



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



**March 23– 24, 2017**  
**ANNUAL REGIONAL CONFERENCE**  
**“Leadership & Engagement for  
Student Success: Renewal & Transformation”**



**DIGITAL**



**POLITICAL**



**ADVOCACY**

## **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 decision-making.

### **2017 Conference Planning Committee**

Dr. Michelle H. Bondima, Chairperson

Dr. Carolyn H. Anderson

Dr. Roy H. McLeod

Dr. Jonelle Knox

Dr. Rhonda Spells Fentry

Ms. Monet Spells

Dr. Cheryl Smith

Dr. Ladylease White

Mr. David Taylor

Dr. Ursula Parrish Daniels (Site Champion)

### **2017 Bergen Community College Supporters**

B. Kaye Walter, Ph.D., President

Dr. Ursula Parrish Daniels, Executive Assistant to the President

Dean Sandra Sroka

Dean Linda Emr

Laura Montenegro, Coordinator, Office of Multicultural Affairs

Kim Meekins, Office Services Supervisor at the Meadowlands

Charise Breeden-Balaam, On-Site Volunteer

## LETTER FROM THE PRESIDENT, BERGEN COMMUNITY COLLEGE



Welcome to Bergen Community College at the Meadowlands

Again, you have chosen a conference topic that resonates on our campus. **Leadership and Engagement for Student Success: Renewal and Transformation** is foremost on our agenda at Bergen Community College. We are committed to the goal of engaging our Campus leadership in Best Practices that facilitate the success of our students. In order for this effort to be successful we must renew our commitment and be transformative in our endeavors.

The participation of our students, faculty, and staff at this year's NCBAA conference is a source of great pride for me. The development of leadership among our students through exposure to the scholars at NCBAA is an essential component of our Student Success agenda. Making sure that our students connect with a diverse group of presenters who are culturally appropriate is most important. The fact that many of the conference sessions are being conducted by NCBAA members is particularly important because students have the opportunity to interact with presenters that mirror themselves.

My Executive Assistant, Dr. Ursula Parrish Daniels, long-time member of NCBAA and conference committee liaison and I, welcome you to our Meadowlands Campus. We are delighted to host you again. We look forward to our time together at our Meadowlands campus and the opportunity to celebrate the important work of NCBAA.

A handwritten signature in black ink that reads "B. Kaye Walter".

B. Kaye Walter, Ph.D.  
President, Bergen Community College



## LETTER FROM THE PRESIDENT, NCBAA NATIONAL

Greetings,

On behalf of the Board of the National Council on Black American Affairs (NCBAA) National Board, I'd like to extend greetings and appreciation for your support of NCBAA. I'd also like to commend the NCBAA Northeast Conference Planning Committee on the thought provoking slate of workshops and opportunities to network included in this year's Northeast Conference, ***"Leadership and Engagement for Student Success: Renewal & Transformation"***. The workshops and activities planned for this year's conference continue the legacy of ensuring our colleagues experience the "NCBAA ROI" - Return on Investment. Members consistently share the following sentiments: 1) NCBAA professional development activities are "time well spent", 2) information received is of benefit to members in their current work and in career advancement, and 3) participants have grown their professional networks and identified individuals capable, and willing, to serve in a mentoring/coaching capacity as a result of their participation.

This is an exciting time in community colleges with the continued spotlight being placed on our institutions as a key "cog" in our nation's economic and workforce engine. It's become apparent that community colleges are, in many cases, the pathway to the middle class and the conduit to a career that offers a wage capable of supporting a family or for students interested in four year degrees, a way to get started on the "right foot", as data suggests transfer students that complete degrees with us first succeed at rates equal to, and in many instances, greater than students beginning their college careers at four year institutions.

Kudos once again to the NCBAA Northeast Region Planning Committee on what I'm sure will be one of our best conferences yet! A special thank you to Bergen Community College for once again rolling out the Bergen "Red Carpet" to our conference participants. Your hospitality and support of NCBAA and our mission is to be lauded.

Collegial Regards,

G. Duncan Harris, Ed. D.

President

National Conference on Black American Affairs



## LETTER FROM THE PRESIDENT, NCBAA, NE REGION

Greetings,

Welcome to the 2017 National Council on Black American Affairs (NCBAA) Northeast Region Conference, ***“Leadership and Engagement for Student Success: Renewal & Transformation.”*** I would like to extend a hearty welcome to our first time attendees, and welcome back to our returning participants. We are excited that you decided to participate in the Northeast Region 2017 conference. We are confident you will leave the conference enriched and energized to go back to your campus and do the work we know is so important for our students. During the conference, you will have an opportunity to participate in a variety of professional development and networking opportunities that will allow you to engage and interact in the discussion and dialogue necessary to make a difference in our institutions.

The NCBAA Northeast Region Spring Conference focuses on pedagogy, methods, and promising practices that lead to college completion. This year’s conference theme, Leadership and Engagement for Student Success: Renewal & Transformation, aims to share strategies to leverage digital and political factors to advocate and support community college students, faculty, and staff. The conference will equip you with the tools to manage and lead in this time of transformation on our campuses. In addition to the variety of professional development opportunities, we encourage you to network and fellowship with your Northeast region colleagues.

On behalf of the Northeast Region board of directors and conference planning committee, I would like to extend a tremendous thank you to our plenary speakers, Dr. Christine McPhail, Dr. Andrea Lex, Mr. David Baime, and Mr. Terrell Blount, and our concurrent session presenters who will provide thought-provoking messages and best practices on renewal and transformation in leadership and engagement for student success.

In addition to our main conference track, we are excited to welcome, for the second year, community college students to the Community College Student Track. The Community College Student Track will offer presentations and discussions pertinent to the community college student experience. I would like to thank Mr. Terrell Blount and the student track presenters for sharing their expertise that will ultimately shape, enrich, and propel our students.

Finally, I would also like to extend an extra-special thank you to Bergen Community College, its president, Dr. B. Kaye Walter, and our Bergen conference liaison and champion, Dr. Ursula Parrish Daniels, for the hospitality and support extended to our organization in the planning and facilitation of this year’s conference. We appreciate your willingness to go above and beyond to make this conference a memorable event.

Again, welcome and enjoy the conference!

Rhonda Spells-Fentry, Ed.D.  
President, Northeast Region  
National Council on Black American Affairs

## NCBAA-NE 2017 SPRING CONFERENCE

“Leadership & Engagement for Student Success: Renewal & Transformation”  
 March 23-24, 2017 • Bergen Community College / Meadowlands Campus, Lyndhurst, NJ

### THURSDAY, MARCH 23, 2017

Time	Description	Location
10:00am - 5:00pm	<b>Registration</b>	5th Floor C504/505
10:00am - 11:00am	<b>Coffee/Tea – Continental Breakfast</b>	Conference Center
11:00am - 11:30am	<b>Greetings and Welcome</b> Dr. Rhonda Spells-Fentry, NCBAA-NE President Dr. B. Kaye Walter, Bergen Community College, President Dr. Ursula Parrish Daniels, Executive Assistant to the President, BCC “Lift Every Voice and Sing” Fred Meyers, MSU/CCL (MED) Program	C504/505 Conference Room
11:30am - 12:15pm	<b>Concurrent Presentation Sessions</b> <ul style="list-style-type: none"> <li>• Let’s Talk: Campus Dialog on Mission and Values</li> <li>• Every Student is at Risk: Improving Learning, Retention and Satisfaction</li> <li>• Men in Scrubs Project: Impact of Social Determinants on Academic Achievement of African American Males Majoring in the Health Professions</li> <li>• Comprehensive Strategy to Attract and Retain African American Students in the Cybersecurity Program</li> <li>• W. Deen Mohammed: An American Icon to Emulate for African American Success in Higher Education</li> </ul>	LYNN C503 LYNN R213 LYNN R214 LYNN R227 LYNN R324
12:15pm - 1:30pm	<b>Lunch and Keynote Speaker:</b> Dr. Christine McPhail <b>Loss Of Vision: New Insight for African Americans Inside The Completion Agenda</b>	Conference Center C504/505
1:30pm - 1:35pm	<b>Dissertation of the Year Award Presentation</b>	C504/505
1:35pm - 1:45pm	<b>Networking Break</b>	
1:45pm - 2:30pm	<b>Concurrent Presentation Sessions</b> <ul style="list-style-type: none"> <li>• Shifting Demographics, Sharper Focus: Successful Retention Strategies for First Generation and Students of Color</li> <li>• Leading with Cultural Intelligence</li> <li>• Dissertation Winner – Moderator: Dr. Carolyn H. Anderson                              NCBAA-NE Dissertation of the Year Research Showcase: Impact of Intended and Unintended Outcomes of Performance-Based Funding on Community Colleges</li> <li>• Successful Support Methodologies for Disability Services - Doing More with Less</li> </ul>	LYNN R324 LYNN R213 LYNN R227 LYNN R214
2:30pm - 2:45pm	<b>Networking Break</b>	
2:45pm - 3:30pm	<b>Concurrent Presentation Sessions</b> <ul style="list-style-type: none"> <li>• Culture Matters! African American Students and White Community College Teachers</li> <li>• Using a Trauma Informed Lens to Promote Student Success and Strategies for Advocacy Amid Challenging Times</li> <li>• Inclusive Visioning: Advancing Diversity Through Team Imagining</li> <li>• Project Achievement at Union County College</li> </ul>	LYNN R213 LYNN R227 C503 LYNN R214
3:30pm - 3:45pm	<b>Networking Break</b>	
3:45pm - 5:00pm	<b>Round Table Sessions</b> <ul style="list-style-type: none"> <li>• Destigmatizing Help: Embedded Tutoring as a Proactive and Powerful Alternative</li> <li>• Teacher Preparation: Effectively Preparing Urban Community College Students for New York State Certification</li> </ul>	C504/505
	<b>Concurrent Presentation Sessions</b> <ul style="list-style-type: none"> <li>• I am Taking a Risk: The Lived Experience of Black Men in an Education Opportunity Fund Program at a Community</li> <li>• Leadership - Leading the Needs Assessment Way: Hear Something, Say Something</li> <li>• Legal Aspects of Student Affairs Practice: Implications for Community College “First Responders”</li> </ul>	LYNN R227 LYNN R213 C503
5:00pm - 6:30pm	<b>Networking Reception</b> – Sponsored by Bergen Community College <b>Reception and Book Signing</b> – Dr. Christine McPhail <b>Poster Presentations</b> <ul style="list-style-type: none"> <li>• Effectively Preparing Urban Community College Students: New Strategies in Teacher Preparation and Recruitment</li> <li>• The Influence of Academic Experiences related to Educational Development of Non-Traditional Students</li> <li>• From Incarceration to Vocation</li> </ul>	C504/505 C504/505

## COMMUNITY COLLEGE STUDENT TRACK – THURSDAY, MARCH 23, 2017

Time	Description	Location
10:00am - 5:00pm	<b>Registration</b>	5th Floor C504/505
10:00am - 11:00am	<b>Coffee/Tea – Continental Breakfast</b>	Conference Center
11:00am - 11:30am	<b>Greetings and Welcome</b> Dr. Rhonda Spells-Fentry, NCBAA-NE President Dr. B. Kaye Walter, Bergen Community College, President Dr. Ursula Parrish Daniels, Executive Assistant to the President, BCC "Lift Every Voice and Sing" Fred Meyers, MSU/CCL (MEd) Program	C504/505 Conference Room
11:30am - 12:15pm	<b>Student Plenary Session:</b> Deborah E. Collins, Esq. <i>Leadership and Integrity</i>	LYNN R216
12:15pm - 1:30pm	<b>Lunch and Keynote Speaker:</b> Terrell A. Blount <i>Creating Your Personal Story</i>	LYNN R310
1:30pm - 1:35pm	<b>Dissertation of the Year Award Presentation</b>	C504/505
1:35 pm - 1:45 pm	<b>Networking Break</b>	
1:45pm - 2:30pm	<b>Round Table Discussions</b> • Bridging the Achievement Gap • Student Engagement: Staying the Course During Difficult Times	C504/505
2:30pm - 2:45pm	<b>Networking Break</b>	
2:45pm - 3:30pm	<b>Concurrent Presentation Sessions</b> • Primary Determinants Matriculation Experiences of African American Male Community Colleges Students • Authentic Leadership: Being Empowered to Be Yourself • Usage of Social Media: Building Your Personal and Professional Brand	LYNN R310 LYNN R216 LYNN R225
3:30pm - 3:45pm	<b>Networking Break</b>	
3:45pm - 5:00pm	<b>Concurrent Sessions</b> • Overly Focused: Male Students of Color on the Rise! • Mastery of Love: The True Character of a Leader	LYNN R216 LYNN R225
5:00pm - 6:30pm	<b>Networking Reception –</b> Sponsored by Bergen Community College <b>Reception and Book Signing –</b> Dr. Christine McPhail <b>Poster Presentations</b> • Effectively Preparing Urban Community College Students: New Strategies in Teacher Preparation and Recruitment • The Influence of Academic Experiences related to Educational Development of Non-Traditional Students • From Incarceration to Vocation	C504/505

## FRIDAY, MARCH 24, 2017

Time	Description	Location
8:00am - 9:00am	<b>Registration</b>	5th Floor C504/505
8:00am - 8:45am	<b>Coffee/Tea – Continental Breakfast</b>	Conference Center
9:00am - 9:15am	<b>Greetings and Welcome</b> Dr. Rhonda Spells-Fentry, NCBAA-NE President	
9:15am - 10:15am	<b>Keynote Speaker:</b> Dr. Andrea Lex <i>Student Success is in the Eye of the Stakeholder</i>	
10:15am - 10:30am	<b>Networking Break</b>	
10:30am - 11:45am	<b>Federal Update:</b> Conversation with David Baime	
11:45am - 12:00pm	<b>Networking Break</b>	
12:00pm - 1:30pm	<b>Leadership Panel</b> Dr. Quintin B. Bullock, President, Community College of Allegheny County, PA Dr. Scott Evenbeck, President, Guttman Community College, NY Dr. Dorsey Kendrick, President, Gateway Community College, New Haven, CT	C504/505
1:30pm - 2:00pm	<b>Bergen Community College 2017 Honorees</b> Dr. Ursula Parrish Daniels, Executive Assistant to the President, Bergen Community College <b>Announcements –</b> Dr. Gwendolyn Sanders, Co-Vice President of Public Relations <b>Closing Remarks –</b> Dr. Rhonda Spells-Fentry, NCBAA-NE President	
2:00pm	<b>Adjourn</b>	

# NCBAA/NE REGION

## Annual Regional Conference

### DAY 1 – THURSDAY, MARCH 23, 2017

10:00 a.m. – 5:00 p.m. **Registration** (Conference Center C504/505)

10:00 a.m. – 11:00 a.m. **Continental Breakfast**

11:00 a.m. – 11:30 a.m. **Greetings & Welcome** (Conference Center C504/505)

**Dr. Rhonda Spells-Fentry**, President, NCBAE Northeast Region

**Dr. B. Kaye Walter**, President, Bergen Community College, NJ

**Dr. Ursula Parrish Daniels**, Executive Assistant to the President, Bergen Community College

Song : *Lift Every Voice and Sing*

**Fred Meyers**, MSU/CCL (MEd) Program

11:30 a.m. – 12:15 p.m. **Concurrent Sessions**

**Let's Talk: Campus Dialog on Mission and Values** (Classroom C503)

This session describes how our college 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 multi-campus 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.

**Moderator: Mr. David Taylor**, Bronx Community College, NY

**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** (LYNN R213)

This interactive seminar is designed for educators who seek further development in creating student persistence strategies connected to the overall goals of learning, retention and satisfaction. Topics include: 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 leaves with an "Educator Swagger Score," and a wealth of resources essential for professional development and student achievement. The session concludes with "Memoirs of a Child Almost Left Behind," as the presenter shares details of the retention encounters that transformed his life.

**Moderator: Dr. Cheryl Smith**, NCBAE/NE Board Member Emeritus

**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** (LYNN R214)

This session presents 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 from Kaiser Permanente 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.

**Moderator: Mary Coleman**, Guttman Community College, NY

**Presenters: Scott Olden, MS, RN**, Baltimore City Community College, MD

**H. Lovell Smith, Ph.D.**, Loyola University, MD



DR. SPELLS-FENTRY



DR. WALTER



DR. DANIELS



DR. BULLOCK



DR. JEAN



MR. OLDEN



DR. LOVELL SMITH



***Comprehensive Strategy to Attract and Retain African American Students in the Cybersecurity Program*** (LYNN R227)

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%; WiCyS reports the overall figure as 7%. 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 will share experiences and strategies helpful in recruiting and retaining more students in the field of cybersecurity.

**Moderator:** Dr. Ladylease White, Essex County College, NJ

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



MS. OKORIE

***W. Deen Mohammed: An American Icon to emulate for African American Success in Higher Education*** (LYNN R324)

This session will focus 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. It will introduce the audience to my perception of who he was, and the extent of his thought and influence on some of his and today's most prominent students in higher education.

**Moderator:** Ms. Kellie Byrd Danso, Gateway Community College, CT

**Presenter:** Mikal Naeem Nash, Professor, Essex County College, NJ



MR. NASH

**12:15 p.m. – 1:30 p.m. Lunch Keynote:** Dr. Christine McPhail, Manager and Principal for McPhail Group, LLC Higher Education Consultant Firm  
(Conference Center C504/505)

***Loss Of Vision: New Insight for African Americans Inside The Completion Agenda***

**Moderator:** Dr. Calvin E. Woodland, Morgan State University, MD



DR. McPHAIL

**1:30 p.m. – 1:35 p.m. NCBA-NE 2017 Dissertation of the Year Award Presentation**  
(Conference Center C504/505)

**Award Presenter:** Dr. Deborah Peoples, 2016 NCBA-NE Dissertation of the Year Award Winner

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

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



DR. PEOPLES

**1:35 p.m. – 1:45 p.m. Networking Break**

**1:45 p.m. – 2:30 p.m. Concurrent Presentation Sessions**

***NCBA-NE Dissertation of the Year Research Showcase: Impact of Intended and Unintended Outcomes of Performance-Based Funding on Community Colleges*** (LYNN R234)

With an increased focus on fiscal responsibility and accountability in higher education, state and federal policymakers are designing and implementing various performance-based funding models. However, funding models have focused primarily on four-year institutions, and have not considered the unique institutional mission, and population that community colleges serve. This has led to intended and unintended outcomes for community colleges. This presentation discusses the systematic review methodology used to evaluate the impact of outcomes of performance-based funding. The findings provide institutional leaders an adaptive strategic planning framework and metrics more closely aligned with the institutional mission, and population served, to maximize desirable outcomes and minimize undesirable outcomes for their respective institutions.

**Moderator:** Dr. Deborah Peoples, 2016 NCBA-NE Dissertation of the Year Award Winner

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



DR. SMITH

***Shifting Demographics, Sharper Focus: Successful Retention Strategies for First Generation and Students of Color (LYNN R234)***

The presenters will share various retention strategies from programs such as the First Year Experience, Black Male Initiative, Summer Bridge, and Adelante, a summer program for Hispanic students. Since Anne Arundel's Community College's Student Achievement and Success Program (SAPS's) beginning, the fall-to-fall retention rate has met or exceeded the College's overall retention rate. The presenters will conclude with a discussion on the initiative to scale SASP as part of the College's new strategic plan, Engagement Matters: Pathways to Completion. Status of the work will be shared, including how a sharper focus on retention and completion will help broaden the role of SASP and its impact on student success college-wide.

**Moderator: Dr. Ladylease White**, Essex Community College, NJ

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

***Leading with Cultural Intelligence (LYNN R213)***

To lead and manage effectively, equitably, and excellently in a diverse and globalized world requires community college leaders with a high level of cultural intelligence. To meet the mission and vision of the community college, cross-cultural leadership in the form of cultural intelligence is critical to today's community college administrator. Thus, this presentation will describe and discuss 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.

**Moderator: Dr. Cheryl Smith**, NCBA/NE Board Member Emeritus

**Presenter: Natalie Jones**, Morgan State University, MD

***Successful Support Methodologies for Disability Services - Doing More with Less (LYNN R214)***

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

**Moderator: Ms. Mary Coleman**, Guttman Community College, NY

**Presenters: Dr. Erika Davis**, Neumann University, PA

**Dr. Tiffany Thompson-Johnson**, Morgan State University, MD

**2:30 p.m. – 2:45 p.m. Networking Break**

**2:45 p.m. – 3:30 p.m. Concurrent Sessions**

***Culture Matters! African American Students and White Community College Teachers (LYNN R213)***

The presentation will discuss the need for the presenter's dissertation: Culture Matters! African American Students, White Community College Teachers: A Case Study of Cultural Differences and Their Consequences. The study talks about how best African American Students learn.

**Moderator: Dr. Michelle H. Bondima**, ??

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

***Using a Trauma Informed Lens to Promote Student Success and Strategies for Advocacy Amid Challenging Times (LYNN R227)***

This workshop will examine the theories and principles that underlie Trauma Informed practices. It offers them as a conceptualized framework designed to support the institutional capacity of urban community colleges in assessing and providing socio-cultural support services and interventions, across all levels of service delivery. This includes using a trauma informed lens to develop classroom activities and assignments reflective of student social context and designed to improve student engagement and retention.

**Moderator: Dr. Calvin E. Woodland**, Morgan State University, MD

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



DR. JACKSON



MS. WATLEY



MS. JONES



DR. DAVIS



DR. THOMSON



DR. ERSKINE-MEUSA



MR. COBB

***Inclusive Visioning: Advancing Diversity Through Team Imagining (LYNN C503)***

The session will present the Inclusive Visioning System, which is a management tool and strategic approach for unleashing the power of diversity. American society is experiencing major demographic shifts that are already impacting the racial and ethnic composition of its colleges and universities. Academic leaders need new tools to increase their organizations intra-cultural literacy and flatten hierarchical systems that no longer advance their goals and in fact may impede their global competitiveness and their ability to attract top-notch students and talents from around the world. The session will 1) explain the IV System and how it can improve strategic planning and decision making; 2) describe how to recognize, understand and leverage intra-cultural variability; 3) explain how to move beyond "thinking outside the box" and learn how to "deconstruct the box" and 4) develop relational processes that push power down and eliminate systemic barriers to institutional growth.

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

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



MS. KINARD

***Project Achievement at Union County College (LYNN R214)***

The Project Achievement initiative addresses the disparity of graduation rates between African American males and the general student population at Union County College. NJ. Through the College's graduation focus, Operation Graduation, successfully increased graduation rates for two consecutive years. Despite the increase in overall graduation rates, the graduation rate for African American males remained stagnant. This session will discuss the strategies and best practices we implemented to address this issue. The result of this initiative has nearly doubled our graduation rate for this group of students.

**Moderator: Dr. Claudia Schrader**, Bronx Community College, NY

**Presenters: Amir Malcolm**, Union County College, NJ

**Tinny Cheung**, Union County College, NJ



MR. MALCOLM



MS. CHEUNG

**3:30 p.m. – 3:45 p.m. Networking Break**

**3:45 p.m. – 5:00 p.m. Round Table Discussions (Conference Center C504/505)**

***Destigmatizing Help: Embedded Tutoring as a Proactive and Powerful Alternative***

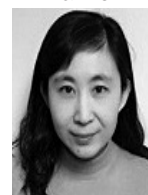
At community colleges, less than 25% of developmental students earn a certificate or a degree within eight years. Fear and stigma often prevent developmental students from utilizing the tutoring service in learning centers. Thus the reality calls for collaborative and innovative forms of instructional support to bridge the gap. We will facilitate an informative, lively discussion on preparing writing center tutors and faculty to work together in the classroom.

**Moderator: Dr. Cheryl M. Smith**, NCBA/NE Board Member Emeritus

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



MS. RHOE



MS. XING

***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. Particularly, White teachers face an increasingly diverse student population. Set in an urban community college, this research highlights the unique complications in preparing diverse populations for the teaching profession.

**Moderator: Dr. Cheryl M. Smith**, NCBA/NE Board Member Emeritus

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



DR. JOHNSON

**Concurrent Presentation Sessions**

***I am Taking a Risk: The Lived Experience of Black Men in an Education Opportunity Fund Program at a Community (LYNN R227)***

The lived experience of Black Men in an Education Opportunity Fund (EOF) at a Community College presents recent research that investigates the influences of Black men enrolled in a support program at a community college. Workshop participants will learn about the recent qualitative study on Black men in a support program and their experience at a community college. We will also discuss how current practices impact this population and their graduation rate.

**Moderator: Mr. David Taylor**, Bronx Community College, NY

**Presenter: LaVon Williams**, Union County College, NJ



MR. WILLIAMS

**Leadership - Leading the Needs Assessment Way: Hear Something, Say Something**  
(LYNN R213)

This PowerPoint presentation will highlight the purpose and importance of community college leaders conducting a needs assessment.

**Moderator: Kellie Bryd Danso**, Gateway Community College, CT

**Presenter: Theresa H. Antoine**, Morgan State University, MD



MS. ANTOINE

**Legal Aspects of Student Affairs Practice: Implications for Community College**  
**"First Responders"** (Classroom C503)

In this session on legal implications for student affairs practice, attendees will learn more about the intersections of community college education and the law, including the history of and institutional obligations under Title IX. Attendees will identify proactive and response strategies to mitigate potential institutional and personal liability. Special emphasis will be given to civil rights protections for students who identify as transgender.

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

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



DR. BOYKIN

**5:00 p.m. – 6:30 p.m. Networking Reception** – Sponsored by Bergen Community College, NJ  
(Conference Center C504/505)

**Reception & Book Signing**

**Dr. Christine McPhail**, Managing Principal for the McPhail Group LLC

**Practical Leadership in Community Colleges: Navigating Today's Challenges**

**Poster Presentations**

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

This session presents youth media as a discourse that provides for unique learning opportunities that straddle the boundaries of reading skills and media engagement. Using a cultural theoretical perspective, the study analyzed the results of 30 developmental reading courses. The triangulated data points demonstrate the efficacy of critical youth media practice as an effective developmental reading pedagogy. Specifically, critical youth media practice improves classroom motivation, lowers classroom turnover, and yields higher test scores compared to the classes taught without this method. In reporting these results, the research calls for more innovative ways to deploy critical youth media practice in order to reach Latino/a and African Diasporic Communities currently enrolled in college developmental reading courses.

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



DR. LEHNER



DR. JOHNSON

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

This poster provides suggestions that faculty and staff play a vital role in educational development for non-traditional students. The literature review covers Kuh's (2005) theory of student engagement. Engagement has positive impact on persistence and grades for students (Kuh, Cruce, Shoup, Kinzie, & Gonyea, 2008). Engagement also affects students who participate in educationally purposeful activities in terms of academic success and being more likely to persist (Kuh, Cruce, Shoup, Kinzie, & Gonyea, 2008). This poster provides information on the impact of student-faculty interaction from a range of student outcomes, such as degree aspirations, integration and communication, cultural appreciation, and college experience.

**Presenter: Tywain Griffen**, The University of Alabama, AL



MR. GRIFFEN

**From Incarceration to Vocation**

Spreading the Word: Present programs that are established to support and embrace re-entry after incarceration.

**Presenter: Ja'Ken Caston**, Morgan State University, MD



MR. CASTON

## DAY 2 – FRIDAY, MARCH 24, 2017

8:00 a.m. – 9:00 a.m. **Registration/Continental Breakfast** (Conference Center C504/505)

9:00 a.m. – 9:15 a.m. **Welcome & Introductions** (5th Floor Conference Center Lobby)

**Dr. Rhonda Spells-Fentry**, Interim VP, Enterprise Technology & CIO, Prince George's Community College, MD, President, NCBAA Northeast Region

9:15 a.m. – 10:15 a.m. **Keynote Speaker** (Conference Center C504/505)

**Student Success is in the Eye of the Stakeholder**

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

**Presenter:** Dr. Andrea Lex, Senior Vice President for Operations & Chief of Staff at Middle States Commission on Higher Education

10:15 a.m. – 10:30 a.m. **Networking Break**

10:30 a.m. – 11:45 a.m. **Federal Update: Conversation with David Baime**

(Conference Center C504/505)

**Moderator:** Dr. Charlene Dukes, Prince George's Community College, MD

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

11:45 a.m. – 12:00 p.m. **Networking Break** (Conference Center C504/505)

12:00 p.m. – 1:30 p.m. **Presidents' Panel and Lunch** (Conference Center C504/505)

**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

1:30 p.m. – 2:00 p.m. **Bergen Community College 2017 Presentations**

(Conference Center C504/505)

Dr. Ursula Parrish Daniels, Executive Assistant to the President, Bergen Community College

**Gifts Drawings**

Dr. Gwendolyn W. Sanders, Chairperson, Advisory Board/Academic Resource Specialist.  
Springfield College/Wilmington Campus, DE

Dr. Judith Stang, Assistant Dean/Campus Director, Springfield College, Wilmington Campus, DE

**Closing Remarks**

Dr. Rhonda Spells-Fentry, President, NCBAA Northeast Region

2:00 p.m. **Adjourn**



DR. SPELLS-FENTRY



DR. LEX



DR. BAIME



DR. WILLIAMS



DR. BULLOCK



DR. EVENBECK



DR. KENDRICK

# NCBAA/NE REGION

## Annual Regional Conference

### Community College Student Track Information

#### THURSDAY, MARCH 23, 2017

10:00 a.m. – 5:00 p.m. **Registration** (Conference Center C504/505)

10:00 a.m. – 11:00 a.m. **Coffee/Tea – Continental Breakfast**

11:00 a.m. – 11:30 a.m. **Greetings & Welcome** (Conference Center C504/505)

**Dr. Rhonda Spells-Fentry**, President, NCBAA Northeast Region

**Dr. B. Kaye Walter**, President, Bergen Community College, NJ

Song : *Lift Every Voice and Sing*

**Fred Meyers**, MSU/CCL (MEd) Program

11:30 a.m. – 12:15 p.m. **Student Plenary Speaker** (LYNN R216)

**Deborah E. Collins, Esq.**, Deputy County Administrator County of Essex, NJ

*Leadership and Integrity*

12:15 p.m. – 1:30 p.m. **Lunch Keynote: Terrell A. Blount**, Program Associate, Vera Institute of Justice, NY  
(Conference Center C504/505)

*Creating Your Personal Story*

**Moderator: ??, ??**

1:30 p.m. – 1:35 p.m. **NCBAA-NE 2017 Dissertation of the Year Award Presentation**

(Conference Center C504/505)

**Award Presenter: Dr. Carolyn H. Anderson**, Morgan State University, MD

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

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

**NCBAA-NE Dissertation of the Year Research Showcase: Impact of Intended and Unintended Outcomes of Performance-Based Funding on Community Colleges** (LYNN R234)

With an increased focus on fiscal responsibility and accountability in higher education, state and federal policymakers are designing and implementing various performance-based funding models. However, funding models have focused primarily on four-year institutions, and have not considered the unique institutional mission, and population that community colleges serve. This has led to intended and unintended outcomes for community colleges. This presentation discusses the systematic review methodology used to evaluate the impact of outcomes of performance-based funding. The findings provide institutional leaders an adaptive strategic planning framework and metrics more closely aligned with the institutional mission, and population served, to maximize desirable outcomes and minimize undesirable outcomes for their respective institutions.

**Moderator: Dr. Deborah Peoples**, 2016 NCBA-NE Dissertation of the Year Award Winner

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

1:45 – 2:30 p.m. **Roundtable Discussions** (Conference Center C504/505)

*Bridging the Achievement Gap*

The Achievement Gap has been a topic of great relevance and study for quite some time however here we plan to look at the factors not creating this gap and explore methods that other organizations have utilized in order to overcome this and provide students with tools they can use to help bridge the gap.

**Moderator: ??, ??**

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



DR. SPELLS-FENTRY



DR. WALTER



MS. COLLINS



MR. BLOUNT



DR. PEOPLES

### ***Student Engagement: Staying the Course During Difficult Times***

A round-table discussion: How do students stay the course during difficult times, i.e. unexpected tragedy, loss, homelessness, illness, family issues, etc. There are many things that students have to combat during their college years to get to completion. This round-table discussion offers a few ways to navigate difficult times through: creating peer-group support, stress management and, time management strategies, healing journaling and spirituality. Ms. Moss has a proven track record of navigating difficulties as a student who holds three degrees, and as Faculty teaching students how to do the same. Ms. Jackson counsels' students in a TRIO/SSS-STAIRS program. She helps individuals cope during trying times while staying focused on goal attainment. Together these two presenters will deliver a round-table discussion that fosters skills and avenues to help students "stay the course" during hard times.

**Moderator:** ??, ??

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



MS. MOSS



MS. JACKSON

**2:30 p.m. – 2:45 p.m. Networking Break (5th Floor Conference Center Lobby)**

**2:45 – 3:30 p.m. Student Concurrent Sessions**

#### ***Primary Determinants Matriculation Experiences of African American Male Community Colleges Students (LYNN R310)***

The primary goal of this session is to discuss pertinent issues regarding the matriculating experiences of African American males in community colleges that appear to be primary determinants of success or a lack of success. The identification of such information is necessary for developing strategies, programs, and services to significantly improve matriculation experiences of African American males in community colleges. The discussion will be driven by one primary research question. The question: What are some the major determinants of matriculation success/lack of success of African American males in community colleges? Five major areas that significantly impact matriculation experiences of community college students are: Academic Deficiency Support Service Experience, General Student Service Experience, Financial Empowerment Experience, and Career Counseling Experience. A pilot instrument survey will be developed based in part on this session.

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

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



DR. JOHNSON

#### ***Authentic Leadership: Being Empowered to Be Yourself (LYNN R216)***

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

**Moderator:** **Dr. Calvin E. Woodland**, Faculty, Morgan State University & Springfield College, DE

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



MS. ROSE-GLENN

#### ***Usage of Social Media: Building Your Personal and Professional Brand (LYNN R225)***

The session will detail how social media can benefit students both personally and professionally. There will be recent data on how employers are viewing social media as both a professional skill set, and a snapshot of their prospective employees' hobbies and passions outside of work. The session will be 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.

**Moderator:** **Kellie Bryd Danso**, Gateway Community College, CT

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



MS. BASSEY

**3:30 p.m. – 3:45 p.m. Networking Break**

### 3:45 – 5:00 p.m. Student Concurrent Sessions

#### ***Overly Focused: Male Students of Color on the Rise!* (LYNN R216)**

Phi Psi Lambda Leadership Society's Men of Excellence Seminars empowers Bergen male students of color through discovery and discussion of history, culture, educational challenges and social problems surrounding them while concurrently engaging them in a dynamic and culturally-responsive leadership development curriculum. Our 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 will discuss methods and impact on male students of color at Bergen Community College.

**Moderator: Dr. G. Duncan Harris**, Dean, Student Affairs, Delaware Technical & Community College, DE

**Presenters: Dr. Damyen Davis**, Director, Summer Intensive Program, Bergen Community College, NJ

**Jordan Posada**, President, Phi Psi Lambda Leadership Society, Bergen Community College, NJ

**Fernando Senchi**, Phi Psi Lambda Leadership Society, Bergen Community College, NJ

#### ***Mastery of Love: The True Character of a Leader* (LYNN R225)**

In this seminar, participants will learn about the fear-based beliefs and assumptions that undermine love and lead to suffering and drama in relationships. Participants will explore 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.

**Moderator: Mr. David Taylor**, Dean, Administration and Finance, Bronx Community College, NY

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



DR. DAVIS



MR. POSADA



MR. SENCHI

### 5:00 p.m. – 6:30 p.m. Networking Reception – Sponsored by Bergen Community College, NJ

(Conference Center C504/505)

**Reception & Book Signing: Dr. Christine McPhail**, Managing Principal for the McPhail Group LLC  
***Practical Leadership in Community Colleges: Navigating Today's Challenges***

#### **Poster Presentations**

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

This session presents youth media as a discourse that provides for unique learning opportunities that straddle the boundaries of reading skills and media engagement. Using a cultural theoretical perspective, the study analyzed the results of 30 developmental reading courses. The triangulated data points demonstrate the efficacy of critical youth media practice as an effective developmental reading pedagogy. Specifically, critical youth media practice improves classroom motivation, lowers classroom turnover, and yields higher test scores compared to the classes taught without this method. In reporting these results, the research calls for more innovative ways to deploy critical youth media practice in order to reach Latino/a and African Diasporic Communities currently enrolled in college developmental reading courses.

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

#### ***The Influence of Academic Experiences Related to Educational Development of Non-Traditional Students***

This poster provides suggestions that faculty and staff play a vital role in educational development for non-traditional students. The literature review covers Kuh's (2005) theory of student engagement. Engagement has positive impact on persistence and grades for students (Kuh, Cruce, Shoup, Kinzie, & Gonyea, 2008). Engagement also affects students who participate in educationally purposeful activities in terms of academic success and being more likely to persist (Kuh, Cruce, Shoup, Kinzie, & Gonyea, 2008). This poster provides information on the impact of student-faculty interaction from a range of student outcomes, such as degree aspirations, integration and communication, cultural appreciation, and college experience.

**Presenter: Tywain Griffen**, The University of Alabama, AL

#### ***From Incarceration to Vocation***

Spreading the Word: Present programs that are established to support and embrace re-entry after incarceration.

**Presenter: Ja'Ken Caston**, Doctoral Student, Morgan State University, MD



DR. McPHAIL



DR. LEHNER



DR. JOHNSON



MR. GRIFFEN



MR. CASTON



## PRESENTER BIOGRAPHIES



**Justin Anderson** currently works as the Assistant to the Director of the Summer Intensive Program. He works very closely with the high schools in Bergen County and also with many students and clubs at Bergen Community College. He is currently a full-time student at William Paterson University studying Philosophy.



**Theresa Hamilton Antoine** is a doctoral student in the Community College Leadership Program, Morgan State University. In the past, she has completed advanced doctoral studies in postsecondary education leadership at Regent University, Virginia Beach, Virginia. She is a retired English teacher from two school districts in the Washington, D.C. Metropolitan Area. Also, Mrs. Antoine has served as an adjunct professor and professional development facilitator.



**Mr. David Baime** serves as senior vice president for government relations and research for the American Association of Community Colleges (AACC). In this role, he 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, and is frequently quoted in *The Chronicle of Higher Education*, *Inside Higher Ed*, and other education publications. Baime holds a bachelor's degree from Haverford College and a master's degree in economics from the London School of Economics.



**Ms. Kani Bassey** is the Marketing and Social Media Manager for Montgomery College (Maryland). Her background is in student affairs. One of her accomplishment was implementing the college's first social media strategy. Kani teaches courses on social and digital media and provides several workshops on how to use their social media for personal brand enhancement. Kani is also a doctoral student at Morgan State University. Her qualitative dissertation is on social media and international student engagement.



**Terrell A. Blount** Terrell A. Blount (Newark, NJ) is a motivational speaker, mentor, and activist for both prison reform and civil rights. His main topics of discussion are post-secondary education for currently and formerly incarcerated individuals, race and class, police brutality, 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. Terrell has spoken at numerous academic institutions, including The College of New Jersey, Princeton University, and Rutgers University, where he delivered a stellar opening remarks speech preceding New York Times best-selling author Michelle Alexander, writer of "The New Jim Crow: Mass Incarceration in the Age of Colorblindness".

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-Newark campus, studying for his Masters in Public Administration.



**Dr. Tiffany Fountaine Boykin** is the Assistant Dean of Student Services at Anne Arundel Community College in Arnold, Maryland. Dr. Boykin engages in strategic planning and promotes creative ideas that enable student support services programs and the College to be more innovative, productive, and efficient. Dr. Boykin's research examines access, participation, and outcomes for students of color in collegiate settings, the role of Historically Black Colleges and Universities, and legal aspects of higher education.



**Dr. Quentin Bullock** is President of the Community College of Allegheny County in Pittsburgh, Pennsylvania. His professional career has advanced from an urban high school science teacher, a director for STEM enrichment programs, Executive Dean for an urban campus, Provost for a cutting edge institution, and former President of Schenectady County Community College. Bullock is a proven and results oriented community college president that is recognized for his exemplary leadership.



**Ja'Ken Caston** is a doctoral student at Morgan State University. He is currently a principal for correctional education at the Baltimore City Correctional Center, The Metropolitan Transitional Center, and The Occupational Skills Training Center in Maryland. Ja'Ken is a graduate of Virginia Commonwealth University and Johns Hopkins University. He has studied at Southern University in Baton Rouge, LA, Coppin State University in Baltimore, MD, and at El Bispo Marroquin, located in Antigua, Guatemala. Caston holds a Bachelor of Arts in Spanish and a Master of Science degree in Education with a concentration in Reading. Ja'Ken has lived in Puerto Rico, Honduras, and the Dominican Republic, which sparked a profound interest in the Caribbean and the Americas, especially the connection with the Garifuna culture and people. His research includes transitional services, workforce development and access to higher education for the formerly incarcerated.



**Gregory J. Cobb** is an Assistant Professor at Bronx Community College in New York city. He is a NYS Licensed Social Worker. His scholarship focuses on how issues of trauma impact the lives of marginalized individuals, communities and human service organizations. His scholarship has developed from his experience implementing Trauma Informed Systems of Care with at-risk youth and families involved in the NYS Child Welfare and Juvenile Justice Systems.



**Tinny Cheung** is the Associate Director of Student Success at Union County College and leads a team of academic advisors known as Operation Graduation. She holds a Master's degree in Counselor Education and Bachelor's degrees in Psychology and Sociology from Kean University. She also serves as an adjunct instructor for Kean University teaching Critical Issues and Values in Contemporary Health.



**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. She 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. She was a litigator in the General Counsel's office of the New York City Transit Authority. She served as a consultant to the National Football League. 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. After a brief career in academia teaching Spanish at the college level, she graduated from Rutgers Law School in Newark, New Jersey where she received the degree of Juris Doctor. Ms. Collins has taught Human Resources Administration in the Master's program of the School of Public Affairs and Administration at Rutgers University. She is also an approved non-public arbitrator for the Financial Industry Regulatory Authority (FINRA). She is a proud member of Delta Sigma Theta Sorority, Inc. and the National Coalition of 100 Black Women.



**Dr. Damyen Davis** is the Director of the Office of the Summer Intensive Program at Bergen County College's achievement and leadership development program. His clinical experience focused on adult clients overcoming challenges related to extreme poverty, chronic homelessness, behavioral issues, and medical challenges. Dr. Davis' current research, "Being Smart is Not Being a Man: The Emasculation of Education and its Contribution in Producing Low-achieving Male Students of Color" is an exploratory study that examines ways in which African American and Latino males construct their masculine identity as they respond to messages from adults and peers socio-cultural and normative gender behavior and characteristics about education and learning. Dr. Davis has a B.A. in History, a M.A. in developmental psychology and holds a doctoral degree in Counseling Psychology.



**Erika K. Davis** is a Director of Adult and Graduate Admissions at Neumann University. She is effective at assessing and creating impactful strategic goals for University retention and growth; reflecting institutional strengths and priorities as it relates to minority populations. She holds a BA in Communications from the University of Pittsburgh, a Master's in Professional Writing from Carnegie Mellon University and an Ed. D in Higher Education from Morgan State University



**Dr. Denise Erskine-Meusa** is a results-oriented educator with over twelve years of combined experience in higher education and youth development. She has a strong track record of facilitating robust and creative learning environments. Her expertise is in teaching and learning, storytelling, public speaking, and culturally responsive pedagogy. Dr. Erskine-Meusa is a graduate of Morgan State University's Community College Leadership Doctoral Program.



**Dr. Scott Evenbeck** is Guttman Community College's Founding President. Dr. Evenbeck served as professor of psychology and founding dean of University College at Indiana University-Purdue University, Indianapolis. He joined the psychology faculty there after completing his Masters and Doctorate in Social Psychology at University of North Carolina at Chapel Hill. He earned his Bachelor's degree in Psychology at Indiana University at Bloomington. Scott has long been involved in designing, implementing and assessing programs for students in their first years of university study. Dr. Evenbeck was a task force advisor for the Foundations of Excellence in the First College Year and a board member of the American Conference of Academic Deans. He served on the advisory board for the National Resource Center for the First-Year Experience and Students in Transition. The National Learning Community conference recognized him with the lifetime achievement award. He has been on accreditation teams for three regional associations, focusing on general education, assessment and programs for entering students.



**Tywain Griffen**, serves as a Counselor at The University of Alabama in Tuscaloosa, Alabama. He earned a Bachelor's degree in Psychology from Tuskegee University and a Master's degree in Counseling Psychology from Alabama A&M University. Currently, he is a doctoral student in the Community College Leadership Program at Morgan State University.



**Leslie Y. Jackson** is the Academic Coordinator for the TRIO/SSS-STAIRS Program at Baltimore City Community College. She specializes in designing and delivering innovative programs and services to increase the success of underrepresented and at-risk students. Leslie's holistic approach to student development equips students with strategies to overcome personal dilemmas to achieve academic success. In addition to facilitating workshops, her area of interests includes encouraging student engagement through self-efficacy, peer support networks, and leadership development.



**Dr. Daniel Jean** is a Newark, New Jersey native who rose from a 1.9 grade point average to earn his doctorate from Seton Hall University. He is an author, motivational speaker, swagger trainer, playwright, poet, and the founder of ([wordstravel.org](http://wordstravel.org)) an organization that offers empowerment and "edutainment" for groups of all ages. He serves as the Executive Director of the Educational Opportunity Fund Program and Academic Development at Montclair State University. Previous roles include Director of Student Activities, Director of Leadership Education, and Director of the Center for Academic Advising, First Year Experience and Testing. He has conducted over 350 trainings, seminars, keynotes and webinars across the country. He has published two books and has taught college courses in transformative leadership and hip-hop culture. He also founded the Richard Wilson/Jason James Mentorship Program for high school/college students, young professionals. He founded a professional consortium titled the Male Education Network (MEN) for men in education PreK-20+. His most recent play "*Til Death Do Us Part?*" ran Off-Off-Broadway in NYC August 2010 and August 2012. The Wordstravel Documentary highlighting his journey is currently in production and he has a goal to deliver 1,000 Swagger Seminars before he retires.



**Maurice E. Johnson**, a native of West Palm Beach, FL has a bachelor's in Political Science from Bethune Cookman University and a master's degree in Public Administration from Florida A and M University. Dr. Maurice E. Johnson is a recent graduate of the Community College Leadership Program at Morgan State University. Experience: Educator Financial Literacy Maryland Youth Promise, District of Columbia Public Charter Schools, and Program Instructor d District of Columbia Public Schools. Dr. Johnson is a member of the National Council on Black American Affaires (NCBAA/NE).



**Dr. Tonya Johnson** is an Assistant Professor at Bronx Community College, Bronx, N.Y. in the Education and Reading Department. Johnson began her career in Education as a substitute teacher in the New York City Department of Education. After teaching the fifth grade, Johnson became the teacher of Technology for 6 years at her school, and developed a technology curriculum for the school. She has also served as school principal at Merrick Academy Charter School, the first charter school in Queens NY. In both roles, teacher and leadership, she understands the importance of building strong networks for children, educators and fostering community partnerships. She holds a doctorate in Teacher Leadership and Administration, Walden University, M.S. in Supervision and Administration, M.S. in Childhood Education, B.S. Business Computer Information Systems, and STEM Certification, New York Institute of Technology.



**Natalie Jones** is a doctoral candidate in the Community College Doctoral Leadership Program at Morgan State University. Ms Jones lives Maryland. She obtained a B.A. from Hood College and her M.A., in Political Science from Howard University. She is a professional development teacher specialist in the Maryland school system, working with teachers and administrators to increase student achievement and close student opportunity gaps.



**Dr. Dorsey Kendrick** has been president of Gateway Community College since 1999. Since then enrollment has more than doubled, making it the largest of Connecticut's 12 community colleges, and recently Gateway moved from an outdated building on Long Wharf to a vibrant, state-of-the-art downtown campus. "Having good people who share your vision, who see you as the person who can make it happen, and who are willing to take the risk with you" are essential, she says. She credits a devoted faculty, strong senior-level management, the community, and New Haven's delegation of state legislators with helping bring her vision to life. Kendrick is passionate about giving students opportunities. She is especially good at helping those at risk of falling through the cracks. Dr. Kendrick was raised in Tennessee. She became one of three African-American students to begin integration at Union University, where she earned her undergraduate degree in Business Administration . She holds a master's in Business Management from Cardinal Stritch University and a doctorate in Higher Education Administration from Walden University. The New Haven resident serves on various boards and has received numerous awards. Most recently, Yale University and the City of New Haven honored her with the 2015 Elm-Ivy Award, which honors those who strengthen the ties of Yale and the Elm City.



**Sylvia Gail Kinard**, is an attorney and Chief Diversity Officer for Medgar Evers College of the City University of New York. She has conducted numerous workshops and lectures on the "Inclusive Visioning System" which she developed. She is currently researching the impact of student diversity on access to financial aid and college admissions. Ms. Kinard is also a children's book author and resides in Brooklyn with her daughter, Kellie Alexis.



**Dr. Edward Lehner** is an Assistant Professor in the Bronx Community College's (BCC) Department of Education and Reading. He is a teacher/researcher who has taught at every level, including Universal Pre-Kindergarten, during his career in New York City. Beyond his teaching, Lehner is a firm believer in the power of student engaged research that yields insights that can transform classroom teaching and learning practices. Lehner believes that cogenerative research, the process of engaging all participants/students as researchers, is at the heart of classroom innovation. Lehner has inaugurated a robust research agenda at BCC that focuses on literacy development and future teacher preparation.



**Dr. Andrea Lex**, is currently the Senior Vice President for Operations & Chief of Staff serving the Middle States Commission on Higher Education. Her previous positions included Dean of Planning, Assessment, and Institutional Research, Prince George's Community College, Maryland; Senior Director, Student and Administrative Services, University of Washington, Seattle; Associate Vice President of Planning and Budget, Duquesne University, Pittsburgh; and Director of Institutional Research, Community College of Allegheny County Pittsburgh. Andrea is a past president of the Society for College and University Planning and a recipient of the Society's Distinguished Service Award. She is a first-generation college student having received her Master's and Ph.D. in counseling and research from the University of Pittsburgh, and a bachelor's degree in theology, with concentrations in psychology and philosophy, from Duquesne University, Pittsburgh.



**Amir Malcolm** is currently an Academic Advisor for the Project Achievement initiative at Union County College, New Jersey. Prior to his current position at Union County College, he also served as the Athletic Academic Advisor at Union County College. During his time with Kean University's Office of Undergraduate Admissions Office, New Jersey; he served as Acting Admissions Counselor and also Academic Specialist. Amir is a first-generation college student having earned his Bachelor's degree in Public Administration from Kean University. Amir is currently completing his Master's degree in Public Administration from Kean University.



**Dr. Christine McPhail** Managing Principal for the McPhail Group LLC and Emerita Professor and Founder of CCLDP at Morgan State University. Dr. Christine McPhail is the Managing Principal for the McPhail Group LLC, a higher education consulting firm; 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 was recently appointed to serve on the Gates Foundation's Completion by Design National Advisory Committee. Dr. McPhail is the recipient of the 2010 AACC National Leadership Award and the 2008 League of Innovation's Terry O'Banion Leadership Award. She formerly served as the President and Chief Instructional Officer at Cypress College in southern California.

She serves on the Advisory Council for the Community College Survey of Student Engagement (CCSSE) and the National Center for Postsecondary Research (NCPRI) at the Community College Research Center (CCRC) ; and Coach, Achieving the Dream. She recently served on the Board of Directors for the American Association of Community Colleges (AACC) and the Council for the Study of Community Colleges (CSCC). McPhail formerly served as the Affirmative Action Officer, Division J, American Education Research Association (AERA) and on the Editorial Board for the Community College Journal of Research and Practice. 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..



**Latonia V. Moss** is an associate professor at Baltimore City Community College. She has over twenty years as a workshop presenter and keynote speaker on various subjects from Self-Esteem to Diversity/Civility. She has presented her workshop, Journaling to Heal, a popular workshop for professional development at the Quest Conference at Baltimore City Community College. Additionally, she has been a guest Poet and Playwright in the local Baltimore City circuit.



**Prof. Mikal Naeem Nash** was born in Newark, New Jersey. He lives in South Orange NJ with his wife and three children. Prof. Nash is a doctoral candidate in the Arts and Letters Program at Drew University with concentrations in History and Studies in Spirituality. Prof. Nash is a historian who has great interests in African-American and American history, New Jersey history, African history and Islam. He teaches a wide-range of history courses and related public programs at Essex County College in Newark, NJ.



**Ms. Patricia Okorie** is faculty member at Prince George's Community College's Information and Engineering Technology Department, and a doctoral candidate at Morgan State University. She is experienced in information technology and classroom instructions. Her goals involve elevating interest in cyber security and building core competencies for career readiness. She intends to decrease the digital divide by creating environments conducive to learning for under-served and under-represented populations. Ms. Okorie belongs to numerous professional organizations across the globe.



**Mr. Scott Olden** is a registered nurse with over 30 years of experience in healthcare management. He is the Dean of the School of Nursing and Health Professions at Baltimore City Community College. Mr. Olden is currently a graduate student in the Community College Leadership Doctoral program at Morgan State University. His area of research focuses on the impact of social determinants on aspirations of African American males to pursue careers in the health professions.



**Elisha Philips** is currently a student at Bergen Community College, studying criminology. He is a distinguished gentleman of Phi Psi Lambda Leadership Society and works tirelessly to accomplish not only his goals and dreams but helps those around him reach their goals and dreams.



**Jordan Posada** Jordan Posada is a first-generation college student dedicated to achieving service, career and academic. He is the recipient of the Philip Begonja scholarship for his extensive service to his community on and off campus. Posada serves as a Peer Leader of the Summer Intensive Program at Bergen.. The Summer Intensive Program is a college readiness and achievement program for high school students. In addition, he has served as a community service volunteer at Bryant Elementary School as a Teachers Aid and a community service volunteer at a non-profit senior housing service reading to the residents. Jordan is President of Phi Psi Lambda Leadership Society. A leadership society devoted to increasing the graduation rates of male students of color across Bergen’s campus. Jordan will Mercy College where he plans to graduate with a degree in Music Production and pursue his career in the Hip-Hop industry.



**Angela Rhoe** directs the Writing, Reading, and Language Center at Montgomery College – Rockville and currently serves as the Secretary on the Mid-Atlantic Writing Center Association Executive Board. She has served as a faculty member at Prince George’s Community College, University of Cincinnati and George Mason University. Her conference presentations have focused on embedded tutoring and 2-year College writing center needs. She holds a Bachelor’s and a Master’s degree in English.



**Audrey Rose-Glenn** is the manager for the Student Leadership Institute/SLI where she provides leadership education and development programming for students within the Office of Student Life at Bronx Community College. Ms. Rose-Glenn has been the Director of two Higher Education Opportunity Programs: HEOP and TRIO/ Student Support Services. She has taught, and presented numerous workshops and seminars in areas of leadership, academic preparedness and professional development. A consummate student affairs professional with expertise in the areas of program development and project management. Ms. Rose-Glenn is a strong advocate and promoter of policies that support and create educational opportunities for urban and disenfranchised students. Audrey Rose-Glenn, holds a BS in Psychology from Atlantic Union College, MS in Education from Andrews University.



**Fernando Senchi** Fernando Senchi is a first-generation college student seeking to achieve his goal of being a “community change agent”. He is an Urban Leagues Scholarship recipient. Senchi was selected for his interest in wanting to bring awareness, inclusion and solutions to the problems faced by people who are economically disadvantaged. He is a Peer Leader for the Summer Intensive Program at Bergen Community College. A program whose focus is helping students transition from high school to college. Another is his role for the Phi Psi Lambda Leadership Society whose sole purpose is to help increase graduation rates among male students of color in higher education and beyond. Fernando plans to continue his education at Rutgers University and to eventually work in a hospital as a physical therapist One of his career goals as a physical therapist is helping veterans, athletes, and those with physical disabilities in a way to give back to the people.



**Kevin Smay**, Assistant Vice President for Strategic Planning and Institutional Research, leads planning, assessment and institutional research functions for CCAC. The office manages and uses data and information to drive decision making, planning and resource allocation. Kevin is CCAC’s Accreditation Liaison Officer to the Middle States Commission on Higher Education. He holds a master's degree in urban and regional planning with certification in information service management from the University of Pittsburgh.



**Dr. Charanne Smith** has a background in higher education, policy, diversity, curriculum and program development, early college high school partnerships, and corporate human resources. She has a Bachelor of Arts from University of Iowa, Master of Arts from Thomas Edison State University and a Doctor of Management in Community College Policy and Administration from University of Maryland University College. She believes in student access, opportunity and success, and is Director-Brookdale Community College at Neptune.



**Dr. H. Lovell Smith** has been faculty in the department of sociology since 1993 and received his Ph.D. in sociology from the University of Maryland at College Park. His published articles have examined the influence of poverty and racial/ethnic segregation on the well-being of urban communities and its youths. Presently, his research agenda examines the influence of social and cultural capital on student academic achievement.



**Dr. Rhonda Spells-Fentry** serves as the interim Vice President for Enterprise Technology and CIO at Prince George’s Community College in Largo, MD. In this role, she is responsible for managing the College’s technology strategy and operations to include ERP applications and support, teaching and learning technologies, technology support services, IT security, and eLearning. She holds membership in a variety of professional organizations, including the board of directors of Maryland Online and the Center for Higher Education Chief Information Officer Studies (CHECS). Dr. Spells-Fentry serves in a leadership role in two AACC affiliate councils, President of the NCBAA Northeast Region, Chair of the Instructional Technology Council (ITC), and Vice-President for Organizational Vitality for NCBAA National. Dr. Spells-Fentry holds a BS degree in Computer Science and a MBA from the University of Maryland University College, and a doctorate in Community College Leadership from Morgan State University.



**Tiffany Thompson-Johnson** is a Senior Institutional Researcher for the Office of Institutional Research at Morgan State University. Her areas of interest are in the perceived barriers that affect faculty acceptance of online teaching and students’ acceptance of online learning. Dr. Thompson-Johnson holds a BS in Information Systems at Morgan State University, a Master’s in Public Administration from University of Baltimore and a PhD in Higher Education from Morgan State University.



**Dr. Carolyn Grubbs Williams** served as the fourth president of Bronx Community College, City University of New York. Prior to this presidency, Dr. Williams served as the President of Los Angeles Southwest College. Prior to her presidencies, Dr. Williams served as Dean of Student Affairs at Highland Park Community College in Detroit, then as Vice Provost for Academic and Student Affairs, and as Vice President for Academic Affairs at Wayne County Community College in Detroit. Dr. Williams has a BS in Sociology; MA in Urban Planning and Ph.D. in Higher Education from Wayne State University Under her leadership, Bronx Community College, developed large scale capacity-building projects in higher education in South Africa. Dr. Williams served on a number of national boards including the American Association of Community Colleges (AACC) where she served as Chair. She is currently a member of the Commission on Global Education, the National Council on Black American Affairs (NCBAA), the Council for Higher Education Accreditation (CHEA), including its Executive Committee, the Advisory Board of the Community College Research Center, Columbia University, and Board for the Institute of Community College Development (ICCD).



**LaVon Williams** is a doctoral student in Educational Leadership for Community Colleges at Rowan University and the founder of The Men of the Tenth Inc. He created the nonprofit organization to help students achieve their academic and career goals. He has over 18 years of higher education experience in enrollment management. Prior to working in higher education, he earned a master’s degree at SUNY Cortland in Sports Management and worked in basketball operations for the New York Knicks.



**Xianghui Xing** is a full-time tutor in the Writing, Reading, and Language Center of Montgomery College, Rockville. Prior to becoming a professional writing consultant, she taught English composition and literature courses at Clark University, Tufts University, and Suffolk University, among others. She holds a Bachelor’s and a Master’s degree in English.

————— *Program is subject to changes* —————



## **2017 Board of Directors**

**Dr. Rhonda Spells-Fentry**  
President

**Dr. Carolyn H. Anderson, Acting**  
Vice President Organizational Vitality

**Ms. Kellie Byrd Danso**  
**Dr. Claudia Schrader**  
Co-Vice Presidents Membership

**Dr. Michelle Bondima**  
**Dr. Carolyn G. Williams\***  
Vice President Programs

**Dr. Michael Baston**  
**Dr. Gwendolyn W. Sanders**  
Co-Vice Presidents Public Relations

**Ms. Mary Coleman\***, Treasurer

**Dr. Roy H. McLeod**, Assistant Treasurer

**Dr. Sheryl L. Nelson**, Secretary  
**Ms. Alonia C. Sharps**, Parliamentarian

### **Board Members**

<b>Dr. Michelle Harris Bondima</b>	<b>Dr. Wilfredo Nieves</b>
<b>Dr. Barbara Gaba</b>	<b>Mr. David A. Taylor</b>
<b>Dr. G. Duncan Harris*</b>	<b>Dr. Ladylease G. White</b>
<b>Dr. Gordon F. May</b>	<b>Dr. Calvin E. Woodland</b>

### **EMERITUS**

**Dr. Antonio Perez**  
**Dr. Cheryl M. Smith**  
**Ms. Evelyn Whitaker**

[www.ncbaa-ne.org](http://www.ncbaa-ne.org)

**Mr. Wilson Aguilar**, Program Layout  
**Dr. Gwendolyn W. Sanders**, Editor

\*National Board