



Presidents' Round Table Newsletter

A National Network of African American Community College CEOs

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The PRT is an affiliate organization of the National Council on Black American Affairs (NCBAA). Founded in 1983, the PRT is the national organization of African American community college chief executive officers.

Officers

Dr. Helen Benjamin
Convener

Dr. Andrew Jones
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Dr. Thelma Scott-Skillman
Treasurer

Dr. Charlene Dukes
Lakin Institute Coordinator

Dr. Ken Atwater
Membership Chair and
Directory Coordinator

Helen Benjamin, Editor
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Contributors to this issue:

Dr. Charlene Dukes
Dr. Marian Shivers

Wayne County Community College District Hosts 2011 Lakin Institute, NCBAAs Leadership Institutes, and PRT Business Meeting

Wayne County Community College District (WCCCD) rolled out the red carpet for the 2011 Lakin mentees, the National Council on Black American Affairs (NCBAA) scholars, and Presidents' Round Table (PRT) members. The district, under the leadership of Dr. Curtis Ivery, provided incredible support for the week-long leadership institutes and the two-day PRT business meeting and professional development activities. District liaison for the event, Dr. Stephanie Bulger, worked closely with institute leaders (Drs. Charlene Dukes, Charlene Newkirk, and Marian Shivers) in ensuring a quality experience for all in attendance.



Dr. Curtis Ivery



Drs. Charlene Dukes, Marian Shivers, Charlene Newkirk, Stephanie Bulger

Thomas G. Lakin Institute 2011



2011 Lakin Mentees with PRT Members

First Row Lakin Mentees: Dr. Annette Parker, Kentucky Community and Technical College, System Director, Center of Excellence in Automotive Manufacturing; Ms. Janet Evelyn-Dorsey, Ivy Tech Community College, Dean, School of Business; Ms. Annette Black, Wayne County Community College District, President, Downtown Campus; Mr. Gary Cummings, Wayne County Community College District, AVP University Center; Dr. CharMaine Hines, Wayne County Community College District, AVC Adjunct Faculty and Curriculum; Dr. Denise Noldon, Folsom Lake College, VP Student Enrollment and Enrollment Management; Ms. Tara Carter, Kishwaukee College, Dean, Arts, Communications, and Social Sciences

Second Row Lakin Mentees: Dr. Irvin Clark, III, Fredrick Community College, AVP Student Development and Dean of Students (4th from left); Dr. Kirk Nooks, Georgia Highlands College, Campus Dean and Executive Liaison for Diversity Initiatives (4th from right); Dr. John al-Amin, Oxnard College, VP Business Services (3rd from right)

Lakin Mentees Not Pictured: Dr. Howard Irvin, Chabot College, VP Student Services; Dr. Sherrie Lang, St. Philip's College, VP Student Success

From October 16-21, 2011, the PRT, in partnership with the NCBAA and its Mid-Level Administrators and Advanced Leadership Development Institutes, collaborated with Wayne County Community College District in Detroit, Michigan, to host the 19th annual Thomas Lakin Institute for Mentored Leadership for aspiring community college presidents of color at the Westin Book Cadillac Hotel. Dr. Stephanie Bulger, District Vice Chancellor of Educational Affairs and Distance Learning, on behalf of the Wayne County Community College District, Oakland Community College and Lansing Community College, welcomed the institute participants and coordinators to the Motor City at the opening reception held at the Charles H. Wright Museum of African American History.

Twelve senior administrators from throughout the country – Dr. Annette Black, Dr. Tara Carter, Dr. Janet Evelyn-Dorsey, Dr. CharMaine Hines, Dr. Sherrie Lang, Dr. Denise Noldon, Dr. Annette Parker, Dr. Irvin Clark, Dr. John al-Amin, Dr. Kirk Nooks, Dr. Howard Irvin, and Mr. Gary Cummings – arrived in the Motor City prepared to participate in a week-long professional development forum designed to increase their knowledge,

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Thomas G. Lakin Institute 2011, 2011 Lakin Mentees with PRT Members

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awareness, and access to the presidency. The curriculum was experiential-based and featured workshops focusing on the national spotlight on community colleges and the American Association of Community Colleges; Leadership Principles; Organizational Development; Budget, Finance, and Ethics; the Presidency and Accreditation; Leading as a President of Color; Etiquette; and Case Study Approaches to the Presidency. Additionally, mentees were engaged in reviewing presidential profiles, conducting mock interviews, and understanding the role of steward of the public trust. Presenters, including Drs. Walter Bumphus, Rosemary Gillett-Karam, Conway Jeffress, Audre Levy, Jennifer Wimbish, Andrew Jones, Narcisa Polonio, Patricia Dolly, Sandra Robinson, Gordon May, Debraha Watson, Clarence Brantley, and Dale Nesbary, combined theory, practical applications, and experiences that clearly delineated the joys, challenges, and opportunities of senior leadership within the community college.

The Lakin Institute and the PRT extend heartfelt thanks and appreciation to our hosts, Wayne County Community College District, Oakland Community College, and Lansing Community College, for their support and commitment to leadership development. A special "Thanks" goes out to the Coordinating Team led by Dr. Bulger. Their attention to details and logistics was much appreciated.

Dr. Carolyn Grubbs Williams Leadership Institute for African American Administrators

In celebration of the tenth anniversary of the NCBAALeaderShip Development Institute for African American Midlevel Administrators (LDI) and in recognition of the contributions of Dr. Carolyn Williams to NCBAALeaderShip Development Institute for African American Administrators. Dr. Williams, a founding member of NCBAALeaderShip Development Institute and president emeritus of Bronx Community College, is known nationally and internationally for her exemplary leadership.

Dr. Carolyn Grubbs Williams Leadership Development Institute for African American Midlevel Administrators (LDI)

The LDI continues to be a very viable leadership development institute. Participants continue to refer to it as a "life-changing experience" that will positively impact their professional careers. Twenty-four scholars completed the intensive week-long training sessions which brings the total number of completers to 225.

2011 LDI Scholars



First Row: Dr. Ann Lampkin-Williams, Ms. Anisha Morrell-Charles, Dr. Tammy Robinson, Dr. Yvette Snowden, Dr. Deidre Hill, Ms. Chasity Gaither, Ms. Doris Roberson, Ms. Cheryl Garnett, Ms. Sharon Dalmage

Second Row: Dr. Marian Shivers, Dean LDI, Dr. Wayne Beckles, Mr. Richard Potter, Mr. Vladimir St. Surin, Mr. Michael Smith, Dr. Eryinnaya Iweha, Mr. Donnell Mason, Mr. Mark Sanford, Dr. Carolyn Anderson, President NCBAALeaderShip Development Institute for African American Administrators

Not shown: Mr. Jeffery Benford, Mr. Keith Grace, Dr. Marvin Harris, Dr. Deborah Johnson-Blake, Dr. Paul Machen, Mr. Darrick Muhammad, Dr. Vincent Mumford, Ms. Sherry Sharufa, Dr. Murray Williams

The Dr. Carolyn Grubbs Williams Advanced Leadership Development Institute for African American Midlevel Administrators (Advanced LDI)

The Advanced LDI was initiated this year. The Advanced LDI is an intensive two-day institute designed for alumni of the LDI. Participants build upon skills gained in the LDI through focused discussions on leadership and networking with experienced community college professionals and their colleagues.

2011 Advanced LDI Scholars



Mr. David Taylor, Mr. Bernard Gantt, Dr. Marian Shivers, Dean LDI, Dr. Vernon Harlan, Dr. Chantae Recasner, Ms. Becky Burrell, Dr. Marvin Harris, Dr. Ralph Thompson.

PRT Business Meeting and Professional Development Activities

Thirty members participated in the business meeting and professional development activities. Plans were made for hosting a reception for the membership at the American Association of Community Colleges (AACC) convention in Orlando in April 2012 in addition to the business meeting. Dr. Jennifer Wimbish was appointed chair of the nominating committee for the selection of new officers. Professional development activities included an inspiring presentation on the completion agenda and the PRT's role in that endeavor by Dr. Alex Johnson, as well as an inside look at the transformation of Wayne County Community College District.



Dr. Alex Johnson



PRT members in attendance at the October 2011 business meeting.

Two of the 100 Most Powerful Women

Dr. Charlene M. Dukes and DeRionne P. Pollard have each been named as one of "The 100 Most Powerful Women" by the *Washingtonian* in its October 2011 issue. Compiled by editors of the magazine, the list highlights top female leaders in the public, private and nonprofit arenas. Dukes and Pollard share this honor with First Lady Michelle Obama and Secretary of State Hillary Clinton, among other distinguished leaders.

Dr. Charlene M. Dukes is the eighth and first female president of Prince George's Community College and has 27 years of progressive leadership experience and administrative responsibility in higher education. From 2002 through 2006, she served on the appointed Board of Education of Prince George's County and chaired the student support, student appeals, and personnel committees. In May 2007, Dukes accepted an appointment from Governor Martin O'Malley to serve a three-year term on the Maryland State Board of Education and was elected in July 2009 to serve a one-year term as vice-chair of the board. In October 2007, the African American Alumni Council of the University of Pittsburgh recognized her as an Outstanding Alumnus, and in 2008, she received the Distinguished Alumnus Award from Indiana University of Pennsylvania. In 2009, she received the "First Ladies Award" given by Radio One and My Sister's Keeper Organization and the "Luminary Award" from the Prince George's County Black Chamber of Commerce.



Dr. Charlene M. Dukes



Dr. DeRionne P. Pollard

"It is an honor to be included on a list with such phenomenal trailblazers like the First Lady and the Secretary of State," said Dukes. "I am proud to play a role in promoting student success both here at the college and through my work at the national and state levels. I have the pleasure everyday to work in an environment that transforms the lives of the students we serve. It is because of this, I am grateful to the leadership and staff at the *Washingtonian* for this tremendous recognition," she added.

Dr. DeRionne P. Pollard serves as president of Montgomery College, Maryland. At her inauguration, Dr. Pollard launched the Montgomery College Innovation Fund to inspire faculty and staff to develop new ideas for educating students. As president, she is passionate about working with the college and community to increase student completion. Under her leadership, Montgomery College was selected one of 40 community colleges nationwide to pilot the Voluntary Framework of Accountability (VFA) to determine how best to benchmark student success at community colleges nationwide. Dr. Pollard has been active in developing and strengthening partnerships with government, businesses, nonprofit organizations, and other educational institutions. She serves on two commissions at the American Association of Community Colleges (AACC): the 21st Century Commission on the Future of Community Colleges and the Commission on Academic, Student, and Community Development. She represents AACC on the Washington Higher Education Secretariat's Working Group on Persistence and Completion and is a member of the Advisory Board for O.P. Jindal Community College (India).

Dr. Pollard is a frequent speaker with a deep-rooted commitment to teaching and learning, equity and access, and professional development. Her awards and honors include 25 CEOs You Need to Know from *The Gazette of Politics and Business*, East Bay Woman of Distinction Award, the Outstanding Young Alumna Award from Iowa State University, the YWCA Woman of Achievement, and the Most Influential African American of Lake County (Chairman's Award).

Completion by Design Initiative

The Dallas County Community College District (DCCCD), with Cedar Valley College as the lead college, has been selected by the Bill & Melinda Gates Foundation to become one of five institutional systems (Alamo Colleges, El Paso Community College, Lone Star College System, South Texas College, and Dallas County Community College District) to implement the Completion by Design initiative in Texas.



Dr. Wright L. Lassiter, Jr.
Chancellor, Dallas County Community College District



Dr. Jennifer B. Wimbish
President, Cedar Valley College

Texas CBD will address college completion (defined as graduation, transfer or a certificate) in two major ways. First, it will focus on data relating to the full continuum of the student experience from start to finish. Grantees are asked to use the lessons of proven best practices simultaneously rather than investing in one isolated or new project. Second, it will address the full spectrum of organizational and administrative factors – from resources to policy – that can make or break a serious effort at reform.

Completion by Design (CBD) is a \$35 million, five-year community college reform effort from the Bill & Melinda Gates Foundation aimed to help low-income young adults finish postsecondary credentials more quickly and with greater rates of success. Within the Dallas County Community College District, Cedar Valley College is uniquely positioned as the pilot and lead college for this initiative, as it is the only DCCCD campus that meets the criteria of a high proportion of low-income, Pell Grant-recipient students.

The grant will be implemented in three phases over a five-year period that began in spring 2011. The Texas CBD cadre brings together five institutional systems that share significant regional need, a common vision for change and the demonstrated talent and commitment for deep reform. This cadre represents 235,000 students – one-third of all college students in the state of Texas.

Information is from the Office of the Chancellor, DCCCD

White House Highlights “Champions of Change”

Dr. Charlene Dukes and Prince George’s Community College

Dr. Perry W. Ward and Lawson State Community College

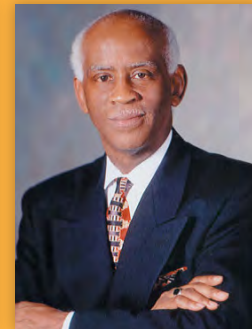
Dr. Monica Posey and Cincinnati State Community and Technical College

President Obama is working to support community colleges in graduating an additional five million students by the end of this decade. Each week the White House highlights “Champions of Change” who are making an impact in their communities and helping America rise to meet the challenges of the 21st century.

Dr. Charlene M. Dukes, the first female president of Prince George’s Community College, Dr. Perry W. Ward, president of Lawson State Community College, and Dr. Monica Posey, vice president of academics at Cincinnati State Community College, were invited to participate in a roundtable discussion on the positive impact of community colleges across the nation.



Dr. Charlene Dukes



Dr. Perry W. Ward



Dr. Monica Posey

Dr. Dukes has more than thirty years of progressive leadership experience in higher education. With more than 40,000 students, 80 percent of whom are students of color, the Prince George’s Community College has been identified as a predominantly black institution. Recently, the college partnered with the Prince George’s County Public Schools to create a Middle College, known as the Academy for Health Sciences at Prince George’s Community College, the first program of this kind in Maryland. These students will graduate with both a high school diploma and an associate’s degree from the college. Dr. Dukes and Prince George’s Community College were recognized by the White House for their commitment to improving completion rates, especially among disadvantaged students, and for their sector-based partnerships.

Since 1987, Dr. Ward has worked to ensure that Birmingham, Alabama and surrounding counties have a local workforce ready to meet economic needs. Lawson State Community College has just-in-time training initiatives with numerous businesses in the area, including the automobile industry in Alabama. The college is a member of the National Alternative Fuels Training Consortium training technicians in compressed natural gas. The college also received a grant from the State Energy Sector to fund job training in the maintenance and inspection of alternative powered vehicles such as liquefied and compressed natural gas, hybrid and electric vehicles. Dr. Ward and Lawson State Community College were recognized by the White House for their success in creating opportunities for low-income communities and minority populations.

Dr. Posey leads Cincinnati State Community and Technical College in establishing innovative academic partnerships to advance student success and build pathways to employment. This includes programs with hundreds of cooperative education employers, the Greater Cincinnati STEM Partnership, the Health Career Collaborative, and the Minorities in Mathematics, Science and Engineering organization. Dr. Posey and Cincinnati State Community and Technical College were recognized by the White House for their clear focus on career development, creating pathways to employment for students.

Dr. Kenneth Atwater Receives Distinguished Alumnus Award

Dr. Kenneth Atwater, currently president of Hillsborough Community College in Florida, was recognized as a distinguished alumnus of Murray State University at a September 15, 2011, awards dinner. The Distinguished Alumnus Award, established in 1962, recognizes the service of outstanding alumni who have held responsible positions and made significant contributions to their professions on a national, state and local level. The Distinguished Alumnus Award is the highest honor granted by Murray State University and honors those who have learned to give of themselves to promote their profession and the interest of their fellow man. Recipients represent a variety of professions and include Pulitzer Prize-winning journalists and renowned authors, research scientists and physicians, executives, entertainers and educators, military leaders and Emmy award-winning broadcasters.

Dr. Atwater previously served for nine years as president of South Mountain Community College, and, for five years prior to this, he served as vice president for student services at Kellogg Community College. In all, Dr. Atwater has served in community college leadership positions for the past 30 years.

Dr. Atwater graduated from Murray State University with a bachelor's in speech, theatre and sociology in 1977 and a master's in guidance and counseling in 1978. He is currently serving on the board of directors of the American Association of Community Colleges (AACC), The College Board, AACC's Commission on Diversity, Inclusion, and Equity, and as a board member of the Presidents' Round Table of African American CEOs. In addition he serves on the board of directors for the Greater Tampa Chamber of Commerce and for the United Way of Tampa Bay, the 1844 Council of the Tampa Metropolitan YMCA, the board of directors of Memorial Hospital, and the CEO Council.



From left to right: Vice President of Institutional Advancement Jim Carter, MSU; Dr. Kenneth Atwater; President Dr. Randy Dunn, MSU, and Alumni Association Board of Governors President Karen Owen, MSU

Dr. Barbara Bryan Keynote Speaker Down Under

Dr. Barbara Bryan, campus president for Broward College, North Campus, Florida, was invited to be the keynote speaker in September 2011 at the TAFE (Technical and Further Education) Directors Australia National Conference 2011 in Sydney, Australia, and at the TAFE Development Centre's Annual Teaching and Learning Conference in Melbourne, Australia. These conferences are the annual showcase for Australian TAFE institutes, providers of vocational education and training and higher education courses to thousands of Australian and overseas students.



Dr. Barbara Bryan

The TAFE Directors Australia National Conference 2011 addressed a high level dialogue on the big issues facing VET (Vocational and Education Training) providers, where Dr. Bryan's presentation was *Community Colleges' Baccalaureate Degrees – Trends in the USA and a Practical Model for Change*.

TAFE Development Centre's Annual Teaching and Learning Conference addressed the topical issue of social inclusion in VET. Designed for VET educators, the conference presented a range of perspectives on the topic from government and industry. Dr. Bryan's keynote presentation was on *Social Inclusion: The Opportunities and Challenges in a Community College in the USA*.

Dr. Helen Benjamin New Vice Chair for Congressional Advisory Committee

Recently elected unanimously to a one-year term as vice chair for the Advisory Committee on Student Financial Assistance (ACSFA), Dr. Helen Benjamin was nominated by Congressman George Miller and appointed by the Speaker of the House in 2008 to serve a term on the ACSFA that expires in September 2012.



Dr. Helen Benjamin

The ACSFA was created by Congress to provide advice and counsel on student aid policy to Congress and the Secretary of Education and to make recommendations that will result in the maintenance of access for low- and middle-income students. Its members are higher education and student aid policy experts and are appointed by Congress and the Secretary of Education. Dr. Benjamin is in her seventh year as chancellor of the Contra Costa Community College District, one of the largest multi-college districts in California, and is the first community college appointee to this committee.

Bullock Selected as National TRIO Achiever and 2011 Executive of the Year

Quintin Bullock, president of Schenectady County Community College, was selected as one of this year's National TRIO Achievers. TRIO is a set of federally funded college opportunity programs aimed at motivating and supporting students from disadvantaged backgrounds in their pursuit of a college degree. The award is presented to former TRIO project participants of high stature within their profession who have made significant civic, community, or professional contributions. Six individuals from across the country earn the TRIO Achiever Award each year. Dr. Bullock was selected by a committee comprised of members of the Board of Directors of the Council for Opportunity in Education, all of whom are TRIO professionals from around the country.



Dr. Quintin Bullock

Selected by a committee consisting of Schenectady Chamber of Commerce members, Dr. Bullock was also honored as the 2011 Executive of the Year.

CEO Appointments

Dr. Tyree Wieder New Interim President for East Los Angeles College

As the former interim chancellor for Los Angeles Community College District, LACCD, (August 2009 – August 2010) and former president emeritus for Los Angeles Valley College (June 1994 – 2008), Dr. Tyree Wieder is no stranger to the leadership responsibilities she accepted this past August with her new appointment as the interim president for East Los Angeles College. Her current assignment ends June 30, 2012.



Dr. Tyree Wieder

Dr. Wieder began her career as a counselor and classroom instructor, serving as an administrator in both student services and academic affairs. She ended her career having served 14 years as the President of Los Angeles Valley College, but was then asked to come out of retirement to serve as the interim chancellor for LACCD while a nationwide search was conducted for a new chancellor.

Her passion and priority have always been student success. As a long-time administrator, she believes in the importance of collegewide participation in the discussions that should be part of the decision-making process.

Dr. Wieder attended the Institute for Educational Management, Harvard University, and received her Ed.D. in higher education administration from the University of California, Los Angeles. She received her M.A. in educational psychology and her B.A. in sociology, both from California State University, Northridge.

Dr. Anthony Munroe Appointed as President for Malcolm X College

Dr. Anthony Munroe was offered and accepted the position of president for Malcolm X College this past June 2011. Most recently, he was a faculty member in the Northwestern University School of Continuing Education and a Fulbright Senior Specialist at the Council for International Scholar Exchange.



Dr. Anthony Munroe

He is a nationally recognized executive with nearly 25 years of experience leading urban healthcare and health education institutions. Dr. Munroe served as executive administrator of the Ross University School of Medicine, Bahamas Campus, and as associate vice president of Health Systems Affairs and associate dean of Clinical Network Operations at Ross University School of Medicine (NJ). He has operated as CEO of his own management consulting firm, providing leadership counsel to healthcare organizations in the areas of strategy, leadership development, and change management.

Dr. Munroe received a bachelor of science degree from Regents College, and went on to earn a master's of business administration from the Kellogg School of Management at Northwestern University, a master's of public health – health policy and management from Columbia University in New York, and a doctorate (Ed.D.) in health education from Columbia University – Teacher's College, New York, NY.

(Continued on next page)

Dr. Craig Follins New President for Olive-Harvey College

Appointed in June 2011, Dr. Craig Follins accepted the presidency for Olive-Harvey College. Dr. Follins is a workforce development expert with extensive experience in leadership at progressive urban community colleges across the United States. Most recently, Dr. Follins served as executive vice president of workforce and economic development at Cuyahoga Community College, OH. Previously, he was vice president of workforce and economic development and interim vice president of arts and sciences at Victoria College, TX. He also spent six years at the Houston Community Colleges as a system director of business development and outreach services.



Dr. Craig Follins

He earned a bachelor's degree in sociology from Brooklyn College, a master's in clinical sociology from Texas Southern University, and a doctorate in community college leadership from the University of Texas at Austin.

Derrick Harden Appointed as Interim President for Kennedy-King College

In April 2011, City Colleges of Chicago (CCC) announced the appointment of Mr. Derrick Harden as interim president for Kennedy-King College. Harden began his tenure at CCC in 2006 as an internal auditor and was promoted to vice president of human resources in December 2010. He has more than 18 years of progressive management experience in higher education and state and local governmental agencies. He participated in the Illinois Community College Presidents' Council to develop statewide strategies for funding community colleges across the state.



Mr. Derrick Harden

Harden received his bachelor of science degree in applied science from Youngstown State University in 1993 and his master's degree in public administration from the University of Akron in 1996.

Dr. Kojo Quartey Appointed as Provost and Chief Academic Officer, City Colleges of Chicago

Mr. Kojo Quartey was selected in June 2011 to be the new provost/chief academic officer by the City Colleges of Chicago. Quartey is an economist and former dean of the business school at Davenport University, Michigan, one of the largest business programs in the state. Prior to this, he



Dr. Kojo Quartey

served as dean of the division of administration and business, Talladega College; dean of the College of Business and Professional Studies, Lincoln University; vice president for university advancement, Lincoln University; and executive director of the Lincoln University Foundation.

Born in Ghana and raised in four countries, Mr. Quartey earned his bachelor's degree in accounting and master's degree in economics from Morgan State University in Baltimore. He earned his doctorate degree in applied economics, with a concentration in international economics, from Mississippi State University and completed a post-doctoral fellowship in finance at the University of California, Los Angeles.

Tarrant County College Names Jordan as New South Campus President

Tarrant County College Chancellor Erma Johnson-Hadley announced the selection of Dr. Peter Grant Jordan as the new South Campus president. Formerly, Jordan was the vice president for institutional effectiveness at LaGuardia Community College and also served for seven years as the college's chief enrollment and student affairs officer. Dr. Jordan also served as interim vice chancellor for student affairs for The City University of New York (CUNY). In this capacity, he provided leadership for student affairs across the CUNY system's 23 colleges and professional schools. Dr. Jordan has also held senior officer roles at major private institutions, including: Polytechnic Institute of New York University, New York Institute of Technology, and Vaughn College of Aeronautics and Technology. Dr. Jordan's career in higher education spans three decades. He is passionate about the mission of community colleges and committed to academic quality, planning, innovation, and student success in higher education.



Dr. Peter Jordan

Dr. Jordan has served on the boards of professional associations and non-profit corporations, including eight years as an Overseer for Colby College, three years as President of the New York State Association for College Admission Counseling (NYSACAC), and seven years as Chair of The LaGuardia College Association—a 501(c)3 corporation. He has served as a delegate to the National Association for College Admission Counseling (NACAC), and on the editorial board of the Journal of Student Affairs Research and Practice (JSARP). He is also the recipient of several awards.

Dr. Jordan holds a B.A. from Colby College, an M.S. from Polytechnic Institute of New York University, and an Ed.D. from the University of Pennsylvania. His post-graduate education and training include: learning styles, negotiation, foundations of leadership, assessment, and understanding and solving complex business problems.