



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



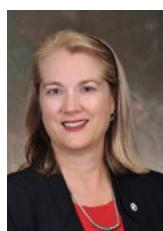
Dr. Johnny Parham
Retired Executive
Director, Thurgood Marshall College Fund
Vice Chair, HBCU ELI Advisory Board



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**

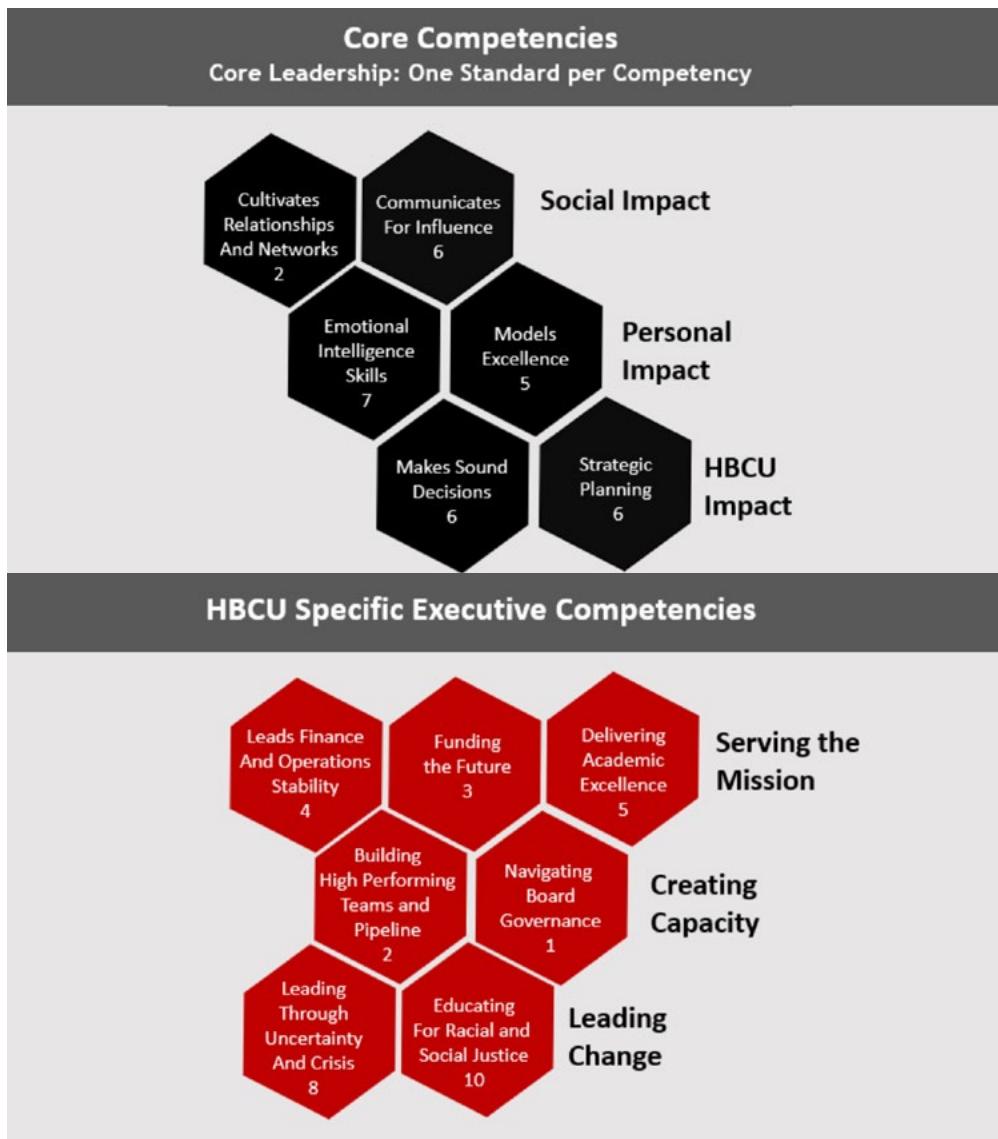
Saturday, January 3, 2026

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**

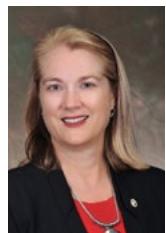
Dr. Phyllis Worthy Dawkins

Saturday, January 17, 2026

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

Saturday, January 17, 2026

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

Saturday, January 31, 2026

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.

Saturday, January 31, 2026

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



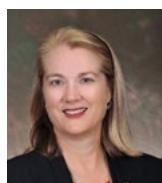
Ms. Undria Stallings
Senior Vice President of
Business and Finance &
Chief Financial Officer
Morehouse College

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

Saturday, February 7, 2026

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.

Saturday, February 7, 2026

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

Saturday, February 21, 2026

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.

Saturday, February 21, 2026

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.

Saturday, February 21, 2026

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

Saturday, March 7, 2026

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, March 7, 2026

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

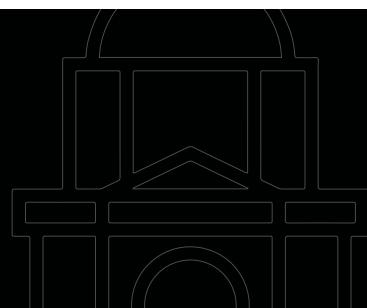


Dr. George T. French, Jr.
President
Clark Atlanta University
Former President
Miles College

11:45 AM **Break**

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

W.E.B. Du Bois



Saturday, March 7, 2026

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

Saturday, March 21, 2026

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**

Saturday, March 21, 2026

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

Saturday, March 28, 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 **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

Saturday, March 28, 2026

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

Saturday, April 11, 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 **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

Saturday, April 11, 2026

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

Saturday, April 25, 2026

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

Wednesday, June 10, 2026

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

Wednesday, June 10, 2026

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



Dr Marsha Schrage
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

Wednesday, June 10, 2026

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

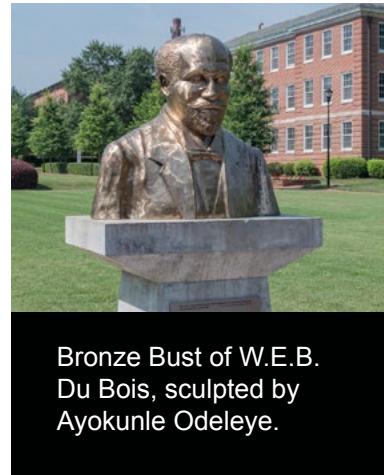


Ms. Brooke Jones
Online Program
Development
Coordinator
Clark Atlanta University



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

Thursday, June 11, 2026

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. Rodriguez Murray

United Negro College Fund
(UNCF)

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

Thursday, June 11, 2026

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

Thursday, June 11, 2026

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

Thursday, June 11, 2026

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

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

Thursday, June 11, 2026

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

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

Donor Recognitions:

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Dr. George Thorn
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Thato Ramoabi
Director, Racial Equity Grantmaking
Community

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Clark Atlanta University
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Dr. George T. French, Jr.
President

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Andrea Nicole Royster

SVP, Director of Grants
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Corporate Vice President of U.S.
Government Affairs

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Ms. Deva Hirsch
Executive Director

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Senior Vice President
Philanthropic Client Manager

Toyota

Ms. Jessica Taylor
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

Thursday, June 11, 2026

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



Andriel 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

The Anne Mullen Orrell
Charitable Trust Bank of America,
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**

Friday, June 12, 2026

11:30 AM 2026 Community of Fellows Pinning Ceremony

Cont.

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

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

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

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

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

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

Wednesday, November 20, 2026

6:00 PM - **Virtual Celebration: Leadership Lessons Learned, Micro-Credentials Awards, Certificates, and HBCU ELI Fellows Alumni Network**
8:00 PM



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

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. Dianne Boardley Suber

Former President

Saint Augustine University

Dr. Cynthia Warrick

7th President

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Dr. Gloria Willingham-Toure'

Board Chair

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Dr. Dorothy Cowser Yancy

President Emerita

Shaw University; Johnson C. Smith
University

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Dr. Javaune Adams-Gaston

President

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Dr. Johnson O. Akinleye

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North Carolina Central University

Tye Andrews

HBCU ELI Program

Manager

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Dr. Roslyn Artis

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Dr. Brittany N. Bellamy

Partner Participation & Oversight Directorate

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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 Leader

Isaacson, Miller

Dr. Donald W. Comer

Interim President

Lane College

Former Chairman

Board of Trustees

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Mr. Kenny Daugherty

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Dr. Phyllis Worthy Dawkins

HBCU ELI Executive Director

Clark Atlanta University

18th President Bennett College

Dr. Christopher Davis

President

LeMoyne-Owens College

Dr. Cheryl Davenport Dozier

HBCU ELI Program

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Clark Atlanta University

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Savannah State University

Dr. Dhanfu E. Elston

SVP for Strategy & Chief

of Staff Complete College America

Dr. Robert M. Franklin, Jr.

President Emeritus

Morehouse College

Former President

Interdenominational Theological Center; James T. and Berta R. Laney

Professor, Moral Leadership

Emory University

Dr. Marian Fredricks

Former President

Albany State University

Dr. George T. French, Jr.

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Clark Atlanta University

Former President

Miles College

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Of Executive Search Practice
Leader, Diversity, Equity & Inclusion
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Director
U.S. Department of Education and Federal Student Aid: Partnership
Engagement and Relationship Management Group

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Myers McRae Executive Search

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

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SVP for Administration and Finance
University of Central Florida
Former EVP and Chief Business Officer
Morehouse College & Johnson C. Smith University

Dr. Jesse Hightower
Supervisory Management & Program Analyst
U.S. Department of Education and Federal Student Aid: Partnership
Engagement and Relationship Management Group

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

Dr. Kevin James
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
Council of HBCU Past Presidents

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
Interim President
Thurgood Marshall College
Fund TM² Executive Search

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

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

Dr. James Lyons
Former President
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Bowie State University
California State University-Dominguez Hills;
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Graduate Research Assistant

Clark Atlanta University

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Dr. Kelli Rainey

Sr. Director, Grants

Management, NACUBO;

**Former COO & VP,
Academic & Student Support Services**

Johnson C. Smith University

Dr. Cameron Randle

Chief Program Officer

HBCU Executive Leadership Institute

Clark Atlanta University

Dr Marsha Scragg

SHRM-SCP

Executive Consultant

Talent Quest

Dr. Jabari Simama

Former President

GA Piedmont Technical College

Dr. Yolanda Watson Spiva

President

Complete College America

Ms. Undria Stallings

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Dr. Marguerite McClinton

Stoglin

Senior Vice President Philanthropic Strategist,

National Consulting and Advisory Practice Group

Bank of America Private Bank

Dr. Louis Sullivan

President Emeritus

Morehouse School of Medicine;

Former U.S. Secretary of Health and Human Services

Chair

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Claflin University

Dr. Jack Thomas

Former President

Central State University

Dr. J. Fidel Turner, Jr.

Dean

Clark Atlanta University School of Education

Dr. Reynold Verret

President

Xavier University of Louisiana

Dr. David K. Wilson

President

Morgan State University

Dr. Dorothy Cowser Yancy

President Emerita

Shaw University

Johnson C. Smith University

Introducing the HBCU ELI 2026 Fellows

Community of Fellows



Channell Barbour
Vice President for Strategic
Partnership/Chief of Staff
Partners for Rural Impact



Anita Bledsoe-Gardner
Dean, College of Liberal Arts,
Johnson C. Smith University



Christopher K. Bass
Dean (interim)- School of Arts
and Sciences
Clark Atlanta University



Patricia C. Bradley
VP, Office of Inclusion and
Institutional Equity
Towson University



Samantha Betton
Associate Provost/Vice
President of Academic Affairs
Simmons College of Kentucky



Yolanda Brown
Provost, Workforce Education
Valencia College

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Jackson State University



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Dean, Graduate Education
Clark Atlanta University



Geoffrey Colbert
Dean, Student Success and
Engagement
Prince George's Community
College



Jacqueline Faulkner
Chief of Staff
CampusWorks Inc.



Amy Davis
Vice President of Human
Resources/CHRO
LeMoyne-Owen College



Heather Freeman
Associate Vice President of
Enrollment Management
Xavier University of Louisiana



Carolyn Eastlin
Interim Vice President
of Student Affairs and
Enrollment Management
Oklahoma City Community
College



Darren T. Gibson
Associate Vice President of
Community Development,
Education, and Operations
Howard Community College

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Associate Provost for
Academic Affairs-Student
Success and Strategic
Initiatives
Edward Waters University



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Executive Director of
Strategic Academic
Partnerships
Fort Valley State University



Chaz Tremaine Gipson
National Program Director
Senior Education Program
Manager
US Department of Education



Kishia Carrington James
Vice President for Student
Affairs
Jarvis Christian University.



Carolyn Hall
Director of the Graduate
Center of Excellence for
Testing and Retention at
Alabama A & M University



Jonelle Knox
Assistant Provost Academic
Affairs, Student Success, &
Retention
New Jersey City University

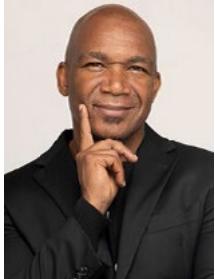


James T. Ham
Director for the Office of
International Affairs
North Carolina Central University



Darryl Ann Lai Fang
Assistant Vice President,
Transformation Support
UNCF Institute for Capacity
Building

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CEO
IntegrityFirst.ai



Hector M. Molina
Chief Operating Officer
Fayetteville State University



Sylento R Lewis
Acting Vice President
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Engagement/Title IX
Edward Waters University



W. Anthony Neal, Ph. D.
Vice President, University
Advancement
Florida A & M University

Executive Director,
FAMU Foundation



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Dean of the College of
Social Sciences, Arts, and
Humanities at
Harris-Stowe State University



Rhonda C. Porter
Interim Provost and Vice
President for Academic
Affairs
Albany State University



Gerard McShepard
Associate Provost for
Academic Affairs
Wilberforce University



Deonte Jamar Simmons
Associate Vice President
and Dean of Students,
University of Maryland Eastern
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Vice President for Student Affairs
Massachusetts College of Liberal Arts (MCLA)



Dorsey Spencer Jr.
Dean of Students
Colgate University



Steven Smith
Vice President of Regional Campuses
University of North Georgia



Dr. Devoun Stewart
Vice President of Instruction,
Sacramento City College



Camacia Smith-Ross
Chief of Staff
Southern University New Orleans



Masudi Stolard
Interim Dean of the college of Business
Dillard University



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Associate Provost
Spelman College



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Vice President for Student Affairs
Morris College

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Dean, School of Science,
Technology, Health and
Human Services
Voorhees University



Dorian Williams
Dean, college of business
Dillard university



Sheila Tenney, Ed.D.
Former Executive Director
AMC Foundation



Ifeanyi Ike Ugboaja
Provost and Vice President
for Academic Affairs
Clinton College



Jordan Shelby West, PhD
Associate Vice Provost
The George Washington
University
CEO/Principal
Jordan Shelby West LLC

Notes:

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