LMI Celebrates 10 Years
“A Decade of Preparing Leaders for the Next Phase of Academic Leadership”

It has been 10 years since the inaugural Leadership and Mentoring Institute (LMI) was held at Savannah State University in July 2003. Today, more than 212 higher education administrators and faculty members, representing 85 institutions, have completed the Institute.

The concept of the Institute was initiated in the fall of 1996 by members of the Black Caucus of the former American Association of Higher Education (AAHE). Concerned with the decline in professional development workshops the Caucus sought a way to address this issue. The Caucus wanted to provide an experience to mitigate the effect of the glass ceiling in higher education for African Americans.

Under the leadership of founding director, Dr. Joseph H. Silver, Sr., currently the Managing Partner at Silver and Associates, LMI began the task of helping African Americans become acquainted with the issues and challenges they must overcome in order to be considered for senior-level administrative positions or gain tenure and move up the academic ranks.

“I was truly delighted to serve as the first director of the AABHE Leadership and Mentoring Institute (LMI)” says Silver. He noted, “The primary driving force leading to the establishment of the LMI was the recognition of the dearth of African-American faculty and staff who had achieved senior status in the faculty ranks and in administrative positions in colleges and universities across the country. Rather, than continue to talk about the problem, we made a conscious decision to address the problem.”

Continued on Page 2

LMI Through the Years
Directors & Locations

Dr. Joseph Silver, Sr.
Dr. Karen Eley Sanders
Dr. Barbara Johnson

2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | Present

Savannah State University
Savannah, Georgia

Johnson C. Smith University
Charlotte, North Carolina

Jackson State University
Jackson, Mississippi

Miles College
Fairfield, Alabama

Building Bridges for Professional Growth in Higher Education
We are proud of our LMI ALUMNI!

Read more on page 4
In honor of Dr. Joseph H. Silver’s contributions in establishing the Leadership and Mentoring Institute, the Joseph H. Silver, Sr., LMI Alumni Award was created in 2012. The award recognizes outstanding alumni of the Leadership and Mentoring Institute who have exemplified leadership and mentoring within their profession and community.

Dr. Silver commented, “I was truly humbled when I was informed that the Leadership and Mentoring Institute and the annual leadership award would be named in my honor. The true honor is when my fellow professionals saw the leadership qualities in me that would cause them to take this action. I have dedicated a large portion of my career to mentoring and creating growth opportunities for young people who had a desire to ‘do better’ in their careers and in life.”

Dr. Adriel Hilton was selected as the 2013 recipient of the Joseph H. Silver, Sr., LMI Alumni Award. A 2009 alumnus of LMI, Dr. Hilton currently serves as the Assistant Vice President for Inclusion Initiatives at Grand Valley State University in Allendale, Michigan. His professional and community involvement includes the American Educational Research Association, National Association of Student Affairs Professionals, National Black Graduate Student Associations, Kappa Alpha Psi Fraternity, Brothers of the Academy, International Association for the Global Achievement Gap and numerous other organizations. Since his time as an undergraduate at Morehouse College in Atlanta, Dr. Hilton has sought opportunities to become involved and connected to the profession and the community.

It is evident that both Drs. Hilton and Silver have committed their time and resources to assisting others. Mentoring is more than just a one-time event as exemplified by Dr. Silver’s comment, “I see that as my ‘calling’ and I pattern my life after the hymn that says, ‘If I can help somebody as I pass along the way, then my living will not be in vain.’”

Gratitude is expressed to the Silver LMI Alumni Selection Committee: Shantay Bolton (LMI ’11), Terry Carter (LMI ’03), Lamar McWaine (LMI ’12), and Dawn Williams (LMI ’11).

Continued from page 1

As the current LMI Director, Dr. Barbara J. Johnson (LMI ’03) reflects on the impact the Institute has had over the years. “The real success of LMI is the 212 participants, representing 85 institutions, who have completed LMI and the 63 faculty who have taken time to contribute their expertise to help aspiring leaders prepare for the next phase of academic leadership. In addition, the host institutions have graciously opened their campuses because they understood the value of LMI in preparing future leaders”. She noted that it was the insights shared by the LMI faculty and the networks that have been invaluable throughout her career as both a faculty member and administrator.

Dr. Johnson shared “It is truly an honor and privilege to have the opportunity to serve as the director of LMI as we enter the second decade of its existence. I look forward to working with the committed alumni and faculty of LMI to further enhance the Institute”.

A special thank you is extended to the LMI 10 Year Celebration Planning Committee: Kimberly S. Smith – chair (LMI ’09), Theresa Chatman (LMI ’12), Wayne J. Hilson, Jr. (LMI ’12), Jamila S. Maxie (LMI ’12), Shantay Bolton (LMI ’11), and Griena H. Knight Davis (LMI ’09).
Twenty-one higher education administrators and faculty members traveled from across the nation to participate in the 9th Leadership and Mentorship Institute (LMI) co-sponsored by Miles College and the American Association of Blacks in Higher Education (AABHE) at Miles College in Fairfield, Alabama, July 15-22, 2012. Congratulations to the LMI Class of 2012 on their successful completion of the Institute!

LMI CLASS OF 2012

Mary E. Anderson
Clark Atlanta University

Arthur J. Brigati, Jr.
Miles College

Calvin L. Brown
Miles College

Theresa Chatman
Rice University

Robert Keith Collins
San Francisco State University

Nikki Delk
Rice University

Margo Foreman
Indiana University-Purdue University Indianapolis

Cornelius K. Gilbert
University of Wisconsin-Madison

Dallas A. Grundy
Rutgers University

Wayne J. Hilson, Jr.
Indiana University-Purdue University Indianapolis

Cimona V. Hinton
Clark Atlanta University

Antoinette C. Hollis
Clark Atlanta University

Ron P. Huggins
Cornell University

Traci LaBom-Norris
Northwestern State University

Jamila S. Maxie
Northwestern State University

Lamar McWaine
San Jacinto College North

Jennifer Williams Molock
University of Utah

Chinonye Nnakwe
University of Chicago

Lorette S. Oden
Western Illinois University

Charles W. Richardson, Jr.
Clark Atlanta University

Tremayne O. Waller
Cornell University

LMI Planning Committee
Shantay Bolton (LMI ’11), Christine Collins (LMI ’11), Rouseline Emmanuel (LMI ’11), Anita Hawkins (LMI ’11), Adriel Hilton (LMI ’09), Barbara J. Johnson (LMI ’03), Henrietta Pichon (LMI ’08), Roland B. Smith, Jr., Kim Sydnor (LMI ’11), Dawn Williams (LMI ’11), Joseph H. Silver, Sr. (ex-officio)

LMI Local Arrangements Committee
Diane Brown, Kenneth Coachman, Diane Cottrell, Shirley Epps, George T. French, Jr., Latoya Givens, Janette Grace, Fannie Holmes, Walter Rice, Kevin Stewart, Wesley Williams

A special thank you and heartfelt appreciation is extended to the 2012 LMI Planning and Local Arrangements Committees for their invaluable assistance in planning and executing LMI.
The LMI Fellow initiative was introduced in fall 2012 to ensure the legacy of LMI continues to move forward by preparing LMI alumni for critical leadership roles within the Institute. LMI Fellows will work closely with the Director and members of the Planning Committee to provide assistance in marketing, planning, and implementing the annual Institute. Experience as an LMI Fellow will provide individuals with formal and informal knowledge that will be beneficial in enhancing their organizational and program planning skills, while also developing their professional network. Applicants for the LMI Fellow Initiative must have successfully completed the Institute, demonstrated a record of leadership and mentoring activities, an earned master’s or doctoral degree, and five years of professional experience.

Ms. Jamila S. Maxie, LMI ’12, was selected to serve a three-year term, 2013-2015, as the LMI Fellow. Currently, Ms. Maxie is the Director of Testing Services at Northwestern State University in Natchitoches, Louisiana.

A special thank you is extended to the LMI Fellow Committee: Henrietta Williams Pichon – chair (LMI ’08), Roland B. Smith, Jr. (LMI Faculty), Barbara J. Johnson (LMI ’03).

LMI Alumni & Faculty Accomplishments

- Vincent Briley, LMI ’06, was awarded a Fulbright Scholar grant to research higher education in Germany during the 2012-2013 academic year.
- Dr. Fred Bonner, LMI Faculty, was named Samuel Dewitt Proctor Endowed Chair in Education in the Graduate School of Education at Rutgers, State University of New Jersey.
- Dr. Nikki Delk, LMI ’12, received the NIH National Cancer Institute Mentored Research Scientist Development Award to Promote Diversity (K01). Title: Cytotoxic and Autophagy in Bone Metastatic Prostate Cancer. Period: Sep 2012-Aug 2017.
- Dr. Adriel Hilton, LMI ’09, accepted a position at Grand Valley State University in Allendale, Michigan as Assistant Vice President for Inclusion Initiatives.
- Dr. Cimona V. Hinton, LMI ’12, received the American Association for the Advancement of Science (AAAS) Women's International Research Collaborations (WIRC) for Minority Serving Institutions (MSIs), a National Science Foundation grant.
- Dr. Amanda Hopkins, LMI ’11, was promoted to Coordinator of Elementary Education/Assistant Professor in the Elementary Education program at Shaw University.
- Dr. Jerlando F.L. Jackson, LMI Faculty, was named the Vilas Distinguished Professor of Higher Education at the University of Wisconsin-Madison.
- Dr. Barbara J. Johnson, LMI ’03, was named the Senior Vice President for Academic Support, Operations, Technology and Planning at Meharry Medical College in Nashville, Tennessee.
- Ms. Ame Lambert, LMI ’09, was selected as Champlain College's new Senior Director of Diversity and Inclusion.
- Dr. Amelia Ross-Hammond, LMI ’06, was elected to the City Council in the Kempsville District in Virginia Beach, Virginia. She also served as an AABHE board member.
- Dr. Brian Hemphill, LMI Faculty, was appointed President of West Virginia State University.
- Dr. Tremayne Waller, LMI ’12, was named Lecturer and Director of McNair Scholars Program at Cornell University.