



HBCU
Executive
Leadership
Institute

CLARK ATLANTA UNIVERSITY



20
24

Community of Fellows

SEMINAR SCHEDULE



CLARK ATLANTA
UNIVERSITY



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Program History and Overview



History.

The concept of the HBCU Executive Leadership Institute at Clark Atlanta University (HBCU ELI at CAU) was developed by Dr. Louis Sullivan, President Emeritus, Morehouse School of Medicine and former Secretary of Health and Human Services and Dr. Johnny Parham, Retired Executive Director, Thurgood Marshall Fund. The proposal was presented to Dr. Ronald A. Johnson, who was President of CAU in 2018, and he assigned the program to CAU's School of Education (under the leadership of Dean Dr. J. Fidel Turner, Jr., Dr. Barbara Hill, & Dr. Mary A. Hooper) as the ideal venue in which to develop the institute.

The proposal was presented at a meeting of the Council of HBCU Past Presidents (under the leadership of Chair, Dr. Samuel Jolley Jr., former President of Morris Brown College) by Dr. Parham with Dr. Johnson in attendance for their support and to become involved as mentors in the program. The program is now fully supported by the current CAU President, Dr. George T. French, Jr. The initial funding was provided by The Rich Foundation, Inc. under the leadership of President, Thomas J. Asher.

Dr. Phyllis Worthy Dawkins, former President of Bennett College, currently serves as the Executive Director of the HBCU ELI at CAU with Dr. Cheryl Davenport Dozier, President Emerita of Savannah State University serving as the Program Coordinator, Dr. Mary A. Hooper, Associate Provost serving as the Curriculum Designer, Mr. Owen Walker, serving as the Program Manager, Mr. David Wilkerson, serving as the Continuing Education Program Coordinator, Ms. Kenesia Cason, serving as the Executive Assistant to Associate Provost and Dean Dr. J. Fidel Turner. Previous Executive Directors were Dr. George Ross, President Emeritus Central Michigan University and Former President Alcorn State University and Dr. Barbara Hatton, Former President, South Carolina State University & Knoxville College.

Overview.

Between 2010 and 2014, HBCU presidents' tenure lasted an average of 3.3 years (Kimbrough, HBCU Digest, 2017) while the average term of presidents across all 4-year colleges in the same years was 6.7 years (Gagliardi, Higher Education Today, American Council on Education, 2017). In 2023, 23 announcements were made for Executive Leadership Turnover. This pace of leadership turnover showed that one out of every four 4-year HBCUs experienced a resignation or termination. Average tenure of recently departed HBCU Presidents is 2.1 years (Center for Study of HBCUs, 9/2/2023). Additionally, The American Council on Education's "The American College President" study found presidential tenures continue to shrink, from an average of 6.5 years in 2017 to an average of 5.9 years, with a median of only 4.5 years in 2023 (Melidona, Danielle, Benjamin G. Cecil, Alexander Cassell, and Hollie M. Chessman, 2023).

The future of HBCUs depends on the quality and training of those who will lead them. A central challenge for the future of HBCUs is the need for outstanding leaders with skills that continue and expand upon that historic role. Therefore, ELI has developed a robust program for knowledge delivery, hands-on skills, and intuition based on know-how for Fellows who are aspiring executive leaders and change agents for the future of HBCUs. The creation of the HBCU ELI at CAU provides a series of virtual and residency seminars focusing on 13 competencies resulting in a certificate and/or micro-credentials that prepares future presidents for the nation's HBCU's. The strengths of the program are also in the mentoring/coaching of Fellows and the alumni network. This is a six to twelve-month low residency program.



Virtual Seminar Series:

Saturday, January 6, 2024

Session Details, Topics and Competencies

Saturday, January 6, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

The HBCU Executive Leadership Institute (ELI) at Clark Atlanta University:

2024 Community of Fellows Orientation

9:45 AM Convene

10:00 AM Welcome



Dr. Phyllis Worthy Dawkins
HBCU ELI Executive Director,
Clark Atlanta University;
18th President,
Bennett College



Dr. Cheryl Davenport Dozier
HBCU ELI Program Coordinator,
Clark Atlanta University;
President Emerita,
Savannah State University

Saturday, January 6, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

10:15 AM Greetings

The HBCU Executive Leadership Institute (ELI) at Clark Atlanta University:



Dr. George T. French, Jr.
President,
Clark Atlanta University
Former President,
Miles College



Dr. Louis W. Sullivan
President Emeritus,
Morehouse School of Medicine;
Former Secretary, Former
U.S. Secretary, Health & Human
Services;
Chair, HBCU ELI Advisory Board



Dr. Johnny Parham
Retired Executive Director, Thurgood
Marshall College Fund;
Vice Chair, HBCU
ELI Advisory Board



Dr. Samuel D. Jolley, Jr.
Former President,
Morris Brown College;
Chair,
Council of HBCU Past
Presidents



Dr. J. Fidel Turner, Jr.
Dean, School of Education
Clark Atlanta
University



Dr. Mary A. Hooper
Associate Provost,
Online Learning and
Continuing Education;
Professor, Educational
Leadership,
Clark Atlanta University

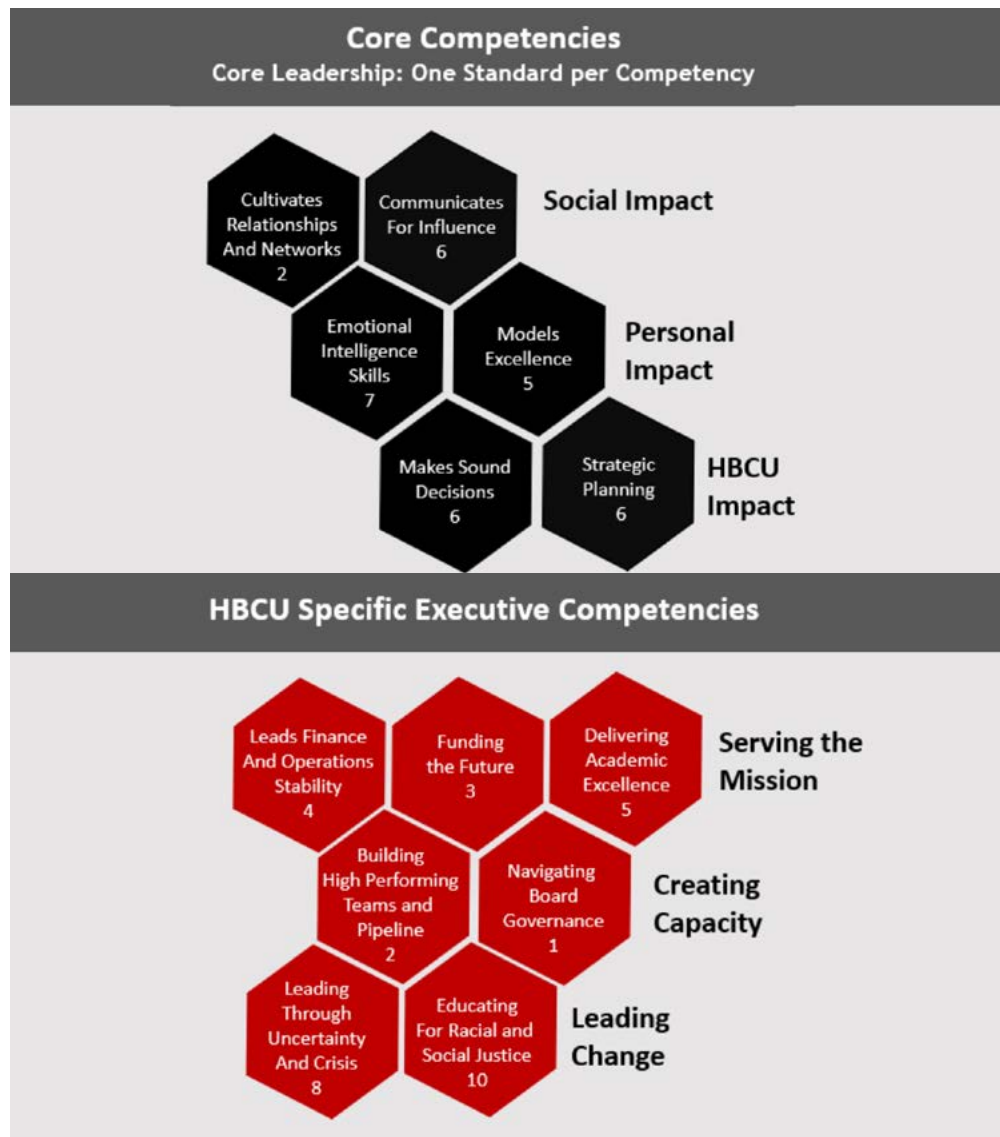
10:30 AM Introduction of Fellows

Saturday, January 6, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

11:15 AM Introduction to the HBCU ELI Competency Framework

Dr. Phyllis Worthy Dawkins,
HBCU ELI Executive Director;
18th President of Bennett College



Introduction to the Seminar Program Schedule

Saturday, January 6, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

11:45 AM **Break**

12:00 PM **Introduction to the ELI Learning Framework & Seminar Schedule, Jan-Dec 2024**



Dr. Mary A. Hooper
Associate Provost, Online
Learning and Continuing
Education;
Professor, Educational Leadership,
Clark Atlanta University

**Asynchronous Activities HBCU ELI
Competency-Based Resource Library**

Dr. Mary A. Hooper

1:15 PM **Session Q&A, Reflections and Feedback**

Dr. Cheryl Davenport Dozier

1:45 PM **Closing Remarks**

Dr. Phyllis Worthy Dawkins

Beginning in January, bi-monthly virtual seminars and online micro-credential courses will enable Fellows to engage in deep learning related to each competency.

2:00 PM **Closing**

Virtual Seminar Series:

Saturday,
January 20, 2024

Serving the Mission

Session Details, Topics and Competencies



Saturday, January 20, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

9:45 AM Convene

10:00 AM Welcome and Introductions



Moderator:

Dr. Phyllis Worthy Dawkins

HBCU ELI Executive Director,
Clark Atlanta University;

18th President

Bennett College

10:15 AM Discussion about the Role of the Legacy Leaders
Presenters



**Dr. Dorothy
Cowser Yancy**

**President Emerita,
Shaw University &**

Johnson C. Smith
University



**Dr. Cheryl
Davenport Dozier**

**HBCU ELI Program
Coordinator,
President Emerita,**

Savannah State
University

10:45 AM Introduction and Discussion about the Role of the Coaches
and Mentors

Dr. Phyllis Worthy Dawkins

Saturday, January 20, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

11:00 AM HBCU ELI Competency-Asynchronous Activities

Fellows independently complete the Orientation Module in Canvas

- **Leading Change Modules** Leading through Crisis and Uncertainty and Educating for Racial and Social Justice
- **Diagnostic Self-Assessment** Ratings and Reflective Narrative
- **Defining Adaptive Problems of Practice** Fellows identify complex challenges that are fluid and change with circumstances in the context of their current role and home institution



Dr. Mary A. Hooper
Associate Provost,
Online Learning and
Continuing Education;
Professor, Educational
Leadership,
Clark Atlanta University

11:45 AM Break

“ History has shown us that courage can be contagious, and hope can take on a life of its own. ”

Michelle Obama,
first African-American First Lady of the United States

Saturday, January 20, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

12:00 PM Delivering Academic Excellence

Delivering Academic Excellence includes the ability to facilitate a learning environment that attracts, retains and graduates prepared students where the focus is consistently on enhancing HBCU value for constituents. Leaders who exhibit this competency ensure high quality faculty who are committed to the HBCU mission are recruited, developed and retained. They regularly question and measure how effectively the HBCU prepares students for the future in order to fund and implement improvements to expanded programming, faculty quality, instructional innovations and learning experiences.

Recruits and develops high quality faculty: Plans, implements and improves strategies for attracting, developing and retaining high quality faculty with expertise, commitment to HBCU mission, change-oriented, and passionate for preparing students for success. Creates an equitable learning environment of excellence: Ensures engagement and access for all students to rigorous, relevant, and coherent academic programs and learning environments marked by excellence with culturally relevant instructional practices, preparing students for future success in the job market and for leadership in their communities.

Pursues academic innovation and continuous improvement: Monitors environment for future demands and trends, while tracking internal programming, learning environment and student outcomes to identify opportunities for programming and instructional innovation and improvement.



Dr. Vann Newkirk
President,
Wilberforce University
Former President,
Fisk University



Dr. Juliette Bell,
President Emerita,
University of Maryland
Eastern Shore

1:45 PM Session Q&A, Reflections and Feedback

Dr. Cheryl Davenport Dozier

Closing Remarks

Dr. Phyllis Worthy Dawkins

Virtual Seminar Series:

Saturday,
February 03 , 2024

Serving the Mission

Session Details, Topics and Competencies



Saturday, February 3, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

9:45 AM Convene

10:00 AM **General Session: Serving the Mission Panel Presentations and Discussions**



Moderator:

Dr. Phyllis Worthy Dawkins

HBCU ELI Executive Director,

Clark Atlanta University;

18th President

Bennett College

10:15 AM **Leads Finance and Operations Stability Performance Standards**

HBCU Financial Model Acumen: Demonstrates knowledge of the HBCU financial model with skills to use the financial information to ensure HBCU financial stability and success.

Budget Management and Fiscal Discipline: Ensures HBCU leadership upholds fiscal policies, effectively manages the budget, and practices fiscal discipline with sound processes, controls, and decisions.

Operations and Accreditation Leadership: Demonstrates knowledge and leadership skills for ensuring the HBCU maintains accreditation and operational excellence.

Saturday, February 3, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

10:15 AM Leading Finance and Operations Stability

Includes knowledge and skills for ensuring the HBCU maintains survival and sustainability through the flow of finances and operations. Leaders who exhibit this competency demonstrate financial acumen understanding how money flows in and out of the institution and how to manage the budget with solid financial processes and controls. They also demonstrate understanding and skills for leading HBCU operations and maintaining accreditation requirements.

Faculty Facilitators: **Dr. Cheryl Davenport Dozier**, HBCU ELI Program Coordinator, President Emerita, Savannah State University



Dr. Dorothy Cowser Yancy
President Emerita,
Shaw University &
Johnson C. Smith
University



Mr. Gerald Hector
Senior VP for Administration
and Finance, University of
Central Florida;
Former Executive Vice
President/Chief Business
Officer, Morehouse College &
Johnson C. Smith University

11:45 AM Break

Saturday, February 3, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

12:00 PM Funding the HBCU Future

The ability to use a collection of skills with an entrepreneurial mindset to raise funds that will sustain the HBCU programming and mission well into the future. Leaders who exhibit this competency expand and use their networks to amplify the HBCU brand and needs, implement student recruitment strategies, advocate for government funding, identify new revenue streams, and gain funding support from alumni, foundations, and the business community.

Performance Standards:

Amplifies the HBCU institution's brand: Illustrates the HBCU student experience with outcomes and what's unique, positive and differentiating about their HBCU institution.

Recruits and retains students: Plans, implements and improves strategies for attracting and enrolling new students and maintaining student enrollment.

Cultivates funding source relationships: Develops personal and HBCU connection with existing and potential HBCU funding sources, increasing awareness of HBCU funding needs and creating paths to funding support.

Leads successful funding strategies and campaigns: Leads HBCU team to define a compelling funding strategy or campaign approach with goals and plans and effectively implement the strategy or campaign achieving funding goals.

Saturday, February 3, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

12:00 PM Funding the HBCU Future (cont.)

Identifies and secures new revenue streams: Pursues an entrepreneurial mindset to identify and capture new HBCU revenue sources by widening circles of contacts and exposure to broader thinking for revenue development ideas.



Dr. David K. Wilson
President
Morgan State University



Dr. Marguerite McClinton Stoglin
Senior Vice President,
Philanthropic Strategist,
National Consulting and
Advisory Practice Group,
Bank of America Private Bank

1:45 PM Session Q&A, Reflections and Feedback

Dr. Cheryl Davenport Dozier

Closing Remarks

Dr. Phyllis Worthy Dawkins

“ History has shown us that courage can be contagious, and hope can take on a life of its own. ”

Michelle Obama,
first African-American First Lady of the United States

Virtual Seminar Series:

Saturday,
February 17 , 2024

Social Impact

Session Details, Topics and Competencies



Saturday, February 17, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

9:45 AM Convene

10:00 AM Welcome and Introductions



Moderator:

Dr. Cheryl Davenport Dozier
HBCU ELI Program Coordinator,
President Emerita, Savannah State University

10:15 AM Cultivates Relationships and Networks

The practice of effectively working with individuals and organizations within and beyond the HBCU to achieve results and positive impact. Leaders who exhibit this competency create strong, authentic connection with others and create increased, mutual benefits and successes through collaboration, sharing ideas, resources and support.



Dr. Robert Jennings
Former President,
Lincoln University
Pennsylvania & Alabama
A & M University



Dr. Robert Franklin
President Emeritus,
Morehouse College;
Former President,
Interdenominational
Theological Center;
James T. & Berta R. Laney
Professor, Moral Leadership,
Emory University

11:45 AM Break

Saturday, February 17, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

12:00 PM Communicates for Influence

The ability to generate belief and support from others to achieve the desired HBCU outcomes. It involves learning one's HBCU constituents and audience with listening and using compelling information to connect and illustrate what's possible, seeking out opportunities to make a positive difference. Leaders who exhibit this competency apply it in a planned and strategic way – never randomly. They deliver clear messages to inform and motivate people to believe and want to follow them.



Dr. Adena L. Williams Loston
President,
St. Philip's College



Dr. Henry N. Tisdale
President Emeritus,
Clafin University

1:45 PM Session Q&A, Reflections and Feedback

Dr. Cheryl Davenport Dozier

Closing Remarks

Dr. Phyllis Worthy Dawkins

Virtual Seminar Series:

Saturday,
March 2, 2024

Creating Capacity

Session Details, Topics and Competencies



Saturday, March 2, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

9:45 AM Convene

10:00 AM Welcome and Introductions

Moderator: Dr. Cheryl Davenport Dozier, HBCU ELI Program Coordinator, President Emerita, Savannah State University

10:15 AM Building High-Performing Teams & Pipeline

The ability and practice of hiring, motivating, and retaining talented faculty and staff teams while building a leadership pipeline for future HBCU success. Leaders who exhibit this competency identify people, systems, and culture requirements, strengths and gaps to enable HBCU excellence. It involves ensuring the right people are on HBCU staff and faculty teams with resourcing, support, technology capability, accountability, succession planning and development for continuous improvement.

Strategically staffs HBCU teams. Hires qualified team members with the knowledge, skills and abilities to lead assigned staff, while leading strategic workforce planning to recruit missionfocused and motivated talent for faculty, administration and functional teams.

Creates a high-performing team culture. Creates an HBCU environment that promotes clear expectations, accountability, inclusion, collaboration and teamwork with personal excellence and growth for achieving big goals and serving the HBCU mission.

Develops leadership bench. Manages the HBCU leadership pipeline required for short and longterm HBCU high performance.

Saturday, March 2, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

10:15 AM
Cont.



Dr. Lester C. Newman
Former President,
Jarvis Christian College;
Former President,
Mississippi Valley State
University



**Dr. Dorothy
Cowser Yancy**
President
Emerita,
Shaw University &
Johnson C. Smith
University

11:45 AM Break



We, today, stand on the shoulders of our predecessors who have gone before us. We, as their successors, must catch the torch of freedom and liberty passed on to us by our ancestors. We cannot lose in this battle. ”

Dr. Johnetta Cole,
Seventh President of Spelman College,
First African-American woman college president.



Saturday, March 2, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

12:00 PM Navigating Board Governance

A collection of skills for cultivating positive partnership and alignment with HBCU board members and the chair. Leaders who exhibit this competency pay close attention with significant investments to clarifying roles and expectations, building and maintaining effective communication and trust. It also involves quickly identifying when issues occur for support, negotiation, remedy and restoration.

Creates Clarity and Alignment. Partners with Board to establish and maintain alignment with clear roles, expectations, and accountabilities for HBCU institution governance.

Manages Trusted Partnership with Board and HBCU Leadership.

Collaborates with both Board and HBCU leaders to build trusted partnership, implement roles and responsibilities, evaluate effectiveness, and increase leadership capacity for HBCU governance.

Resolves Issues and Conflict. Communicates to identify any misalignment with Board, and to de-escalate and resolve issues for best interests of HBCU institution and restored partnership and alignment.



Dr. Harold L. Martin
Chancellor,
North Carolina A&T
State University



Dr. Roslyn Clark Artis, JD
President & CEO,
Benedict College
Former President,
Florida Memorial
University

Saturday, March 2, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

1:45 PM Navigating Board Governance – Earning the Micro-Credential

Dr. Mary A. Hooper
Associate Provost,
Online Learning & Continuing Education;
Professor, Educational Leadership,
Clark Atlanta University

Session Q&A, Reflections and Feedback

Dr. Cheryl Davenport Dozier

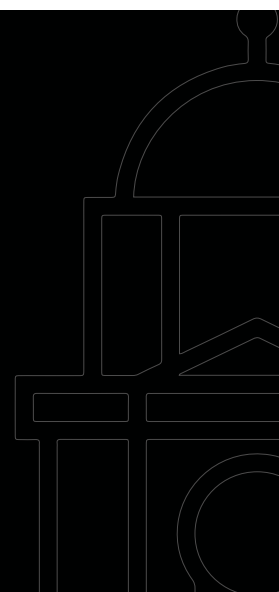
Closing Remarks

Dr. Phyllis Worthy Dawkins



We, today, stand on the shoulders of our predecessors who have gone before us. We, as their successors, must catch the torch of freedom and liberty passed on to us by our ancestors. We cannot lose in this battle. ”

Dr. Johnetta Cole,
Seventh President of Spelman College,
First African-American woman college president.



Virtual Seminar Series:

Saturday,
March 16 , 2024

Personal Impact

Session Details, Topics and Competencies



Saturday, March 16, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

9:45 AM Convene

10:00 AM Welcome and Introductions



Moderator:

Dr. Phyllis Worthy Dawkins

HBCU ELI Executive Director,
Clark Atlanta University;

18th President

Bennett College

10:15 AM Demonstrates Emotional Intelligence

The ability to recognize and understand emotions in yourself and others, and the ability to use this awareness to manage your behavior and relationships effectively. These skills involve leading with calm and steadiness across a variety of challenges HBCU leaders face, demonstrating empathy for others, adapting to stay effective and building resilience in self and others through challenge and change.



Dr. Marion

Fedrick

President,
Albany State
University



Dr. Maria

Thompson

Former President
& **CEO,**
Coppin State University

Saturday, March 16, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

11:45 AM Break

12:00 PM Models Excellence

The practice of setting goals and pursuing strategies to continuously grow and achieve high standards for the HBCU. It involves leading by example with a growth-mindset, exhibiting strong values consistently in daily interactions that lead to HBCU success and uplifting others by building accountability with supports for growth and achieving excellence. and change.



**Dr. Johnson
O. Akinleye,
Chancellor,
North Carolina
Central University**



**Dr. Everett B. Ward,
11th President,
Saint Augustine's University**

1:45 PM Session Q&A, Reflections and Feedback

Dr. Cheryl Davenport Dozier

Closing Remarks

Dr. Phyllis Worthy Dawkins

Virtual Seminar Series:

Saturday,
April 6 , 2024

Leading Change

Session Details, Topics and Competencies



Saturday, April 6, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

9:45 AM Convene

10:00 AM Welcome and Introductions

Moderator:

Dr. Cheryl Davenport Dozier

HBCU ELI Program Coordinator,

President Emerita, Savannah State University

10:15 AM Leading Through Crisis and Uncertainty

Includes responding resourcefully, calmly and constructively to challenges, change and crisis that impact the HBCU institution. Leaders who exhibit this competency must navigate ambiguity and often new situations that no leader nor HBCU has yet faced without a ready playbook. It involves using data, experts, constituent input and intuition to create a path forward while continuing to learn and make adjustments that will benefit the HBCU institution.

Navigates Ambiguity to Create a Playbook. Leads HBCU leadership to create a plan forward with clear goals and approach informed by experts and constituents.

Saturday, April 6, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

10:15 AM Leading Through Crisis and Uncertainty

Keeps Constituents Informed and Engaged. Ensures that the HBCU institution's constituents are involved and informed regarding critical challenges or crises the HBCU institution faces such that constituents gain clarity and confidence regarding plans and potential impact.

Leads the Team Forward with Learning and Adjustments. Oversees the implementation of plans with measures in place to monitor the impact and dynamic environment and detect when adjustments to plans are required for desired outcomes.



Dr. Kevin James
President,
Morris Brown College



Dr. Arthur Dunning
Former President,
Albany State University

11:45 AM Break

“ Education and work are
the levers to uplift a people ”

W.E.B. Du Bois



12:00 PM Educating for Racial and Social Justice

Includes a collection of skills and commitment for advancing awareness and understanding of racial and social inequities, the impact of those conditions and a willingness to lead change in service to the HBCU mission. Leaders who exhibit this competency intentionally ensure equity across all structures and practices while deliberately making racial and social justice a central part of the institutional culture.

Overview of Micro-Credential Engagement Expectations and Performance Standards:

Creates awareness of the HBCU institution's mission, history and context. Carries forward the HBCU mission, story and context as a foundation and inspiration for racial and social equity-based educational efforts.

Models a diverse, equitable and inclusive (DEI) place to work and learn. Directs, implements, and promotes institutional policies and practices to create a working and learning environment for diversity, equity and inclusion.

Identifies and mitigates inequities. Systematically engages internal and external constituents in courageous dialogue to discern data-based trends, identify disparities, and develop actionable strategies to mitigate racial and social justice inequities.

Saturday, April 6, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

12:00 PM

Leads active support for policy change. Generates open discourse, learning, active support and investment to advance the HBCU institution's mission and goals regarding public policy for racial and social justice.



Dr. Kofi Lomotey
Former President,
Fort Valley State
University &
Southern University



Dr. Cheryl
Davenport Dozier
President Emerita,
Savannah State
University

1:45 PM

Session Q&A, Reflections and Feedback

Dr. Cheryl Davenport Dozier

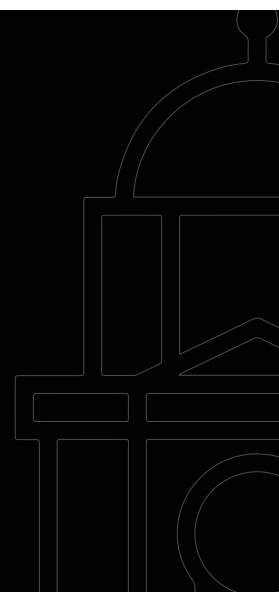
Closing Remarks

Dr. Phyllis Worthy Dawkins



We, today, stand on the shoulders of our predecessors who have gone before us. We, as their successors, must catch the torch of freedom and liberty passed on to us by our ancestors. We cannot lose in this battle. ”

Dr. Johnetta Cole,
Seventh President of Spelman College,
First African-American woman college president.



Virtual Seminar Series:

Saturday,
April 20 , 2024

Institutional Impact

Session Details, Topics and Competencies



Saturday, April 20, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

9:45 AM Convene

10:00 AM Welcome and Introductions



Moderator:

Dr. Phyllis Worthy Dawkins

HBCU ELI Executive Director,

Clark Atlanta University;

18th President

Bennett College

10:15 AM Makes Sound Decisions

The practice of combining analysis and decisiveness applied to critical, high impact HBCU issues for optimal outcomes. Leaders who exhibit this competency see the big picture, seek and grasp the most relevant information to define an issue despite ambiguity. They size risks and evaluate options. With openness they seek expertise from trusted advisors, involve their stakeholders and use sound data to create timely solutions for constituencies with consideration of decision impact.



Dr. Makola Abdullah

President,

Virginia State University



Dr. Jabari Simama

Former President,

Georgia Piedmont
Technical College

Saturday, April 20, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

11:45 AM Break

12:00 PM Leads Strategic Planning

Includes envisioning the future for the HBCU institution that adds value for constituents and addresses threats and opportunities, creating plans for implementing it and securing resources and support to ensure its achieved. Leaders who demonstrate this competency understand the strengths, gaps and context of their HBCU and their own leadership strengths and gaps to best position the HBCU institution for future success.



Dr. Ronald A. Johnson
Former Interim
President,
Kentucky State University;
5th President,
Clark Atlanta University



Dr. Kelli Rainey,
Sr. Director, Grants
Management, NACUBO;
Former COO & VP,
Academic & Student
Support Services,
Johnson C. Smith University

1:45 PM Session Q&A, Reflections and Feedback

Dr. Cheryl Davenport Dozier

Closing Remarks

Dr. Phyllis Worthy Dawkins

Virtual Seminar Series:

Wednesday,
June 12, 2024

Adaptive Problem of Practice

Session Details, Topics and Competencies



Wednesday, June 12, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

11:30 AM **Registration**

12:00 PM **Luncheon for Fellows with Coach/Mentor and Peers**



Dr. Phyllis Worthy Dawkins
HBCU ELI
Executive Director,
Clark Atlanta University;
18th President,
Bennett College
Moderator



Dr. Cheryl Davenport Dozier
HBCU ELI Program
Coordinator,
Clark Atlanta University;
President Emerita,
Savannah State University
Facilitator

1:00 PM **Greetings and Opening Remarks**



Dr. George T. French, Jr.
President,
Clark Atlanta University
Former President,
Miles College



Dr. Johnny Parham
Retired Executive
Director,
Thurgood Marshall
College Fund;
Vice Chair,
HBCU ELI Advisory Board



Dr. Samuel D. Jolley, Jr.
Former President,
Morris Brown College;
Chair,
Council of HBCU Past
Presidents

Wednesday, June 12, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

1:00 PM Cont HBCU ELI Team – Adaptive Problem of Practice Presentation & Evaluation Demonstration



Dr. J. Fidel Turner, Jr.
Dean, School
of Education
Clark Atlanta University



Dr. Mary A. Hooper
Associate Provost,
Online Learning and
Continuing Education;
Professor, Educational
Leadership,
Clark Atlanta University

2:00 PM Adaptive Problem of Practice Presentations

Breakout Room 1 |

Dr. Barbara Hill, Former Associate Dean, Clark Atlanta University; Chair & Professor, Educational Leadership, Clark Atlanta University

Breakout Room 2 |

Dr. Mary A. Hooper, Associate Provost, Clark Atlanta University

Breakout Room 3 |

Dr. Cheryl Davenport Dozier, HBCU ELI Program Coordinator, Clark Atlanta University; President Emerita, Savannah State University

Breakout Room 4 |

Dr. Phyllis Worthy Dawkins, HBCU ELI Executive Director, Clark Atlanta University; 18th President, Bennett College

Wednesday, June 12, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

5:00 PM Tour will highlight the following historic sites:

- Clark Atlanta University (John Hope Grave)
- Morehouse College (Benjamin Mays Statue)
- Morehouse School of Medicine
- Spelman College (Sisters Chapel)



Mr. Owen Walker
Program Manager
School of Education,
Clark Atlanta University



Mr. David Wilkerson
Continuing Education
Training & Events
Coordinator
OLCE
Clark Atlanta University

6:00 PM Reception and Networking Dinner Paschal's Soulfood Restaurant

“ We cannot have perfection. We have few saints.
But we must have honest men or we die. We must
have unselfish, far-seeing leadership or we fail. ”

W.E.B. Du Bois (1868-1963),
Intellectual & Activist



Virtual Seminar Series:

Thursday,
June 13, 2024

Leading Change and Serving the Mission

Session Details, Topics and Competencies



Thursday, June 13, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

8:45 AM Convene

9:00 AM **Panel: Leading through Crisis & Uncertainty: The Issue of Violence on and near HBCU campuses**

Moderator: **Dr. Phyllis Worthy Dawkins**, HBCU ELI Executive Director, Clark Atlanta University; 18th President, Bennett College

Facilitator: **Dr. Cheryl Davenport Dozier**, HBCU ELI Program Coordinator, Clark Atlanta University; President Emerita, Savannah State University



Convener

Dr. James Lyons

Former President,

Jackson State University; Bowie State University; California State University - Dominguez Hills; Dillard University; University of the District of Columbia; Concordia College



Studying goes deeper than mere reading. There are surface nuggets to be gathered but the best of the gold is underneath, and it takes time to labor and secure it. ”

Mary McLeod Bethune (1875-1955),
Educator and Activist

Thursday, June 13, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

10:00 AM Panel Discussion: Leading Finance and Operation Stability

What Aspiring HBCU Presidents Need to Know and Understand Regarding Title IV Student Assistance Programs: Implications for Institutional and Student Success

U.S. Department of Education and Federal Student Aid: Partnership Engagement and Relationship Management Group



Dr. Joel Harrell
Director



Dr. Jesse Hightower
Supervisory
Management &
Program Analyst



Dr. Brittany N Bellamy
Partner Participation &
Oversight Directorate

Thursday, June 13, 2024

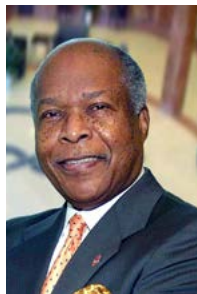
Virtual Saturday Seminar Series: Session Details, Topics and Competencies

11:00 AM Preparing the Next Generation of HBCU Leaders

Moderator: **Dr. Phyllis Worthy Dawkins**

Executive Director, HBCU ELI, Clark Atlanta University; 18th President, Bennett College

Greetings and Opening Remarks



Dr. Louis W. Sullivan,
Chairman,
HBCU ELI Advisory Board;
President Emeritus,
Morehouse School of Medicine;
Former U.S. Secretary of Health and Human Services
(1989-1993)

Discussant



Dr. Cheryl Davenport Dozier
HBCU ELI Program Coordinator;
President Emerita,
Savannah State University

President's Roundtable



Dr. George T. French, Jr.
President,
Clark Atlanta University
Former President,
Miles College

Thursday, June 13, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

12:30 PM HBCU ELI Luncheon and Awards Ceremony

Moderator:

Dr. Phyllis Worthy Dawkins,
HBCU ELI Executive Director,
Clark Atlanta University;

18th President,
Bennett College

Facilitator:

Dr. Cheryl Davenport Dozier,
HBCU ELI Program Coordinator,
Clark Atlanta University;

President Emerita,
Savannah State University

Program

Harvard University: Redress Slavery



Ms. Roeshana Moore-Evans
Executive Director,
Harvard and the Legacy of Slavery Initiative

Welcome

Remarks

Recognitions

HBCU Advisory Board Members and Council of HBCU Past Presidents

Thursday, June 13, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

12:30 PM Donor Recognitions:

Bank of America,
Mr. Al McRae,
Atlanta President

Chan Zuckerberg Initiative,
Ms. Belinda Stubblefield,
Head of Diversity & Inclusion

**Charles Stewart Mott
Foundation,**
Ms. Benita Melton,
Program Director

**Clark Atlanta University, Office
of the President,**
Dr. George T. French, Jr.,
President

ECMC Foundation,
Mr. Jonathan T. Reid,
Program Officer, College Success

Microsoft,
Mr. Fred Humphries, Jr.,
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Government Affairs

The Rich Foundation,
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Executive Director

Toyota,
Ms. Jessica Taylor,
Formal External Engagement Lead for
Diversity & Inclusion

**The United Methodist Church,
Black College Fund**
Dr. Cynthia A. Bond Hopson,
Equity Officer & Assistant General
Secretary, General Board of Higher
Education & Ministry
Dr. Crystal E. Banks,
Executive Director, Black College Fund

Thursday, June 13, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

12:30 PM Program Partners

TalentQuest LLC	CAU Office of the President
Cecintel Public Relations	CAU Office of the Provost
Per Se Media Group	CAU Office of Online Learning and Continuing Education (OLCE)
Glass Ladder Group	CAU Office of Institutional Advancement
Mason Jay Blacher & Associates	CAU Office of External Affairs
Robert Poole Philanthropy Group	
CAU School of Education	

2:00 PM Panel: Striving for Enhanced Enrollment, Student Success and Completion



Dr. Yolanda Watson Spiva
President, Complete College America



Dr. Dhanfu E. Elston
Senior Vice President for Strategy & Chief of Staff, Complete College America



Dr. Nia Haydel
Vice President for Alliance Engagement & Institutional Transformation, Complete College America



Ms. Che D. Watkins
Executive Director, Atlanta for Braven

Thursday, June 13, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

3:30 PM Career Development Session: Search Firm Panel

5:00 PM



Ms. Marion Frenche
Senior Executive
Search Consultant &
Practice Leader for
Diversity, Equity &
Inclusion,
Greenwood/ Asher &
Associates



**Dr. Gwendolyn
Boyd**
Executive Search
Consultant,
AGB Search



**Ms. Christine
Pendleton**
Consultant,
WittKieffer



**Mr. Kenny
Daugherty**
President,
Myers McRae
Executive Search

6:00 PM HBCU ELI 2023 Community of Fellows and Fellows Alumni 7:30 PM Network

- Bus Departs for Hotel
 - Reception for the 2023 Fellows and the Fellows Alumni Network (Hotel Lobby: 6:00 - 7:30 pm)
 - Dinner on your own
-

Donor Recognitions



THE **RICH'S** FOUNDATION

Virtual Seminar Series:

Friday,
June 14 , 2024

Closing Ceremony

Session Details, Topics and Competencies



Friday, June 14, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

8:30 AM Breakfast

9:00 AM Leadership Insights and Implications

Dr. Phyllis Worthy Dawkins,
HBCU ELI Executive Director,
Clark Atlanta University,
18th President,
Bennett College

Dr. Mary A. Hooper,
HBCU ELI Curriculum Designer;
Associate Provost,
Clark Atlanta University

10:00 AM Leading Our HBCUs in Such a Time as This

11:30 AM Recognition of Micro-Credentials

Dr. Mary A. Hooper,
HBCU ELI Curriculum Designer, Associate Provost, Online Learning and
Continuing Education, Clark Atlanta University

2024 Community of Fellows Pinning Ceremony

Dr. Louis W. Sullivan,
President Emeritus,
Morehouse School of Medicine;
Former U.S. Secretary of
Health and Human Services;
Chair,
HBCU ELI Advisory Board

Dr. Johnny Parham,
Retired Executive Director,
Thurgood Marshall College Fund;
Vice Chair,
HBCU ELI Advisory Board

Dr. Phyllis Worthy Dawkins,
HBCU ELI Executive Director,
Clark Atlanta University;
18th President,
Bennett College

Dr. Cheryl Davenport Dozier,
HBCU ELI Program
Coordinator,
Clark Atlanta University;
President Emerita,
Savannah State University

Friday, June 14, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

11:30 AM **July–December 2024:**
Cont.

Fellows Engage with Coach/Mentors, Address their Adaptive Problem of Practice, and Earn an Additional Micro-Credential

Asynchronous Educating for Racial & Social Justice Micro-Credential

Faculty Facilitator: Dr. Mary A. Hooper
Associate Provost, Online Learning and Continuing Education;
Professor, Educational Leadership,
Clark Atlanta University



We, today, stand on the shoulders of our predecessors who have gone before us. We, as their successors, must catch the torch of freedom and liberty passed on to us by our ancestors. We cannot lose in this battle.”

Dr. Johnetta Cole,
Seventh President of Spelman College,
First African-American woman college president.

Virtual Seminar Series:

Wednesday,
November 30 , 2024

Session Details, Topics and Competencies



Wednesday, November 30, 2024

Virtual Saturday Seminar Series: Session Details, Topics and Competencies

3:00 PM Virtual Celebration: Micro-Credentials, Certificates, and HBCU ELI Fellows Alumni Network



Dr. Phyllis Worthy Dawkins,
HBCU ELI
Executive Director,
Clark Atlanta
University;
18th President,
Bennett College



Dr. Mary A. Hooper,
Associate Provost,
Clark Atlanta University;
HBCU ELI Curriculum
Designer



Dr. Cheryl Davenport Dozier,
HBCU ELI Program
Coordinator,
Clark Atlanta University;
President Emerita,
Savannah State
University



Dr. Dorothy Cowser Yancy
President Emerita,
Shaw University &
Johnson C. Smith University;
Member, HBCU ELI
Advisory Board
and Council of HBCU
Past Presidents



Dr. Samuel D. Jolley, Jr.,
Former President,
Morris Brown College;
Chair,
Council of Former HBCU
Presidents

2024 HBCU ELI Coach/Mentors

Dr. Makola M. Abdullah
President,
Virginia State University

Dr. Julliett Bell
Former President,
University of Maryland Eastern
Shore

Dr. Phyllis Worthy Dawkins
18th President,
Bennett College

Dr. Cheryl Davenport Dozier
President Emerita,
Savannah State University

Dr. Robert M. Franklin
President Emeritus,
Morehouse College; Former
President, ITC

Dr. Samuel D. Jolley, Jr.
Former President,
Morris Brown College
Dr. Robert Jennings
Former President,
Lincoln University (PA) and
Alabama A&M University

Dr. Kofi Lomotey
Former President,
Fort Valley State
University and Southern University

Dr. James Lyons
Former President,
Jackson State University;
Bowie State University;
California State University-
Dominguez Hills

Dr. Ernest C. McNealey
President,
Allen University

Dr. Van Newkirk
Former President,
Fisk University

Dr. Lester Newman
President,
Jarvis Christian University;
Former President,
Mississippi Valley State University

Dr. Jabari Simama
Former President,
Georgia Piedmont Technical
College

Dr. Dianne Boardley Suber
Former President,
Saint Augustine University

Dr. Cynthia Warrick
7th President,
Stillman College

Dr. Gloria Willingham-Toure'
Board Chair,
Goddard College

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President Emerita,
Shaw University; Johnson C. Smith
University

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Former President,
University of Maryland
Eastern Shore

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Program Coordinator;
HBCU ELI
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Savannah State University

Dr. A. Zachary Faison
President,
Edward Waters University

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Director,
U.S. Dept. of Education

Dr. Jesse Hightower
Supervisory Management
& Program Analyst,
U.S. Dept. of Education and
Federal Student Aid

Dr. Kevin James
President,
Morris Brown College

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Chancellor,
North Carolina Central University

**Dr. Gwendolyn
Elizabeth Boyd**
Executive Search Consultant,
AGB Search

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Alabama State University

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Former President,
Albany State University

Dr. Marion Fedrick
President,
Albany State University

Dr. George T. French, Jr.
President,
Clark Atlanta University
Former President,
Miles College

Dr. Nia Haydel
VP for Alliance Engagement &
Institutional Transformation,
Complete College America

Dr. Barbara Hill
Former Associate Dean,
Clark Atlanta University School of
Education;

Interim Department Chair,
Department of Educational
Leadership

Dr. Robert Jennings
Former President,
Lincoln University of Pennsylvania
& Alabama A & M University

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President & Chief Executive
Officer,
Benedict College

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HBCU ELI Executive Director,
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18th President,
Bennett College

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SVP for Strategy & Chief
of Staff,
Complete College America

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Emory University

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Former EVP and Chief
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Smith University

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Curriculum Designer,
HBCU ELI
Associate Provost, Online
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Fort Valley State University and
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Myers McRae Executive search

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Thurgood Marshall Foundation

Mr. Owen Walker
HBCU ELI Program Manager,
Clark Atlanta University

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Stoglin**
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Philanthropic Strategist,
National Consulting and Advisory
Practice Group,
Bank of America Private Bank

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Former President and Chief
Executive Officer,
Coppin State University

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President,
Xavier University of Louisiana

Mr. David Wilkerson
Training Coordinator OLCE
Clark Atlanta University

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Bowie State University;
California State University-
Dominguez Hills;
Dillard University;
University of District of Columbia;
and Concordia College

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North Carolina A&T State University

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Wilberforce University

**Dr. Adena L. Williams
Loston**
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St. Philip's College

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Consultant,
Witt Kieffer

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GA Piedmont Technical College

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Stillman College

Former Interim President,
Grambling State University

Former Interim President,
South Carolina State University

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Former COO & VP,
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Chair,
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Clark Atlanta University School of
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Former President,
Harris-Stowe State University

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President,
Morgan State University

Ms. Che D. Watkins
Executive Director,
Atlanta for Braven

Ms. Roeshana Moore-Evans
Executive Director,
Harvard and the Legacy of Slavery
Initiative, Harvard University

2023 HBCU ELI Graduate
Assistants

Mr. Malik Gray

Ms. Odette Edwards

Introducing the HBCU ELI 2024

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Associate Vice President
and Dean of Students
University of the District
of Columbia



Dr. Tasha A Carson
Assistant Vice President
in the Division of
Student Affairs
Tennessee State University



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Academic Dean of
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Department in the
School of Liberal Arts
and Sciences
Florida State College at
Jacksonville



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Director of Inclusion,
Diversity, and Engagement
Transact Campus



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Schools
Florida SouthWestern
State College



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Senior Consultant for
Leadership Strategies
Credo Higher Education

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The Southern Poverty Law Center



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Dean of the Division of Business and Economics
Morehouse College



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Interim Associate Vice Chancellor for Academic Affairs
University of Hawaii West O'ahu



Dr. Breona Monique Hayes
Director of Title IX Compliance
North Carolina A&T State University



Adriel Hilton
Associate Professor of Education
Southern University at New Orleans



Dr. Brittney James
Chief Operating Officer
Healthcare Equity Solutions



Dr. Rozina L. Johnson
Chair of the English Department
Talladega College



Dr. Vanessa Raynor Moone
Dean of Academic Support Services
Shaw University

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Senior Vice President
for Academic Affairs
Johnson C Smith University



Dr. Brandon A. Owens, Sr
Access Services/ Cultural
Heritage Manager
Alabama State University



Dr. Antonius Pegues
Vice President
for Finance and
Administration
Albany State University



Dr. Rick W. Smith Sr
VP of External Relations
and Kentucky Economic
Partnerships
Council on Postsecondary
Education



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Steward**
Assistant Vice
Chancellor for Student
Enrollment & Retention
Services
Tennessee Board of Regents



Dr. Talitha Washington
Inaugural Director
Data Science Initiative
Atlanta University Center



Dr. Eugene Wilkerson
Professor in
the Department
of Leadership,
Management, and
Human Capital
National University



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Director of Student Affairs
& DEI for the Graduate
Programs in Sustainability
Management and
Sustainability Science at
The Earth Institute
Columbia University

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Chief Government
and Legislative Affairs
Officer
Coppin State University



Eric L. Jackson
Director, Title III
Programs and Budget
Office
West Virginia State
University



Dr. Keri Norris
Vice President of Health
Equity, Diversity, and
Inclusion
National Bleeding Disorders
Foundation



Dr. Alfred Degrafinreid II
President & CEO
Leadership Tennessee



Dr. LaVette Lang Ford
Assistant Director of
the Office of Sponsored
Programs
Bennett College



Dr. Robert V. Mayo
Senior Technical
Assistance Consultant
within the Youth,
Family and Community
Development Program Area
American Institutes for Research

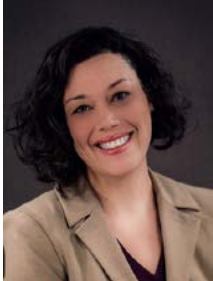


**Dr. Damara
Hightower Mitchell**
Provost and Vice
President for Academic
Affairs and Founding
Executive Director
of the Center for
Educator Preparation
and Innovation
Voorhees University



Dr. Jeffery Haynes,
Director of Health and
Counseling
Alabama A&M University

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Provost and Chief
Academic and
Enrollment Officer
Dillard University



Paula Love
Vice President Finance/
Administration
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Chenault Hemby**
Dean, Division of Social
Sciences
Columbia College



Dr. Patrick Martin
Dean of the
College of (STEM)
Johnson C. Smith
University



Dr. Marcus Ward
Vice President
for Institutional
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President for Student
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Management
Philander Smith College



Kendra Sharp
Strategist,
Institute for Capacity Building
United Negro College Fund

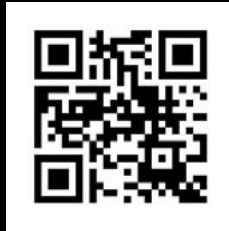


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