

# NC&I

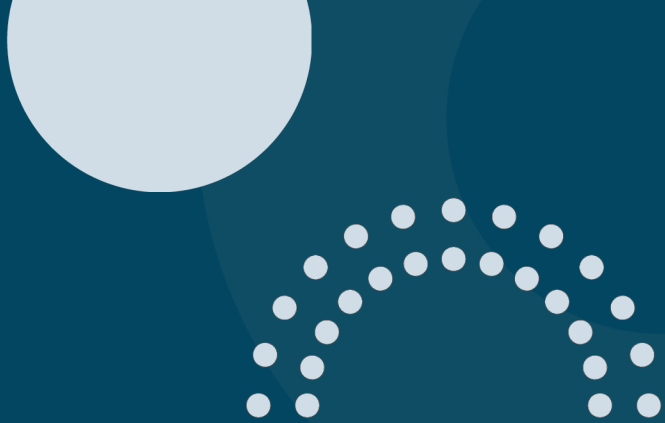


Network for Change and  
Continuous Innovation  
in Higher Education

Profile 2025

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## Who are we?

NCCI is the professional organization for change management in higher education. It was founded in 1999 as an affinity group of quality and continuous improvement professionals connected through National Association of College and University Business Officers (NACUBO). The Association has evolved into a network of more than 1,500 professionals from colleges and universities from around the world. Our focus is on improvement, innovation, change management, and leadership.

Our network of change managers, leaders, and process improvement experts thrives because we learn and share together. NCCI's members work in all areas of higher education. Regardless of which division within the university or college people come from, you'll often hear them say "I feel like I have found my people!"

### Our Mission

NCCI's mission is to advance change and innovation in higher education.

### Our Values

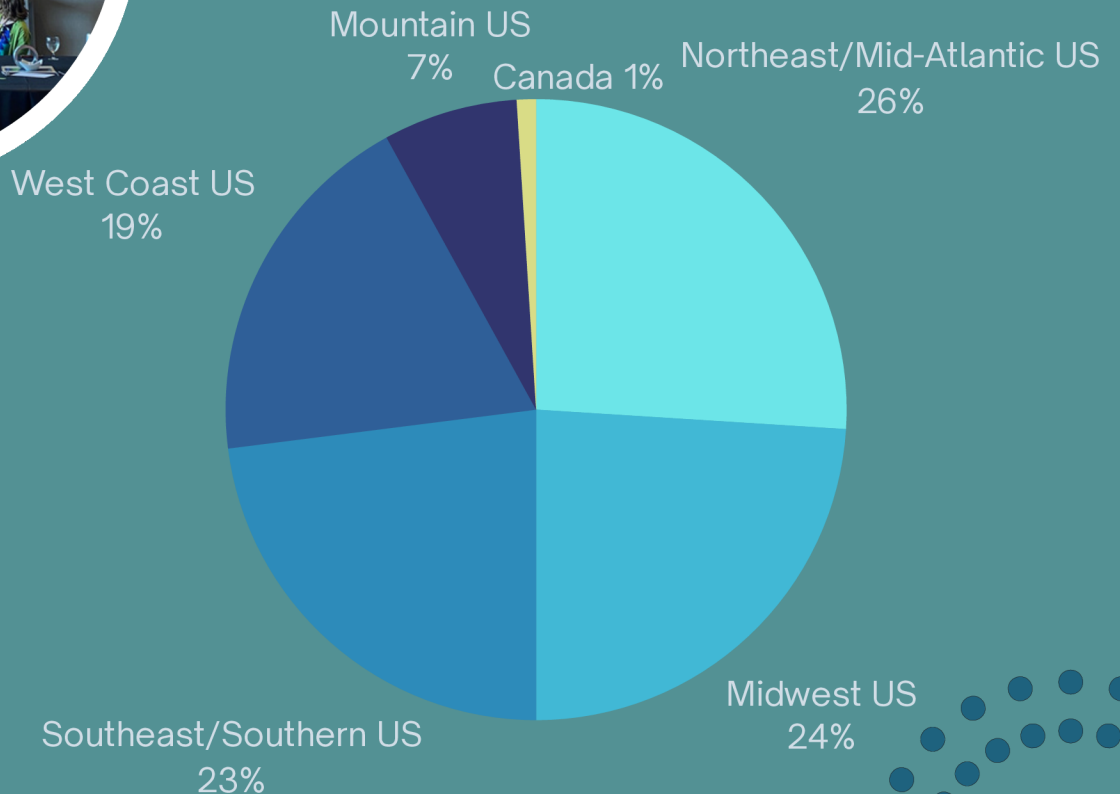
We value integrity, respect, and diversity in all its forms. We share generously and celebrate excellence. We aspire to be innovative and agile and are dedicated to continuous improvement and lifelong learning.

NCCI's institutional membership is comprised primarily of universities and colleges in the United States, however our mission and impact transcends borders. We have strong connections with colleagues in Canada, the United Kingdom, Australia and more, and we seek to expand our reach so that we can share and learn together in ways that benefit us all.

The value of discussing topics in higher education with colleagues across the nation and the world is incalculable. We partner, share resources, and problem solve together; each coming away stronger for the connections.



### 75 current member institutions



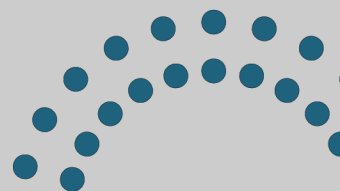
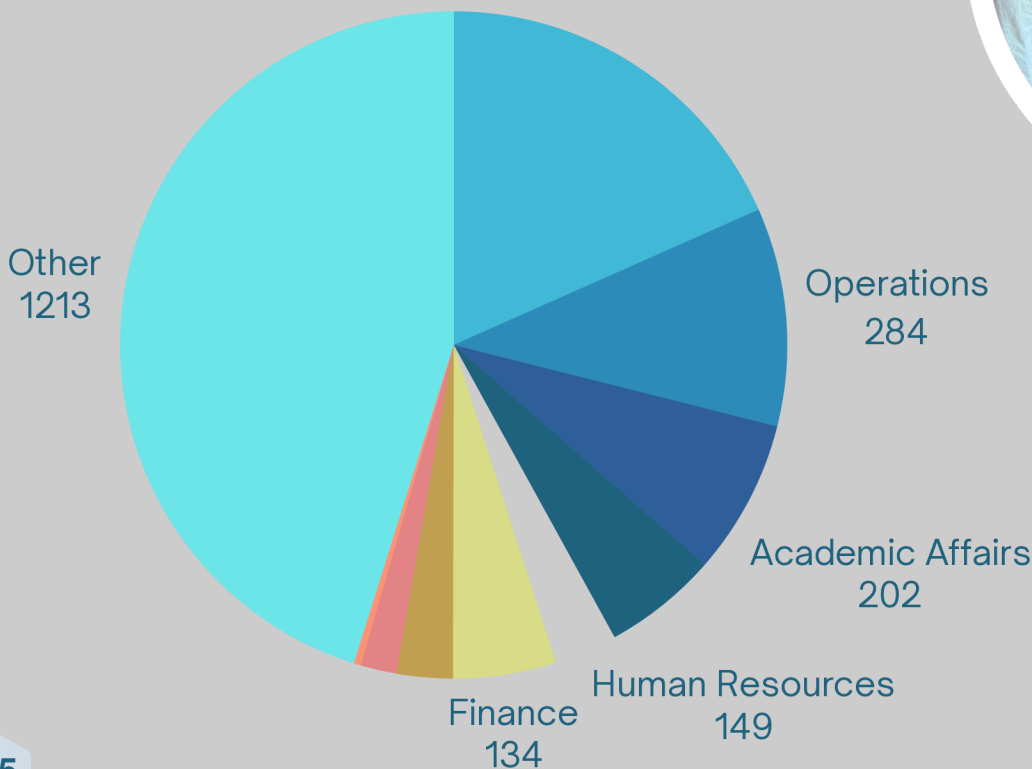
**NCCI's impact is deepened** by the reach and breadth of our members, who are content experts in all areas and functions of higher education, including administration and finance, human resources, organizational development, facilities, academic administration, strategic planning, institutional research, IT, student affairs, and much more.

NCCI members channel their passion for change, continuous innovation, process improvement, and academic and administrative excellence throughout their institutions. Learn more about our competencies [here](#) and see where your strengths and interests align!



2686 active members

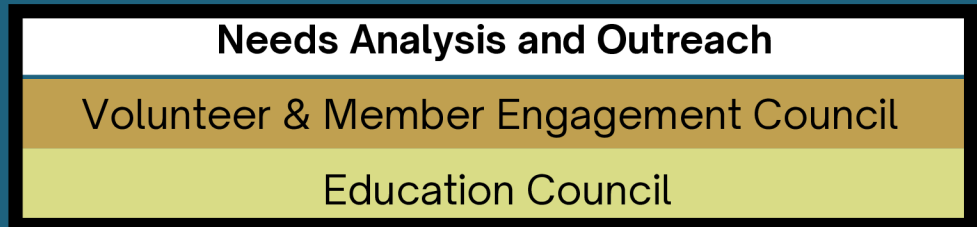
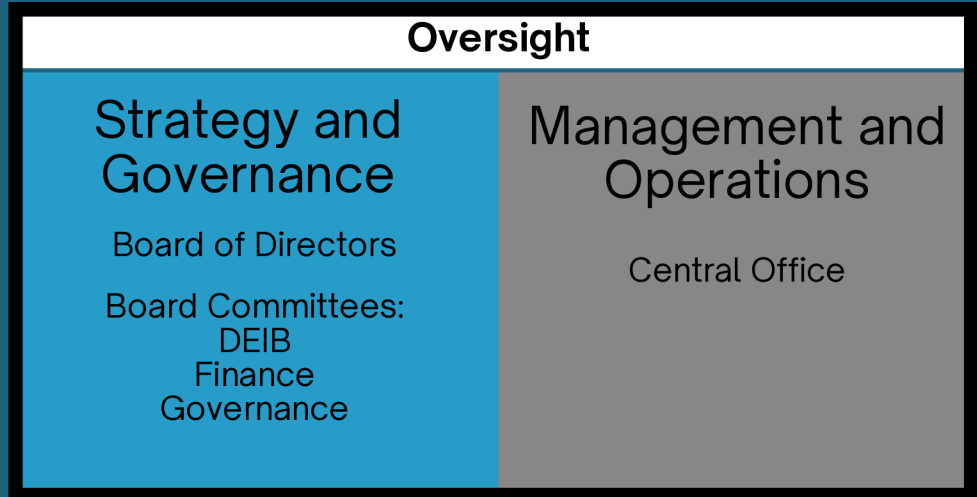
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NCCI is a comprehensive organization that operates fluidly with a large base of volunteers who develop the strategy and educational offerings based on industry demand and proven practices. Consistent communication between committees occurs through liaisons and quarterly meetings.

NCCI partners with Atria, an association management company with event and financial management expertise, to facilitate contracts, MOUs, and logistics.

In addition to the structure shown, NCCI also benefits from quarterly convenings of its Advisory Council, a Board-level lead for Communications, and in 2025, a working group will recommend an approach for deepening engagement with our sponsors and partners.



NCCI ensures fluid transitions with a three-year leadership cycle. Pictured are President-Elect Rick Wernoski, President Ralph Gigliotti, and Past President Kim-Marie Jenkins in February 2025.



# What guides us?

## Our Strategic Plan

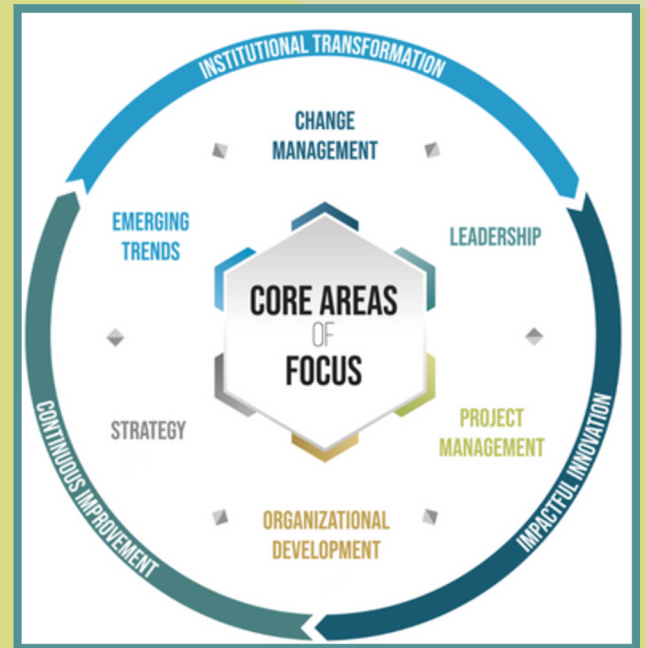
NCCI's 2024-2027 Strategic Plan has explicit goals and measures for the following **key pillars**:

- Diversity, Equity, Inclusion, and Belonging
- Financial & Internal Process Optimization
- Community
- Higher Education Thought Leadership
- Member Learning & Growth

## Our Learning Framework

Visit our website to learn more about our Learning Framework through the interactive tool.

<https://ncci-cu.org/education/learning-framework/>



## And Our Members



NCCI assesses needs through regular feedback channels including conversations with new members, input forms, surveys, and direct outreach.



# Our impact

## Annual Conference



NCCI’s membership comes together in person annually to share, learn, and *network*. Presenters and participants apply their learning back at their own institutions furthering skills, curiosity, and improved outcomes across higher education.



The theme of our 2025 conference at the wonderful Georgia Tech Hotel and Conference Center is: Engineering Change and Empowering Transformation in Higher Education

## Online Education

### Power60s

NCCI’s Power60 webinars are hour-long discussions led by higher education thought leaders. Power60s are held monthly and open to all. Recent topics include Change Management, Post-Crisis Leadership, Project Management, and Setting your Project Team Up for Success.

Register for an upcoming session



### The Exchange

The Exchange is an online networking opportunity for NCCI members to share ideas, tools, and best practices relating to the topic of change, innovation, strategy, and/or leadership development.

## Volunteer Engagement

NCCI nurtures current and aspiring leaders through programming and committee work.

Learn more about NCCI’s Volunteer Engagement Model







# Where are we going?

## Our Vision

NCCI positions higher education institutions to be agile, lifelong learning models to transform lives and communities around the world.

In addition to our ongoing programming, NCCI is innovating in response to demand from institutions.

**Changes in higher education** highlight a need for administrators at universities and colleges to focus more than ever on effective change, leadership, process improvement, and innovation.

NCCI is responding to these demands by collaborating with partners to develop thoughtful and impactful learning and engagement opportunities for its members.

Since 2023, NCCI and its partners have successfully launched certificate programs, workshops, and discussion forums.

In 2025, NCCI launched its first faculty-led multi-day Organizational Effectiveness Institute. Senior leaders in higher education will use tailored studies, data sets, and guidance to design roadmaps for their institutions.



Organizational Effectiveness Institute  
Inaugural Cohort  
Chapel Hill, North Carolina  
**2025**





## Why join NCCI?

*“NCCI provides a platform for connection and knowledge sharing among higher education professionals from diverse institutions committed to improving processes, increasing efficiency, and driving strategic and innovative initiatives. NCCI is made up of members who recognize the importance and impact of change and are dedicated to guiding and supporting their organizations and people through transformation.”*

Alison Campbell, Chair, NCCI Annual Conference Committee, and  
Senior Manager, Business Innovation Office, Carnegie Mellon University



*“NCCI offers learning opportunities that are cross-functional in nature and emphasize the various competencies necessary to create meaningful improvement, innovation, and transformation in our higher education institutions.”*

Caden B. Gillespie, Chair, NCCI Education Council  
Arizona State University

*“For me, joining NCCI means connecting with a community of forward-thinkers who are passionate about driving real change and innovation. It’s an opportunity to share ideas, learn from others, and be part of something bigger that’s shaping the future of higher education—together.”*

Andrew Muffett, Vice Chair, NCCI Annual Conference Committee  
Ivy Tech Community College





# Board of Directors

## Board Leadership

President  
**Dr. Ralph Gigliotti**  
Rutgers University

Secretary  
**Mary Byrde**  
Indiana University

President-Elect  
**Rick Wernoski**  
University of North Carolina  
at Chapel Hill

Treasurer  
**Scott Siler**  
University of Notre Dame

Executive Director  
**Justin Rudisille**

Past President  
**Dr. Kim-Marie Jenkins**  
University of Maine System

## Board Members

**Andrea Androuais**  
Washington University St. Louis

**Brian Fodrey**  
Carnegie Mellon University

**Jeremy Bean**  
Pennsylvania State University

**Maureen Knight-Burrell**  
Northwestern University

**Christina Blackman**  
University of California - Davis

**Cindy Moscrip**  
Purdue University

**Nathan Bohlmann**  
Indiana University School of Medicine

**Rudy Sanchez**  
University of California - Fresno State

**Stacey Bradley**  
University of South Carolina

**Dr. Angela Song**  
University of California - San Diego

**Dr. Joseph Drasin**  
University of Maryland - College Park

**Scott Staelgraeve**  
University of Michigan

**Byron Fitch**  
Georgia Institute of Technology

## Advisory Committee Members

Kathryn Burkgren



Ron Coley

Dr. Sarah L. Collie  
*University of Virginia*



Maury Cotter\*

John Dew\*



Paula Gill, EdD\*  
*Belmont University*

Theresa Hartnett

Catherine Lily

Carol Mullaney, MBA\*  
*University of Notre Dame*



Brent Ruben\*  
*Rutgers University*

Will Sondgerath\*

Cindy Taylor\*



Founding Member of NCCI

Past President of NCCI \*



# Our Sponsors and Partners

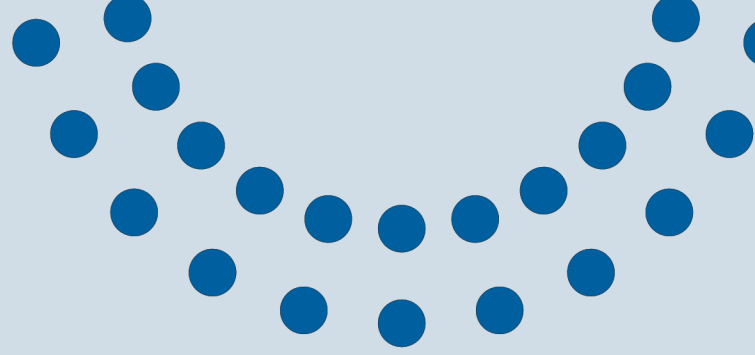
NCCI's relationships with our sponsors and partners are built on trust, shared values, and the keen desire to create impactful learning experiences for our members.



NCCI's sponsors support the Annual Conference, certificate programs, workshops, and seminars, and our inaugural Organizational Effectiveness Institute in February 2025. And, through its Consulting Partnership, NACUBO and NCCI are pleased to make NCCI consultants available for the first time.

NCCI enjoys thinking creatively and working collaboratively to develop innovative learning and engagement opportunities.





# Want to learn more?

Contact us to discuss NCCI's impact and ways in which we can support your goals.



## Website

<https://ncci-cu.org>



## Email

[info@ncci-cu.org](mailto:info@ncci-cu.org)



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