



HBCU
Executive
Leadership
Institute
CLARK ATLANTA UNIVERSITY

2026 Community of Fellows



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 Chairman, 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 of the Community of Fellows Program. Dr. James E. Lyons, President Emeritus of California State University Dominguez Hills and Former President of Jackson State University and four other institutions, serving as the New Presidents Program Coordinator.

Under the leadership of Dr. J. Fidel Turner, the School of Education Dean, Mrs. Tye Andrews, serves as the HBCU ELI Program Manager with support from Mrs. Betina DeBerry, the Executive Director of Operational Affairs and Special Assistant to the Dean. Dr. Mary A. Hooper, Associate Provost and Professor of Educational Leadership, serves as the Curriculum Designer, with support from the Online Learning and Continuing Education Unit including Ms. Brooke Jones, Online Course Development Coordinator, and Mr. Reginald D. Lewis, Director of Professional Learning and Continuing Education.

Previous HBCU ELI Directors were Dr. George Ross, President Emeritus Central Michigan University and Former President Alcorn State University as well Dr. Barbara Hatton, Former President, South Carolina State University & Knoxville College. Previous Program Managers were Mr. Owen Walker and Dr. Cameron Randle. Mr. David Wilkerson served as the Continuing Education Training and Events Coordinator. Previous Executive Director of Operational Affairs and Special Assistant to the Dean, Mrs. Betina DeBerry.

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.



Seminar Series:

Saturday, January 3, 2026

Virtual Orientation

Session Details, Topics and Competencies

Saturday, January 3, 2026

The HBCU Executive Leadership Institute (ELI) at Clark Atlanta University:
2026 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 3, 2026

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 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
Chairman
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

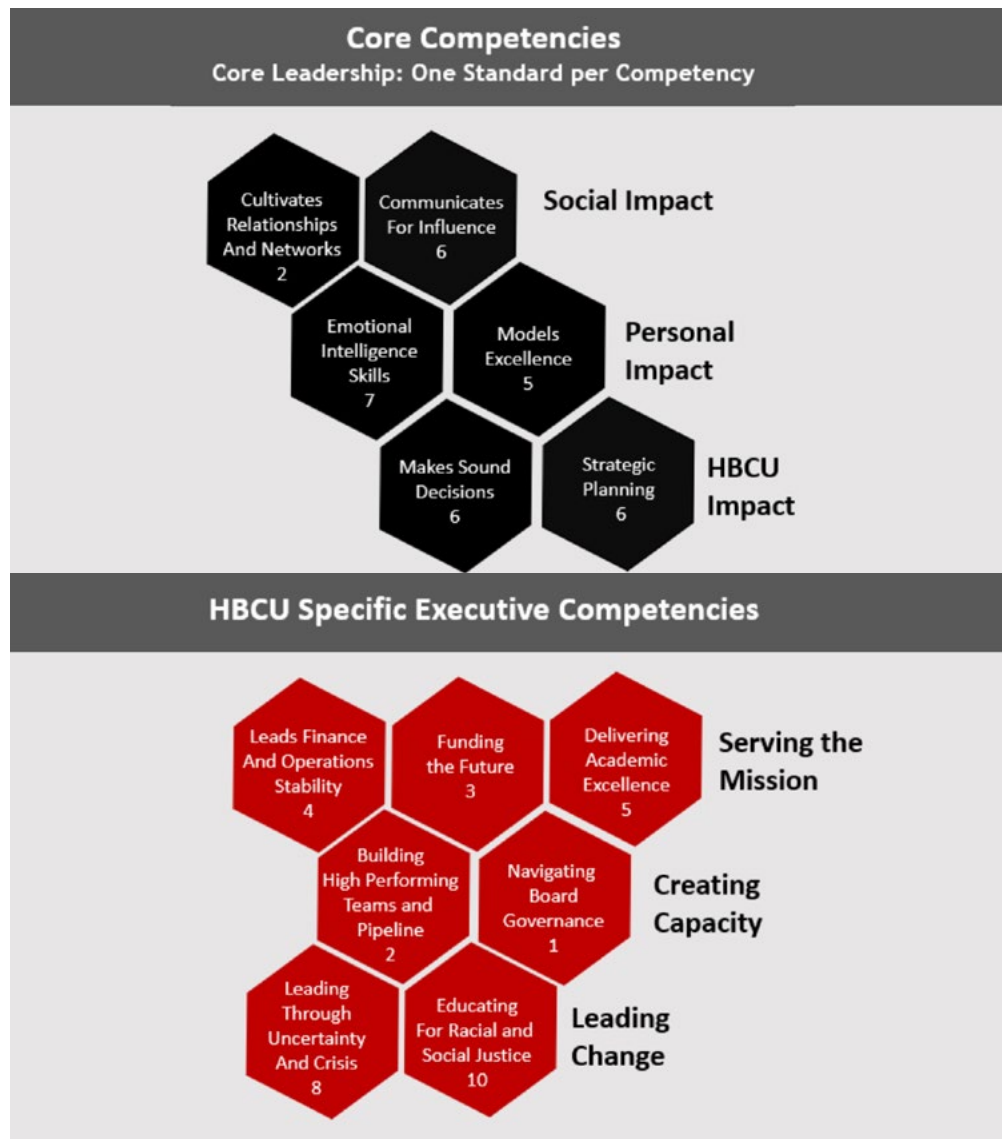
10:30 AM Introduction of Fellows

11:15 AM Introduction to the HBCU ELI Competency Framework

Dr. Phyllis Worthy Dawkins

HBCU ELI Executive Director

18th President of Bennett College



Saturday, January 3, 2026

11:45 AM **Break**

12:00 PM **Introduction to the ELI Learning Framework & Seminar Schedule, Jan-Dec 2026**



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**

Optional Support Session - Fellows Technical Support to access HBCU ELI CANVAS Site

Seminar Series:

Saturday,
January 17, 2026

Serving the Mission Competencies – Part 1

Session Details, Topics and Competencies

Saturday, January 17, 2026

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

11:00 AM HBCU ELI Applied Practice – 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.



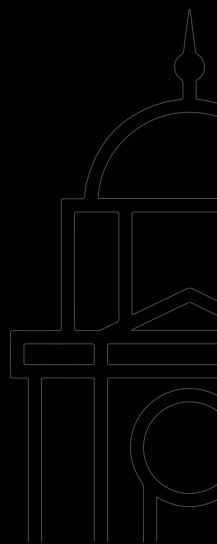
Dr. Mary A. Hooper
Associate Provost
Online Learning and Continuing
Education Professor
Educational Leadership
Clark Atlanta University

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



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. Adena Williams Loston
President
St. Philip's College



Dr. Jack Thomas
Former President
Central State University

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

Dr. Cheryl Davenport Dozier

Closing Remarks

Dr. Phyllis Worthy Dawkins

Seminar Series:

Saturday,
January 31 , 2026

Serving the Mission Competencies – Part 2

Session Details, Topics and Competencies

9:45 AM Convene

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



Moderator

Dr. Phyllis Worthy Dawkins

HBCU ELI Executive Director

Clark Atlanta University

18th President

Bennett College

Leads Finance and Operations Stability Performance Standards

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.

10:15 am Leads Finance and Operations Stability Performance

Performance Standards:

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.

10:15 am Leads Finance and Operations Stability Performance

Continued



Mr. Gerald Hector
Senior VP for
Administration & Finance
University of Central Florida

Former Executive Vice
President/Chief Business
Officer
Morehouse College &
Johnson C. Smith University



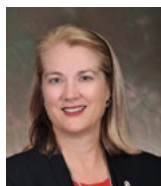
Ms. Undria Stallings
Senior Vice President of
Business and Finance &
Chief Financial Officer
Morehouse College

11:45 AM Break

12:00 PM HBCU ELI Applied Practice – Asynchronous Activities

Fellows independently complete the Orientation Module in Canvas

- **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

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

Dr. Cheryl Davenport Dozier

Closing Remarks

Dr. Phyllis Worthy Dawkins

Seminar Series:

Saturday,
February 7 , 2026

Serving the Mission Competencies – Part 3

Session Details, Topics and Competencies

9:45 AM Convene

10:00 AM **General Session: Serving the Mission**
Online 360 Degree Feedback Assessment Launches



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

11:45 AM Break

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.

12:00 PM Funding the HBCU Future

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. Reynold Verret
President
Xavier University of Louisiana

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

Dr. Cheryl Davenport Dozier

Closing Remarks

Dr. Phyllis Worthy Dawkins

Seminar Series:

Saturday,
February 21, 2026

Creating Capacity Competencies

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.

Performance Standards:

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.

10:15 AM Building High – Performing Teams & Pipeline Cont.



Dr. S. Keith Hargrove
Chancellor
Elizabeth City State
University



Dr. Christopher Davis
President
LeMoyne-Owens College

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.

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.

Performance Standards:

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 Martin
President Emeritus
North Carolina A&T State
University



Dr. Donald W. Comer
Interim President
Lane College
Former Chairman
Board of Trustees
Stillman College
Vice Chairman
Board of Trustees
LeMoyne Owen College

1:30 PM Overview of Micro-Credential Engagement Expectations and Performance Standards: Navigating Board Governance

Dr. Mary Hooper

1:45 PM Closing Remarks

Dr. Phyllis Worthy Dawkins, Dr. Cheryl Davenport Dozier

Seminar Series:

Saturday,
March 7, 2026

Leading Change Competencies

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.

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

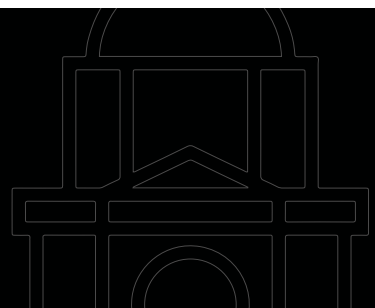


Dr. George T. French, Jr.
President
Clark Atlanta University
Former President
Miles College

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.

Performance Standards:

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.

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.



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



Dr. Jabari Simama
Former President
Georgia Piedmont
Technical College

Saturday, March 7, 2026

1:30 PM Session Q&A, Reflections and Feedback

Dr. Cheryl Davenport Dozier

1:45 PM Closing Remarks

Dr. Phyllis Worthy Dawkins



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



Seminar Series:

Saturday,
March 21, 2026

Core Competencies – Social Impact

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. Roslyn Artis

President

Benedict College



Dr. Marguerite Stoglin

Senior Vice President

Philanthropic Strategist

Bank of America

11:45 AM Break

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. Henry N. Tisdale
President Emeritus
Claflin University



Dr. JoAnn Haysbert
Former Vice President and Provost
Hampton University

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

Dr. Cheryl Davenport Dozier

Closing Remarks

Dr. Phyllis Worthy Dawkins

Seminar Series:

Saturday,
March 28 , 2026

Core Competencies – Personal Impact

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 Ross Fedrick

Former President

Albany State University



Dr. Marsha Schrage

SHRM-SCP

Executive Consultant

Talent Quest

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. Javaune
Adams-Gaston**
President
Norfolk State University



Dr. Johnson O. Akinleye
12th Chancellor
North Carolina Central
University (NCCU) (Retired)

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

Dr. Cheryl Davenport Dozier

Closing Remarks

Dr. Phyllis Worthy Dawkins

Seminar Series:

Saturday, April 11, 2026

Core Competencies – Institutional Impact

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. Kimberly Ballard-
Washington**

Former president

Savannah State University

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
Tennessee State University
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

Seminar Series:

Saturday,
April 25, 2026

ELI Fellow and Coach/Mentor Matching

Session Details, Topics and Competencies

9:45 AM **Convene**

10:00 AM **Welcome and Introductions**



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

10:15 AM **Adaptive Problem of Practice – Residency Preparation**

During the first day of the June HBCU ELI Residency at Clark Atlanta University, each Fellow will have a maximum of 7 minutes to present their Adaptive Problem of Practice Definition and Initial Plan. The presentations will be delivered using the INGITE format adapted for the HBCU ELI. Following the 5-7 minute IGNITE presentation, Fellows will receive verbal feedback from the Panelists (Mentor/Coaches and Legacy Leaders) and written feedback from their peers.



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

Saturday, April 25, 2026

11:45 AM Break

12:00 PM Coach/Mentor Matching

Coach/Mentor assignments for each Fellow will be announced. Assignment of Coach/Mentors is made with consideration of the Fellows Self-Assessment and the context of their Adaptive Problem of Practice. Fellows will meet with their assigned coaches in break out rooms to begin establishing relationships and planning the cadence for regular meetings May – November.



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

1:00 PM Residency Logistics and Planning

Details regarding travel, lodging, and logistics for the June Residency will be reviewed and confirmed.

Dr. Phyllis Worthy Dawkins
HBCU ELI Executive Director

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

Dr. Cheryl Davenport Dozier

Closing Remarks

Dr. Phyllis Worthy Dawkins

Residency Schedule

Wednesday,
June 10, 2026

Adaptive Problem of Practice

Session Details, Topics and Competencies

11:30 AM Registration

Clark Atlanta University

Auc Woodruff Library,

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



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
Vice Chair
HBCU ELI Advisory Board
Retired Executive
Director
Thurgood Marshall
College Fund



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

1:00 PM
Cont

HBCU ELI Team – Adaptive Problem of Practice Presentation & Evaluation Demonstration



Dr Marsha Scharge
SHRM-SCP
Executive Consultant
Talent Quest



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

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

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

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



Ms. Tye Andrews
HBCU ELI Program Manager
Clark Atlanta University



Dr. Cameron Randle
Event Manager
HBCU ELI
School of Education
Clark Atlanta University

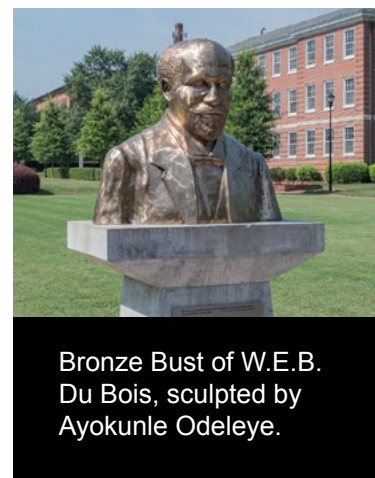


Ms. Brooke Jones
Online Program Development Coordinator
Clark Atlanta University



Betelihem Beshir
Research and data Clerk
HBCU ELI
Clark Atlanta University

- Clark Atlanta University (John Hope Grave)
- Morehouse College (Benjamin Mays Statue)
- Morehouse School of Medicine (The Louis W. Sullivan National Center for Primary Care)
- Spelman College (Sisters Chapel)



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

Seminar Series:

Thursday, June 11 , 2026

Leading Change and Serving the Mission

Session Details, Topics and Competencies

8:00 AM **Continental Breakfast**

AUC Woodruff Library

8:45 AM **Convene**

9:00 AM **Panel Leading through Crisis & Uncertainty: Federal Relations Update**

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



Dr. Lodriguez Murray

United Negro College Fund (UNCF)

**Sr. Vice President
Public Policy &
Government Affairs**

9:50 AM Panel Discussion: Leading Finance & Operations Stability

Current challenges at HBCUs.

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



Joel V. Harrell, Ed.D.

**Branch Chief, Technical
Assistance Branch
Office of Institutional and
Oversight Services**

U.S. Department of Education Federal
Student Aid

10:45 AM Break



It must be borne in mind that the tragedy of life doesn't lie in not reaching your goal. The tragedy lies in having no goals to reach.



Dr. Benjamin Mays, (1894-1984)
President of Morehouse College, from 1940-1967

11:00 AM Preparing the Next Generation of HBCU Leaders

Moderator: **Dr. Phyllis Worthy Dawkins**

Greetings and Opening Remarks

Discussant



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)



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

Presidents Round Table



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



Dr. Kevin James
President
Morris Brown College



Dr. Valerie Montgomery Rice
President and CEO
Morehouse School of Medicine



Dr. Herman Mason
Interim President
Interdenominational Theological Center



Dr. Ammie Davis
President
Turner Theological Seminary



Dr. Candace M. Lewis
President
Gammon Theological Seminary

12:30 PM HBCU ELI Luncheon and Awards Ceremony

Moderator

Dr. Phyillis 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

Greetings, Welcoming 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)**



Dr. Johnny Parham
Vice Chairman

HBCU ELI Advisory Board

Retired Executive Director

Thurgood Marshall
College Fund

Dr. Frederick S. Humphries, Sr. Leadership Award

Announcer



Dr. Ronald A. Johnson

Co-founder

HBCU ELI

4th President

Clark Atlanta University

12:30 PM Remarks and Recognitions: Dr. Phyllis Worthy Dawkins

Recognitions: HBCU Advisory Board Members and Council of HBCU Past Presidents

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Philanthropic Solutions

Dr. George Thorn

Senior Vice President
Philanthropic Client Manager

The Anne Mullen Orrell

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N.A Trustee

Chan Zuckerberg Initiative

Ms. Belinda Stubblefield

Head of Diversity & Inclusion

Thato Ramoabi

Director, Racial Equity Grantmaking
Community

Charles Stewart Mott

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Program Director

Clark Atlanta University

Office of the President

Dr. George T. French, Jr.

President

ECMC Foundation

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Mr. Jonathan T. Reid
Dr. Stephanie Sole
Dr. Laura Boche

Truist Foundation

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Vice President
Director of Regional Programming

Andrea Nicole Royster

SVP, Director of Grants
Management
Truist Foundation | Truist
Director of Regional Programming

Microsoft

Mr. Fred Humphries, Jr.

Corporate Vice President of U.S.
Government Affairs

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Philanthropic Solutions

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Senior Vice President
Philanthropic Client Manager

Toyota

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Formal External Engagement Lead
for Diversity & Inclusion

W.K. Kellogg Foundation

Ms. Jeanne K. Wardford

Program Officer

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

Harvard University

Dr. Sara Bleich

Vice Provost for Special Projects,
Professor of Public Health Policy,
Chan School of Public Health,
Director of Social Sciences and
Carol K. Pforzheimer Professor,
Harvard Radcliffe Institute, Member
of faculty, Harvard Kennedy School

Roeshana Moore-Evans

Vice Provost of Special Project
Harvard & the Legacy of Slavery
Initiative, Harvard University

Dr. Shahara C. Jackson

Director HBCU Strategic initiative

12:30 PM Program Partners

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

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

Thursday, June 11, 2026

3:30 PM Career Development Session: Search Firms Panel



Andriell Dees
**Vice President of
Executive Search**
Greenwood Asher &
Associates



**Dr. Gerri B.
Williams**
Associate Partner
Carter Baldwin
Executive Search



Ms. Marion Frenche
SHRM-CP
**Associate Vice President
Of Executive Search**
**Practice Leader, Diversity
Equity & Inclusion**
Greenwood/ Asher & Associates



**Ms. Christine
Pendleton**
Principal
Witt/Kieffer



Mr. Kenny Daugherty
President
Myers McRae Executive Search

5:10 PM Bus Departure to Hotel

**6:00 PM HBCU ELI 2026 Community of Fellows and Fellows Alumni
Network Reception**

- Signia Hotel - Nest on Four, 4th floor patio
 - 6pm Reception for the 2026 Fellows and the Fellows Alumni Network
 - Dinner on your own
-

Donor Recognitions



THE **RICH'S** FOUNDATION

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N.A., Trustee



Seminar Series:

Friday, June 12, 2026

Closing Ceremony

Session Details, Topics and Competencies

Friday, June 12, 2026

8:30 AM Continental Breakfast

Auc Woodruff library

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 Guest Speaker

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

11:30 AM Cont.	2026 Community of Fellows Pinning Ceremony	
	Dr. Louis W. Sullivan Chairman HBCU ELI Advisory Board	Dr. Cheryl Davenport Dozier HBCU ELI Program Coordinator Clark Atlanta University
	President Emeritus Morehouse School of Medicine	President Emerita Savannah State University
	Former U.S. Secretary of Health and Human Services	
	Dr. Johnny Parham Vice Chair HBCU ELI Advisory Board	Dr. Mary A. Hooper HBCU ELI Curriculum Designer Associate Provost Clark Atlanta University
	Retired Executive Director Thurgood Marshall College Fund	Dr. J. Fidel Turner, Jr. Dean Clark Atlanta University School of Education
	Dr. Phyllis Worthy Dawkins HBCU ELI Executive Director Clark Atlanta University	
	18th President Bennett College	

July–December 2026

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

Asynchronous Micro-Credential

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

12:00 PM **Boxed Lunch & Departure**

Celebration of Leadership

Wednesday, November 20, 2026

Session Details, Topics and Competencies

6:00 PM – Virtual Celebration: Leadership Lessons Learned,
8:00 PM Micro-Credentials Awards, 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



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

2026 HBCU ELI Coach/Mentors

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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

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Allen University

Dr. Van Newkirk
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Fisk University

Dr. Lester Newman
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Georgia Piedmont Technical
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Saint Augustine University

Dr. Cynthia Warrick
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Betelihem Beshir
**HBCU ELI Research and Data
Clerk**

Clark Atlanta University

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

AGB Search

Former President
Alabama State University

Mr. Ernest A. Brooks III
**Partner + Practice
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Isaacson, Miller

Dr. Donald W. Comer
Interim President

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LeMoyne-Owens College

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Savannah State University

Dr. Dhanfu E. Elston
**SVP for Strategy & Chief
of Staff Complete College America**

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Morehouse College

Former President
**Interdenominational Theological
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Director

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Chief Executive Officer

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Dr. Nia Haydel

**VP for Alliance Engagement &
Institutional Transformation**

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Mr. Gerald Hector

**SVP for Administration and
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University of Central Florida

**Former EVP and Chief
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Smith University

Dr. Jesse Hightower

**Supervisory
Management &
Program Analyst**

U.S. Department of Education and
Federal Student Aid: Partnership

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Dr. Mary A. Hooper

Curriculum Designer

HBCU ELI

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President

Morris Brown College

Dr. Robert Jennings

Former President

Lincoln University of Pennsylvania
& Alabama A & M University

Dr. Samuel Jolley

Former President

Morris Brown College

Chair

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Ms. Brooke Jones

**Online Program Development
Coordinator**

Clark Atlanta University

Dr. Paul Jones

President

Fort Valley State University

Former Sr. VP

Finance & Administration

Georgia College & State University

Interim President

Darton State College (2013-2015)

Dr. Amanda Washington

Lockett

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Fund TM² Executive Search

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Southern University

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President

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Dean (interim)- School of Arts
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Executive Director,
FAMU Foundation



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Humanities at**
Harris-Stowe State University



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Albany State University



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Sacramento City College



Camacia Smith-Ross
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Masudi Stolar
Interim Dean of the college of Business
Dillard University



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Spelman College



Johnny Surry
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Morris College

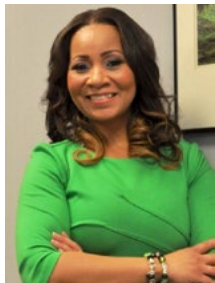
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University

CEO/Principal
Jordan Shelby West LLC

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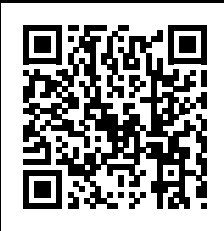


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