



KABHE 40th Annual Conference
**“A Legacy That Rises While Lifting
Others”**

April 2—4, 2023

WELCOME



Greetings KABHE Family,

It is my pleasure to welcome you to the 40th Annual Kentucky Association of Blacks in Higher Education Conference (KABHE). I am excited to join the Northwest region in Louisville, KY, for our Ruby Jubilee! This year's conference theme, "A Legacy that Rises While Lifting Others," illuminates the history of KABHE.

As we embark on our 40th year as an organization, let us reflect on the longevity of the organization, the rich history, and the strong leaders who built the foundation we currently stand on.

Please take time during this conference to meet new members, reconnect with old friends, and make genuine connections with a student or new professional that you can begin to mentor and pour into. Our future as an organization is only as strong as our membership. It takes a collective to fight against today's adversities and to continue pushing KABHE forward to the next 40 years.

I encourage you to engage fully in KABHE and take advantage of the intentional workshop tracks designed for you. Celebrate and network during our planned social hours and Jubilee Awards Banquet at the Muhammad Ali Center. Lastly, consider running for an open position that will allow you to continue to carry the torch for the next generation of the Kentucky Association of Blacks in Higher Education.

I look forward to connecting with you all during this 40th Annual Conference as we continue to create A Legacy that Rises While Lifting Others.

Best,

A handwritten signature in black ink that reads "Carlous B. Yates". The signature is written in a cursive, flowing style.

Dr. Carlous B. Yates
President

Kentucky Association of Blacks in Higher Education

KABHE, the premier organization supporting diversity efforts throughout the Commonwealth. It was founded in 1983 by the late **Dr. William Parker** (1925-2008), Vice-Chancellor of Minority Affairs at the University of Kentucky, and other minority leaders in the Commonwealth. KABHE aims to promote Blacks' advancement in higher education by articulating needs and concerns, promoting unity and cooperation, and enhancing its membership's personal and professional growth of its membership. KABHE patterned itself after the **Kentucky Negro Educational Association**, which was dissolved during the era of desegregation, to maintain and uphold the goals as the needs remain.

KABHE has surpassed three decades with the purpose of supporting the educational and professional needs of diversity in higher education, focusing on leadership, access, and vital issues impacting students, faculty, staff and administrators. Pertinent educational issues and solutions are explored during regional meetings and annual conferences. Scholarships and awards are also presented to celebrate and bridge ongoing success. Overall, learning communities are formed to ensure impactful relationships are fostered among professionals in the field.

We maintain our membership and participation **as affiliates with the American Association of Blacks in Higher Education** <https://aabhe.education>

Diversity and Inclusion are a strategic priority for KABHE and our core values. Diversity allows us to touch "all of Kentucky" and inclusion allows "all of Kentucky" to connect us.

Our responsibility as a state organization focusing on higher education obligates us to identify and lead the advancement of diversity and inclusion initiatives in Kentucky by articulating needs and concerns, promoting unity, cooperation, and awareness, and enhancing opportunities for all within higher education. Follow us on our mission to develop and promote the growth of higher education!

KABHE has been at the forefront of professional development for advancing diversity initiatives in higher education in Kentucky for **40 years since 1983**. We are a volunteer professional organization comprised of members representing most colleges, universities, and other educational agencies throughout the state.

KABHE provides a variety of services to its members. In addition to the annual conference in the spring and regional meetings and workshops in the fall; there are employment information and opportunities, legislative updates, and participation, electronic communique, job shadowing, advanced education, mentoring exchanges, advocacy support, educational scholarships for undergraduate students, and a student leadership track, networking, and affiliation in the American Association of Blacks in Higher Education.

KABHE endeavors to remain current with the state and federal issues impacting higher education diversity. Specifically, when legislative and policy mandates can affect student development and success, KABHE is obligated to respond within the higher education community. The External Affairs Committee keeps the membership updated on important Education and Appropriations and Revenue Standing Committee actions within the Kentucky legislature.

KABHE CHARTER MEMBERS

Charter Members

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Leonard Slade

Dr. Mary Smith

Dr. Eliza Young

Shondra Jackson-Simmons

Carol Spotts

Andrew Baskin

Howard Bailey

Michael Elam

Kara Stone

James Nolan Embry

Jerry Gore

Carolyn Sundy

Pamela Harper

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Dr. Aingred Dunstan

Dr. Cleo Charles

Dr. Doris Weathers

Cynthia Dean

Dr. Ralph Fitzpatrick

Dr. Denise Gray Hunter

Sherman Bush

Anna Boling

Chester Gundy

Jerry Stephenson

Richard Stewart

Catherine Williams

Dr. Laretta Byars

Don Byars

Buzz Durham

Sheila Bell

Rosa Charles

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Southeast Regional Representative	Erica N. Woods Berea College
Southwest Regional Representative	Vacant

Conference Co-Chairs



Sharon Gordon is the Student Success Coordinator in the Office of Medical Student Affairs, at the University of Louisville's School of Medicine. She serves as an advisor and advocate for currently enrolled URiM students as they complete their education. Much of her time has been spent nurturing student participants in summer pipeline programs for the health sciences, and currently directs the Summer Prematriculation program, a four week academic enrichment experience for a select group of incoming students. Her student centered philosophy has earned her many awards while at UofL including the Dean's Lifetime Achievement Award, the Multicultural Award, the LGBTQ Advocate Award, the Medical Student Council Staff Appreciation Award as well as being voted a Student Champion.



Dr. Shorye Durrett is one of the Assistant Deans for Student Affairs for the University of Louisville School of Medicine. Her focus area is academic success and professionalism. She is also the Director of Community Engagement and Professional Development with the Dept. of Ophthalmology. She is proud to serve her beloved veterans throughout her career as an attending physician medical retina specialist at the Robley Rex-Louisville VAMC. However, as a licensed minister her first love is to walk in her life's mission as a Vision Ambassador for God's Kingdom. Her passion is mentorship whether to high school church youth, medical students, or residents. She has received numerous resident teaching awards, and she tries to pay it forward through her educational non-profit Vision Ambassadors, Inc. She is also co-owner with her two 'partners' of Open Yo EyZ, LLC., featuring one-of-a-kind 'lens-less' fashion eyewear. Fortuitously, they all share a common bond as long-time members of Delta Sigma Theta Sorority, Inc. Finally, her new non-negotiable is initiating endowments

in honor of those who have paved the way for us to not just wave to others along the well-mowed sidelines instead to 'pave on' for 'hind folks' to find, follow, & furrow.

SCHEDULE AT A GLANCE

Sunday, April 2, 2023

10:00 a.m. – 4:00 p.m.	Annual KABHE Executive Committee Meeting Location: JCTC, Health Sciences Bldg., Room 151
4:00 p.m. – 7:00 p.m.	Registration/Check In Location: JCTC, Health Sciences Bldg., Lobby
5:00 p.m. – 8:00 p.m.	President’s Welcome Reception & Musical Speed Networking Location: JCTC, Health Sciences Bldg., Atrium
9:00 p.m.	Hospitality Room Opens Location: Galt House Hotel

Monday, April 3, 2023

(All workshops locations: University of Louisville Student Activities Center (SAC))

7:30 – 9:00 a.m.	Registration/Check-in/Poster Setup		
8:00 – 9:00 a.m.	<p>Breakfast Roundtable Location: SAC Multipurpose Room (W-201)</p> <p><i>Welcome: Carlous Yates Ed.D. , KABHE President, Associate Vice-President for Diversity, Equity, and Inclusion & Title IX Coordinator</i></p> <p>Greetings: University of Louisville Leadership</p> <p><i>Introduction of Speaker: Douglas Craddock Jr., Ph.D., Chief of Staff to Executive Vice President and University Provost, Interim Vice President Community Engagement</i></p> <p>Speaker: Lee Gill, J.D., Vice President Diversity & Equity</p>		
8:50 – 9:30 a.m.	POSTER SESSION #1		
<p>Young/or New Professionals</p> <p>Target Audience: Undergraduate, graduate students &/or professionals in workforce less than 5 yrs.</p> <p>Each workshop is 1.0 hour Continuing Education Credit.</p> <p>Please choose one session per time slot.</p>			
Workshops Times (50 - 60 mins)	Track 1 Professional Development in Higher Education	Track 2 People Skills /Communication in Higher Education	Track 3 Mental Health Awareness/Involvement In Higher Education

9:30 – 10:30 am	No One Grows Alone: The Value of Career Mentorship & Networking <i>Location: SAC, Room 118</i> Douglas Craddock, PhD <i>Univ. of Louisville</i>	The Value of Professional Etiquette and Communication <i>Location: Sac, Room 117</i> Marshelia DeVan <i>Founder, MD Communications Consulting</i>	Is it Me or My Environment? Assessing My Mental Health <i>Location: SAC, Room 118A</i> Ana'Neicia Williams <i>Spalding Univ.</i>
10:30 – 11:30 am	Becoming the Expert in Your Field: Maximizing Black Excellence <i>Location: SAC, Room 118</i> Roger Cleveland, PhD <i>Eastern Kentucky Univ.</i>	Remaining Self-Aware Through Continued Knowledge & Self-Development <i>Location: Sac, Room 117</i> Shorye Durrett, MD, MPH <i>Conference Co-chair & Aaron Rollins, Jr., PhD Univ. of Louisville</i>	I am not My Diagnosis: Erasing the Stigma of Mental Health <i>Location: SAC, Room 118A</i> Fonda Bryant <i>Wellness Action Recovery</i>
Seasoned (Experienced) Professionals Target Audience: In higher education workforce greater than 5 yrs. Each workshop is 1.0 hour Continuing Education Credit. <i>Please choose one session per time slot.</i>			
9:30 – 10:30 am	Paying your Expertise Forward: Halting Ethnic Profiling in Higher Education <i>Location: SAC, Floyd Theatre</i> Edna Ross, PhD <i>Univ. of Louisville</i>	Overtasking and Multitasking: Pros or Cons in Professional Development? <i>Location: SAC, Room 303</i> Stashia Emanuel, Ph.D. <i>Kentucky State Univ.</i>	Mental Health: Recognizing the Warning Signs <i>Location: SAC, room 305</i> Fonda Bryant <i>Founder Wellness Action Recovery</i>
10:30 – 11:20 am	It's time or past time to get promoted: Am I prepared? <i>Location: SAC, Floyd Theatre</i> Dawn Offutt, PhD <i>KY Council on Post-Secondary Education</i>	Re-sharpening our Professional Etiquette <i>Location: SAC, Room 303</i> Marsheila DeVan, <i>Founder MD Communications</i>	Ways to Boost Your Well-being: A Holistic Approach <i>Location: SAC, room 305</i> Aesha Uqdah, Psy.D. <i>Univ. of Louisville</i>
11:30 a.m. – 12 p.m.	POSTER SESSION #2 – Seasoned Professionals 0.5 Hours Continuing Education Credit		
12:00 – 2:00 pm	Lunch with Panel Discussion 1.5 hour Continuing Education Credit Location: SAC Multipurpose Room (W-201) Expanding College Access for Justice Involved Student: Simmons College of Kentucky and the Second Chance Pell Initiative Javan Reed, Ingrid Bowman-Thomas, Ben Harris, Robin Lester <i>Simmons College of Kentucky</i>		

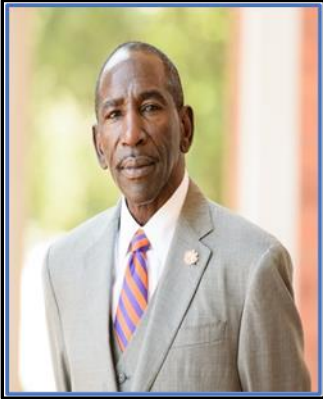
2:00 – 3:00 pm	<p align="center">Plenary Session 1.0 hour Continuing Education Credit. Location: SAC, Floyd Theatre</p> <p align="center">Mental Health: Creating a Culture of Care</p> <p align="center">Keynote Speaker Fonda Bryant, Founder Wellness Action Recovery, NC</p>
3:00 pm	<p align="center">Workshops Adjourn <i>(Prepare for Awards Banquet)</i></p>
4:00 – 6:00 pm	<p align="center">Self-Guided Tour of Exhibits Muhammad Ali Center 144 North 6th Street, Louisville, 40202</p>
6:00 – 8:30 pm	<p align="center">KABHE 40th Year Jubilee/Awards Banquet Muhammad Ali Center 144 North 6th Street, Louisville, 40202</p>
9:00 p.m.	<p align="center">Hospitality Suites Opens Galt House</p>

Tuesday, April 4, 2023

8:30 a.m. – 9:30 a.m.	<p align="center">Breakfast (continental breakfast) <i>Simmons College of Kentucky, Atrium</i> 1000 South 4th Street, Louisville 40203</p>
9:30 a.m. – 11:30 a.m.	<p align="center">General Session/Annual Meeting <i>Simmons College of Kentucky, Atrium</i> 1000 South 4th Street, Louisville 40203</p>
11:30 a.m.	Conference Adjourns

Symposium Speakers

I. Platinum Level Sponsors



Lee Gill, JD joined University of Louisville as Vice President for Diversity, Equity and Inclusion on May 15, 2022. With more than 25 years of experience in the diversity field and as a member of the president's leadership team at Clemson, where he is credited with building a sustainable infrastructure to incorporate diversity, equity and inclusion efforts into the campus culture and with creating programs that support and address the challenges facing women, Black and Hispanic students and the LGBTQ community. He created the Clemson University Men of Color National Summit, which brings together more than 2,000 students, educators, business professionals, government officials and community leaders from around the country to explore issues and share best practices to increase high school and college graduation rates. Gill serves on a number of boards of directors, including the National Conference on Race and Ethnicity in Higher Education. In 2014, he received the National Diversity Visionary Award from *Insight into Diversity* magazine for his significant contributions to

diversity in higher education. Prior to joining Clemson, Gill served for eight years as associate vice president for inclusion and equity and chief diversity officer at the University of Akron. He previously had served as chief executive officer of Stratus Group Consultants Inc., a firm providing diversity audits and training, management assessments and other services. Prior to that role, he held the position of dean of the Institute for Diversity and Leadership at Lake Michigan College in Benton Harbor, Michigan. Gill holds a juris doctorate in law from the Chicago-Kent College of Law, Illinois Institute of Technology and Bachelor of Arts in political science from the University of Michigan.



Dr. Douglas Craddock, Jr. serves as the Vice President for Community Engagement & Chief of Staff for Executive Vice President & Provost at the University of Louisville. He received his doctoral degree from the University of Alabama in Higher Education and Administration. Dr. Craddock area of expertise is diversity, equity & inclusion, organization & administration, and community engagement. He has a passion for helping organizations and communities uncover practices, processes, and procedures that illuminate and elevate how individuals, teams, and groups can more effectively work together. In addition, he has in collegiate athletics and Historically Black Colleges and Universities focusing on varying administration and leadership models that exist across the spectrum of programs and institutions.

Symposium Speakers

II. Keynote/Mental Health: Creating a Community of Care



Fonda Bryant When it comes to speaking out and up for Mental Health issues and Suicide Prevention, Fonda Bryant is the person you want in your corner. She is a true advocate dedicated to educating anyone in her path. She speaks passionately and from the heart about mental health issues from first-hand experience. Fonda served two terms on the state board of NAMI (National Alliance on Mental Illness) NC, volunteers with NAMI Cabarrus County, AFSP (American Foundation for Suicide Prevention), MHA of Central Carolinas, and recently started her own foundation called Wellness Action Recovery, Inc., a nonprofit organization geared towards putting in the work for mental wellness through positive actions. She is a Certified QPR (Question Persuade Refer) Suicide Prevention Instructor and has trained thousands of people from all over the world online and in person in how to save a life, a Mental Health First Aid Instructor for Youth, and an NC Certified Peer Support. She was named, the 2021 Remarkable Woman of Charlotte and 2021 Nexstar's National Remarkable Woman of The Year for her work with

mental health and suicide prevention out of 10,000 remarkable women across the country, 2021 Black Mental Health Symposium Mental Health Advocate of The Year, NAMI NC Advocate of the Year 2020, the MHA of Central Carolinas Outstanding Advocacy Volunteer Award 2019, and the CIT (Crisis Intervention Team) Advocate of the Year Award from CMPD in 2019. Whether on television, in the newspaper, in magazines, or radio, her passion for mental health and stopping suicide has no boundaries.

III. Special Guest/Professional Communication



Marsheila DeVan is a Communication Specialist with over twenty-five years of training experience. Her expertise includes work within the pharmaceutical and medical industries concentrating on physician speaker development, meeting moderation, residency training, Leadership development, sales training, curriculum development and one-to-one coaching. Marsheila holds a bachelor's degree in Political Science from the University of California, Los Angeles and a Master of Business Administration from the University of California, Irvine with a concentration in Organizational Behavior and Strategic Planning. Her international experience includes teaching to multiple nationalities and medical specialties in locations such as Thailand, Switzerland, Hungary, Spain, Mongolia, Germany, Czech Republic, Italy, Portugal, Turkey, Iran, Pakistan, Vietnam, Philippines, Ireland, and Australia to name a few. Her extensive travels have given her an understanding of different beliefs, attitudes, and values of various

cultures and people. Marsheila's demeanor, humor and approach to training create an open and comfortable learning environment that results in a high level of interaction and learning.

Symposium Speakers

IV. Other Workshop Presenters



Dr. Roger Cleveland is a native of Middlesboro, Kentucky. He is a transformational leader and groundbreaking educator and researcher in the fields of diversity, equity, cultural humility, and academic innovation. Cleveland has dedicated his life to supporting educators, public institutions, and schools to embrace diversity, equity and inclusion. His unique experience as a results-driven educator and revolutionary thought leader makes him a sought-after lecturer, teacher, and academic consultant. Dr. Cleveland has spent more than 20 years in K-12, and higher education. His teaching expertise has allowed him to educate students at: Morehead State University, The University of Kentucky (adjunct) , Middle Tennessee State University, and Eastern Kentucky University. Cleveland has published several equity, inclusion, and education-related peer reviewed research articles. Additionally, Cleveland is Chair of the Board of Directors, of the nationally known Black Males Working Academy. Cleveland's work and service have earned him various awards and recognitions including induction into the Kentucky Civil

Rights Hall of Fame, Professor of the Year by the Kentucky Association of Blacks in Higher Education, the P.G. Peoples Equity and Excellence Achievement Award. Cleveland has committed hours of community service in the Lexington, Kentucky area. He is a proud member of Kappa Alpha Psi Fraternity Inc. Cleveland earned his Doctor of Educational Foundations from the University of Cincinnati in 1998. He also holds a Master's in the Sociology of Education from Union College and a Bachelor of Communications at Morehead State University. He is currently a professor in the College of Education at Eastern Kentucky University.



Dr. Stashia Emanuel is an Associate Professor in the School of Education, Human Development and Consumer Sciences at Kentucky State University located in the capital seat of Frankfort. Her research agenda and academic interests are in the areas of academic and social adjustment of minority students at predominately and traditionally white institutions, organizational leadership at Historically Black Colleges and Universities, first-year initiatives and student retention. Dr. Emanuel has served in a variety of education roles in three states—Kentucky, Tennessee, and Georgia. Dr. Emanuel has served as an adjunct instructor, Director of Career Services, Director of Graduate Recruitment and Research, Assistant Professor, and reviewer of several peer review journals. She has been invited to present her research and guest lecture at several community colleges, undergraduate symposiums, and universities. Dr. Emanuel has studied with Dr. Lucian Yates, III, Dr. Donna Ford, Dr. Judy A. Alston, Dr. M. Christopher Brown, Dr. Roger Cleveland, and many, many more. Dr. Emanuel received her Bachelor

of Arts in Criminal Justice from Stockton University (New Jersey), a Master of Public Administration from Albany State University (Georgia), and a Doctor of Education in Educational Leadership from Argosy University (Atlanta). She is an active and financial member of Alpha Kappa Alpha Sorority, Incorporated, where she serves on many committees and participates in various community service projects. Dr. Stashia L. Emanuel currently resides in Lexington, Kentucky with her husband, Calvin, and daughter Carrington.



Dr. Dawn Offutt is the Executive Director of Initiatives for Diversity, Equity, and Inclusion at the Kentucky Council on Postsecondary Education where she leads the work in the division, including implementing the institutional diversity plan review process, and coordinating statewide efforts around cultural competence. Dr. Offutt has worked in education in various capacities for over 25 years. She was a Senior Associate for the Council where she was responsible for coordination of the Dual Credit Policy for Kentucky postsecondary institutions and monitored the implementation of corequisite program models. She served as the Director for Program Services for GEAR UP Kentucky 3.0 where she was responsible for ensuring the effective in-school delivery of the GUK 3.0 strategies. Prior to joining the council, she worked for seven years as an Education Administration consultant at the Kentucky Department of Education. She also taught French & Spanish at Southern University Laboratory School and French at Grambling State University. She received her Bachelor

of Arts in French with a minor in Spanish from Grambling State University, her Master of Arts in French Linguistics from Louisiana State University, and her Doctorate in Education from the University of Kentucky.



Javan Reed currently serves as the Vice President of Academic Affairs at Simmons College of Kentucky. He has also led distance learning at the nation's oldest Historically Black University (HBCU), Wilberforce University. He is an adept community collaborator, educator, and skilled visual artist. He is currently pursuing his PhD in Urban Higher Education at Jackson State University. Javan is a much sought-after speaker, workshop facilitator, host, and presenter. His passion for educational excellence is evident, as he has created countless curriculum platforms that have benefitted thousands of students. Javan is an ardent HBCU supporter and advocate for marginalized students. His work with the federally sponsored "Second Chance Pell", is to be lauded and celebrated. His business acumen is exemplary. As a business owner, Javan creates policies that enhance bottom lines, while constructing atmospheres where collaboration, diversity of thought, and creativity are celebrated. Javan is a proud member of The Kappa Alpha Psi Fraternity, Inc., The

Higher Education Leadership Foundation, and a host of other civic organizations. Javan's mission is to empower those with whom he connects to, look past the immediate, and forge new paths to successful living-- both personally and professionally!



Dr. Edna Ross is Professor of Psychology in the Department of Psychological and Brain Sciences at the University of Louisville. She is Course Director for the Introductory Psychology Course which has annual enrollments of several hundred students. Dr. Ross has received several teaching and student involvement awards including a nomination for the US Professor of the Year Award and the College of Arts and Sciences Distinguished Teaching Award. She is a university leader in the use of classroom instructional technologies, and regularly chairs the College of Arts and Sciences' technology committee. Dr. Ross was the critical thinking consultant for the Education Division of the New York Times and the critical thinking specialist for the University of Louisville curricular initiative on critical thinking. Dr. Ross is a frequent workshop/webinar presenter on teaching critical thinking, classroom management, and using instructional technologies to engage students in large lecture classes.



Dr. Aaron C. Rollins Jr. is an Associate Professor and Chair of the Department of Urban and Public Affairs at the University of Louisville. His undergraduate and masters are both from the University of Mississippi and his PhD in Public Policy and Public Administration is from Mississippi State University. He directs the Master of Public Administration Program and previously directed the Peace, Justice, and Conflict Transformation program as well as the Inclusive Teaching Circle. His research focuses on the intersection of equity, cultural competency, and public sector effectiveness. He joined the UofL faculty in 2014 and teaches several courses in the Department of Urban and Public Affairs as well as the Peace Studies program. Dr. Rollins is a Prince Hall Affiliated Mason, member of the Lions Club International and a life member of Alpha Phi Alpha Fraternity Inc.



Dr. Aesha L. Uqdah is a clinical psychologist and serves as the University of Louisville (UofL) Assistant Vice President for Student Affairs for Student Wellbeing and the Director of the Counseling Center. A native Chicagoan, she completed her undergraduate education at the University of Michigan, Ann Arbor with a B.A in Psychology, and received an M.A. in Clinical and Community Psychology from the University of Illinois at Urbana-Champaign. She obtained a Psy.D. in Clinical Psychology from the Chicago School of Professional Psychology. In 2022, after serving 2 years on the association's governing board, Dr. Uqdah became President-Elect of the Association of University and College Counseling Center Directors (AUCCCD), the largest organization of campus mental health leaders in the world. She recently completed a term as elected member-at-large on the board of directors of the Kentucky Psychological Association (KPA). At UofL, Dr. Uqdah served as the chair of the Student Affairs Diversity Committee from 2018, through 2021, and represented the Division of Student

Affairs as a member of the University-wide Diversity Council. She is currently working as a co-leader of UofL's JED Campus initiative, which focuses on student mental health, substance use, and suicide prevention efforts on campus.



Ana'Neicia Williams is the founder of Momology Maternal Wellness Club (MMW). MMW Club supports the social and emotional care of mothers during preconception, pregnancy, postpartum and parenting. As a Licensed Clinical Social Worker in Kentucky, Ana'Neicia is committed to holding moms as they heal their wombs in a safe and supportive space. She is certified by Postpartum Support International to assess and treat perinatal mood and anxiety disorders and trauma associated with maternal mental health. Ana'Neicia is currently a doctoral student within the School of Social Work at Spalding University in the Leadership and Administration track. Her area of focus in research-informed practice is race-related psychological stressors amongst Black mothers and culturally relevant methodologies to support their healing. When Ana'Neicia is not serving the community, you can find her teaching social work students. Ana'Neicia is also a community engaged member of Delta Sigma Theta Sorority, Inc.

SESSIONS

Monday, April 3, 2023

9:30 – 10:30 a.m.

Young or New Professionals (less than 5 years)

<p>TRACK 1</p> <p>Professional Development in Higher Education</p>	<p>TRACK 2</p> <p>People Skills/Communication in Higher Education</p>	<p>TRACK 3</p> <p>Mental Health Awareness and Involvement in Higher Education</p>
<p>(1.0 hour Continuing Education Credit)</p> <p>TIME: 9 :30 - 10:30 a.m.</p> <p>TITLE: No One Grows Alone: The Value of Career Mentorship & Networking</p> <p>PRESENTER: Douglas Craddock, Ph.D., Vice President for Community</p>	<p>(1.0 hour Continuing Education Credit)</p> <p>TIME: 9:30 - 10:30 a.m.</p> <p>TITLE: The Value of Professional Etiquette and Communication</p> <p>PRESENTER: Marsheila DeVan, MBA, Founder of MD Communications Consulting</p>	<p>(1.0 hour Continuing Education Credit)</p> <p>TIME: 9:30 - 10:30 a.m.</p> <p>TITLE: Is it Me or My Environment? Assessing My Mental Health</p> <p>PRESENTERS: Ana'Neicia Williams, Licensed Clinical Social Worker</p>
<p>Brief workshop description: Networking and mentoring are perhaps two of the most interesting and fastest ways to create and expand our professional opportunities. Both mechanisms are essential to help us advance in our careers, and the return on investment (where investment usually means time) is extremely high. They add huge value to all the participants. And creating value is ultimately what we need to look for in our professional relationships. Networking and mentoring allow us to share knowledge, ideas and information. Networking helps us expand our network of connections, which ultimately includes potential future colleagues, employers, clients, business partner and even friends.</p> <p>Learning Objectives for participants: a) Build and sustain effective relationships. b) Taking ownership for own growth and learning. c) Understanding Culture, Climate & Connections.</p>	<p>Brief workshop description: Value of professional etiquette and communication skills. We will review "best practices" for communicating with impact, examine how first impression are lasting, benefits of projecting a positive image and etiquette "must know" to grow successful business relations. Participants will work to build critical skills to elevate their confidence, communication skills, professional image, and etiquette savvy. The workshop will examine effective techniques for solid delivery skills and engaging an audience. The group will discuss and learn how to identify positive non-verbal and verbal behaviors to optimize a speaker's influence and hold attention. Practice strengthening communication competencies using facilitated discussions, coaching, and behavioral modeling of successful presenters. Sessions will be highly participatory with practice opportunities small groups for peer and instructor feedback.</p> <p>Learning Objectives for participants: a) Discuss effective delivery skills b) Practice working with visuals and articulating key messages c) Practice techniques for effective information exchange d) Learn to project a professional image e) Discuss important etiquette tips e) Receive feedback.</p>	<p>Brief workshop description: During this session participants will have the opportunity to identify and analyze how their identity and various relationships within their community intersect to contribute to one's mental health. Participants will also receive coaching on mental health practices that assist in caring for self.</p> <p>Learning Objectives for participants: a) Discuss self-care practices that align with Afrocentricity to assist in mental well-being b) Identify and Analyze external and internal factors that contribute to mental health.</p>

SESSIONS

Monday, April 3, 2023
10:30 – 11:30 a.m.

Young or New Professionals (less than 5 years)

<p>TRACK 1 Professional Development in Higher Education</p>	<p>TRACK 2 People Skills/Communication in Higher Education</p>	<p>TRACK 3 Mental Health Awareness and Involvement in Higher Education</p>
<p>(1.0 hour Continuing Education Credit) TIME: 10:30 - 11:30 a.m. TITLE: Becoming the Expert in Your Field: Maximizing Black Excellence PRESENTER: Roger Cleveland, Ph.D., Director, Faculty Diversity & Development, Eastern Kentucky Univ.</p>	<p>(1.0 hour Continuing Education Credit) TIME: 10:30-11:30 a.m. TITLE: Remaining Self-Aware through Continued Knowledge & Self Development PRESENTER: Shorye Durrett MD, MPH, KABHE Conference Co-Chair</p>	<p>(1.0 hour Continuing Education Credit) TIME: 10:30 - 11:30 a.m. TITLE: I am Not My Diagnosis: Erasing the Stigma of Mental Health PRESENTER: Fonda Bryant Founder, Wellness Action Recovery Charlotte, North Carolina</p>
<p>Brief workshop description: Black Excellence is a mindset backed by actions that display confidence and competence through perseverance and passion. This workshop will help professionals set a vision of their best self, allowing them to tap into their full potential and become a leader and expert in their field. This session will cover the most important principles to keep you focused, engaged and thriving professionally! Maximize your potential and passion, to manifest your promotion Learning Objectives for participants: Create a common understanding of professional Black Excellence. a) Participants will examine their passion, potential and professional purpose. b) Develop strategies to develop professional opportunities that lead to promotions.</p>	<p>Brief workshop description: How does one remain relevant throughout your career development? It is imperative that self-awareness leads to self-development. Who's responsible for my self-awareness? Learning Objectives for participants: a) recognize the value of life long self- development at an early career stage. b) Identify the positive and negative attributes that affect self-growth. c) Gain tips/strategies to modify self -behavior for continued professional growth.</p>	<p>Brief workshop description: Educate yourself and others concerning the misperceptions, negative consequences and missed therapeutic/wellness opportunities concerning mental health. This workshop will help participants understand and destigmatize mental health along with the diagnostic categories in order to embrace the whole person. Learning Objectives for participants: a) To educate participants on the signs to look for regarding a mental health condition, (including stats to support the ages when most mental health conditions start, family history, etc.) b) Familiarize the audience with mental health condition to lessen the stigma c) Recovery is possible, medication, therapy, etc./No quick fix.</p>

SESSIONS

Monday, April 3, 2023

9:30 – 10:30 a.m.

Seasoned Professionals (5 years or greater)

<p style="text-align: center;">TRACK 1</p> <p style="text-align: center;">Professional Development in Higher Education</p>	<p style="text-align: center;">TRACK 2</p> <p style="text-align: center;">People Skills/Communication in Higher Education</p>	<p style="text-align: center;">TRACK 3</p> <p style="text-align: center;">Mental Health Awareness and Involvement in Higher Education</p>
<p style="text-align: center;">(1.0 hour Continuing Education Credit)</p> <p>TIME: 9:30 - 10:30 a.m.</p> <p>TITLE: Paying your Expertise</p> <p>Forward: Halting Ethnic Profiling in Higher Education</p> <p>PRESENTER: Edna Ross, Ph.D., Professor Dept. of Psychological & Brain Sciences, Univ. of Louisville</p>	<p style="text-align: center;">(1.0 hour Continuing Education Credit)</p> <p>TIME: 9:30-10:30 a.m.</p> <p>TITLE: Overtasking and Multitasking: Pros or Cons in Professional Development?</p> <p>PRESENTERS: Stashia Emanuel, Ph.D., Associate Professor, School of Education, Kentucky State University</p>	<p style="text-align: center;">(1.0 hour Continuing Education Credit)</p> <p>TIME: 9:30 -10:30 a.m.</p> <p>TITLE: Mental Health: Recognizing the Warning Signs</p> <p>PRESENTER: Fonda Bryant Founder, Wellness Action Recovery Charlotte, North Carolina</p>
<p>Brief workshop description: With the increase in online education, many institutions rely on automated proctoring software (APS) for remote testing. However, APS is often built upon facial detection technology which is known to produce disparate results for individuals with darker skin tones, particularly females. Given that students of color already face substantial barriers to success in higher education (especially STEM), it is imperative that these APS platforms be unbiased. Evidence from a recent study that the APS adopted at UofL, and by ~1,500 other universities, produced disparate "flagging" results based on skin tone, race, and sex. In contrast, when human coders reviewed the testing sessions, no significant differences in suspicious behaviors were found based on skin tone, race, or sex. Results will be discussed. Engage in a discussion about the negative impacts of profiling that using biased proctoring software can have on darker-skinned students.</p> <p>Learning Objectives for participants: a) consider the implications of false positive "flagging" on the performance, well-being, and retention of darker-skinned students b)consider how automated proctoring software can perpetuate stereotype profiling and help entrench implicit biases against minority students. c) make suggestions on how to replace APS</p>	<p>Brief workshop description: In today's world, organizations are having to do more with less and employees are being asked to work harder and for longer hours. A majority of people in the office spend their time bouncing back and forth between tasks, believing their multitasking is making them more efficient. New studies, however, have found that multitasking is no longer a skill to brag about, but to worry about. Studies suggest that multitasking causes us to actually make more mistakes, retain less information, and change the way our brain works, leaving everyone wondering "to multitask or not to multitask?"</p> <p>Learning Objectives for participants: a. Participants will learn how multitasking affects the Brain/overall Health. b) Participants will dialogue regarding the multi-costs of multi-tasking c) Participants will be able to examine their career and where multitasking fits in.</p>	<p>Brief workshop description: By the time, a youth is 14 years old, 50% of them are dealing with a mental health condition. By the time, a youth is 24 years old, 75% of them are dealing with a mental health condition. If no help is received 50% of them turn to substance abuse. If we do not have mentally healthy youth, we are not going to have mentally healthy adults. Parents, learning the signs of a mental health condition with their children can prevent the shame that comes along with mental health, making it easier for them to want to get help. Thus, there should be no separation between mind and body. The brain is the most important organ in our bodies and if it isn't taken care of, it won't take care of you. It can kill you and if it doesn't kill you, it can cause other issues: poor decisions, bad judgment, incarceration, and self-medicating. The earlier we start teaching our children about mental health, the earlier parents recognize the signs of a mental health condition and get them the help they need, the more comfortable they'll become, and the more that child will take ownership in their mental health as an adult and won't be ashamed. They'll look at their mental health for what it is, just health, and will stay on the path to mental wellness.</p> <p>Learning Objectives for participants: a) To educate my audience on the signs to look out for regarding a mental health condition, (including stats to support the ages when most mental health conditions start, family history, etc.) b) Familiarize the audience with mental health conditions c) Recovery is possible, medication, therapy/No quick fix.</p>

SESSIONS

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<p style="text-align: center;">(1.0 hour Continuing Education Credit)</p> <p>TIME: 10:30 - 11:30 a.m.</p> <p>TITLE: It's Time or Past Time to Get Promoted: Am I Prepared?</p> <p>PRESENTER: Dawn Offutt, Ed.D., Executive Director for Diversity Equity & Inclusion, Kentucky Council on Postsecondary Education</p>	<p style="text-align: center;">(1.0 hour Continuing Education Credit)</p> <p>TIME: 10:30 - 11:20 a.m.</p> <p>TITLE: Resharpener our Professional Etiquette</p> <p>PRESENTERS: Marsheila DeVan, MBA, Founder of MD Communications Consulting</p>	<p style="text-align: center;">(1.0 hour Continuing Education Credit)</p> <p>TITLE: Ways to Boost Your Well-being: A Holistic Approach</p> <p>PRESENTERS: Aesha Uqdah, Psy.D., Assistant Vice President for Student Affairs/Student Wellbeing, Director of the Counseling Center, Univ. of Louisville</p>
<p>Brief workshop description: Most people want the opportunity to move to the next level in their career. But when advancement does not happen, they are left wondering what went wrong and what they should do next. This session is designed to answer those questions. In this interactive workshop, participants will use a specific set of principles structured to set them up for success in their next career move. Through self-reflection and guided discussion, participants will use the Promotion Principles Template to begin to chart their own path toward their next-level opportunity. Participants will leave the session with a strategic and intentional plan they can begin to put into motion that will put them in a position for future success.</p> <p>Learning Objectives for participants: a) Participants will begin to identify the best path that will lead them to their next career move. b) Participants will identify principles and discuss steps needed to put them in a position for future success.</p>	<p>Brief workshop description: The workshop will highlight the value of professional etiquette and communication skills. We will review "best practices" for communicating with impact, examine how first impressions are lasting, benefits of projecting a positive image and etiquette "must know" to grow successful business relations. Participants will work to build critical skills to elevate their confidence, communication skills, professional image, and etiquette savvy. The workshop will examine effective techniques for solid delivery skills and engaging an audience. The group will discuss and learn how to identify positive non-verbal and verbal behaviors to optimize a speaker's influence and hold attention. Practice strengthening communication competencies using facilitated discussions, coaching, and behavioral modeling of successful presenters. The sessions will be highly participatory with practice opportunities from working in pairs, triads, and small groups for peer and instructor feedback. At the end of the workshop the participants will have built critical skills to project confidence, credibility and engagement.</p> <p>Learning Objectives for participants: a) Discuss effective delivery skills b) Practice working with visuals and articulating key messages c) Practice techniques for effective information exchanged)</p>	<p>Brief workshop description: Are you struggling with managing stress from work, home, and life in general? Are you managing pretty well in this moment, but want to learn more about self-care, mental health and wellness? Join us to learn about different ways to manage stress and anxiety and how your race or holding multiple identities may play a role in your stress levels. Hear about how your mind and body work together to support your mental health and what changes you can make to improve your wellbeing. We will also discuss the benefits of therapy, when to reach out for help and how to help friends who are struggling. This session will also validate some of the stressors you may have, teach you a little about what you can do for self-care, and provide resources for support. Learning Objectives for participants: a) Participants will learn ways to manage their environment to better support their mental health and wellness. b) Participants will learn how to interpret internal signals of stress, how these stressors impact well-being, and how to combat common cognitive distortions that can increase negative feelings (anxiety, depression, etc.). c) Participants will learn how stress can be race-related and the impact of such stress on wellbeing.</p>

LUNCH PANEL DISCUSSION

**Expanding College Access for Justice Involved Student:
Simmons College of Kentucky and the Second Chance Pell Initiative**

*University of Louisville, Student Activities Center,
Multipurpose Room
1.5 hour Continuing Education Credit*

Moderator: Javan Reed, Vice President of Academic Affairs

Ingrid Bowman-Thomas, Director of FACE

Ben Harris, Director of Academic Operations

Robin Leste, Executive Director of Career Development & Student Success

Brief workshop description: Most people want the opportunity to move to the next level in their career. But when advancement does not happen, they are left wondering what went wrong and what they should do next. This session is designed to answer those questions. In this interactive workshop, participants will use a specific set of principles structured to set them up for success in their next career move. Through self-reflection and guided discussion, participants will use the Promotion Principles Template to begin to chart their own path toward their next-level opportunity. Participants will leave the session with a strategic and intentional plan they can begin to put into motion that will put them in a position for future success.

Learning Objectives for participants: a) Participants will begin to identify the best path that will lead them to their next career move. b) Participants will identify principles and discuss steps needed to put them in a position for future success.

KEYNOTE/PLENARY

TITLE: Stomping Out the Stigma of Mental Health: Creating a Community of Care

*University of Louisville, Student Activities Center
Floyd Theatre*

Keynote/Plenary Speaker

Fonda Bryant,
Founder Wellness Action Recovery Charlotte, North Carolina

Brief workshop description: Are you struggling with managing stress from work, home, and life in general? Are you managing pretty well in this moment, but want to learn more about self-care and overall mental health and wellness? Join this session to learn about different ways to manage stress and anxiety and how your race and holding multiple identities may play a role in your stress levels. Hear about how your mind and body work together to support your mental health, and what changes you can make in your routine and environment to improve your wellbeing. The presenter will also discuss the benefits of therapy, how to know it may be time to reach out for help, and how to help a friend who is struggling. This session will validate some of the stressors you may have, teach you a little about what you can do in terms of self-care, and provide resources for additional support.

Learning Objectives for participants: a) Educate the audience on words that have a profound effect on people getting help. b) The way Black people view mental health is killing us. c) Creating a culture of care starts with getting rid of the negative stigma that surrounds mental health. (Mental health is physical health and doesn't discriminate). usually means time.

AWARDS

Each year, the Kentucky Association of Blacks in Higher Education honors students and its members through an awards program that recognizes distinguished service to African American students and educators.

KABHE members are encouraged to submit nominations for the awards listed below. The deadline for nominations comes with each award criteria. Award selection committees appointed by the KABHE Executive Board constituted to review nominations. These awards are presented at the annual KABHE meeting each April. The deadline for submitting nominations is March of each year unless noted otherwise in the individual award criteria.

New Professional **AWARD**

New Professional Award

This award is presented to professionals with 1 - 5 years' experience in higher education who (are actively) involved in KABHE, demonstrating service to the profession, possessing outstanding character, and are potential role models for other new professionals in higher education. Nominations should include specific information identifying the individual's title, role and service in higher education, demonstrated leadership activities and qualities that would deem them suitable for this award. This award is for individuals who are serving in higher education administration as administrators, professional staff or teaching.

Nominations are open to the general membership. Selections are made by the KABHE Vice President and Regional Representatives and presented at the Annual Conference.

Dr. Joseph H. McMillan **FACULTY AWARD**

Dr. Joseph H. McMillan Faculty Award

This award is presented as a tribute to the late Dr. Joseph McMillan to honor his legacy as Co-Founder of the Kentucky Association of Blacks in Higher Education and for his outstanding leadership, service, research, and teaching. The award will be given to a current tenure-track faculty member in Kentucky, who is a member of the Association and has a demonstrated record of scholarly research, service, and teaching. The award will be presented to salute and highlight the state's top minority talents in academia. To nominate candidates, send the names and background information of any outstanding, high-achieving, award-winning, path-paving and/or highly regarded academic that is currently serving as a full-time teaching faculty member in a postsecondary institution in Kentucky. Include information on research, service, and teaching to support your nomination. This award is selected by the KABHE Executive Board and presented during the Annual Conference.

Wendall Thomas **AWARD**

This award is presented in recognition of an individual's endeavors to promote the cause of African Americans in higher education and for his/her commitment to promoting equal opportunity. This award is selected by the KABHE Executive Board and presented during the Annual Conference.

Dr. Carolyn Sundy **WARRIOR AWARD**

Dr. Carolyn Sundy Warrior Award

Dr. Sundy was one of the founding members of KABHE, and she served in many roles throughout her tenure. Dr. Sundy worked towards the best for everyone she encountered and was a true champion for students and professional staff. Her passion was in education and helping students, especially minorities and women. This award is a tribute to Dr. Sundy's commitment to her community, students, KABHE, and education in Kentucky.

- **Award Eligibility Criteria**

- The award is open to faculty and staff who have affected students within the state of Kentucky.
- The nominee must demonstrate a strong record of student advocacy.
- The nominee must have at least ten years of experience in higher education within the state of Kentucky.

- **Nomination Packet**

- The nomination should highlight the nominee's fight for equality and fairness.
- Must include one letter of support from a student.
- Must include two additional letters of support from colleagues.

- **Award**

- The awardee will receive free membership into KABHE.
- The awardee will receive free conference registration. This registration is non-transferable and must be used within two years.
- The awardee will receive a unique acrylic award.

SCHOLARSHIPS



KABHE, the premier organization supporting diversity efforts throughout the Commonwealth, was founded in 1983 by the late [Dr. William Parker](#) (1925-2008), then Vice-Chancellor of Minority Affairs at the University of Kentucky, and other minority leaders in the Commonwealth.

Kentucky Association of Blacks in Higher Education

2023-2024 William C. Parker Scholarship

Scholarship Application Instructions Revised 1/20/2015

The KABHE William C. Parker Scholarship Committee will award two \$500 scholarships based on achievement and community service for the 2023-2024 academic year.

ELIGIBILITY CRITERIA

- Student applicants must be nominated by a KABHE Northwest* region member.
- Student applicants must be Black/African American (non-international) and residents of Kentucky.
- Student applicants must have a cumulative 3.0 GPA (on a 4.0 scale) at their current college or university.
- Student applicants must be full-time (12 credit hours or more) undergraduate students enrolled at an institution in the Northwest* region.
- Student applicants must have demonstrated service to the African American community and have demonstrated service or leadership to the campus/community.

(*) The annual KABHE conference for the 2023-24 academic year is being sponsored by the Northwest region. Student applicants must be attending one of the following colleges or universities in the Northwest region to be given consideration for the scholarship: Bellarmine University, Campbellsville University, Council on Postsecondary Education, Elizabethtown Community & Technical College, Indiana University Southeast, Indiana Wesleyan University, Jefferson Community & Technical College, Kentucky Community & Technical College System Office, Kentucky Department of Education, Kentucky State University, Kentuckiana College Access Center, Midway College, Simmons College, Spalding University, Sullivan University, University of Louisville.

QUESTIONS

All interested, qualified students are encouraged to apply for the William C. Parker Scholarship – Student Achievement Award. If you have any questions, please feel free to contact the Scholarship Committee Chairperson: Dr. Ashley Sweat. email: kabhe.comm@gmail.com

SCHOLARSHIPS



DR. KIMBERLY D. MERRITT SCHOLAR AWARD

Dr. Kimberly D. Merritt received her posthumous doctoral degree (E.D.) in December 2015 from Eastern Kentucky University. The former President of KABHE and long-standing member of KABHE has left a lasting legacy influencing those who came to know her and grew to love her.

For students who:

1. Enrolled full time at a KABHE affiliated institution as an undergraduate
2. Maintain a cumulative GPA of 2.7 or greater
3. Traditionally under-represented in academic or institutional programs as it relates to the goal of increasing diversity. This would also include first generation college students, students from impoverished families, and/or students with a history of overcoming adversity.
4. An Award of **\$1000.00** will be given in two payments of \$500.00 (spring) and (fall) term
5. **Applicants should complete and submit an essay (500-700 words) on their perspective from**

Dr. Kimberly D. Merritt's Philosophy:

"From the Hood or the Holler: Education makes a difference"

Submit all application materials – complete packet, transcript and essay no later than March 17, 2023 Send to the Scholarship Committee Chairperson: [Dr. Ashley Sweat at kabhe.comm@gmail.com](mailto:Dr.AshleySweat@kabhe.comm@gmail.com)

Please review the following instructions:

[2023 Dr. Kim Merritt Scholarship Instructions.pdf](#)

ELECTIONS

KABHE Election of Officers:

We invite you to participate in the governance of the KABHE by nominating qualified candidates for vacant positions on the Executive Board. Any registered KABHE member is eligible to nominate KABHE members for officer positions.

Any registered KABHE member is eligible to nominate KABHE members for officer positions. The majority membership elects the officers at our annual conference. Newly elected officers shall take office immediately following the conference meeting. The term of the office for all positions shall be two years and based on a staggered system.

Criteria for candidates to be placed on the ballot include:

1. A paid member of KABHE for at least one year.
2. Commitment to serving a two-year term.
3. Currently registered and in attendance at the annual conference.
4. Must be able to attend meetings and travel at institutional and personal expense.

HOW TO NOMINATE A CANDIDATE FROM THE FLOOR

As soon as the president opens nominations from the floor, any member can bring forth a nomination. However, the rules for a member nominating a candidate are the same as for the nominating committee. A member should know beforehand if the person they wish to select is eligible and willing to serve.

When the nomination is from the floor:

- A member does not have to get recognition and often in small assemblies, a member can call out a name while still seated.
- A person can nominate themselves.
- A nomination does not need a second.
- A member can be nominated for more than one office.
- A member cannot nominate more than one person for an office until everyone has had the opportunity to make nominations.
- Nominees do not have to leave the room when the vote is counted during the nominations.
- The presiding officer can continue presiding, even if they are one of the nominees for the office.
- A member can rise and decline the nomination during the nomination process.
- After each nomination, the president repeats the name to the assembly.

If a member realizes that he or she will be unable to serve if elected at any time during the nominating process, the member should stand and request that their name be removed from the nomination.

Robert's Rules of Order, Nominations and Elections

https://westsidetoastmasters.com/resources/roberts_rules/chap12.html

ELECTIONS

2023 Slate of Executive Board positions open for nominations:

Vice-President

Secretary

Faculty Representative

Northwest Regional Representative

Southeast Regional Representative

Southwest Regional Representative

Regional Representatives are nominated and elected within the region. At the Business Meeting, the person selected is presented to the general membership.

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ASSOCIATE IN APPLIED SCIENCE (AAS)

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Computer & Information Technologies
Cosmetology
Criminal Justice
Culinary Arts
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Certified Medical Technician
Electrocardiogram Technician
Health Science Technology
Medical Nurse Aide
Medical Assisting
Medical Information Technology
Nursing - Associate Degree
Phlebotomy for the Healthcare Worker
Practical Nursing
Radiography
Respiratory Care - Advanced Level
Surgical Technology

MANUFACTURING, TRANSPORTATION &
INDUSTRIAL TECHNOLOGIES
Air Conditioning Technology
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