



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

Visit our website at [www.ncbaa-ne.org](http://www.ncbaa-ne.org)

Northeast Region Fall 2019 Newsletter

## SAVE THE DATE

# Annual Regional Conference March 19-20, 2020

The Evolving American Community College:  
Trends, Challenges, and Strategies for  
Student Success



**Capital Community College**  
950 Main St, Hartford, CT 06103



**Hotel**  
**Residence Inn by Marriott Downtown Hartford**  
942 Main Street, Hartford, CT

The conference rate for the hotel room is \$189.00 per room, plus tax (special rate until February 18, 2020).

**Hotel booking instructions:**  
Book online or via phone (860-524-5550, mention NCBAA Northeast Region Conference).



**Online booking link:**  
<https://www.marriott.com/events/start.mi?id=1572546782700&key=GRP>

**2020 Conference page:**  
<http://www.ncbaa-ne.org/2020-conference/>

**Registration (Coming Soon)**

- Member: \$165
  - Non-Member: \$195
  - Graduate Student: \$70
- A student currently enrolled in a graduate or doctoral program. Verification required.*

## MESSAGE FROM THE PRESIDENT

Greetings from the Northeast Region!

I am excited and honored to serve as president of the National Council on Black American Affairs, Northeast Region (NCBAA-NE). The fabulous Northeast Region is comprised of 12 states and two U.S. territories

(*Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Puerto Rico, Rhode Island, Vermont and Virgin Island*). Within these areas we are striving to expand our outreach by increasing individual and institutional memberships.



The focus of NCBAA is to assist community college African-American staff and students in navigating higher education career pathways and achieving success through attaining educational and employment goals. You can expand your networking circle by joining us at our annual Regional Conference, March 19–20, 2020 at Capital Community College, in Hartford Connecticut. The conference theme is ***“The Evolving American Community College: Trends, Challenges, and Strategies for Student Success.”*** This theme is supported by five tracks which respond to new challenges and opportunities facing community college faculty, staff, and students. Many thanks to Dr. Duncan Harris, Campus Chief Executive Officer at Capital Community College for hosting our Regional Conference.

Stay connected to NCBAA-NE by browsing our website (<http://www.ncbaa-ne.org/>), chatting with us on LinkedIn (<https://www.linkedin.com/groups/6779758/>), sending us your thoughts and questions via email, or connect with us directly. If you have any noteworthy higher education news you would like to share, please send it to Dr. Gwendolyn W. Sanders, Vice President, Public Relations at [drgws02@comcast.net](mailto:drgws02@comcast.net) or to me at [president@ncbaa-ne.org](mailto:president@ncbaa-ne.org).

I look forward to meeting and working with you through NCBAA-NE. Have a fantastic academic year!

Educationally Yours,

*Tonja*

Dr. Tonja L. Ringgold  
President, NCBAA-Northeast Region

## AROUND THE REGION

### **Dr. Shanna L. Howell, Ph.D Named Dean of Bristol Community College, New Bedford Campus**

Dr. Howell comes to Bristol after working as Director of Student Success at Grand View University in Des Moines, Iowa. She began her duties at Bristol Community College in August 2019. In her new role at the New Bedford Campus, she will foster a student-centered educational environment responsive to the needs of diverse students, as well as the recruitment and retention of a diverse workforce that reflects the greater New Bedford region.



Dr. Howell holds a Bachelor of Science in sociology from The University of West Georgia in Carrollton, a Master of Science in adult learning and organizational performance from Drake University in Des Moines, Iowa and a Doctorate of Philosophy in educational leadership and policy studies, from Iowa State University in Ames, Iowa. *Source: [www.bristolcc.edu/](http://www.bristolcc.edu/)*

### **Therol Dix, J.D., was appointed Vice President of the West Campus of Montgomery County Community College in Pottstown, PA**

**Therol Dix** appointed Vice President of the West Campus of Montgomery County Community College in Pottstown, PA in September 2019. Prior to her appointment, she held the position of Dean of Arts and Humanities at MCCC, and before then, she was a full-time instructor and co-coordinator in the Mass Media Studies and Production department. Therol Dix also taught in part-time faculty roles at MCCC and Northampton Community College. Prior to her career shift to academia, she was an Assistant District Attorney for Montgomery County.



Therol Dix holds a bachelor's degree in Communications Studies from University of California, Los Angeles, and a master's degree in Communication from the Annenberg School for Communication at the University of Pennsylvania. *Source: [www.mc3.edu/](http://www.mc3.edu/)*

### **Sarah Lawrence College Appoints VP**

**Fatiah Touray, Esq.** has been appointed vice president for diversity, equity and inclusion and special assistant to the president at Sarah Lawrence College (Sept. '19) According to Sarah Lawrence President Cristle Collins Judd, Fatiah brings leadership experience in higher education, complemented by her nonprofit work and training as a lawyer and classroom teacher. Fatiah's focuses on mentorship and direct engagement with students. She is a born and raised New Yorker and first-generation college graduate. Fatiah holds a bachelor's degree in journalism and Africana studies from New York University, a master's in education from City University of New York and a law degree from Howard University. *Source: [www.sarahlawrence.edu](http://www.sarahlawrence.edu)*



**Connecticut Board of Regents Appoints Regional Presidents  
Dr. Rob Steinmetz, Dr. James P. Lombella, and Dr. Thomas G. Coley, are the three regional  
community college presidents**

The BOR is moving forward with plans to consolidate the 12 independently administered community colleges into a singly accredited institution by 2023. The naming of the regional presidents is a major milestone in that process. The new single community college structure will have three regions, each of which will be led by a regional president.

**Dr. Rob Steinmetz** is president of Region One, Capitol-East, which consists of Capital Community College, Manchester Community College, Middlesex Community College, Three Rivers Community College, and Quinebaug Valley Community College. He served as vice president for student affairs at Portland Community College in Oregon. He comes to the Connecticut State Colleges and Universities (CSCU) with more than 10 years of educational and administrative experience. He began his collegiate career at Chattanooga State Community College, where he earned an Associate of Science degree. He holds a Bachelor of Science, a Master of Public Administration degrees from the University of Tennessee, Chattanooga, and a Doctorate of Education from the University of Alabama. He began his collegiate career at Chattanooga State Community College, where he earned an Associate of Science degree.



**Dr. Thomas Coley** is the president of Region Three, Shoreline-West, which consists of Gateway Community College, Housatonic Community College, and Norwalk Community College. He served as chancellor of the South Bend-Elkhart campus of Ivy Tech Community College in Indiana. He has more than 30 years of educational and administrative experience. He holds a Bachelor of Arts degree from Moorehead State University, and a Master's of Arts and a Ph.D. from the University of Wisconsin.



Dr. Coley said, "I welcome this tremendous leadership opportunity to join the Connecticut State Colleges and Universities system as president for the Shoreline-West region."

The hiring of the three regional presidents is a key component of the planning for the single college and puts in place a new structure that provides strategic leadership and centralized services at the system and regional level with implementation activities at the campus level.

**Dr. James Lombella** is president of Region Two, North-West, which consists of Asnuntuck Community College, Naugatuck Valley Community College, Northwestern Community College, and Tunxis Community College. He has more than a decade of experience within the CSCU system. He began his collegiate career at Holyoke Community College, where he earned an Associate of Science degree. He holds a Master's of Management degree from Cambridge College and a Doctor of Education degree from Nova Southeastern University. He began his collegiate career at Holyoke Community College, where he earned an Associate of Science degree.



In 2018, the New England Commission of Higher Education (NECHE), New England's higher education accrediting body, informed CSCU that before receiving accreditation as a single college, the system must first look and act like a single institution. The announcement of regional presidents in April 2019 is consistent with the timeline outlined in the "Students First Plan". The goal is to receive single accreditation of Connecticut's community colleges by 2023. The three regional presidents started this summer (2019).

Source: [www.ct.edu](http://www.ct.edu)

**President Dr. Charlene M. Dukes Announced Her Retirement**

Sidney Gibson, chair of Prince George's Community College (PGCC) Board of Trustees, announced that **President Charlene M. Dukes** will retire on June 30, 2020. President Dukes became the institution's eighth and first female president on July 1, 2007. "President Dukes is a talented educator and leader who is passionate about Prince George's Community College, the county, and the region. We are pleased that she has served this community as president for 13 years," said Gibson. Over her tenure, Prince George's Community College and the community have benefited from the leadership of President Duke.

Source: [www.pgcc.edu](http://www.pgcc.edu)



**Massasoit Community College welcomes two new deans**

**Dr. Michael Roggow** appointed dean of Massasoit’s Business & Technology Department, and **Dr. Harriette Scott** as dean of Humanities and Communication Arts.

**Dr. Roggow** was most recently the Dean of the division of Business, Criminal Justice and Law at Schenectady County Community College in upstate New York. Dr. Roggow has more than 20 years of experience building academic programs in community colleges within the State University of New York and the City University of New York. Dr. Roggow served on the board of the American Association of Community College’s Council for the Study of Community Colleges. He holds M.A. and Ed.D. degrees in Higher Education Administration from New York University, a B.A. in Psychology from Ohio State University, and an A.S. in Business Administration from Corning Community College.



**Dr. Harriette Scott** a native of St. Louis, Missouri where she began her career in public education. She taught in the public school system in Norfolk, Virginia and received “Teacher of the Year” and recognitions in four states. She comes to Massasoit from Tulsa Community College in Oklahoma where she was Dean of Student Affairs, Judicial and Wellness. Dr. Scott has held full time faculty and administrative positions in both academic and student affairs at multi-campus community colleges in Oklahoma, Missouri, South Carolina, and North Carolina. She earned a B.A. in Interdisciplinary Studies from the University of Missouri-Columbia, a M.A.T. degree from Norfolk State University, and an Ed.D. in Higher Education in the Community College Leadership Doctoral Program at Morgan State University.



Source: [massasoitnews.wordpress.com/](http://massasoitnews.wordpress.com/)

**Dr. Athos Brewer is the new Vice President for Administrative Services at Union County College (Cranford, NJ).**

At Union, Dr. Brewer is responsible for multiple departments, including Grants, College Relations, Continuing Education, and the Industry-Business Institute. His previous positions include Vice Chancellor of Student Services at Houston Community College (HCC), Vice President of Student Affairs at Bronx Community College of the City University of New York (CUNY). He holds a bachelor's in international studies from Capital University, Master's in social agency counseling from the University of Dayton; and a doctorate in education technology from American University. Source: [www.tapinto.net/](http://www.tapinto.net/)



bachelor’s degree in psychology from the University of Maryland, a master’s in counseling from Trinity University, and a doctorate in higher education leadership, management and policy from Seton Hall University. She began her tenure in higher education 15 years ago and has worked in student affairs at both two-year and four-year colleges. Over the past decade, she has served at Montgomery College in Rockville, Maryland.

Source: <http://www.sunyrockland.edu/>

**Rockland CC Names VP of Enrollment**

**Dr. Helen Castellanos Brewer** has been appointed vice president of enrollment management and student affairs at Rockland Community College. She was previously vice president of student development at Union County College in New Jersey. She holds a



**Dr. Paul Broadie II selected as new President of Santa Fe College in Gainesville, FL**

The next president of Santa Fe College, **Dr. Paul Broadie II** is currently president of both Gateway Community College and Housatonic College. Broadie will succeed Dr. Jackson N. Sasser and become the 5th president in Santa Fe's 54-year history. The Santa Fe College District Board of Trustees unanimously endorsed Dr. Paul Broadie as the new President of Santa Fe College.



The current President Jackson Sasser announced his intention to retire in 2020. Dr. Broadie will transition into the position.

Source: [news.sfcollege.edu](http://news.sfcollege.edu)

## Report: HBCUs Produce More Upwardly Mobile Graduates than PWIs.

A new report presents data indicating that more students experience upward economic mobility at Historically Black Colleges and Universities (HBCUs) than at Predominantly White Institutions (PWIs).

In the forward to the report, **Dr. Walter M. Kimbrough**, president of Dillard University, wrote that HBCUs have consistently supported low-income and Pell Grant-eligible students, which has enabled these graduates to enter the middle class.



The report titled, *“Moving Upward and Onward: Income Mobility at Historically Black Colleges and Universities”* by the Samuel DeWitt Proctor Institute for Leadership, Equity & Justice at Rutgers Graduate School of Education examines intergenerational income mobility of recent HBCU graduates, comparing it to upward mobility and economic stratification at other institutions.

“Sometimes when people look at graduation rates or retention rates of HBCUs they compare those to institutions, usually PWIs, that don’t have as many low-income students or Pell Grant-eligible students, and that’s really not a fair comparison,” said **Dr. Marybeth Gasman**, the Samuel DeWitt Proctor Endowed Chair in Education and Distinguished Professor in the Graduate School of Education at Rutgers University. “We found in this data set that HBCUs were enrolling higher numbers of low-income students. What that says to us is that they are doing the lion’s share of the work when it comes to low-income, African-American students, and they’re having to add a great deal to the experiences of the students because a lot of these students have come in under-prepared,” Gasman added.



Gasman collaborated with **Dr. Robert A. Nathenson**, research specialist for the Consortium for Policy Research in Education at the Graduate School of Education at the University of Pennsylvania and **Dr. Andrés Castro Samayoa** of Boston College. They studied the data provided by Harvard University economist Dr. Raj Chetty. Gasman, whose research focuses on minority-serving institutions, said she constantly hears questions about the relevance of HBCUs. By spotlighting the social and economic mobility of HBCUs graduates, there leaves little question as to the impact and importance of these historic



institutions. The report tracks the mobility rate of students when compared to the incomes of their parents. *Nearly 70 percent of HBCU students reach at least middle-class incomes. The expectation for low-income students to improve their economic position is high.*

*Of the 50 HBCUs examined, Xavier University of Louisiana and Tuskegee University achieve particularly high mobility.* “The set of [115] comparison PWIs are located within the same commuting zone of at least one of the HBCUs and are of similar institutional selectivity.” Not only do HBCUs enroll more low-income students and generally cost less, but they also have fewer institutional resources per student than PWIs. While HBCU students’ median earnings are less than students at PWIs, this report takes a more holistic approach that shows HBCU students have more upward mobility than students who attend PWIs. By comparing the income of parents and students, the report noted more than half of all students at HBCUs experience some measure of upward mobility, and upward mobility is about 50 percent higher at HBCUs than PWIs, due to PWIs enrolling less lower-income students. “We’ve been able to empirically show with quantitative analysis that HBCUs are making these contributions,” said Gasman. “When you can have a large scale data set that pulls across a lot of HBCUs and compares PWIs, it can be really powerful. This gives more evidence to be used by HBCUs and HBCU advocates when, for example, they testify before Congress or when they have to advocate to funders.”

The report showed Xavier University produces more mobility into the middle-class than any other HBCU with approximately 80 percent of students attaining middle class status. Also, more than 70 percent of Xavier students who come from more affluent backgrounds, replicate that status within a decade of graduation. Xavier is known for sending more African-American students to medical school than any other U.S. college. Gasman has found there are unique characteristics at HBCUs that positively impact students. “Faculty were talking about how they could work together in a community to empower students.”

Among the report’s conclusions and recommendations for researchers is examining student success strategies at HBCUs, particularly for low-income students. “I believe our work presents a next step forward in social mobility research by conducting local comparisons and by identifying specific institutions that are able to foster upward mobility for a historically disadvantaged group”, said Nathenson.

*Source: diverseeducation.com/*

## Capital Community College Unveils New L.E.A.D. Center

Capital Community College in Hartford opened its new L.E.A.D. (Leadership, Excellence, Achievement & Development) Center with a ribbon cutting ceremony. The L.E.A.D. Center is an expansion of the college's Continuing Education Division, and is an innovative approach to providing students the skills and abilities they need to attain and retain viable employment, while meeting the varied workforce needs of the capitol region and the state.

Speakers included **Dr. Duncan Harris**, CEO of Capital Community College; **Dr. Rob Steinmetz**, Capital-East Region President of the Connecticut Community Colleges; and L.E.A.D. Center Partners.

Unique in the state, the L.E.A.D. Center offers programs and services to support students in transitioning from an academic environment to employment with area corporations and community organizations. They will have the opportunity to participate in nationally-recognized, paid internships, registered apprenticeships, and to become financially savvy through money management workshops and individualized coaching.

Through a single point of contact, businesses and community organizations will be able to access a pipeline of skilled interns and potential employees, establish partnerships with the Center, training for using state-of-the-art facilities, and identify scholarship and grant opportunities.

The L.E.A.D. Center is comprised of: **School of**



*Dr. Duncan Harris, Capital Community College CEO (right) joined students and partners for the L.E.A.D. Center Ribbon cutting.*

**Workforce & Continuing Education: F.I.R.S.T. (Financial Independence to Reach Success and Transformation) Center; Career & Talent Development; Grants & Sponsored Programs: SNAP, Department of Labor grants; Business & Community Engagement.**

The L.E.A.D. Center is the only one of its kind in Connecticut. The best-in-class program offerings have been designed and implemented by Capital Community College in collaboration with major insurance and financial services companies, and healthcare, government, and community organizations. In addition, the Center offers career fairs, free tax preparation, arts and cultural events, conferences, and workplace simulation classrooms.

*Source: patch.com/*

## House passes healthcare training bill

A federal program to prepare low-income individuals for good-paying healthcare careers will see its federal funding quintupled — from \$85 million to \$425 million annually — under a bill recently passed by the **House Ways and Means Committee**.



The Pathways to Health Careers Act (H.R. 3398), which would reauthorize the Health Professions Opportunities Grants (HPOG) program, passed along party lines. **HPOG** also provides adult basic education to individuals before they enter health professions programs, as well as support services, such as childcare, transportation, career coaching and mentoring, and job placement. These have been key to **HPOG's** success and to supporters. The **HPOG** approach increases the number of qualified health professionals in both rural and urban areas in need of more workers.”

### A synopsis of success

To date, HPOG has served more than 60,000 participants, according to the committee. Almost half (46 percent) have a high school diploma or less, and more than 90 percent are women. Supporters of the program note that HPOG provides a career path, beginning with the certified nursing assistant certification and moving toward a licensed practical nursing degree and then a registered nursing degree. One-quarter of participants completed an entry-level training and moved on to a higher level.

**Healthcare Training Bill... continued from page 6**

Among participants in the first round of the grants from 2010 to 2015, 15 percent of those who got jobs in healthcare received wage increases right away. In the second round from 2015 to 2020, two-thirds (67 percent) of participants who completed training in the first three years also pursued and attained a professional license or certification in the first three years.

The bill also would guarantee that each state receives at least two of the five-year grants. Twenty-nine states currently don't have any HPOG programs, according to

Rep. Bill Pascrell, Jr. (D-New Jersey), whose bill to remedy that was folded into the legislation.

"Bergen Community College's health professions program could be bolstered by the formation of HPOG programs in New Jersey, as many hopeful candidates would receive the support they need to take that next step in their career training," Pascrell said.

Community colleges in eight states participate in the HPOG program, according to the U.S. Department of Health and Human Services.

Source: <http://www.ccdaily.com/> Written by Matthew Dembicki

## 2019 NCBA A Institutes: LDI, Lakin, and MOC SLI

During the week of October 20-25, 2019, NCBA A and Presidents Round Table conducted the Dr. Carolyn Grubbs Williams Leadership Development Institute (LDI), the Dr. Thomas Lakin Institute (Lakin), and the Men of Color Student Leadership Institute (MOC SLI) in Kansas City, MO. This year's institutes were attended by over 100 mid-level leaders, aspiring presidents, and students from across the country. Metropolitan Community College served as the host college.

This year marked the 18th annual NCBA A Leadership Development Institute which was an overwhelming success with 28 scholars representing institutions from Massachusetts to California. All LDI scholars receive a one-year NCBA A membership upon program completion to support their continued development and engagement in NCBA A. The LDI 2019 class was special in many ways, but will be remembered as the cohort with 11 scholars holding a doctoral degree—the most in a single LDI cohort to date.

The Northeast Region was well represented at LDI with 6 scholars and 5 faculty participating in the program. Additionally, the Mary Coleman Scholarship Award winner, **Carine Sauvignon**, hails from the Northeast Region.

Please join me in welcoming the Northeast Region 2019 LDI Scholars and newest Northeast Region members:

**Helene Cameron**, College of Southern Maryland, MD  
**Dr. Rachel Daniel**, Massasoit Community College, MA  
**Tackie "TK" Huff**, Tompkins Cortland Community College, NY  
**Dr. Angela Mathis**, Prince George's Community College, MD  
**Dr. E. Keith Murvin**, Prince George's Community College, MD  
**Carine Sauvignon**, Massasoit Community College, MA

We would also like to acknowledge the following Northeast Region LDI faculty:

**Dr. Kevin Christian**, American Association of Community Colleges, DC, facilitated the panel discussion "*Confronting the Challenge: A Dialogue on Equity and Leadership in the Community College*"  
**Mary Coleman**, Guttman Community College, NY, presented "*The Politics of Budgeting*"  
**Dr. Harriette Scott**, Massasoit Community College, MA, presented "*Leadership and Civility in Today's College Environment*"  
**Cecelia Knox**, Prince George's Community College, MD, facilitated the "*Scholars' Roundtable*"  
**Dr. Rhonda Spells-Fentry**, Prince George's Community College, MD, was a panelist on "*The Roads Taken on the Community College Journey: A Conversation with Senior Leaders*"

**Rhonda Spells-Fentry, Ed.D.**  
*President, NCBA A*

## ACCOMPLISHMENTS, AWARDS, APPOINTMENTS, AND HONORS

### Delaware State University Provost Dr. Tony Allen will assume the presidency of the school on January 1 following the retirement of Dr. Wilma Mishoe after a 40-year career in education

He expressed excitement about the job ahead.

“I have been chasing Delaware State University for more than a decade so to arrive at this opportunity now after having the opportunity to work for a leader like Dr. Mishoe has been more than I ever imagined.

Allen has a background in the corporate sector as the former head of corporate reputation for Bank of America.

**Dr. Mishoe** on September 5 announced her intention to retire. When I retire on December 31, 2019, I will go to new adventures.

She was serving as the first female chair of the board of trustees in October 2017 when former president Harry Williams resigned to take a position in Washington, DC. She officially became the first female president in January 2018. Allen described Dr. Mishoe as “a force (who) served the University at a time of dynamic transition, bringing stability, renewed confidence, and a fiery, big vision. She carries a legendary last name, but she is her own powerhouse and will forever be the grand dame of Delaware State University.”

When asked about the size of the shoes he’s being asked to fill, Allen said “she would not want me to fill her shoes. She wants me to continue the work thoughtfully and boldly build on what is already an incredible 128-year legacy.

Source: [www.delawarebusinesstimes.com](http://www.delawarebusinesstimes.com)

### Meet CEO Cheryl C. De Vonish, J.D.

**Cheryl C. De Vonish** was appointed as Norwalk Community College’s Chief Executive Officer on July 1, 2019.

Since 2015 Cheryl has served in a variety of leadership roles at NCC and as an adjunct faculty member. Prior to her appointment as CEO, Cheryl served in the role of NCC Chief Operating Officer, which included the portfolio of Dean of Administration and Director of Human Resources. Cheryl also served as Special Advisor to the President’s Office.

Cheryl attended SUNY Binghamton, where she earned a B.A. in Psychology, and received her Juris Doctorate from Albany Law School. Cheryl has been admitted to practice law in New York and Connecticut. Prior to joining NCC, Cheryl worked as an attorney for the City of New York and served on the Department of Youth and Community Development Advisory Board.

Source: [norwalk.edu](http://norwalk.edu)

### Berkshire Announces Hiring of New Dean

Berkshire Community College (BCC) announced the hiring of **Kevin Bechard** as the new Dean of Business and Outreach. Bechard comes to the College from Manchester Community College in Connecticut where he was faculty and Department Chair of Business, Paralegal and Technology. He has a master’s degree in business administration and a bachelor’s degree from the University of Hartford.

Source: [www.berkshirecc.edu](http://www.berkshirecc.edu)



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### \*National Board Representative

**Wilson Aguilar, Newsletter Layout**  
**Dr. Gwendolyn W. Sanders, Executive Editor**