

PROGRESSIONS

The Magazine for Alumni of George's Community College

Leading During Crisis

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CELEBRATING
a Legacy

SPRING 2020





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FAREWELL -
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Letter from the Chair



PRINCE GEORGE'S
COMMUNITY COLLEGE
FOUNDATION

Dear Friends,

As we reflect upon the impressive tenure of Dr. Charlene M. Dukes, eighth president of Prince George's Community College, we are fondly reminded of a period that will be forever marked by significant advances in innovation, access, infrastructure, philanthropy, community engagement, and public and private partnership.

Her professional contributions have been numerous and transformational. She has fostered an indelible high mark for access to quality higher education and student achievement. Just 10 years ago, who would have imagined that hundreds of ninth grade students could begin their high school matriculation at the community college and graduate four years later with not only their high school diplomas, but also an associate degree and more than \$24 million in scholarship offers, collectively, to the most esteemed colleges in the United States?

Dr. Dukes has led the institution with an unquestionable sense of integrity, authenticity, and vision that is ingrained within her sincere belief in the students and the community she served, both as vice president of Student Services and as president. With respect to philanthropy, her personal giving has inspired a record number of donors to invest in our efforts. She has 'walked the talk' and is the largest individual donor in the history of the Foundation to date!

Dr. Dukes, whether engaging with students, faculty, donors, elected officials, or the community, has been consistent. She greets with a smile; listens to thoughts, ideas, and concerns; and reacts to diverse points of view in a manner that assures constituencies of the College that they have been heard. Her persona, as a leader, has profoundly impacted how the entire region views the College today.

"Dr. Dukes, whether engaging with students, faculty, donors, elected officials, or the community, has been consistent... Her persona, as a leader, has profoundly impacted how the entire region views the College today."

*Larry R. Spriggs
Prince George's Community College Foundation, Inc.*

On behalf of the Board of Directors of the Prince George's Community College Foundation, Inc., we say thank you to Dr. Dukes for her commitment, hard work, and visionary leadership for the past 13 years. The results are visible and tangible. Prince George's Community College is a thriving and vibrant entity, and for that we owe Dr. Dukes a tremendous debt of gratitude that can only be repaid by our commitment, as a Board, to continue to work in lockstep with the College to evolve and grow.

Best wishes to Dr. Dukes as she pursues the enrichment of life beyond retirement.

Sincerely,

**Larry R. Spriggs
Chair, Prince George's Community
College Foundation, Inc.**

This issue of *Progressions* is dedicated to retiring president Dr. Charlene M. Dukes.

Prince George's Community College is guided by a Board of Trustees and college president. Together they set policy and guidelines and work with the community to make sure the College is meeting the needs of residents and businesses.

“The very first day I met Dr. Dukes after being elected by the student body to serve as the Student Trustee, she didn't immediately start talking about my roles and responsibilities. She said thank you for running for this position and thank you for choosing PGCC. I think those words speak volumes about her characteristics and attitude towards the College.”

Mr. Ishraq Chowdhury
Lanham

“Dr. Dukes is a true leader who has demonstrated the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of staff, faculty, and students. She served the College and community with integrity and dignity. So much was achieved. She will be greatly missed.”

Ms. Oretha Bridgwaters-Simms
Upper Marlboro

“It has been an incredible honor to serve on the Board with Dr. Dukes at the helm of PGCC. One thing that has always impressed me is the many students she knows by name and who are eager to give her a hug as they cross the stage at graduation.”

Ms. Aimee E. Olivo
Cheverly

“Never before joining the Board of Trustees had I met a person as smart, personable, dedicated, conscientious, strong and — ultimately — powerful as Dr. Charlene Dukes. One of a kind.”

C. Michael Walls, Esquire
Laurel

“Thank you for all you have done for us here in Prince George's County and because of you we are a better community.”

Mr. Floyd E. Wilson, Jr.
Bowie

“Dr. Charlene M. Dukes is a phenomenal woman who walks in style and grace. A woman not to be toyed with but one who commands respect wherever she goes. A woman of virtue, who happens to be a Delta, and a woman whom I have grown to admire, respect and love.”

Mr. Howard W. Stone, Jr.
Mitchellville

“Dr. Dukes has done a great job of putting our community college on the national stage. She has worked tirelessly to make sure the needs of our students and staff have been met.”

Victor R. Ramirez, Esquire
Cheverly

“Innovative and outstanding leader! Puts the institution before herself and strives to ensure the students, faculty, and staff have the resources they need to achieve their goals and dreams.”

Mr. Sidney L. Gibson, Chair
Fort Washington

“Dr. Dukes exhibits all the qualities of a great leader. Her knowledge is awe-inspiring. Her compassion is deeply felt. Her vision transcends the impossible and her commitment to the College, and Prince George's County is unwavering. It has been an honor and a pleasure to work with Dr. Dukes.”

Mr. Samuel J. Parker, Jr., Vice Chair
Riverdale

PROGRESSIONS

Spring 2020

Progressions is produced for the alumni and friends of Prince George's Community College by the Office of Institutional Advancement.

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Feature Article



This issue is dedicated to the leadership of Dr. Charlene Dukes

Thank You

DR. CHARLENE DUKES:

A Legacy of Excellence

CHANGE. FOCUS. FUTURE.

How does one do justice, in a few pages, to the narrative of what Dr. Charlene Dukes has meant to Prince George’s Community College? The most powerful way is to hear directly from the many people – colleagues, friends, partners, and students – who have had the pleasure of working alongside her, learning from her, and benefiting from her leadership. That is one very long list.

Summarizing the impact of Dr. Dukes’ leadership over the past 25 years – 13 as president – is no small feat. The sheer growth of the College population, serving the largest number of students in its history, and the initiation of numerous new programs and partnerships that has directly impacted learning. The first and largest middle college in the state of Maryland. The growth of both credit and continuing education programs in health care, cybersecurity, public policy, and more. The increase in the number of College employees and opportunities provided for promotion and succession planning. The provision of more than \$70 million in grants to students since the beginning of her presidency. The increase in gateway courses, graduation rates, and transfer rates to four-year institutions. The growth in wraparound services – transportation, counseling, and tutoring – to meet the everyday needs of students and ensure they have the support to be successful. The physical expansion of the College, to house greater numbers and drive more opportunities to learn. These are just a few of the areas where her leadership has had tremendous impact.

“She is a genuine person and an inclusive leader, with an amazing depth of understanding.”

Dr. Walter Bumphus

What has made her such a successful leader? “She is so smart and so committed to higher education,” said her friend and colleague Dr. Helen Benjamin. In addition to being friends for many years, Drs. Dukes and Benjamin worked together on the President’s Round Table of The National Council on Black American Affairs, affiliated with the American Association of Community Colleges.

Dr. Walter Bumphus, president and CEO of the American Association of Community Colleges, has known Dr. Dukes for 25 years. He reminisced about the early days in their careers, sharing that there was never any doubt in his mind that she would become a college president, and a great one. “She is a genuine person and an inclusive leader, with an amazing depth of understanding,” he said.



"Her commitment to diversity is one way she has impacted me. To see her at work is very inspiring."

Andristine Robinson

Dr. Martha Parham, senior vice president of the American Association of Community Colleges, echoed these sentiments. "Dr. Dukes is a progressive leader, assertive, and unflappable. People are willing to follow where she goes." Dr. Parham also pointed to Dr. Dukes' role in contributing to the advancement of women in the community college sector.

When Dr. Dukes first emerged as a leader at Prince George's Community College, the landscape of the county looked quite different. "She came in at a time when the African American population in Prince George's County was growing, but there were many white men in critical roles in the community. She had to navigate that," commented Dr. Mara Doss, associate vice president, Teaching, Learning, and Student Success at PGCC. "When she became president, we were all so proud," she said. She spoke about their work spearheading the College accreditation process, an enormous undertaking that takes place every decade. In 2015, the outcome was the most successful re-accreditation process ever at the College. It required a lot of hard work,

and many long days and nights. Through it all, Dr. Dukes always expressed great care and concern for her colleagues: "She knows you, your kids, your family," Dr. Doss remarked.

Alonia Sharps takes great pride in being the one who actually recruited and hired Dr. Dukes for her first role at the College, which was vice president of Student Services. Sharps spoke to Dr. Dukes' many achievements over the years in the community, including being an appointed member (by the Governor) to the Maryland State Board of Education and board member of the Greater Washington Community Foundation, just two of the many organizations to which she lends her time and talents. But perhaps her

"She loves to let others shine."

Dr. Martha Parham

DR. DUKES:

Past, Present,
Future.

“Our community colleges are reflective of the egalitarian work that we do. Dr. Dukes’ steadfast belief in the importance of service to others is one of the strongest testaments to her success. She cares so much about people.”

Dr. Helen Benjamin

greatest impact was that she brought a “nurturing and open door mantra” to the College. “Students always came first in her eyes,” Sharps said. “She knew their names, their stories. They trusted her.”

Dr. Dukes’ role as a true visionary is also a trait that her colleagues admire. “Her focus has always been on where we can go – and she is full of ideas,” said Andristine Robinson. Her passion for creating partnerships, both externally and internally, has been a key reason for the College’s growth and expansion of key programs and services, according to Robinson. Her focus on equity and inclusion has also been key, as she created a committee on cultural diversity. Robinson hopes the momentum generated by this and other programs will continue.

“Dr. Dukes is actively engaged in the community she serves in ways too numerous to count and she does so with a genuine heart.”

Brenda Mitchell

“My work and commitment is not to the institution. It’s to the community.”

“The College is not about brick and mortar. It’s about people.”

“I hope I will continue to use my voice to support education here in our county and beyond.”

“The individuals who volunteer to serve on the Prince George’s Community College Foundation Board or who partner with the College, are leaders in their own rights and they reciprocate because they not only believe in the mission of the College and our students, but they also believe in her leadership,” said Brenda Mitchell, executive director, Institutional Advancement and the Foundation.

Carol McKinnon, dean of Student Enrollment Services, agrees. “We are losing a significant voice,” she said. But as a direct result of Dr. Dukes’ tenure, with great strides in technology, and expansion of services and key programs, “PGCC is in excellent position to continue to make significant regional impact,” she added.

Perhaps the most powerful personal testament to Dr. Dukes’ success comes from her son, Maurice. When asked how his mother inspired him, he responded, “her tenacious work ethic.” He is constantly struck by the fact that people are so drawn to her. He acknowledges this is because she genuinely cares. “She does the right thing by people.”

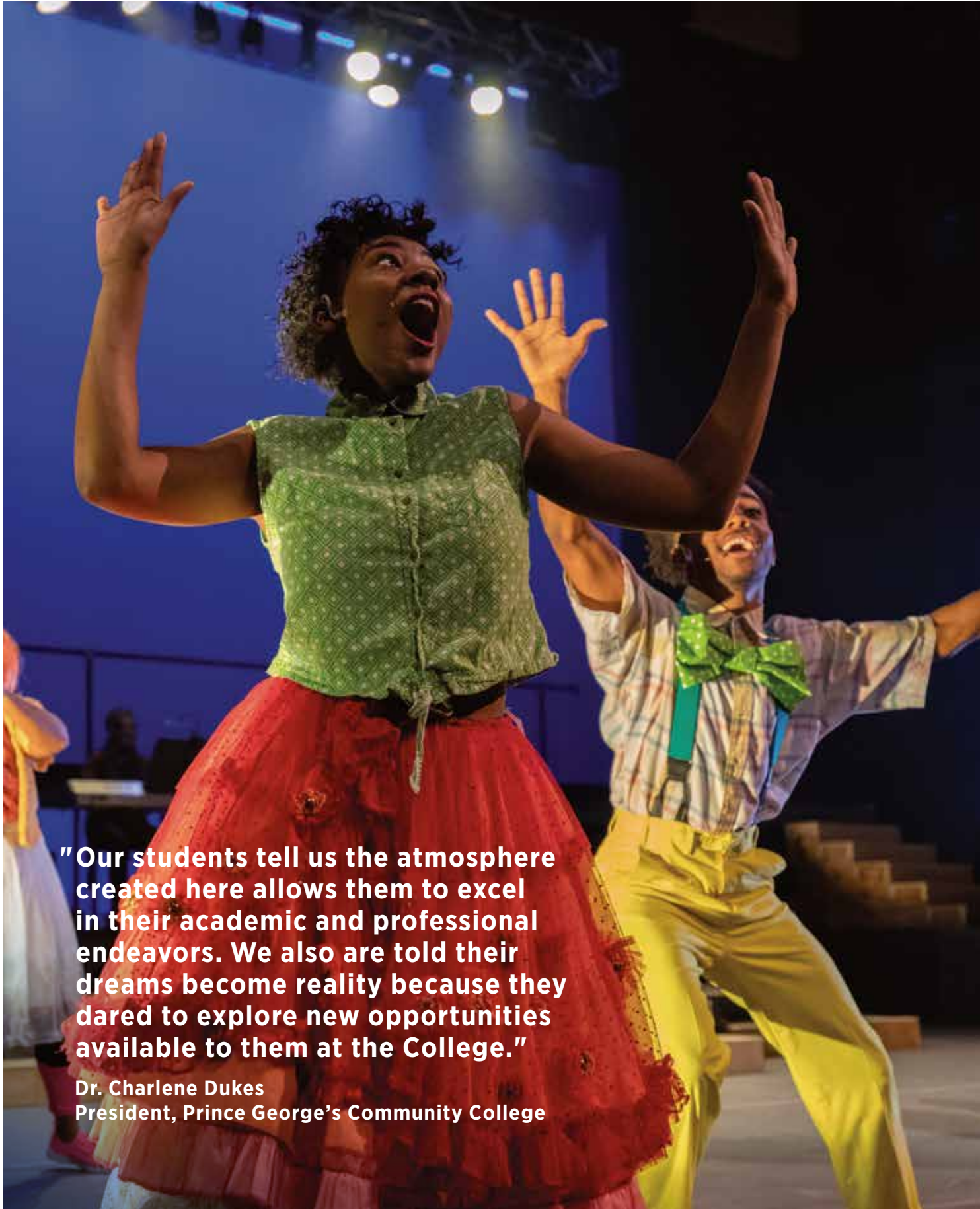
Dr. Dukes has spent her entire career in roles that impact the lives of others in immeasurable ways. What has motivated her to serve? Maurice spoke about her past, growing up in a small town, where her family taught her the importance of looking out for your neighbors. Now, as she prepares for retirement, he’s certain she will not slow down.



“You’ll find her volunteering somewhere; she puts helping people above all else.”

Maurice Dukes

MILESTONES



"Our students tell us the atmosphere created here allows them to excel in their academic and professional endeavors. We also are told their dreams become reality because they dared to explore new opportunities available to them at the College."

**Dr. Charlene Dukes
President, Prince George's Community College**

UNDER THE LEADERSHIP OF DR. CHARLENE DUKES



ACHIEVEMENTS

- **Construction and opening of three new facilities** — the Center for Performing Arts, the Culinary Arts Center, and the Center for Health Studies — **that enhance the College's impact and support of emerging industries in the region**
- Renovation of Lanham Hall, Bladen Hall, Annex A, the Facilities Management Building, and an expansion of University Town Center and Laurel College Center as well as the planning for the renovation of Marlboro Hall in 2020 **to meet student needs and support success**
- Pathways academic mapping program to keep students on track to their degree or certificate, **increasing their ability to succeed, and focused on organizational excellence** to develop a more efficient and effective administrative structure by streamlining 24 departments to 18
- Partnership with Prince George's County to develop and implement the Promise Scholarship, which funds student tuition and fees not covered by other scholarships or grants to **remove financial obstacles for those seeking higher education**
- College-wide mentoring to **guide students to success**
- First middle college in the state of Maryland, offering students a rigorous dual enrollment **opportunity to complete their high school and college degrees in a variety of fields**
- National Cyberwatch Center headquarters (funded by the National Science Foundation) at Prince George's Community College to lead collaborative efforts to **advance cybersecurity education and strengthen the national cybersecurity workforce**
- Professional development program to **increase opportunities for employees and ease succession**
- College's first **Distinguished Alumnae Award**



RECOGNITIONS

- **White House Champion of Change**
Prince George's Community College was named a White House Champion of Change for the College's commitment to improving completion rates, especially among disadvantaged students, and for developing sector-based partnerships
- **National Center for Academic Excellence in Information Assurance Two-Year Education Certification**
Prince George's Community College is one of only 32 community colleges in the nation to earn this honor
- **Achieving the Dream College**
Prince George's Community College was honored as one of 200 universities and colleges in the nation for dedication to increasing the number of students who complete their certificate or degree
- **American Association of Community Colleges (AACC) Pathways Participant**
Prince George's Community College was selected as one of 30 diverse institutions to participate in Pathways project work

When asked what aspect of her own leadership style she has drawn from the most during this time, Dr. Dukes emphatically answered: “Resilience.”



LEADING DURING CRISIS

REFLECTIONS ON CHALLENGES DURING A PANDEMIC

The spring of 2020 was supposed to be a time of calm retrospection and celebration in preparation for the retirement of Prince George's Community College President Dr. Charlene Dukes. Instead, the coronavirus pandemic wreaked havoc on our world. The community at PGCC, like so many institutions of higher learning, was immediately forced to make a series of unprecedented decisions in order to continue to serve students.

When Dr. Dukes was asked to stay on for several additional months to help lead the College through this difficult time, she immediately agreed. Feeling an enormous responsibility, she identified her greatest concern as: "The balance of taking care of people, who I am honored to work with every day, while they take care of their families and our students. In my more than 42 years in education, I have never experienced anything like this."

GETTING RIGHT TO WORK, SHE BEGAN MOBILIZING A LANDMARK VIRTUAL EFFORT.

"In two weeks, we moved 40,000 students and 1,900 employees to a remote teaching and learning and work environment," she stated. She spoke proudly of the team — close to 100 professionals — who gave up their spring break to engage in daily virtual meetings and planning sessions to figure out how to pivot and prepare for the students to begin a different learning experience after the end of the break. She was inspired, but not surprised, by those who answered the call. ***"We are an institution of higher education so we believe in individual responsibility,"*** she said. She added emphatically: ***"Everyone pulled together to make this happen."***

In beginning this vital work, Dr. Dukes and her colleagues asked themselves: How can we ensure students who are relying on us during this time get what they need?

Many critical areas of support were immediately addressed. One team was tasked with looking at the financial challenges students were facing. There were 2,600 students who had balances on their accounts. Accessing \$200,000 in grant funds, the team was able to clear many of the accounts; for others, they set up extended payment plans to ease the burden.

Ensuring students had access to technology and equipment was another important consideration. Programs were quickly put in place to loan laptops to students who needed them. Gift cards and emergency funds for expenses were also made available to many who were facing economic hardship.

Dr. Dukes also initiated conversations with organizations that had awarded scholarships to students, making sure that these students would not lose critical financial support if they were unable to finish the semester.

Other special accommodations included giving students until the last day of classes to withdraw and opt for an incomplete, allowing additional time over the summer months to complete classes for a letter grade.

Through it all, Dr. Dukes was able to lean on many colleagues (within and outside of the College) for counsel, and she was also able to share her insights with others. Participation in the President's Round Table, for example, was a great source of support. The organization used webinars to engage its membership, featuring content focused on leading through a crisis, emphasizing care of self, community, and students.

Dr. Dukes is also part of the Maryland Council of Community College (MCCC) Presidents' Affinity Group, which has spent much of its time in recent weeks sharing content focused on how colleges can work together and what they can learn from each other.

WHAT HAS SHE LEARNED IN THE PROCESS?

The traditional models can be applied in non-traditional forms. Academic advisors, for example, can advise online. "We can touch students in many different ways," she emphasized.

"We are much more resilient than people give us credit for in higher education," she added proudly.

Over the past several weeks, Dr. Dukes has been energized by her colleagues. She, in turn, has motivated her team in immeasurable ways. "The way she listens is one of the reasons she is such a great leader," said Dr. Meloyde Batten-Mickens, PGCC's director of emergency management. "In difficult times she is ready and makes us feel we are in this together."

For others, Dr. Dukes' leadership style has been a calming influence. "Her leadership has been comforting to all of us," said Cathryn Camp, interim vice president of Student Affairs.

Also of inspiration to everyone around her has been Dr. Dukes' positive outlook, and faith in her community.

She has often said, "Each one of us has something to contribute."

And of this experience, she added,

"Yes, this has been a strange time. But it has also been an extraordinary time."



A history at PGCC of dedication to resources for students laid the foundation for expanding support during the pandemic.



**“ WE ARE
ALL IN THIS
TOGETHER ”**

**President Dr. Charlene Dukes’ Statement
on the Death of George Floyd, Ahmaud
Arbery, Breonna Taylor, and the State of
Our Country**

Our hearts are truly saddened over the death of George Floyd, Ahmaud Arbery, and Breonna Taylor, who, like countless others were killed, either by police or by people who were touting their rights as citizens. I am angry; I am sad; I am overwhelmed with raw emotions. This is becoming so commonplace in the United States of America that it is gut-wrenching.

The murders of George Floyd, Ahmaud Arbery, Breonna Taylor, Prince George's County's own Prince Jones, Jr. and William Green, **are examples of hundreds of African Americans before them, killed because of systemic racism and inequitable treatment that exists in our country today.** It haunts us constantly!

"Even as we chant 'Black Lives Matter,' they are just words. Words without deed or action do not matter."

Just the simple threat of police interaction is terrifying to people of color. If you don't believe this, think about the privilege that is exhibited every day by others who know now that just the very threat of police intervention can be traumatizing to those who are threatened. Consider this — the privilege of a woman in a park who is so confident that she can call law enforcement on a Black man who questions her about not adhering to the requirement to have her dog on a leash; the privilege of a man who questions whether the Black men in the weight room of a high-rise actually have any business there; the audacity of a president who believes he can walk down 5th Avenue in New York City and shoot someone, and no one would blink. Every day, it is just too much — the excessive force and callous brutality.

As I watched the news coverage of protests in cities across our country and the globe, I understood the emotions protestors carried as they spoke out, because they are me, and I am them. **I understand the years of continued calls for actions to take place on a national level to eliminate the injustice and inequality that people of color face on a daily basis.** And, still in the 21st century, we cannot escape the need for others to see us as "less than."

"As the mother of a son, I understand and live daily with the fear that exists in not knowing or believing that someone else values my child's life. These feelings are all too real and represent an unfortunate truth about what it is like to be a person of color and a Black man in the United States of America."

As president of Prince George's Community College, I know I am responsible for reassuring our students and each one of you that we are committed to inclusion while embracing the diversity that is our College. As a predominantly Black institution, we want all of our students and employees — faculty and staff — to know that **racism has no place here.** Our values intuitively support the movement and cries for social justice and equality for everyone. Our strategic goal of regional impact serves as the basis for ensuring that our voices are loud and our voices are heard. We cannot remain silent about this issue. It is in America's higher education institutions that we can discuss, debate, engage, and work collaboratively to make a change. It is within the College's mission that we continue to foster opportunities that advance the development of diverse populations that contribute to the economic equity and cultural vibrancy of our community.

As we think about what it will take to end systemic racism and social injustice, we know that the solution to the problem will not come overnight.

"We understand that the fight has been and will be long, but fight we must! I offer this one piece of advice: please do your part and vote."

Ensure that the individuals who are in positions of power hear your voice, know the matters that deeply concern you, and act upon them in ways that respect the rights of all human beings.



The Academy of Health Sciences

On the Cusp of Celebrating a Milestone Anniversary, Middle College Program Continues Strong Tradition of Serving Prince George's County Students



In 2011, after years of research and planning beginning as far back as 2007, representatives of Prince George's County Public Schools and Prince George's Community College opened Maryland's first Middle College High School. The Academy of Health Sciences at Prince George's Community College was founded to prepare students to enter a college program in the health sciences field.

In July of that year, the first class of students, 100 incoming ninth-graders, arrived for a three-week summer bridge program.

The program was the result of a partnership that Dr. Charlene Dukes initiated with Prince George's County Public Schools. Under her leadership, many people at PGCC participated and were part of the process.

"It really did take a village to establish this different school whose success hung on the premise that our high school students could handle the rigors of college coursework. I can say that the PGCC village included our areas of Facilities Management, Enterprise Technology, Student Affairs, Communications and Marketing, Human Resources, Finance, Security, and of course our faculty," said Dr. Mara Doss, associate vice president, Teaching, Learning, and Student Success.

The Academy of Health Services provides the opportunity,

through a rigorous dual enrollment course pathway, for first-generation and low socio-economic students to earn their high school diploma, specialized certification(s), and an associate and/or bachelor's degree in a specified discipline within four to six years. Research shows that in addition to providing early college access, this model improves retention, grade point averages, and degree completion rates for underserved populations.

The program prepares students to enter one of PGCC's Health Sciences Clinical Programs or transfer to a four-year college or university to pursue additional educational offerings related to health sciences. The rigorous, innovative

"To see these talented young people enter the Academy as wide-eyed ninth-grade students and four years later walk across the stage at the College's commencement with all of the other college students and accept their associate degree is beyond rewarding. That is a career high."

Dr. Mara Doss

Academy of Health Sciences Mission

A partnership between Prince George's County Public Schools and Prince George's Community College, AHS offers Prince George's County students the opportunity to earn a high school diploma and an associate degree simultaneously through a challenging dual enrollment curriculum. As a school district and community college premier center for innovation in teaching and learning, AHS@PGCC positions students to pursue postsecondary education and a meaningful career path.



curriculum combines high school and college courses through dual enrollment credits. Students are introduced to college courses in their first year. By 12th grade, college courses are the foundation of the program. At the time of graduation from the Academy, students have met the requirements for a high school diploma and an associate degree.

Along the way, students are supported by academic coaches and have access to resources through Prince George's County Public Schools and Prince George's Community College.



Dr. Kathy Richard Andrews celebrates with her students.

When the Middle College Program at PGCC began almost 10 years ago, it included the one career path — Health Sciences. Three years ago, a teaching preparation pathway was added. Participants of this track will receive an Associate of Arts in Teaching.

Next year, the first graduating class of 31 students will matriculate to accept this new degree.

Over the years, Dr. Kathy Richard Andrews has watched the program grow with great pride. She was on the initial team that began the research back in 2007 and now serves as the principal.

Currently, she is putting a team together to document all the achievements of the students served by the program, in hopes of creating a docuseries to share their stories in celebration of the program's 10th anniversary in July of 2021.

“I am most proud of the achievements of our students — both while they were enrolled here and all the things they have accomplished as they have moved on.”

Dr. Kathy Richard Andrews

Dr. Andrews is looking forward to sharing all the stories she has personally witnessed over the years. “I don't know where the time has gone. I am simply overcome with pride and joy.”

MILESTONES



"As a part of the first class of the Academy of Health Sciences at PGCC, I remember it could get overwhelming at times. Attending college classes on campus with people at times much older than me is a situation not many 11th graders would experience. The feeling definitely went away as the years went by, and I came to embrace the unique position I was put in. It gave me a sense of confidence that I could succeed in any other academic scenario that I would be faced with down the road. I believe that confidence was part of the foundation that enabled me to earn a Meyerhoff Scholarship from the University of Maryland, Baltimore County, earn a bachelor's in Mechanical Engineering in May 2019, and, today at 23 years old, pursue a Ph.D. in Bioengineering at the Georgia Institute of Technology in Atlanta, GA.

The Academy of Health Sciences has helped me achieve academic milestones I never saw myself getting, and I look forward to seeing where our school is heading in the new decade."

David Reyes

ACADEMY OF HEALTH SCIENCES

SUCCESS IN NUMBERS:

Fall 2019 college course GPA:

3.48

First graduating class:

2015

Percent of graduates with associate degree attainment from 2015-2019:

90%

success rate

449 graduates honored

\$7 Million in scholarships, awarded primarily based on merit

AHS graduates have attended more than

100 colleges and universities

Celebrating 10 Years of Mentoring Men to Leadership

DIVERSE MALE STUDENT INITIATIVES

DMSI 2020 is well underway. The applications are in. The meetings and programming are progressing. And in the process, lives are changing.



**“I SEE YOU FOR WHO YOU ARE,
AND FOR THE MEN THAT YOU CAN BE.”**

Brian Hamlin





Brian Hamlin, program manager for Diverse Male Student Initiatives, addresses young men in the program.



Diverse Male Student Initiatives (DMSI) began in 2009, when Dr. Charlene Dukes took a close look at the male population and the success rates of young men of color at Prince George’s Community College, and decided more needed to be done to help these students. “I see young men across the College every day, and I know that some are very focused and understand who they are and what they want, and I know there are others, that we have to wrap our arms around them,” she said. She wanted both the internal College community and the external community to know that PGCC had an obligation to these young men, and the College was going to do everything possible to help these students succeed. She enlisted the help of Brian Hamlin, a former K-12 teacher and administrator, to develop a robust male mentoring initiative at PGCC, and Diverse Male Student Initiatives was born.

“We were seeing some decreased numbers in terms of College graduates that were men of color,” Hamlin commented. He began working with former Vice President

“I see young men across the College every day, and I know that some are very focused and understand who they are and what they want, and I know there are others, that we have to wrap our arms around them.”

Dr. Charlene Dukes



for Student Affairs, Dr. Tyjuan Lee, to build Diverse Male Student Initiatives as a grassroots program. He started approaching people all across the College to help them understand the mission and goals, and to generate awareness for the program. He held interest meetings and invited young men to attend and learn more. Once they heard him speak, many were sold. Said one participant: “Once I met Brian, and I saw his energy, how he is and how he carries himself, I said ‘Wow, I’m in the right place.’”

— How it Works

The first step for interested students is to submit a formal application. There is no GPA requirement; applicants are simply asked to list skills they have, skills they want to develop, and their personal goals and aspirations.

Diverse Male Student Initiatives is a year-long program that starts every fall. Male students are encouraged to apply to benefit from:

- **Career and personal development training**
- **Workforce preparation**
- **Communications skills training**

Diverse Male Student Initiatives empowers men to assume leadership roles, by increasing knowledge of social, cultural, and economic drivers, helping men focus on self-improvement and community involvement, and

take advantage of internship and cooperative education experiences and diversity training.

Programming throughout the year includes workshops, one-on-one mentoring, dedicated academic advising, and social events.

“A major problem for some of these kids is lack of direction. They are not told they can achieve,” Hamlin says. Once they have a sense of direction, they work on time management and discipline.

Diverse Male Student Initiatives is designed to be a powerful stepping stone and support mechanism. Goals for the young men include completing their education, enhancing their career skills, and enhancing personal growth and character development.

At the end of the program, each participant presents his personal plan, looking ahead and picturing his future self. “For some of these kids,” Hamlin says, “no one has ever talked to them about their dreams on a serious level.”

During meetings, he has the young men recite the following mantra: “I will give my best. To become great. To pursue excellence.” He teaches them to be accountable because he believes that accountability is the “essence of manhood.”

But the biggest part, he says, is meeting them on their level, without judgment, just acceptance and support. “The main component,” he says emphatically, “the biggest piece, is love.”

MILESTONES

"When we transform the lives of the students we serve, we transform communities."

Dr. Charlene Dukes



DIVERSE MALE STUDENT INITIATIVES

10 YEARS OF SERVICE TO THE YOUNG MEN OF PRINCE GEORGE'S COMMUNITY COLLEGE IN 2020

2010



STARTED WITH 5 STUDENTS

2020



HAS SERVED MORE THAN 1,400 STUDENTS AND COUNTING



BUILDING

ON THE PAST

FOR THE FUTURE

Under the leadership of Dr. Charlene Dukes, the landscape of the Prince George's Community College campus has evolved and expanded with state-of-the-art facilities to better serve both students and the community. Today, there is new energy and new promise.





It is no surprise that Dr. Dukes has been the driving force behind Prince George’s Community College’s expansion. Her enthusiastic approach and project business acumen are forever memorialized in the many capital improvements over the course of the last decade.

During her tenure, Dr. Dukes has managed the construction and opening of three new facilities:

- **The Center for Performing Arts**
- **The Culinary Arts Center**
- **The Center for Health Studies**

Dr. Dukes appealed to the state of Maryland (Maryland Higher Education Commission, Department of Budget and Management, and Department of General Services) to help fund a massive renovation and expansion project to create the **Center for Performing Arts**, completed last year. Initially, the College was going to reconstruct only 33,455 square feet of the old Queen Anne—mostly the Hallam Theater. Instead, the plans were presented to increase the size of the new facility, that now totals 173,618 square feet including the Hallam Theater, which is now known as the Grand Theater. The former building quadrupled in size and established a premier environment for a state-of-the-art liberal arts curriculum for this region, and an important community amenity.



The Center for Health Studies

The Center for Health Studies, completed in 2012, replaced 10 temporary buildings. It was the first capital improvement project where the design funding was split over two years.

The Culinary Arts Center, completed in 2018, was the first construction project to be funded 100 percent by Prince George's County. Dr. Dukes played a major role in obtaining the funding.

LOOKING AHEAD

Prince George's Community College will continue its mission to "provide affordable, high-quality learning experiences that support personal, professional, and educational development for diverse populations contributing to the economic equity and cultural vibrancy of our community." Construction, programming, and educational offerings are all focused on student success, regional impact, and



The Culinary Arts Center

organizational excellence. The College is this region's premier center for innovations in learning, community engagement, and strategic partnerships that inspire educational, career, and personal success.

The College will continue to expand and renovate existing buildings. Largo Student Center, Bladen Hall, and Kent Hall are all scheduled for renovations. Largo Student Center and Bladen Hall renovations will expand student classrooms and services, and Kent Hall renovations will modernize administrative offices. The College is also planning to construct a Health & Wellness Center and a North Parking Garage.



In the next 5-10 years, campus expansion will add a minimum of more than **364,731 gross square feet** of construction (**Marlboro Hall; Largo Student Center; Health & Wellness Center; Kent Hall**) — including **240,000 gross square feet** for a **North Parking Garage** and **850 additional parking spaces**.

A Legacy

“Creating a legacy is so much more than the tangible results that are left behind on construction projects. Long after your team has left a project behind, they can and should leave a legacy. Dr. Charlene Dukes’ legacy includes her impact and positive affect on the everyday behaviors, actions, and attitudes of our project managers, the construction team, engineers, those charged with engaging our stakeholders, and those who were privileged to work with her and work under her leadership.”

The majority of Prince George’s Community College’s new construction and renovations projects in recent years is a direct result of Dr. Dukes’ leadership, tenacity, and commitment to higher education and the people of this region. She is without question the best and most capable presidential leader that I have encountered in all my years of rambling about across the higher education landscape.

Long after the last truck rolls out, the legacy of Dr. Dukes will stand strong, encouraging students, and promoting higher education at Prince George’s Community College.”

*Dr. David Mosby
Executive Director, Facilities Planning and Management
Prince George’s Community College*

RISING TO THE

CHALLENGE

PGCC Bands Together to Meet Community Needs During Pandemic

Student Loaner Device Program Supports Remote Learning

Prince George's Community College is committed to student success, especially in challenging times. One of the many initiatives launched to support students when the College switched to remote learning was the Student Loaner Device Program. The program was created in partnership with Enterprise Technology, Student Affairs, and Teaching, Learning, and Student Success. Understanding that not all students have reliable access to needed devices, the College loaned more than 80 laptops to support remote learning.

Prince George's Community College Foundation Launches Owl Emergency Response Fund

The Prince George's Community College Foundation launched The Owl Emergency Response Fund amid the COVID-19 pandemic to help students overcome challenges. The fund supports students who are struggling with tuition payments and attendance, and can use assistance with food, housing, course materials, technology, healthcare, and childcare.

Prince George's Community College President Dr. Charlene Dukes recently said that facilitating "continued learning in response to these challenging times is our utmost priority." She encouraged faculty, staff, alumni, and friends of the College to donate to The Owl Emergency Response Fund.

The Foundation's executive director, Brenda Mitchell, said in a message to PGCC employees, "During this time of uncertainty, it is comforting to know how much you care about our students." She also noted that through contributions to the fund "we can get through this and give our students the reassurance that we are here for them."

Within 30 days, the Foundation awarded \$46,777 in unplanned emergency scholarships and more than \$37,000 for non-tuition based student needs. To make a donation to the Prince George's Community College Foundation's Owl Emergency Fund, go to pgccfoundation.org/giving/owlemergency or email foundation@pgcc.edu.

PGCC Contributes Medical Equipment, Supplies to County

Prince George's Community College contributed medical and Personal Protective Equipment (PPE) to the Maryland Department of Health and Prince George's County for use during the COVID-19 pandemic. The equipment, taken from the College's learning laboratories which are not being used while classes are taught remotely, was distributed to local hospitals.

The College's Respiratory Therapy Program loaned six ventilators and two Bilevel Positive Airway Pressure (BiPAP) machines on April 2 to the Maryland Department of Health. The devices will become part of a central inventory of equipment needed for patients in respiratory distress. A March 24 donation by the College's departments of Health, Nursing, and Natural Sciences included a variety of medical supplies needed for virus protection and patient care. Among the items donated were N-95 respirators, surgical and isolation masks, isolation gowns, and gloves. The donation of PPE was initiated by the faculty of Prince George's Community College, approved by the College's senior team, and offered to Prince George's County, which has distributed the items to local hospitals.



PGCC Volunteers Make Surgical Masks for Capital Region Health

Dr. Cynthia Gossage, professor in the division of Health, Wellness, Culinary, and Hospitality, is working with the Honorable Jolene Ivey, member of the Prince George's County Council, to provide home-sewn surgical masks for the staff at Capital Region Health (formerly Prince George's Hospital). The hospital provides the fabric, and Professor Gossage coordinates with College volunteers who assist with sewing the masks.

PGCC Faculty Member Helps to Organize Food Drive

Prince George's Community College Associate Professor and Tutor Hiring Coordinator John Scoulios helped to organize a neighborhood food drive. The group collected 21 moving boxes of food, which were donated to the Interfaith Pantry in Bowie, Maryland.





BLAZING

A PATH

NEW ADVANCEMENTS TO PATHWAYS PROGRAM HELP ACCELERATE STUDENT SUCCESS



The Pathways initiative at Prince George's Community College was designed to help guide students through coursework selections and put them on an intentional path to declaring a major, deciding on a career, transferring to complete their education, finding internships and employment, and otherwise navigating the many decisions and steps required to achieve their goals.

Pathways was a new way of looking at the student experience, helping them look at the big picture, and map out a clear plan to get where they wanted to go in a timely fashion. It was about the right sequence to get to the right outcome.

“Pathways is about making connections that are mapped to student end goals. The ultimate end goals are jobs at the end of their educational path.”

Dr. Christine Barrow, dean of Division of Sciences, Technology, Engineering and Mathematics, who has been an integral part of the team that is managing the initiative.



In conjunction with Pathways initiatives, Dr. Christine Barrow and her colleagues at PGCC created partnerships with regional businesses. These potential employers work with the College to prepare students for specific jobs. Interested students apply for a job in their last year of study, complete paid training, and upon completion of the training, they begin work. One example is MAXIMUS Federal, a government contractor offering students jobs with competitive salaries and full benefits.

Today, Pathways is going strong and is now featuring updated enhancements, including a refined process and new tools. The process has been simplified with a single application for all students. Course offerings have also been streamlined, ensuring that classes are tailored and relevant to the regional job market.

“Before it was a bit of an all-you-can-eat buffet with many choices,” said Crystal Smith, director of Student Academic Planning and Career Readiness. “The new software system streamlines the choices, providing more of a prescribed menu for students.” A new app, called Navigate, can also be used by students to make appointments and communicate with their advisor, ensuring they have the support they need at their fingertips. The app is a tool that helps everyone involved to be more focused and efficient.

“Ultimately,” adds Smith, “Navigate is a tool that helps students benefit the most.”



ADVANCEMENTS TO PATHWAYS INCLUDE A NEW SOFTWARE SYSTEM WITH AN APP TO HELP FACILITATE PLANNING AND ENGAGEMENT. IT IS NOW EASIER FOR STUDENTS TO CHOOSE THEIR ACADEMIC OR CAREER OPTIONS, AND TO BE CONFIDENT IN THEIR DECISIONS, WITH TOOLS TO STAY ON TRACK, SAVING TIME AND MONEY.



THIS IS YOUR COLLEGE

Culture of Philanthropy at PGCC Ensures There is a Place for Everyone

One of the greatest successes of the tenure of Dr. Charlene Dukes at Prince George’s Community College has been her ability to “bring everyone under the tent,” according to Rosie Allen-Herring, president and CEO of United Way of the National Capital Area (NCA).

A testament to her inclusive leadership, Dr. Dukes has created a landscape where **“everyone can see themselves” at the College**. No matter where a person is in their life journey — a young student, a mid-career professional, a senior citizen looking for resources — there is something for everyone at Prince George’s Community College. When people feel connected to a place it inspires philanthropy. They want to contribute to and support the places where they themselves have been supported.

Allen-Herring understands the culture of philanthropy at PGCC. She and her colleagues at United Way NCA have worked hand-in-hand with Dr. Dukes for several years on

a number of initiatives. When the Financial Empowerment Center opened at the College’s Largo location, it was the first of its kind, providing students and the community a space to come for assistance with financial solutions. From budget and credit counseling to income tax preparation to help with business plans and access to mainstream banking services, the center filled a true need for access to financial resources.

“The United Way has had the privilege and pleasure of partnering with Prince George’s Community College in meeting the true needs of our community,” said Allen-Herring. “As the first of five centers, it was truly precedent-setting,” she added. “It has now been replicated across the region.”



Howard Stone, PGCC's Board of Trustees, Dr. Charlene Dukes, and Rosie Allen-Herring enjoy graduation festivities.

Another area where PGCC has provided groundbreaking support has been with veterans. The Veteran Services Office at PGCC, also a product of the partnership with United Way NCA, has sponsored many activities and provided critical resources for veteran students. Although all educational institutions find ways to support veterans, it's very unusual to **have an actual physical presence on campus devoted to veteran engagement.**

There are numerous additional examples of outreach and programming that Dr. Dukes has championed to deserving student populations during her tenure. Cultivating an environment where everyone feels welcome and seen ensures sustainable and valuable connections. Those who have found support move on and feel inspired to give back and help others, contributing to the true meaning of community.



“The work done at the Veteran Services Office demonstrates the commitment to this deserving population of students. It says ‘you matter’ to those who have served our country, and it’s a pledge to help ensure that you are successful in your future endeavors.”

Rosie Allen-Herring

Setting *the Stage*

DELTA SIGMA THETA,
DANCE THEATRE OF HARLEM, AND
THE CENTER FOR PERFORMING ARTS
COME TOGETHER IN CELEBRATION

The image shows the exterior of the Center for Performing Arts building at night. The building features a large, curved glass facade that reflects the interior lights. The entrance is illuminated by a glowing sign that reads "CENTER FOR PERFORMING ARTS". The sky is a deep blue, and the overall atmosphere is modern and artistic.

CENTER FOR PERFORMING ARTS

Earlier this year, the Center for Performing Arts at Prince George's Community College hosted a performance by the Dance Theatre of Harlem, an 18-member, multi-ethnic company of ballet dancers touring nationally and internationally.

In 1969, at the height of the civil rights movement, Arthur Mitchell, who made history as the first black principal dancer at the New York City Ballet, and Karel Shook founded Dance Theatre of Harlem.

Its mission: "Through performances, community engagement, and arts education, the company carries forward Dance Theatre of Harlem's message of empowerment through the arts for all."

On this particular night, The Dance Theatre of Harlem's sold-out performance at the Center for Performing Arts was attended by students, faculty, and the broader community — including members of Delta Sigma Theta Sorority, Inc. The Prince George's County Alumnae Chapter's Arts and Letters Committee hosted a red carpet event prior to the performance in honor of PGCC president and chapter soror, Dr. Charlene Dukes.

Delta Sigma Theta's mission is rooted in service, with a purpose to provide grassroots assistance and support through programs in local communities. As a part of the gathering, a donation was made in Dr. Dukes' honor to the PGCC Foundation.



This particular performance at the Center for Performing Arts was meaningful on many levels. It was positive proof that the opening of this state-of-the-art facility is truly

nurturing and inspiring the passion of students in dance, music, theater, and communications. Through education and community programs, a world of opportunity has opened for young people throughout the county and beyond, to learn, train, and perform in a world-class facility, where some of their idols grace the same stage.

Moreover, the Center for Performing Arts is an important cultural amenity, hosting a variety of events so that county residents can enjoy and be exposed to cultural and artistic programming in their own community.

On this night, the stage was set for a shared mission and purpose.



On this night, a young aspiring dancer in the audience may have seen her first ballet performance featuring an African American ensemble of dancers. And this same young dancer may have witnessed the women of Delta Sigma Theta, a sorority of college-educated women dedicated to public service, with an emphasis on programs that support the African American community.

In the words of Beverly Smith, Delta Sigma Theta National President and CEO, ***"The nation's social and political climates call for our consistent engagement and participation as there are still underrepresented populations that need our voice and underserved communities that require our helping hand."***

And in the words of Dance Theatre of Harlem's co-founder Arthur Mitchell:

"The arts ignite the mind, they give you the possibility to dream and to hope."

Scholarship Delivers *on its* Promise

PGCC'S FIRST PROMISE SCHOLARSHIP RECIPIENTS GRADUATE



In May of 2019, 20 proud students were recognized as the first graduating recipients of the Prince George's Community College Promise Scholarship.

In 2017, PGCC adopted the Promise Scholarship Program through a partnership with Prince George's County. The scholarship serves as a "last dollar" resource for first-time college students who meet financial and academic eligibility requirements.

The Prince George's County Promise Scholarship is built on the premise that a lack of financial resources should not be a deterrent to earning an associate degree or credential from Prince George's Community College. It is designed to help students complete their education by covering costs beyond the federal, state, and private scholarships they receive.

Over the past two years, more than \$1.1 million has been awarded to more than 260 Prince George's County residents seeking to further their education.

One of the graduates, Dakota Goldfarb, received her Associate Degree in Journalism, Communication, and Public Relations. She is set to begin her studies at the University of Maryland, College Park in the fall. The scholarship has enabled her to enter the university only needing to pay for her final two years of college.

Kimberly Johnson, manager, Special Scholarships Program at PGCC, is dedicated to raising awareness about the opportunities offered by the program. "It has been amazing



to see how the word has gotten out,” she said. “I have students who are in high school emailing me all the time, letting me know they heard about the program, and can’t wait to apply.”

Since the program began in 2017, there have been several additions. The program now has “Promise Leaders,” students who are typically in their second year and who serve as peer mentors for other students. This practice is to ensure there is a “cohort atmosphere” where students can lean on others for support.

Additionally, there are wraparound services that have been added, including personal development seminars on a myriad of topics. This past fall, a “Promise Night” was held, offering students insight on financial wellness. Other events, including seminars on networking skills, are in the planning stages.

Through it all, Johnson finds great purpose in her work. **“Seeing the relief and tears of joy from students and their families when they realize we are able to help lift the financial burden is incredibly rewarding,”** she said.

As for the future, she hopes to continue to grow program offerings. **“I would love to see expanded services, to take students on trips and expose them to different experiences,” she said. “I want to open their eyes to what is available, what is out there for them.”**

In the meantime, the program prepares to celebrate a new crop of graduates and Johnson looks forward to welcoming



Promise Scholarship: to be eligible a student must be:

- A recent graduate of a Prince George’s County Public School (within the last two years)
- A resident of Prince George’s County
- A first-time college student (no previous college experience other than dual enrollment)
- A U.S. citizen or permanent resident



the next incoming class in the fall. She encourages students to reach out to her and learn more. She enthusiastically adds, **“My door is always open.”**

Associate degree-seekers must have an active Prince George’s Community College application on file prior to applying for the Promise Scholarship at PGCC. To learn more visit: <https://www.pgcc.edu/go/promisescholarship/>

PARTNERSHIPS

Driving Progress



Partnering with Prince George's County Public Schools to Create a High School to College Pathway

COAST, **Creating Opportunities for Academic Success and Transfer Program**, offers strategic academic and student support services to students in Prince George's County high schools. COAST coordinators serve as "in-house" Prince George's Community College representatives, assisting with pre-enrollment advising for general recruitment and dual enrollment at each school.

COAST's dedicated academic coaches ensure students **"coast seamlessly from high school to college completion."**

They provide assistance with test preparation, tutoring, college applications, financial aid, scholarship searching, college visits, and career exploration.

COAST coordinators also provide college readiness coaching to high school students, with classroom presentations, workshops, and exposure to guest speakers. Additionally, COAST coordinators assist students with applying for summer internships, employment, and registration for dual enrollment courses at the College.

THE COAST PROGRAM

is now active in

18 of the **21**

Prince George's
County traditional
public high schools



In a concerted effort to boost statewide college-readiness initiatives, COAST Coordinators engage students in meaningful and diverse workshops and activities such as scholarship and application drives, financial aid workshops, dual enrollment informational sessions, and much more.

PARTNERING WITH ORGANIZATIONS TO ADVANCE OPPORTUNITIES IN OUR COMMUNITY



Financial Empowerment Center
at Prince George's Community College

Financial Empowerment Center (FEC)

Through a partnership with United Way of the National Capital Area (and a recent merger with the Community Financial Center of Prince George's Community College), FEC provides free financial services to individuals and families in Prince George's County. Hosted at the College's Largo location, workshops are free and open to the public, and cover topics including financial coaching, tax preparation, small business coaching, credit improvement solutions, and more. This vital resource is based on the premise that strong, financially-stable households benefit the community in immeasurable ways.



Capital One Foundation Workforce Development at PGCC

Prince George's Community College received a \$400,000 grant from the Capital One Foundation, as part of a multi-year initiative to support workforce development at community colleges nationwide. The program is focused on strengthening student outcomes through career pathways and community partnerships. At PGCC, students are empowered to bring work experience and education together, combining "stackable" credentials, to create an achievable plan for upward mobility.

The mission of Capital One Foundation is to combine philanthropic dollars with strong, enduring partnerships in order to make positive impacts in local communities.

By implementing these initiatives, PGCC fosters students' interests and prepares them for careers in high-demand fields. The initiatives also promote business and economic growth by providing talent that regional employers are seeking.



“

She has always been one to reach back and help the next generation of female leaders. She loves to let others shine. I hope whatever she does, she continues to laugh, continues to spread joy.”

Dr. Martha Parham
Senior VP, American Association of Community Colleges

“

I am sure Dr. Dukes will continue to be actively engaged in the community. May she enjoy all the benefits of retirement and do those things that she may have postponed because of her deep commitment to the College. It has been my honor to serve under her dynamic leadership. ”

Brenda Mitchell
Executive Director, Institutional Advancement and Prince George's Community College Foundation, Inc.

“

Charlene is the epitome of a great leader. She is inclusive, bright, and genuine, with an amazing depth of understanding. And she is a true friend to everyone.”

Dr. Walter Bumphus
President, American Association of Community Colleges

“

I know this is her next chapter to exercise her talents and abilities. I know it will be something meaningful.”

Dr. Helen Benjamin
Higher education leader, friend of Dr. Charlene Dukes



“

She is a true visionary. I know we can continue the momentum, and all the great things she put in place, and build on those.”

Andristine Robinson
Director of Governance and Diversity, PGCC

“

I will miss her deeply. She is so connected to the county and to the educational community. It is hard to imagine this place without her.”

Laura Ellsworth
Associate Dean, Professional Studies and
Community Education, PGCC

“

I hope she finds the same joy that she had here, whatever she does and wherever she goes next.”

Carol McKinnon
Dean, Student Enrollment Services, PGCC

“

She really cares about the College and everyone here. She knows you. She knows your kids, your family. We are sad; we will miss her.”

Dr. Mara Doss
Associate VP, Teaching, Learning, and Student
Success, PGCC



“

Thank you for being a trailblazer and setting the bar high for all the Black women inspired to work in higher education. Your dedication, hard work, and sacrifice is greatly appreciated during your leadership at Prince George's Community College. I had the honor of working with you during a fundraiser held by my scholarship Generation Hope. It was a special and fun experience to work so close with the president of my school. I wish you all the best on your future endeavors. Enjoy your retirement because you deserve it!

A'ja Ross

“

Without Dr. Dukes I wouldn't be in the position I am today. Not only is she helpful, she is passionate about seeing students succeed!”

Samuel Alia



“

Dr. Dukes has been nothing short of amazing for Prince George's Community College. Every time you see her, you can tell that she loves this College and the people here, as she is always welcoming, friendly, and genuine. There is no doubt that Dr. Dukes' leadership and presence has contributed greatly to the College's growth. Dr. Dukes is truly a blessing who will be missed. Thank you, Dr. Dukes, for all you have done to make Prince George's Community College great!”

Lawrence Brown II

“

It is amazing to me how she is so strong-spirited about education. Dr. Dukes fights for students so they can get the best education possible. She will be missed at Prince George's Community College. ”

Viola E. Hines “Chef V,” Culinary Arts Student





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