

The Blackburn Institute is a leadership development and civic engagement program specifically focused on improving the state of Alabama. Through its work with students, alumni (Fellows), and Advisory Board members, the institute develops a network of leaders who have a clear understanding of the state's challenges. Selected students participate in a one-year curriculum of activities and events, after which they continue their involvement for their remaining time at the Capstone.

Upon graduation, participants earn recognition as Blackburn Fellows and begin their work through professional and civic involvement in their home communities and throughout the state, both individually and through the Fellows Involvement Network (FIN). Supported by an Advisory Board of established leaders committed to the state of Alabama, the Blackburn Institute promotes change through an intergenerational network that learns from the past, takes action in the present, and plans for the future.

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The Blackburn Institute is named in honor of Dr. John L. Blackburn. A nationally renowned leader in higher education, Dr. Blackburn served as dean of men at The University of Alabama and was instrumental in the University's peaceful integration in 1963. In 1994, The University of Alabama's Division of Student Affairs formed the Institute to foster Dr. Blackburn's belief that people link strategic actions through the generations for progressive and ethical change.

*"My vision is to develop a community of ethical leaders who collaboratively accomplish good and noble ends. A good community is comprised of more than one generation; embraces transcending values that esteem each citizen; and creates a sense of oneness, where individuals set aside personal gain, benefit or goal for the sake of the group."*

– Dr. John L. Blackburn

The mission of the Blackburn Institute is to develop a network of diverse leaders who understand the challenges facing the state of Alabama and the nation and who are committed to serving as agents of positive change.

In working to fulfill this mission, the Blackburn Institute is guided by four overarching values:

- **Facilitating a diversity of opinion** by providing opportunities for students to experience multiple sides of issues impacting their communities as well as creating situations for open dialogue focused on fostering the resolution of issues rather than their mere identification.
- **Being called to action** by inspiring active citizenship as individuals and collectively by identifying and implementing strategic initiatives for the common good.
- **Networking through the generations** by providing opportunities for students and fellows to engage in dialogue and personal contact with advisory board members, alumni, faculty, community leaders, scholars, and political leaders.

- **Instilling a lifetime commitment** by providing a rich collegiate experience so that, upon graduation, fellows are encouraged not only to continue to foster relationships with the Blackburn Institute and its members, but to also uphold the ideals of the Institute in their daily lives.

At the core of the Blackburn experience is the curriculum that guides new students through their first year with the Institute. This curriculum is designed to reinforce leadership development, learning, and civic outcomes aligned with overarching values of the Blackburn Institute. Starting with their selection in the spring semester, new students are guided through a one-year curriculum that introduces them to the vision, mission, and values of the institute; builds their personal and professional skills; provides them with opportunities for authentic relationship-building with possible mentors; engages them in civic work to improve the campus or Tuscaloosa community; and challenges them to actively listen to and understand diverse points of view.

The new student curriculum consists of several mandatory events, including:

- New Student Orientation and Social;
- D. Ray Pate New Student Retreat;
- Spring Networking Dinner;
- Annual Symposium;
- Burt Jones Rural Travel Experience;
- Daniel Community Scholars Presentation and Reception;
- Protective Life, Drummond Company, and Vulcan Materials Company Government Experience; and
- Small Group Values Discussions.

These core elements combine with other optional activities to form the foundation for a lifetime of commitment after graduation:

- Perspectives on Leadership – Offers unique insights into the work of leaders in a variety of settings
- Blackburn EATs (Engages Alabama Topics) – A lunchtime discussion group that puts national issues into a local context by examining them through the lenses of the state and local municipalities
- Ongoing Advisement – Throughout the first year in the program, students meet with a designated advisor for coaching sessions and long-term career and civic planning, which continue at the student’s discretion until graduation and beyond
- Civic Project Funding – To further engage returning students and alumni (Fellows), opportunities for funding are available to support civic projects in the Tuscaloosa community and throughout the state

# Advisory Board Member Expectations

## General Expectations

1. Know and understand the purpose of the institute's mission, values, goals, and programs.
2. Engage in meaningful discourse, seek to understand other points of view, and model the same behaviors for students and Fellows.
3. Serve in leadership positions or undertake special assignments when able to do so.
4. Suggest nominees for the Advisory Board that live the values of the institute, represent a diversity of opinion and personal background, and wish to invest in the long-term positive development of students.
5. Bring dedication, collegiality, and a sense of humor to the board's meetings, events, and deliberations.

## Board Meetings and Institute Events

1. Prepare for and participate in board and committee meetings. The advisory board meets twice a year, immediately preceding an annual networking event (April) and an annual symposium (August).
2. Attend other institute events as scheduling allows.
3. Ask timely and substantive questions, while also supporting the majority's final decision.
4. Maintain confidentiality of the board's executive sessions.
5. Present updates on committee work or other relevant information to the board when asked to do so by the Chairperson or Director.
6. Suggest agenda items periodically for board and committee meetings to ensure that multiple points of view and constituent needs are addressed.

## Relationship with Staff

1. Counsel the Director and offer support based on your skills, knowledge, and experience.
2. Make requests for staff assistance through the Director, so staff work load, project priority, and task assignments can be managed appropriately.
3. Refrain from asking staff to make exceptions to policy, without prior consultation with the Director.

## Avoiding Conflicts of Interest and Partisanship

1. Avoid conflicts of interest and disclose any possible conflicts to the Chairperson in a timely fashion.
2. Maintain independence and objectivity and openly act in a manner consistent with fairness, ethics, and personal and professional integrity.
3. Understand and support the non-partisan nature of the institute's work. The Blackburn Institute as an entity does not take a stance on political actions or policies, rather it seeks to build a network of engaged individuals that take civic action to improve the state based on their own values.

## Fiduciary and Fundraising Responsibilities

1. Read and understand the organization's financial statements and otherwise help the board fulfill its fiduciary responsibility.
2. Contribute to the institute's programming and board's activities through annual dues, payable by December 31 for the following calendar year. Annual dues for board members under the age of 35 at the start of the calendar year (January 1) are \$500; annual dues for all other board members are \$1,000.
3. Consider any additional current or planned giving according to personal means.
4. Assist the Finance Committee, Chairperson, and Director by implementing fund raising strategies through personal influence with others (e.g. corporations, foundations, and individuals).

## 2020 Advisory Board Members

First Name	Last Name	Employer
Norman	Baldwin	Retired - The University of Alabama
Jenna	Bedsole	Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C.
Gloria	Blackburn	Retired – Community Leader
Michael	Briddell	City of Montgomery
Kyle	Buchanan	Helen Keller Hospital
Henna	Budhwani	The University of Alabama at Birmingham
Mary Margaret	Carroll	Fine Geddie
Cheree	Causey	Retired – Civic Leader and Educator
Prince	Cleveland	EBSCO Industries
Sue Bell	Cobb	Next Generation Consulting, Inc.
John	Covington	Chesapeake Consulting
Bradley	Davidson	Southern Gentry, LLC
Milton	Davis	BL Harbert International
LeeAnn	Denham	Women’s Imaging Associates
David	Donaldson	Vulcan Materials Company
Ben	Foster	Vulcan Value Partners
Boots	Gale	Regions Financial Corporation
Britney	Garner	Garner Consulting Services, LLC
Macon	Gravlee	Retired – Foodway, Inc.
Rodney	Grogan	MMC Materials, Inc.
John	Hammontree	Reckon by AL.com
Robert	Harris	BancorpSouth Bank
Cornelia	Heflin	Abroms & Heflin Capital, LLC
Russ	Henshaw	Madison Street Wealth Advisors - Raymond James
Jennifer	Jenkins	JJPR, LLC
Doug	Jones	United States Senate
Allison	Koszyk	The University of Alabama (J.D. Candidate)
Terry	Lamar	Hoover City Schools
Frank	Lassiter	Protective Life Corporation
Matthew	Lewis	Arbor Springs Health and Rehabilitation Center
Mary	Lieb	Cogent Strategies
Peter	Lowe	G.W. Jones & Sons Real Estate Investment Co.
Mark	Martin	Build UP
David	Mathews	Kettering Foundation
Warren	Matthews	Burr & Forman LLP
Isaac	McCoy	Stillman College
Amanda	McCracken	PNC Bank

Rosalind	Moore-Miller	The University of Alabama
Martha	Morrow	EyeCare Professionals
Rick	Myers	HudsonAlpha Institute for Biotechnology
Bradley	Newman	ZF Chassis Systems Tuscaloosa, LLC
Taylor	Nichols	State of Alabama, Office of Information Technology
Marjorie	Nix	Retired – Community Leader
Bill	O'Connor	Campaign for Alabama
Andres	Peña	Kaufman & Killen, Inc.
Holly	Piper	Civic Leader
Chuck	Price	City of Birmingham
Pat	Reynolds	Loyola University New Orleans
Gina	Rigby-House	Aflac
Julia Smeds	Roth	Eyster, Key, Tubbs, Roth, Middleton & Adams, LLP
Joe	Ritch	Sirote & Permutt
Angie	Rush	Phoenix Rehabilitation and Health Services, Inc.
John	Saxon	John D. Saxon, P.C.
Rashmee	Sharif	Cigna
Bobbie	Siegal	Retired – Civic Leader
Christian	Smith	The University of Alabama at Birmingham
Joan	Smith	S-RAM Dynamics
Lynwood	Smith	United States Court
Donald	Stewart	Donald W. Stewart, P.C.
Mashonda	Taylor	Woodlawn Foundation
Lou	Thibodaux	St. Thomas Episcopal Church
Robert	Turner	Vernon Chapel A.M.E. Church
Joshua	White	Regions Financial Corporation
Tameka	Wren	BBVA Compass
Jackie	Wuska	United Way of West Alabama

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#### **Executive Committee and Officers**

Gordon	Martin	Alabama Power Company ( <i>Chairperson</i> )
Mike	House	Hogan Lovells ( <i>Past Chairperson</i> )
Alex	Smith	A. Smith Consulting, LLC ( <i>Vice-Chairperson</i> )
Marion	McIntosh	Honda Manufacturing of Alabama, LLC ( <i>At-Large Member</i> )
Robert	Harris	BancorpSouth Bank ( <i>Secretary</i> )
Melinda	King	The University of Alabama ( <i>VP of Student Life Appointee</i> )
Jerran	Hill	The University of Alabama ( <i>Interim Director, ex officio</i> )

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#### **Temporary Sabbatical**

Carol	Patterson	Retired – Civic Leader and Entrepreneur
Tom	Patterson	Retired – Civic Leader and Entrepreneur