



Transforming Academic Leadership  
Through Innovating Operations and  
Fostering Inclusive Work-Based Learning

# 2025 SUMMER INSTITUTE

## FOR ASPIRING DEANS, CHAIRS, AND DIRECTORS

ACADEMY OF FACULTY ENRICHMENT

JUNE 9-10, 2025  
Gateway Dining and Event Center  
Virginia State University



**Transforming Academic Leadership through Innovating Operations and  
Fostering Inclusive Work-Based Learning**

**Agenda Overview  
Cohort #3**

**Monday, June 9, 2025**

**Day 1: Mastering Academic Operations for Institutional Excellence**

8:45 AM – 2:00 PM	Registration
8:45 AM – 9:15 AM	Welcome Breakfast & Networking
9:20 AM – 9:30 AM	Welcome Remarks: Cultivating Leadership from Within
9:30 AM – 10:00 AM	Opening Remarks: Leading with Vision and Purpose
10:00 AM – 11:00 AM	Operational Mastery – Streamlining Academic Processes for Success
11:00 AM – 12:00 PM	Changing of the Guard – How to Seamlessly Onboard the Next Dean, Chair, or Director
12:00 PM – 12:10 PM	Networking Break: Refresh and Connect
12:10 PM – 12:55 PM	Lunch & Leadership Panel: Lessons from the Trenches – What I Wish I Knew Before Becoming a Leader
1:00 PM – 2:00 PM	Digital Transformation – Leveraging AI Technology for Academic Leadership
2:00 PM – 3:00 PM	Developing a Culture of Internship Integration Across Academic Departments
3:00 PM – 3:10 PM	Networking Break: Sharing Best Practices
3:10 PM – 4:00 PM	Reflection & Q&A: Insights and Actionable Takeaways

**Transforming Academic Leadership through Innovating Operations and  
Fostering Inclusive Work-Based Learning**

**Agenda Overview  
Cohort #3**

**Tuesday, June 10, 2025**

**Day 2: Leading Cultural Shift in Work-Based Academic Programming and Internships**

8:45 AM – 2:15 PM	Registration
8:45 AM – 9:15 AM	Morning Networking Breakfast: Building Bridges Between Academia and Industry
9:30 AM – 10:15 AM	Keynote Address: The Role of Work-Based Learning in Shaping Future-Ready Graduates
10:15 AM – 11:15 AM	Accountability in Action – Driving Results through Transparent Leadership and Equitable Practices
11:15 AM – 12:15 PM	Designing and Scaling Work-Based Internship Programs for Institutional Growth
12:15 PM – 12:25 PM	Networking Break: Sharing Best Practices in Work-Based Learning
12:25 PM – 1:10 PM	Lunch & Interview – Internship Success Stories: Lessons from Career Services Experts
1:15 PM – 2:10 PM	Leadership Roundtable – Implementing Institutional Change in Work-Based Learning
2:15 PM – 3:15 PM	Managing a Call to Change – Leading a Cultural Shift to Work-Based Academic Programming
3:20 PM – 4:00 PM	Closing Reflections and Graduation Ceremony

## Institute Agenda

Gateway Dining and Event Center-Salon A

June 9-10, 2025

9:00 AM – 4:00 PM

## Institute Theme

*Transforming Academic Leadership through Innovating Operations and Fostering Inclusive Work-Based Learning*

## Institute Overview

The **Academy of Faculty Enrichment (AFE)** inspires the cultivation of institutional leadership from within by empowering aspiring deans, chairs, and directors with the vital skills and knowledge for effective leadership. This transformative two-day institute equips participants with strategic insights into academic operations, financial stewardship, and the dynamic landscape of work-based learning. By fostering a culture of innovation and inclusivity, participants will discover actionable strategies to elevate student success, strengthen institutional partnerships, and lead with unwavering confidence in an ever-evolving educational landscape.

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## Day 1: Mastering Academic Operations for Institutional Excellence

**Moderator:** Dr. Taneisha Brown, SI-PASS Director, Virginia State University

**Monday, June 9, 2025**

### Registration, Breakfast, and Welcome

- **8:45 AM – 2:00 PM**  
**Registration:** Participants and speakers can begin checking in.
- **8:45 AM – 9:15 AM**  
**Welcome Breakfast & Networking: Building Your Professional Community**  
**Description:** An opportunity to connect with peers, exchange ideas, and set the stage for a transformative experience.

*Breakfast Sponsored by the Virginia State University Vision Grant for Work-Based Learning*



## 2025 Summer Institute for Aspiring Deans, Chairs, and Directors

- **9:20 AM – 9:30 AM**

**Welcome Remarks: Cultivating Leadership from Within**

The institute's visionary leader will open by introducing the program's theme and purpose. Highlighting the university's commitment to developing future academic leaders from within and emphasizing the strategic importance of investing in faculty leadership to advance institutional excellence.

**Speaker:** Dr. Tia A. Minnis, Provost and Vice President of Academic Affairs

### Morning Sessions

- **9:30 AM – 10:00 AM**

**Opening Remarks: Leading with Vision and Purpose**

**Description:** Gain insights into the strategic importance of academic leadership in driving institutional success.

**Speaker:** Dr. Makola Abdullah, President, Virginia State University

- **10:00 AM – 11:00 AM**

**Session #1: Operational Mastery – Streamlining Academic Processes for Success**

**Description:** Academic operations are the backbone of institutional success. This session delves into best practices for workflow optimization, compliance management, and strategic planning to ensure efficiency and effectiveness in academic units.

**Presenter:** Antonio Coles, Operations Advisor, Office of the Provost

- **11:00 AM – 12:00 PM**

**Session #2: Changing of the Guard – How to Seamlessly Onboard the Next Dean, Chair, or Director**

**Description:** Leadership transitions can either sustain momentum or disrupt progress. This session explores best practices for succession planning, institutional knowledge transfer, and inclusive onboarding processes that equip new academic leaders for success. Participants will explore frameworks for aligning leadership transitions with strategic goals, managing change within departments, and preserving continuity in vision and culture.

**Presenter:** Dr. Justina Osa, Director of Assessment and Professor, Department of Educational Leadership & Dr. Benedict Uzochukwu, Interim Dean, Graduate Studies and Professor, Department of Computer Technology and Engineering

### Midday

- **12:00 PM – 12:10 PM**

**Networking Break: Refresh and Connect**

## 2025 Summer Institute for Aspiring Deans, Chairs, and Directors

**12:10 PM – 12:55 PM**

**Lunch & Leadership Panel: Lessons from the Trenches – What I Wish I Knew Before Becoming a Leader**

*Lunch sponsored by the Virginia State University ELEVATE Capacity Grant for Work-Based Learning*

**Description:** A panel discussion featuring recently appointed academic leaders who will share candid insights into the challenges and rewards of leadership, offering practical advice to help aspiring deans, chairs, and directors navigate their leadership journeys.

**Panelists:** Dr. Francis Erebhola, Chair, Department of Mathematics; Dr. Jada Brooks, Interim Chair, Department of Family and Consumer Sciences; Lt. Colonel (Retired) Forest Black, Director of Military Affairs and Workforce Education

**Moderator:** Dr. Sharon Lassiter, Director of Dual Enrollment, Digital Learning and Extended Studies

### Afternoon Sessions

- **1:00 PM – 2:00 PM**

**Session #3: Digital Transformation – Leveraging AI Technology for Academic Leadership**

**Description:** The future of academic operations is digital. Learn how to utilize AI technology to improve student success, streamline administrative processes, and make informed, data-driven decisions that advance your institution.

**Presenters:** Lt. Colonel (Retired) Forest Black, Director of Military Affairs and Workforce Education

- **2:00 PM – 3:00 PM**

**Session #4: Developing a Culture of Internship Integration Across Academic Departments**

**Description:** Successful internship programs require a cultural shift that aligns academic objectives with employer needs. This session offers practical strategies for integrating internships into academic curricula while ensuring equitable access across departments.

**Presenters:** Dr. Justina Osa, Director of Assessment and Professor, Department of Educational Leadership

- **3:00 PM – 3:10 PM**

**Networking Break: Sharing Best Practices**

- **3:10 PM – 4:00 PM**

**Reflection & Q&A: Insights and Actionable Takeaways**

**Description:** This is a guided reflection session where participants discuss their key takeaways from the day and engage in an interactive Q&A.

**Facilitator:** Dr. Taneisha Brown, Director of SI PASS

## Day 2: Leading Cultural Shift in Work-Based Academic Programming and Internships

**Moderator:** Lt. Colonel (Retired) Forest Black, Lt. Colonel (Retired) Forest Black, Director of Military Affairs and Workforce Education

Tuesday, June 10, 2025

### Registration and Breakfast

- **8:30 AM – 2:15 PM**  
**Registration:** Participants and speakers can begin checking in.
- **8:45 AM – 9:30 AM**  
**Morning Networking Breakfast: Building Bridges Between Academia and Industry**  
**Description:** An opportunity to discuss collaborative strategies for enhancing work-based learning.

### Morning Sessions

- **9:30 AM – 10:15 AM**  
**Keynote Address: The Role of Work-Based Learning in Shaping Future-Ready Graduates**  
**Description:** Explore how embedding work-based internships into academic programs can enhance student employability, bridge skill gaps, and drive institutional success.  
**Speaker:** Dr. Alisha Bazemore, Assistant Director of Innovative Work-Based Learning Initiative and Strategic Planning and Policy Studies, State Council of Higher Education (SCHEV).
- **10:15 AM – 11:15 AM**  
**Session #5: Accountability in Action – Driving Results through Transparent Leadership and Equitable Practices:** This session explores how aspiring academic leaders can establish systems and norms of accountability to support inclusive, high-impact, work-based learning. Participants will examine how transparency, data, and clear expectations can shift departmental culture and operational procedures to drive institutional success.  
**Presenter:** Dr. Kenneth W. Lewis, Associate Professor, Department of Psychology, Virginia State University.
- **11:15 AM – 12:15 PM**  
**Session #6: Designing and Scaling Work-Based Internship Programs for Institutional Growth**  
**Description:** Developing an effective and scalable internship program requires strategic planning and alignment with institutional objectives. This session provides a roadmap for designing, implementing, and assessing department internship initiatives.

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**Presenter:** Dr. Alisha Bazemore, Assistant Director of Innovative Work-Based Learning Initiative and Strategic Planning and Policy Studies, State Council of Higher Education (SCHEV).

### Midday

- **12:15 PM – 12:25 PM**  
**Networking Break: Sharing Best Practices in Work-Based Learning**
- **12:25 PM – 1:10 PM**  
**Lunch & Interview – Internship Success Stories: Lessons from Career Services Experts**  
**Description:** Career services experts will share insights on effective internship programs and lessons learned.  
**Panelists:** Mr. Joseph Lyons, Executive Director of Career Services, Virginia State University; Dr. Tewanna Jennings, Career Services Advisor for Family and Consumer Sciences, Fairfax County Public Schools, and Adjunct Professor, Department of Family and Consumer Sciences, Virginia State University  
**Moderator:** Dr. Benedict Uzochukwu, Interim Dean, Graduate Studies; Professor, Department of Computer Technology and Engineering, Virginia State University

### Afternoon Sessions

- **1:15 PM – 2:10 PM**  
**Session #7: Leadership Roundtable – Implementing Institutional Change in Work-Based Learning**  
**Description:** This interactive roundtable discussion will explore how academic leaders can champion institutional change to strengthen work-based learning programs. Participants will develop actionable strategies to align academic structures with the evolving needs of the workforce.  
**Roundtable Participants:** Dr. Emmanuel Omojokun, Dean, Reginald F. Lewis College of Business; Dr. Willis Walter, Dean, College of Education; Dr. Isis Walton, Dean, College of Humanities and Social Sciences; Dr. Derrick Scott, Dean, College of Natural and Health Science and Interim Dean, College of Agriculture; Dr. Benedict Uzochukwu, Interim Dean, Graduate Studies  
**Moderator:** Dr. Robert Corley, Special Assistant to President Abdullah, Virginia State University
- **2:15 PM – 3:15 PM**  
**Session #8: Managing a Call to Change – Leading a Cultural Shift to Work-Based Academic Programming**  
**Description:** This session addresses the imperative to shift academic mindsets and institutional practices toward a culture that fully integrates work-based learning. Participants will explore leadership strategies that challenge status-quo thinking, foster inclusive engagement, and advocate for transformative academic models. Drawing from



## 2025 Summer Institute for Aspiring Deans, Chairs, and Directors

change management frameworks and national best practices, this session empowers faculty and administrators to become champions of scalable, equitable, and innovation-driven experiential programming.

**Presenter:** Dr. Eurmon Hervey, Higher Education Change Consultant and Senior Administrative Leader, Southern University, Baton Rouge, LA

- **3:20 PM – 4:00 PM**

**Closing Reflections and Graduation Ceremony**

**Description:** A celebratory ceremony will recognize participants' dedication to academic leadership. Certificates of Completion will be awarded, affirming their commitment to fostering institutional excellence and innovation.

**Facilitators:** Dr. Tia A. Minnis, Provost and Vice President of Academic Affairs & Dr. Michelle Mosely, Director, Academy of Faculty Enrichment

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## 2025 Summer Institute for Aspiring Deans, Chairs, and Directors

A heartfelt thanks to the AFE Steering Committee for their unwavering support and thoughtful contributions to the success of this year's Summer Institute. Special appreciation is also extended to the various university units, departments, and offices that provided generous assistance and collaboration, helping to bring this event to life.

### **The Academy of Faculty Enrichment Steering Committee Members**

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W. Bellamy – College of Humanities and Social Sciences  
T. Brown – Academic Success Center  
D. Daniels – College of Engineering and Technology  
S. O'Dell Daugherty – College of Humanities and Social Sciences  
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T. Minnis (ex officio) – Interim Provost and Vice President of Academic Affairs  
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### **Special Thank You To**

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