

Reversing the Plight of African American Males in College

By Dr. Terrell L. Strayhorn, Karl Jennings, and Fred McCall
University of Tennessee

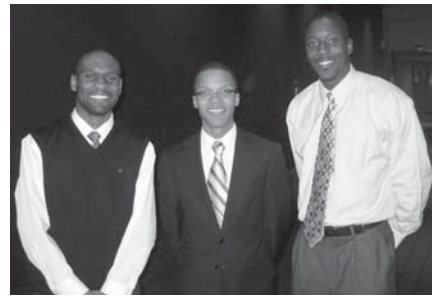
The hallmark of American higher education is not only the diversity of its institutions but the diversity of its students as well. Policies implemented over the past century or so have resulted in increased numbers of women and ethnic minorities enrolling in college. Over time, white women have gained access to some of the most selective colleges in our nation and currently represent 57% of all college students. Progress for ethnic minorities has been much more gradual.

A number of policies were designed to increase minority participation in higher education and these had variable effects. For example, the GI Bill of 1944 provided access to college for large numbers of returning soldiers. Given the social milieu of this legislation, blacks did not benefit from the GI Bill to the extent of their white counterparts. But, the GI Bill, Brown vs. Board of Education (1954), the Lanham Act of 1946, and the Civil Right Act worked in tandem to reverse the precedent set by Plessy v. Ferguson and called for

more equal access and opportunity in education for African Americans. As a result, black enrollments in college increased from less than 1% in early 1900's to approximately 12% in 2003 (NCES, 2005).

Despite these gains, there is still much to accomplish. For example, overall blacks have gained access to college in higher proportions than ever before. But, still more black women enroll in and complete college than black men. Specifically, in 2003, black women represented 8% of all college enrollments while only 5% were black men. Of these, studies suggest that less than 50% will graduate from college. Thus, reversing the plight and ensuring the success of African American male college students is an important issue for higher education constituents including policymakers, faculty members, parents, and administrators.

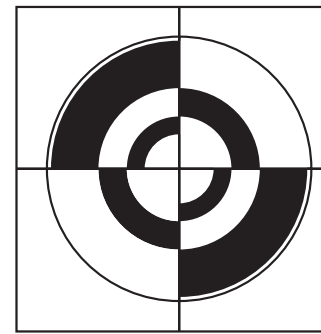
The authors presented a session at the 2006 NASAP Conference on this topic. We presented findings from three studies that explored the current situation of black males in college. Specifically, we



from left to right:
Karl Jennings
Dr. Terrell L. Strayhorn
Fred McCall

summarized results from a study that explored their learning style preferences based on the theoretical contributions of Kolb and Gardner. Next, we presented a study that explored leadership development for black males and identified ways in which professionals can promote such development in students. Finally, we described findings from a study that measured the influence of factors on black males' achievement in college.

In short, the demands of college and issues of (dis-) integration may lead to instability for black males. Student affairs professionals are traditionally called upon to provide support to all students and, thus, have an opportunity to offer stability to black males in a world of change. Despite our gains, there is still work to be done.



NASAP FOCUS

SPRING
2006

52nd Annual Conference

Following is the inaugural address given by Dr. Melvin Cleveland Terrell at the 52nd NASAP Annual Conference at Hampton, Virginia. Good afternoon, colleagues, students and honored guests. Welcome to our annual conference. My name is Dr. Melvin C. Terrell, and I have the distinct honor of being your NASAP President. For 52 years we have gathered together as an organization in order to offer each other the opportunity to explore the critical issues that impact student affairs learning, administration, and career development. We have come together again, here at Hampton University, to have a dialogue about our experiences, to foster learning, and to develop strategies for effective student affairs administration. In addition, we are here to strengthen the bonds that are essential for the success of our mission; namely, these are bonds of collaboration, goodwill, and unity. I thank you for being here.

My first order of business is to express NASAP's appreciation to our gracious host: Elder Woodson Hopewell and his distinguished coordinating committee at Hampton University. They have worked with diligence and enthusiasm to ensure that we have a first class experience. Also, I want to express my gratitude to President William R. Harvey and Vice President for Student Affairs, Bennie G. McMorris, for involving Woodson Hopewell on NASAP projects during the past years. And, of course, we must single out for special recognition all the presenters who - I am confident - will provide us with thought-provoking and enlightening information about various aspects of student affairs administration.

This year's conference theme



Dr. Melvin Cleveland Terrell, NASAP President and Vice President for Student Affairs, Northeastern Illinois University

is "Student Affairs Professionals: Offering Stability in a World of Change." Effective student affairs administration compels all of us to engage in a life-long learning paradigm: the building of a campus climate which fosters diversity, security, student empowerment and leadership training, as well as serving the community in full partnership with the academic programs. As student affairs professionals, each day we are confronted with these issues. This annual networking opportunity allows members to come together in a forum for the discussion and analysis of our professional responsibilities. These conference sessions are designed to serve as a catalyst for the development of new and innovative approaches to student affairs administration. On this point, we can find inspiration in Carter G. Woodson's words, "Real education means to inspire people to live more abundantly, to learn to begin with life as they find it and make it better."

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From left to right: • Dr. Cynthia Daniels Sellers, Executive Assistant to the President, Hampton University • Dr. William R. Harvey, President, Hampton University • Dr. Melvin Cleveland Terrell, NASAP President and Vice President for Student Affairs, Northeastern Illinois University



(left) Mr. Renardo Hall, NASAP President Elect, Bowie State University
(right) Dr. Terrance D. Smith, Dean of Student Affairs, Fort Valley State University



(left) Dr. Melvin Cleveland Terrell, NASAP President and Vice President for Student Affairs, Northeastern Illinois University
(right) Dr. Lemuel W. Watson, Professor and Chair, Dept. of Counseling, Adult and Higher Education, Northern Illinois University

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Illinois
University

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I am happy to report to the membership that we have, again, successfully published two editions of our Focus newsletter this past year. The NASAP Journal is currently in production with a scheduled release date of June 1. In addition, NASAP was able to host a One-Day drive-in workshop at Hampton University last June, due to the hard work and efforts of Woodson Hopewell. Grant-writing, assessment and empowerment were the primary focus of this career development program. And as you all may know, this past Fall we successfully held our second National Summit on Black Greek-Letter Organizations entitled "A Critical Time for Change: Strengthening the Legacy, Part II." In what turned out to be a stimulating program, more than 100 professionals and students from all over the nation gathered in Little Rock, Arkansas as we examined the critical issues impacting fraternities and sororities in higher education.

I am not going to take any more time, other than to say that I am proud to serve as your President. The experiences, the colleagues I have worked with, the friendships I have developed – all these components have made this an enriching and rewarding leadership experience.

Thank you.



From left to right:
 • Dr. Stephanie R. Harris-Jolly, Director of Counseling, Testing and Disability Student Services, Albany State University
 • Dr. Melvin Cleveland Terrell, NASAP President and Vice President for Student Affairs, Northeastern Illinois University
 • Ms. Diane Frink, NASAP Treasurer, Albany State University



From left to right:
 • Dr. Sharon E. Whittaker, Vice President for Student Affairs, Stillman College
 • Dr. Lemuel W. Watson, Professor and Chair, Dept. of Counseling, Adult and Higher Education, Northern Illinois University
 • Ms. Minnie Austin, NASAP Financial Secretary, Tuskegee University
 • Mr. Woodson H. Hopewell, Dean of Men, Hampton University
 • Mr. Willie J. Young, NASAP Nominations Chair, Ohio State University
 • Dr. Melvin Cleveland Terrell, NASAP President and Vice President for Student Affairs, Northeastern Illinois University
 • Dr. Roosevelt Littleton, Jr., Immediate Past President, Jackson State University
 • Dr. Stephanie R. Harris-Jolly, Director of Counseling, Testing and Disability Student Services, Albany State University
 • Mr. Renardo Hall, NASAP President Elect, Bowie State University
 • Ms. Diane Frink, NASAP Treasurer, Albany State University
 • Dr. Cynthia Daniels Sellers, Executive Assistant to the President, Hampton University
 • Dr. Gerald Peoples, NASAP Council of Past Presidents Chair, Mississippi Valley State University



From left to right:
 • Mr. Woodson H. Hopewell, Dean of Men, Hampton University
 • Dr. Joseph L. Amprey, Jr., Professor of Student Support Services and Multicultural Studies, Kutztown University
 • Dr. Cornelius W. Grant, Interim Vice President for Student Affairs, Albany State University
 • Dr. Sharon E. Whittaker, Vice President for Student Affairs, Stillman College
 • Dr. Roosevelt Littleton, Jr., NASAP Immediate Past President, Jackson State University
 • Dr. Melvin Cleveland Terrell, NASAP President and Vice President for Student Affairs, Northeastern Illinois University

3 Critical Questions

by *Freedy Davy, Ph.D.*

Director, Honors College, Hampton University

Annual conference presentation

For want of a nail, the shoe was lost; for want of a shoe, the horse was lost, and for want of a horse, the rider was lost. For want of a rider, the battle was lost; for want of a battle, the Kingdom was lost. I consider that Benjamin Franklin's wisdom has merit today. It is quite easy to rattle off a few of the battles that threaten, but the list is lengthy and these are no doubt concerns of students and, therefore, fall in the category of student affairs. But what is the battle you are considering? More importantly, what is the nail?

While it is my honor and pleasure to share this time with you today, a couple of nights ago, I wrestled with your theme. For more than 5 decades, I have dealt with students and their affairs, but I found it quite a challenge to surmise what you meant when you proposed "Offering Stability in a World of Change."

As a teacher, I finally resorted to doing what I know best: asking questions. Many years ago, on a mirror that hung near my desk at school, I had written 3 questions: What am I going to teach today? What is it good for? How do I know? I've kept these questions in my mind as I prepared today's message. A teacher's lesson plan contains not only questions and answers, but objectives as well. My two objectives are to have a message for everyone, regardless of age, position or circumstance and to provide fuel that will run the machine that produces thought and stimulates action.

I begin with the definition of the word stability: (1) The quality and state of being stable, (2) firmness of position, (3) continuance without change. Some synonyms are steadiness, strength. I trust that

the creators of your theme had the synonyms in mind rather than the primary definition: offer strength and steadiness rather than firmness of position. The challenges that we face today require change rather than the same old soup just warmed over.

Mark Twain suggested that the problem with the future is that it is not what it used to be. Never before have the differences been more unequivocal than the changes in space and time. In terms of space, any person can reach any destination on earth in 24 hours. In the case of time, information can now be sent at the speed of light- 186,300 miles per second. We're living in a new paradigm. Do your programs address this reality?

While we are talking about reality, we exist in a cult of low expectations. The power structure in politics, economics, and even in education never intend for some groups to "be all that they can be." Attitudes, whether racial or class-driven, have consistently been that what was meant for some groups has to be inferior to that which was designed for others. How does your program address this cult of low expectations?

I have an idea: establish learning communities that make every facet of students' environments a part of the classroom. The idea is that learning takes place in the classroom. The learning community calls for an approach to the learning-teaching paradigm that requires collaboration with all who are responsible for the well-being of the student. Why isn't the fashion show an extension of the marketing class? We know that exposure and tolerance for the unfamiliar is the hallmark of the educated person, so why don't we



Freedy Davy, Ph. D.

hear some classical music along with hip hop in the campus' gathering places?

The learning community emphasizes what students can do with their knowledge rather than what an educated person should know; it interprets education as an informed examination of values; it assumes and respects a diversity of world views, and it values collaborative work.

Collaboration is the key. Student Affairs and Faculty must collaborate. I challenge all student affairs professionals and student leaders to take the lead in getting the dialogue started between your branch and the faculty. Why you? Let me quote Benjamin Mays:

The administration and the faculty are able, very able. But it is my considered judgment that we are too educationally conservative, inclined to be afraid to experiment, to blaze new paths. I sometimes think we are allergic to change... We tend to be more tied to tradition and the past. Our danger lies in complacency, a disease that plagues too many colleges.

The initiative to face the challenge of producing intentional learners is the responsibility of student affairs' professionals, student leaders, faculty and administrators. The nail provides stability. The nail represents intentional learners, a competent labor force, and for want of a nail, the nation was lost.

Hopewell, from Page 8

distinctive Hampton influence. First class entertainment was provided by a combination of Hampton University student groups, soloist Antoinette Knox, Miss Hampton University, and the wonderfully gifted recording artists *Waterfront*, a performing group that connected with the Awards Banquet guests with musical genres stretching from *do-wap* to *hip hop*, *rhythm & blues* and some soulful, straight-ahead four-part vocal harmony.

Conference attendees also had the opportunity to participate in the screening of a new film, *Vote for Me: the Movie*, a political social satire written by and based in part upon the real-life experiences of Antonio Nelson a former New York State legislator. Of particular note also was the conference hospitality suite, sponsored by *ABL Educational Enterprise, Incorporated* and hosted by Ms. Mae T. Stone. Each evening the hospitality suite gave conferees

a relaxing, refreshing place to pause, reflect, network and laugh at the days' accomplishments. *ABL* also provided generous financial support to the conference and the scholarship fund.

Final financial reports for the conference will be available for publication in the next edition of the *NASAP Focus Newsletter*, once approved by the Executive Board.

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contributions student affairs professionals make in higher education. In doing this, institutions will find it most appropriate to enhance and support the efforts of students affairs, and consider student affairs professionals full partners in higher education. Regardless of where you are employed, there are some basic values of all student affairs professionals that guide their ability to promote stability and they include the following:

- Each person has work and dignity.
- The academic mission of higher education institutions is preeminent.
- Each student has a unique combination of talents that should be developed as strengths leading to the achievement of excellence.

- An environment should be cultivated that respects and encourages an appreciation of the values of differences and similarities, supporting the well-being and success of all community members.
- Student involvement in the University community enhances their personal growth and development.
- Students should be assisted to develop a personal set of ethical standards that provide guidance for life-long decision-making.
- Students are responsible for their own actions and lives.

Increasingly, the efforts of student affairs aimed at improving student life, integrating new student groups, and attracting and retaining students are becoming critical to institutions attempting to maintain enrollment, ensure academic achievement, place graduates, and develop supportive

alumni. Institutions' use of these strategies in response to changing conditions creates opportunities for student affairs professionals to become leaders within institutions as they contribute significantly to institutions' viability.

During this conference, you will have opportunities to discuss key issues related to your expertise in providing stability in a world of change. I also hope that you take this opportunity to renew your commitment to the student affairs profession. Finally, students, I strongly encourage you to focus on your roles as student leaders in a world of change. For it is my belief that both student affairs professionals and student leaders play significant roles in our colleges and universities. Thank you for your attention, may God bless you and have a wonderful visit at Hampton University, our lovely "Home by the Sea".

Annual Conference Award Recipients

Dr. Stephanie Rowena Harris-Jolly
Director of Counseling, Testing and Disability Student Services, Albany State University
Sadie M. Yancey Professional Service Award

Dr. Stephanie Rowena Harris-Jolly is a women of many energies, having loaned these energies to hundreds of students during her work span of 23 years with her special insignia of caring. She is a *NASAP* member and true student affairs professional - from the heart, having served as secretary for multiple terms and having attended every conference since becoming a member more than a decade ago. One recommender said, "She is an exemplary person and professional." Another talked of her strong administrative and scholarly prowess. Dr. Harris-Jolly is a licensed professional counselor, a graduate advisor to a sorority

chapter, and advisor to a peer professional group. She annually teaches leadership, and social and anger management skills. Her exemplary attention to duty has seen hours of service on committees and task forces on campus and beyond. She holds membership, and is active, in numerous professional, civic and social organizations such as the American Counseling Association; the Georgia College Counseling Association; the Georgia Association of Counseling Center Directors (where she is president elect); and the Licensed Professionals Counselors of Georgia, just to name a few. Dr. Harris-Jolly represents the life and



Dr. Stephanie Harris-Jolly

work of a citizen dedicated to giving back to her campus's community, and for her dedication the *NASAP* organization is pleased to present Dr. Stephanie Rowena Harris-Jolly with the *Sadie M. Yancey Professional Service Award*.

Dr. Irvin R. Clark
Assistant Vice President for Student Affairs
Savannah State University
Benjamin L. Perry Professional Award

In life we encounter, through passage and presence, remarkable individuals who make a difference. Dr. Irvin R. Clark has shown his dedication to *NASAP* in his attendance at national conferences, and his exemplary workshop and Student Leadership Institute participation. He is a native Floridian, having served the United States Navy, played football with earned honors over consecutive years, including a stint with the pros. A review of his climbing administrative positions, his subsequent completion of the Master's and doctorate degrees, his being instrumental in transforming

residence life at Savannah State University—are a testament of a precise and carved path of dedicated direction that warrants remarkable mention. Dr. Clark is a visionary, having fused Savannah State University's into a housing revolution – razing antiquated dorms and renovating selected residential facilities, and being the University's lead person in its quest to build the new. From his earliest years of coaching, where he also served as *NCAA* Life Skills Coordinator and Substance Abuse Coordinator and Advisory to the Student-Athlete Advisory Council, and all points



Dr. Irvin R. Clark
Annual Conference Photos by Dr. Clark

between, to his present administrative post, commitment to creating a conducive environment for learning that has been paramount in the spirit of a true student affairs professional, the *NASAP* organization is pleased to honor Dr. Irvin R. Clark with the *Benjamin L. Perry Professional Award*.

See Award Recipients, page 4

Angela Marie Carthan

Computer Science Technology major at Savannah State University NASAP Student Award

Angela Marie Carthan is described as being “a competent, dependable, creative and motivated individual who exudes character, energy, intelligence and determination.” All of these are integral parts of NASAP’s roadmap to encouraging young professionals. Her many accomplishments include: recognition of her volunteer service to St. Jude’s Children’s Hospital; serving consecutive posts with the Student Government Association (including her present as Vice

President); in addition, Ms. Carthan has been president of Sisters Striving for Excellence and fundraising chair of Delta Sigma Theta Sorority, Inc. While her academic work is center focus, having maintained honor roll status 6 times during her student tenure at Savannah State University, she manages to hold 3 positions that also help her to sustain her student experience: Admissions Student Database Administrator, staff support in the University Village Residence Hall, and a post at a



Angela Marie Carthan

Federated department store. The NASAP organization is pleased to honor outstanding senior honor Computer Science Technology major at Savannah State University, Angela Marie Carthan.

Promoting Healthy Campuses: Grant Writing and Proposals for Student Affairs

By Marilyn J. Wells, Ph.D.

Associate Professor and Chair, Department of Health, Physical Education and Recreation at Hampton University.

Annual conference presentation

Campus communities continue to be challenged by critical health issues – alcohol, drugs, HIV/AIDS, violence, weight management, stress, depression, and sexual behaviors. Student affairs professionals are expected to design and implement prevention programs, often with little or no additional resources. Therefore, student affairs professionals can benefit from information and training on funding sources and opportunities, how to map out a successful grant writing strategy, and characteristics of winning proposals. Numerous funding sources and opportunities for promoting healthy campuses can be found in both the public sector (state and federal agencies) and private sector (for-profit business, not-for-profit and non-profit organizations). Examples include the US Centers

for Disease Control and Prevention, American Cancer Society, and American Legacy Foundation. Along with exploring funding sources, a grant writing action plan may be helpful. Successful grant writing strategies:

- Support the campus mission, values, and culture.
- Demonstrate a good fit between the funding agency, campus, and project leadership.
- Employ a win-win mentality among partners and stakeholders.
- Are time and resource efficient?
- Adhere to campus guidelines and policies.

With a funding source identified and a grant writing strategy mapped out, developing the proposal is the next step. Recommendations for writing successful proposals are to:

- Follow the guidelines precisely



Marilyn J. Wells, Ph.D.

– Details matter!

- Remember the basics of good writing – Excellent writing is essential!
- Make it reader-friendly – Organization is important!
- Make it look good – Image counts!

As a result of a successful proposal and grant award, campuses are able to design, plan, and implement innovative campus health promotion activities, such as Hampton University’s Black is Beautiful ... For Faces, Not Lungs! Campaign designed to prevent tobacco use among young black adults and Program for Health and Higher Education to prepare students for positions of leadership and service in HIV prevention.

The Importance of Leadership

by Dr. Cynthia Daniels Sellers

Executive Assistant to the President at Hampton University

I take pride in standing before you this morning during this opening session. As you know, President William R. Harvey was invited to give the keynote address; however, due to scheduling conflict, Dr. Harvey regrets that he could not be with you today. It is impossible for me to mention Dr. Harvey’s name without sharing some information about him. Dr. William R. Harvey is a visionary, who “dreams no small dreams” and he is the hardest working president I have ever known. He loves Hampton University and through his leadership and mentoring, Hampton University has produced numerous leaders by focusing on the “Harvey Leadership Model for Academic Administrative Success” which includes: vision, work ethics, academic excellence, team building, innovation, courage, management, fairness, fiscal conservatism, and results. Dr. Harvey also loves students and understands that Hampton plays an important role not only educating students in the classroom but also in preparing them for life by emphasizing character building in all aspects of the college experience. He also emphasizes that our students must be taught “the values of honesty, decency, integrity, a sense of justice and fair play; a respect for university policy and property, a respect for one’s self and one’s fellow man.”

NASAP is also fortunate to have had so many excellent leaders and some of them are

with us today. And of course our current President, Dr. Melvin Terrell, is providing excellent leadership. In fact, he does so well that he is serving his second term as president of this wonderful organization.

NASAP takes pride in planting a seed with our students in hopes of shaping and growing leaders and future student affairs professionals. NASAP makes it a priority to groom student leaders and that is why we implemented a Student Leadership Institute which is coordinated by Mr. Renardo Hall of Bowie State University. Each summer, Renardo coordinates this Institute and students benefit tremendously, for it prepares them to become effective leaders. In addition to the Institute, our annual conferences have a built in student leadership component. We salute you students not only for your academic excellence and achievement but also for the good deeds that you do in providing service to others. You are well rounded individuals who aspire to greatness on all fronts, both socially and academically. All that we do is for and about you students. For it is because of students that NASAP exists.

NASAP is a special organization that is dedicated to promoting excellence in the area of Student Affairs and it holds a special place in my heart. While I am a member of numerous professional organizations, it was NASAP that helped to mold and shape me. Although



Dr. Cynthia Daniels Sellers

a small organization, it is a family organization that provides support and guidance. And like a supportive family, it will always be there for you, regardless of the circumstances. That is why I am excited about this year’s theme “Student Affairs Professionals: Offering Stability in a World of Change”. I cannot think of other profession in higher education that can boast about providing stability as much as student affairs professionals. As student affairs’ professionals continue to maintain stability to meet the needs of a changing student body, they must make a commitment to do the following:

- Develop professional relationships and collaboration with faculty.
- Make contributions to the quality of the academic experience.
- Inform others in the institution of the goals of student affairs in meaningful way.
- Foster collaborative problem solving.
- Make contributions that add to the effective and efficient management of the institution.
- Continue to enhance and develop skills for a broader role in higher education.

I also feel our various higher education institutions should recognize the significant

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NASAP Status Report

by Woodson H. Hopewell, Jr.

Conference Chair and Dean of Men at Hampton University

Annual conference presentation

On Sunday February 12, 2006 some members of NASAP were observed enjoying some closing fellowship activities in the palatial Embassy Suites Food Court after the close of the 52nd Annual Conference. The Sunday morning collegiality typified the flow of interactions that occurred throughout the conference. *Student Affairs Professionals: Offering Stability in a World of Change* was the theme for this phenomenal professional and student interactive conference hosted by the Student Affairs Division at Hampton University, under the brilliant leadership of Dr. Bennie G. McMorris, Jr., Vice President for Student Affairs. Conference Chair, Woodson Hopewell, and the entire team at Hampton University made certain that every amenity, courtesy and intellectual enhancement was in order throughout the week.

Conference and workshop session evaluations were overwhelmingly positive. Registration statistics showed the following:

Professionals registered:	108
Students registered:	76
HU Faculty registered:	04
	188

One hundred and eighty-eight (188) persons registered for the conference, which included a student leadership registration of seventy-six (76). Twenty-one (21) workshop offerings, four major speaker sessions and three plenary leadership panel sessions gave participants the

opportunity to improve their leadership skills, enhance their interpersonal relations and share their experiences as professionals at institutions representing every region of the country.

The Conference Keynote was delivered by Past President Dr. Cynthia D. Sellers, currently Executive Assistant to the President at Hampton University. Another former president, Dr. Sharon E. Whittaker, Vice President for Student Affairs at Stillman College, energized the student leadership luncheon with a from-the-heart presentation. Other speakers included Hampton honors college Director Dr. Freddy T. Davy and local pastor Reverend Jerome A. Barber, the “voice” of Hampton University Athletics. A dynamic student leadership component offered campus leaders and future student affairs professionals the opportunity to stretch their collective experiences and hone their skills while providing a generous canopy for networking and mentoring.

Some of the topics presented included: *Student Affairs at an HBCU: Springboard for my Career; Advising with Purpose; Encouraging the Heart; Writing for professional Publications; Counseling Males: Removing Barriers to Retention and graduation; Stable Successful Leader in a Rapidly Changing Environment; Maximizing Your Role as a Student Leader; Black Greeks Under Siege at PWIs; Reversing the Plight of*



Woodson H. Hopewell, Jr.

African American Male College Students. Sessions under the Student Leadership Component included: *Setting the Leadership Tone; Dress for Success; and The Morgan Mile.*

One of the highlights of the conference occurred when NASAP President, Dr. Melvin Cleveland Terrell, presented the NASAP Golden Presidential Award to Dr. William R. Harvey, President of Hampton University and Chairman of the NAFEO Board of Directors for his visionary leadership. Dr. Terrell is currently serving his second term of office as president. He provided exemplary leadership to the Planning Committee and helped the team to develop a professional conference with depth and broad appeal.

Special appreciation is hereby expressed to Dr. Cornelius W. Grant, Interim Vice President for Student Affairs at Albany State University and Founder/CEO of *G & G Consulting*, who provided financial and contextual support for the conference and who continues to be a vibrant example of the NASAP Motto: “**Work is Love Made Visible.**”

The host facilities were first rate and the hospitality was southern and genteel with the

See Hopewell, Page 10

Roadway Signs: Metaphors for Motivation

by Melvin C. Terrell Vice President for Student Affairs at Northeastern Illinois University

Following is the speech given by the NASAP President, Melvin Cleveland Terrell, during the 52nd NASAP Annual Conference banquet at Hampton, Virginia on Saturday, February 11, 2006.

Good afternoon, I hope the conference thus far has been enlightening and fruitful for you all.

I wanted to center my dialogue on a topic that would be meaningful to you. So often, we preach to the choir—those of you assembled here, the very nature of your presence signifies your commitment to the learning, growth, and development you expect for yourselves and for the individuals who you interact with through your various leadership positions. Yet, the key issue becomes—returning to your campuses and continuing the dialogue, creating the same atmosphere of excitement and enthusiasm about leadership we see reflected here this week.

My remarks today will incorporate some implicit comparisons, using figurative and symbolic language; for example, the notion of referring to road signs. Through the use of metaphor, I hope to reveal to you some of the lessons in living, learning, and leadership that we must all embrace on our daily journeys, particularly as professionals and students in higher education.

We encounter road signs on our journeys which provide us with directions, to essentially give us a sense of guidance as we travel along. According to the United States Manual of Traffic Signs, the roadway signs must meet five fundamental requirements. They must...

- Fulfill a need
- Command attention
- Convey a clear, simple meaning

- Command respect from travelers
- Give adequate time for proper response

Here are a few of the roadway signs that I have selected, each adhering to the five fundamental requirements and each providing through metaphor a clear sense of direction in life. Let's start with a simple one, that red octagon with the four letters affixed in the center—STOP. STOP! Although simple in meaning, this term is quite difficult to understand when applied to the complexities of leadership and daily life.

These elusive letters convey a very profound meaning...While you, the driver, are proceeding in your vehicle, it is necessary that you apply your brakes--preferably not all of a sudden, but with due and deliberate care to bring your vehicle to a resting position--that is, you must STOP. Let's now look at how this sign serves as a metaphor for life. How many times have you been in situations or leadership contexts in which the proper thing to do was to just STOP. Many times, the answers are found by stopping, remaining stationary, and providing yourself with enough time to make an informed decision or to provide an appropriate response. In your car, if you refuse to stop, you could be hit by a bus, run over by a train, or sideswiped by a truck...The same situation can be applied to your life. Instead of stopping and adding up the costs, instead of making an informed decision, you just move ahead blindly and aimlessly without paying attention to the stop sign, causing you to become involved in a collision.

We need to see the importance in being able to just STOP! Bring



Dr. Melvin C. Terrell

yourself and your life to a state of rest in which you can gather your thoughts and be more calculating and circumspect. This process is critically important to the student leader who has to consider the many complex leadership tasks that he or she must be involved in...Making informed programmatic decisions, meeting the needs of diverse campus based constituencies, ensuring that all student-led engagements address the issues of learning, growth, and development. You play an important role—so remember, before you proceed...STOP, gather your thoughts, look both ways, and proceed with caution.

The second roadway sign that I found to provide a meaningful metaphor for our life's journey is those yellow warning signs that are strategically placed along major and minor roadways to warn travelers. The salient metaphor that this second roadway sign provides for our life and leadership travels is to proceed with caution.

There are times in life when we need to move into what so many of us refer to as the ‘slow lane.’ We often give into our innate tendencies to overwork, over commit, or overburden ourselves by saying “yes” when the response probably should have been a kind, yet stern “no.” When you find yourself speeding out of control in the fast lane, just move over, shift to the

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right lane and slow your pace. So many of us are in a perpetual fast lane. By remaining in this lane for an extended period of time, the resulting effects are often that we run out of gas, or we miss the beautiful scenery along the way, or we get run over by traffic that is moving at an even faster rate. It's okay for us to sometimes move into the slow lane, to take in the sites, and to avoid the hurried pace of the fast lane...After all, if your ultimate goal is to reach some pre-determined destination, your rate of speed is inconsequential just as long as you get there! So don't be afraid to move into the slow lane.

The final roadway sign I found to present a very powerful metaphor is Road Work Ahead. This sign alerts the traveler that roadway conditions will

change—these changes are due to construction or roadway enhancements that will ostensibly make traveling much easier. In life and leadership, we will encounter places along our journey that may be in desperate need of repair. Maybe the roadway on which we are traveling has a number of potholes; perhaps it needs to be widened, or maybe it needs to be resurfaced. Whatever the presenting condition may be, it is important to pay attention to the roadway signs that alert you to the impending work that you will encounter on your path.

Maya Angelou describes life's journey in this way:

"Each of us has the right and the responsibility to assess the roads which lie ahead, and those over which we have traveled, and if the future road looms ominous

or unpromising, and the roads back uninviting, then we need to gather our resolve and, carrying only the necessary baggage, step off that road into another direction."

So, don't be afraid of the signs that alert you to roadwork ahead. On a leadership journey, roadwork is par for the course.

The few signs I have alluded to today are in no means an exhaustive list of the many roadway signs that can potentially serve as metaphors for your life and leadership journeys. Yield, Bridge May Ice in Cold Weather, Pedestrian Crossing, Do Not Enter, Detour - the list goes on and on. What I challenge you to do is to find your own meaning in the signs and symbols you encounter on your journey through life. Thank you!

Historic Savannah, Georgia, Site of the 53rd NASAP Annual Conference, February 7-11, 2007

by Dr. Randy Gunter, Vice President for Student Affairs at Savannah State University and Chair of the 53rd NASAP Annual Conference

Historic Savannah, Georgia will be the site for the 53rd NASAP Annual Conference on February 7-11, 2007. The conference host, Savannah State University, extends an invitation to Student Affairs professionals from across the nation to attend this conference which will offer professional development, dynamic plenary sessions, workshops, opportunities for networking and a sampling of the charm, allure and rich culture that

has made Savannah an important destination for conventioners, tourists and history buffs alike.

In addition to the offerings for professionals, other conference highlights will include, a student leadership sessions, NASAP awards and recognition, educational exhibits and noted regional and national speakers and local tours. The conference committee invites interested professionals, students, potential presenters, and exhibitors to

contact us at gunterr@savstate.edu or (912) 356- 2194. For information on hotel reservations and rates contact the Conference Hotel, the Savannah Marriott Riverfront at (912) 233-7722 or visit their website at www.marriott.com/savrf. Visit the NASAP web site at http://www.nasap.net/NASAP_2007_CONFERENCE_Flyer_1_.pdf for more details.

HIV on the Black Campus: Leadership Development for Student Affairs

By Marilyn J. Wells, Ph.D.

Associate Professor and Chair, Department of Health, Physical Education and Recreation at Hampton University.

Annual conference presentation

In the United States, HIV-related morbidity and mortality have declined significantly since the mid-1990s due to therapies to slow the progression of the HIV-related immune deficiency. Despite advancements, recent surveillance data indicate that Blacks, Hispanics, young adults, and the poor continue to have the highest rates of both new HIV infections and HIV-related morbidity and mortality; however, they also indicate a new trend that points to disproportionately high rates of infection among educated black young adults. Factors that have been hypothesized as contributing to this rise in HIV diagnosis among educated blacks include a lack of information, not feeling that they are at risk, lack

of faith in mainstream healthcare, lack of understanding of the problem, homophobia, infidelity, denial, and lack of access to testing, among others. Recent national studies suggest that the black community is ready to make a break in health disparities related to HIV and that black institutions of higher learning must lead the way in addressing these important social issues. Simultaneously, historically black colleges and universities (HBCUs) have responded to this challenge and are engaging in HIV prevention and leadership initiatives. In so doing, campus leaders are discovering important questions, including: (a) What is the role of campuses in HIV/AIDS prevention, testing, and treatment? (b) Who has responsibility for

HIV/AIDS programs on campus? (c) What are the ethical and legal issues for campuses surrounding HIV? (d) What should be the expectations and outcomes for HIV programming on campus? Through research-based HIV prevention interventions, HBCUs campuses are providing forums for addressing the important social issues and questions surrounding HIV infection among young black adults and providing models for student affairs professionals. Hampton University's O2B Free – HIV Free campaign, Workshop on Education to Conquer AIDS Now! (WE CAN!), and Student Leadership Development Project are examples of such innovative projects.

Early Call for Award Nominations

NASAP is pleased to announce the early call for award nominations. The awards will be presented at the 53rd Annual NASAP Conference on February 7-11, 2007 at Savannah State University. An important part of the conference will be the recognition of the following:

- Outstanding Graduate Student Award
- Outstanding Student Leader Award

- Sadie M. Yancey Award
- Benjamin L. Perry, Professional Award

The NASAP membership can now identify persons eligible for these awards. You may visit the NASAP website (www.nasap.net) to download the awards criteria and the nomination forms. Award winner will be featured in the fall 2007 issue of the NASAP Focus Newsletter. If you have any questions regarding

the nomination process, please contact Rose Wilson-Hill at:

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