

2020 NEOA RETIREES

Clark Amadon

Clark Amadon retired as a Talent Search Outreach Counselor for the Vermont Student Assistance Corporation (VSAC). In his 32-year career working with VSAC 27 years were dedicated to serving as an Outreach Counselor in both the Talent Search and GEAR UP programs. Previous to VSAC, Clark worked at The University of Vermont's Undergraduate Admissions Office as an Assistant Director of Admissions.



Clark was actively engaged in sharing his professional talents through his service to National Association of College Admissions Counselors (NACAC), the New England Association of College Admissions Counselors, and NEOA. He presented at several NEACAC and NEOA Conferences as well as at the NACAC national conference.

Clark's plans for the immediate future include being as connected as possible to his family and friends; traveling to places with cold water to pursue trout; cycling often; building fly rods; and volunteering for Trout Unlimited, the country's number one cold water conservation organization.

Monica Lee



Monica Lee served as a Coordinator/Counselor for the Access TRIO Program at the Community College of Rhode Island for fifteen years before retiring in February 2020. Monica began her academic career at the same institution she recently retired from, CCRI, and went on to earn her Master of Science. At the time of her retirement, Monica had also become a Licensed Mental Health Clinician. As a first-generation college student herself, Monica was able to cultivate long-lasting, meaningful relationships with her students based on a combination of experience and knowledge. Monica was most proud of her service as the founding faculty advisor of CCRI's International Club. The International Club is an educational student organization that promotes socio-cultural interaction and an understanding of globalization through travel opportunities. Monica encouraged many of her TRIO students to join the International Club, where they learned how to raise funds for trips to discover the world around them. As the International Club advisor, Monica accompanied her students to such far-flung locations such as Morocco and South Korea. Not one to stay still for long, Monica has already made plans for where she travels to next!

Dr. Maria D. Martinez

Dr. Maria D. Martinez, Assistant Vice Provost for the Institute for Student Success, is retiring after an accomplished 34-year career at the University of Connecticut championing the TRIO mission. Dr. Martinez began her career in the Student Support Services program, first as a counselor and then as Program Director at the University of Connecticut. In 1995, she became Director for the Center for Academic Programs, which over the years administered Student Support Services, Upward Bound, GEAR UP, Talent Search, and McNair Scholars as well as other high school programs. She also served as PI and Director of the McNair Scholars Program since 2012. Her current role also includes oversight of other student success focused programs.

Dr. Martinez has been a tireless advocate for access to higher education at the state, regional, and national level. She is an active member of the Connecticut Association of Latinos in Higher Education (CALAHE) serving as a Vice President (2000-2004), President (2004-2007) and Board Member (1992-present). She has provided leadership to the Diversity Abroad Network, American Association of Hispanics in Higher Education, American Association of Hispanics in Higher Education, and continues to support NEOA and COE.



Among other things, Dr. Martinez plans to continue her work with CALAHE after her retirement, helping with fundraising and scholarships to support Latino success in higher education.

Monica Sargent



Monica Sargent, Lead Counselor, Educational Opportunity Center at the Vermont Student Assistance Corporation (VSAC), is retiring after 44 years of undivided dedication to TRIO. Monica's TRIO life began as an undergraduate at Johnson State College where she served as a tutor and tutor-counselor for Student Support Services (SSS). She moved on to be the academic skills coordinator for the UVM SSS Program and then the project director of the Lyndon State Upward Bound Program. In 1983 she joined the VSAC community where she first served as Talent Search counselor and, then, transferred her talents to the EOC Program. Monica has also provided extra service to the state of Vermont as the Co-Facilitator of VSAC's Statewide Financial Aid Trainings for school and agency staff.

Monica's commitment to the core values of the educational opportunity programs led her to actively pursue and succeed in the establishment of VEOP. She has been the VEOP Conference Co-chair, organizer for VEOP TRIO Day at the Vermont Legislature, a workshop presenter and TRIO Historian. Over the years she served NEOA in a variety of capacities: as the President (1991), Secretary, Committee Chair, Vermont State Liaison, and numerous times as a workshop presenter. She was equally active on the national stage serving COE as a Board Member, as a staff member of the First National Student Leadership Conference, as a COE European Exchange participant, and repeatedly as a national conference workshop presenter.

Monica's "calling" to serve our population has been recognized by her colleagues. She has been the recipient of the NEOA *Marion Belgrave Howard Award*, the VEOP *Jack Anderson Award*, and the Community College of Vermont's *President's Appreciation Award*.

Upon retirement, Monica plans to spend her summers at the family camp on Lake Champlain and the rest of the year escaping the Vermont winters.

HIGHLIGHTS OF THE NON-NEOA CONFERENCE 2020

"Preserving the Past, Motivating the Present, Empowering the Future"

Before the Pandemic of 2020 became an unfathomable reality for all of us, much work was done to provide our educational opportunity community with a creative, informative, thoughtful and all-around dynamic conference. We were still able to hold the business meeting as well as elect the 2020-21 Board and vote on proposed By-Laws Amendments. However, we were not able to join together in celebration of the efforts of our **TRIO Achievers** and **NEOA Award Recipients**. The following pages are dedicated to these individuals. We hope you will take a moment to read their bios in acknowledgement of their exceptional contributions to our community.

“You’re so smart. It’s too bad you can’t go to college,” my dad sighed, a sad look on his face. I was a freshman in high school when he said that to me. Up until that point, I hadn’t really thought about college. I had assumed I would probably go, because that’s what people did after high school. I felt shocked by my dad’s words; why wouldn’t I go? The answer was “money”, of course. There was no money for college.



I would soon come to learn that it wasn’t just about money. Well-meaning though they were, my parents, who themselves struggled to complete high school and worked blue collar jobs, didn’t have any idea of how to help prepare me for college. When it came to grades, it was simply “do your best”. If homework was challenging, my mom jokingly reminded me she flunked out of algebra. There would be no SAT prep courses, no private education, and the time I had for extracurricular activities was shared with the 25 hours per week I worked at a pizza shop to help cover my own expenses. I was smart, yes, but that was about all I had in my favor.

While I was in high school, I was informed that I was eligible to participate in a program called Educational Talent Search (ETS). My ETS advisor, Carolyn, provided me with critical guidance I didn’t get anywhere else. I had had no idea that college applications cost money, but Carolyn helped me get fee waivers and meet application deadlines, schedule campus tours, and jump through all the hoops I had never known existed, and certainly couldn’t have intuited on my own. With her help, I was accepted to the University of New Hampshire Honors Program with a partial scholarship. I completed a degree in psychology and graduated *summa cum laude* at the top of my class.

As I had to continue working through college, I completed my work-study in ETS’s administrative office. During that time, I became familiar with the many services provided by other TRIO programs. I was encouraged by TRIO mentors to apply for a tutor-counselor position at Upward Bound, another TRIO program that helped low-income, first generation, and ethnic minority students become competitive for college, in part through their intensive summer college preparatory program. I spent the summer before my junior year working as a teaching assistant for classes and providing mentorship, leadership, and individual tutoring to a fantastically bright and funny group of high school students. It was the first meaningful job I could put on my resume- a dramatic departure from Papa Gino’s, Subway, and the Getty gas station off exit 14.

That wasn’t the end of what TRIO had to offer. Right before my senior year, an ETS mentor invited me to apply for the McNair Graduate Opportunity Program. Before then, I had never heard of it. The program seemed too good to be true: a summer spent living and conducting funded research on campus, a free GRE prep course, attending research conferences and college tours, personalized mentorship, graduate school application fee waivers, and peer support. I could barely contain my excitement. When I was accepted into the McNair Program, I felt like I had won the lottery, and in a sense, I really had. The summer I spent with

McNair was among the most memorable of my life. I am certain that without that experience, their guidance, and the financial assistance, I would not have been competitive in graduate school application pools saturated with high pedigree students with stunning CVs. Good grades and a passion for learning are simply not enough for success. With their help, I was accepted to The New School's clinical psychology program with a 75% tuition scholarship. There, I completed my Master's and Doctoral degrees in clinical psychology.

A program named after an astronaut is apt, because reaching the exit velocity required to ascend out of the working class requires something akin to jet fuel and a rocket engine. Obtaining my PhD (the first in my family) was of course the result of my own hard work- my "engine", so to speak. But TRIO programs provided the jet fuel and the map, without which I would certainly not be where I am today. I am privileged now to be doing a meaningful job that I love, with only an upward ascent ahead of me. After completing three years of training at the Manhattan VA hospital, I did a two-year postdoctoral fellowship at NYU Langone's World Trade Center Health Program for first responders to the 9/11 attacks. After completing this training, I accepted a full-time position at Bellevue Hospital's World Trade Center Health Program for survivors of the 9/11 attacks, where I provide psychotherapy to survivors with trauma-related disorders and co-morbid medical conditions, such as cancer. I also hold a faculty appointment as a Clinical Instructor at NYU School of Medicine and continue to publish my own research.

In addition to what TRIO has helped me accomplish, I am also immensely grateful to know that my future children, and their children, will grow up with the knowledge and resources required to pursue their own educations. TRIO helps individuals, yes- and I am one of those lucky ones. But TRIO's impact goes far beyond the individual, radiating outward to the patients I can now treat as a result of their assistance, and far into the future. I am so incredibly grateful for all TRIO has done for me; I would not be where I am today without these programs.

SEANICE AUSTIN

TRIO ACHIEVER

I grew up on the Lower East Side in New York City in public housing and on public assistance. Life was not easy for me, my mother and my four siblings. We were poor which was a condition that was not discussed then and is often romanticized today.

Abraham Lincoln once said, "I will prepare and someday my chance will come". I didn't know that as a child but that was my mantra. My chance will come, my chance will come; so I prepared. As a child, I was an avid reader who devoured books. I would rather read than go hang out in the streets. I also did well in school. I see now, that I was preparing for my chance.

Toward the end of 8th grade, the last 3 months before school ended we moved from New York City to New London, CT. My mother moved us because she wanted to give us a better environment. I saw going to college as one of the key paths to change my life circumstances. I talked about college (in the abstract because I really did not know what to expect). My mother and my extended family all encouraged and supported me. "Seanice is going to college... Seanice is going to college". I was ready!!! However, in 1988 my senior year of high school, I hit a major stumbling block and it was huge.

Unbeknownst to most people, I was pregnant during my senior year. Me! The girl who followed the rules and lived by the book. The girl who had spent years preparing for her chance was now a statistic. Many people assumed my future and life were over. However, in 1989, as a married 19-year old and a one-year child, I started college. I don't remember a lot of the details about that time, like filling out my UConn application, writing my college essay, filing my FAFSA or even a lot of my classes. What I do remember are my experiences from SSS like the 6- week summer program, doing my work-study in the SSS Office and going to Washington D.C to testify to congressional leaders for increased Pell and TRIO funding. I also remember the SSS counselors and professors like Bob Rue and Susan Lyons, who were extremely supportive of me. While I was a traditional age college student and looked very much like the other students in the program, my life outside of school was very different. Attending UConn as a married teen mother may not seem like a big deal today but back in the 80s it was huge. If it were not for programs like SSS, I don't know if the university would have taken a chance on admitting me.

So what does it mean to give someone a chance? It means stepping out on faith or taking a risk. A lot of people and institutions don't like taking risks. It's safer to go with the sure-bet (high GPA and SATs, strong grades, honors scholar etc.). But thanks to the supporters of SSS, who are in the trenches fighting and advocating, I was given my chance. And make no mistake, leaders like Dr. Ranjeet, Vice Provost Dr. Martinez and the SSS counselors are fighting and advocating every day for each and every student. Like the program did for me, they are fighting to provide a chance for students to get admitted, a chance for them to have unique experiences like education abroad, and to have a chance to reach academic goals, graduate and have successful futures.

Today, I work in higher education as the director for diversity initiatives at the University of Connecticut, School of Business. Throughout my 25-year professional career, I have supported student development, college awareness and student retention programming. When I think about why I am a strong supporter of the SSS program, I know it is because I see a little of me in each of the students I work with today. I want to do what I can to help give SSS students the same chance that was given to me because as Civil Rights leader and educator, Mary McLeod Bethune said, "invest in the human soul. Who knows, it might be a diamond."



VIVIAN PHAM

RISING STARS AWARDS

As the eldest daughter of Vietnamese refugees, I grew up witnessing the tenacity and grit needed to build a life and raise a family with little to no resources in a country that does not speak or embrace our native tongue. I was taught strength and resiliency – how to develop and maintain a backbone and thick skin to survive in any circumstance. I felt the immense pressure to live a life that would honor the sacrifices that my parents made in pursuit of the American Dream. After all, isn't the fabric of American history, the story of the children of immigrants realizing all of their parents' hopes and dreams?



I was the first in my family to attend college. I struggled greatly at the beginning of my college career, which took me by surprise as I had excelled in high school. Unfortunately, as with many low-

income first generation college students, I was not prepared for the cultural, financial, and educational challenges of the college environment. It was overwhelming to not have anyone to mentor or advise me as I tried to navigate this unfamiliar territory. It was debilitating to feel like I was failing myself and my family. However, everything changed when I was connected with the Center for Academic Resources (CFAR) and their Student Support Services (SSS).

Through SSS, I found new strategies to approach my learning style, as well as the guidance I needed to nurture and grow existing skill sets. I quickly found myself enjoying my courses and re-gained my confidence as a student. During my sophomore year, I even became an Academic Mentor at CFAR, because from firsthand experience, I deeply understand and appreciate the value of supporting students. In addition to academic support, my counselor assisted me in career exploration and graduate school applications. He exercised great patience when I considered my next steps, as no one in my family had pursued graduate school before. Without his guidance, I likely would not have considered graduate school under the inaccurate assumption that it was out of reach for someone like me.

Despite my abysmal start, the support I received improved my GPA so significantly that I was inducted into Phi Beta Kappa, and graduated *summa cum laude* from the University of New Hampshire with a Bachelor of Arts in Psychology and Family Studies. I went on to receive a Master of Social Work in Social Innovation and Leadership, concentrating in Health and Mental Health Policy from Boston College.

Now living in Boston, I've been working at the intersection of healthcare and government. Previously, I was the Program Planning and Implementation Manager at the Massachusetts Executive Office for Health and Human Services. There, I led special projects that span across 12 state government agencies that provide services to improve the quality of life and health of 1.5 million Massachusetts residents. Currently, I am the Chief of Staff at the Massachusetts Rehabilitation Commission (MRC). MRC has a budget of \$160M, employs over 800 people, and serves 22,000 people across Massachusetts by helping individuals with disabilities to live and work independently.

In reflecting on my career thus far, I can see clearly how SSS empowered me intellectually and mentally to unapologetically work towards the best version of myself. Without SSS, I can say with certainty that I would not have been able to grow in my career as rapidly as I have. It helped me develop the skills needed to address challenges and barriers that first generation students like myself face in academia, which subsequently translate to the workplace.

As the great Maya Angelou fiercely wrote, *"My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style"*. SSS supported me in shifting from simply surviving to thriving in my potential. As I continue to cultivate a purposeful life that stems from the tenacity and grit that my parents instilled in me, I look forward to bringing their hopes and dreams to fruition, as well as my very own. Thank you.

WILLIAM WEBBER

RISEING STARS AWARDS

I am a proud alumnus and advocate of SUNY Plattsburgh' Upward Bound Program. Participating in the Upward Bound program made a small-town boy from humble beginnings believe that he could take on the world and create opportunities not just for himself, but for others around him.



During my involvement in UB, I had my fair share of ups and downs. I wanted to quit the program. I was beginning to accept myself as gay. My confidence level was abysmal. My mother was undergoing chemotherapy (and would eventually pass away in 2012). Through it all, I had an unwavering support system at UB, from the staff and my peers. This would make all the difference.

The program components positively shaped and impacted my educational and professional objectives and aspirations. UB taught me the skills and resources I have needed to be successful through living in the residence hall, attending classes, receiving guidance from my UB counselor, and participating in extracurricular activities. Each shaped my perspective on my goals by showing me what is important to me and why being engaged and giving back to the community is such a critical aspect of a “success story” as no one

can do it alone.

Upward Bound gave me confidence and the tools and support to be successful; the rest was up to me. I have gone on to have a proud education and professional career that I hope will continue for years to come. Obtaining two bachelor’s degrees and a master’s degree was a distant dream that is now my reality. I worked for the largest association dedicated to the field of international education. Now my work focuses on bringing the right players together to help solve the Western hemisphere’s most complex challenges.

I have taken my experience during the program and worked to pay it forward through various ways. I chaired a conference to provide students with tools and resources to reflect on their international experience for personal and career advancement. I review applications for student abroad scholarships. And I design programs that give youth leadership opportunities they deserve.

Though it all, I am reminded of a Doctor Seuss quote from one of my classes at UB. “Unless someone like you cares a whole awful lot, nothing is going to get better. It’s not.”

NEOA Awardees

DR. MARIA D. MARTINEZ CLAIBORNE PELL AWARD RECIPIENT

Dr. Maria D. Martinez’s career in higher education began in 1986, when she was hired as a counselor for the University of Connecticut Student Support Services (SSS) program. In a career spanning over 30 years, Dr. Martinez progressed from counselor to SSS Director, to Director of the Center for Academic Programs (CAP), which houses UConn’s TRIO initiatives. In 2011, she was appointed Assistant Vice Provost for the Institute for Student Success, overseeing CAP, the Academic Center for Exploratory Services (ACES), First-Year Programs

& Learning Communities (FYC&LC), and the Louis Stokes Alliance for Minority Participation (LSAMP). Throughout this time, Dr. Martinez has been the only Hispanic female in a managerial position at the University.

Throughout her long career, Dr. Martinez has been a tireless advocate of TRIO programs and educational opportunities for underserved students. Under her leadership, UConn has secured more than \$9.2 million in grant funding to expand its vision of supporting students from underserved populations, including SSS, Upward Bound, Educational Talent Search, McNair, GEAR UP, and the National Science Foundation grants. Additional grants include those from the Connecticut Department of Higher Education to serve underrepresented students and a partnership with the Connecticut Department of Children and Families to support high school youth in foster care. With this funding, Dr. Martinez has spearheaded innovative programming and initiatives that have helped thousands of students realize their dream of being the first in their family to earn a college degree and achieve professional success.

Dr. Martinez leaves a legacy of student transformation at UConn. In addition to the many initiatives she has inspired and developed over the years, arguably the most impactful has been her support of study abroad opportunities for first generation, low-income, and underrepresented students to study abroad. Over 600 SSS students have studied abroad since the programs' inception in 2001, transforming their lives, and the lives of their families, and resulting in a 93 percent graduation rate for program participants.

Dr. Martinez's leadership, vision, and broad impact have also helped support TRIO programs on a national level. Through her efforts, Congressman Joe Courtney became a recognized and long-standing TRIO champion in the U.S. Senate. In 2007, he invited Dr. Martinez to testify before Congress in light of pending reauthorization of TRIO programs under the College Opportunity and Affordability Act. Dr. Martinez effectively advocated for TRIO as crucial to America's goal as the land of opportunity. Dr. Martinez has also supported TRIO and educational opportunity associations, including the Connecticut Association for Educational Opportunity Programs, the New England Educational Opportunity Association, the Council for Opportunity in Education, and the Connecticut Association for Latinos in Higher Education.



In addition to her work with UConn's TRIO and educational opportunity programs, as Assistant Vice Provost Dr. Martinez has supported and helped develop myriad opportunities for underrepresented students at UConn, including UConn's first Makerspace, innovative learning communities that support students of color, a First-Gen faculty/staff initiative, National First-Gen Day receptions, and support for food-insecure students on campus. Dr. Martinez's vision, leadership, and ability to involve a wide coalition of academic departments and wrap-around services to facilitate educational opportunity has broken new ground in providing educational opportunities at UConn.



ROBERT L. BROWN MARIAN BELGRAVE AWARD RECIPIENT

Robert L. “Bob” Brown retired from the University of Connecticut in 2010 after serving for 40 years, first with the Connecticut Pre-collegiate Enrichment Program (CONNPEP)/Upward Bound Program, and then as Regional Coordinator for the Student Support Services (SSS) program in Hartford. During his tenure, Bob helped thousands of TRIO students earn college degrees, go on to become professionals, and serve as active, engaged members of their communities. Even in retirement, Bob continues to stay in touch with his former students and provide them with encouragement and support.

Bob’s retirement inspired a new phase of his tireless dedication to public service. Since 2010, he has worked as a Mentor Recruiter for the City of Hartford’s Youth Service Bureau in its Department of Families, Children, Youth, and Recreation. In this role, he helps connect Hartford students with adult mentors to facilitate their educational attainment and success. He also has been serving as the facilitator of the Hartford Juvenile Review Board run by the Village for Families and Children, Inc., where he helps to mediate juvenile cases that are misdemeanors, recommends alternative solutions to going to Juvenile Court, and helps to reduce recidivism.

Bob is also dedicated to promoting civic life and education through several community organizations, including:



Vice President of the Pillar Community Development Corporation where he helps raise money for educational awards and health related programming in the greater Hartford area; serves on the Golf planning committee for the Connecticut Association of Latinos in Higher Education, raising scholarship money for Connecticut Latino students; serves on the planning committee for the St. Nicholas Breakfast, raising funds for the Adelbrook Therapeutic School in Cromwell, CT; and Treasurer for the Knights of Peter Claver, St. Benedict Council #311 in Hartford. Formerly, Bob was on the board of the Office for Black Catholic Ministries for the Archdiocese of Hartford, where he has served as President; formerly Past Vice Chairman of the Board of the Archdiocese of Hartford’s Office for Catholic Schools; past Board Secretary of the Klingberg Family Centers, a private, nonprofit multi-service agency providing help to children and families whose lives have been traumatized by abuse and/or neglect, severe family problems, and mental health issues; and former Secretary of the Board of Special Olympics Connecticut.

Bob’s tireless energy and dedication to his students, and his nonstop advocacy for TRIO programs, have made him a living legend among his colleagues and students alike. To honor his commitment to providing opportunities for underserved students and communities, UConn’s Center for Academic Programs, which oversees SSS and other TRIO programs, named an award in his honor. Each year, the Robert L. Brown award is given to an UConn College Access and Preparation Program (UCAP) student who demonstrates the traits that Bob embodies: academic achievement, dedication to education, and community service.

ABOUT THE MARIAN BELGRAVE-HOWARD AWARD

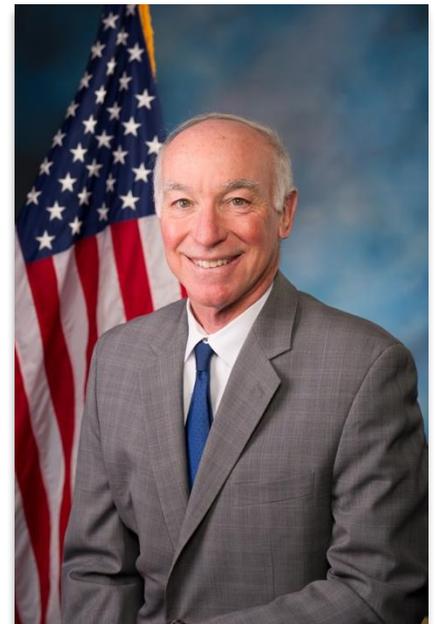
Marian Belgrave-Howard served as the first President of the New England Association of Educational Opportunity Program Personnel, NEAEOPP, (now the New England Educational Opportunity Association, NEOA), in 1976. This award is given to individuals for their “inspiring and enduring contributions toward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

CONGRESSMAN JOSEPH COURTNEY

SHIRLEY CHISOLM AWARD

Congressman Joe Courtney has been serving Connecticut's Second Congressional District since 2007. During his tenure, Representative Courtney has been a member of the House Committee on Education and Labor subcommittee on Higher Education, Lifelong Learning, and Competitiveness, where he has advocated for initiatives that increase diversity in higher education by reducing financial and administrative burdens for underserved populations. He has voted for every bill put before the committee that would provide greater resources to support these populations, including administrative programs and wraparound services in higher education. He was especially influential with HR 4674, the College Affordability Act, which seeks to better support students of color, low-income students, and other underserved populations by providing student aid and institutional support. He has facilitated hundreds of thousands of dollars in grants, including for TRIO programs and other initiatives serving first-generation and low-income students in higher education. Representative Courtney also has been a vocal advocate in news and social media, drawing attention to ways higher education can better meet the needs of underserved students, and promoting public awareness about the importance of providing sufficient support.

Representative Courtney has especially made himself known as a TRIO advocate to local administrators through his willingness to make time to meet with us, listen to our concerns and suggestions, and offer his support in whatever way he can. For the College Affordability Act, he was proactive in seeking TRIO staff's input on legislation, including inviting members to speak before Congress to testify about the efficacy and need for continued funding for Upward Bound Programs. He also has been a visible support for TRIO students, taking a proactive approach to engage with this community by visiting summer bridge programs, speaking with students, visiting Connecticut colleges and universities to promote programming that increases educational opportunities for underserved populations, and through frequent media and social media posts that highlight individual student successes.



Representative Courtney's longstanding commitment to TRIO programs sends a powerful message to students from underserved populations, allowing them to see the levels of support provided for them in a way that is more personal than Congressional acts or grants. In all these ways, he has been an outstanding and active supporter of TRIO programs.

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NEOA BUSINESS MEETING AND BY-LAWS AMENDMENTS

The Association Business Meeting was held on April 2, 2020 via Zoom. More than 100 colleagues participated in the one and a half hour Zoom meeting. It was our first ever virtual business meeting and was a resounding success. There were opportunities to share valuable information and have meaningful dialogue and clarification on various issues. All members were invited to vote on the slate of officers and the by-laws amendments during the following week via Survey Monkey. Almost 80 members came forth to cast their votes. The By-Laws Amendments to Article III were approved by a 90% majority vote to changes in the definition of Institutional Membership.

NEOA *wants* your ideas, your suggestions,
your stories, and your participation!

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