



**NATIONAL COUNCIL ON
BLACK AMERICAN AFFAIRS**
OF THE AMERICAN ASSOCIATION
OF COMMUNITY COLLEGES

Visit our website at www.ncbaa-ne.org

Northeast Region Spring 2015 Newsletter



MESSAGE FROM THE PRESIDENT

Greetings!

Thank you to everyone who participated in this year's NCBAA Northeast Region Conference, "**Redesigning Pathways for Institutional Success**," our largest conference in recent years. This year, our 111 conference participants were faculty, staff, administrators, and students hailing from Washington DC to New Hampshire, California, and Illinois. Conference participants represented 36 different organizations in 10 states; 24 community colleges in the region were represented! We were excited to have in attendance sixteen staff members from our two newest institutional members – LaGuardia Community College, NY and Morgan State University, MD.

The spring conference is the premier event of the Northeast region and would not be possible without the support of the host college, sponsors, and the hard work of volunteers. First, a big thank you to this year's conference host, Gateway Community College. I would also like to extend an extra special thank you to **Dr. Dorsey Kendrick**, President of Gateway Community College, for her unwavering support of this year's conference and for adding an extra touch of "Gateway class" to the conference. Next, I would like to thank the conference sponsors: the Gateway Community College Foundation and the Follett Higher Education Group. Their support allowed us to deliver a high caliber conference at an affordable cost.

The conference program would not be possible without the plenary and concurrent session presenters. We were proud to host national and regional speakers and thought leaders, **Dr. J Luke Wood**, Co-Director, Minority Male Community College Collaborative (M2C3), San Diego State University, CA; **Mr. David Baime**, Senior Vice President, Government Relations and Research, American Association of Community Colleges; **Dr. Michael A. Baston**, Vice President, Student Affairs and Enrollment Management, LaGuardia Community College, NY; **Ms. Mary Coleman**, Interim Vice President, Finance and Administration Stella and Charles Guttman Community College, NY; and our esteemed Presidents' Panel members, **Dr. Carolyn Williams** (moderator), **Dr. Gale Gibson**, President, Essex County College, NJ, **Dr. Alicia Harvey-Smith**, President, River Valley Community College, NH, **Dr. Dorsey L. Kendrick**, President, Gateway Community College, CT, and **Dr. Wilfredo Nieves**, President, Capital Community College, CT.

Last, but certainly not least, a tremendous thank you to the Conference Planning Committee, led by **Dr. Regan Hicks-Goldstein**, who did an outstanding job

planning an informative and engaging program. THANK YOU!

This year, we awarded the inaugural NCBAA-NE Dissertation of the Year award to recognize doctoral research supporting the mission of NCBAA. At the spring conference, we recognized the research of **Dr. Towanna Porter Brannon**, Assistant Dean for Advising, Records and Registration at LaGuardia Community College, NY. Dr. Brannon's research, *Perceived Factors Contributing to Associate Degree Completion by African American Males at a Community College*, presents findings on an anti-deficit perspective on African American male collegiate achievement, and shares the factors African American males associate with their successful degree completion.

The Region is actively promoting and recruiting participants for NCBAA's professional development programs, the **Dr. Carolyn G. Grubbs Williams Leadership Development Institute (LDI)** and the **Dr. Thomas Lakin Institute for Mentored Leadership**. The programs will be held on **October 23-30, 2015, in Atlanta, GA**. Since the inception, members of the Northeast Region have been intimately involved in both programs, as facilitators and participants. We continue our commitment to ensuring that African American professionals in our region are aware of, and have access to, these significant and transformative career development programs. Application materials for the LDI are available on the NCBAA national website (www.ncbaa-national.org). The Lakin materials are on the Presidents' Round Table website (www.theprt.org).

The Northeast Region is gearing up for our participation in this year's **AACC 95th Annual Convention held in San Antonio, TX, on April 18-21**. Members of the NE region board are contributing to the facilitation of the NCBAA Annual Meeting, the planning of the NCBAA Saturday Night Reception, and the Awards Breakfast. Kudos to Northeast Region member, **Ms. Evelyn Whittaker**, who is being honored at this year's breakfast for her legacy contributions to NCBAA.

I wish each of you a fulfilling and rewarding remainder of the spring semester and I look forward to communicating with you soon.

Enjoy the newsletter.

Rhonda

Rhonda Spells Fentry, Ed.D.
President, NCBAA-Northeast Region



The Promise of Professional Intelligence Session
Keynote Speaker: Dr. Michael A. Baston, J.D. Ed.D



Being an intelligent professional requires reflection on the defined and undefined roles and responsibilities within an organization. Leadership matters in these times of increasing budget cuts, state deficits, declining numbers of high school graduates, layoffs, furloughs, the elimination of university departments and divisions and the number of institutional leaders approaching retirement in the coming years. Consequently, reflection is the vital difference between whether institutions go on doing things in the same way, or discover how to do them better and keep up with best practice.

In the Promise of Professional Intelligence Spotlight Session participants engaged in a leadership orientation self-assessment based on the work of Lee Bolman and Terrence Deal. Bolman and Deal synthesize and integrate the major traditions in organizational theory into four distinct areas or “frames.” The frames help change agents conceptualize different approaches to an issue. Depending on the circumstances, one approach may be more appropriate than another. Bolman and Deal’s four frames are as follows:

- Structural Frame: Formal Division of Responsibilities
- Human Resources Frame: Needs of Staff and Students
- Political Frame: Political Interests and Coalitions
- Symbolic Frame: Organizational Culture

The assessment tool helped participants identify areas of strength as well as opportunities to address potential decision-making blind-spots. The discussion then transitioned into understanding the institution’s followers and how to engage staff at different levels into pursuing the critical thinking strategies necessary to advance an institution. Building on Barbara Kellerman’s work on followers, participants completed a self-assessment aimed at developing a plan to ensure that completely detached isolates move along the follower engagement continuum

to become participants. Plans for getting some participants to become activists, some activists to become diehard supporters and some to go in the opposite direction were also discussed. The goal of the focus on leaders and followers was to encourage organizational change that moves all in the organization into above the line thinking – seeing a problem, owning the problem, solving the problem and executing.

The session concluded with a discussion of the five characteristics of community colleges that foster and instill success. They are as follows:

- Collective Contributions
- Clear Communication
- Constructive Cooperation
- Contagious Commitment
- Continuous Improvement

The future of our institutions depends on how leaders and followers together negotiate the complexities of the college structures. What matters is committed leadership, a common cause and coordinated change. Our ability to use professional intelligence can be the game-changer that makes success possible.

“Social Media Engagement: 5 Successful Social Media Strategies for your Institution”

Presenter: Dr. Fay M. Butler

Dr. Butler presented stimulating, practical points providing participants with data and information on the influence of social media strategies. She demonstrated the potential of how the effective use of social media can positively impact every area of an institution. Dr. Butler is Chief Social Media Separatist for Ministries. Ministry President and Web Radio & TV show hostess. She spent the past twenty-seven years in various leadership positions at the City University of New York (CUNY).



"The Americans With Disabilities Act (ADA) & Implications of New Regulations on Community Colleges"

Presenters: Glennis Daniels Bacchus & Kevin Christian



This was an interactive session which reviewed practical issues that community colleges may face when it comes to the American with Disabilities act. How are community colleges serving students with disabilities? Is your institution on top of the current policies and procedures for handling reasonable accommodation request for your students and staff? Do you have written procedures and guidelines for staff to handle such requests? Is there a staff person identified as the go to person in accommodating students who need and request such services? Do you have adequate parking spaces as determined by state regulations? Do your buildings, classrooms, labs, cafeteria, auditorium, library make reasonable accommodations as required?

Ms. Daniels-Bacchus is the Associate Director of Disability Support Services/ADA Coordinator for the College of Southern Maryland. She has developed policies, procedures, self-evaluations, and protocols for higher education. She is highly involved in program development and post-secondary transition programs for student with disabilities. **Kevin Christian** serves as the Senior Program Associate for Diversity, Inclusion and Equity at American Association of Community Colleges. He is the staff liaison to AACC's Commission on Diversity, Inclusion and Equity and reviews national trends that affect diverse student postulations, and protocols for higher education.

"Strategic Partnerships for Access and Success: New Haven Promise"

Presenter: Ms. Patricia Melton



"New Haven Promise" a strategic Partnership for Access and Success. New Haven Promise is a place-based scholarship and support program working in partnership with college partners to increase access, retention and graduation. Ms. Melton discussed the initiatives that have shown early success for scaling up. She shared insight into their programmatic, engagement and social media initiatives that have led to record results on a number of fronts. How might college partners learn from strategic partnership to uncover emerging opportunities in their locales? **Ms. Melton** is the Director of the New Haven Promise Program Career Development Program pilot with Yale's School of Management.

"Gateway's Middle College Initiative: Are We Fooling Ourselves?"

Presenters: Ms. Wendy Samberg and Brandon White

The Gateway Middle College Initiative is an effective change agent partnership for hundreds of high school for hundreds of high school students who often consider higher education an unreachable goal. In partnership with the New Haven public schools, Gateway delivers dual credit classes and Middle College programs to hundreds of students. The presenters asked, are we fooling ourselves in portraying isolated programs such as ours that show progress? Does the progress and success of such programs enable the failure of American schools to remain unchanged? Will it take a major public shift for public education to change significantly?

Wendy Samberg is the Director of Instructional Design, at Gateway CC. **Brandon White** is the Middle College Coordinator, at Gateway Community College, CT.





“Black Male Initiatives Panel”

Presenters: Maurice Johnson, Duane O. Reid Jr, Dr. Monica Walker and Michael R. Walters, M.Ed., M.A.

The presenters addressed the challenges presented by the continuing gap in the retention and graduation rates of African American males enrolled in community colleges. Walter's highlighted Capital Community College's Center for Community College Student Engagement which redesigned its developmental education and academic development curriculum in support of the completion agenda for Black males.

Maurice Johnson & Dr. Monica Walker discussed how the Community College of Baltimore redesigned its developmental education and academic development curricula and established a network of scholars to support the completion agenda for Black males. **Duane Reid** addressed how Baltimore City Community College implemented an Academic Acceleration Program for African American Males (4A) which is a student success model program of retention and completion.

“Federal Update”

Keynote Speaker: David Baime

David Baime presented a FEDERAL UPDATE of issues, concerns, legislation and other need to know lay of the land for higher education in general and of specific



importance to Community Colleges. David Baime is the Senior Vice President, Government Relations and Research, at the American Association of Community Colleges, (AACC).

**NCBAA-NE 2015
DISSERTATION OF THE YEAR AWARD
Recipient: Dr Towuanna Porter Brannon**

Dr. Brannon is the recipient of the NCBCAA-Northeast Region's first Dissertation of the Year Award. Dr Brannon currently serves as Assistant Dean for Advising, Records, and Registration at LaGuardia Community College, NY.

**“Perceived Factors Contributing to Associate Degree Completion by African American Males at a Community College”
Presenter: Dr. Towuanna Porter Brannon**

Dr. Brannon presented the findings of her research. The majority of African American males begin their post-secondary education at a community college, merely 17% of them graduate in less than 6 years. She presented her finding on an anti-deficit perspective of African American male collegiate achievement, and shared the factors they associate with their successful associate degree completion.



Retention: "Fast-Tracking for Student Success: Boots Camps and Accelerated Learning (ALP)"



Presenters: Breaker, Keefe, Mullally, and James Brunt.

The presenters discussed retention strategies implemented at Gateway Community College because of legislation in Connecticut, which mandated the establishment of developmental English and Math classes, designed to prepare students for college-level courses within one semester. Thus, Developmental English and Math Boot Camps using multiple measures for success: student feedback from exist surveys, completion statistics, and student success rates in subsequent semesters. An overview was given about Gateways Accelerated Learning Program (ALP) a nationally renowned program that embeds students needing remedial course work into traditional English courses. Thus, turning remedial coursework into a co-requisite.

Roundtable #1 "The Least Common Denominator: Students Ability to Benefit"

Presenters: Ms. Stephanie Pair, Dr. Brenda Teal, and Dr. Sandra Lynch Ervin



Remedial math is the biggest obstacle to graduation for many Community college students. The Round Table discussion provided an open and honest dialogue about students who place in low-level remedial classes and who

cannot demonstrate their ability to benefit academically. Possible solutions were presented and discussed. **Dr. Lynch** has 25 years' experience in the mental health field and is chairperson for the State of Maryland Behavioral Intervention Team Affinity Group. **Ms. Pair** is Senior Career Advisor with 15 years' experience in higher Education. She is a completing her doctorate in Counseling & Education at Argosy University. **Dr. Brenda Teal** has over 15 years' experience in higher education.

Roundtable #2 "How to Get Away with Improving Advisement"

Presenter: Dr. Claudia Schrader



Effective advisement is a critical tool for improving student persistence and retention, yet it holds the distinction of being one of the most challenging areas on many campuses. The presentation focused on the redesign process, elements, and initial outcomes prevailing at Bronx Community College. **Dr. Schrader** is Vice president for Academic Affairs & Provost at Bronx. Dr. Schrader holds a B.A. in Africana Studies & Journalism from Rutgers, an M.A. in Special Education, a M.ED. in Instructional Practice in Special Ed. & an Ed.D in International & Transcultural Studies from Columbia Teachers College.

Round Table #3 "Educating the Formerly Incarcerated and Minority Males in the 21 Century"

Presenters: Ja'Ken Caston-Reading, and Jonelle Knox

The discussion focused on key; elements that exist causing high rates of incarceration amongst minority males in the United States. The guided discussion presented ways in which administrators, staff, and faculty can help integrate formerly incarcerated students into community colleges while developing and providing appropriate services to this population. **Ja'Ken Caston** - A Reading Specialist Richmond, VA Public Schools. He is currently a doctoral student at Morgan State University. His area of research is cultural competency. Ja'Ken professional interest is in cultural competency training and literacy development.

Jonelle Knox - Currently teaches at Bronx Community



College and is the Coordinator of the Men of Color Initiative program. Jonelle is a doctoral student at Morgan University with research interests in the success of at-risk minority males in community colleges.

“Leading Community Colleges to Improve Outcomes for Men of Color”

Keynote Speaker : Dr. J. Luke Wood



Dr. J. Luke Wood is an Associate Professor of Community College Leadership and Co-Director of Minority Male Community College Collaborative at San Diego State University. His research focuses on factors affecting the success of Black men and other men of color in the community college. Dr. Wood’s research examines contributors (e.g. social, psychological, academic, environmental, institutional) to positive outcomes (e.g., persistence, achievement, attainment, transfer, labor market outcomes) for these men. He has authored over 80 publications, including five co-authored books, five edited books, and more than 40 peer-reviewed journal articles.



Poster Sessions

“Community College Web Sites: The Initial Pathway to Academic Success”

Presenter: Ms. Treca Stark



The session pointed out that after the initial college visit to check out the campus environment, ascertain details on the admissions process, tuition costs, and academic programs offered, students prefer using the college’s Website to find information versus calling or going to the campus. Presenter talked about the use of Web sites and its stability to ultimately enhance students’ initial pathway to academic success.

Ms. Treca Stark- serves as the Communication Manager in Academic Technology at the University of Maryland University. Treca earned B.A. in Political Science/ Business Adm. from Loyola University in New Orleans, a M.Ed. in Education Administration from the University of New Orleans and a Graduate Certificate in E-Learning from George Mason University. She is currently a doctoral student at Morgan State University Community College Leadership Program.

“Convergence: The Value of Skills with the Value of Money to Influence Retention for Graduating on Time”

Presenter: Dr. Judy Stang



This session provided insight into the importance of convergence of the values of skills learned through the college educational experience with the value of the money that is paid for this experience. She presented the initiatives that offer increase retention and enhance graduation potential.

Dr. Judy Stang - Assistant Dean/Campus Director Springfield College Wilmington Campus. Dr. Stang has over 35 years of progressive and diversified experience in forgoing partnerships between academic institutions of higher education and business. She has worked at and provided services for Neumann College, Eastern College, Wilmington University and the Center for Urban Theological Studies graduation potential.

“If I Had a Hammer: Bringing Theory to Practice”
Plenary Speaker: Ms. Mary Coleman



There are key points that one should keep in focus when:
 Packing your Moving Up Tool Kit Skills

- Be Reflective and Honest with Yourself
- Put Yourself in the Right Place – with the Right People – Be Strategic
- Have evidence of Your Tool Skills Set – Have evidence that you can “practice what you’ve reached”
- Hone Your Communications: it’s not just reading, writing and speaking, but LISTENING
- Manage Your Time and Manage the Quality of Your Product: Time On TASK
- Listen to Your Body It Needs to be Healthy Physically and Mentally to Carry Your Skills Tool Kit

Mary Coleman is the Interim Vice President of Finance and Administration at Stella and Charles Guttman Community College in New York.

Presidents’ Panel: “Innovation and Excellence: the Presidents’ Perspective”

Each president reflected upon experiences leading an institution as well as knowing when to lead and when to follow. Two of the presidents are new in their position at their institution and two have been presidents for at least 10 years.

The Presidents’ Panel; Moderator – **Dr. Carolyn G. Williams**

- **Dorsey Kendrick** – Gateway Community College, CT
- **Dr. Alicia Harvey-Smith** – River Valley; Community College, River Valley, NH
- **Dr. Wilfredo Nieves** – Capital Community College, CT
- **Dr. Gale Gibson** – Essex Community College Newark, NJ



LaGuardia Community College President Dr. Gail O. Mellow Testifies Before Congressional Committee



Long Island City, NY- 2015 - LaGuardia Community College President **Dr. Gail O. Mellow** testified before testified before the Subcommittee on Labor, Health and Human Services, Education and Related Agencies of the House Appropriations Committee, chaired by Rep. Tom Cole (R-Okla.). She touted several LaGuardia training programs and educational initiatives. When you look at who community college students are, these are the individuals who want to make it in America," Mellow said. "They believe in the American dream and are doing everything they can to get there."

Mellow gave an overview of LaGuardia's 50,000 students – more than half are 25 years old or older, the

majority female and 68 percent work more than 20 hours a week. LaGuardia has to be "relentlessly pragmatic" in educating and training these students so they receive "really necessary, technical and near term skills" that will allow them to immediately enter the workforce while also making sure they receive skills that will pay long term rewards. Mellow also touted the intensive advising involved in CUNY's Accelerated Study in Associates Program (ASAP), which President Obama has heralded for increasing student retention and graduation rates. With ASAP, "we found we could double the number of students who graduate in half the time," Mellow said. "The challenge is, it's an expensive program. The way to think of community colleges is to really understand that this is a different group of individuals who really want to make a difference." she said. "They need a bit of a helping hand. And then the results are extraordinary."

"Through innovative training programs, LaGuardia Community College equips countless New Yorkers with the skills necessary to enter the workforce as soon as possible and in high-demand job sectors. At a time when rising tuition costs are discouraging students from pursuing higher education, it is more critical than ever to invest in these institutions and ensure our students are able to maximize their education, forge a path of upward mobility and contribute to the growth of our economy." LaGuardia Community College located in Long Island City, Queens, and part of the City University of New York (CUNY).

Dr. Carolyn Grubbs Williams Leadership Development Institute (LDI)

NCBAA presents the Fourteenth Annual Leadership Development Institute for African American Midlevel Administrators. The Institute prepares African Americans in community colleges for leadership roles to insure that the pipeline to executive-level positions is fluid.

2014 LDI Scholars in the Northeast Region Congratulations Future Leaders

Dr. Leslie R. Brown, Assistant Dean, Adjunct Services Baltimore City Community College Baltimore, MD.

Ms. Karen K Callender, Director Achieving Collegiate Excellence & Success Montgomery College, Germantown Campus Germantown, MD.

Mr. Christopher W. Robinson, Assistant Professor, Social Work Community College of Allegheny County West Mifflin, PA.

Pamela Nichols, Director, Job Placement Community College of Allegheny County Boyce Campus Monroeville, PA.

Mrs. LaTonya T. Holland, Procurement Director Prince George's Community College Largo, MD.

Mr. Kevin J. Wade, Program Director, TRIO Prince George's Community College Largo, MD.

Mr. Charles N. Wilson, Research Analyst Baltimore City

Community College Baltimore, MD.

The targeted audience for the institute includes deans, faculty, supervisors, others in community college administrative/leadership positions and individuals transitioning into the community college system.



Institute Structure

The institute (LDI) will begin Sunday, October 25, 2015 at 4:00 p.m. and end on Friday, October 30, 2015 at 10:00 p.m. following the closing banquet. The 2015 institute will be held in Atlanta, Georgia hosted by Georgia Piedmont Technical College.

Participants selected for LDI will be completely immersed in leadership activities, including some evenings, for the entire week. An interactive approach will be utilized to facilitate focused dialogue on community college issues pertaining to leadership, ethics, diversity and inclusiveness, global awareness, technology and institutional change and development. Additionally, all sessions are deliberate and purposeful so as to develop and enhance leadership skills for the present and future.

Applications

Applications for the 2015 institute will be accepted from April 27, 2015 – October 2, 2015. Applicants should submit application packets as early as possible since only 25-30 participants will be accepted.

Institute Contact Person

Dr. Marian C. Shivers, Dean
 Leadership Development Institute
 marianshivers@bellsouth.net

Capital Community College Students attend President’s Advisory Council Meeting after Taking Life Changing Personal Finance Course

HARTFORD, CT – Students **Randolph DeShields, Jr.** and **Valerie Williams** never imagined they would earn a trip to Washington, D.C. after taking a financial literacy course at Capital Community College.

The adult learners experienced the opportunity of a lifetime when they attended a special convening of the President’s Advisory Council on Financial Capability March 2 in the nation’s capital, thanks to an invitation from **Deanna Mulligan**, President & CEO of The Guardian Life Insurance Company of America.

At the meeting, the students shared their personal insights about the value of financial literacy and how taking this course at Capital Community College has transformed their lives. Part of Guardian’s philanthropic platform is financial literacy, the company selected Capital Community College to launch a financial literacy pilot program. Guardian’s Money Management for Life program provides financial support for 20 students who apply and are accepted into the three-credit BFN 110 Personal Finance course, run through the college’s School of Workforce and Continuing Education. The sought-after course is offered during the summer and fall semesters at the downtown community college in Hartford.

“This program helps students understand the connection between academic and professional success,” said Capital’s president, Dr. Wilfredo Nieves. “So many of them don’t understand how to – or believe that they can - accumulate wealth. This class gives students the tools and

the motivation to make that happen by learning practical and meaningful financial strategies.”– Students learn about budgets, investments, insurance, and wealth accumulation. They are also given the opportunity to network with key Guardian executives from New York City, who also serve as guest speakers. As part of their final project, students make individual financial planning presentations to an executive panel that provides students with constructive feedback. In addition to their course work, DeShields and Williams were selected to participate in paid internships in Guardian’s Enfield office. DeShields worked in Retirement Solutions, and Williams worked in Group Underwriting. “I got so much more out of this than I ever imagined. I learned how to create a budget. We got to develop a mock financial plan using avatars, and I now have a future plan of my own.” “This has been an unbelievable experience,” said DeShields. It is 100-mile round trip to attend classes, but it is worth it. This class has enabled me to plan short-term, mid-term and long-term strategies for me and my family. The internship has given me a turbo boost to complete school and get into the workforce.”





Redesigning Pathways for Institutional Success

Westchester Community College President



Dr. Belinda S. Miles is a passionate advocate for maintaining the community college open door access commitment, challenging and supporting students throughout their learning experiences, and improving institutional outcomes for success and completion. As President of Westchester Community College (WCC), Dr. Miles, presides over the largest college in Westchester County, New York. WCC educates and trains more than 26,000 students annually. She began her tenure at WCC in January 2015.

Previous to taking the helm as president at Westchester, Dr. Miles served as provost and executive vice president of Access, Learning, and Success at Cuyahoga Community College with oversight of four campuses. She helped the institution achieve their second consecutive three-year designation as an **Achieving the Dream Leader College**. Her prior positions in higher education include faculty and administrator roles at LaGuardia Community College, Nassau Community College, and Columbia University.

Originally from Queens, New York, Miles attended public schools including the City University of New York's York College, earning a Bachelor of Arts in Political Science. She attained a Master of Arts in Educational Psychology and a Doctor of Education in Higher Education Organization and Leadership Development from Columbia University Teachers College. She and her husband, Keith, live in New Rochelle, New York.

Dr. Paul Broadie II Selected as President of Housatonic Community College



(Hartford, Conn.) **Dr. Paul Broadie II** is the new President of Housatonic Community College effective April 3, 2015. Dr. Broadie has a successful record of creating high quality educational programs and services for students of diverse backgrounds. He also has a strong background in enrollment management, retention and completion.

Dr. Broadie has 24 years of progressively responsible higher education experience. Before Housatonic, he served as Vice President for Student Services at SUNY Orange County Community College; Associate Vice President of Extension Centers for Orange County and as Director of the Ossining Extension Center at Westchester Community College. Dr. Broadie has held a variety of positions at the State University of New York at New Paltz.

Dr. Broadie received his Ph.D. from Colorado State University, a master in business administration degree from Long Island University, and a bachelor of science degree in business administration from Mercy College, where he graduated summa cum laude.



NATIONAL COUNCIL ON BLACK AMERICAN AFFAIRS / NORTHEAST REGION BOARD OF DIRECTORS

President

Dr. Rhonda Spells-Fentry*
Prince George's Community College, MD

Co-Vice Presidents of Organizational Vitality

Dr. Carolyn H. Anderson*
Morgan State University, MD

Dr. Barbara Gaba
Union County College-Elizabeth Campus, NJ

Co-Vice Presidents of Programs

Dr. Carolyn G. Williams*
President Emeritus
Bronx Community College, NY

Dr. Regan H. Goldstein
Delaware Technical & Community College, DE

Co-Vice Presidents of Public Relations

Dr. Gwendolyn W. Sanders
Springfield College, DE

Alonia C. Sharps*
Prince George's Community College, MD

Vice President of Membership

David A. Taylor
Bronx Community College, NY

Treasurer

Dr. Roy H. McLeod
LaGuardia Community College, NY

Assistant Treasurer

Mary Coleman*
Stella and Charles Guttman Community College, NY

Secretary

Dr. Michael C. Gillespie
Borough of Manhattan Community College, NY

Parliamentarian

Dr. Cheryl Smith
Retired Faculty and Administrator, NY

Directors

Dr. G. Duncan Harris*
Manchester Community College, CT

Dr. Michelle H. Bondima
Morgan State University, MD

Ms. Kellie Bryd Danso
Gateway Community College, CT

Ms. Endia DeCordova
Manchester Community College, CT

Dr. Kimberly A. McNair
Howard Community College, MD

Dr. Ronald A. Milon
Fashion Institute of Technology, NY

Dr. Wilfredo Nieves
Capital Community College, CT

Dr. Ladylease White
Essex Community College, NJ

Dr. Calvin E. Woodland
Morgan State University, MD

Emeritus

Dr. Antonio Perez
Borough of Manhattan Community College, NY

Ms. Evelyn Whitaker
Emeritus, NY

***National Board Representative**

Wilson Aguilar, Newsletter Layout
Dr. Gwendolyn W. Sanders, Editor
Ms. Theresa F. Knox, Conference Photos