



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



**ANNUAL REGIONAL CONFERENCE**

**From Theory to Practice:  
Meeting the Challenges  
of the Completion Agenda**



**March 22 –23, 2012**  
Springfield College-Wilmington Delaware  
Wilmington, DE



Margaret Rose Henry  
*Majority Whip*  
STATE SENATOR  
Second District



SENATE  
STATE OF DELAWARE  
LEGISLATIVE HALL  
DOVER, DELAWARE 19903

COMMITTEES  
Health & Social Services, Chair  
Community & County Affairs  
Education  
Elders  
Executive  
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Legislative Council  
Permanent Rules  
Public Safety

March 15, 2012

Dr. G. Duncan Harris, President  
NCAA Northeast Region  
Dean of Student Affairs  
Manchester Community College  
Great Path, P.O. Box 1046  
Manchester, CT 06040-1046



Dear Dr. G. Duncan Harris:

On behalf of the State of Delaware, it is with great pleasure that I welcome the National Council on Black American Affairs Northeast Region Spring 2012 Conference attendees.

President Obama last year set a goal for the nation to have the highest proportion of college graduates in the world by the year 2020. It will take the hard work of groups like the NCBAANE and their membership to work together to ensure the students not only have access to a college education but also are successful college graduates.

Thank you for the valuable work that has resulted in very successful college careers for many students. It is my privilege to recognize and applaud your efforts.

Sincerely,

*Margaret Rose Henry*

State Senator  
2<sup>nd</sup> District



**City of Wilmington**

James M. Baker, Mayor

Louis L. Redding City/County Building  
800 N. French Street  
Wilmington, Delaware 19801-3537

phone (302) 576-2100  
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March 2012

Dear Friends:

It is with great pleasure that I welcome you to Wilmington for the National Council on Black American Affairs Northeast Region Annual Conference.



During your stay, I invite you to experience the rich cultural, historical, and social attractions of Wilmington. From a wide array of tax-free shopping and fabulous restaurants, to sell-out crowds at theatre productions and awe-inspiring collections of art, Wilmington is an exciting place with much to offer.

Again, welcome! I hope you enjoy your stay in our beautiful City.

Very truly yours,

*James M. Baker*  
James M. Baker  
Mayor

## LETTER FROM THE PRESIDENT, NCBAA/NE REGION



Greetings!

I'd like to welcome you to the **NCBAA Northeast Region's 2012 Spring Conference**. This year's conference planning committee has worked diligently to put together a meaningful two day program with the theme, ***"From Theory to Practice: Meeting the Challenges of the Completion Agenda"***.

The conference will open with a spotlight session entitled, ***"Pathways to the Leadership Pipeline"*** facilitated by Dr. Narcisa Polonio, ACCT vice president for Research, Education, and Board Leadership Services. This session will culminate with an interactive success coaching session facilitated by NCBAA/NE administrators. Following this session, Dr. Ronald Williams, vice president of the College Board, will share findings and research linked to the college completion agenda, setting the stage and context for the discussions and presentations to follow. On Friday March 23, we look forward to hearing from American Association of Community Colleges (AACC) president, Dr. Walter Bumphus, Dr. Terry Hartle, senior vice president, American Council on Education (ACE), and Dr. Ellie Fogarty, vice president, Middle States Commission on Higher Education, who will facilitate plenary sessions on their respective organizations' current position and relevant activities linked to the completion agenda.

Following our plenary sessions, attendees will be able to select from a series of concurrent workshops on various topics. New this year is a undergraduate students only set of workshops entitled, ***"Commit to Complete I & II"*** facilitated by Dr. Regan Hicks-Goldstein, dean of student services at Delaware Technical and Community College – Stanton. We will close the conference with the Northeast Region's "signature program", ***Presidents' Panel*** on Friday. This year's Presidents' Panel will be moderated by Dr. Carolyn G. Williams, former president of Bronx Community College.

The Northeast Region has focused this year on ensuring there is a Return on Investment (ROI) for our members. I'm confident that the quality of this year's information packed, thematically relevant, affordable conference is indicative of our commitment to meeting the professional development and networking needs of our membership. We are committed in word and deed to ensuring our members reap "dividends" from their investment in NCBAA.

Enjoy the conference!

Duncan

G. Duncan Harris, Ed. D.  
NCBAA Northeast Region President

## LETTER FROM THE NATIONAL PRESIDENT, NCBAA

March 23, 2012

NCBAA Northeast Region,



Congratulations on the occasion of your 2012 Spring Conference!

The theme for this year, ***From Theory to Practice: Meeting the Challenges of the Completion Agenda***, certainly sets the stage for outstanding learning opportunities for those community college professionals who will be in attendance. As usual, the Northeast Region continues to be a leader in bringing forward meaningful topics for discussion and for tackling imperatives that will make a difference for those students we serve, those lives we change.

You continue to do your part to advance the success agenda by providing meaningful, stimulating professional development opportunities for members, to keep them informed and engaged. You are mindful that if we are to meet President Obama's goal for community colleges to increase the number of graduates and program completers (by 5 million students over a 10-year period), ***with questionable funding support***, success depends not only on advocating for major initiatives that have been proven successful, but on the work that we do when we leave the Conference...not just learning theory but sharing practical models for implementation.

You are mindful in your planning to provide sessions that spotlight a national NCBAA imperative- succession planning for the organization and for the community colleges across the nation. The Spotlight Session on ***Being in the Leadership Pipeline***, the opportunity for doctoral (and undergraduate) students to network with and to have access to seasoned leaders, the pressing need to confront the reality of the fast-approaching future and to appreciate the value of populating the leadership pipeline – these are invaluable. A sense of urgency must underlie our efforts, especially now that the world has become flat, at a time when education and training beyond compulsory primary and secondary education has become essential to our nation's competitiveness and the quality of life of its citizens.

As an organization, we have made much progress, but we can do more. The Northeast Region's role in advancing the national agenda continues to be noteworthy. And we must keep it up!

Finally, congratulations to all of us on the NCBAA's 40th Anniversary as an Affiliate Council of the American Association of Community Colleges!  
Best wishes for a great conference!

Sincerely,  
Carolyn H. Anderson, Ed. D  
President, NCBAA

# CONFERENCE PROGRAM

## THURSDAY, MARCH 22, 2012

1:00 p.m. – 5:00 p.m.	Registration	Reception Area
2:00 p.m. – 2:10 p.m.	Greetings & Welcome	#507 -508
2:10 p.m. – 3:45 p.m.	Spotlight Session: "Pathways to the Leadership Pipeline"	#507 -508
Moderator: Dr. G.Duncan Harris	Dr. Narcisa Polonio, Vice President, ACCT	
4:00 p.m. – 5:00 p.m.	Plenary Session: "The College Completion Agenda"	#507 -508
Moderator: Dr. Barbara Gaba	Dr. Ronald Williams, VP, College Board	
5:00 p.m. 5:15 p.m.	Performance by The Twin Poets	#507 -508
5:15 p.m. – 6:30 p.m.	Networking Reception –Sponsored by Springfield College School of Human Services	#507 -508
5:30 p.m. – 6:30 p.m.	Doctoral Student Networking Reception	Student Lounge
7:00 p.m. – 8:30 p.m.	NCBAA/NE Board Meeting	Doubletree Hotel

## FRIDAY, MARCH 23, 2012

8:00 a.m. – 9:00 a.m.	Registration/Continental Breakfast	#507 -508
9:00 a.m. – 9:10 a.m.	Welcome & Introductions Dr. G. Duncan Harris and Dr. Robert J. Willey	#507 -508
9:10 a.m. – 9:15 a.m.	Greetings from National: Dr. Carolyn H. Anderson, National President, NCBAA	#507 -508
9:15 a.m. – 9:25 a.m.	"Lift Every Voice and Sing" Dr. Ladylease White	#507 -508
9:25 a.m. – 9:30 a.m.	Introduction of Keynote Speaker: Dr. G Duncan Harris, President, NCBAA/NE	#507 -508
9:30 a.m. – 10:15 a.m.	Keynote Speaker: Dr. Walter Bumphus, President, AACC The Completion Agenda	#507 -508
10:20 a.m. – 11:00 a.m.	Plenary Session: Integrating Planning and Assessment for the Completion Agenda. Moderator: Dr. Ladylease White	#507 -508
	Dr. Ellie A. Fogarty, Vice President, Middle States Commission on Higher Education	
11:05 a.m. -11:15a.m.	Performance by The Twin Poets	#507 -508
11:30 a.m. – 12:20 a.m.	Concurrent Sessions (4)	
	a. Commit to Complete: Challenges and Roadblocks (For Students Only)	#506
	b. Developing a Leadership Toolkit "Getting Noticed for the Right Reasons"	#511
	c. Communicating and Promoting the Completion Agenda	#518
	d The QUEST Program: Minority Males in Higher Education	
12:20 p.m. – 12:30 p.m.	Break	
12:30 p.m. – 1:55 p.m.	Lunch & Presentation – Federal Update Dr. Terry Hartle, Senior VP, American Council on Education	#507 -508
2:00 p.m. – 2:50 p.m.	Concurrent Sessions (3)	
	a. Completion Agenda: Disability Issues for African American Students	#506
	b. Workforce Development Response to the Completion Agenda	#511
	c. Commit to Complete: Challenges and Roadblocks Part II (For Students Only)	#518
2:50 p.m. – 3:05 p.m.	Afternoon Break & Snack	
3:05 p.m. – 4:15 p.m.	Presidents' Panel The Completion Agenda at Your Institution Moderator: Dr. Carolyn G. Williams	#507- 508
	Dr. Edythe M. Abdullah, Essex Comm. College Dr. Dorsey Kendrick, Gateway Comm. College Dr. Wilfredo Nieves, Capital Comm. College	
	Q & A	
4:00 p.m. – 4:30 p.m.	Closing Remarks/Wrap-Up	

# NCBAA/NE REGION Annual Regional Conference

## DAY 1 – THURSDAY, MARCH 22, 2012

1:00 p.m. – 5:00 p.m. **Registration** (Registration Area)

2:00 p.m. – 2:10 p.m. **Greetings & Welcome** (#507-508)

**Dr. G. Duncan Harris**, President, NCBAA/  
Northeast Region

**Dr. Robert Willey**, Dean, School of Human Services,  
Springfield College



DR. HARRIS

2:10 p.m. – 3:45 p.m. **Spotlight Session** (#507-508)

**“Pathways to the Leadership Pipeline”**

**Facilitated Roundtable Discussions**

**Moderator:** Dr. Wilfredo Nieves, President, Capital  
Community College, CT



DR. POLONIO

**Dr. Narcisa Polonio**, Vice President, ACCT

4:00 p.m. – 5:00 p.m. **Plenary Session** (#507-508)

**Moderator:** Dr. Barbara Gaba, Union County College, NJ

**“The College Completion Agenda”**

**Dr. Ronald Williams**, Vice President, College Board



DR. WILLIAMS

Challenges to the U.S. economy are neither short-term nor local. Like most post-industrialized countries, the mismatch between U.S. jobs and available skills is at crisis proportions. Community colleges must play a significant role in the skills supply crunch by providing access to higher education for the fastest-growing populations in the country, particularly African Americans and Hispanics. The challenge is ensuring completion for these students who have fared least well in taking advantage of the educational services provided.

5:00 p.m. – 5:15 p.m. **Performance by The Twin Poets** (#507-508)

**Moderator:** Dr. Gwendolyn W. Sanders, Wilmington University, DE

**Albert Mills**, Program Director for Project Stay Free (a community based juvenile probation/ re-entry program) and **Nnamdi Chukwuocha**, former Associate Executive Director at Kingswood Community Center



THE TWIN POETS

5:15 p.m. – 6:30 p.m. **Networking Reception** (#507-508)

Sponsored by Springfield College School of  
Human Services

5:30 p.m. – 6:30 p.m. **Doctoral Student Networking Reception** (Student Lounge)

7:00 p.m. – 8:30 p.m. **NCBAA/NE Board Meeting** – Doubletree Hotel

## DAY 2 – FRIDAY, MARCH 23, 2012

**8:00 a.m. – 9:00 a.m. Registration/Continental Breakfast**  
(#507-508)

**9:00 a.m. – 9:10 a.m. Welcome & Introductions**

**Dr. G. Duncan Harris**, President, NCBAA Northeast Region

**Dr. Robert J. Willey**, Dean

**Dr. Judith Stang**, Asst. Dean & Campus Director  
School of Human Services, Springfield College



DR. ANDERSON

**9:10 a.m. – 9:15 a.m. Greetings from National**

**Dr. Carolyn H. Anderson**, National President, NCBAA

**9:15 a.m. – 9:20 a.m. "Lift Every Voice and Sing"**

**Dr. Ladylease White**, Professor, Accounting,  
Essex County College, NJ



DR. WHITE

**9:20 a.m. – 9:25 a.m. Introduction of Keynote Speaker:**

**Dr. G. Duncan Harris**, President, NCBAA Northeast Region

**9:20 a.m. – 10:10 a.m. Keynote Speaker: Dr. Walter Bumphus,**

President, AACC

**The Completion Agenda**



DR. BUMPHUS

**10:10 a.m. – 11:00 a.m. Plenary Session**

**Moderator: Dr. Ladylease White**, NCBAA/NE Board

**Integrating Planning and Assessment for the  
Completion Agenda and Accreditation**

**Dr. Ellie A. Fogarty**, Vice President, Middle States  
Commission on Higher Education



DR. FOGARTY

This session will share insights with conference attendees about how to align institution-wide planning and assessment activities with the goals of the Completion Agenda and the standards of accrediting agencies.

**11:00 a.m. – 11:20 a.m. Performance by The Twin Poets** (#507-508)

**Moderator:** Dr. Gwendolyn W. Sanders,  
NCBAA/NE Board Member

**Albert Mills**, Program Director for Project Stay Free (a community based juvenile probation/re-entry program) and **Nnamdi Chukwuocha**, former Associate Executive Director at Kingswood Community Center



THE TWIN POETS

11:30 a.m. – 12:20 a.m. **Concurrent Sessions (4)**

**a. Commit to Complete: Challenges and Roadblocks  
Part I (For Students Only) (#506)**

**Moderator: Dr. G. Duncan Harris**, President, NCBAANortheast Region



DR. HICKS-GOLDSTEIN

**Dr. Regan Hicks-Goldstein**, Dean of Students Services,  
Delaware Technical Community College, DE

Community colleges across the nation have implemented student success initiatives that they are hoping will effectively assist students toward to completion. In this workshop, students will discuss their roles in the road to college completion. This workshop will focus on the characteristics of effective student leaders. Students will participate in experiences that will place them in situations where they will have to make informed decisions based on their leadership abilities.

**b. Developing a Leadership Toolkit: Getting Noticed for the Right Reasons (#511)**

**Moderator: David Taylor**, NCBAA/NE Board Member

**Ms. Mary Coleman**, Vice President for Finance,  
Bronx Community College, NY



MS. COLEMAN

This presentation will focus on exploring skillsets needed to progress within your organization, lead from where you are and become the first person others think of when advancement opportunities arise.

**c. Communicating and Promoting the Completion Agenda (#518)**

**Moderator: Dr. Michelle Bondima**, NCBAA/NE  
Board Member

**Dr. Deidra W. Hill**, Director of Marketing and Creative  
Services, Prince George's Community College



DR. HILL

As community colleges move forward with their completion agendas to meet statewide and federal mandates, it is crucial to highlight and communicate their work, progress, and successes along the journey. Continuous communication and promotion among internal and external audiences is essential to strengthening awareness, fostering community engagement, and increasing support for the completion agenda. Learn about current strategies and initiatives for promoting and gaining longterm support for your completion agenda.



**d. The QUEST Program: A Learning Community Designed to Connect, Recruit, and Retain Minority Males in Higher Education (#518)**

**Moderator: Dr. Michael Gilliespie**, NCBA/NE Board Member



MR. VANCE

**Prof. Ja'Hon Vance**, Executive Director of the QUEST Program, Baltimore City Community College

This workshop will highlight the design and implementation of a structural learning community for minority male students in higher education. Further, the presenter(s) will provide refined strategies which will increase retention and graduation rates within one year.

**12:20 p.m. – 12:30 p.m. Break**

**12:30 p.m. – 1:55 p.m. Lunch & Presentation (#507-508)**  
**Federal Update**

**Moderator: Dr. Carolyn H. Anderson**, NCBA/NE Board Member



DR. HARTLE

**Dr. Terry Hartle**, Senior Vice President, American Council on Education Division of Government and Public Affairs

**2:00 p.m. – 2:50 p.m. Concurrent Sessions (3)**

**a. The Completion Agenda: Disability Issues for African American Students in Higher Education (#506)**

**Moderator: Dr. Calvin E. Woodland**, NCBA/NE Board Member

**Kevin Christian**, Senior Program Associate for Diversity, Inclusion and Equity, American Association of Community Colleges  
**Glennis Daniels-Bacchus**, Academic/ADA Coordinator, College of Southern Maryland

With the Completion Agenda at the forefront of the community college movement, who will ensure that students with disabilities are a part of this equation. With local, state and national budget cuts, colleges are facing a number of significant issues with this diverse population. This presentation will provide participants with an overview of how community colleges can remain committed to providing support and reasonable accommodations for students with disabilities to ensure that they can develop to their full potential.



MR. CHRISTIAN



MS. D.-BACCHUS

**b. Envision Success: A Prince George's Community College Workforce Development Response to the Completion Agenda (#511)**

**Moderator: Rhonda Spells Fentry**, NCBA/NE Board Member



MS. DURU

**Thomisha Duru**, Program Director, Prince George's Community College & **Jerome T. Countee**, Workforce Development and Continuing Education, Director



MR. COUNTEE

The Presenters will share how a Mid-Atlantic Community College Workforce Training Program delivers a unique mix of learning centered best practices to transform lives of non-tradition students, create a pathway to employment and college, while addressing the Completion Agenda.

**c. Commit to Complete: Challenges and Roadblocks Part II (For Students Only) (#506)**

**Moderator: Dr. G. Duncan Harris**, President, NCBA/NE Region



DR. HICKS-GOLDSTEIN

**Dr. Regan Hicks-Goldstein**, Dean of Students Services, Delaware Technical Community College, DE

Community colleges across the nation have implemented student success initiatives that they are hoping will effectively assist students toward to completion. In this workshop, students will discuss their roles in the road to college completion. This workshop will focus on the characteristics of effective student leaders. Students will participate in experiences that will place them in situations where they will have to make informed decisions based on their leadership abilities.

**2:50 p.m. – 3:05 p.m. Afternoon Break & Snack**

**3:05 p.m. – 4:15 p.m. Presidents' Panel (#507-508)**

Facilitator: **Dr. Carolyn G. Williams**

**Dr. Dorsey L. Kendrick**, President, Gateway Community College, CT

**Dr. Edythe Abdullah**, President, Essex County College, NJ

**Dr. Wilfredo Nieves**, President, Capital Community College, CT



DR. WILLIAMS



DR. KENDRICK

**The Completion Agenda at Your Institution  
Q & A**

**4:00 p.m. – 4:30 p.m. Closing Remarks/Wrap-Up**



DR. ABDULLAH



DR. NIEVES

## PARTICIPANTS' BIOGRAPHIES



**Dr. Edythe M. Abdullah** assumed the presidency of Essex County College on April 1, 2010. She is the sixth president of ECC and the first woman to lead the more than 13,000 student Newark school. Dr. Abdullah launched a technology initiative that included introducing hybrid and distance learning courses which blends in-class and distance learning coursework.

Dr. Abdullah worked in higher education for 25 years before coming to Essex, and is the former president of the Downtown Campus of Florida State College (FSC) in Jacksonville. Edythe M. Abdullah holds a Juris Doctor degree from the University of Florida and earned her bachelor's degree from Valparaiso University in Indiana. She also holds a Leadership Certificate in the Management of Lifelong Education from Harvard University and was a Kellogg Fellow with the League for Innovation in Community Colleges.



**Dr. Walter G. Bumphus** is president/CEO of the American Association of Community Colleges (AACC). He brings to the AACC leadership more than 38 years' experience as a senior administrator, community college president, system chancellor and executive in private industry. As head of the AACC, Bumphus assumes leadership of an organization that represents the nation's more than 1,200 regionally accredited public two-year colleges. Bumphus holds a B.A. degree in Speech Communications and an M.A. degree in Guidance

and Counseling from Murray State University, and a Ph.D. in Educational Administration from the CCLP, University Texas at Austin.



**Kevin A. Christian** serves as the Senior Program Associate for Diversity, Inclusion and Equity at the American Association of Community Colleges. In addition, he currently serves as the AACC Staff Liaison to the National Council on Black American Affairs (NCBAA).



**Mary E. Coleman** serves as Senior Vice President of Administration & Finance at Bronx Community College. Before coming to Bronx, she previously served as the Dean of Administration & Finance at Hostos Community College, CUNY.

In addition to her experience in higher education, Mary Coleman served as the Vice President of Finance and Administration for a multi-corporate designer, manufacturer; as Deputy Executive Director of American Field Service Intercultural Programs, Inc. Ms. Coleman holds a degree in accounting from Jackson State University and a Master of Business Administration degree from the Columbia University Graduate School of Business.



**Jerome T. Countee Jr.** is Director of the Workforce Development and Continuing Education at Prince George's Community College (PGCC). Mr. Countee has over ten years of experience in higher education administration as an accomplished relationship manager and senior organizational strategist. He is responsible for leading the college's efforts to leverage workforce partnerships while directing the sale and implementation of competency-based workforce training solutions., Mr. Countee supervises staff and manages cost center budgets within multiple areas of the Workforce Development and Continuing Education division.



**Glennis Daniels-Bacchus** currently serves as the Academic/ADA-Coordinator for the College of Southern Maryland (formerly Charles County Community College). With over 20 years of experience in the higher education arena, she possesses exceptional knowledge of the Americans with Disabilities Act (ADA) and development of the ADA self-evaluation process and protocols for higher education. In her current position, she is highly involved in program development and post secondary transition programs for students with disabilities.



**Thomisha Duru** is Program Director of the TeamBuilders Academy (TBA), a Workforce Development Program, at Prince George's Community College (PGCC). Ms. Duru has over 5 years of experience in higher education as a proven organizational leader and data-driven manager. She is responsible for leading the college's flagship workforce job training efforts. Specifically, Ms. Duru's responsibilities include supervising staff and adjunct faculty; managing budget and fundraising; cultivating partnerships; curriculum development; participant recruitment; and overseeing all programmatic operations.



**Dr. Ellie Fogarty** joined the Middle States Commission on Higher Education staff in 2010 as Vice President. She serves as an institutional liaison for accreditation-related matters to 90 colleges and universities in the seven states that make up the Middle States region. From 1992 to 2010, Dr. Fogarty was employed by The College of New Jersey. She is the author of articles published in the Journal of Business and Finance Librarianship, Financial Services Review, Journal of Economic Issues, and College and Research Libraries News. Dr. Fogarty earned her Ed.D. in Higher Education Management from the University of Pennsylvania. She earned a Master of Business Administration with a concentration in General and Strategic Management from Temple University, a Master of Library Science from the University of Pittsburgh; and a bachelor's degree in Economics and Business Administration at Immaculata University in Pennsylvania.



**Dr. G. Duncan Harris** currently serves as Dean of Student Affairs at Manchester Community College (MCC). During his 15 year tenure at the MCC he has served as associate dean of academic affairs, counselor, coordinator of academic advising, interim Director of the Center for Student Development, and test administrator. He is a member of the NCBAE Northeast Region Board. Dr. Harris holds a doctorate of education from the Fischler Graduate School of Education of Nova Southeastern University, a M.S. degree in counseling from Central Connecticut State University, B.S. degree in economics from the University of Connecticut, and certificate in Management and Leadership in Higher Education from Harvard University.



**Dr. Deidra W. Hill** is director of marketing and creative services for Prince George's Community College in Largo, MD, where she leads the institution's marketing and communications initiatives. Under her leadership, the college has won several national and regional awards for its marketing and public relations programs, including the National Council for Marketing and Public Relations Paragon and Medallion awards; Crystal Award of Excellence; Public relations Society of America Best in Maryland Awards; and CASE Accolades Awards. Prior to joining the college, Dr. Hill directed communications and public relations programs for Goucher College, Inova Health Systems, and WAVE, Inc. She earned a doctorate in higher education–community college leadership from Morgan State University, a master's in journalism and public affairs from The American University, and a bachelor's in English from South Carolina State University.



**Dr. Dorsey L. Kendrick, Ph.D.** was the first African-American woman to hold the position of Associate Dean and Dean of the School of Business at Milwaukee Area Technical College, and went on to become the highest-ranking African-American woman in the Wisconsin's system of higher education as Executive Vice President of Milwaukee Area Technical College. A pioneer in the truest sense, she was one of three African-American students to forge integration at Union University, where she earned a B.S. in Business Administration. She also holds a M.S. in Business Management from Cardinal Stritch University, a Ph.D. in Philosophy in Higher Education Administration from Walden University. She is a graduate of the Institute of Education Management at Harvard University. In 1999, the Board of Trustees of the Connecticut Community Colleges appointed Dorsey Kendrick President of Gateway Community College. She has significantly increased program offerings and community partnerships in response to community workforce needs. Dr. Kendrick looks forward to the opening of a new, state-of-the-art campus in downtown New Haven in the fall of 2012.



**Dr. Wilfredo Nieves** was appointed President of Capital Community College in July 2010 after serving as President of Middlesex Community College for ten years. Dr. Nieves has served as a Commissioner for the New England Association of Schools and Colleges and as an evaluator for the Commission on Higher Education for the Middle States Association. He is a past member of the AACC Board of Directors where he served as Chair of the Committee on Program Initiatives. Dr. Nieves, a committed community leader, is active in many civic organizations. Dr. Nieves holds a B.S. degree in Mathematics from Kean University of New Jersey, a M.A. degree in Human Development and a M.Ed. degree in Guidance from Columbia University and a doctorate in Counseling Psychology from Rutgers University of New Jersey.



**Dr. Narcisa A. Polonio** is the Vice President for Board Services at the Association of Community College Trustees (ACCT). She is responsible for providing leadership to services, events and publications for trustees. This includes the ACCT Congress, special publications and research projects, the Governance Institute on Student Success, and direct services to boards including: the CEO Search Service Program Strategies, Inc. (RPS) in Philadelphia, PA, and president of Harcum College (PA) and Hudson County Community College (NJ). She served for seven years as a faculty member for the Institute for Educational Management, Graduate School of Education, Harvard University.

Dr. Polonio has chaired or served as a member of numerous accreditation teams of the Middle States Association.

Narcisa attended Foothill Community College, CA and holds a BA in History from San Jose State University (CA), an MA from Stanford University (CA), an Ed.D. from the University of Massachusetts, Amherst.



**The Twin Poets** Tutors, mentors, big brothers, community activist, leaders, scholars, summa cum laude grads, allies, soldiers, father-figures, artist, camp directors, counselors, historians, master social workers, non-profit administrators, brothers, friends, fathers, sons, - all of the e titles can be summed to one: THE TWIN POETS.

They have won many awards for their work including State Mentors of the Year, State of DE- Department of Youth & Families –VillageAward, Al & Nnamdi have become two of the most respected poets on the reemerging poetry scene. Performances with such poetic legends as The Last Poets, Amiri Baraka, Sonia Sanchez, Lamont Steptoe, Walter Mosley, Haki Madhubuti and Chinua Achebe have paved the way to repeated captivating performances at NY’s Nuyorican, PA’s Painted Bride, and DE’s Grand Opera House;. The Twin Poets were featured on HBO’s Def Poetry, BET’s Lyric Café Poetry and NPR’s Poetic License. Professionally, the brothers are master social workers and leaders within the nonprofit sector; Nnamdi is the former Associate Executive Director at Kingswood Community Center and Al is the Program Director for Project Stay Free (a communitybased juvenile probation/ re-entry program)



**Professor Jà Hon Vance** Professor Jà Hon Vance’s academic background in Education Administration, English, Music, and Teaching and Learning has afforded him the opportunity to be recognized by and work at Cornell University, Harvard University, Jackson State University, Oxford University in the United Kingdom, Princeton University and Wayne State University. He works well for his recruiting, educating and graduating African American male students in higher education. Vance is recognized for redesigning developmental education writing programs. Recently, Professor Vance used a zero budget to fully operate a structural learning community designed specifically for African American males to earn an Associates of Arts Degree in one year, In addition, his writing concept—which implores the use the Vance-Brooks Writing Model has provided successful outcomes over a three year period to help students matriculate from developmental educational writing course to credit-level writing courses the needed skills to advance in higher education.



**Dr. Ladylease G. White** former Dean of Faculty/Academic Affairs at Essex County College in New Jersey, Currently, professor of Accounting. Dr. White has spearheaded an array of new initiatives, an Honors Program, the Winter Intersession and the Early Intervention Program, which promote student success and retention. Dr. White holds a Ph.D. in Higher Education Administration/ Urban Community College Leadership from New York University's Steinhardt School of Culture, Education and Human Development. She a member of NCBA/NE Board of Directors. When not at ECC, she serves as a lay Eucharistic minister and soloist at Christ Church in East Orange NJ.



**Dr. Ronald Alexander Williams** is former Board member NCBA/NE Region and a vice president of the College Board. Among several leadership roles, Williams is responsible for strengthening the relationship between the College Board and community colleges throughout the United States. He also provides leadership to a cluster of initiatives dealing with students' access to, and persistence in, college. Williams joined the College Board in 2007 from Prince George's Community College in Largo, Md., where he had served as president since 1999, capping an extensive career with community colleges. Williams is a member of the board of the American Association of Colleges and Universities, the American Association of Community Colleges, and the American Council on Education's Center for Policy Analysis Advisory Committee. Williams attended Lehigh University, where he earned a doctorate in literature, a master's degree in English and a bachelor's degree in History and English. A writer, Williams has published two novels, *Four Saints and an Angel* and *A Death in Panama*.

## MISSION STATEMENT

### VISION

The National Council on Black American Affairs serves as a collaborative voice promoting the academic success of African-American students, faculty, staff and administrators.

### MISSION

The National Council on Black American Affairs is committed to:

- Improving educational opportunities and professional development for African-American students, faculty, staff and administrators.
- Developing collaborative relationships with educational, business and public service institutions with compatible goals.
- Networking to maximize the achievement of career goals for African-American students, faculty, staff and administrators;
- Ensuring the articulation of positions on issues affecting African-Americans in the formulation of policy and decisionmaking.

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