THE HIGHER EDUCATION LEADERSHIP FOUNDATION

Leadership Institute
THE BETA COHORT

LEAD. INSPIRE. LIFT
FULFILLING OUR PURPOSE

DECEMBER 2015
December 13, 2015

Dear Higher Education Leadership Foundation Beta Cohort:

On behalf of our Board of Trustees, Administration, faculty, staff and 1300 students, we welcome you beneath “Thy Maples and Thy Oaks”? As President and CEO of this historic institution, welcome to the city of Salisbury, home to Livingstone College.

It is indeed a noble vision of the Higher Education Leadership Foundation (H.E.L.F.) to prepare principled, highly skilled, transformational leaders in higher education with an interest in assuming positions of leadership at the nation’s historically black colleges and universities (HBCUs) and one I believe wholeheartedly in personally.

Transformational leadership is the order of the day and as such, if the demands, formidable challenges and exponentially evolutionary changes in higher education are to be met, our institutions must rise to the challenge of cultivating and enhancing leaders to meet those challenges.

I offer a special thanks to the H.E.L.F. team. I often remind the internal and external constituents of Livingstone College, “Love is not verbal, it is action”. You have demonstrated your love for the greater good of HBCUs, as such, you should be commended. To the Beta Cohort Fellows, I pray the selfless, yet valiant leadership of H.E.L.F. will be appreciated by each of you as you convene for the next several days.

Congratulations on your participation as an H.E.L.F. Beta Cohort Fellow.

In service,

Jimmy R. Jenkins, Sr.
Livingstone College, 12th President
Dear Beta Cohort Fellows,

It is with pleasure that we extend a warm and heartfelt welcome to the members of the Beta Cohort on the occasion of the 2015 Higher Education Leadership Institute. We are honored that you have joined this gathering of scholars and administrators who have declared their commitment to a vibrant future for this nation’s historically black colleges and universities (HBCUs). We invite you to participate in and contribute to this important conversation about HBCUs and your role in leading these institutions in the 21st century.

We gather with intentionality and purpose to bring our best thinking to fully and deeply understanding the nuances and complexity of leadership while critically examining our professional paths. The most exciting and challenging aspects of effective leadership exist at the nexus of individual vocation and institutional mission. The Institute has been conceived as a safe space for engaging those questions in the company of like-minded peers and colleagues.

The Institute program has been designed to encourage conversations about leadership at our institutions while simultaneously crafting pragmatic next steps to sustain these initial connections. We have invited seasoned presidents to share their wisdom and perspective and we pause to acknowledge and honor one whose work has contributed mightily to sustaining our institutions. We further recognize that leadership is far from one dimensional and requires a rich and varied toolbox of skills and talents, many of which may be developed and cultivated. In truth, your work begins here and the Higher Education Leadership Foundation (H.E.L.F.), Inc. is committed to creating opportunities to support the continuation of the community of practitioners, scholars and administrators formed over these next several days.

It is our sincere hope that you leave the 2015 Higher Education Leadership Institute with a renewed sense of purpose, confidence and commitment to the important work ahead. Together we will change the prevailing narrative about the future of HBCUs and unleash the power within these magnificent institutions. Thank you for joining us on this journey.

Regards,

Dr. George T. French, Jr.
Founding Director
HBCUs represent a rich history and legacy of educational excellence and are a valuable segment of American higher education. In recent years, these national treasures have collectively experienced considerable threats to their existence. As a result, it is critical that the next generation of senior administrators receive the necessary training and support to become strong, visionary and transformational leaders.

Without question, HBCUs would benefit from more stable leadership prepared to meet the needs of 21st century learners and the challenges and opportunities facing all institutions of higher education. Developing a cadre of well-prepared and committed leaders must be intentional, strategic and thoughtful.

The Higher Education Leadership Foundation (H.E.L.F.) was established in March 2015 to provide bold, engaging and innovative learning and mentoring opportunities for current and aspiring leaders. At H.E.L.F., we endeavor to play a vital role in this mission by encouraging leaders to “lift as we climb” in order to ensure that HBCUs survive and thrive as national models of achievement.

Institute Overview

Today’s senior administrators require the skill of highly trained experts while doubling as extremely effective managers to face overwhelming challenges: declining enrollments, budget cuts, diminished philanthropic support, fiscal responsibilities and reframing the narrative surrounding the effectiveness and relevance of historically black colleges and universities (HBCUs). Through this Leadership Institute, H.E.L.F. will expose participants to industry leaders who will share best practices rooted in empirical research and experience while providing opportunities for personal and professional development.

This Leadership Institute will address the role participants play as vital members in the decision making process at their respective institutions. Further, in an effort to produce principled leaders who will be instrumental in shaping the future of the nation’s historically black colleges and universities (HBCUs), the Leadership Institute will provide each participant with a core set of leadership tools H.E.L.F. deems essential in understanding and managing the hard and soft skills of leadership required to effectively guide an institution.

Institute Objectives

- Lead successfully in a changing context
- Balance internal and external leadership roles
- Work effectively as a member of the senior leadership team
- Foster and support organizational change
- Articulate a powerful institutional vision and enlist others in pursuit of that vision
LEADERSHIP TEAM

Dr. George T. French, Jr.  
Founding Director

Dr. Herman J. Felton, Jr.  
President and CEO, Founder

Dr. Melva Turner-Williams  
Advancement and Fiscal Officer

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Robert Jenkins & Associates  
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## SUNDAY, DECEMBER 13TH

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 am - 8:30 am</td>
<td>Breakfast</td>
<td>LCSHMCA Cafeteria</td>
</tr>
<tr>
<td>9:00 am - 12:00 pm</td>
<td>Rotating Sessions (50 minutes allotted for each session)</td>
<td>LCSHMCA Ballroom A</td>
</tr>
<tr>
<td></td>
<td>+ Taking the Next Step: A conversation with an Executive Recruiter</td>
<td>Ballroom A</td>
</tr>
<tr>
<td></td>
<td>+ Multi-Generational Leadership</td>
<td>Ballroom B</td>
</tr>
<tr>
<td></td>
<td>+ Legal Issues in Higher Education</td>
<td>Ballroom C</td>
</tr>
<tr>
<td>12:15 pm - 2:30 pm</td>
<td>The Sage Encounter: A Conversation with Veteran HBCU Presidents</td>
<td>LCSHMCA Grand Ballroom</td>
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<tr>
<td>2:30 pm - 3:50 pm</td>
<td>Break</td>
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## MONDAY, DECEMBER 14TH

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>7:30 am - 8:30 am</td>
<td>Breakfast</td>
<td>LCSHMCA Cafeteria</td>
</tr>
<tr>
<td>8:00 am - 10:00 am</td>
<td>Skills Challenge - Introduction of Poll Everywhere System</td>
<td>LCSHMCA Ballroom A</td>
</tr>
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<td></td>
<td>+ Explanation of Social Media Usage for HELF Institute</td>
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<td></td>
<td>+ Introduction of HELF Team</td>
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<tr>
<td>11:00 am - 12:10 pm</td>
<td>The Leadership Commitment Personal Pathways: Part 1</td>
<td>LCSHMCA Smart Classroom</td>
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<tr>
<td></td>
<td>+ Facilitators: HELF Staff</td>
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<tr>
<td>12:20 pm - 2:00 pm</td>
<td>Lunch, Entrepreneurship, Leadership, and Administration</td>
<td>LCSHMCA Grand Ballroom</td>
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<td></td>
<td>+ How the 3 are Interdependent</td>
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<td></td>
<td>+ Nicolas Perkins</td>
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<td></td>
<td>+ President/CEO Perkins Management</td>
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<tr>
<td>2:10 pm - 5:10 pm</td>
<td>Your Team, Your Time Public Relation Exercise</td>
<td>LCSHMCA Classrooms</td>
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<tr>
<td></td>
<td>+ Autumn A. Arnett, Senior Writer</td>
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<td></td>
<td>+ Diverse - Issues in Higher Education</td>
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<td></td>
<td>+ Dr. Katara Williams</td>
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<td></td>
<td>+ Assistant Commissioner of Public Affairs</td>
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<td>+ Louisiana Board of Regents</td>
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<tr>
<td>5:10 pm - 6:00 pm</td>
<td>Break</td>
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<tr>
<td>6:00 pm - 8:00 pm</td>
<td>New Voices – New Perspectives: A Conversation with Newly Appointed HBCU Presidents</td>
<td>LCSHMCA Grand Ballroom</td>
</tr>
<tr>
<td>8:10 pm - 10:00 pm</td>
<td>Dessert and Conversation featuring Newly Appointed HBCU Presidents</td>
<td>LCSHMCA Grand Ballroom</td>
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## TUESDAY, DECEMBER 15TH

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>7:30 am - 8:30 am</td>
<td>Breakfast</td>
<td>LCSHMCA Cafeteria</td>
</tr>
<tr>
<td>9:00 am - 12:00 pm</td>
<td>Rotating Sessions (50 minutes allotted for each session)</td>
<td>LCSHMCA Ballroom A</td>
</tr>
<tr>
<td></td>
<td>+ Taking the Next Step: A conversation with an Executive Recruiter</td>
<td>Ballroom A</td>
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<tr>
<td></td>
<td>+ Multi-Generational Leadership</td>
<td>Ballroom B</td>
</tr>
<tr>
<td></td>
<td>+ Legal Issues in Higher Education</td>
<td>Ballroom C</td>
</tr>
<tr>
<td>12:15 pm - 2:30 pm</td>
<td>The Sage Encounter: A Conversation with Veteran HBCU Presidents</td>
<td>LCSHMCA Grand Ballroom</td>
</tr>
<tr>
<td>2:30 pm - 3:50 pm</td>
<td>Break</td>
<td></td>
</tr>
<tr>
<td>4:00 pm - 5:00 pm</td>
<td>Transformative Leadership: A Conversation</td>
<td>LCSHMCA</td>
</tr>
<tr>
<td>5:45 pm</td>
<td>Depart for Uptown Charlotte</td>
<td>LCSHMCA Front Desk</td>
</tr>
<tr>
<td>7:00 pm - 11:00 pm</td>
<td>Higher Education Leadership Foundation Honors Dinner</td>
<td>The Harvey B. Gaunt Center for African American Arts &amp; Culture Center Uptown Charlotte, NC</td>
</tr>
<tr>
<td></td>
<td>+ Presentation of the Dr. Eugene D. Stevenson, Jr. Lifetime Achievement Award, The H.E.L.F. Trailblazer Award and The H.E.L.F. Vanguard Award</td>
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<tr>
<td>8:30 pm - Until</td>
<td>Dessert &amp; Conversation</td>
<td>The Harvey B. Gaunt Center for African American Arts &amp; Culture Center Uptown Charlotte, NC</td>
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## WEDNESDAY, DECEMBER 16TH

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:20 am - 8:00 am</td>
<td>Breakfast</td>
<td>LCSHMCA Cafeteria</td>
</tr>
<tr>
<td>8:15 Departure</td>
<td>Continental Breakfast/Depart for Livingstone College</td>
<td>LCSHMCA Front Lobby</td>
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<tr>
<td>8:25 Arrival</td>
<td>Livingston College J. W. Walls Center Chapel</td>
<td>J. W. Walls Center Chapel</td>
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<tr>
<td>8:30 am - 10:00 am</td>
<td>The Leadership Commitment Declaration of Future Pathways: Part 2</td>
<td>J. W. Walls Center Chapel</td>
</tr>
<tr>
<td>10:05 am - 10:20 am</td>
<td>Induction and Pinning Ceremony</td>
<td>J. W. Walls Center Chapel</td>
</tr>
<tr>
<td>10:30</td>
<td>Return to LCSHMCA/Check Out/Depart</td>
<td>LCSHMCA</td>
</tr>
</tbody>
</table>
Dr. Dorothy Cowser Yancy, a native of Alabama, is the fourteenth and sixteenth president of Shaw University. She was the twelfth president of Johnson C. Smith University (JCSU) and the first female to hold each of these prestigious titles. She retired from Shaw University December 31, 2013 and holds the title of President Emerita at both Johnson C. Smith University and Shaw University. She holds a Bachelor of Arts degree in History and Social Science from Johnson C. Smith University, a Master of Arts degree in History from the University of Illinois at Chicago. She has been awarded Honorary Doctorates from Virginia State University, JCSU and Shaw University. She earned certificates in management development from Harvard University, Hampton University, Northeastern Illinois University (Chicago), Northwestern University, Georgia Institute of Technology, and the University of Illinois at Chicago. She has been awarded Honorary Doctorates from Virginia State University, JCSU and Shaw University. She earned certificates in management development from Harvard University and is listed as an arbitrator with the Federal Mediation and Conciliation Services, the National Mediation Board and the American Arbitration Association. She also is a Special Magistrate with the Florida Public Employee Relations Commission and she serves as a consultant on governance, the presidency and other higher education topics.

She is energetic, dedicated, and highly effective as a promoter/guardian of excellence in higher education.
Johnny C. Taylor, Jr., President & CEO of the Thurgood Marshall College Fund (TMCF), is the top game-changer in the Historically Black College and University (HBCU) community. Five years ago Johnny took the helm at TMCF and what followed was one great landmark partnership after another. Creating state-of-the-art partnerships with Wells Fargo in 2014 and Apple in 2015... 2016 promises to be even more spectacular.

The Members of The Higher Education Leadership Foundation Alpha Cohort would like to welcome and congratulate the newest members of the Alpha Cohort.

Welcome to the family.