



REIMAGINE THE

FUTURE

OF COMMUNITY COLLEGES

OCTOBER 19 - 21 2023

HOUSTON COMMUNITY COLLEGE • HOUSTON, TEXAS



Scheherazade W. Forman, EdD

*Retired Dean, Student Success & Engagement
Prince George’s Community College*

Welcome to the National Council on Student Development 2023 Annual Conference. It has been an honor to serve the National Council on Student Development (NCSd) during the pandemic and convening the first conference as we navigate the new normal. I am thankful for the Board of Directors who helped make this event possible. I am optimistic about the future of the organization and the ability to build on the strong legacy of student development professionals.

This year’s conference theme, “Reimagine the Future of Community Colleges”, reflects on responses to the changes each campus experienced and collectively how we responded to the needs of our students. Additionally, the Student Leadership Institute is a great addition for training our future leaders.

It is my pleasure to welcome each of you to three days of promising student development research and practices. We are equally proud to have local and nationally recognized leaders as plenary speakers including; Dr. Linda Garcia, Executive Director, Center for Community College Student Engagement; Dr. Daniel Lufkin, President, Tarrant County College – South Campus; Dr. Shawnda Navarro Floyd, Provost Dallas College, and Aspen Presidential Fellow.

I thank each of you for bringing your expertise to this gathering and I would like to extend a very sincere thank you to the host institution, our partners, and sponsors. Their commitment to the conference and institute has been invaluable.

I hope you enjoy the 2023 NCSd Annual Conference.

Warm regards,
Scheherazade W. Forman, EdD
Retired Dean, Student Success & Engagement
Prince George’s Community College



Margaret Ford Fisher, Ed.D.

Interim Chancellor

As the Interim Chancellor of Houston Community College (HCC), it is an honor to welcome you to the great city of Houston, Texas, and HCC's Alief Hayes Campus, for the 2023 National Council on Student Development (NCSD) Annual Conference.

We look forward to meeting and sharing best practices with fellow educators, practitioners and leaders who share a common mission and passion: preparing students to achieve their full potential through higher education.

This year's conference theme provides us a broad landscape: "Reimagine the Future of Community Colleges." Let us push back normal expectations and perceived limitations to explore how we can better serve our students, our communities, and our nation.

Truly, raising our vision to see new horizons is required at Houston Community College, a large multi-college system in the heart of the nation's fourth largest city. Our service area covers more than 700 square miles and includes more than 2.5 million people. Of these, 984,000 adults have not achieved a college degree, and, of these, 300,000 have not graduated from high school. Forty-two percent of our students represent households earning less than \$24,000 a year.

These are our region's most vulnerable citizens; these are the people that need us the most. And this is why the 2023 NCSD conference is both timely and important. We welcome new insights and best case examples. We look forward to conversations that will impact our understanding and challenge our mindsets.

So, welcome! And best wishes for a successful conference and an enjoyable visit at HCC's Alief Hayes Campus.

Sincerely,
Margaret Ford Fisher, Ed.D.
Interim Chancellor

THURSDAY, OCTOBER 19, 2023

Houston Community College - Alief Hayes Campus

- 1:00 – 3:00 PM **REGISTRATION** | WHI94/Outside of Auditorium
- 2:00 – 3:00 PM **NETWORKING HOUR** | WHI94/Outside of Auditorium
Wear swag that represents your college
- 3:00 – 4:00 PM **OPENING SESSION KEYNOTE INTRODUCTION** | WHI94 Auditorium

Dr. Linda Garcia, Executive Director
Center for Community College Student Engagement
(CCCSE) at the University of Texas at Austin
- 4:00 – 5:30 PM **WELCOME RECEPTION** | WHI94/Outside of Auditorium

FRIDAY, OCTOBER 20, 2023

Houston Community College - Alief Hayes Campus

- 7:30 – 8:30 AM **CONTINENTAL BREAKFAST** | WHI94 Auditorium
- 8:00 – 10:00 AM **REGISTRATION** | WHI94/Outside of Auditorium
- 8:30 – 9:15 AM **NCSD BUSINESS MEETING** | WHI94 Auditorium
All NCSD members welcome
- 9:30 – 10:30 AM **SESSION A** | Room 169

Develop a P.O.S.I.T.I.V.E. Self-identity
Dr. Richard A. Cross, The Black Impact
- 10:45 – 11:45 AM **SESSION B** | Room 171

**Infusing Career Services into the Student Experience by
Leveraging Technology**
*James Mable, Director of Career & Job Placement Services,
Houston Community College*
- 12:00 – 1:15 PM **AWARDS LUNCHEON** | WHI94 Auditorium

Presentation of the Terry O'Banion Exemplary Practice and Dissertation of the
Year awards.

FRIDAY, OCTOBER 20, 2023 (Continued)

Houston Community College - Alief Hayes Campus

1:30 – 2:30 PM

SESSION C | Room 205

Engaging Diverse Populations at Houston Community College

Abdulrahim Haj-AI, Houston Community College

Marthaleen Cooper, Houston Community College

2:45 – 3:45 PM

PLENARY | WHI94 Auditorium

Dr. Daniel Lufkin

President, Tarrant County College – South Campus

4:00 - 5:00 PM

SESSION D | Room 169

Wins & Losses: The Impact of Generational Trauma on Students of Color

Courtney Fisk, Director of SUCCESS Scholars, Massasoit Community College

SATURDAY, OCTOBER 21, 2023

Houston Community College - Alief Hayes Campus

7:30 – 8:30 AM

CONTINENTAL BREAKFAST | WHI94 Auditorium

9:00 -10:00 AM

SESSION E | Room 171

The 8 Dimensions of Retention

Michele F Richardson, M.Div., Th.M., MBA, Director of Wellness, Bowie State University

10:15- 11:15 AM

PLENARY | WHI94 Auditorium

Dr. Shawnda Navarro Floyd

Provost Dallas College | Aspen Presidential Fellow

11:15 – 12:00 PM

CLOSING SESSION Q&A | WHI94 Auditorium

Friday, October 20, 2023

Workshop Session A | 9:30-10:30 AM

Develop a P.O.S.I.T.I.V.E. Self-identity

Dr. Richard A. Cross | The Black Impact

In today's competitive educational landscape, fostering a positive self-identity is paramount for students' academic and lifelong success. This presentation explores the profound impact of self-identity on students' learning journeys and overall well-being. We delve into why students should actively develop a positive self-identity and how it can benefit them academically and in all aspects of life.

We'll examine how a positive self-identity strengthens students' confidence, resilience, and motivation to excel academically. When students believe in themselves, they are more likely to set ambitious goals, overcome challenges, and embrace a growth mindset. We'll share practical strategies for educators, parents, and mentors to nurture a positive self-identity in students, creating an environment where they thrive academically and lay a strong foundation for a successful future.

Workshop Session B | 10:45-11:45 AM

Infusing Career Services into the Student Experience by Leveraging Technology

James Mable | Director of Career & Job Placement Services, Houston Community College

Career Services should not be an auxiliary service that students stumble upon as they are graduating or transferring from your institution. In this presentation, learn how the Office of Career & Job Placement Services at Houston Community College has leveraged technology to ensure Career Services is a mandatory part of the student experience with every single student being engaged by Career Services from the moment they enroll and until they become an alumnus therefore leading to successful outcomes.

Workshop Session C | 1:30-2:30 PM

Engaging Diverse Populations at Houston Community College

Abdulrahim Haj-Ali | Houston Community College

Houston Community College (HCC) is dedicated to creating an environment of inclusivity and support that caters to the unique requirements of every student. This proposal presents strategies aimed at engaging and empowering three vital diverse student groups: veterans, first-generation college students, and international students. By implementing focused initiatives and programs, our goal is to enrich their educational journey and prepare them effectively for their careers.

Workshop Session D | 4:00-5:00 PM

Wins & Losses: The Impact of Generational Trauma on Students of Color

Courtney Fisk | Director of SUCCESS Scholars, Massasoit Community College

A report by Mental Health America states, "Approximately 20% of Black Americans are more likely to report serious psychological distress than adult whites." The work to reduce trauma for Black Americans starts with student support. Equally, Meek Mill shared a similar thought on his track titled, "Trauma." This session focuses on effects of racial trauma or race-based stress on Black students. By using hip-hop pedagogy to influence practice and approach to student support, educators can increase student success in their college experience.

SATURDAY OCTOBER 21, 2023

Workshop Session E | 9:00-10:00 AM

The 8 Dimensions of Retention

Michele F Richardson, M.Div., Th.M., MBA | Director of Wellness, Bowie State University

This session will discuss the 8 Dimensions of Wellness and their correlation to student retention as well as to the holistic, multi-disciplinary approaches to student success.

2023 Plenary Speakers



Dr. Linda Garcia

Executive Director, Center for Community College Student Engagement (CCCSE)

Prior to this role, she served as the Assistant Director of College Relations at CCCSE. Previously, Linda was Vice President of Community College Relations at the Roueche Graduate Center at National American University, and she has worked at Lone Star College, Maricopa Community Colleges, and The University of Texas at Brownsville and Texas Southmost College. Linda’s experience includes student development, instructional support, grant writing, and teaching. She served as a coach for the American Association of Community Colleges Pathways 2.0 and continues in this same role for the Texas Pathways Project. Linda earned a Bachelor of Journalism

with a concentration in broadcast and a doctorate in higher education administration with a specialization in community college leadership from The University of Texas at Austin. Her Master of Arts in Interdisciplinary Studies degree is from The University of Texas at Brownsville.



Dr. Daniel Lufkin

President, Tarrant County College – South Campus

Dr. Daniel Lufkin has dedicated more than 20 years to education in a variety of leadership roles.

In April of 2021, he was appointed as President of the South Campus at Tarrant County College, Fort Worth, Texas. Dr. Lufkin is also a newly elected member of the Workforce Development Board for Workforce Solutions for Tarrant County.

Previously, he served as President of Paul D. Camp Community College in Franklin, Virginia, Vice President for Student Affairs at Thomas Nelson Community College in Hampton, Virginia, and worked for 10 years in the Maricopa County Community College District at GateWay Community College in Phoenix, Arizona, serving in progressively advanced positions as an adjunct faculty member, athletic director, Director of Student Life, and Dean of Enrollment Management. Dr. Lufkin is proudest of his 20 plus years of service to under-represented students during his combined tenures as an elementary school teacher, as an instructor in higher education, and as a college president. Currently, Dr. Lufkin is lead champion of TCC’s district-wide Recruitment, Retention, and Completion Committee, and actively building industry and community relationships to enhance credit and non-credit programs.

Dr. Lufkin is an avid reader, enjoys staying active through a variety of sports, (including hiking in the Adirondack Mountains in Upstate New York where he grew up), and loves spending time with his wife Catey and their two young children, Lily and Layton.



Dr. Shawnda Navarro Floyd

Provost Dallas College | Aspen Presidential Fellow

Dr. Shawnda Navarro Floyd is the Provost for Dallas College. She is a collaborative and innovative leader with more than 17 years of experience in higher education. Shawnda most recently served as Executive Vice President for Academic Affairs and Student Success for North Lake College, where she worked with faculty, administrators, and professional support staff to assist students in completing their educational goals. She focuses on fostering a positive student experience, promoting teaching excellence, championing innovation across the college, and developing strong internal and external partnerships.

Prior to coming to Dallas College, Shawnda spent eleven years at Brookdale Community College Lincroft, N.J. At Brookdale, Shawnda served in varying faculty roles from Adjunct Instructor English to the rank of Associate Professor English, ending her tenure there in the role of Department Chair. Shawnda enjoyed the public and private practice of law before transitioning to higher education. Her law practice included service as a Deputy Attorney General for the State of New Jersey.

Dr. Navarro Floyd holds an Ed.D. in Higher Education with a Community College emphasis from Rowan University and a J.D. from Temple University Beasley School of Law.

2023 Workshop Presenters



Richard A. Cross

The Black Impact

Dr. Richard Cross is committed to helping the students he serves to realize they have what it takes to achieve academic success. A Thought-Leader in Unlocking the Genius in Black male students, Empowerment and Transformational Speaker, Author, and Educator. Cross colleagues in higher education describe him as insightful, purpose-driven, and a change agent. Cross is an empowerment and transformational educator and researcher in emotional intelligence, achievement, and motivation. Cross encourages his students to realize they are not bound to their circumstances but for them to understand and know they have what it takes to achieve whatever goals they set their

minds to accomplish.

Cross received his Teacher's Certification in Physical Education and Science from G.C. Foster College, and B.S and M.A. degrees from Lincoln University-MO, in both Criminal Justice and Sociology. Cross earned his Doctoral degree from Clark Atlanta University in higher education with a focus on Educational Leadership.



James Mable

Director of Career & Job Placement Services, Houston Community College

James Mable currently serves as the Director of Career & Job Placement Services at Houston Community College System (HCCS). He manages the utilization, expansion, and standardizing of the Career Services offering via six Career Centers. This includes structuring the vision, mission, and strategic plan for Career Services, as well as expanding job placement activities and ensuring adequate professional development for all team members.

James joined HCCS in 2017, after serving in the role of Director of Career & Calling at Houston Baptist University. He has worked in a variety of Career Services environments including the for-profit sector at American InterContinental University where he attained a 91% job placement rate as a Career Advisor. James has a Master's Degree in Education and a B.A. in Political Science from Sam Houston State University. James served in the United States Marines.



Abdulrahim Haj-Ali

Career Services Specialist, Houston Community College

A dedicated Career Services specialist with a passion for helping individuals navigate their professional journeys. While my academic background is in mechanical engineering, I realized my true calling was in guiding others towards their career goals. Since graduating during the pandemic, I've embarked on a fulfilling path in Career Services, where I've had the privilege of assisting individuals for the past five months. I believe in the power of education and its ability to transform lives, and I'm committed to supporting students and professionals in achieving their aspirations. My mission is to bridge the gap between academic knowledge and real-world career opportunities, empowering individuals to make informed decisions and excel in their chosen fields. I'm excited to continue this rewarding journey and be a part of HCC's students' career success stories.



Marthaleen Cooper

HCC Career and Job Placement Specialist

Marthaleen Cooper, HCC Career and Job Placement Specialist, is a proud graduate of Southern University, Baton Rouge, LA with a BS in Marketing, she has over 15 years of experience working in various fields of Marketing and Human Resources. Passionate about helping people succeed. Marthaleen started her marketing career as a realtor in residential estate sales, providing clients with properties that meet the needs of their lifestyles. She then transitioned to the Human Resources talent acquisition division in the healthcare industry recruiting for all levels of Nursing and Physical and Occupational Therapists. Her journey led her to HCC as a Career & Job Placement Specialist assisting students at HCC in acquiring clarity and confidence in pursuing their educational and employment goals. Marthaleen enjoys spending time with her family and friends. An avid book club member for over 20 years, she enjoys reading in her downtime. She also works with a women's non-profit organization, helping underprivileged women with maternal health concerns.



Courtney Fisk

Director of SUCCESS Scholars

Courtney Fisk currently is the Director of the SUCCESS Scholars Program at Massasoit Community College in Brockton, MA. The SUCCESS Scholars Program supports part-time students from varying populations on campus to ensure increased persistence and academic success. Prior to his leadership in SUCCESS Scholars, he worked in TRIO, academic advising, and also in residence life. In addition, Courtney earned his Masters of Arts in Heritage Studies with a focus on Oral History and Public Heritage in 2016. His thesis topic was titled, "New Slaves: The Redefining of Black Power Through The Music of Kanye West." Currently, he is expected to earn his MBA in Finance along with a certification in Investment Management and Quantitative Finance at the University of Massachusetts Boston in the summer 2024. Courtney is a scholar-practitioner who uses Hip Hop pedagogy and ethnography to study and support student development, with a focus on equity, social and racial justice, student belonging, academic success, financial wellness, and cultural diversity and inclusion. His work aims to implement innovative initiatives to support students from disenfranchised backgrounds to succeed in college and beyond, improve retention efforts, and promote and build intentional levels of support for cultural diversity and inclusion.

Courtney is passionate about using Hip Hop culture and research to help students from all backgrounds succeed in college and beyond.



Michele F. Richardson, M.Div., Th.M., MBA

Director, Henry Wise Wellness Center, Bowie State University

I am a career administrator with 13+ years of experience in Higher Education. I have been working as a Wellness Center Director for nearly seven years. My work in Wellness has been generally based on the philosophical foundation of the 8 Dimensions of Wellness. In each of my roles in Higher Education, I have focused on cross-institutional collaboration and community partnerships that contribute to holistic approaches to student retention and success.

NCSD Dissertation Of The Year Awards

Dissertation of The Year Award – 2022

Dr. Carmen Poston-Framer Travis, Drexel University

Addressing Food Insecurity at a Community College with a Food Campaign: An Instrumental Case Study

Although the issue of food insecurity is prevalent among college students in general, community college students struggle at higher percentages than students at 4-year institutions. Yet, many of the responses of 4-year institutions to their students' food insecurity are not available to community college students or are too costly for community colleges to implement. This instrumental case study explored the Food Campaign (pseudonym) of a community college in the Mid-Atlantic region.

Dissertation of The Year Award – 2023

Dr. Megan Schutte, Morgan State University

“Try This Brick”: A Transformative Narrative Inquiry Examining the Lived Experiences of Transgender and Gender Nonconforming Community College Students

This narrative inquiry study aimed to capture and explore the stories of transgender and gender nonconforming individuals at community colleges using Schlossberg's theory of Marginality and Mattering, with the understanding that stories like these are only beginning to be explored in any significant way.

Terry O'Banion Award Winners – 2022



Gold Recipient 2022

Houston Community College

Houston Community College is the GOLD recipient of the 2022 Terry O'Banion Shared Journey Exemplary Practice Award! The Gold award-winning program is titled Virtual Student Services Lobby.



Silver Recipient 2022

Prince George Community College

Prince George Community College is the SILVER recipient of the 2022 Terry O'Banion Shared Journey Exemplary Practice Award! The SILVER award-winning program is titled Community College HBCU Experience.



Gold Recipient 2023

Connecticut State Community College

Connecticut State Community College is the GOLD recipient of the 2023 Terry O'Banion Shared Journey Exemplary Practice Award! The Gold award-winning program is titled CT State Leadership Academy.



Silver Recipient 2023

Mesa Community College

Mesa Community College is the SILVER recipient of the 2023 Terry O'Banion Shared Journey Exemplary Practice Award! The SILVER award-winning program is titled iBelong Student Success Initiative (iPad 1:1).

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New Jersey City University
JKnox1@NJCU.edu

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Dean of Student Success
Houston Community College – Northwest
Rima.Adil@hccs.edu

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*Program Manager - Center for Minority Excellence &
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South Louisiana Community College
Matthew.miles@solacc.edu

NCSD Would Like to Thank Our 2023 Annual Conference Sponsors:



Save The Date: Upcoming NCSD Events

June 2024



Walter Bumphus Leadership Institute
Anne Arundel Community College

October 2024



NCSD Annual Conference
Cuyahoga Community College

Notes:

Notes:



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