



Presidents' Round Table Newsletter

*A National Network of African American
Community College CEOs*

May 2010

Inside this Issue:

- 2010-11 AACC Board **1**
- Lakin Institute **2**
- New CEOs **3**
- Strengthening Our Commitment to the Success of Male Students **4**
- PRT to Hold Institute for New CEOs **5**
- Creating a Culture for Student Success **6**
- PRT Holds Spring Meeting in Seattle **8**
- Letter to AACC Board Chair **9**

Congratulations to Current and Former PRT Members Serving on the AACC Board in 2010-11

In the 2010-11 year, 13 members of the Presidents' Round Table will be serving on the board of the American Association of Community Colleges. Dr. Myrtle Dorsey will serve as chair-elect and will be board chair in the 2011-12 year. Congratulations to them all!



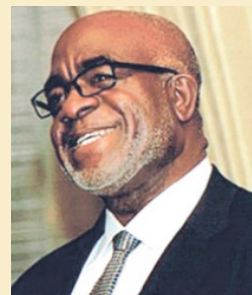
Dr. Myrtle E.B. Dorsey
Chancellor
Baton Rouge Community College (LA)



Dr. Ned Doffney
Chancellor
North Orange Community College District (CA)



Dr. Marie Foster Gnage
President
West Virginia University (WV)



Dr. Curtis Ivery
Chancellor
Wayne County Community College District (MI)



Dr. Alex Johnson
President
Community College of Allegheny County (PA)

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.

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The PRT newsletter is published three times a year

Helen Benjamin, Editor
Contributors to this issue

- Thelma Scott-Skillman
- Charlene Dukes
- Linda Cerruti
- Linda Lamar
- Deidre W. Hill



Lakin Institute Scheduled for October 10-15, 2010

The Presidents' Round Table is gearing up for the Thomas Lakin Institute for Mentored Leadership, which is designed to provide aspiring college presidents of African-American descent with "both formal and informal opportunities to participate in collegial and open dialogues with current and former college chancellors and presidents. They will share their experiences as the most senior level leader at the nation's community and technical colleges. The curriculum will focus on accreditation and the role of the president, strategic planning, fiscal responsibility and fund-raising, Board relations, creating a vision, consensus-building, collective bargaining, negotiating the first contract, and preparing for the hiring processes (including mock interviews), to name a few. The Institute offers a

unique opportunity to network and develop bonds within the group as participants learn firsthand the fine techniques of leadership from those who have been successful and who are eager to share their experiences and the lessons learned.

The Lakin Team (Charlene Dukes, Andrew Jones, Charlene Newkirk, and DeRionne Pollard) in partnership with our host college, the Houston Community College District (Cheryl Sterling and Art Tyler), is in the midst of planning for an exciting professional development opportunity in Houston, Texas from October 10-15, 2010.

For more information about the Institute, contact Dr. Charlene Dukes at cdukes@pgcc.edu or visit our website at www.theprt.org.

International Spotlight

Again this year, Stella Mbubaegbu attended the AACC convention and participated in PRT activities. Ms. Mbubaegbu has been Principal & Chief Executive of Highbury College in the United Kingdom since October 2001 and has driven the College forward at an impressive pace. She was presented with an Award for Leadership in Race Equality by the Network for Black Professionals. The award is in recognition of the leadership and commitment she has provided in her role as Principal, but especially in recognition of contributions she has made to the experience of black staff working in the further education sector through her stewardship of the Black Leadership Initiative.

This includes the exciting period of development that the College is currently undergoing, incorporating the Highbury City of Portsmouth Centre and the complete redevelopment of the Highbury Campus in Cosham.

In 2001, Ms. Mbubaegbu was celebrated nationally and internationally for breaking barriers to become the very first ethnic minority female principal and chief executive of an incorporated further education college in the UK.

Highbury is a college of further and higher education, proud of its applied academic, vocational and skills specializations. An inclusive learning organization with world-class facilities, the college shares its passion for learning with individuals and the local community, as underlined by the vision "to create a dynamic, innovative and high performing College which delivers world class education and training to meet the emerging needs of individuals, organizations and the local communities of Portsmouth and beyond". The Presidents' Round Table congratulates Ms. Mbubaegbu on her accomplishments!



Edythe Abdullah Replaces Zachary Yamba at Essex Community College in New Jersey

Dr. Edythe M. Abdullah began as the new President of Essex County College on April 1, 2010. She was appointed to the post January 26 and has now taken the reigns after officially bringing to a close her previous position as President of the Downtown Campus of Florida State College in Jacksonville. She succeeds Dr. Zachary Yamba, the longest serving college president in New Jersey, who retired on March 31 after a 29-year tenure.

Dr. Abdullah is the sixth president and the first woman to lead Essex. While heading Florida campus, Dr. Abdullah was instrumental in the development of the Advanced Technology Center, a cutting-edge facility dedicated to an array of workforce development training programs. She also spearheaded Pathways Academy, Florida's first charter dropout retrieval high school, and helped secure millions of dollars in grants and in-kind contributions for her college. Dr. Abdullah holds a Juris Doctorate degree from the University of Florida Holland Law Center, a Leadership Certificate in the Management of Lifelong Education from Harvard University, and was a Kellogg Fellow with the League for Innovation in Community Colleges.

For the past seven years, Dr. Abdullah has served as a member of the Board of Trustees of the University of North Florida. She also chaired the Jacksonville Community Council's study on adult literacy and its impact on economic development. She has sat on numerous national education advisory councils, including the National Coalition for Advanced Technology Centers and the National Advisory Council for Job Corps. She was inducted into the Florida Adult and Community Educators "Hall of Fame" for her dedication to adult education and workforce development.



Cheryl Hyman Appointed as City Colleges of Chicago Chancellor

City Colleges of Chicago's Board of Trustees appointed Cheryl Hyman as Chancellor, effective April 1, 2010. A Chicago native, Hyman is a graduate of Olive-Harvey College and holds an Executive Master of Business Administration degree from Northwestern University's Kellogg School of Management, a Master of Arts degree in Community Development from North Park University and a Bachelor of Science degree in Computer Science from the Illinois Institute of Technology. Hyman previously served as Vice President of Operations Strategy and Business Intelligence at ComEd, overseeing operational strategic initiatives, business intelligence, and operational analysis.



Dr. Shaun L. McKay Appointed Sixth President of Suffolk County Community College

The State University of New York Board of Trustees officially approved the appointment of Dr. Shaun L. McKay as president of Suffolk County Community College (SCCC). Dr. McKay joined the college in 2005 as Executive Dean for the Michael J. Grant Campus in Brentwood, and since March 2009, has been serving as the college's Interim Executive Vice President. Prior to joining SCCC, Dr. McKay served as Director of Planning for the Community College of Baltimore County and spent eight years in various positions at Morgan State University. Dr. McKay received his Ed.D. in Higher Education Administration with a specialization in Community College Leadership from Morgan State University in Baltimore, his M.A. in Management and Communication from the College of Notre Dame in Baltimore, and his B.S. in Business Management from the University of Maryland, College Park.



Dr. Thomas Isekenegebe begins with Enthusiasm as CCC's Sixth President



In March 2010, the Cumberland County College (CCC) Board of Trustees unanimously approved the appointment of Dr. Isekenegebe as CCC's sixth President. Previously, Dr. Isekenegebe served as CCC's Interim President and Vice President of Academic Affairs and Enrollment Services and has also held senior administrative positions at Hudson County Community College, Coastal Carolina University and Sussex County Community College.

Dr. Isekenegebe holds a Ph.D. and Ed.D. in curriculum and instruction from Indiana State University and is active in various community organizations. Dr. Isekenegebe has provided leadership for increasing CCC's enrollment, developing new academic programs, revising courses for seamless transfer to four-year universities, and developing learning communities that lead to student success.

Dr. Austin Lane Named New President at Lone Star College-Montgomery Campus

Lone Star College System Chancellor Dr. Richard Carpenter announced the selection of Dr. Austin Lane as the new president at Lone Star College-Montgomery. Dr. Lane formerly served as Vice President for Student Affairs at Tyler Junior College, Texas, and, prior to this, at the University of Texas at Arlington in a variety of capacities, including: Dean of Students, Assistant Dean of Students and Director of Student Judicial Affairs; and Counseling Specialist. He has been a lecturer in the School of Education, the University of Texas at Arlington and adjunct faculty in psychology at Tarrant County College-Southeast Campus. Dr. Lane received a B.A. in psychology from Langston University, an M.A. in human relations from the University of Oklahoma, a Ph.D. in psychology from Walden University, and an Ed.D. in higher education administration from the University of Alabama.



State Center District Selects New Chancellor

After a nationwide search, State Center Community College District Trustees have selected Contra Costa Community College District Vice Chancellor, Districtwide Planning and Educational Services, Deborah Blue as their new Chancellor, effective July 1, 2010. State Center is one of the largest community college districts in California, enrolling about 40,000 students last fall and covering more than 5,500 square miles in Fresno, Madera, Tulare and Kings counties. Dr. Blue is the former Vice President, Policy and Research, for the Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges (ACCJC/WASC). Before that, she was president of Laney College in Oakland and Vice President/Assistant Superintendent at Sierra Joint Community College District in Rocklin, California. Dr. Blue received her Ph.D. and M.A. from the University of Illinois, Urbana-Champaign, where she also received the Distinguished Alumni Award in 2009. She is a former faculty member at Michigan State University in East Lansing Michigan, Holy Names University in Oakland, California, Sonoma State University in Rohnert Park, California, and University of San Francisco.



Jamaica's Excelsior Community College Welcomes New Principal



Dr. Nadine Althea Theda Scott joins the staff at Excelsior Community College as Principal effective October 1, 2009. An educational consultant, visual arts educator and art critic, Dr. Scott has professional experience in areas such as curriculum development and assessment. She has also taught at the tertiary level both locally and overseas. She has worked with the University Council of Jamaica on various accreditation assessment panels and has served as External Examiner, both locally and regionally, for the Joint Board of Teacher Education and the University of the West Indies. A recipient of the LASPAU-Fulbright Fellowship in 1989, Dr. Scott's professional qualifications include: a Doctor of Philosophy obtained from the Ohio State University, a Master's of Science in education, Trained Teacher's certification, a diploma in Art, a certificate in Administrative Management and a certificate in Early Childhood Education.

Strengthening Our Commitment to the Success of Male Students

by Deidra W. Hill, Ed.D. © 2010 by Prince George's Community College

A number of student development theories emphasize the need for engagement and building relationships to support and ensure their success at higher education institutions. In *Seven Principles for Good Practice in Undergraduate Education*, Arthur Chickering and Zelda Gamson (1987) noted that “people bring different talents and styles of learning to college.” They also pointed out the importance of frequent student and faculty contact inside and outside of the classroom as a positive factor on student success.

Furthermore, Vincent Tinto (2000) opined that support and involvement are two of five crucial conditions for student success. Support, he indicated, includes counseling, mentoring and ethnic student centers, which “provide much needed support for individual students and a safe haven for groups of students who might otherwise find themselves out of place in a setting where they are a distinct minority” (p. 2). And, Alexander Astin, Ernest Boyer, George Kuh and Tinto (2000) have reiterated for years that academics must be linked to engagement to strengthen student retention.

Prince George's Community College (PGCC) in Largo, Maryland, is a large two-year degree granting institution with nearly 40,000 students, most of whom are African American, and it is committed to engaging and supporting all students. At the turn of the 20th century, male students comprised the largest majority of the college-going population across the country. In fact, it was not until the late seventies and early eighties that women began to outpace men. The gender gap between the number of women and men graduating from higher education institutions continues to widen, putting male college students at a disadvantage. By 2016, the U.S. Department of Education (2010) projects that 64 percent of associate degrees will be awarded to women.



Brian Hamlin, Program Manager and Phillip Grossman, Prince George's Community College Student.

Prince George's County, where PGCC resides, is frequently described as one of the most affluent African-American communities in the nation. Located only eight miles from the Washington, DC line, the college also has one of the fastest growing foreignborn student populations in the area, representing more than 100 countries around the world. Male students make up approximately 38 percent of the credit student body (Prince George's Community College, 2009).

Student success at PGCC means that students meet or exceed their desired educational goals, whether they include graduation, transfer to a four-year institution, securing a job in their area of study or completion of a personal enrichment program. The college is committed to strengthening the success of male students through programs built upon student development theories that emphasize the integration of academics with engagement, mentoring, motivation and support. Three programs in particular include the *Diverse Male Student Academy*, *From G's to Gents: Promoting Gentlemen Celebrating Civility*, and *Men Moving Forward*.

The Diverse Male Student Academy, inspired by a partnership between PGCC and the Presidents' Roundtable, is an experiential yearlong program that uses innovative and practical methods for effectively involving and empowering men to assume leadership roles. Launched in February 2010, the Diverse Male Student Academy is tailored for men who are interested in focusing their energies toward self-improvement and community involvement. PGCC administrators and faculty work with 68 male students currently in the program to enhance educational attainment and leadership skills, strengthen social, cultural and economic acumen, and develop a network among current and future leaders.

One of the ways to integrate academic and social environments is to educate students about so-

(continues on page 4)

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Kick-Off Ceremony, February 24, 2010 in which over 100 students, faculty, staff, and administrators in attendance

cially acceptable behavior and how they will be judged or perceived based on how they behave. *From G's to Gents: Promoting Gentlemen Celebrating Civility*, created by PGCC counselor Shelly CaldwellBennett, is a new five session professional development program designed to instruct male students of color on social, business, and dining etiquette. The program, which has 20 participants, culminates with an actual dining experience during which participants demonstrate the skills they have learned. The goal is to establish good manners, build confidence and respect for others, and strengthen social skills so that students can be successful not only in the classroom but also at a banquet or in the board room.

Men Moving Forward, the oldest of the three programs, is one of more than 40 student organizations at PGCC. Its primary focus is to mentor younger male students and provide positive male role models for the community.

Throughout the year, Men Moving Forward hosts a number of workshops designed to build leadership and academic success in men. Specifically, male students participate in monthly academic and personal development workshops, positive and constructive group social interactions, and community building projects.

Prince George's Community College has executed clear steps toward integrating diversity and excellence while creating a culture of success for the male student population. The college recognizes that they are an essential part of the future workforce, so its commitment

to these programs along with the dedication and perseverance of the students who participate in them will ensure that they can become our leaders of tomorrow.

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- Tinto, V. (2000). Taking student retention seriously: Rethinking the first year of college. *National Academic Advising Association (NACADA) Journal*.
- U.S. Department of Education (2010). Degrees conferred by degreegranting institutions, by level of degree and sex of student: Selected years, 186970 through 201617 (Table 258). *Digest of Education Statistics*. National Center for Education Statistics.
- Dr. Hill is director of marketing and creative services in the Student Services Area at Prince George's Community College. For additional information regarding this article, please contact Dr. Hill at hilldw@pgcc.edu.

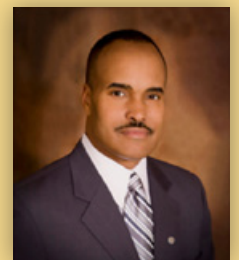
PRT to Hold Institute for New CEOs

On the recommendation of its Membership Support Committee, the PRT will implement a New CEO Institute in October. The program is developed for PRT members who have served as provost, campus president, president, superintendent/president, or chancellor for three years or fewer. Dr. Jerome Hunter, Distinguished Lecturer in the College of Education at California State University in Fullerton, CA will serve as the coordinator of the Institute. Dr. Russell Davis, president of Gloucester Community College in New Jersey, will assist Dr. Hunter.

Participation in the program will be at no cost for PRT members whose institutional membership fees are current for 2010-11 and \$500 for others. The Institute will be held on October 14 and 15, between the Lakin Institute and the fall PRT meeting in Houston, Texas. For further information, contact Dr. Russell Davis at rdavis@gccnj.edu.



Dr. Jerome Hunter



Dr. Russell Davis

Creating a Culture for Student Success

Linda Lamar, Dallas County Community College District, Cedar Valley College

African American male students have the lowest success rate of all other students across all developmental areas, and are over-represented in developmental education within Dallas County Community College District (DCCCD). Persistence of African American students is also lower than that of other ethnic groups across the district. Recognizing the urgency of addressing this dilemma with provisions for a solution, Cedar Valley College involved

the six other DCCCD colleges (El Centro, Mountain View, North Lake, Richland, Brookhaven and Eastfield) in the development of an African American Male Initiative (AAMI) proposal in response to a DCCCD call for proposals. The proposal was funded for \$100,000 for the period of April, 2009 through July, 2010. Cedar Valley College serves as the administrative entity. Additionally, Cedar Valley College applied for a grant through Texas Higher Education Coordinating Board (THECB) and was awarded \$70,000 to expand the AAMI to include Hispanic males. THECB funding is for the period of September 2009 to August 2010. The DCCCD/AAMI replicates the national model adopted by the African American Presidents' Round Table.

A Grant Program Coordinator was hired in June of 2009 to coordinate the AAMI. She administers the program from Cedar Valley College, Lancaster, TX. Each campus has a designated individual who provides leadership for the program.

All colleges were encouraged to utilize the approach outlined in the Retention Award proposal, based on promising practices and approaches with common measures for reporting. Components of this model include 1) strengthening academic preparation through a summer bridge program including Developmental Math and a Human Development course (Learning Framework), 2) providing a mentorship



Pictured above are Cassandra Singleton, AALMI Coordinator, Richland College; Linda Lamar, CVC AAMI coordinator; and Albert Palmer, Student Assistant/AALMI at Richland College.

program involving student clubs and community mentors, and 3) creating a learning community of paired courses (Developmental Math and Human Development /Men's Issues or Career Exploration/Planning) with a theme of financial literacy and entrepreneurship.

The success rate of this program is both positive and promising.

The program's success is due primarily to the following initiatives:

- Student support in the form of tutoring, one-on-one instruction, small class interaction with student and instructor bonding, workshops, guest speakers, conferences and mentorship programs
- Financial aid in the form of tuition and textbooks
- Scheduling that allows students to accommodate a work schedule
- Personal opportunities to improve communication skills and build self-confidence

The DCCCD award has provided the participating colleges an incredible opportunity to deliberately focus on the African American male students. Significant progress has been made in measuring and improving several of the indicators for the AAMI. Summary results are as follows:

District wide, students participating in the African American Male Initiative (AAMI) who enrolled in Developmental Math (DMAT) and Human Development (HDEV) courses in the Fall of 2009 showed higher successful course completion (receiving grades of A, B or C) than non-AAMI program Afri-

(continued on page 7)

Creating a Culture for Student Success

Linda Lamar, Dallas County Community College District, Cedar Valley College (continued from page 6)



Pictured are more than 180 young men participating in DCCCD's conference entitled "Man Up: Fulfilling Our Responsibilities". The conference was held on May 1 at Cedar Valley College for a half day with the purpose of boldly discussing issues facing young males and developing ways to combat obstacles and chart paths to success. Topics included managing finances, life choices, and parenting.

can American male students. As the initiating college, Cedar Valley College had the greatest number of participants and the most significant results.

1. AAMI participants had significantly higher successful grades (A, B, C) in HDEV courses than all other students (overall success rate of 77% as compared to 56% for all other students). At Cedar Valley College, 84% of the students earned an A, B or C grade as compared to a 51% success rate for all other African American male students.
2. In DMAT courses, 58% of the AAMI students were successful as compared to 46% for non-participants. At Cedar Valley College, where interventions included mentoring, 76% of the AAMI students were successful as compared to 55% of the non-participating African American males.
3. In all other courses taken by the AAMI students beyond the HDEV and DMAT courses, AAMI students at all participating colleges generally were more successful than non-participating African American males. At Cedar Valley College, with 182 participants, 79% of the AAMI

students were successful as compared to 59% for non-participants.

4. For DCCCD as a whole, the results to date are significant and promising. The success rate in courses for AAMI participants was 68% as compared to 58% successful completion by all other African American males.
5. The Fall, 2009 to spring, 2010 retention rate of all DCCCD AAMI participants was 80% as compared to 65% for all DCCCD African male students not participating.
6. At each of the participating colleges, the retention rate of AAMI students was significantly higher than for non-participating African American males.

Although unable to be quantified, it is obvious from personal interaction and interviews that students in the program have grown personally as productive, responsible citizens who have set long term goals for success in life.

Linda Lamar is grant program coordinator for Dallas County Community College District/Cedar Valley College. For additional information regarding the article, please contact Linda at ldlamar@dcccd.edu.

See results of the survey of African American female CEOs sponsored by the PRT at <http://www.ccc.edu/roundtable/Reports.asp>. Watch for the upcoming counterpart on African American male CEOs conducted by Drs. Joe Seabrooks, Austin Lane, and Sam Munnerlyn.

PRT Holds Spring Meeting in Seattle

The spring 2010 meeting for the PRT was held in Seattle at the AACC convention. More than 50 members attended the annual meeting in which the strategic plan for 2010-15 was approved; members committed to contributing chapters based on their experiences to the PRT upcoming publication, *The Chocolate Truth: Narratives of African American CEOs*; and two new categories of membership--Honorary and Lifetime--were approved.



PRT members April, 2010, Seattle, WA

2010-11 MEMBERSHIP DRIVE

It's that time of the year and PRT needs your support. If you are reading this newsletter, you cannot help but be impressed by the quality updates on your PRT colleagues, activities, and professional agendas. Your PRT membership dues helps to support many efforts. As educators and leaders of community colleges, together, we can make a difference but your support is needed. Please join your colleagues by supporting this organization through your annual membership dues and participating in PRT professional activities. You received an email and dues form on April 30th encouraging you to join for the 2010-11FY. Please take a couple of minutes to complete the dues form. You can also visit www.theprt.org and click on "Member Resources" to obtain a membership dues form and other pertinent information on this organization. Together we can make a difference.

Plan now to attend the fall PRT meeting in Houston, TX on October 15-17, 2010. Watch for further details.

KUDOS



Dr. Christine Johnson McPhail received the 2010 National Leadership Award from the American Association of Community Colleges at the 90th annual convention held in Seattle on April. Dr. McPhail was selected because of her varied contributions

to the community college movement. She has had a distinguished career including serving as president of Cypress College in California and serving as the founding professor and director of the Community College Leadership Doctoral Program at Morgan State University, the first program of its type in a historically black college. Dr. McPhail currently serves as a higher education consultant and coach for Achieving the Dream.

Frances White, Ph.D., College of Marin Superintendent/President, accepts the 2010 Harry Buttmer Distinguished Administrator Award presented by the Association of California Community College Administrators in February. The award recognizes a community college CEO for demonstrating integrity, principle, compassion, strength in leadership as well as contributions to colleagues, the profession and the community.

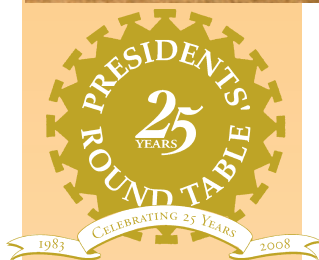


Presidents' Round Table of African-American CEOs

9

An Affiliate of the National Council on Black American Affairs
of the American Association of Community Colleges

A Nationwide Network of African-American Leadership and Expertise



Convener

Dr. Helen Benjamin
Chancellor
Contra Costa Community
College District

Secretary

Dr. Andrew C. Jones
*Executive Vice Chancellor
of Educational Affairs*
Dallas County Community
College District

Treasurer

Dr. Thelma Scott-Skillman
President
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Dr. Charles A. Taylor

March 3, 2010

Mary Spilde, Ph.D., Chair
AACC
One Dupont Circle, NW, Suite 410
Washington, DC 20036

Dear Mary:

Many are deeply invested in the search process to identify the next president/CEO of the American Association of Community Colleges (AACC). At no point in contemporary history has the face and brand of community colleges and AACC been more relevant; advocacy for our mission and function is critical as millions of Americans seek our institutions to meet their diverse needs. Moreover, thanks to the phenomenal work of Dr. Boggs (George), the AACC Board of Directors, and the AACC staff, we are well positioned to further our story across the country.

It is paramount, though, that superior leadership is identified to continue this work. As such, The President's Round Table, a national network of African American community college CEOs, dedicated significant time at our most recent meeting to discuss our perspectives as to the qualifications needed for the next leader of AACC. Our discussion led to the development of a series of characteristics we are recommending to the Board of Directors for their consideration in the search for the next President/CEO, and those recommendations are as follows:

- Demonstrated connection with the values that guide the work of The Presidents' Round Table.
 - *Advocacy* that advances the diversity agenda through fair and equitable policies, programs, and processes
 - *Integrity* and the highest standards of ethical behavior in all endeavors
 - *Excellence* in leadership and stewardship to expand organizational capacity
 - *History and Cultural Context* that support rich and nurturing traditions of African American community and leadership
 - *Innovation* for courageous and creative approaches to the mission of community colleges
- Demonstrated commitment to equity and diversity
- Demonstrated experience with federal advocacy, accrediting agencies, private organizations (foundations, think tanks, etc.)
- Demonstrated community college executive-level experience or demonstrated significant interaction with community college executive leadership

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Mary Spilde, Ph.D., Chair, AACCC
March 3, 2010

-2-

- Demonstrated experience in resource development
- Demonstrated experience with team development and management
- Demonstrated ability to collaborate with other educational entities to further the mission and presence of community colleges at the state, federal, and international level
- Demonstrated strong ties to PRT vision and mission

It is important to our organization that we avail ourselves of every opportunity to contribute our voice to the decision-making process. I appreciate the consideration of our recommendations, and as the process evolves, I am available to respond to any questions you or the Board of Directors may have.

Sincerely yours,



Helen Benjamin, Ph.D.
Convener

c: Dr. George Boggs, Dr. John Sygielski

HB:pk