

## Meet the Faculty



### **Thomas Flynn**

President Emeritus, Alvernia University; Former President, Milliken University; Senior Fellow, AGB

Dr. Flynn is president emeritus of Alvernia University, having served from 2005 to 2019. During this time he oversaw the development of new strategic and campus master plans and a campus-wide process culminating in the achievement of university status. Under his leadership, Alvernia launched “Values and Vision: The Fiftieth Anniversary Campaign.” In addition to major capital projects already completed, endowed professorships and centers of excellence have been established, notably the O’Pake Institute for Ethics, Leadership, and Public Service and the Holleran Center for Community Engagement. Prior to his arrival at Alvernia, Dr. Flynn served as senior advisor for the Council of Independent Colleges (CIC). Previously, he served nine years at Millikin University (IL), initially as provost and subsequently as president. He also spent 14 years on the faculty of Mount Saint Mary’s College (MD), where he was a professor of English and served as dean of the college.



### **Artis Hampshire-Cowan**

Former Acting President, Senior Vice President, and Secretary, Howard University; Senior Fellow, AGB

Ms. Hampshire-Cowan was a senior vice president and secretary, interim chief operating officer, and acting president at Howard University. Prior to serving as senior vice president, she served concurrently as secretary and vice president for human resource management and provided executive oversight for a workforce of more than 6,000. Before joining Howard University, Ms. Hampshire-Cowan spent 12 years working with the government of the District of Columbia. This included time as a congressional lobbyist, consumer and regulatory enforcement administrator, attorney-advisor to the deputy mayor for economic development, and senior advisor and counsel to the city administrator. She also served as general counsel of RFK Stadium, where she led the negotiations to build a new stadium. She subsequently served as special counsel to County Executive Wayne Curry in his successful bid to relocate the Washington football club to Prince George’s county, Maryland.

## The Agenda

### Day One – Thursday, January 9

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| 7:30 am – 8:30 am  | <b><u>Optional Breakfast for Presidents and Board Chairs</u></b>   |
| 8:45 am – 9:45 am  | Gather with AGB leadership to discuss among peers the challenges your institution and board are facing.  |
| 12:00 pm – 1:00 pm | <b><u>Lunch</u></b><br>Meet your fellow participants and participate in an introductory special exercise to better understand what success means to you and your partner.  |
| 1:15 pm – 2:15 pm  | <b><u>Welcome and Setting the Stage</u></b><br>Meet the facilitators, review the overall institute program, and engage in an important early discussion about “what keeps you up at night” as a leader.                                  |
| 2:15 pm – 3:45 pm  | <b><u>Board, President, and Chair Responsibilities</u></b><br>Explore the distinct roles of board chair and chief executive, and make explicit a set of mutual expectations of “who does what, and when.”                                |
| 3:45 pm – 4:45 pm  | <b><u>An Anatomy of Good Board Governance</u></b><br>Sharpen your response to the key question: “How would you know an effective board in action if you saw one?”  |
| 4:45 pm – 5:45 pm  | <b><u>Team Meeting #1: An Assessment of Your Board</u></b><br>In the first of five essential activities between you and your partner, develop a shared understanding of your board’s current focus and its readiness for the work ahead. |
| 7:00 pm – 8:30 pm  | <b><u>Reception and Dinner</u></b>   |

## Day Two – Friday, January 10

- 7:30 am – 8:15 am**      **Breakfast**
- 8:15 am – 9:45 am**      **Getting Your Board Risk-Savvy: Challenges and Opportunities**  
Examine how the board and president can cultivate institutional responsiveness, innovation, and boldness, as well as facilitate collaboration between board chair and president.
- 10:00 am – 11:00 am**      **Team Meeting #2: Identifying Risks and Expectations with Your Board**  
Plan together with your partner to position your board to add value by embracing upside and downside risk.
- 11:00 am – 12:00 pm**      **Building a High-Performing Board: Getting Your Board into Strategy Mode**  
Clarify how you can build and sustain a board that thinks strategically.
- 12:00 pm – 1:00 pm**      **Lunch**
- 1:00 pm – 2:00 pm**      **Team Task #3: Building a High-Performing Team**  
Work together with your partner to develop board policies, practices, and ultimately a board culture that improves performance and adds strategic value.
- 2:00 pm – 3:15 pm**      **Assessing and Building Effectiveness**  
Develop wise and practical approaches for board accountability and presidential accountability. Note: Each participant will also receive a complimentary copy of two AGB publications: [Assessing Board Performance](#) and [Assessing Presidential Effectiveness](#).
- 3:15 pm – 4:15 pm**      **Team Task #4: Assessing President and Board Effectiveness**  
Together with your partner assess the strengths and challenges in your board and presidential assessment practices, identify new opportunities, and make a fresh plan for undertaking these important responsibilities.
- 6:30 pm – 8:30 pm**      **Reception and Dinner**  
**On Leadership: A Fireside Chat with Dr. Robert "Bobby" Satcher, Jr.**  
An alumnus of AGB's Institute for Board Chairs and Presidents of Independent Colleges and Universities, Dr. Satcher chairs the Voorhees College Board of Trustees. In his professional life, he is a trained physician and a chemical engineer. He is also an astronaut with more than twelve hours of spacewalk experience as a crew member of the space shuttle Atlantis on its 2009 voyage to the International Space Station. AGB is pleased to present a unique evening discussion with Dr. Satcher on the subject of courageous leadership, as part of this program.

## Day Three – Saturday, January 11

- 7:30 am – 8:15 pm**      **Breakfast**
- 8:15 am – 10:00 am**      **Using Committees to Support the Board’s Work**  
Examine what it means for a board’s committees to drive the board’s agenda forward and explore how and when to revise your board’s committee structure.
- 10:15 am – 11:15 am**      **Team Task #5: Strengthening the Board’s Structure and Culture**  
Plan together with your partner for how you will build and leverage your board’s committees to maximize benefit.
- 11:15 am – 11:30 am**      **Team Task #6: Reviewing the Leadership Team Action Plan**  
With your partner ensure all of the planning you have done adds up to a clear set of deliverables, time lines, and next steps to take governance to a higher level together.
- 11:30 am – 12:00 pm**      **Closing Session**  
Address lingering questions and discuss where you go from here. Review concrete actions and key takeaways for implementing your action plan and ensuring board buy-in.
- 12:00 pm – 1:00 pm**      **Lunch and Departure**  
Before returning home take advantage of one final opportunity to consult one-on-one with institute facilitators and AGB staff to ensure that your president and board chair partnership is prepared and supported for future success.