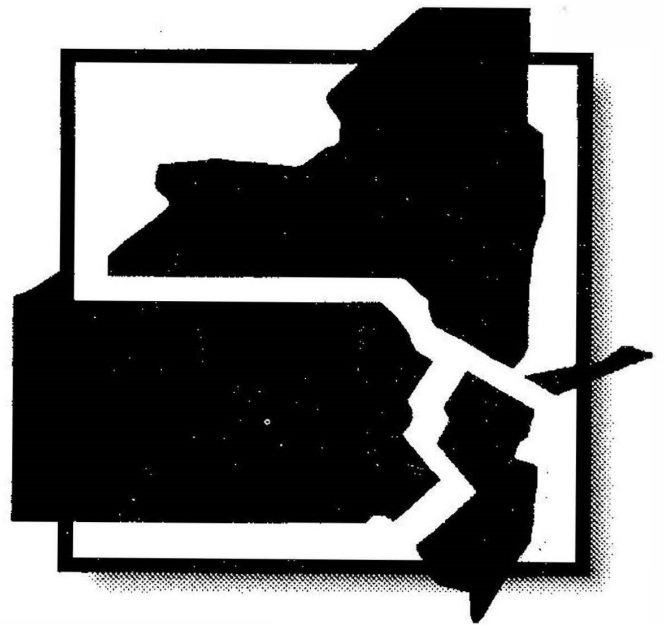


# The Tri-State Consortium of Opportunity

## Programs in Higher Education

**"Developing a  
New Vision  
and a  
Renewed  
Commitment:  
Tri-State  
Leadership  
Conference for  
Access,  
Opportunity  
and Student  
Success"**



Sheraton Meadowlands Hotel & Conference Center  
East Rutherford, New Jersey  
March 23 - 26, 1997

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## **Sponsoring Institutions, Executive Committee**

### **Sponsoring Institutions**

- Act 101 Directors Association and State Director, Act 101 Office, Pennsylvania Department of Education
- New Jersey Educational Opportunity Fund Professional Association, Inc.
- The State of New Jersey Commission on Higher Education, Educational Opportunity Fund
- New York State Higher Education Opportunity Program Professional Organization, Inc.
- Educational Opportunity Centers and Program Directors Council of the State University of New York
- The City University of New York, Search for Education, Elevation, and Knowledge/ College
- Discovery Program Directors Council
- The City University of New York, Office of Special Programs
- The State University of New York, Office of Student Affairs and Special Programs
- The University of the State of New York/The State Education Department, Office of Postsecondary Equity and Access, Bureau of Higher Education Opportunity Programs

### **Executive Steering Committee**

**Robert D. James**, Associate Vice Chancellor for Special Programs, State University of New York (*President*)

**Juana Reina-Morrison**, Dean of Students and Director, Act 101 Program, Philadelphia College of Pharmacy and Science (*First Vice President*)

**Dianne Hill**, Associate Director of Academic Foundations/ Educational Opportunity Fund, Newark College of Arts and Sciences, Rutgers-The State University of New Jersey (*Second Vice President*)

**Beverly Berry Baker**, Director, Exceptional Educational Opportunities Program, Kean College of New Jersey (*Treasurer*)

**Joseph P. Casey**, Director, Academic Enrichment Services/Act 101 Program, Hahnemann University (*Recording Secretary*)

**T. Mitch Duren**, Director, North Bronx Career Counseling and Outreach Center, State University of New York (*Corresponding Secretary*)

**Martha Bell**, Ph.D., SEEK Director, Chair, Brooklyn College, City University of New York

**Audrey Bennerson**, Assistant Director, Educational Opportunity Fund, New Jersey Commission on Higher Education

**Albert Budet**, Associate University Administrator - Educational Opportunity Fund and Veterans Affairs, Rutgers, The State University of New Jersey

**Jacqueline Curtis**, Director, Higher Education Opportunity Program, The College of Saint Rose

**Henry J. Durand**, Executive Director, Center for Academic Development Services, State University of New York at Buffalo

**Drew Ermelin**, Director Act 101, Bucks County Community College, Frager Foster, Director, Educational Opportunity Fund, Cook College, Rutgers, The State University of New Jersey

**Glenn B. Lang**, Ed.D., Executive Director, Educational Opportunity Fund, New Jersey Commission on Higher Education

**Karl H. Lewis**, Ph.D., Associate Professor, Director Act 101, University of Pittsburgh

**Eddie Manning**, Ed.D., Director, Educational Opportunity Fund, Rutgers, The State University of New Jersey, Livingston College

**Douglas P. Mercado**, Chief, Bureau of Higher Education Opportunity Programs, New York State Education Department

**Carol McMillan-Lonesome**, JD, Director, Educational Opportunity Fund, and Adjunct Professor, School of Education, Seton Hall University

**Isaiah Sessoms**, Ph.D., Director, Educational Opportunity Program, Clarion University  
**Neal Simpson**, Director, Act 101 Program, East Stroudsburg University  
**Delores Straker**, Chairperson, Academic Development, York College, The City University of New York

## **Conference Team**

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### **Conference Chairs**

**Glenn B. Lang**, Ed.D, Executive Director, Educational Opportunity Fund, New Jersey Commission on Higher Education (*Chair*)

**T. Mitch Duren**, Director, North Bronx Career Counseling and Outreach Center, State University of New York (*Co-Chair*)

**Neal Simpson**, Act 101 Director East Stroudsburg University (*Co-Chair*)

### **Program**

**Anthony Tillman**, Executive Associate Dean for Student Affairs, Director, Educational Opportunity Scholars, Drew University. (*Team leader*)

**Beverly Berry Baker**, Director, Exceptional Educational Opportunities Program, Kean College of New Jersey

**Audrey Bennerson**, Assistant Director, Educational Opportunity Fund, New Jersey Commission on Higher Education

**Deidre Clark**, Director of Planning and Policy Analysis, Office of Special Programs, State University of New York

**Michelle Dupree**, Director, Educational Opportunity Fund, College of St. Elizabeth

**Twannah Ellington**, Assistant Director, Educational Opportunity Scholars Program, Drew University

**Larnell Flannagan**, Ph.D., Associate for Research, Development and Evaluation, Office of Special Programs, State University of New York

**Sharon Foushee**, Assistant Director Exceptional Educational Opportunities Program, Kean College of New Jersey

**Renee Guy**, Director, Westchester Educational Opportunity Center

**Laura Higgins**, Director, Manhattan Educational Opportunity Center

**John T. Krebs**, Director, Educational Support Services/Act 101 Program, Moore College of Art and Design

**Eddie Manning**, Ed.D., Director, Educational Opportunity Fund, Rutgers, The State University of New Jersey, Livingston College

**Richard Morales-Wright**, Director, Educational Opportunity Fund, Ramapo College of New Jersey

### **Registration**

**William Myers**, Assistant Director, Educational Opportunity Fund/Minority Achievement Program, Rowan College of New Jersey

**Beverly Berry Baker**, Director, Exceptional Educational Opportunities Program, Kean College of New Jersey

**Darlene McGillberry**, Assistant Director, Office of Fiscal Policy, New Jersey Commission on Higher Education

**Stephen Davis**, Director, Educational Opportunity Fund, Richard Stockton College of New Jersey

**Bertha Diggs**, Associate Director, Educational Opportunity Fund, Montclair University

**Twannah Ellington**, Assistant Director, Educational Opportunity Scholars Program, Drew University

# Conference Overview

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## Sunday, March 23, 1997

12:00 - 5:00	Registration
12:30 - 2:00	Tri-State Executive Board Meeting
3:00 - 5:00	Workshops
4:30 - 5:30	State and Sector Meetings
6:30 - 9:30	Opening Reception/Dinner, Keynote Speaker:
9:30 -	Hospitality

## Monday, March 24, 1997

8:00 - 5:00	Registration
9:00 - 10:00	Plenary Session
10:15 - 12:30	Concurrent Workshops
12:30 - 2:00	Luncheon
2:15 - 3:45	Concurrent Workshops
4:00 - 5:00	State and Sector Meetings
6:00 - 7:30	Buffet Dinner
7:30 - 9:00	Dessert Reception, Live Entertainment
9:30 - Midnight	Hospitality/Entertainment

## Tuesday, March 25, 1997

8:00 - 5:00	Registration
7:45 - 9:00	Invitational Breakfast - Hosted by Prudential
9:00 - 10:00	Plenary
10:15 - 11:15	Special Focus Sessions
11:30 - 12:30	Concurrent Workshops
12:30 - 2:00	Luncheon
2:15 - 3:30	Concurrent Workshops
3:30 - 6:00	State and Sector meetings Free Time/Shopping Trips
6:30 - 7:30	Reception
7:30 - 9:00	Banquet
9:30 - 1:00	Social - Live Music and Dancing

## Wednesday, March 26, 1995

8:00 - Noon	Student Day Registration
9:00 - 10:00	Plenary Session
<b>New Jersey Educational Opportunity Fund Student Day Conference</b>	
10:15 - 11:15	Concurrent Workshops
11:30 - 12:30	Concurrent Workshops
12:30 - 2:30	Student Day Luncheon and Achievement Awards Recognition
2:45 - 3:45	Mini Plenary Sessions for Student Empowerment

## Featured Speakers

### Mary Francis Berry

Dr. Mary Frances Berry is the Geraldine R. Segal Professor of American Social Thought at the University of Pennsylvania where she teaches history and law. In 1980, she was appointed by President Carter and confirmed by the Senate as a Commissioner on the U. S. Commission on Civil Rights. After President Reagan fired her for criticizing his civil rights policies, she sued him and won reinstatement in federal district court. In 1993, President Clinton designated her Chairperson of the Civil Rights Commission.

Dr. Berry was Assistant Secretary for Education in the U.S. Department of Health, Education and Welfare during the Carter Administration. As Assistant Secretary, she coordinated and gave general supervision to nearly thirteen billion dollars of federal education programs. Prior to her service at HEW, Dr. Berry was a Provost at the University of Maryland, College Park and Chancellor at the University of Colorado at Boulder.

Dr. Berry was born in Nashville, Tennessee, where she attended public schools. She earned bachelor's and master's degrees at Howard University, a doctorate in history from the University of Michigan and a juris doctor degree from the University of Michigan Law School. She is a member of the District of Columbia Bar.

Dr. Berry's six books include Long Memory: The Black Experience in America (with co-author John W. Blassingame), The Politics of Parenthood: Child Care, Women's Rights and the Myth of the Good Mother and Black Resistance/White Law: A History of Constitutional Racism in America

### James Anderson

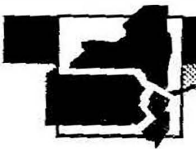
Dr. James Anderson is the Dean for the Division of Undergraduate Studies and Professor of Counselor Education at North Carolina State University. He supports teaching excellence initiatives, faculty development, curriculum assessment and First Year College at North Carolina State University. He was formerly a Professor of Psychology and Director of the Benjamin E. Mays Academy of Scholars at Indiana University of Pennsylvania (IUP). He has been selected as an American Council on Education Fellow and Danforth Fellow.

He has presented extensive workshops at over 200 conferences, universities, colleges, and community colleges on topics such as retention issues; enhancing faculty institutional competency; facilitating student learning styles/strategies; the infusion of diversity throughout the curriculum and the institution; and critical thinking for diverse populations. His expertise spans multicultural education (primary and secondary), university-level education, and diversity in the workplace and organizational change. He has recently published two handbooks for the formal assessment of diversity in higher education. One focuses on the institutional level and the other examines the teaching/learning outcomes in the classroom.

He obtained a BS degree in psychology from Villanova University and Ph.D. in psychology from Cornell University.

### Paula Rothenberg

Paula Rothenberg is the Director of THE NEW JERSEY PROJECT ON INCLUSIVE SCHOLARSHIP, CURRICULUM AND TEACHING, a statewide, state funded, campus transformation project. She is Professor of Philosophy and Women's Studies at William Paterson College of New Jersey where she has taught since 1969. She attended the University



of Chicago and received her undergraduate degree from New York University, where she did her graduate work. A former Regional Coordinator of the National Women's Studies Association, she serves on the Advisory Board of the National Center for Curriculum Transformation Resources on Women.

Paula Rothenberg has lectured and consulted on multicultural and gender curriculum transformation at hundreds of colleges and universities across the country. Her articles and essays appear in journals and anthologies in philosophy, women's studies, education and African American Studies and many have been widely reprinted. Her most recent book, Race, Class and Gender in the United States, published by St. Martin's Press, is about to go into its second edition. Paula Rothenberg is co-editor of Creating an Inclusive College Curriculum: A Teaching Sourcebook from the New Jersey Project (Teachers College Press 1996), as well as co-editor of the following highly successful college-text anthologies: Feminist Frameworks (McGraw-Hill 1978, 1984, 3rd edition 1993); Philosophy Now (Random House 1972, 1977, 1980); Ethics in Perspective (Random House 1976).

**Dr. Arthur Fletcher**

Dr. Arthur Fletcher, is the Distinguished Professor of Business Administration and Director of the International Institute for Corporate Social Policy at the University of Denver. He has a long and distinguished career in public service including Chairman of the United States Commission on Civil Rights in 1990. Deputy Assistant to the President for Urban Affairs (1976-77); Assistant Secretary of Labor for Employment Standards (1969-71). He also served as Executive Director of the United Negro College Fund (1972-73).

The National Caucus and Center on Black Aged, Inc. has honored Dr. Fletcher as one of its recipients of its Living Legacy Awards (1995) as the father of the affirmative action enforcement movement, the federal government initiative that paved the way to changing American employment, education and business opportunity culture.

**Tri-State Consortium of Opportunity Programs in Higher Education Board of Directors Award**

Recipients of this award have demonstrated commitment to the goals and philosophy of the Tri-State Consortium and its membership. These individuals have demonstrated through service to the organization, qualities of leadership, compassion, enthusiasm, and integrity. The recipient must have been an active participant in the Tri-State Consortium.

**Nathaniel Gadsden**

Nathaniel J. Gadsden, Jr. (Nate to his friends) served as the State Director for ACT 101, Pennsylvania Department of Education, from 1988 through 1996. While State Director for ACT 101, Dr. Gadsden was a strong supporter of the Tri-State Consortium of Opportunity Programs in Higher Education and even during difficult budget periods advocated to keep Pennsylvania programs actively involved. Prior to his tenure with ACT 101, he was the Coordinator of Equal Opportunity and Sex Equity Programs for the State of Pennsylvania. Nate has dedicated his professional and personal career to guidance and counseling in many capacities throughout his life, especially in programs for youths and young adults. He has been the Youth Advocate for the Pennsylvania Youth Advocates Program and a caseworker with the Pennsylvania Child Abuse Hotline.

He continues to serve the people of Pennsylvania as the Director of Urban Ministry - Tressler Lutheran Services, as the Chaplain for Pinnacle Health Hospitals and Hospice, and as the Pastor of Christ Community Outreach Church. Reverend Gadsden is also the Regional Coordinator for the Black United Fund of Pennsylvania. In his "spare" time, Nate founded and directs the "Writer's Workshop"

at the Neighborhood Center in Harrisburg and is a therapist in a program entitled "Therapy Through Writing" offered at the Metro Arts Center. He hosts and produces the weekly cable television program "Life Esteem", as well as a weekly radio program on WTCY-AM. He is a resident of Harrisburg.

Nate received his undergraduate degree and graduate credits in Guidance Counseling from West Chester University in Pennsylvania. Both his Master's Degree in Management and Doctor of Philosophy in Human Relations were awarded by Columbia Pacific University, San Rafael, California.

### **Lourdes Mangual**

Ms. Lourdes Mangual is the Associate Dean of Student Development at Hostos Community College. In this capacity, she oversees the Counseling Services Unit: Academic Advisement, Career Services, Disabled Student Services, College Discovery, the Women's Center, and she also oversees Enrollment Management; Admissions, Recruitment, the Registrar, and Financial Aid.

Ms. Mangual has been with The City University since 1970. She was Assistant Director of the Bilingual College Discovery Program, instructor, and counselor at Kingsborough Community College until 1973. She then assumed the role of Director of a bilingual bicultural Upward Bound-College Discovery and Development Program in the Central Office from 1973 to 1978. Since that time, Ms. Mangual worked in the Office of Special Programs in various capacities, including as Director of the Special Programs from 1986 to August 1995.

She has also served as an evaluator and consultant to numerous colleges, foundations and agencies. She has served as a consultant to a number of major colleges and universities, government agencies, and community-based organizations.

Ms. Mangual's earned a bachelor's degree in Sociology at Herbert H. Lehman College (then Hunter College in the Bronx) in 1970; an MA and M.Ed. in Guidance and Counseling with Permanent State Certification and a Specialty in Human Development and a M.Ed. in Educational Administration from Teachers College, Columbia University (1971, 1972, 1978). Ms. Mangual has completed her doctoral course work in Educational Administration, also at Columbia University.

### **Dr. Eve Sachs**

Dr. Eve Remsen Sachs credits the poignant paradoxes of being raised by loving and liberal grandparents against the ugly backdrop of a segregated South with her lifelong commitment to civil and human rights. After college, she served with the United States Peace Corps teaching elementary school children in Liberia, West Africa. Upon her return from Africa, Dr. Sachs taught GED classes to high school dropouts in New York City and then adult literacy classes to migrant workers in Jamesburg, New Jersey.

In 1972, Dr. Sachs joined the Rutgers College EOF program, first as a counselor and then, in 1974, as the Director and an Assistant Dean. Under her leadership, over the course of the next twenty years, the Rutgers College EOF program tripled in size to its current enrollment of some 750 EOF students. During her tenure Dr. Sachs developed a series of auxiliary programs including an academic unit which offered developmental and credit courses, a large minority student support program and a four week summer academy where incoming EOF students could receive six college credits.

In 1989, she was asked by the President of Rutgers University to serve as the Executive Director of a year long series of commemorations for the 20th anniversary of the EOF program. Dr. Sachs was then appointed by the New Jersey Department of Higher Education as the Statewide Coordinator of Academic Alliances for teachers and faculty in New Jersey. This past year, Dr. Sachs chaired a major committee to implement Rutgers University's Blueprint for Multiculturalism.