AASF’s Lydia Donaldson Tutt-Jones Memorial Research Grant recipients for 2015 are Mr. Cyrell Roberson and Mr. Dante Dixson, both doctoral students in the School Psychology Program at the University of California, Berkeley. Their study is titled: *The Psychosocial Keys to African American Academic Achievement: The Relationship Among Academic Achievement*

(Continued on page 3)

Get ready to enjoy stimulating discussion about *Pathways to Success in STEM* with like-minded critical thinkers at the 2015 Success Summit on Saturday, November 7 in Houston, Texas!

This year’s event will be held at the Houston Marriott South at Hobby Airport, kicking off with a warm Welcome Reception in the hotel Atrium on Friday night, November 6 from 6:00 to 8:00 PM to give old and new AASF supporters an opportunity to network and chat about the issues AASF is so passionate about.
Hello AASF Community!

Push Back!

This is to tantalize you — more to come as you read on.

But first I’d like to do one of the things I enjoy most— share news of recent AASF accomplishments, all of which are made possible by your contributions, and news of success in the broader Black community.

Success Summit 2015 is right around the corner and we are so excited to be bringing you a superb STEM focused program and to be meeting for the first time in the great city of Houston! Special thanks to AASF supporters and Houston residents the Earle’s and the Scott’s for all your support. Please see our newly designed web site to register — thank you webmaster Sam Wells and CEO Dr. Carol Webster for all their work on this project. We hope to see each of you at the Summit!

On the subject of accomplishments in our broader community, I want to make you aware of the subject of the Work and Money article by Jane Porter in the July issue of Real Simple. It is a wonderful profile of Phyllis Newhouse, entrepreneur and owner of cyber security firm Xtreme Solutions.

And just by chance, I happened upon an article about HBCUs by Nikole Hannah-Jones in the Sept 9, 2015 issue of the New York Times. One of the article’s themes is how Xavier University President Emeritus turned the institution into a powerhouse that graduates more Black doctors, physics majors and biology majors than any other institution in the United States. Back in the 1970s, early in Norman Francis’s tenure at Xavier, he came across a report indicating that the number of black doctors was declining. Francis did not run to the usual institutions and ask for help. Instead, in his words, “We decided we could do something about it. And what we did, what our faculty did, was just plain common sense.” In AASF we constantly emphasize the importance of Black self sufficiency.

And last, but certainly not least, we are all cheering Misty Copeland who, in June, became the first Black woman to hold the role of principal dancer in the 75 year history of the American Ballet Theater!

Each of these stories is gratifying. But even more important, the success factors substantiate findings of the AASF scholars you have supported and key tenets of AASF. For example, Phyllis Newhouse's description of how she drew a diagram of what Xtreme Solutions would look like the first year, second year and beyond is quintessential future thinking in keeping with the success factor of future orientation that AASF scholar Dr. Zena Mello, now a Professor of Psychology at San Francisco State University, identified in her research when she was an AASF grant recipient.

What is the key tenet of AASF that these stories bring to mind? I started this article with the phrase "Push Back". These stories, as do your achievements and those of many in your circle, debunk the mythology around who we are and what we can and cannot do.

(Continued on page 17)
The grant provides $5,000 to study African American high academic achievers. It honors the memory of Lydia Donaldson Tutt-Jones, an African American high achiever who recruited teachers from around the country to work with students in the Fort Lauderdale area public school system. The application deadline for next year’s grant will be June 3, 2016.

For more information about AASF’s research grant program, visit the website at http://blacksuccessfoundation.org/lcdtj%20research%20grant.htm, call 954.792.1117 or email AASF at Grant@BlackSuccessFoundation.org.

(Continued from page 1)

and Psychosocial Factors in High Achieving African Americans.

This research "...spans the fields of education and psychology to examine the relationship between academic achievement and five psychosocial variables that have been found to be important contributors to academic success: time perspective, malleable views of intelligence, grit, ethnic identity, and perceived socioeconomic status. Drawing from a large dataset of students ranging from 14 to 18 years old, Roberson and Dixson will study approximately 150 high school students whose grade point average is higher than 3.0.

The Grant Selection Committee met in July on the campus of Florida Atlantic University in Davie, Florida to review all proposals submitted for the 2015 award. Members of the Committee are Dr. Cynthia Wilson—Chair, Professor of Exceptional Student Education; Irvin Minney, Community Transit Officer; Lamont Roberts, Retired Educational Administrator; Dr. Sandra Thompson, Higher Education Consultant and Secretary of AASF Board of Directors; and Tracy Webster, Esq., Attorney.
SUCCESS SUMMIT (Continued)

(Continued from page 1)

Professor of Sociology and retired Vice-President of Institutional Effectiveness, former Provost, and former Interim President of Florida Memorial University.

Attendees will have an opportunity to discuss this topic at length along with others during AASF’s popular interactive Defining Black Success “think tank” moderated by conference Co-Chair Maria Earle, Ed.D., President of MCE Consulting, LLC and owner of Intellifunda, LLC., a company that designs education apps.

Summit participants will then enjoy a scrumptious buffet lunch, followed by an informative Pathways to Success panel discussion about how noted high achievers in STEM got to where they are today.

Esteemed STEM experts on the Panel will be:

* **Dr. Robert Howard**
  Habitability Design Center Manager of NASA;

* **Trice Johnson**
  Architect—Office of the CTO of Microsoft;

* **Dr. Charisma Milledge**
  Delivery Consultant – Americas Cloud Services of Microsoft; and

* **Donald Wright**
  Licensed Professional Engineer/Owner, Wright Engineering Services.

The enlightening panel discussion will be moderated by conference Co-Chair George Earle, Sr. Director—Visual Enterprise Services, of SAP.

The day will end with the annual meeting of AASF Board of Directors that all conference attendees are welcome to join in.

Following the Success Summit, attendees looking to De-Stress, Unplug, and Unwind will set sail on the Caribbean Princess — one of the famed “Love Boat” cruise line ships — through the Western Caribbean, enjoying relaxing sea days and stops at great ports like Grand Cayman, Costa Maya, and Cozumel.

In addition to plenty of time to do their own thing, guests will enjoy continued discussion about success over dinners and during AASF’s popular Conversation Hours.

Linda Holt, MBA., CPA and Executive Vice President of Corporate Development and Risk Management with the Crowne Group who is also owner of Global...
SUCCESS SUMMIT PANELISTS

PATHWAYS

A B

TO

Dr. Robert Howard
Habitability Design Center Manager
NASA

Trice Johnson
Architect—Office of the CTO
Microsoft

Dr. Charisma Milledge
Delivery Consultant – Americas Cloud Services
Microsoft

Donald Wright
Licensed Professional Engineer/Owner
Wright Engineering Services

SUCCESS
Resources, a business consulting firm, will host a chat about Finance. Sandra Thompson, Ph.D., will host a chat about Success in Higher Education with tips for both parents of students in or entering college, as well as individuals aspiring to excel in the Academy.

Sandra Thompson, Ph.D.

AASF Treasurer Charles Webster, MBA, well-known for his small business development and management expertise and past programs, will consult about entrepreneurship.

Charles Webster, MBA

AASF President and CEO E. Carol Webster, Ph.D., Your Success Psychologist!, will provide her special perspectives and tips throughout the cruise.

AASF’s Success Cruise departs from Port of Houston, the area’s newest port for cruise ships, on Sunday, November 8 and returns on Sunday November 15. The cruise is nearly sold-out, but for more information about availability and to make travel arrangements, contact:

Karla Irby—Regency Travel (954) 525-5117 (Office) (954) 873-7416 (Cell) Karla@RegencyTravel.biz

Brandy Gatlin, Ph.D., Lydia Donaldson Tutt-Jones Memorial Research Grant recipient, successfully defended her dissertation on June 17, 2015 at Florida State University in Tallahassee, Florida titled: Relations among Elementary Students’ Use of Dialect and Concurrent and Subsequent Reading Outcomes. She graduated on August 8th and received her Doctor of Philosophy degree with a major in Curriculum and Instruction with a Specialization in Special Education with an Emphasis in Measurement and Statistics.

Dr. Gatlin was AASF’s 2012 research grant recipient and presented her paper titled Overcoming Obstacles: African American Students With Disabilities Achieving Academic Success at AASF’s 2013 Success Summit conference in New Orleans, Louisiana.

Read More about Dr. Gatlin at http://blacksuccessfoundation.org/staff/brandy-gatlin-2012/
### LDTJ MEMORIAL RESEARCH GRANT PROGRAM

**AASF SCIENTIFIC RESEARCH ON AFRICAN AMERICAN HIGH ACADEMIC ACHIEVERS**

**AASF** grants have supported these research studies:

<table>
<thead>
<tr>
<th>Study Title</th>
<th>Authors/Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Psychosocial Keys to African American Achievement —</td>
<td>Cyrell Roberson &amp; Dante Dixson, University of California, Berkeley</td>
</tr>
<tr>
<td>The Psychosocial Blueprint for African American Achievement —</td>
<td>Micah Johnson, University of Florida</td>
</tr>
<tr>
<td>Overcoming Obstacles: A Study of African American Students with Disabilities Achieving Academic Success —</td>
<td>Brandy Gatlin, Florida State University</td>
</tr>
<tr>
<td>Strategies African American Mothers Use to Promote a Positive Racial Identity in their Elementary-age Daughters Attending a Predominantly White School —</td>
<td>Chasity Bailey-Fakhoury, Wayne State University</td>
</tr>
<tr>
<td>Gender Differences among the Psychosocial Constructs that Shape Academic Achievement for High Achieving African American Adolescents —</td>
<td>Dr. Detris Adelabu, Wheelock College</td>
</tr>
<tr>
<td>African American Students Defy the Achievement Gap: A Phenomenological Study —</td>
<td>Dr. Gloria Brown, Walden University</td>
</tr>
<tr>
<td>An Ethnographic Study of Academically High Achieving, Economically Challenged African American Young Men Who Attend An Ivy League University —</td>
<td>Dr. John Young, Teachers College-Columbia University</td>
</tr>
<tr>
<td>Effective Parenting Practices Among African-American Parents of “At-Risk” Youth—</td>
<td>Dr. Cirecie West-Olatunji, University of Florida</td>
</tr>
<tr>
<td>Chronicles of Success: Black College Students Achieving in Mathematics, Science, and Engineering—</td>
<td>Dr. Ebony McGee, University of Illinois-Chicago</td>
</tr>
<tr>
<td>Effective Schools, Effective Students: Breeding Animosity: The &quot;Burden of Acting White&quot; and Other Problems of Status Group Hierarchies in Schools —</td>
<td>Dr. William “Sandy” Darity, University of North Carolina-Chapel Hill</td>
</tr>
<tr>
<td>School Matters: How Low-Income African American Parents Support School Success —</td>
<td>Amena Love, Michigan State University (Study Not Completed)</td>
</tr>
<tr>
<td>Pathway to College Completion: The Impact of Group Mentoring on College Completion and Quality of Life Among Disadvantaged, High Achieving Students of Color—</td>
<td>Dr. Diann Cameron Kelly, Fordham University</td>
</tr>
<tr>
<td>The Relationship Between Future Orientation and Academic Achievement Among African American Adolescents —</td>
<td>Dr. Zena Mello, Pennsylvania State University</td>
</tr>
<tr>
<td>Psychosocial Development of African American Women: From Welfare to Professional Careers—</td>
<td>Dr. Reva Thomas, California School of Professional Psychology—Alameda</td>
</tr>
<tr>
<td>An Investigation of the Ways Emotional Intelligence Influences the Academic Success of High Ability African American Students —</td>
<td>Dr. Linda Long, University of Georgia</td>
</tr>
<tr>
<td>The Identification of Factors that Facilitate Academic Success of Students from African Descent in American Schools, Colleges and Other Institutions of Higher Learning —</td>
<td>Dr. Luretha Lucky, Florida International University</td>
</tr>
</tbody>
</table>
Synopsis of Program:

Historically Black Colleges and Universities (HBCUs) have awarded a large share of bachelor's degrees to African American students in science, technology, engineering and mathematics (STEM), and nine of the top ten baccalaureate institutions of African American STEM doctorate recipients from 2008-2012 are HBCUs.\[1\] In 2012, 8.5% of black undergraduates attended HBCUs.\[2\] In contrast, HBCUs awarded 16.7% of the bachelor's degrees and 17.8% of the S&E bachelor's degrees to black students that year.\[1\] To meet the nation's accelerating demands for STEM talent, more rapid gains in achievement, success and degree production in STEM for underrepresented minority populations are needed. The Historically Black Colleges and Universities Undergraduate Program (HBCU-UP) is committed to enhancing the quality of undergraduate STEM education and research at HBCUs as a means to broaden participation in the nation's STEM workforce. To this end, HBCU-UP provides awards to develop, implement, and study evidence-based innovative models and approaches for improving the preparation and success of HBCU undergraduate students so that they may pursue STEM graduate programs and/or careers. Support is available for Targeted Infusion Projects, Broadening Participation Research Projects, Research Initiation Awards, Implementation Projects, Achieving Competitive Excellence Implementation Projects, and Broadening Participation Research Centers; as well as other funding opportunities.

Targeted Infusion Projects (TIP) provide support to achieve a short-term, well-defined goal to improve the quality of undergraduate STEM education at HBCUs. The Broadening Participation Research (BPR) in STEM Education track provides support for research projects that seek to create and study new theory-driven models and innovations related to the participation and success of underrepresented groups in STEM undergraduate education. Research Initiation Awards (RIA) provide support for STEM faculty at HBCUs to pursue research at the home institution or at an NSF-funded research center, a research intensive institution or a national laboratory. Implementation Projects provide support to design, implement, study, and assess comprehensive institutional efforts to increase the number of students receiving undergraduate degrees in STEM and enhance the quality of their preparation by strengthening STEM education and research. Within this track, Achieving Competitive Excellence (ACE) Implementation Projects are intended for HBCUs with exemplary achievements and established institutionalized foundations from previous Implementation Project grants. Broadening Participation Research Centers provide support to conduct world-class research at institutions that have held three rounds of Implementation or ACE Implementation Projects.

Broadening Participation Research Centers are expected to represent the collective intelligence of HBCU STEM higher education, and serve as the national hub for the rigorous study and broad dissemination of the critical
Pedagogies and culturally sensitive interventions that contribute to the success of HBCUs in educating African American STEM undergraduates. Centers are expected to: conduct research on STEM education and broadening participation in STEM; perform outreach to HBCUs to build capacity to conduct this type of research; and work to transfer and disseminate promising broadening participation research to enhance STEM education and research outcomes for African American undergraduates across the country.

Regular review of the journal *School Science and Mathematics* is an excellent way to keep informed on subjects related to student success in STEM.

> Using the science and technology research databases available at your local university or public library, perform a title search for “School Science and Mathematics.”

> Add the following subjects or keywords and review the resulting list of articles. Make a note of educators who are frequently cited and add their names to future searches.

> African American students + Science Study and teaching
> African American students + Mathematics Study and teaching

Some databases will allow users to automatically reproduce this search at regular intervals and send new an updated listing of new articles. I use the EBSCOhost database available online from my local public library that offers this feature as well as many other customization options.

### Recommended Reading


The 2006 article “Sociocultural Factors Influencing Students’ Learning in Science and Mathematics: An Analysis of the Perspectives of African American Students,” by Brenda Brand, George Glasson and Andre Green, offers a revealing discussion of recurring themes from Success Summit conversations and identifies key behaviors for addition to AASF’s growing rubric of success.

The rationale for inquiry into how African American students describe their participation in mathematics and science classes, brings up a familiar construct introduced in the research of Success Summit conference speakers, the relationship...
between academic achievement and the levels of social support provided by family, including extended family, and community.

While this paper explores both positive and negative aspects of this line of inquiry, AASF conversations always focus upon factors that influence the development of positive social and cultural identities.

The five open-ended interviews presented in this ethnographic study identify the following success factors defining their learning experiences in STEM classrooms. The three male and two female students were all enrolled in “Tomorrow’s Teachers,” a special program for high school students interested in becoming educators.

SUCCESS FACTORS
- Confidence
- Self-motivation
- Assertiveness
- Extracurricular interests (employment)
- Family support (parents, cousin)
- Role model/mentor influence

WANT TO HELP AASF’S RESEARCH PROGRAM?

Shop at AmazonSmile and Amazon will make a donation to:

![AASF]

Every time you buy, the AmazonSmile Foundation donates 0.5% to AASF

United Way

AASF can receive United Way donations from anywhere in the country that is directed specifically to it during your company’s annual United Way Campaign.

Direct your donation to AFRICAN AMERICAN SUCCESS FOUNDATION in Broward County, Florida.
Noteworthy

STEM ADMINISTRATOR

S. DALLAS DANCE
HONORED

Baltimore County Public Schools District Superintendent Dr. S. Dallas Dance is recognized as one of twenty innovative American educators in the March 18, 2015, eSchool News feature, “20 Ed-tech Leaders to Watch.” The article describes Dr. Dance’s successful integration of technology into the Baltimore School District’s five-year strategic plan, and the pioneering accomplishments of 19 other honorees cited by the National School Boards Association’s (NSBA) Technology Leadership Network (TLN).

To learn more about the Students and Teachers Accessing Tomorrow (S.T.A.T.) initiative spearheaded by Dr. Dance, visit the Baltimore County Public Schools S.T.A.T. web site:

http://www.bcps.org/academics/stat/

NSBE National Chair Receives Prestigious NIH Grant

by Cindy Atoji March 18, 2015

Courtesy of http://www.nsbe.org/News-Media/NSBE-News/Profiles/National-Chair-Received-NIH-Grant.aspx

It’s always been Sossena Wood’s goal to drive innovation. Now, Wood, who is NSBE’s national chair and also a doctoral candidate in bioengineering at the University of Pittsburgh, is one step closer to her personal ambitions of championing change in the health-related sciences. Wood, 26, was recently awarded a prestigious National Institutes of Health (NIH) fellowship that supports research training, especially for students from groups underrepresented in the scientific workforce. The Ruth L. Kirschstein National Research Service Award (NRSA) received by Wood will support continuing work on her dissertation, as she works to improve

(Continued on page 12)
NSBE Chair Receives NIH Grant (Continued)

(Continued from page 11)

ultrahigh-field magnetic resonance imaging (MRI). She is seeking to develop an anatomically detailed model, known as a “head phantom,” that can be imaged to test the performance of the instrumentation of the ultrahigh-field MRI systems.

“I am honored to receive this fellowship, as I conduct research and prepare for a research career. Scientific innovation is the basis for ultimately improving and protecting our health,” says Wood, who is also a K. Leroy Irvis Fellow, a GEM Fellow and a Pitt's Rising African-American Leaders awardee.

The NIH based its National Research Service Award to Wood on her lengthy proposal, in which she described her experimental plans related to her dissertation work. Wood is working on developing and enhancing a computer simulation algorithm to calibrate ultrahigh-field MRI instrumentation and is helping determine the necessary parameters that should go into the system, based on new hardware, including radiofrequency (RF) coils, designed in the lab.

“Modern MRI systems are highly complex devices, and we believe that we can enhance and improve ultrahigh-field instrumentation that improves the MRI community’s understanding of 7T imaging. Progress in this proposed work will allow 7T MR imaging to be more enhanced in its ability to detect human diseases and ailments by yielding better MR image,” says Wood.

The grant will be an important source of money to enable her to attend scientific meetings and workshops. With her interest in relating human functions to the design of intelligent systems and devices that aid human health, she is excited about continuing to enter new areas of investigation of existing biomedical research problems.

“(Since) investigators rely on science funding, applying and receiving this grant was a fulfilling accomplishment. I hope to one day become a faculty member, and grant writing is a necessity,” says Wood, who has been working on the new imaging methodology for almost four years now and hopes that will be used regularly one day in clinical practice. “Ultimately, this award is all about improving health and saving lives, and that is my objective as well.”

Dr. Cynthia Wilson Receives DOE Grant

Professor of Exceptional Student Education at Florida Atlantic University in Davie, Florida Cynthia Wilson, Ph.D. received a $1.2 million federal grant award from the U.S. Department of Education, Office of

(Continued on page 13)
Noteworthy (Continued)

Special Education and Rehabilitative Services, Office of Special Education Programs. The funded project: Project I2: Intensive Intervention for Students with ASD who have Persistent and Severe Needs emphasizes the preparation of teachers who will become skilled in the implementation of research-based teaching methods for students with autism spectrum disorders (ASD). Project I2 will provide tuition support for teachers who will earn a master’s degree and teaching endorsement in ASD.

Persons interested in the project can send their inquiry to: http://www.coe.fau.edu/academicdepartments/ese/projecti2/

Dr. Wilson is a longtime Friend of AASF. She has been a member of its Grant Selection Committee since 2002, and has served as Chair of the Committee since 2004.

Read More about Dr. Wilson at http://blacksuccessfoundation.org/staff/dr-cynthia-

Web Postings
Promote Positive Images

Visit...
The Lacks Family Website

The Lacks Family Website

URL of Site: http://www.lacksfamily.net/

Rebecca Skloot’s critically acclaimed The Immortal Life of Henrietta Lacks has been hailed as one of the best non-fiction titles published in 2010. The book describing the controversal use of unusual tissue samples from cancer patient Henrietta Lacks as tools for medical research has also prompted an ongoing debate concerning medical privacy.

(Continued on page 14)
issues and informed consent. On this site, visitors will discover a wealth of information presented in the context of generations that have endured since the death of the family matriarch in 1951.

*The Lacks Family* website also calls attention to the importance of preserving the family histories of African Americans by actively compiling documents, photographs, scrapbooks, mementos and other artifacts that have been passed down from generation to generation, and then donating them to a local archive, museum or historical society or engaging in writing and publishing a book. Pursing and documenting the history of family members is a success strategy that builds leadership skills, expands personal networks, and embroiders the contributions of individuals who may otherwise go unnoticed into the great fabric of our nation’s history.

*The Lacks Family* tribute site honoring the legacy of their mother and grandmother Henrietta Lacks is a significant example. As you review the series of page sections containing biographical information detailing how samples from her cells were appropriated without consent and used in advancing medical research around the globe and the various roles the surviving family members have played in sharing this bittersweet story of success, one can’t help but wonder about these individuals.

Many photographs from programs and special events are displayed but there are no captions identifying family members. The only name is a contact page listing for David “Sonny” Lacks in care of the Lyceum Agency that coordinates the family’s speaking engagements.

Perhaps this is intentional and the family wants to keep the focus on Henrietta Lacks and events from her life that were prominently introduced in the award-winning book, *The Immortal Life of Henrietta Lacks*. Published in 2010, the book by Rebecca Skloot explores the social and cultural impact of the extraordinary line of immortal HeLa cells (named for the first two letters of Henrietta Lacks’ first and last name) that continue to thrive long after Henrietta Lacks’ death from cancer at the age of 30.

A link to a sample chapter of the book published in the February 2010 issue of *O, The Oprah Magazine* is available.

The site content is varied and engaging, along with the biographical profile of Henrietta (Continued on page 15)
Lacks there is a “Show Case” page section featuring media presentations about her life and the pioneering research based on the “miracle cells.”

Photographs and other information from speaking engagements presented by family members during 2014 and 2015 are noted on the “Events” page. A link describing the prestigious Henrietta Lacks Memorial Lecture held at The Johns Hopkins Institute for Clinical and Translational Research in 2014 is featured on the “Welcome” page.

Recommended Reading

Shanna Freeman wrote an article describing the importance of the highly resistant HeLa cells in medical research. Read more about “How HeLa Cells Work” at How Stuff Works.com.


Nathan Delinois, artist and AASF supporter since its founding, has been commissioned to complete a mural above the entrance of the Edgar Mills Multi-Purpose Center in Fort Lauderdale, Florida. Known professionally as “Nate Dee”, the artist says he has numerous influences that include his Haitian background and the use of color in a lot of Haitian art, as well as in street art. He says that the design quality of the Art Nouveau movement and the drama of Greek art from the Hellenistic can be seen in his work, and that he takes some influences from the pop surrealists.

AASF extends congratulations to Nate Dee and thanks him or his generosity in donating original fine art to AASF's popular Silent Auction over the years.

Congratulations, Nate Dee!

http://www.natedee.com/
Power of Visualizing Success

Tech entrepreneur Phyllis Newhouse shares her success factors in Real Simple magazine. Newhouse launched her company, Xtreme Solutions, that helps prevent cyber attacks and within two years, her company had made more than 1 million dollars. The article indicates that this year the company is on track to gross about 60 million dollars.

The following excerpt from the article identifies one success strategy for attaining your goals:

Put your dreams on paper:

“I’ve always been a three-years-out person. I think: ‘What do I want to be in three years?’ and write that plan out. I knew that I was going to be an entrepreneur. I started to do all the things to prep me. I took courses. I researched businesses. I remember getting a blank bulletin board. On that board, I put a picture of a building; I put a check I wrote to myself for $1 million; I put the names of organizations I wanted to work with. Then I started putting people’s names on there—the ideal team. I looked up to that vision board everyday, and there was my company—I could see it. Within a year, three of the people on that board were working for me. Within two years, I was in that actual building in downtown Atlanta that I had cut out of a magazine. When I wrote the $1 million check, I told myself that within three years, this was what I wanted to see in our bank account. In two years, that amount was in the account. Every year, I go back to that vision board and put new things on there.”

Read more about Newhouse and her recommended success strategies in:


Xavier University Graduating Most Future Doctors

Xavier University President Norman Francis (retired) & Pre-Med Students
As important as the high profile stories are, equally important are the encounters we all have regularly in which African Americans are stereotyped negatively or positively, and in which we need to push back. Here, in her own words, is a story of how one AASF supporter pushed back. I hope it gives you some tools, and we’ll offer more at Success Summit 2015.

This article appeared in The New York Times on April 10, 2015. **Black Immigrants Have Quadrupled Since 1980, Study Says**

The article indicated that there has been a 137 percent increase in arrivals from Africa from 2000-2013 and that this group is expected to make up an increasing share of the US Black population in the decades ahead. The article further says that the Pew Research Center found that 3.8 million Black immigrants lived in the US in 2013 or 9% of the US Black population and expect it to grow to 16% by 2060.

50% of the US Black immigrants are from Jamaica and Haiti, 9% from Central America, but the primary growth was from African immigrants which is now 1.4 million.

The Pew Study further says that Black immigrants have become prominent in American culture and those over the age of 25 are more likely than their American born counterparts to have a bachelor’s degree and are less likely to live in poverty. Black immigrants often identify strongly with their home countries and there is not a strong desire for them to become Black Americans because of assumptions and stereotypes about Black Americans, so they prefer to maintain their country of origin identity.

I share this because it reinforced some of the messages that I received during a dialogue with the mother of a Nigerian friend of my daughter. She said that her husband had seen my daughter 3 years ago and said that she was a star, but thought she was African. My initial response was that my daughter is clearly African American. She proceeded to tell me how Nigerians raise their children to focus on their studies and to shun relationships with the opposite sex as they are a distraction from their studies. I told her that I was raised that way and raised my daughters that way as well. The Nigerian mother told me that my family obviously had imported the African way. I elected not to dispute her allegations because I wanted to hear more of what she had to say.

She further went on to say that she and her husband were people of means in Nigeria but chose to come to the US and built a business and a medical practice from nothing. She was not bragging, but was making a point of how they could build multimillion dollar enterprises and implied that American Blacks had not.
There were two implications that I walked away from the conversation:

My daughter had to be African to be excellent. This family had bought into the stereotypes and negative perceptions about Black Americans.

Black Americans are not enterprising as Africans came to US with nothing and built multimillion dollar enterprises. They obviously have not been exposed to high achieving African Americans.

What she failed to comprehend is the tremendous baggage that American Blacks carry resulting from a history of slavery and the efforts of broader America to continue to perpetuate, even ever so subtly. They also fail to recognize that they came from means and that poverty, more than color, is negatively impacting social economic progression of poor Blacks into the middle and affluent classes in the United States.

I failed to tell her that my daughter was a 4th generation African American college educated woman and that her great grandmother (1st generation) was the daughter of a slave cook.

I failed to tell her that I ascended from rural Southern culture filled with educators, entrepreneurs, high and low skilled tradesmen and artisans, and clergy who maintained a legacy of excellence and dignity regardless of their social economic status. I did say:

“Clearly she is African American.”

— As Told By An AASF Supporter

You probably encounter similar arrogance and affronts every day. As we emphasize at AASF, everyone is at risk of adopting the negative myths and stereotypes about African Americans that abound around the globe, so sometimes the condescending attitudes will come from those who look like you. We support African self-pride by those from our Homeland and throughout the Diaspora, but as AASF also underscores, YOU have many successes to be proud of too.

Tout Your Success.

Push Back

See you at Success Summit 2015 in Houston!

References


Yvonne Julian-Hargrove, MBA is retired from a distinguished career in Sales and Marketing with The Dow Chemical Company. She obtained her Bachelor of Arts degree in Chemistry, with Honors, from the Illinois Institute of Technology and MBA in Operations Management from Golden Gate University. She is Chair AASF’s Board of Directors and its Success Books Committee.

Contact Yvonne at Board@BlackSuccessFoundation.org
NEW & NOTABLE BOOKS FOR YOUR SHELF

**Holding Fast to Dreams:**
Empowering Youth from the Civil Rights Crusade to STEM Achievement

By Freeman A. Hrabowski III

**Resilience and Success: The Professional Journeys of African American Women Scientists**

{Volume 27 in the Black Studies & Critical Thinking series}

By Kabba E. Colley and Binta M. Colley
155 pp. Peter Lang, 2013

**Beyond Stock Stories and Folktales: African Americans’ Paths to STEM Fields**

{Volume 11 in the Diversity in Higher Education series}

By Henry T. Frierson and William F. Tate
332 pp. Emerald, 2011
Success of Ballerina Misty Copeland

“Born in Kansas City, Missouri and raised in San Pedro, California, Misty Copeland began her ballet studies at the late age of thirteen...She studied at the San Francisco Ballet School and American Ballet Theatre’s Summer Intensive and ... joined American Ballet Theatre as a member of the corps de ballet in April 2001, and in August 2007 became the company’s second African American female Soloist and the first in two decades. In June 2015, Misty was promoted to principal dancer, making her the first African American woman to ever be promoted to the position in the company’s 75-year history...Performing a variety of classical and contemporary roles, one of Misty’s most important roles was performing the title role in Firebird...Misty performed the lead role of “Clara” in American Ballet Theatre’s production of The Nutcracker... In the fall of 2014, she made history as the first black woman to perform the lead role of “Odette/Odile” in American Ballet Theatre’s Swan Lake (and) reprised the role during ABT’s Metropolitan Opera House spring season in June 2015, as well as debuted as “Juliet” in Romeo & Juliet...Misty is the author of the New York Times Bestselling memoir, Life in Motion, ... (and) has a picture book titled Firebird... “
MORE ABOUT ALDON MORRIS

Aldon Morris, the Leon Forrest Professor of Sociology and African American Studies at Northwestern University’s Weinberg College of Arts and Sciences, continues to discuss his book The Scholar Denied: W.E.B. DuBois and the Birth of Modern Sociology with the public. In a September 10, 2015 press release, The Chicago Public Library/Woodson Regional Library at chipublib.org reports:

“...According to Professor Morris, W.E.B. DuBois—an African-American sociologist and activist—was the primary founder of modern sociology in America at the turn of the 20th century. Based on more than a decade of research in primary sources such as personal letters, conference proceedings and scholarly writings, The Scholar Denied, argues that power, money, politics and the ideology of white supremacy led to DuBois being “written out” of the founding of sociology and having his intellectual breakthroughs marginalized in the field for the last century.

An important legacy of DuBois’ scholarship is its emphasis on racial attitudes and identities. DuBois and his colleagues researched the powerful role that beliefs played in determining racial outcomes. They considered it crucial to discredit non-scientific beliefs of black inferiority. Because of DuBois’ penetrating analyses of racism, leading white sociologists ignored and minimized his work. DuBois pioneering work was often characterized in the academic world as unscientific and politically motivated, while systemic racial biases swayed the intellectual work of leading sociologists.

Professor Morris further argues that Booker T. Washington and Robert E. Park—a white University of Chicago scholar considered to be one of the major architects of modern-day sociology—played a central role in disregarding the pioneering work that DuBois produced at Atlanta University—a historically black institution. According to Morris, Washington sought to erase the legacy of DuBois’ Atlanta School, although DuBois’ research included data collection such as census data, interview data, and ethnographic data; and through Park, Washington interjected his own views on race into the University of Chicago’s research, which dominated the field of sociology for decades thereafter.”

Beatrice Julian

Success Books Reviewer & Newsletter Contributor

Ms. Julian is a Librarian and Archivist

She is a member of AASF’s Success Books Committee and is President of her own business, Keynotes, a research/writing firm.

Ms. Julian received a Proclamation from Illinois Secretary of State and State Archivist Jesse White on June 23, 2015 for her outstanding service on the Illinois State Archives Advisory Board and the Illinois State Historical Records Advisory Board.

Read More about Ms. Julian at http://blacksuccessfoundation.org/newsletter/
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CONGRATULATIONS &
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FOR GIVING AASF’S WEBSITE
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Check out AASF’s new Website at http://BlackSuccessFoundation.org

Sam has been a devoted Friend of AASF since the organization’s inception and, along with his wife Ellarease, has the distinction of attending every annual Success Summit since AASF began hosting the conferences in 2000. Some years later, he stepped in to help maintain the organization’s website and has continued to donate his time and expertise to it since that time.
Sure, it sounds like bragging to tout your successes, but don’t be afraid to flaunt it! Sharing your success with others counters negative myths and stereotypes about African Americans. It also helps them learn how to replicate what you’ve accomplished. This is extremely important.

Number 1: You make sure that others know success is not an anomaly in our community.

Number 2: You spell out the strategies you used to attain and maintain your success.

Don’t sit by and keep negative myths and stereotypes alive. Tell stories about family success to your children. Share success stories wherever you go. When you’re asked to speak publicly, be sure to include success strategies. By doing so, you make sure others know that, in spite of all the problems in our community, we DO have achievements to be proud of.

Listen to yourself. Stop dwelling on deficits and dysfunctions. Adopt AASF’s mantra: Boast about all that IS working well, thank you!

Dr. E. Carol Webster, Your Success Psychologist, is Author of Success Management: How to Get to the Top and Keep Your Sanity Once You Get There, The Fear of Success: Stop It From Stopping You!, Success! Ezine, and is Editor of AASF’s Spotlight On Success.

Dr. Webster is AASF’s Founder and President/CEO.