Americans are undereducated.

— Anthony Carnevale

Achieving success and completion for the tens of thousands not served today—without diminishing access or quality—must become our new purpose.

— Hilary Pennington
August 9, 2011

Dear colleagues:

Virginia’s Community Colleges answer the call.

The ability to understand, to address and to meet a community’s higher education and workforce training needs has defined our colleges since the ink dried on Governor Mills Godwin’s signature on the law creating them.

Virginia’s Community Colleges have thrived by being opportunistic.

Where some have questioned the wisdom of an open access policy, more have come to see it as essential to Virginia’s future.

Where some have questioned how our rigor compares to universities, more have come to revere the world class transfer environment we have created.

Where some have questioned the role of our workforce training programs, more have come to rely on them to keep and attract employers to Virginia.

Virginia’s Community Colleges are being asked to answer the call once again.

The commonwealth’s population explosion is fueled by families with little to no college experience.

Half of this year’s incoming high school graduates are unprepared for the rigors of college work.

Despite the decades-long stagnation in Virginia’s college participation percentage, two-thirds of the jobs available by 2020 will require a college credential.

The legacy of a governorship and a presidency – not to mention our employers’ prospects – depends upon our ability to turn more people into college graduates.

The fiscal reality of the state budget demands that we build substantial partnerships to enhance and diversify our resource base.

We embrace these daunting challenges knowing that moving forward is the only way to move through them. Turning back is not an option. And while optimism is an essential ingredient of the work we do together, let’s not mistake hope’s blind optimism as a substitute for honesty and elbow grease. Nothing we face is greater than the talent we collectively possess.

In creating 21st century community colleges we, once again, answer the call.

Sincerely,

Glenn DuBois
# AGENDA

## Tuesday, August 9

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>10:30 a.m.</td>
<td>Registration Begins</td>
<td>Henrico Ballroom Foyer</td>
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<tr>
<td>11:30 a.m.</td>
<td><strong>Welcome</strong></td>
<td>Henrico Ballroom</td>
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<td></td>
<td><strong>Glenn DuBois</strong></td>
<td>Chancellor</td>
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<td>Opening Luncheon</td>
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<td><strong>What Does It Mean To Be a High-Performing Organization?</strong></td>
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<td><strong>Glenn DuBois</strong>, Facilitator</td>
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<td><strong>Kevin W. Barr</strong>, CEO, Bon Secours Healthsource Virginia</td>
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<td><strong>Dorcas Helfant-Browning</strong>, CEO, Principal Broker &amp; Managing</td>
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<td><strong>Greg Maddux</strong>, Managing Director, Performance Improvement Consulting Services, RSM McGladrey, Inc.</td>
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<td><strong>Julien Patterson</strong>, Chairman, OMNIPLEX World Services Corporation</td>
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<td>1:30 p.m.</td>
<td>Break</td>
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<td>1:45 p.m.</td>
<td><strong>Chancellor’s Address</strong></td>
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<td><strong>Glenn DuBois</strong></td>
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<tr>
<td>2:15 p.m.</td>
<td>Break</td>
<td>Move to concurrent session rooms</td>
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</table>
2:30 p.m.  Concurrent Sessions  
See Insert for Session Summaries

3:30 p.m.  Break

3:45 p.m.  Postsecondary Education in Economic Recovery  
Henrico Ballroom

Tony Carnevale  
Director  
Center on Education and the Workforce  
Georgetown University

4:45 p.m.  Wrap-up of the Day & Challenges for Tomorrow

5:00 p.m.  Adjourn for the Day and Hotel Check-in

5:45 p.m.  Reception  
Henrico Ballroom Foyer

6:30 p.m.  Banquet  
Henrico Ballroom

in Honor of Alvin J. Schexnider, President,  
Thomas Nelson Community College

Entertainment

Richard Leigh  
Virginia Highlands Community College Graduate and  
Recipient of the AACC 2011 Outstanding Alumni Award
Wednesday, August 10

7:30 a.m.  Continental Breakfast  Henrico Ballroom

8:15 a.m.  **Governor’s Agenda on Higher Education**  Henrico Ballroom

Laura Fornash  
Deputy Secretary of Education  
Commonwealth of Virginia

9:00 a.m.  Break

9:15 a.m.  **Concurrent Sessions**  
*See Insert for Session Summaries*

10:15 a.m.  Break

10:30 a.m.  **Accelerating Momentum**  
Toward Degrees  Henrico Ballroom  

Hilary Pennington  
Director of Education, Postsecondary Success and Special Initiatives, United States Program  
Bill and Melinda Gates Foundation

11:30 a.m.  **Call for Action**  
Mark Musick  
President Emeritus  
Southern Regional Education Board

12:00 noon  Box Lunches  
Adjournment to ACOP subcommittee meetings  
Followed by full ACOP
Keynote Speakers

Anthony P. Carnevale
Director
Center on Education and the Workforce
Georgetown University

Anthony P. Carnevale currently serves as research professor and director of the Georgetown University Center on Education and the Workforce. Between 1996 and 2006, Carnevale served as vice president for public leadership at the Educational Testing Service (ETS). Before joining ETS, Carnevale was director of human resource and employment studies at the Committee for Economic Development (CED), the nation’s oldest business-sponsored policy research organization. While at CED, Carnevale was appointed by President Clinton to chair the National Commission on Employment Policy.

Carnevale was the founder and president of the Institute for Workplace Learning (IWL) between 1983 and 1993. The IWL worked directly with consortia of private companies to develop high performance work systems and to develop more effective work and training systems. Prior to founding IWL, Carnevale also served as director of political and government affairs for the American Federation of State, County and Municipal Employees (AFSCME), the largest union in the AFL-CIO.

Prior to joining AFSCME, he was a senior staff member in both houses of the U.S. Congress. He was majority staff director on the public financing sub-committee of the House Committee on Government Operations and joined the Senate Budget Committee shortly after it was established by the passage of the Budget Impoundment and Control Act of 1974. Subsequently, he also served as senior economist for the Senate Democratic Leadership Council. In 1994, Secretary of Commerce Ronald Brown appointed him to the Board of Overseers for the Malcolm Baldrige National Quality Award.
Keynote Speakers

Hilary Pennington
Director of Education, Postsecondary Success and Special Initiatives
United States Program

As director of education, postsecondary success and special initiatives, Hilary Pennington leads the foundation’s postsecondary education initiative as well as efforts around one-time opportunities to respond to unique challenges and unanticipated events in the United States.

Before joining the foundation, Pennington served as a senior fellow at the progressive think tank, the Center for American Progress, and as president and CEO of Jobs for the Future (JFF), a research and policy development organization she co-founded. In her 22 years as president and CEO of JFF, Pennington helped the organization become one of the most influential in the country on issues of education, youth transitions, workforce development, and future work requirements. She also served on President Clinton’s transition team and as co-chair of President Clinton’s Presidential Advisory Committee on Technology.

Pennington is a graduate of the Yale School of Management and Yale College. She holds a graduate degree in social anthropology from Oxford University and was a fellow at the Harvard Kennedy School of Government in 2000.
Richard Leigh
Virginia Highlands Community College Graduate and Recipient of the AACC 2011 Outstanding Alumni Award

Richard Leigh, who has had hits in the 70s, 80s, and 90s, kicked off the 21st century with a top-ten hit, Cold Day In July, recorded by the Dixie Chicks. Leigh, who has been writing songs since he was ten years old and professionally since he was 23, got his first break in 1976 when Crystal Gayle released I’ll Get Over You, and took it to #1 on Billboard’s Country Chart. Since then he’s been a 3-time Grammy Award nominee and Grammy Award winner for Don’t It Make My Brown Eyes Blue and a two-time CMA Award nominee and CMA Award winner for Somewhere In My Broken Heart.” He’s had eight #1 singles, and his songs have sold in excess of 50 million records. He is a 1994 inductee into the Nashville Songwriters Hall of Fame.

This past April Richard was honored with the American Association of Community Colleges 2011 Outstanding Alumni Award. Born in Washington, D.C., and raised in Virginia, Leigh is a graduate of Virginia Highlands Community College and Virginia Commonwealth University. He currently resides with his wife, Shannon, on their farm in Cornersville, Tennessee.
Presenters

Kevin W. Barr
Chief Executive Officer, Bon Secours HealthSource

As CEO, Kevin Barr is responsible for the management of the staff, budgeting, client services, corporate policy, board relationships, corporate ventures and overall strategy of Bon Secours HealthSource. He joined Bon Secours in 1987, having formerly been a consulting manager within the Northeast Health Care Consulting Practice of Ernst & Young.

Dorcas Helfant-Browning
Chief Executive Officer, Principal Broker & Managing Partner
Coldwell Banker Professional Realtors

Dorcas Helfant-Browning heads Coldwell Banker Professional Realtors, with seven offices from Williamsburg to Virginia Beach and Elizabeth City, North Carolina. She was the first woman to serve as president of the National Association of Realtors and has also served as president of the Virginia and Hampton Roads associations. Both groups have awarded her the prestigious “Realtor of the Year” award. Past president of the Virginia Chamber of Commerce, she served three terms as chair of Tidewater Community College’s college board and is past president of the college’s real estate foundation. She was appointed to the State Board for Community Colleges in 2009 and was reappointed to a four-year term in June 2011.
Greg Maddux works closely with key management to develop and implement strategies to create higher performing organizations. He works with middle-market and larger organizations in higher education and a variety of public, not-for-profit and private sector industries. His expertise includes conducting organizational and process assessments, helping organizations develop a continuous improvement culture, and leading process transformation and cost management initiatives to align people, processes and systems to deliver expected results. His background includes more than 20 years providing consulting services, as well as experience in industry and with a Big Four firm.

Julien Patterson founded OMNIPLEX World Services Corporation in 1990 after a security career with the Central Intelligence Agency. Under his leadership as president and CEO of OMNIPLEX, the company has grown to a successful mid-sized corporation with two wholly owned subsidiaries. OMNIPLEX World Services Corporation delivers professional intelligence support services, investigative and physical security services to corporations and government agencies located throughout the world. Patterson has served on various boards and committees including the Virginia Chamber of Commerce, Virginia Public Safety Foundation and the Boys and Girls Club of Northern Neck.
Laura Fornash is the deputy secretary of education and also serves as the executive director of the Commission on Higher Education Reform, Innovation, and Investment.

Before joining the Office of the Secretary of Education, Fornash spent her professional career with Virginia Tech in a number of different divisions including student affairs, continuing education, distance learning, and government relations. She most recently served as the director of state government relations for the university. She was the school’s restructuring project director with the responsibility of managing Virginia Tech’s implementation of the 2005 Restructuring Act that created new levels of operational autonomy for all public higher education institutions in exchange for meeting certain academic performance measures. She also was director of the Virginia Tech Richmond Center, an extended campus center, where credit and noncredit programs were offered to working professionals.

In 1998, as the director of information technology programs, Fornash launched an innovative web based interdisciplinary master’s degree program to help transition professionals into the information technology field as result of research conducted for the International Technology Association of America. Fornash received her undergraduate and masters degrees from Virginia Tech.
Presenters

Mark Musick
President Emeritus, SREB

Mark Musick holds the James H. Quillen Chair of Excellence in Education and Teaching at East Tennessee State University and is president emeritus of the Southern Regional Education Board (SREB). Musick began serving as the Quillen Chair in 2006 after serving 16 years as president of the SREB, America’s first interstate compact for education. Before being selected as SREB president, he served as vice president.

He came to the SREB from Virginia where he served in the governor’s office and with the Virginia Community College System and the State Council of Higher Education. Musick was appointed by three U. S. Secretaries of Education to chair the Governing Board of the National Assessment of Educational Progress that directs the program known as the Nation’s Report Card.

Mark Musick was valedictorian and president of his class at Gate City High School and president of his class at Virginia Tech, where he earned undergraduate and graduate degrees. He also holds several honorary doctoral degrees.
Virginia’s Community Colleges extend thanks to the Virginia Foundation for Community College Education for its support of this year’s retreat.