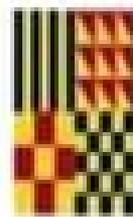


Changing Values in Higher Education

- *Brian Kilpatrick & Bridget Middlemas*
- *University of Roehampton, London*

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Transformational Change in Community Colleges Christine Johnson McPhail, Kimberly Beatty,2023-07-03 From the foreword by Walter G Bumphus President CEO of AACC Becoming an Equity Centered Higher Education Institution is a significant contribution to the on going struggle to find practical approaches to implementing an equity agenda in higher education The authors had three main goals for this text Relevance This book is the result of many years of teaching leading researching and coaching individuals and institutions about equity inside higher education The authors place a clear emphasis on awareness and teaching skills first but also ensure that those skills are based on practical application in the field Practical Application To describe and explain equity and transformational change concepts this book provides step by step implementation approaches that can be used to integrate equity centered principles into practices and policies to implement or improve equity work into the organizational culture A Purposeful Approach The authors defined the act of becoming an equity centered institution in terms of a transformational change approach using Kotter s Eight Stage Process Kotter s Model and AACC s Leadership Competencies for Community College Leaders are introduced in Chapter 1 and integrated throughout the book This integrated framework allows practitioners to place the intersectionality of equity transformational change and requisite leadership competencies into the larger context of higher education While using Kotter s 8 Step Change Model the authors emphasize that operations and situations inside higher educational institutions are not linear as implied in Kotter s model They show how the stages of change may occur at different times and different situations at different

institutions and demonstrate what leadership competencies are recommended for each stage in the change process *The Economics and Financing of Higher Education in the United States* United States. Congress. Economic Joint Committee,1969

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