/campus partnerships. He is co-chair of the Service-Learning Advisory Committee at U Mass, Boston, a member of the National Peer Review Board for the Scholarship of Engagement, and a consultant for the AAHE-Campus Compact Consulting Corps.

# Higher Education Track

**Thursday, November 13, 2003**

**2:15-4:30 p.m. Room 4**

## Leadership for Civic Engagement: Focus on Student Learning

Speaker: Dr Patricia Cormier

As needs of students change within higher education, leaders within the institution are forced to evaluate how to best meet the needs of students, faculty, administrators, staff and community members. Longwood University President Dr. Patricia Cormier will provide insight and wisdom on the topic of how to transform the institutional climate from within. You will learn how President Cormier's university has embraced the need to develop civic-minded leaders and engage their students in social responsibility through learning opportunities.

**4:45 - 6:00 p.m. Room 2 A&B**

## Special Reception with Dr. Dwight Giles by North Carolina Campus Compact, Educational Partner

Please join colleagues from colleges, community colleges, and universities for a reception with Dr. Dwight Giles, noted author and researcher on service learning. You will have an opportunity to meet with Dr. Giles and discuss current and future trends in service learning.

**7:30 p.m.**

## Shelton Leadership Gala Benefit Concert

Fletcher Opera Theatre  
BTI Center for the Performing Arts, Raleigh, NC  
Featuring: **Nova Thomas**, Soprano; **Keith Buhl**, Tenor; and **George Darden**, Pianist  
(See section on page 5.)

**Friday, November 14, 2003**

**8:30 a.m. Lobby**

## Registration Continental Breakfast

**9:15-11:45 a.m.**

## Choose between two panel sessions.

**PANEL 1: Room 5**

Members of the panel will speak to how their institution, specifically to the area of student services, is embracing the national effort to improve undergraduate education through institutional programs, policies, and practices implemented successfully to engage students in learning activities. Institutional initiatives may have a bearing on students becoming more civic-minded during their educational experience, preparing them to be stronger contributing members in society upon graduation.

### Panelists:

Dr. Dean Bresciani, UNC, Chapel Hill  
Dr. Larry Moneta, Duke University  
Ms. Karen Yerby, NC Community College System  
Dr. Tim Pierson, Longwood University  
Dr. Tom Stafford, NC State University

### Moderator:

Mike Giancola, Center for Student Leadership, Ethics and Public Service

**PANEL 2: Room 3**

Members of the panel will respond to your questions concerning research in the field of higher education and how institutions are addressing the need of developing students who are civically engaged. Panelists will provide insight to how professionals in the field are providing institutional programs, policies and practices that are engaging their students in learning activities.

### Panelists:

Dr. Patti Clayton, NC State University  
Dr. Dwight Giles, University of Massachusetts, Boston  
Dr. Elizabeth Kiss, Duke University

### Moderator:

John Barnhill, NC Campus Compact, Elon University

### Lunch

**12:00-1:30 p.m. Room 1**

## Luncheon Speaker A Framework for "No Child Left Behind"

Speaker: Dr. Tom Houlihan, Executive Director, Council of Chief State School Officers  
(See section on page 4.)

**1:45-3:15 p.m. Room 2 A&B**

## Lives in the Balance: Reclaiming Courage in Higher Education

Speaker: Dr. Lee Ward, James Madison University

**3:30-4:00 p.m. Room 2C**

## Capnote Session

Col. J. Quincy Collins, Jr., USAF (Ret.), Former Vietnam POW  
The Honorable Bob Etheridge, Representative, U.S. Congress (invited)

## Presenter Biographies

Dr. Alden S. Bean  
NC State University



Alden S. Bean is the Executive Director of the Center for Innovation Management Studies located at NC State University. Before

the Center was moved to NC State in March of 2000, he was at the Lehigh University as the Wm. R. Kenan, Jr. Professor of Management and Technology in the College of Business and Economics. At Lehigh he was the Director as well as founder of the Center for Innovation Management Studies (a National Science Foundation Industry/University Cooperative Research Center). Prior to his appointment to Lehigh, Dr. Bean worked for the National Science Foundation, the University of Cincinnati, the State University of New York at Albany, and Northwestern University. He has served as a consultant to a variety of industrial organizations and governmental agencies.

Dr. Mark S. Beasley  
NC State University

Mark S. Beasley, CPA, Ph.D., is an Associate Professor of Accounting and Director of the Enterprise Risk Management Program in the College of Management at NC State University.

He received a B.S. in accounting from Auburn University and a Ph.D. from



Michigan State University. Mark teaches auditing courses in the undergraduate and masters programs, where he is a member of NC State's

Academy of Outstanding Teachers, nominee for the Board of Governor's Teaching Award, and a member of NC State's Academy of Outstanding Faculty Engaged in Extension. His research interests focus on financial statement fraud, corporate governance and enterprise risk management. He currently serves on COSO's Enterprise Risk Management Advisory Council and recently served on the AICPA's SAS No. 99 Task Force that revised auditor guidance for considering fraud in a financial statement audit.

Dr. Gary L. Comstock  
NC State University



Gary L. Comstock is professor of philosophy and director of the ethics program at North Carolina State University. He is perhaps best known as

the founder of the Bioethics Institute, a faculty development workshop that has helped five hundred scientists around the world integrate discussions of ethics into their courses. Dr. Comstock recently published *Vexing Nature? On the Ethical Case Against Agricultural Biotechnology*. It explains how, after writing essays against

genetic engineering, he changed his mind to become a "cautious proponent" of genetically modified foods. He is also the editor of *Life Science Ethics*.

Dr. Comstock has served as principal investigator or project director on more than fifteen grants totaling more than a million dollars, including major awards from NSF and USDA. He earned his Ph.D. from the University of Chicago and his B.A. from Wheaton

Rear Admiral Ralph "Benny" Suggs (Ret.)  
Harley-Davidson, Inc.



Admiral Suggs is employed by Harley-Davidson Motor Company where he serves as the Director of Dealer Training. Prior to Harley-Davidson,

Admiral Suggs served in the U.S. Navy for 30 years as a Naval Aviator and flew a variety of attack and fighter jet aircraft including the A-4, A-6, A-7, F-4 and F-14. His commands included Attack Squadron 55, the supply ship U.S.S. San Diego, the aircraft carrier U.S.S. America and Carrier Group 6. His last assignment was the Deputy Commander in Chief, U.S. Special Operations Command. Admiral Suggs is a 1969 graduate of NC State University and received post-graduate education at the Armed Forces Staff College and Naval War College CNO Strategic Studies Group.

# K-12 Education Track

The 2003 Shelton Leadership Forum provides an opportunity for national leaders in K-12 education and partners in educational reform to share in best practices which integrate the principles of Dr. Stephen Covey with the Baldrige Criteria. Keynoter Dr. Stephen Covey, shares his powerful message, "Leadership for High Performing Organizations", based on decades of work in principle-centered leadership, focusing on personal and organizational excellence. Seminar facilitator, David Langford, presents tools for using quality methodology and concepts to improve student learning, school leadership and correlates to business and the economy. Practical lessons will be explored for the experience of the nation's first "leadership magnet school," and the National School of Character. This track is ideal for superintendents, principals, teachers and school board members committed to transforming leadership for K-12 education.

## Thursday, November 13, 2003

**2:15-4:30 p.m. Room 3**  
**National Conference on Leadership in K-12 Education The Four Roles of Leadership**  
 Speaker: Dr. Nancy Moore, FranklinCovey, Co.

**7:30 p.m.**  
**Shelton Leadership Gala Benefit Concert**

Fletcher Opera Theatre  
 BTI Center for the Performing Arts,  
 Raleigh, NC  
 Featuring: **Nova Thomas**, Soprano; **Keith Buhl**, Tenor; and **George Darden**, Pianist  
 (See section on page 5.)

## Presenter Biographies

Dr. Nancy Moore, Ed.D., FranklinCovey, Co.



For the past decade, Dr. Nancy Moore has been a senior level consultant, presenter and executive for FranklinCovey, the world's premier leadership-development organization. She is experi-

## Friday, November 14, 2003

**8:30 a.m. Lobby**  
**Continental Breakfast**

**9:15-11:45 a.m. Rooms 2 A&B**  
**Understanding the Learning Process: Implementing Change Utilizing Quality Tools of Learning**

Speaker: David P. Langford

In Dr. Langford's session you will receive answers to the following questions:

- How can the quality of learning be improved at all levels?
- How can motivation be improved and sustained?
- How can educational leaders better understand the processes to implement change? Share David's implementing quality learning tools, techniques, theories and philosophies to improve student learning.

**Lunch**  
**12:00-1:30 p.m. Room 1**

**Luncheon Speaker A Framework for "No Child Left Behind"**

Dr. Tom Houlihan, Executive Director, Council of Chief State School Officers.  
 (See section on page 4.)

**1:45-3:15 p.m.**  
**Concurrent Sessions**

enced and energetic, with a proven record of effective leadership and outstanding contribution to diverse private and public sector organizations. At FranklinCovey, she has been Senior Consultant, Vice President of Innovation, Strategy and Impact, and Director of Product Creation. Nancy is a master facilitator who is recognized for meeting and exceeding clients' expectations. She consistently receives exceptional performance eval-

**Room 7A**  
**(1) Overview of Covey's Seven Habits of Highly Effective People**

Speaker:  
 Tarrick Cox, East Carolina University

**Room 7B**  
**(2) Implementing Baldrige Standards**

Speakers:  
 Wayne Tindle, NC State University  
 Donald Leatherman, Havelock High School

**Room 9**  
**(3) Making It Happen-The Experience of the National School of Character Workshop: Developing leaders one child at a time...**

Speaker:  
 Muriel Summers, A.B. Combs Leadership Magnet Elementary School

**Rooms 11&12**  
**(4) Awakening the Sleeping Giant: Helping Teachers Develop as Leaders**

Speaker:  
 Dr. Gayle Moller, Western Carolina University

**3:30-4:00 p.m. Room 2C**  
**Capnote Session**

Col. J. Quincy Collins, Jr., USAF (Ret.), Former Vietnam POW  
 The Honorable Bob Etheridge, Representative, U.S. Congress (invited)

uations from her audiences. She came to FranklinCovey in 1993 with a strong leadership background in public education. During that time, she served as superintendent of schools, principal, curriculum consultant, university adjunct professor, director of special education, and classroom teacher. She received numerous awards for her achievements. These include being honored by the President of the United States in

a White House ceremony for being the principal of one of the nation's exemplary elementary schools. At the local level, Nancy was named Distinguished Principal of the Year, Innovative Principal of the Year, and Outstanding Teacher of the Year. Her book on teaching practices was published by McGraw-Hill, and she has written numerous articles for professional journals.

Tarrick Cox, East Carolina University



Tarrick C. Cox is the director of the Legislators' School for Youth Leadership Development at East Carolina University and serves as a college partner for the North

Carolina Teacher Cadet Program. He is a 1996 graduate of the East Carolina University School of Education with a B.S. in Elementary Education. He taught fourth grade for three years in Clinton City Schools and in Pitt County Schools. Tarrick is involved in the community and in the Public Schools with his leadership training and diversity training. Tarrick serves on the Board of Directors for the Martha Rountree Day Care Center, advisor for the ECU Peer Mentor Program, the ECU Gospel Choir and the Student North Carolina Association for Educators. Most recently Tarrick completed the first NEA Higher Education Emerging Leaders Academy. Tarrick has an extensive background in leadership development/training and has been using and teaching *The 7 Habits of Highly Effective People* by Stephen Covey for over 10 years. Tarrick is also certified in other leadership programs that he uses to train adults and young people in leadership development such as the Prudential Youth Leadership Institute and the Student Achievement Workshop. Tarrick currently resides in Greenville, NC.

David P. Langford, Langford International



David Langford is an international consultant, speaker, writer and educator on quality implementation in education and its correlation to business and the economy. David Langford is a master at integrating quality methods and concepts for improving student learning, school leadership and promoting partnerships between the corporate and educational worlds. His approach to leadership for quality

recognizes the complex educational interrelationships that connect with customers. Leadership for quality is all about vision, purpose and improvement.

Out of this effort emerged the concepts of Quality Learning, Just-in-Time Learning and the Self-Managed Classroom. Mr. Langford's presentations have been seen throughout all 50 United States and in Canada, Argentina, and Australia. He was featured in the film *Quality...or Else*, which aired on PBS and has appeared in other documentaries including the Deming Library Vol. XXI. In 1995 he co-authored a book with Barbara Cleary entitled *Orchestrating Learning with Quality*

Dr. Gayle Moller, Western Carolina University



Gayle Moller is Assistant Professor in the Department of Educational Leadership and Foundations in the College of Education and Allied Professions at Western Carolina

University in Cullowhee, North Carolina. She was formerly Executive Director of the South Florida Center for Educational Leaders. The Center served large, urban school districts in South Florida, that provided staff development for school leaders who are striving to improve schools. Gayle worked in the Broward County Public Schools (Ft. Lauderdale, Florida) for nineteen years as a teacher, school administrator, and staff development administrator. She has designed professional development programs for teachers since 1971. For six years, Gayle developed and carried out an extensive leadership development program within this school system. Gayle received her doctorate from Teachers College/ Columbia University. Her graduate work centered on staff development for shared decision-making. Teacher leadership and professional learning communities are her research interests. She is a co-author of the book *Awakening the Sleeping Giant: Helping Teachers Develop as Leaders*, 2nd Edition. Gayle served on the Board of Trustees of the National Staff Development Council.

Muriel Summers, A.B. Combs Leadership Magnet Elementary School

Principal, A.B. Combs Leadership Magnet Elementary School, Muriel Thomas Summers is first of all, a teacher. For fourteen years she taught elementary and middle school and served as a demonstration teacher for other



educators in North Carolina and Maryland. Recognized in 2001 as Wake County's Principal of the Year, she has presented at national, state and local conferences, and consults with

schools across the United States. Using Stephen Covey's *The 7 Habits of Highly Effective People* and Edwards Deming's *Profound Knowledge* as the foundation of their leadership model, Muriel and her staff have created the first leadership elementary school in the nation. Boasting students from over 58 countries, A.B. Combs is one of the most diverse elementary schools in North Carolina. Recognizing that each student possesses unique gifts and talents, and building on students' strengths rather than their weaknesses, has resulted in over 97% of their students performing at or above grade level on statewide assessments. During her six year tenure at A.B. Combs Leadership Magnet Elementary School, she has guided her school in receiving numerous awards including the National Blue Ribbon School of Excellence, the National Magnet School of Excellence, the North Carolina School of Excellence, and the North Carolina's Governor's Entrepreneurial Award. This fall, their school was recognized in Washington, D.C. as a National School of Character, one of ten schools across the United States, to receive this very prestigious award.

Wayne Tindle, NC State University



Mr. Wayne Tindle is currently a Program Director for the Malcolm Baldrige based North Carolina Awards for Excellence process. He also currently assists in implementing teams and

continuous improvement culture in the State Retirement System Division. Mr. Tindle graduated from Tennessee Technological University with a Bachelor's Degree in Electrical Engineering and then went on to receive a Master's Degree in Management from North Carolina State University. He has 11 years experience in Product Development, 10.5 years experience in Test Equipment Development, and 14 years experience in Total Quality Implementation. Mr. Tindle has been a recipient of the North Carolina Quality Leadership Award. He has been a member of the "Total Quality Advisory Committee to the Governor" and the "Management Improvement Council" for state government.