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The following examples are from students from Howard University who engaged with this project as part of the ELPS 606 Higher Education Administration & Governance

**Week 1 Readings:**

- “**Capitalism**” by Matthew Desmond. *The New York Times: The1619 Project*. [also posted onCanvas]
- Faust, Dr. (2019). [How slavery warped Jefferson’s vision for the University of Virginia](#). *The Washington Post*.
- Harris, L. (2020). [Higher Education’s Reckoning with Slavery](#). *AAUP*.
- Patton, L. D. (2016). Disrupting postsecondary prose: Toward a critical race theory of higher education. *Urban Education*, 51(3), 315-342.

**Week 3 Readings:**

- Pitre Davis, G. (2014). *Creating global citizens: Exploring internationalization at HBCUs*. American Council for Education’s ACENET. Retrieved from: <http://www.acenet.edu/news-room/Documents/Creating-Global-Citizens.pdf>
- Crawford, I. I. (2017). HBCUs: Accreditation, governance and survival challenges in an ever-increasing competition for funding and students. *Journal of Research Initiatives*, 2(3), 1.
- Ortagus, J. C., Rosinger, K. O., Kelchen, R., Chu, G., & Lingo, M. (2022). The unequal impacts of performance-based funding on institutional resources in higher education. *Research in Higher Education*, 1-35.
- Lawrence, D. (2021). [Historical and Contemporary HBCU-Africa Relations](#).

**Discussion Activity #1: Introduce Yourself - The Remix**

**Directions:** In this exercise, you will introduce yourself (name, career goals, interests in governance/administration, unique attribute) *and* share a quote, poem, video, social media post, picture, or some other type of media that represents your feelings, questions, and/or about the role of slavery and white supremacy in the way we currently practice governance and administration at MSIs.

**Discussion Activity #3: Educational Movements and Your Future -A Poetry Exercise**

**Directions:** In this exercise, student use the poetry tradition of Haiku (or another poetry tradition of their choice) to describe what educational movement and trend may affect their future career trajectory and how they feel about it OR how they feel about any of the cases identified in the readings for this week.

## **Kiona B.**

Aug 30, 2023 at 5:45pm

My name is Kiona B. I am a mother, former NFL cheerleader, decorated collegiate athlete, non-profit founder, and finance. I am a third-year student in the ELPS program, and I am a graduate assistant this year. I am super excited to be producing a panel at CBC for my research focus- career and technical education.

I am a staunch education advocate. I feel like education is the grand leveler and is the important tool in establishing financial security and breaking generational poverty. My career interests reside in developing pathways to getting towards education equity. I am not married to any direct pathway to get to achieving my goals, but I know that working as a superintendent is one way to get to this goal. I have worked in policy and advocacy with an education non-profit also steering my work in education equity. I find this work satisfying both philanthropically and technically. Being able to provide assistance to school districts regarding developing a policy agenda that helps to work their districts and to advocate for the needs of the students and teachers. My interests in governance and administration are based on wanting to lead organizations and run systems that are efficient, effective, and creating positive outcomes for our children. I am hoping to develop very good leadership skills from this course and all other courses from Howard University. Who knows, maybe one day I can be the president of Howard University.

I have attended both MSIs and PWIs and noticed several disparities. There are disparities in funding and legacy. The illustration attached is used frequently in discussing social justice in general. This illustration, however, can also represent how education funding, Carnegie designations to universities, and US News & World Report college rankings are barriers to universities achieving equal footing and how removing these items in designating universities as worthy institutions to attend would allow universities, on leveled playing fields, to do the work of educating their students and preparing them for life after college. These are a few of the unfortunate barriers to MSIs being seen as equals to their white counterparts and if they were assigned with fairness in mind, many MSIs would be given the same respect as PWIs

Oct 17, 2023 at 7:31pm

In the realm of higher education, a story to be told,  
A movement and a trend that could shape a future bold.  
Lawrence's wisdom guides us, in twenty-twenty-one,  
HBCU-Africa Relations, an era just begun.

In Atlanta's heart, Morris Brown, a phoenix's rise,  
Accreditation restored, under radiant skies.  
Amir Vera's words echo, resilience so keen,  
A journey of redemption, a revived dream.

But controversy stirs as the letters do unfold,  
Spelman College's president, her words are bold.  
A debate that rages on, in the academic sphere,  
A challenge to traditions, voices strong and clear.

Ortagus, Rosinger, Kelchen, and more,  
Their research delves deep, to the very core.  
Performance-based funding, impacts unequal found,  
Institutional resources on shaky ground.

Crawford, in 2017, raised a flag of concern,  
HBCUs facing battles, to adapt and to discern.  
Accreditation, governance, the survival strife,  
In the ever-competitive race for funding and life.

Yet hope persists, as the pages of knowledge turn,  
In the quest for answers, and the lessons we discern.  
In the attachment provided, we explore the way,  
HBCUs internationalize, and brighten each new day.

As I chart my course, a university president's quest,  
I'll navigate these currents, put their insights to the test.  
A movement and a trend, in the future I shall guide,  
With resilience and innovation, side by side.

Also, here's my attempt at a couple of Haikus

HBCU's revival,  
Amid controversy's storm,  
Presidents must guide.

HBCUs arise,  
In the changing tides they thrive,  
New paths they'll contrive.

## **Sandra G.**

**Unique Attribute:** I have a wicked sense of humor, and I write children's books

**Career Goals:**

1. Finish this PhD Program
2. Nobel Peace Prize for insight and understanding of Human Animal interaction and the prolific impact on African American

**Videos that Express my thoughts on Racism:**

The Slaps Hear Around the World

- [Yesterday's Slap: Mr. Tibbs](#)
- [Today's Slap: Impactful Video that expresses my sentiment about overt racism today](#)

**Video that shows love in action:**

- [The courage and stance I would love to see in action](#)

Racism against Light Skinned African Americans  
A poem by Sandra Gammons

In shadows cast by history's cruel hand,  
Black souls endure in a divided land.  
Where shades of skin ignite a bitter fire,  
Colorism's wounds, we must aspire  
To heal, to mend, to lift the veil of pain,  
And in unity, let our love remain.

In a world where racism's poison spreads,  
Colorism's weight upon black hearts it treads.  
A spectrum of melanin, rich and vast,  
Yet prejudice divides us, holds us fast.

For lighter hues, some claim a higher grace,  
While darker tones endure a darker place.

But let us not forget the strength we bear,  
The beauty in our colors, rich and rare.  
Each shade, a testament to life's grand art,  
A vibrant symphony, each playing a part.  
The darkest night still holds the brightest star,  
The strongest roots can reach the furthest far.

In unity, our power will increase,  
Together, we can break the chains of peace.  
For colorism, a foe from deep within,  
Can only thrive when division reigns in sin.  
Let love and understanding be our guide,  
Together, in our hearts, let unity reside.

For history's wounds, we'll slowly start to mend,  
As brothers and sisters, hand in hand.  
Through empathy and grace, we'll surely find,  
A brighter future for all of humankind.  
The impact of colorism, we'll unbind,  
In unity, our strength, we'll all remind.

Oct 18, 2023 at 11:49am

The Reality of the business of higher education

is not quite what it seems.

Decisions must be made to keep education viable,  
which can only be done, when the institutions remain.

In the halls of higher learning, minds entwined,  
A tangle of desires, hopes, and fears combined.  
Faculty, staff, and students, voices strong,  
Seeking happiness, a path they long to belong.

Decisions loom like shadows in the night,  
In the realm of knowledge, where the stars shine bright.  
Yet choices, heavy burdens they become,  
As they ripple through this scholarly kingdom.

Faculty, wise and learned, share their dreams,  
But their visions, often not as simple as they seem.  
Balancing research, teaching, and their plight,  
In search of that elusive guiding light.

Staff, the heartbeat of each campus scene,  
Toil behind the scenes, seldom recognized, it seems.  
Their dedication's a testament to their worth,  
Seeking respect and recognition's true birth.

And students, with dreams, hopes, and aspirations high,  
Yearn for an education, reaching for the sky.  
In the face of mounting tuition and debt,  
They seek a path where they won't regret.

But in this labyrinth, choices abound,  
As different desires on each side are found.  
The weight of compromise, a heavy yoke,  
Leaves hearts and minds in a complex cloak.

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The quest to make all parties content,  
A puzzle to solve, with good intent.  
Yet, in the realm of higher education's tide,  
It's challenging for all needs to coincide.

So, let's strive to seek a common ground,  
Where understanding, compassion can be found.  
In this academic tapestry we weave,  
May our shared goals and dreams never leave.

Faculty, staff, and students, hand in hand,  
As we navigate this ever-shifting land.  
In the quest for knowledge, wisdom, and grace,  
Let's find a way to harmonize our higher education space.

## **Rashad Y.**

Aug 30, 2023 at 10:16am

I am Rashad and I am in my second year of the HELPS program. While I currently work in higher education, I have had a twenty five year career in local government, most recently having served as city administrator for the government of Washington D.C. My local government career has led me to serve as city manager of Dayton, Ohio, Greensboro, NC, and Alexandria, VA. Organizational development, theory and practice regarding high performing organizations and leadership development have been central to my work in local government and now higher education. My current role as Senior Vice President and Chief Strategy Officer for Howard University gives me the opportunity to help shape the governance, policy, and implementation of strategy across the university in a way that allows me to bring my passion for organizational development and philosophies around high performing organizations to my work. My career goal is to continue to serve in senior administration in higher education while also having the option to pursue a university presidency. I am undecided as to whether or not I want to be a university president but I certainly want to be prepared and competitive for a presidency should I decide to pursue

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it. One unique attribute about me is that I have had pretty wide and extensive leadership roles having led large and complex urban cities.



This picture from artist Gilbert Young, entitled "He Aint Heavy" hangs in my office and has hung in every office I have been in since college. It serves as a reminder to me of the responsibility and accountability I have to make sure that pathways are available to young Black professionals in the same way that someone made sure those pathways were available to me. When I think about this picture in the context of slavery and white supremacy, I am reminded of the history of education and higher education in this country in that Blacks were not allowed to be educated during slavery and even in post slavery America, educational opportunities were limited and grossly unequal. The Morrill Act of 1890 is what provided the first real opportunity for Blacks to participate in higher education and was the forerunner to HBCUs as we know them today. The legacy of HBCUs serving as a conduit for racial uplift then and now is appropriately and pridefully



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captured in Young's, "He Aint Heavy". As it relates to how we govern and administer MSI's we should be ever mindful of our responsibility to ensure that the populations that are supposed to be served at these institutions, either by mission in the case of HBCU's and TCU's or by demographic composition, meet their obligation and duty to support, uplift, enrich, and provide a high quality education that ensures pathways for matriculation and graduation.

Oct 18, 2023 at 8:17pm

Enough is Enough

Invest in us like we're White

Opportunity

There is a long documented history of underfunding of HBCUs. Last week's readings included a Philadelphia Enquirer article entitled, "Balancing the Equation: 185 years of Struggle for an Equitable Education at America's First HBCU" chronicled the story of Lincoln University's struggle for resources from its inception to its present day. This week's readings, in talking about accreditation challenges, share a common theme in that lack of resources are often at the root of accreditation issues for HBCUs. Crawford (2017) cites from Brooks in quoting a University of Virginia faculty member who in talking about educating both Blacks and Whites says, "We cannot equip both, and to equip the Negro to the neglect of the poor white would be a grave political error and an economic absurdity." This historic, endemic, and pervasive zero sum equation about who deserves to be invested in and provided opportunity has continued since Reconstruction and hampers our HBCU institutions still today.

**Asa M.**

Sep 4, , 2023 at 6:32pm

Good Evening,

I am Asa Mack and I am a Third Year in the HELPS program. My career goals is to become a University President at an HBCU and to also consult/coach HBCU leadership on having vision and creating a culture of innovation at HBCUs in hope to close the wealth and achievement gaps within our community. My unique attribute is that I have an ability to connect with people ( Will say students for the sake of this post) and inspire them to become the best versions of themselves. Furthermore, I have the ability to see potential problems in the future and develop possible solutions to hopefully avoid said problems.

"Not everything that is faced can be changed. But nothing can be changed until it's faced"-James Baldwin

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This quote by James Baldwin represents my feelings towards the role slavery and white supremacy and the way it has impacted the way we govern at MSIs. This quote signifies that for centuries that America has never acknowledged the impact the slave trade had on Black people in America and the educational system itself. Therefore, because of that in many ways in order to be "successful" MSIs have had to position themselves to the "dominant" mindset to obtain resources in order to provide education. Thus, these institutions have moved further away from fulfilling the mission in the pursuit of prestige.

Oct 20, 2023 at 3:08pm

This is our moment

To unify from within

To display greatness!

The poem above is how I truly felt about the readings of this week. I believe that our beloved HBCUs are at a crossroads regarding how we are going to decide who and what we want to be. We read about countless schools losing accreditation from St. Paul in Va to recently, Morris Brown and Bennett beginning the long climb back. We all understand that the underfunding and policies such as PBF has put HBCUs in a space that makes pursuing and fulfilling the mission difficult however not impossible. What stood out to me was how leadership can shift things from bad to good, good to great or great to what in the world just happened?! In the Crawford (2017) article, it discuss the countless times that leadership (BOTs or President) made the wrong decisions or ignored the signs that impending danger was on the horizon if not dealt with correctly. Thus, why I believe that to truly move forward with have to begin with BOTs knowing what their responsibility is, selecting Leadership that has a clear vision on moving forward, strong cabinets, community by in(Campus and Surrounding), and faculty and staff that are actually here to make a difference in the lives of our students. I believe that this can happen! We must work from within first! Like the African Proverb states "If there is no enemy within the enemy outside can do us no harm" Therefore, the move forward starts with us!

## **Randy B.**

Aug 30, 2023 at 3:34pm

Hello Colleagues

I am Randy and I am a second year in the HELPS program here at Howard... My career revolves around designing transformative learning experiences, fostering equitable student outcomes, and promoting innovation in higher education. My career goals are a fusion of short-term aspirations and a long-term vision. In the short term, I aim to enrich

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my expertise in student success and learning experience design, continually enhancing the impact I make within the higher education landscape. Ultimately, my long-term ambition is to become a professorial figure, contributing significantly to academic affairs and student success initiatives, and eventually taking on the role of a Chief Academic Officer. My unique attribute lies in my research focus, which centers on the dynamic learning environment and the role of Historically Black Colleges and Universities (HBCUs) in shaping responsible AI development. I believe that these institutions can play a crucial role in ensuring the ethical and equitable deployment of AI and AI-enhanced learning environments.

As I consider the role of slavery and white supremacy in our current governance and administration practices at Minority Serving Institutions, I am reminded of the profound impact historical legacies can have on contemporary systems. The echoes of these oppressive systems are often still felt today, and it is imperative that we engage in critical dialogues and transformative actions to dismantle these structures and promote equity.

In the words of James Baldwin, "The paradox of education is that as one begins to become conscious to examine the society in which he is being educated." This quote resonates deeply with me, as it encapsulates the essential process of critically examining, reshaping, and decolonizing our educational systems while simultaneously being integral parts of them. It reminds us that the pursuit of true education involves a conscious effort to both understand and challenge the structures that have shaped education and the world. Here is another video of James Baldwin on Education that I find thought-provoking. [James Baldwin on Education](#)Links to an external site.

I look forward to learning alongside you all this semester!

Best,

Randy