



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

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Northeast Region Spring 2017 Newsletter



Let's Talk: Campus Dialog on Mission and Values

This session described how CCAC shared leadership in a participative dialog about the college's mission and core values. Early in our strategic planning process, we made a decision to involve stakeholders in leading the discussion with colleagues and students. While also building buy-in for the mission and the subsequent strategic plan, the involvement of colleagues was a necessity because of the complexity of our multicampus environment. Using this approach, the college planner became coach and coordinator for colleagues leading the dialog. This process represents a best practice for community colleges although the methods can transfer to any sector.



Presenters: Dr. Quintin Bullock, Community College of Allegheny County, PA; Mr. Kevin Smay, Community College of Allegheny County, PA

Every Student is at Risk: Improving Learning, Retention and Satisfaction

This interactive seminar was designed for educators who seek further development in creating student persistence strategies connected to the overall goals of learning, retention and satisfaction. Topics included: orientation is a two-way street, eliminating the barriers YOU create that hinder student success, other duties not assigned, avoiding burnout, data driven decisions/programming, campus politics 101, (in) voluntary withdrawal testimonials and the road to graduation. Each participant left with an "Educator Swagger Score," and a wealth of resources essential for professional development and student achievement. The session concluded with "Memoirs of a Child Almost Left Behind," as the presenter shared details of the retention encounters that transformed his life.



Presenter: Dr. Daniel Jean, Montclair State University, NJ

Men in Scrubs Project: Impact of Social Determinants on Academic Achievement of African American Males Majoring in the Health Professions

This session presented findings from a study which examined perceived impacts of multi-level social forces on African American males' classroom achievement. The Sullivan Commission on Diversity in the Healthcare Workforce found that in contrast to the growing trend of minorities comprising a growing percentage of the U.S. population,



their representation among health professions was declining. Rates of representation for African American males was even more alarming. Baltimore City Community College received a grant entitled the "Men In Scrubs Project" to provide mentoring, academic support, and exposure to the health professions for men of color. Students were asked to provide feedback on (a) factors that influenced their decision to choose a major in healthcare; (b) their perceptions of job options within the field; and, (c) the level of impact that perceived challenges had on achieving their academic goals.



Presenters: Scott Olden, MS, RN, Baltimore City Community College, MD; H. Lovell Smith, Ph.D., Loyola University, MD

Comprehensive Strategy to Attract and Retain African American Students in the Cybersecurity Program

There is an alarming shortage of African Americans in cybersecurity. Data from the United States Department of Labor – Bureau of Labor Statistics puts the figure of 'Black or African American' people in the information security analysis jobs at 3%. With increased proliferation and sophistication of cyberattacks and extreme shortage of skilled workers in the field of cybersecurity, it is critical to recruit and train African Americans to become a vital part of the national security team. The presenter shared experiences and strategies helpful in recruiting and retaining more students in the field of cybersecurity.



Presenter: Patricia Okorie, Prince George's Community College, MD

W. Deen Mohammed: An American Icon to emulate for African American Success in Higher Education

This session focused on the life, thought and influence of the late W. Deen Mohammed, a less known religious and post-civil rights leader, and the movement behind the man.

Presenter: Mikal Naeem Nash, Essex County College, NJ



Keynote Speaker

Dr. Christine McPhail

Loss of Vision: New Insight for African Americans Inside the Completion Agenda

Dr. Christine McPhail is Emerita Professor of higher education and founder of the Community College Leadership Doctoral Program at Morgan State University, and a Coach for Achieving the Dream. She formerly served as the President and Chief Instructional Officer at Cypress College in southern California. She is the Editor for one of AACC's best-selling publications, *Establishing and Sustaining Learning Centered Community Colleges*. She was the featured international keynote speaker at the Guardian Further Education and Skills Summit 2007 in the United Kingdom. Her research interests lie in the intersection of three fields of higher education: leadership, governance, and learning.



Dissertation of the Year Award

"Impact of Intended and Unintended Outcomes of Performance-Based Funding on Community Colleges and Affiliation"

Award Presenter: Dr. Deborah Peoples, 2016 NCBAA-NE DoY Award Winner Award

Recipient: Dr. Charanne Smith, Brookdale Community College at Neptune, NJ



Shifting Demographics, Sharper Focus: Successful Retention Strategies for First Generation and Students of Color

The presenters shared various retention strategies from programs such as the First Year Experience, Black Male Initiative, Summer Bridge, and Adelante, a summer program for Hispanic students. The presenters concluded with a discussion on the initiative to scale SASP as part of the College's new strategic plan.



Presenters: Dr. Jacqueline Jackson & Ms. Janice Watley, Anne Arundel Community College, MD

Leading with Cultural Intelligence

This presentation described and discussed cultural intelligence as a consideration or skill appropriate for the contemporary community college leader, a theory and cross-cultural leadership paradigm embraced by leading multinational corporations, as well as a growing number of universities.

Presenter: Natalie Jones, Morgan State University, MD



Successful Support Methodologies for Disability Services - Doing More with Less

This presentation covered the proper assessment of how students' perceived stigma can help in framing networks for students within the disability service office and help improve outcomes.

Presenters: Dr. Erika Davis, Neumann University, PA; Dr. Tiffany Thompson-Johnson, Morgan State University, MD



Culture Matters! African American Students, White Community College Teachers: A Case Study of Cultural Differences and Consequences.

The presenter discussed how African American Students learn best.

Presenter: Dr. Denise Erskine-Meusa, Montgomery College, MD



Using a Trauma Informed Lens to Promote Student Success and Strategies for Advocacy Amid Challenging Times

This workshop examined theories and principles that underlie Trauma Informed practices. This included using a trauma informed lens to develop classroom activities and assignments.

Presenter: Gregory J. Cobb, Assistant Professor, Bronx Community College, NY



Inclusive Visioning: Advancing Diversity Through Team Imagining

The session presented the Inclusive Visioning System, a management tool and strategic approach for unleashing the power of diversity. The presenter explained the IV System and how it can improve strategic planning and decision making.

Presenter: Sylvia Gail Kinard, Esq., Medgar Evers College, NY



Project Achievement at Union County College

The Project Achievement initiative addresses the disparity of graduation rates between African American males and the general student population at Union County College, NJ. This session discussed the strategies and best practices implemented to address this issue.

Presenters: Amir Malcolm, Union County College, NJ; **Tinny Cheung**, Union County College, NJ



Round Table Discussions

Destigmatizing Help: Embedded Tutoring as a Proactive and Powerful Alternative

Fear and stigma often prevent developmental students from utilizing the tutoring service in learning centers. Thus, the reality calls for collaborative and innovative forms of instructional support to bridge the gap. They facilitated an informative, lively discussion on preparing writing center tutors and faculty to work together in the classroom.



Presenters: Angela Rhoe & Xianghui Xing, Montgomery College, MD



Teacher Preparation: Effectively Preparing Urban Community College Students for New York State Certification

The National Center for Education Statistics (2013) reports that New York State teachers are disproportionately White while teaching a racially and ethnically diverse student population. White teachers face an increasingly diverse student population. This research highlights the unique complications in preparing diverse populations for the teaching profession.

Presenter: Dr. Tonya Johnson, Bronx Community College, NY



I am Taking a Risk: The Lived Experience of Black Men in an Education Opportunity Fund Program at a Community College

The presenter discussed how current practices impact this population and their graduation rate

Presenter: LaVon Williams, Union County College, NJ



Leadership - Leading the Needs Assessment Way: Hear Something, Say Something

This PowerPoint presentation highlighted the purpose and importance of community college leaders conducting a needs assessment

Presenter: Theresa Antoine, Morgan State University, MD



Legal Aspects of Student Affairs Practice: Implications for Community College "First Responders"

In this session attendees learned about the intersections of community college education and the law including potential institutional and person liability. Special

emphasis will be given to civil rights protections for students who identify as transgender.

Presenter: Dr. Tiffany Fontaine Boykin, Anne Arundel Community College, MD



Poster Presentations

College Media Reading Practices: An Investigation Examining the Efficacy of Critical Media Literacy Pedagogy to Improve Developmental Reading Classroom Results.

Poster presented youth media as a discourse that provides for unique learning opportunities. Specifically, critical youth media practice improves classroom motivation, lowers classroom turnover, and yields higher test scores compared to the classes taught without this method.



Presenters: Dr. Edward Lehner & Dr. Tonya Johnson, Bronx Community College, NY

The Influence of Academic Experiences related to Educational Development of Non-Traditional Students

This poster provided suggestions that faculty and staff play a vital role in educational development for nontraditional students. It provided information on the impact of student-faculty interaction, communication, cultural appreciation and a range of student outcomes, such as degree aspirations, and college experience.



Presenter: Tywain Griffen, The University of Alabama, AL

From Incarceration to Vocation: Spreading the Word:

This poster presented programs that are established to support and embrace reentry after incarceration.

Presenter: Ja'Ken Caston, Morgan State University



Keynote Speaker

Student Success Is in the Eye of the Stakeholder

Dr. Andrea Lex, Senior Vice President for Operations & Chief of Staff at Middle States Commission on Higher Education. Truth be told, the definition of what constitutes the outcome known as "student success" is currently, and has probably always been, in the eye of the stakeholder.

With the possible exception of the community college sector, higher education has been somewhat reticent to recognize and incorporate those various perspective into programs and policy development. We have instead chosen to create and hold on to our own definition(s) and acting accordingly. Recent events are strongly suggesting that this "self-talking to-self" approach to defining and facilitating student success may no longer be acceptable to a majority of our stakeholders. The Middle States Commission on Higher Education and its sister regional accreditors are attempting to respond rather than react to this assessment as well as to what some might rightly define as transformational events occurring around us.



Dr. Lex, a first-generation college student, received her Master's and Ph.D. in counseling and research from the University of Pittsburgh, and bachelor's in the theology, with a concentration in psychology and philosophy from Duquesne University.

Federal Update

Moderator: Dr. G. Duncan Harris, National President NCBA A

Presenter: Mr. David Baime, Senior Vice President, Government Relations and Research, American Association of Community Colleges

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 College. David Baime directs the national advocacy efforts for the nation's close to 1,200 community colleges and their students. Prior to joining AACC, he served as director of education funding for the National Association of Independent Colleges and Universities. He has also worked as assistant director of government relations for the Association of American Medical Colleges. Baime has made a number of radio, television, and Web appearances, including on CNN, MSNBC, C-SPAN, and National Public Radio.



President's Panel

Renewal & Transformation: "The Presidents' Perspective"

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

Panel Members: **Dr. Quintin Bullock**, Community College of Allegheny County, PA
Dr. Scott Evenbeck, Guttman Community College, NY
Dr. Dorsey Kendrick, Gateway Community College, New Haven, CT



Leadership and Integrity

Deborah Elaine Collins, Esq. is Deputy County Administrator, Director of Small Business Development, and the Affirmative Action Officer for the County of Essex, New Jersey.

Ms. Collins works directly with the Administrator on behalf of the County Executive to exercise broad administrative supervisory responsibilities for all agencies



under the jurisdiction of the Executive. A Labor and Employment lawyer by background and training, Ms. Collins worked in private practice, corporate America and on Wall Street for 15 years prior to entering County government in New Jersey. Deborah Collins holds a BA in Spanish from New York University, a MA in Spanish and Spanish American Literature from the Instituto de Cultura Hispanica under the auspices of NYU's Graduate School of Arts and Science in Madrid, Spain. She holds a JD from Rutgers Law School.

Keynote Speaker

Creating Your Personal Story

Terrell A. Blount, Program Associate, Vera Institute of Justice is a motivational speaker, mentor, and activist for both prison reform and civil rights. His main topics of discussion are postsecondary education for currently and formerly incarcerated individuals, as well as his own experiences within the criminal justice system. Upon completion of a 6 year prison sentence in 2009, Terrell enrolled in Rutgers University- New Brunswick, graduating with a dual degree in Communication and Africana Studies in 2013. He is currently a Program Associate for the Vera Institute of Justice, working on The Second Chance Pilot Program, which aims to support postsecondary education programs for people in prison by developing and strengthening college-corrections partnerships. The Newark native is also a student of SPAA at Rutgers-studying for his Master's in Public Administration.



Bridging the Achievement Gap

The Achievement Gap has been a topic of great relevance and study for quite some time. The presenters explored methods that other organizations have utilized successfully to overcome this and provide students with tools they can use to help bridge the gap.

Presenters: Tristan Anderson/Juan Hurtado, Phi Psi Lambda Leadership Society



Student Engagement: Staying the Course During Difficult Times

There are many things that students have to combat during their college years to get to completion. This discussion offered ways to navigate difficult times through: creating peer group support, stress management and, time management strategies, healing journaling and spirituality. Together these two presenters delivered

2017 SPRING CONFERENCE HIGHLIGHTS

discussion that fosters skills and avenues to help students “stay the course” during hard times.

Presenters: **Latonia V. Moss**, Associate Professor, Baltimore City Community College; **Leslie Y. Jackson**, Academic Coordinator for the TRIO/SSS-STAIRS Program Baltimore City Community College.



Primary Determinants Matriculation Experiences of African American Male Community Colleges Students

African American males in community colleges that appear to be primary determinants of success or a lack of success. Question: What are some the major determinants of matriculation success/lack of success of African American males in community colleges? A pilot instrument survey was developed based in part on this session.



Presenter: **Dr. Maurice Johnson**, US Dept. of Education/ MTC Anne Arundel Community College

Authentic Leadership: Being Empowered to Be Yourself

A prerequisite for being an authentic leader is being “Self-Aware” What does this mean? It is knowing your own strengths, limitations, and values... knowing what you stand for and what you value. This workshop in a fun and interactive way examined components of authentic leadership and to empower participants in becoming their complete and powerful self.

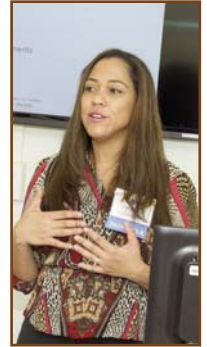
Presenter: **Audrey Rose-Glenn**, Bronx Community College, NY



Usage of Social Media: Building Your Personal and Professional Brand

The session detailed how social media can benefit students both personally and professionally. The session was interactive with time built in to discuss the transparency of social media and how the work life balance has become integrated because of social media. People’s lives have become more transparent as work and professional boundaries have blurred.

Presenter: **Kani Bassey**, Faculty, Montgomery Community College, MD



Overly Focused: Male Students of Color on the Rise!

Phi Psi Lambda Leadership Society’s Men of Excellence Seminars empowers Bergen male students of color. Their leadership seminars guide, support, and challenge our male students of color as they engage with the different academic and social aspects they will encounter at Bergen Community College and beyond. Session participants discussed methods and impact on male students of color at Bergen Community College.

Presenters: **Dr. Damyen Davis**, Director, Summer Intensive Program, Bergen Community College, NJ; **Jordan Posada**, President, Phi Psi Lambda Leadership Society; **Fernando Senchi**, Phi Psi Lambda Leadership Society, Bergen Community College, NJ



Mastery of Love: The True Character of a Leader

In this seminar, participants learned about the fear based beliefs and assumptions that undermine love and lead to suffering and drama in relationships. Participants explored why “domestication” and the “image of perfection” lead to self-rejection; how the war of control slowly destroys most relationships; why we hunt for love in others, and how to capture the love inside us; and lastly, how to finally accept and forgive ourselves and others.

Presenters: **Justin Anderson/ Elisha Philips**, Students, Phi Psi Lambda Leadership Society, Bergen Community College, NJ



County Community College College President Receives Accolade Before Retirement

Three months before he is set to retire, Delaware County Community College President **Dr. Jerry Parker** received a crowning accolade for his decades of service. He was inducted into the Chester County Business Hall of Fame. Dr. Parker, who will retire July 1, 2017 after 40 years at the College, including 14 years as president, received the award for his exemplary leadership and vision in forging lasting relationships between the College and business owners and manufacturers in Chester County. Dr. Parker was instrumental in helping to lead the charge to bring a community college to Chester County when none existed.



The Next President of Delaware County Community College in Pennsylvania

The board of trustees of Delaware County Community College in Media, Pennsylvania, has selected **Dr. L. Joy Bates Black** as the institution's next president. She will take office on July 1, 2017. Dr. L. Gates Black serves as vice chancellor for academic affairs at Tarrant County College District in Fort Worth, Texas. She has served in administrative roles at community college in Texas, California, and Massachusetts. A native of Dayton, Texas, Dr. Gates Black is a veteran of the U.S. Air Force. She holds a master's degree in education from Cambridge College in Massachusetts and a doctorate in organizational leadership from Pepperdine University. Dr. Gates is a member of the National Council on Black American Affairs. We Welcome her to the NCBA/NE Region.



Atlantic Cape Community College welcomed Dr. Barbara Gaba as the college's ninth president on Jan. 30, 2017

Dr. Gaba was provost and associate vice president for Academic Affairs at Union County College in Cranford, NJ, a position she held since 2002. Prior to her appointment at Union County College, Dr. Gaba served as dean of Academic and Student Support Services at Camden County College and associate director of the Office of Board Affairs and Government Relations at the New Jersey Department of Higher Education. A native of New York City, Dr. Gaba holds a Ph.D. from Bayero University, master's degree from Rutgers University and a bachelor's degree from the State University of New York at Stony Brook. She serves on the Board of Directors of the National Council on Black American Affairs-Northeast Region.



Dr. Dorsey Kendrick, president of Gateway Community, plans to retire in after leading the college for 18 years

As the time for transition approaches, I know that many have been anxiously waiting to hear what the plans are for the college once I officially retire on July 1, 2017. I have been informed that Dr. Paul Brodie II, President of Housatonic Community College, has been appointed as interim President beginning July 1. I have spoken with Dr. Brodie, and have committed to work with him in the transition from now until I leave. I am confident that he is committed to maintaining a sense of community, trust and sustainability of this college and its "community of learners." The hallmark of our success has been keeping the work of our college and community at the forefront. I believe that Dr. Brodie will continue this vision.



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