

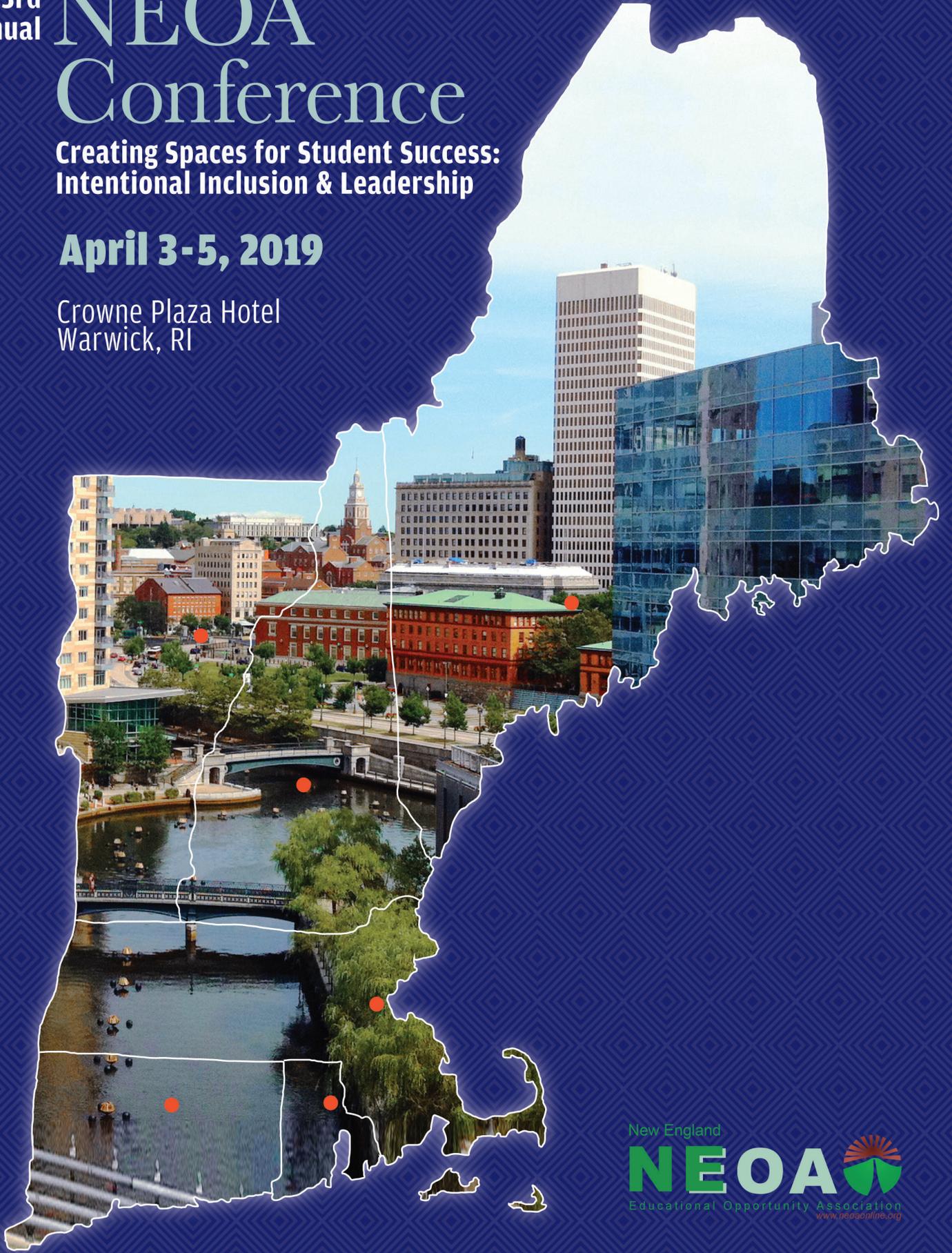
The 43rd
Annual

NEOA Conference

Creating Spaces for Student Success:
Intentional Inclusion & Leadership

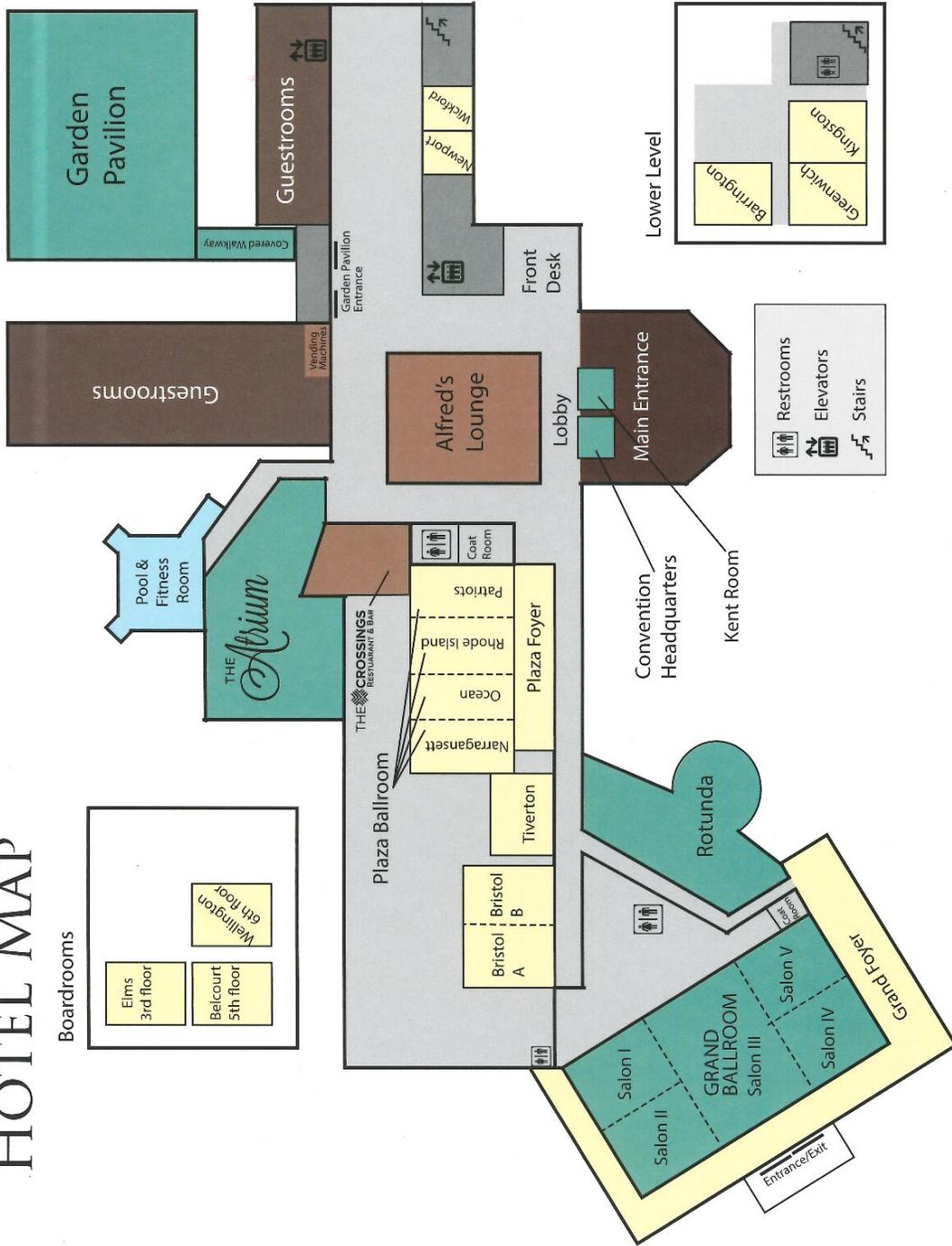
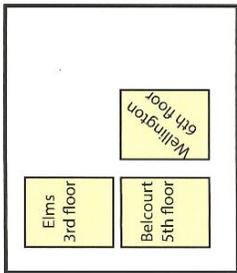
April 3-5, 2019

Crowne Plaza Hotel
Warwick, RI



HOTEL MAP

Boardrooms



Meeting Rooms	Square Feet	Theatre	Classroom	Banquet
Grand Foyer	8600	N/A	N/A	500
Grand Ballroom	7200	1000	420	600
Salon I	1200	150	70	70
Salon II	1200	150	70	70
Salon III	2400	300	140	150
Salon IV	1200	150	70	70
Salon V	1200	150	70	70
Rotunda	3060	300	125	200
Bristol A & B	2450	300	140	200
Bristol A	1225	150	70	80
Bristol B	1225	150	70	80
Tiverton	1225	150	80	90

Meeting Rooms	Square Feet	Theatre	Classroom	Banquet
Plaza Foyer	1800	N/A	N/A	N/A
Plaza Ballroom (Divisible by 4)	3120	400	200	320
Narragansett	936	100	63	60
Ocean	624	80	36	50
Rhode Island	624	80	36	50
Patriots	936	100	63	60
Atrium	2800	150	100	290
Newport	900	80	45	50
Wickford	900	80	45	50
Barrington	960	80	45	60
Greenwich	960	80	45	60
Kingston	960	80	45	60
Garden Pavilion	10400	1500	550	700

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**CREATING SPACES FOR STUDENTS SUCCESS:
INTENTIONAL INCLUSION AND LEADERSHIP**



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STEPHANIE CRUZ *NEOA PRESIDENT'S WELCOME*



Dear NEOA Community

On behalf of the NEOA Board of Directors, it is my pleasure to welcome you to the 43rd Annual New England Educational Opportunity Association (NEOA) Conference. I am excited to have you join us in my home state Rhode Island, the biggest little state in the union. While you are here, please make the time to develop new relationships and renew old ones with your colleagues as you learn about **“Creating Spaces for Student Success: Intentional Inclusion & Leadership”**.

I am honored to serve as the NEOA president this year. It has been a whirlwind of excitement, engagement, networking, learning, teaching, and yes, travel. The experiences far outweigh what I could have ever imagined! The NEOA year started in September with our association taking center stage as RI’s own Viola Davis and family were honored at the Council for Opportunity in Education (COE) annual conference in New York City. The Davis family is a remarkable representation of the countless families that have achieved success through the diligent work of TRIO, GEAR UP and educational opportunity professionals like you.

During the fall, I had the opportunity to attend to four state meetings in: Connecticut, Massachusetts, New Hampshire and Vermont. Timing was perfect. Driving through New England in October could not have been more relaxing with the most picturesque surroundings. I was impressed by the work happening in each state and the opportunities that each state association provides. While each state meeting may have been distinct in the structure and planning, they were all similar in the enthusiasm and purpose.

This year NEOA has sponsored two professional development opportunities. The annual Educational Opportunity Centers (EOC) meeting was in CT this year. NEOA also sponsored a webinar for the upcoming Student Support Services programs grant competition. TRIO Day was a resounding success and the only limitations were on the numbers we could accommodate. Over 500 students from all over New England came together for two days of engagement, workshop, college trips and fun!

I was particularly blessed to serve the same year that the Arnold Mitchem Leadership Institute (AMLI) was in session. AMLI is appropriately named for Dr. Arnold L. Mitchem, president emeritus of COE. I am grateful for having the opportunity to join this year’s AMLI cohort at their January meeting in Maine. Once again, Craig Werth has helped to shape and guide the most impressive future leaders for NEOA. I am confident that through this cohort the future leadership for NEOA is on solid ground.

I want to give a special thank you to the conference committee for all their dedication and hard work under the leadership of Brianna Edwards. I am excited for what they have planned for this week. I am excited to welcome COE President Maureen Hoyler and COE Board Chair Kristian Wiles. As TRIO and GEAR UP professionals, we know our work is never done. On the horizon, we can anticipate budget battles in Washington. We also must be ever vigilant in the coming year as proposals for the Reauthorization of Higher Education Act formulate. We welcome the guidance from President Hoyler and Chair Wiles as we fight to preserve and expand TRIO and GEAR UP.

I hope that you are reenergized by this conference and that you find time to enjoy our lovely state. Welcome to your NEOA Annual Conference!



Welcome to the Crown Plaza Hotel in Warwick, Rhode Island! We are excited to share the events and activities we have planned for the 43rd New England Educational Opportunity Association (NEOA) Conference. We think this setting will encourage you to not only relax, separate from your day-to-day routine and reflect on your practices. It is with our (conference committee) sincere hope that you will use this time to engage with fellow colleagues, absorb new information and return to your institution revived and refreshed to support your students. We are a region rich in passion and dedication to our unifying cause of providing educational opportunities for those in need, and our ultimate resource is the community of professionalism - past, present and future – who convey aptitude and expertise, allowing all

programs to thrive. We hope you will emerge with a great sense of connectedness and purpose.

Creating Spaces for Student Success: Intentional Inclusion & Leadership. The intent behind this year's conference theme is to advance the discussion/and knowledge within our professional association surrounding how TRIO in the secondary, post-secondary, and in community settings can be more intentional and strategic in thinking about how our programs impact inclusion in the spaces we influence. How critically are we looking at our work/programming/advising? Ourselves? How do we measure/evaluate whether our students feel that our programs are genuinely inclusive? How often do we intentionally talk within our teams/meetings about inclusion? Knowing that inclusion is not an automatic by-product of a diverse environment, how can leaders (and this is leadership not just by title, but in the ability to influence your environment) have an impact on all aspects of inclusion – institutional/school policies, practices, career readiness programming, and elevating the strengths of students that have not always been recognized. Additionally, looking at how our recruiting, hiring, promotion, and evaluation practices support inclusion efforts? Do we have strategic plans in place for this to happen? Overall, how do we know if what we are doing is working?

Throughout your time here in Rhode Island, we hope you will take inspiration from dynamic speakers, panelist and presenters from across New England and beyond. There will be many opportunities to hear from seasoned professionals and newcomers, each whom have so much to offer to this organization. We challenge you to expand your network and consider how you might share your talents by getting involved with your statewide or regional committees and boards. For, without the commitment of our predecessors, it would not have been possible to get to this point.

We would like to extend our sincere thanks to many contributors including sponsors, workshop presenters, exhibitors, volunteers and participants, as well as those who donated to the silent and online auctions. To the conference committee thank you so much for your tireless efforts without each of you this event would not be possible.

Enjoy your time here in Rhode Island see you next year!

2019 CONFERENCE COMMITTEE MEMBERS

CONFERENCE CHAIR & VENDORS	BRIANNA EDWARDS
TRIO ACHIEVERS	BRIAN POST
TECH COORDINATOR/WEB CONTENT	CASEY HENDERSON
REGISTRATION	FRANGELY ROJAS
ALUMNI	RANDY SCHROEDER
SILENT AUCTION	LINDA SHILLER-CORMANY, CHARLES YOUN
CONFERENCE BOOKLET	CLAUDIA ERAZO-CONRAD
WORKSHOPS/MODERATORS/	MARIA MUCCIO, MACKENZIE WILLIAMS
SPEAKERS	MARIA MUCCIO, JACQUELINE MANE
COMMUNITY SERVICE	PRECIOUS KAFO
WORKSHOP PROPOSAL READERS	REKHA ROSHA, CLAUDIA ERAZO-CONRAD, CHARLES YOUN, PRECIOUS KAFO
NEOA PAST PRESIDENTS DINNER	RICK WILLIAMS
CONFERENCE DONATIONS	MELANIE OK
DEVELOPMENT CHAIR	REGGIE JEAN

Pre-Conference Schedule: Tuesday, April 2

Time	Event	Location
12:00pm-5:00pm	Conference Registration	Grand Foyer
1:00pm – 4:00pm	<u>Pre Conference:</u> Bystander Violence Prevention	Salon V
	<u>Pre Conference:</u> Safe Zone	Salon IV
2:00pm – 5:00pm	NEOA Board Meeting	Tiverton

PRE-CONFERENCE: Bystander Violence Prevention Training Green Dot is a prevention program that works to reduce the prevalence of power-based personal violence (e.g., sexual assault, stalking, bullying, etc.) on high school and college campuses across the country. While red dots on a community map symbolize acts of violence, green dots symbolize actions that prevent violence before it occurs. The Green Dot philosophy is based on the idea that individual safety is a community responsibility. Teachers, faculty and staff play a crucial role in promoting a culture that does not tolerate power-based personal violence. Our RIC Green Dot Team is composed of Rhode Island College faculty and

staff who believe in this cause. Our team trains different groups throughout the RIC campus about these subjects and how they can make a difference in their community. Come learn about bystander violence prevention and best practices that can help support safety and community responsibility at your school.



Christie Rishworth, FNP-BC, MSN

Interim Director Rhode Island College Health Services, Family Nurse Practitioner, Green Dot Advocate and Trainer

Lisa Hoopis

Women's Center Coordinator, Rhode Island College



PRE-CONFERENCE: Safe Zone The Safe Zone Program is a 2-hour

workshop focusing on basic issues affecting the LGBTQA+ community and how to be an effective ally.

The goals of Safe Zone are to increase the awareness, knowledge, and support of LGBTQA+ people and issues, build a visible support network of LGBTQA+ allies on college campuses, and to improve the campus climate for LGBTQA+ people.



Samantha Barrus

Graduate Assistant, Gender & Sexuality Center, College Student Personnel, University of Rhode Island

OVERVIEW OF SCHEDULE

WEDNESDAY, APRIL 3, 2019

9:00am – 9:30am	8:00am – 5:00pm	10:00am – 5:00pm	10:00am – 10:15am
Alumni Breakfast Newport	Conference Registration Grand Foyer	Silent Auction Outside Grand Ballroom	Conference Welcome Grand Ballroom
	Vendor Exhibits Outside Grand Ballroom		
10:15am – 11:00am	11:00am – 1:00pm	1:15am – 2:30pm	2:30pm – 2:45pm
Keynote Address Grand Ballroom	Achievers Luncheon Grand Ballroom	Concurrent Sessions I	Break (Afternoon Snack)
2:45pm – 3:20pm	3:30pm – 4:45pm	5:00pm – 6:00pm	6:00pm – 9:00pm
Washington Update Grand Ballroom	Concurrent Sessions II	Newcomers Reception Grand Ballroom	Dinner on Your Own Past Presidents Dinner
9:00pm – 11:00pm			
Network Suite: Hosted by RI, MA, & VT Newport & Wickford			

OVERVIEW OF SCHEDULE

THURSDAY, APRIL 4, 2019

7:30am – 8:45am	8:00am – 12:00pm	8:00am – 5:00pm	9:00am – 10:00am
Breakfast Buffet Grand Ballroom	Conference Registration Grand Foyer	Silent Auction Outside Grand Ballroom	Plenary Session Grand Ballroom
		Vendor Exhibits Outside Grand Ballroom	
10:00am – 10:15am	10:15am – 11:30am	11:30am – 1:30pm	1:30pm – 2:30pm
Announcements Grand Ballroom	Concurrent Sessions III	Lunch on Your Own	Program Roundtables EOC/VUB (Salon IV) ETS (Salon V) GEAR UP (Bristol A) McNair (Newport) SSS (Bristol B) UB (Tiverton) UBMS (Wickford) TRIO & (Elms) Non-TRIO Programs
2:30pm – 3:45pm	3:45pm – 4:00pm	4:00pm – 5:00pm	6:00pm – 7:00pm
State Meetings Connecticut (Salon IV) Maine (Salon V) Massachusetts (Tiverton) New Hampshire (Bristol A) Rhode Island (Newport) Vermont (Bristol B)	Break (Afternoon Snack & Service Site Prizes)	NEOA Business Mtg. Grand Ballroom	Presidents Reception Rotunda
9:00pm – 11:00pm			
Network Suite: Hosted by CT, ME, & NH Wickford			

OVERVIEW OF SCHEDULE

FRIDAY, APRIL 5, 2019

9:00am – 12:00pm	9:00am – 10:00am	9:30am – 9:45am	9:45am – 10:30am
Pick Up Auction Items Grand Ballroom	Breakfast Buffet Grand Ballroom	Announcements Grand Ballroom	Closing Keynote Grand Ballroom

10:30am – 11:15am	11:15am – 11:30am
COE Update Grand Ballroom	Closing Remarks by Conference Chair/NEOA President Grand Ballroom



CONFERENCE WELCOME



Senator Harold M. Metts,

Vice Chairman, Senate Committee on Education

Secretary, Senate Committee on Judiciary

Senator Harold M. Metts (Democrat - District 6, Providence) was born on October 6, 1947. He is married to Dayus L. (Young) and they have three children, Harold Jr., Darren, Ja'de, and six grandchildren.

Senator Metts, a former Assistant Principal for the Providence School Department, graduated from Central High School in Providence, Roger Williams University with a BS Business Administration in 1970, Bryant College with a Social Business Teacher Certification in 1975, and Rhode Island College with a Masters of Education-Secondary

Administration in 1983.

Senator Metts is a member of the Providence Branch NAACP and the Urban League, and serves on the Deacon Board for the Congdon Street Baptist Church. In addition, he served in the Rhode Island Army National Guard from 1970-1976.

Senator Metts served as a State Representative from 1984 to 1998 prior to being elected to the Senate on November 2, 2004. He is also a State Committeeman and a member of the 11th Ward Democratic Committee.

KEYNOTE SPEAKER



Dr. Frank D. Sánchez, *President* *Rhode Island College*

Frank D. Sánchez has served as the 10th president of Rhode Island College since 2016. Sánchez is a fierce advocate for students and maintains a reverence for higher education and its potential to transform individuals, families and communities.

President Sánchez is leading Rhode Island College in a 21st century renaissance that is guided by five overarching pillars of learning innovation, student success, inclusive excellence, community partnerships, and institutional effectiveness.

In just three years, the Ocean State's first public college is gaining in prominence as an integral part of the socioeconomic development of the State of Rhode Island and the Northeast region.

Major renovations are transforming the 180-acre campus as the college modernizes many of its academic buildings to improve the learning environment

to include the latest technology, flexible classrooms, and "maker spaces."

Academic innovation, like that taking place in the Feinstein School of Education and Human Development, has resulted in the creation of a highly competitive curriculum that will position the college and its graduates to address the shortage of special education teachers and faculty trained in English as a Second Language (ESL).

Expanded partnerships with Rhode Island's public schools are helping to increase the pipeline of students entering college, including a collaboration with Central Falls High School that gives juniors in high school conditional early acceptance provided students maintain their grades. In addition, a new partnership with Mount Pleasant High School has been established to build a pipeline for students interested in pursuing education and health science degrees.

In order to increase opportunities for more Rhode Islanders to pursue higher education, President Sanchez is focused on modernizing enrollment systems, and increasing support services to improve the quality of the student experience at the college.

Under the visionary leadership of President Sánchez, momentum is building at Rhode Island College. In an effort to ensure that the college is no longer a best kept secret, the college has made a significant investment to revitalize its brand and reintroduce today's Rhode Island College to a new generation of students.

In 2017, Rhode Island Governor Gina Raimondo appointed President Sánchez to a two-year term as a delegate to the New England Board of Higher Education. He is also a member of several other boards and commissions, including United Way of Rhode Island and Boys and Girls Club of Providence. In July, President Sanchez will assume the role of chair of the President's Council for the NCAA's Little East Conference.

A native of Cheyenne, Wyoming, Dr. Sánchez holds a Ph.D. in Higher Education Administration with a concentration in Learning, Cognition and Instruction from Indiana University-Bloomington, and an M.S. in Student Affairs and Higher Education from Colorado State University. He also holds a B.S. in Psychology with minors in Communications and Ethnic Studies from the University of Nebraska-Lincoln.

PLENARY PANEL



ELIZABETH CANNING, J.D., *Associate Vice President of Institutional Equity and Human Resources, Community College of Rhode Island*

Elizabeth works collaboratively across departments and campuses on institutional compliance, employee relations and lifecycle, community culture and inclusion. Previously, Elizabeth served as Director of Title IX initiatives at the College of the Holy Cross, and Director of Equity and Compliance at Johnson & Wales University. Elizabeth earned her Bachelor of Arts from Harvard College and her Juris Doctor from Boston College Law School.



NICK FIGUEROA, *Executive Director of College Visions*

Thomas Carlyle once said, “conviction is worthless unless it is converted into conduct.” Nick Figueroa’s career is a testament to this precept. His commitment to social change is the hallmark of a personal campaign that began over 20 years ago to positively impact the Rhode Island community. Over the years, Nick’s advocacy work has centered specifically on improving the lives of Rhode Island’s most vulnerable citizens.

A social justice advocate, Nick has served as a member of the political action committee for the National Association for College Admission Counseling, and also served as an officer with the NAACP in Rhode Island. Recognized for his advocacy, Nick served a term as a member of the U.S. Commission on Civil Rights, State Advisory Council after being nominated by U.S. Senator Jack Reed. Locally, he has served as a board member at Times Squared Academy, a charter school dedicated to teaching STEM-related programs, and the Paul Cuffee Charter School. He is also a member of the American Association for the Advancement of Science.

Nick is currently the Executive Director of College Visions, a college access, and college success nonprofit, and also serves as an adjunct professor at Roger Williams University teaching in the Community Development Department. Before transitioning to College Visions he served as the Regional Admissions Director for City Year. Other notable professional remits in higher education include the Dean of Undergraduate Admissions at Framingham State University. Among his many honors, Nick was awarded by the Women’s Resource Center in Newport, Rhode Island with the prestigious “Men Who Make A Difference Award” in 2017.

As a member of the National Association of College Admission Counselors, Nick participated in the annual lobby of the U.S. Congress to increase funding for Pell Grants, and other needs-based grant sources. His long history of legislative advocacy has span fighting for education reform, racial parity, and human rights, to marching on Washington as part of the Million Man March. Nick holds a Master of Arts in Education from the University of Rhode Island. He completed his undergraduate work in Public Administration at Roger Williams University.



Laurie L. Hazard, *Assistant Dean for Student Success at Bryant University*

Laurie teaches in the Applied Psychology Department at Bryant University; she is an award-winning expert on how students can make successful transitions from high school to college. She writes about student personality types and classroom success.

As Bryant University's Assistant Dean for Student Success, Laurie has been designing curricula for first-year experience and study skills courses for over 25 years. She studies academic performance enhancement and those skills, habits, and dispositions that contribute to success and achievement.

Laurie is co-author of the book *Foundations for Learning, 3rd Edition* (2012, Prentice Hall), which is designed to help students make a successful transition to college by encouraging them to take responsibility for and claim their own education. Hazard's textbook has been adopted by colleges and universities around the country. Richard J. Light, the Walter H. Gale Professor of Education at Harvard University, calls Hazard's book "a winner for any college student" that is a "beautifully written joy to read."

Laurie's expert advice has been included in *Seventeen Magazine*, *The Chicago Tribune*, *The Times Picayune*, *The San Diego Tribune*, and *Student Affairs Leader*. Laurie has also been a guest columnist for the *Washington Post's Answer Sheet: A School Survival Guide for Parents (And Everyone Else)*. Her publications offer concrete advice for college bound students and their families.



Isaac Tesfay, *Senior Manager for Diversity, Equity, and Inclusion, Executive Office of the Massachusetts Trial Court; Director of Worcester State University's Diversity, Inclusion, Affirmative Action, and Equal Opportunity Office*

The Diversity, Inclusion, Affirmative Action, and Equal Opportunity Office plays a leading role in the creation of a campus climate that promotes the intellectual examination of experiences, perspectives, and contributions of the various cultures and groups that make up the Worcester State University community. We help foster diversity of thought, gender, race, ethnicity, nationality, age, socio-economic background, ability, sexual orientation, and gender identity or expression, and religious belief.

As the Senior Manager for Diversity, Equity, and Inclusion in the Executive Office of the Trial Court, Mr. Tesfay is responsible for supporting a variety of projects and initiatives for the Executive Office of the Trial Court. The Senior Manager for Diversity, Equity, and Inclusion monitors and supports fidelity to a variety of Trial Court Strategic Plan tactics, including tracking projects from initiation to completion and ensuring projects are proceeding as designed and on schedule. His work focuses on identifying and implementing best practices in matters of diversity, equity, and inclusion and advances workplace engagement between employees, supports activities tied to access to justice, and the advancement of cultural awareness in the Trial Court between all court staff and the public. Other responsibilities include the collection of data and information on the progress of various Trial Court projects, working with the Chief Experience and Diversity Officer and other Diversity Office staff to build and increase capacity to advance the facilitated workshops for race and bias work. Finally, in collaboration with other leaders of the Trial Court, Mr. Tesfay undertakes related efforts that foster communication, cooperation, and continuous improvement among Trial Court staff.

Previously Dr. Tesfay ran Worcester State University's Upward Bound program. As part of Upward Bound, Isaac provides a platform for young people to envision themselves as college students. Many have said they owe their success to Isaac. He is passionate about access to education for all, and his advocacy and role modeling have impacted countless lives. His support for students goes beyond their entrance to Worcester State. Isaac also informal Men-of-Color support group at WSU.

WASHINGTON UPDATE



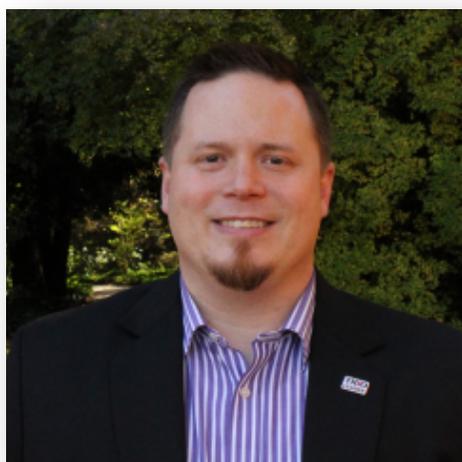
MAUREEN HOYLER

Maureen Hoyler has served as the President of the Council for Opportunity in Education since 2013. COE is a nonprofit organization that advocates for low-income, first-generation students and students with disabilities who aspire to enter and graduate from college. The Council also provides professional development, program improvement services and research for the educators and institutions that serve these young people and adults.

Ms. Hoyler began her career at the Educational Opportunity Program at Marquette University as an assistant to the then Director, Dr. Arnold Mitchem, the founding President of COE.

Ms. Hoyler moved to Washington in 1981 to establish the Council's office. Prior to becoming President, as the organization's Chief Operating Officer, she played an integral role in the growth of the organization. She received her B.A. and her law degree from Marquette University in Milwaukee, WI.

COE UPDATE



KRISTIAN WILES

Kristian Wiles is the Executive Director of Retention and Academic Support Programs in the Office of Minority Affairs & Diversity at the University of Washington. In this role, Mr. Wiles oversees programs and teams that provide holistic advising and academic support to 5,100 students annually, including students participating in the Educational Opportunity Program (EOP), two TRIO Student Support Services programs, the College Assistance Migrant Program (CAMP), and the Champions Program that serves alumni of foster care.

Kristian has focused his efforts in higher education and community settings toward supporting underrepresented and TRIO eligible students through direct service and larger collaborative initiatives. He currently serves as Chair Elect on the Council for Opportunity in Education (COE) Board of Directors representing TRIO nationally.

ABOUT THE COUNCIL FOR OPPORTUNITY IN EDUCATION The Council for Opportunity in Education (COE) is a nonprofit organization, established in 1981, dedicated to furthering the expansion of college opportunities for low-income, first-generation students, and students with disabilities. Through its numerous membership services, the Council works in conjunction with colleges, universities, and agencies that host Federal TRIO Programs that help approximately 810,000 low-

CLOSING KEYNOTE



**Dr. Jason Meriwether, Rhode
Island College**

Vice President for Student Success

Jason leads the Student Success Division at Rhode Island College, which was named one of the Most Promising Places to Work in Student Affairs by *Diverse Issues in Higher Education* in 2019. The Student Success team includes Admissions, Financial Aid, Records, Office of Academic Support & Information Services (OASIS), Career Development, Counseling Center, Health Services; Preparatory Enrollment Program (PEP), Residential Life and Housing, Student Life/Dean of Students, Student Activities, NCAA Athletics, Student Government, the Student Union, Upward Bound and other

TRIO programs, Learning for Life, and the Veterans Resource Center.

A native of Guthrie, Ky., Jason earned his Bachelor of Arts Degree in Communication from the University of Louisville. He earned the Master of Arts Degree in Psychology from Fisk University, and was selected for the inaugural Academic Leadership Academy at The Pennsylvania State University Center for the Study of Higher Education, which he completed in 2011, earning a certificate. Jason earned the Ph.D. in Educational Administration with a Specialization in Higher Education Leadership from Indiana State University.



TINA NADEAU NEOA ACHIEVER

I grew up in Madawaska, a small paper mill town on the Canadian border, the most northernmost part of Maine. I was the oldest of four children; we were raised by our single mother in the 1980s and 1990s, dependent on federal, state, and local support in the form of AFDC, food stamps, and general assistance to get by. It was a hardscrabble life and one that my mother encouraged us to rise above through education.

I was selected to attend Upward Bound at Bowdoin College following my sophomore year in high school. I had never been to Bowdoin before, but I was enamored with the idea that I would get to spend a summer reading and learning with new friends from across the state. Little did I know at the

time how transformative my Upward Bound experience would be for me. Not only was my educational experience enriched by amazing instructors and individualized instruction, but my cultural imagination expanded with each festival, performance, college trip that we were given. The staff cared deeply for our personal and academic success. I felt supported and understood in a way that I never had before. My horizons expanded immeasurably. I knew that academic success would be in my reach.

I know that I would not have attended Bowdoin College- and received a wonderful education there-had it not been for Upward Bound. The academic curiosity sparked at Upward Bound left its fingerprints in so much of the work I did in college. Inspired by the lessons learned at Upward Bound and my upbringing, I ultimately decided to leave a stilted graduate program after one year and pursue teaching through Teach for America, hoping to give back to a community some of the gifts I had been given over these many years.

I taught high school English in Greenville, Mississippi, in the heart of the Delta, for three years. It was a terribly demanding job, but I truly loved my students and tried with all my twenty-something might to imbue them with a sense of how important education was to achieve one's dreams.

Following my teaching career, I moved back to Madawaska for two years and worked as a local newspaper reporter and editor. I knew that this was not the career for me, but this experience, combined with everything to that point, led me ultimately to law school. I loved law school, and I decided very early on that I would devote my legal career to public service.

Since my time at the University of Maine School Of Law, I have had the opportunity to focus my efforts almost exclusively on criminal defense, particularly indigent criminal defense. I have represented hundreds of clients over the years and am still inspired to do good work through my lawyering. I have become a leading criminal justice reform advocate in our state through my work as Executive Director of the Maine Association of Criminal Defense Lawyers. I have a subspecialty in juvenile justice at both the appellate and policy levels: as is often said, children are twenty percent of our population but 100 percent of our future. I have served on the board of Maine Equal Justice for nearly a decade now: this organization represents and advocates for the poorest, most vulnerable people in Maine, ensuring that they have access to the benefits and programs they so desperately need. It has been an honor to serve such an amazing organization.

My commitment to social, racial, and economic justice was really sparked by my experience with Upward Bound all those years ago. I cannot imagine what my life would look like today had I not been blessed with the opportunity to challenge myself and explore the world around me.

TABITHA POHL-MOORE NEOA ACHIEVER



I didn't know what to expect when I met "the VSAC lady" in high school. No one in my family went to college and, though my parents supported my dream to be the first one to finish my Ph.D., they couldn't help me. I had a lot of passion and work ethic, but I didn't know how to get there. Jo would be the one who showed me how.

We went on a college tour to MIT and Harvard. I didn't feel "smart enough" to go to either school. Why was she bringing *me*? As I talked with friends about the relationship between Harvard and Radcliffe (who would go to an *all-girls* school?) and all I'd learned, I realized that being on such prestigious campuses taught me that I *did* belong in college. It sounds simple, but as a teenager who felt like I didn't fit in or that I didn't

deserve a college education because I couldn't afford it, the mere act of taking me to a place I never imagined broke those mental barriers and doubt.

Jo supported every idea I had. When I said that I wanted to go to Syracuse University and cheer, she confidently said, "Okay". It's surprising how many of our conversations would come to be. Maybe they didn't happen as I wanted, but each of these moments has been a meaningful part of my life.

I didn't get in to Syracuse University. My letters from Wells College came on the same day, and I was accepted into the tiny women's college.

Jo's advice never left me. She taught me that I really could do anything. This gave me the courage to become the student body president and push the campus-wide dialogue about what it meant for trans students to be at Wells. Jo's ability to instill confidence in me is why I created my own major, merging Psychology, Spanish, Latin American and Women's Studies. I studied abroad and conducted research in the Dominican Republic. I was never afraid that I would fail. I knew that I could always find someone to help me—because someone already had.

I never gave up on Syracuse University and went there for grad school. I wanted to work with vulnerable populations. I needed to let others know that just because we didn't live like mainstream America didn't mean that we didn't deserve to achieve our dreams. *We could go to Harvard, too*. This message has driven my life's work.

That same voice that told me I could do anything nagged at me. I came back and became a school counselor at my alma mater. I got to *be* Jo. I knew I needed to take my work further, though. I'd explored mental health, law enforcement, and education. I now work as Training Coordinator for DCF.

Continuing the work of advocacy, I founded a branch of the NAACP. I haven't given up my dream of getting my Ph.D. I recently found a Ph.D. /J.D. program. It's at Harvard University. As a working mother with many hats, I can get lost in my life, but one thing I know is that when I step foot on Harvard University grounds again it will be because of VSAC.



EMAN AKAM NEOA RISING STAR

Living in Philadelphia as a teenager, I was unaware of being a “minority” at a national level. I did not fully understand, until I left Philadelphia to attend the University of New Hampshire, what being a black woman signifies; that my skin color led others to perceive me in a way that was so vastly disparate from my own self-perception. My undergraduate experience taught me about the complex historical and social issues related to race, gender and class and the effects they have on the current U.S. populations. Early in my undergraduate career, I became a member of several programs that focus on multicultural affairs and diversity- related issues as well as acclimating first-generation and minority students to college life. Through such programs, I was eventually introduced to the McNair Graduate Opportunities program, which is perhaps the main reason that I am pursuing an academic career today. Through this affiliation, I was educated about graduate school, and introduced to STEM faculty members and their research. In my second year as an undergraduate, I

applied to the McNair program and became a McNair scholar, where I experienced scientific research for the first time. The following year, I received a Research Experience for Undergraduates (REU) fellowship and began my first research project in bioinorganic chemistry.

Being part of these communities, as well as my involvement with the McNair Scholars program, allowed me to begin to understand barriers that exist between minorities and higher education as well as actions that we can take (on individual and collective levels) to overcome such barriers. In the past several years, I’ve come to decide that I can contribute positively to diversity and equal opportunity in higher education by

- 1) educating myself, independently and through official degrees;**
- 2) being a positive and visible representative;**
- 3) educating individuals and raising awareness on unconscious bias; and,**
- 4) providing support and mentoring.**

Towards these objectives, I have served on several committees and organizations both interdepartmental and university-wide during my graduate career. I served the maximum two-year term as a student-representative on the Graduate Program Committee in the Chemistry and Biochemistry department where I was involved in decision making about changes to the graduate program policies and award decisions.

I am also involved in programs that aim to advance minorities in the sciences. I served as the first treasurer for a newly established group at the University of Arizona: The Program to Advance Women Scientists (PAWS). As treasurer, I acquired a substantial amount of funding for our organization, allowing us to host seminars featuring prominent female scientist, conduct outreach activities, and hold professional development workshops. I was also involved in the African Americans in Life Sciences (AALS) club as a mentor and tutor. In 2015, I was presented with the College of Science Service award in recognition of my various involvements. Through these services and others, I strive to be a voice, an advocate and mentor for minority students and their advancement.

My involvement in undergraduate research solidified my desire to pursue a PhD; nonetheless, I never imagined that I would be pursuing an academic career. It seemed a far- fetched idea, and not within my grasp. My personal experiences have allowed me to recognize the importance of having black and minority leaders, mentors, and educators in the sciences. I firmly believe that if had I interacted with professors who looked like me, I would have pursued an academic career earlier in my undergraduate education. Because of this, part of my motivation in pursuing the ranks of faculty is with the hope to be such a mentor to someone in the future, and I yearn for the privilege to mentor and inspire some of the next generation of minority scholars.

SANDRA CANO NEOA RISING STAR



In August of 2000 while living in my native country of Colombia, my mom opened my bedroom door and told me that guerillas had attacked my father's place of business. I was sixteen years old. I had seen on the news all of the murders and blood that guerilla attacks left behind. I cried for my dad and for all the people that might have been dead after the attack. That was the first time that the war in Colombia touched me directly, but that was more than enough. Finally, after all the uncertainty of the moment, we received a call from my dad telling us that he was alive, and was coming home.

We had to get out of Colombia as soon as possible for fear of being kidnapped. It took us three weeks to get everything ready for our escape and we had to leave many things behind. We arrived in Rhode Island on September 1, at a friend's house with just the clothes on our backs and a little money. We all slept in one room and started our new lives. From that point on, I have never looked at things the same way. I looked at myself and finally I realized that event though I had lost all my possessions, I still had my family with me and that was more precious than everything in this world. At

that moment, I realized that I had to start a new life and that thinking about the past would not help me move on. I often think back to the words my dad told me one day when I was depressed. He told me that even though we lost everything, we still had each other, and that would help us make our lives better here. Together as a family, we would overcome all the obstacles. Those words touched my heart and gave me the strength to continue and find success in a new country with a different lifestyle.

Moving forward, I started as every immigrant has, by climbing the ladder. My first step was to overcome a common obstacle that is very real for the majority of immigrants, the language barrier. I then started looking for a school where I could learn English, I was directed to the Community College of Rhode Island (CCRI) where I enrolled, learned English and started my new life making friends and adapting to this whole new world. It was there where I hit another roadblock, paying for my classes. Because education is one of the top priorities in my life, I had to get a job. The money I earned in this job would hopefully keep me enrolled in school.

In need of additional help, I turned to the Educational Opportunity Center (EOC) at CCRI. I met an individual who would change my life, Mr. Barry J. O'Connor. Through the EOC office I found that all the advising and mentoring necessary to reach my goals, but I also found a wonderful staff that was available and willing to help at all times. After constantly asking for help I began to think I was a pain for EOC, but the staff, always made me feel comfortable and part of a family called RIEOC.

Thanks to the help, they provided me and through hard work and dedication, I enrolled full time and completed all my classes in two years! I graduated CCRI with an associate's degree in general studies on December 2003. I would go on to complete a baccalaureate degree in Management Economics at Bryant University in 2007 and in 2012; I completed a Masters of Public Administration at the University of Rhode Island.

I am currently the Assistant VP Community Development at Navigant Credit Union where I am responsible for developing strategic business sector and community based partnerships and developing financial education campaigns for the emerging markets. I started my political career in 2012 when I was elected to Pawtucket school committee in 2012. I was the first Latina ever elected in the whole city. Two years later, I was elected as the first Latina to the Pawtucket City Councilor. In a special election, April 2017, I was elected to the RI Senate District 8.

I am forever grateful to the support and direction I received from the EOC and especially from Mr. O'Connor. They were there to help me set a course that has put me in a position to represent my community in the state legislature.



MARIAN BELGRAVE-HOWARD AWARD

NANCY SCHWARTZ recently retired from the Vermont Student Assistance Corporation (VSAC) after serving as a Talent Search and GEAR UP Counselor for VSAC for over 30 years. During Nancy's tenure at VSAC she gained tremendous respect from her VSAC colleagues, professionals in Vermont schools, and perhaps most importantly, adoration and support from thousands of Vermont students for whom she worked tirelessly to make postsecondary education a reality. Nancy has worked toward equal educational opportunity particularly income and racial educational equality. Dedicated to promoting equality and diversity, Nancy was and is committed to welcoming and supporting Vermonters from refugee and immigrant communities, and has always brought these students' and families' unique stories and experiences to her postsecondary access work.

Upon her retirement, Nancy established the Alannas scholarship for first-generation Vermont students in honor of her own parents and their own work to support their children in pursuing postsecondary education despite considerable financial adversity.

During her tenure at VSAC Nancy served on the VEOP and NEOA boards. She was a VEOP member; served as President, Vice-President, Secretary, and Conference Chair for VEOP. She was also an NEOA member, participated in the NEOA Leadership Institute (2000-2001) and served as State Liaison; Vice-President and Conference Chair. Nancy established the charter for the Vermont School Counselor Association in 1992. Vermont was the last of the 50 states to have an ASCA state charter.

ABOUT THE MARIAN BELGRAVE-HOWARD AWARD

Marian Belgrave-Howard served as the first President of the New England Association of Educational Opportunity Program Personnel, NEAEOPP, (now the New England Educational Opportunity Association, NEOA), in 1976. This award is given to individuals for their "inspiring and enduring contributions toward the achievement of NEAEOPP's (NEOA's) mission and toward the expansion of equal educational opportunity."

DAVID MEGQUIER, CLAIBORNE PELL AWARD



David Megquier's career with TRIO began in 1976 and spanned nearly 40 years, culminating with his retirement as the Director of the Educational Talent Search and Educational Opportunity Center in 2015. Dave was an early and active member of the New England Association for Educational Opportunity Program Personnel (NEAEOPP) and the National Coordinating Council of Educational Opportunity (NCEOA). Today NEAEOPP is known as The New England Educational Opportunity Association (NEOA) and NCEOA is the Council on Opportunity in Education (COE).

Dave is an example of unerring commitment to TRIO and its mission to bring educational opportunity to participants in each of the programs. In addition to his

work at the University of Maine, Dave was actively involved in a number of leadership roles for more than 33 years. He served the TRIO community in innumerable capacities, most notably as president of MEOA, 1987 – 1988 and 1999 – 2000, president of NEOA in 2005-2006 and as the Chairman of COE Board of Directors in 2008-2009. Dave also chaired multiple COE committees over the years including: Finance, Fair Share, and Technology. Dave was an early and strong advocate for the integration of technology into the TRIO programs.

Starting in 1991, Dave served as a trainer/mentor/consultant with three of the national TRIO Training Centers and has assisted numerous TRIO directors and staff enhance the quality of their programs. During the 2014 COE National Conference, Dave was presented the **Walter O. Mason Award**. The award, established in 1988 to honor those who exemplify Mason's leadership and ideals, is the highest honor awarded by COE and recognizes individuals for outstanding contributions to the federal TRIO Programs and the advancement of educational opportunity for low-income, first-generation students.

Dave's leadership, vision, and broad impact have done much to keep NEOA relevant on the national landscape. Through his efforts, Senator Susan Collins became a recognized and long-standing TRIO champion in the U.S. Senate. Her impact was so critical to TRIO that she herself was awarded the NEOA Claiborne Pell Award in 2005. Dave has also supported each of the regional associations. In his retirement, his continued financial commitment to COE at the highest level has helped ensure that NEOA meets the region's "Fair Share" goal. This support has helped the association's claim to first place.



ARNOLD L. MITCHEM LEADERSHIP INSTITUTE



Established in 1998, the NEOA Leadership Institute is designed to provide participants an opportunity to build strong leadership skills and, in turn, enhance their ability to expand educational opportunities for the students with whom they work. The Institute will provide up to 14 members a year-long exploration of leadership styles and practice, working with experts from both within and outside the TRIO/GEAR UP/EOP community. Participants will engage in a variety of topics, designed to strengthen their abilities and the programs they serve. They will work collaboratively with EOP professionals from across New England; examining their careers and achievements; setting and/or rededicating themselves to short-term and long-term goals; and confronting professional challenges with new insights, creativity and confidence.

As part of its mission to provide professional development opportunities for members of the TRIO and educational opportunity community in New England, the New England Education Opportunity Association (NEOA) began offering a yearlong Leadership Institute in 1998-99. The Leadership Institute accepts people with varying years of experience in TRIO/ EOPs: mid-career professionals who have been with TRIO/EOPs for a number of years and are looking for a reinvigorating professional development experience and emerging leaders who may be newer to our programs but have demonstrated their motivation and commitment through work within their state.

The Leadership Institute convenes three times each year that the Institute operates, and provides participants the opportunity to develop greater expertise and skill as leaders in the field and to enhance their ability to expand education opportunities for the students with whom they work. The aim of the Institute is to provide participants and the programs they serve with a strong and effective core of leadership theory and skills. The Leadership Institute occurs once every two years and this year completes its 15th year.

CONCURRENT SESSIONS I: WEDNESDAY 4/3, 1:15PM-2:30PM

Creating Social Change Through Understanding the Challenges that Muslim Faith Background Students Face in Schools & How to Help them Succeed

In the current Islamophobia climate, many of our American Muslim youth struggle to maintain their Muslim identity due to the social, cultural, and religious stereotypes faced in their schools and communities. This workshop will discuss challenges identified by Muslim youth on the lack of understanding and support experienced in schools/ home life, issues of forming a positive identity in the discriminatory media, difficulty practicing religious beliefs, and struggles with community inclusion due to mistrust. The aim of this workshop is to gain an understanding on the daily obstacles and stereotypes Muslim youth go through and strategize ways to empower them, so that they can feel accepted, respected, and supported in order for students to succeed.

Location: Bristol A
Presenter: Sajeda Khalifa, Career Development Counselor,
Upward Bound Program, Middlesex Community College
Target Audience: All

Breaking the Cycle “What’s One Mo Rep?”

When life is hard and you believe that you have given it all you got, and you have tried over and over to get a little closer to your goals, but you believe quitting isn't an option, come find out why you are closer than you think. It is always hard, but what's one mo rep!

Location: Bristol B
Presenter: Akeem Lloyd, Co-Founder of A Leadership Journey
Target Audience: All

BLUMEN – TRIO Community’s First Choice (Best Database for all TRIO)

Don’t miss this session if you wish to see why Blumen & BOT are # 1 Software used by the TRIO community. Exclusive BOT features you will be introduced to:

- APR – Multi-tier error checking tools & yearly updates to sync with DoEd. requirements
- BULK TEXTING – Send personalized text messages to your students
- MOBILE APP – Access your data on your smart devices (iPhone, iPad, Android)
- WALLET – NEW FEATURE – Upload and store student’s documents (all formats)
- BOLT – Self Lab Log In for students for activity/service tracking
- PE POINTS – Tool to check objectives to ensure maximum Prior Experience Points
- NSCH – Accurate alumni tracking with National Student Clearing House interface
- BATCH DATA PROCESSING – Save time & effort with multiple batch data wizards

Location: Wickford
Presenter: Robert Vassar, Blumen
Target Audience: All

CONCURRENT SESSIONS I: WEDNESDAY 4/3, 1:15PM-2:30PM (Continued)

Leadership & Culture: Curriculum for Young Scholars

This session will inform college personnel of the ways in which culture influences the leadership development of our youth. This workshop will also provide participants with specific ways in which they can include the concept of culture to create inclusive, research-based leadership workshops and activities for their students. In addition, the presenter will provide various examples of how facilitators can use a wide array of free online leadership development resources that can be customized to fit the needs of any student age group.

Location:	Newport
Presenter:	Jess Evora, Founder, RANJAnow.org (an initiative to celebrate the diversity and the impact of young professionals in RI)
Target Audience:	All

In the Country of the Blind, the One-Eyed Man is [not] King: The Social Model of Disability

There are (at least) two ways to understand disability and what it means in education and in society: the medical model of disability and the social model of disability. According to the medical model, disability is a deficit in the mind or body of the individual that must be addressed medically if the individual is to succeed. According to the social model, however, disability results from the interaction between a difference in the individual and the individual's educational and social context. These two models have very different consequences: they lead us to competing views of disability and how we should interact with disability in education. In this workshop, we will learn about the social model of disability and explore what it means for our work as TRIO professionals. In particular, we will use H.G. Wells' captivating short story "The Country of the Blind" to illuminate the social model.

Location:	Salon IV
Presenter:	Kevin Murray, College Success Advisor, Student Support Services, York County Community College
Target Audience:	All

CONCURRENT SESSIONS I: **WEDNESDAY 4/3, 1:15PM-2:30PM (Continued)**

Bridging the Gap Among Students and Teachers for Student Success

The purpose of this Roundtable is to find out ways and means to get connected with the students by bridging the gap among the teachers and students for achieving higher academic grades. This will help the students feel comfortable and safe in their classroom environment, get engaged and learn more. Keeping in mind that inclusive education is a child's right, and not a privilege; we should try to integrate technology in the form of smart board, YouTube or computer animation only to make the lesson plans more interactive and interesting. Instagram is a nice way to get connected both with the students and parents. Necessary steps should be taken to celebrate student's academic, non-academic success and birthdays.

Location: Salon V
Presenters: Saleh Mahmud Jahangir, Academic Advisor, Upward Bound, Stamford High School
Target Audience: All

The Empowered Student- A Tool Box for Student Success

Through extensive research on scholarly articles, interviews with credible academic professionals, and the identification of best practices, we will explore three essential topics to enable student's success, inclusiveness, and leadership. This presentation will address these topics from both the faculty/staff and student perspectives. Presentation main topics to be discussed are as followed; How to enable students to discuss and handle controversial yet imperative conversations, being able to represent the student through the course curriculum and the important implications of multicultural perspectives in the classroom.

Location: Kingston
Presenter: Lisa Giudici, Academic Advisor, University of Rhode Island
Tre'quan Armstrong, Johnson & Wales University Undergraduate Student, Upward Bound Alumnus
Target Audience: All

CONCURRENT SESSIONS I: WEDNESDAY 4/3, 1:15PM-2:30PM (Continued)

One is the Loneliest Number: Building Institutional Support for Dialogue Across Difference

In this session, you will learn how the University of Miami (UM) promoted evidence-based intergroup dialogue methods and created strong alliances for launching a campus-wide Intergroup Dialogue program. Participants will be able to identify critical allies at your institution and learn how methods from UM could be employed to develop similar initiatives. Lastly, attendees will learn how UM adapted the University of Michigan's evidence-based Intergroup Relations model to fit the unique context and diversity of their campus and how this process helped build a network of committed stakeholders.

Location:	Tiverton
Presenter:	Christopher Hartnett, Institutional Culture, Belonging, Inclusion, Diversity;
Target Audience:	Senior Learning and Facilitation Specialist, University of Miami Educational Talent Search, Educational Opportunity Centers, Student Support Services / College-Level Programs, Diversity and/or Inclusion Support Officers and Programs

CONCURRENT SESSIONS II: WEDNESDAY, 4/3 3:30pm-4:45pm

Leadership Institute Spotlight

NEOA's Arnold L. Mitchem Leadership Institute (AMLI) Class of 2018-19 will present a multi-faceted, interactive workshop, which will engage attendees in a sampler of some of the highlights from their year-long experience. Topics spotlighted will include Making Powerful Presentations, Managing Conflict through the metaphor of Aikido, and working effectively with a variety of Work Styles. Attendees will learn about NEOA's leadership institute (now in its 15th year), and hear examples of how the experience impacted the lives of some of this year's participants.

Location: Bristol A
Presenter: Craig E. Werth, Director of the Leadership Institute
Leadership Institute Participants of the NEOA AMLI Class of 2018-19
Target Audience: All

Finding the Missing Piece to Student Success

We do a wonderful service getting our students into college by pushing them to achieve a solid SAT score, completing college applications, and applying for financial aid. Yet many of our students still struggle to complete their college education. What is the missing piece? Could non-cognitive factors play an important role in the ongoing success of our students? These essential skills allow our students to be faced with challenges and not give up.

Location: Bristol B
Presenter: Rockell Bartoli, Speaker and Author
Target Audience: GEAR UP Programs, Student Support Services,
College-Level Programs, Upward Bound

From Prep to Empowerment: Transforming the Whole Person Through College- Readiness Test Prep

An important milestone in a student's high school career is taking a college and career readiness test. Whether it is the SAT or the ACT, most students have preconceived ideas about these tests. In this session, we will discuss the nature of misconceptions that students have related to college-readiness tests, the pedagogy of college-readiness test prep, and the effects of college readiness test prep on the Whole Person.

Location: Grand Ballroom
Presenters: Stan Carter, BBA, MS
Strategic Market Development Consultant, MasteryPrep
Target Audience: Pre-College Programs

CONCURRENT SESSIONS II:

WEDNESDAY, 4/3 3:30pm-4:45pm (Continued)

Confronting the Gap Together: Partnering with College Counselors in the Pursuit of Equity in Access to Higher Education

Helping students navigate various pathways to college requires an understanding of the forces that have created and sustained opportunity gaps in higher education. Achieving equity in access to higher education will require us to reconstruct the definition of “college readiness”. Higher education has historically been an upper-middle class and white space that embodies the values of the dominant population. Colleges must take the lead in redefining our understanding of “college readiness” by adopting more holistic approaches to evaluating applications. In this workshop, we will train a critical eye on systems and policies that narrow pathways to higher education for underrepresented students and explore how admissions officers and secondary school counselors/advocates can better partner to work towards more equitable access to higher education in the 21st century.

Location:	Kingston
Presenters:	Omar Reyes, Associate Director of Multicultural Admissions, Fitchburg State University Brian Stevens Assistant Director of Admissions, Rhode Island College
Target Audience:	Educational Talent Search, Educational Opportunity Centers, GEAR UP Programs, Student Support Services / College-Level Programs, Upward Bound

Institute for Recruitment of Teachers: Why Diversity is Essential to Excellence

Given the dearth of diversity in the teaching workforce and an anticipated increase in market demand for teachers, IRT addresses the diversity gap in graduate school, the teaching profession, and educational leadership pipelines (like NEOA). For 28 years, the IRT has worked with underrepresented students as they navigate the graduate school application process on their path to careers as educators and professionals in K-12 schools and higher education institutions. Through hands-on counseling, one-on-one statement of purpose advising, GRE preparation, professional development workshops, and guidance on funding negotiation, the IRT prepares undergraduate juniors and seniors, graduates, and working professionals to earn graduate degrees within education, arts, and humanities fields. To date, over 2,000 IRT alum are leading programs, departments, and institutions, as Associate Directors, Directors, Deans, Principals, Superintendents and even Campus Presidents. Participants will leave this workshop with a more robust understanding of the growing need for recruiting and retaining diverse educators and leaders in education, and will newly be able to identify the IRT as a resource for and a partner in closing the diversity gap in our education system.

Location:	Newport
Presenter:	Brittany Zorn, Arts & Sciences Program Specialist, Institute for Recruitment of Teachers Monica Reum, Recruitment & Admissions Programs Specialist, Institute for Recruitment of Teachers
Target Audience:	All

CONCURRENT SESSIONS II:

WEDNESDAY, 4/3 3:30pm-4:45pm (Continued)

Quality of Program Design Logic & Models

Along with many foundation funders, the U.S. Department of Education is increasingly including a logic model as part of grant applications for TRIO Programs. The most recent TRIO competition (Veterans Upward Bound) included a new application section called “Quality of Program Design” worth 5 points, and which required a logic model. It is likely that future TRIO grant competitions will include this new section as well. What is a logic model? This workshop will explore logic models that are designed to communicate your project’s strong theory through a visual display of the proposed project’s operations, activities, and goals. By sharing examples and templates, you will gain understanding of how to build a logic model and use it to improve program-planning, evaluation, and grant applications.

Location:	Salon IV
Presenter:	Laurie Davis, Executive Director of TRIO Programs, University of Southern Maine
Target Audience:	Student Support Services / College-Level Programs, All

It Takes A Village! Innovative College Readiness and Retention Programming for At Risk College Freshmen. Best Practices in Action.

Investing in freshman readiness and college preparedness is crucial to increasing at-risk students’ overall retention, persistence and graduation. This workshop showcases the process, design, and implementation of the CCRI Gateway to Success Program. We will share how collaborative efforts of multiple support services programs coming together as one village can play a crucial part in supporting our students and maximizing their success. The session will focus on the best practices behind creating Gateway to Success as well as current and future components and delivery modalities. We will explore how mentoring, student engagement, career services, study skills, self-development, and “adulting” skills can come together to empower at risk college freshmen’s academic experience. There are many lessons learned that will only enable us to achieve better outcomes. We will share it all!

Location:	Salon V
Presenters:	Shanna Wells, M.Ed., Coordinator, Community and Social Resources, CCRI Naglaa Gaafar, Coordinator, Student Retention Studies, CCRI
Target Audience:	All

CONCURRENT SESSIONS II: WEDNESDAY, 4/3 3:30pm-4:45pm (Continued)

Supporting All Students: A Primer in Diversity, Equity and Inclusion

In this interactive workshop, we will be exploring the basics of Diversity, Equity, and Inclusion (DEI) as they relate to our work in helping our student access and persist through higher education. Participants will define DEI and begin to develop an understanding how DEI approaches can support our students in their pursuits of higher education. In addition to the general overview, resources will be shared for independent learning for those seeking to expand their expertise. This workshop is designed primarily for new professionals as an introduction to DEI, but may also serve as a refresher for more seasoned professionals.

Location:	Tiverton
Presenter:	Ralph Hogan, Student Activity Officer, Mount Wachusett Community College
Target Audience:	Educational Talent Search, GEAR UP Programs, Upward Bound, Upward Bound Math/Science

OnTrack - College Readiness Curriculum Provided for FREE by a Non-Profit to TRIO Programs

OnTrack to Post-Secondary Education is a free, online college readiness curriculum used by more than 80 pre-college UB, UBMS, and ETS programs around the country. OnTrack is designed to help students and parents successfully navigate the post-secondary education obtainment process. Through weekly grade-specific video modules, OnTrack provides 9th-12th grade students with the knowledge and confidence to complete their high school experience and create a viable post-secondary education plan. Session participants will be taken through the OnTrack platform from a student, mentor and staff perspective.

Location:	Wickford
Presenter:	Andrew Zivic, Director of College Readiness, Uncommon Individual Foundation
Target Audience:	Educational Talent Search, GEAR UP Programs, Upward Bound, Upward Bound Math/Science

CONCURRENT SESSIONS III: THURSDAY 4/4, 10:15AM-11:30AM

The Rural Reality of TRIO in New England

This workshop will focus on "The Rural Segment of TRiO". New England's unique landscape brings with it unique challenges for our rural residents. This workshop will unpack the demographic data of New England and provide an understanding of the three types of rurality and the respective impact on college access for adults residing in these areas.

Location:	Bristol A
Presenter:	Marti Kingsley, EOC Career & Education Counselor, Vermont Student Assistance Corporation
Target Audience:	Educational Opportunity Centers, Student Support Services / College-Level Programs, All Programs

Making Space for Families: The Role of Parents and Families in Higher Education and Student Success

As institutions have begun to recognize that family support is a critical factor in student success, colleges are finding it essential to consider ways to support parents and family members, along with students. This workshop will explore the role of parents and families in higher education and their impact on the college transition and student success. Participants will discuss parent and student relationships and family involvement in the higher education experience. Best practices designed to engage families in an effort to support student success outcomes will be considered.

Location:	Bristol B
Presenter:	Stephanie Carter, Director of the Academic Center for Excellence, Bryant University
Target Audience:	All

Connecting with Resistant and/or Disengaged Students

This workshop will guide participants through the process of engaging with those students who are often marginalized, disengaged, and appear disinterested. Workshop participants will practice engaging students on the student's level – language, interests, goals – and developing shared goals that help students move successfully through the academic pipeline – at any level. Workshop attendees will explore thinking outside of the box, self-reflecting, and asking the right questions to increase student buy-in, participation, and success.

Location:	Kingston
Presenter:	Angele Goss, Former Director of UBMS & TS, Mount Wachusett Community College
Target Audience:	Educational Talent Search, GEAR UP Programs, Upward Bound, Upward Bound Math/Science

CONCURRENT SESSIONS III: THURSDAY 4/4, 10:15AM-11:30AM (Continued)

We Are In It To Win It: One Person's Perspective on the Upcoming Student Support Services Competition

This workshop will focus on strategies for writing Student Support Services Proposals while also providing new considerations for the need, objectives, plan of operation, budget and the evaluation sections. We also brainstorm topics for the unannounced competitive preference priorities. Additionally, we will consider the requirements of a proposal grant reviewer, which is probably as important as the writer. Finally, we will introduce participants to Workplace, the new grants.gov submission tool. Participants will gain confidence about the federal TRIO proposal process and learn better how to prepare and sustain themselves through the grant writing process.

Location: Newport
Presenter: Donna Thompson, President, Thompson & Associates Inc.
Target Audience: Student Support Services / College-Level Programs

How To Talk About Graduate Admissions: Preparing UB, SSS, and All TRIO Students for Continued Success

While many TRIO students across all programs are excellent candidates for graduate school, most are not eligible or do not have access to the services of a McNair Scholars Program or similar designated graduate preparatory program at their institution. As part of this discussion, a panel of TRIO professionals with significant experience in the graduate admissions process will discuss how you can most effectively nurture the aspirations of UB, SSS, and other students as they continue their education as lifelong members of the TRIO community.

Location: Wickford
Presenters: Reid Brechner, M.F.A, Assistant Director, McNair Scholars, Castleton University
Amanda Richardson, Director, McNair Scholars, Castleton University
Cammi Valdez, Ph.D., Director, McNair Scholars, Wellesley College
Tammy Gewehr, M.Ed., Director, McNair Scholars, UNH
Selina Taylor, MPA, Associate Director, McNair Scholars, UNH
Target Audience: Educational Opportunity Centers, GEAR UP Programs, Student Support Services / College-Level Programs, Upward Bound, Upward Bound Math/Science, Veterans Upward Bound

CONCURRENT SESSIONS III: THURSDAY 4/4, 10:15AM-11:30AM (Continued)

“Tell Us About A Time”: Using Behavioral Interviewing in the Hiring Process

This interactive workshop will introduce participants to the method of behavioral interviewing, a technique that asks applicants to reflect on past experiences through storytelling. Rather than posing “what-if” scenarios, employers can craft questions that will elicit detailed responses from applicants that are better indicators of future behavior on the job. Workshop participants will have an opportunity to design new questions (or adapt current questions) that serve their own hiring purposes and practice the follow-up technique. Presenters will also share their success and challenges using this method in hiring TRIO professionals.

Location:	Salon V
Presenters:	Lynn Ploof-Davis, Director of TRIO Programs, University of Maine at Farmington Elyse Pratt-Ronco, Assistant Director, UB, University of Maine at Farmington
Target Audience:	All

What’s STEM Got to Do With It? Making STEM Fun and Approachable

Developing STEM curriculum can sometimes be challenging. This workshop provides tried and true methods for creating and delivering ridiculously fun and informative science, technology engineering and math activities.

Learning Objectives:

1. Best practices for creating and delivering STEM content.
2. Apply student engagement techniques to make STEM for students and staff alike.
3. Learn 5 activities that excite students and encourage STEM exploration.

Location:	Tiverton
Presenters:	Jerrod Murr, Paradigm Shift, CEO/Founder
Target Audience:	All

Underprivileged and Underserved

This workshop provides educators with the opportunity to understand poverty and addressing its impacts. Rooted in lived experience and research, the seminar is designed to shatter stereotypes with facts about poverty and to implement concrete tools and ideas for creating programs and best practices that are responsive to the needs of people living in poverty conditions.

Location:	Salon IV
Presenter:	Dima Hendricks, Randolph Public School Homeless Liaison
Target Audience:	Student Support Services / College-Level Programs

CONCURRENT SESSIONS III: **THURSDAY 4/4, 10:15AM-11:30AM (Continued)**

StudentAccess: Tour the Tools for TRIO Available in StudentAccess!

StudentAccess is the answer to daily data management and reporting tasks for TRIO programs. The StudentAccess team has over twenty years of TRIO experience to help reduce the stress of managing participant information. Your TRIO program's needs are met with unlimited support, training opportunities, and the Annual Performance Reporting process is streamlined with user-friendly online and desktop platforms available. StudentAccess is not only an effective data management program, it's the best solution for your program.

Location:	ELMS Board Room
Presenter:	Alex Grote, Vice President, Heiberg Consulting Inc. /StudentAccess Becca LaPole, Sales & Marketing Manager, Heiberg Consulting Inc./ Student Access
Target Audience:	All



WHO WE ARE

The New England Educational Opportunity Association, or NEOA, is an organization of professionals who are actively interested in insuring equal educational opportunities in higher education. Founded in 1976, NEOA has membership of more than 300 educators throughout the six New England states: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

Over 125 federally funded educational opportunity programs assisting almost 50,000 middle school, high school and college students are supported by NEOA members in both urban and rural communities throughout the region. Combined, these programs receive federal funding of over \$20 million a year to promote access to and success in higher education.

Prior to April 1999, NEOA's name was NEAEOPP, which stood for the New England Association Educational Opportunity Program Personnel.

WHAT WE DO

The mission of NEOA is to advocate for access to and success in postsecondary education for low income individuals, first generation college students, and students with disabilities and to develop the skills and knowledge of educational opportunity professionals working with this population.



WHO WE ARE

The Council for Opportunity in Education (COE) is a nonprofit organization, established in 1981, dedicated to furthering the expansion of college opportunities for low-income, first generation students, veterans, and students with disabilities in all 50 states, Washington, D.C., the Federation States of Micronesia (FSM), Palau, Guam, and Puerto Rico. Its membership includes more than 1,000 colleges and agencies.

WHAT WE DO

Through its numerous membership services, the Council works in conjunction with colleges, universities, and agencies that host TRIO programs to specifically help low-income students enter college and graduate. 810,000 low-income students and students with disabilities each year receive college access and retention services through our member colleges and agencies.

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RETIREES



Pamela Boisvert, CEO
MassEdCo, Inc.

Pamela Boisvert began her career with TRIO in 1980, starting as a part time program assistant to the state EOC project director and retiring in 2019 as the CEO of MassEdCO, Inc., one of the largest private providers of college and career advising services in Massachusetts.

During her career, Pam has overseen EOC, Talent Search, and Gear Up programs in a statewide network, as well as several other access programs specific to central Mass. She is a past president of both NEOA and MEOA, having been one of the founders of the state organization 35 years ago. In addition to serving on the COE Board, she also served as a member of COE's professional development faculty for more than a decade, and co-chaired its National Financial Aid Task Force for many years. One of her most memorable moments was when she was asked to represent TRIO and low-

income students at a Senate Congressional hearing in Washington., D.C.

Pam is very grateful for having had such a rewarding and fulfilling career, and having the opportunity of working with such wonderful colleagues, students, and clients.

Pam lives in Shrewsbury. Mass. with her husband Maurice. They have 4 daughters and 12 grandchildren, with whom they plan to have many amazing adventures!



Darylen Cote, Director of TRIO College Access Services –
University of Maine at Presque Isle

Darylen Cote has been the Director of TRIO College Access Services at the University of Maine at Presque Isle for fifteen years. TRIO College Access Services includes two Upward Bound projects and an Educational Talent Search project. She has been conference chair or co-chair for the Maine Educational Opportunity Association at least twice.

Beyond expanding the scope of TRIO pre-college services at UMPI from one project to three, Darylen's main TRIO accomplishment was due to a mistake. Working with her UMPI team, alumni, schools and communities, Maine's congressional delegation, and colleagues from across the country, they were successful in overturning the U.S. Department of Education's decision not to read and score grant applications with minor technical errors, such as line spacing!

In addition, Darylen is well known in Maine as a tireless champion for women's health, equity, and education, and was recently inducted into the Maine Women's Hall of Fame. After retirement, Darylen plans to enjoy her summers and eventually travel with her sister to see as many of our National Parks and monuments as possible.



**Laurie J. Davis, Executive Director of TRIO Programs
University of Southern Maine**

- Executive Director of TRIO Programs, Upward Bound, Veterans Upward Bound and Students Support Services (11.75 years), University of Southern Maine
- TRIO (11.75 years) and USDofED Title 1A program administration K-12 (10 years), Portland Public Schools, Maine
- **Maine Educational Opportunity Association:** Past-President, 2017-2018 and 2010-2011; President, 2016-2017 and 2009-2010; President-Elect, 2015-2016 and 2008-2009. Led TRIO staff and alumni in effective informational visits with Maine Senators Collins, King, and Snowe and Representatives Pingree, Poliquin, and Michaud at Policy Seminars in Washington, DC, March 2009, 2010, 2011, and 2016. Presented on Designing Logic Models at 2019 conference and Foster Care and Learning at 2008 Conference.
- **New England Educational Opportunity Association:** Board member, September 2009-2011 and 2016-2018. Member of Strategic Planning sub-committee and Legislative Issues subcommittees.
- **Alumni Transition Grant Program:** Appointed member, 2015-2019, of state advisory board responsible for oversight of Maine's Alumni Transition Grant Program designed to provide critical financial support for youth formerly in foster care who are enrolled in postsecondary education and whose V-9 contract has ended.
- **Portland Board of Public Education:** Elected November 2010 for 3-year term and reelected for second term in November 2013, and for third term in November 2016. Member of 9-person board charged with overseeing the direction, administration and management of Portland Public Schools, Maine's largest and most diverse school district. Finance & Personnel Committee, Chair 2014-2015 and 2013-2014, member 2012-2019. Policy Committee, member 2014-2015; Chair 2018-2019. Operations Committee, Chair 2011-2012 and 2016-2017, member 2011-2014; 2016-2019. Curriculum Committee, Chair 2011-2012, member 2010-2012.
- **Portland City Charter Commissioner:** June 2009-August 2010. Elected member of 12-person commission that reviewed Portland City Charter and proposed changes to the Portland electorate. Voters approved Commission recommended changes including directly elected mayor and rank choice voting in November 2010.
- **Court Appointed Special Advocate (CASA):** Volunteer, December 2006 to present. Serve as court appointed guardian ad litem for abused/neglected children involved in protective custody cases in the Maine District Court.

For the immediate future, I plan to continue working as a **TRIO Programs Trainer, Consultant, and Grant-Writing Coach** to support program improvement and achievement of grant objectives. I also plan to spend more time relaxing at my camp on Moosehead Lake in Maine!



**Angele Goss, Director Upward Bound MS/ETS
Mount Wachusett Community College**

Director, Upward Bound Math Science & Talent Search, 19 years,
6 months of service in educational opportunity programs:

- Support Services, Fitchburg State University, Administrative Assistant (2 years); Technology Coordinator (3 1/2 years)
 - Upward Bound, Fitchburg State University, Education Coordinator (7 years)
 - Upward Bound Math Science and Talent Search, Director (7 years)
 - Membership Chair, Massachusetts Educational Opportunity Association, 2018-2019
 - Chair Leadership Academy, 2017-2018
 - President Massachusetts Educational Opportunity Association, 2012-2013
- 2010 Co-Conference Chair, New England Educational Opportunity Association (NEOA)
 - *Optional:* Creating a Cultural Competency training program

I have spent the last 19 ½ years in TRIO! What an amazing experience. In 1999, I started as an Administrative Assistant in Student Support Services at Fitchburg State University with a few college credits to my name. After 2 years, I received a promotion to Technology Coordinator and re-enrolled in college. Three and a half years later (2005), I transferred to Upward Bound as their Education Coordinator and completed my bachelor's degree. During this time, I joined both MEOA and NEOA and had the opportunity to learn from and present workshops to my peers. Over the next 7 years (2005-2012), I worked with Fitchburg State's Upward Bound program while slowly completing my Masters of Education. From 2009-2010, I was the NEOA Conference Co-Chair with Kristin Sweeney. In 2012-2013, I was the MEOA President. In 2012, I accepted the position of Director of Mount Wachusett Community College's Upward Bound Math Science and Talent Search program. Over the past several years, I have had the fortuitous opportunity to expand my photography skills as photographer for the last two NEOA conferences. In 2018, I was MEOA membership chair.

In March 2019, I retired with 19 ½ years in TRIO – really just a reset. So what is next? I am developing a Cultural Competency training program to help organizations - educators in particular - build a better sense of community in their workplace.

Thank you, TRIO for the support and love you have given me over the years. You have made a tremendous impact on my life and the work I do!!



Paul Lynskey, Executive Director
Blackstone Valley Education Foundation

“Of the numerous professional associations in which I’ve held memberships, unquestionably my closest friends were those made in TRIO. My 17 years in TRIO (COWC, MEFA) were the most meaningful and rewarding of my close to 40-year career.”

Paul has spent his entire career in the service of educational advancement of students at all levels of study in New England. He began his career in college admissions and financial aid, serving 11 years during which time he rose to the positions of Dean of Admissions and Director of Admissions. He moved on to the Colleges of Worcester Consortium for 10 years, directing Worcester EOC/ETS and helping to launch GEAR UP.

Applying a multitude of skills, he expanded his service for 7 years as statewide director of high school relations for Massachusetts Educational Financing Authority (MEFA). The last 6 years he served as the Executive Director of Blackstone Valley Education Foundation. During this expansive career, he was also a part-time trainer/consultant to the College Board.

Paul was the Past President of MEOA, serving 2 terms, and was on the NEOA Board of Directors for 6 years. In 2011, he received the NEOA President’s Award. Additionally, he has received national award recognitions from CASE, College Board, and the U.S. Chamber of Commerce.

Paul is still doing some consulting for school districts and businesses but plans to spend most of his time between the beaches in Hampton, New Hampshire and Myrtle Beach, South Carolina.



Tod Hall, Academic Advisor
Educational Talent Search Program, University of New Hampshire

Tod has held the position of Academic Advisor for the Educational Talent Search Program for the past 23 years.

He has been a member of NHEOA and NEACAC throughout his career. Upon retirement, he plans to keep involved in the issues of promoting accessibility to higher education.



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Congratulations on your upcoming retirement!

Darylen Cote

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The Upward Bound and Johnson
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University of Maine at
Farmington congratulate
Stephanie Cruz on her
Presidency and the hard work of
Brianna Edwards and the Rhode
Island conference committee.

It is easier to reach our potential
when we learn the value of
including others in our quest.
-John Wooden

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Thank you to our own Eric Pratt,
Government Relations, and Mary
Sinclair, Secretary, for serving on the
MEEOA board for 2018-2019.

TRIO



The Office of Opportunity and Outreach at CCRI is proud to welcome the NEOA Annual Conference to the state of Rhode Island.



•••STEPHANIE•••



•••PHILOMENA•••

CCRI CONGRATULATES

NEOA President and CCRI Student Support Services Program Director

Stephanie Cruz and extends best wishes to **Philomena Fayanjuola**,

CCRI EOC and ETS Director, on her retirement after more than 30 years of dedicated service in assisting students overcome class, social, cultural and ethnic barriers to a postsecondary education.

OFFICE OF OPPORTUNITY AND OUTREACH

The Office of Opportunity and Outreach offers several programs that help Rhode Islanders overcome barriers to starting and completing a post-secondary education:

- Access/TRIO Student Support Services
- Community and Social Resources Office
- Disability Services for Students
- RI Educational Opportunity Center (TRIO)
- RI Educational Talent Search (TRIO)
- REACH (Realizing Educational and Career Hopes)

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ANGELE GOSS

on her retirement, and for her many years
of service to the TRIO community!





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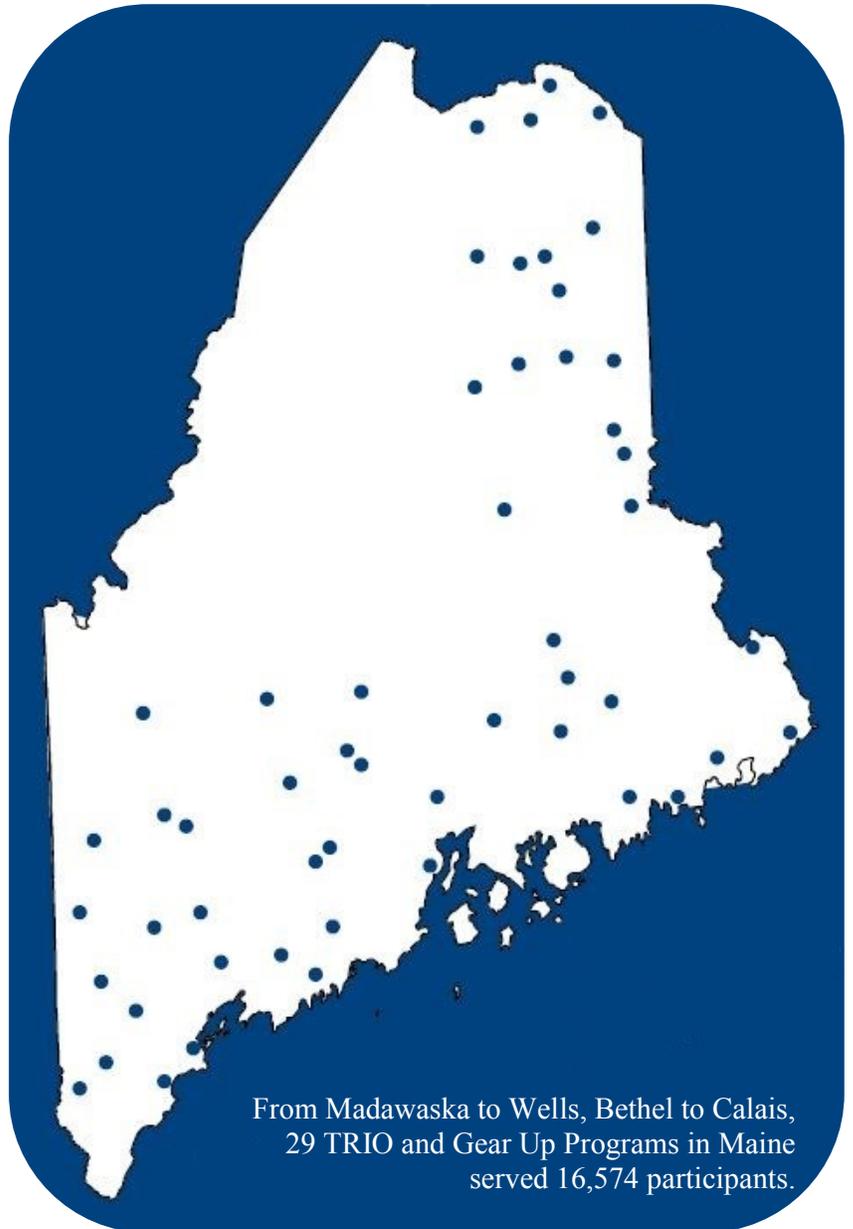
WOULD LIKE TO CONGRATULATE OUR FRIENDS FROM RHODE ISLAND ON THE OCCASION OF THE 2019 ANNUAL CONFERENCE. OUR THANKS FOR ALL OF YOUR HARD WORK!

WE WOULD ALSO LIKE TO THANK NEOA PRESIDENT STEPHANIE CRUZ FOR A TERRIFIC YEAR, CONGRATULATE AND THANK PAST-PRESIDENT JANE FOLEY FOR HER GRACIOUS MENTORSHIP AND LEADERSHIP!

2018-19 MEEOA Executive Committee:

Mary Kate Barbosa, President; Dori Fellman, Past-President, NEOA State Liaison, Nominations/Elections Chair; Patrick Blanchette, Treasurer; Mary Sinclair, Secretary; Shelbie Ross, Conference Chair; Kate Walsh, Membership Chair; Tony Staffiere, Hall of Flags Chair & Public Relations Coordinator; Michelle Richards, Alumni Chair; Karen Keim, Development; Eric Pratt, Governmental Relations; Steve Visco, Fact Book Coordinator, Maine Emerging Leaders Institute (MELI) Chair; Andrew Henry, Fair Share; Casey Henderson, Webmaster

*For more information on MEEOA:
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From Madawaska to Wells, Bethel to Calais,
29 TRIO and Gear Up Programs in Maine
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MEFA'S RESOURCES

mefa.org

MEFA's website serves as a roadmap to help families plan for college and reach financial goals. Students, parents, counselors, and college administrators can access a comprehensive financial literacy curriculum with videos, calculators, timelines, podcasts, and a wide range of detailed information to help with future plans.

mefapathway.org

MEFA's free, online college and career planning tool allows middle and high school students to explore interests and talents in order to build academic and career plans.

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Join our community at mefa.org/counselors/counselor-email-signup



The Department of Pre-Collegiate and Educational Support Programs at the University of Massachusetts Boston would like to congratulate the New England Educational Opportunity Association for 43 years of leadership.

- **McNair Program**
- **Student Support Services**
- **Talent Search (2)**
- **Upward Bound**
- **Upward Bound Math/Science**

PRE-COLLEGIATE AND EDUCATIONAL SUPPORT PROGRAMS





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AT BOWDOIN



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Special thanks to NEOA President Stephanie Cruz, 2019 Conference Chair, Brianna Edwards and all those who helped make a wonderful conference..

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Vermont Educational Opportunity Program

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Northern Vermont University– Lyndon

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With nominator, Monda Kelly, VSAC



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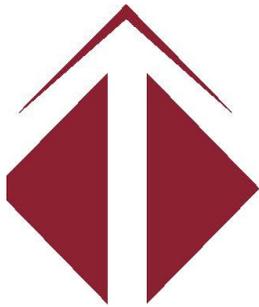
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We thank and congratulate Stephanie Cruz for her leadership as NEOA President this year.



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