

# THURGOOD MARSHALL COLLEGE FUND





# ABOUT

## BACKGROUND

### THE LIFE AND LEGACY OF THURGOOD MARSHALL

In 1925, an outgoing and strong-willed young man enrolled in Lincoln University of Pennsylvania. Tenacious, skillful, and persuasive, the young man quickly became the university's star debater. After graduating *cum laude* with distinction, he enrolled in Howard University Law School, where he graduated at the top of his class in 1933. At that time, no one could have predicted that in 1967, Thurgood Marshall would become the first African-American justice of the United States Supreme Court.

Justice Marshall's commitment to education began as a young lawyer fighting the State of Maryland for equal pay for Black school teachers who were receiving the same salary as janitors. Throughout his career, Thurgood Marshall worked within the legal system to make his vision of equal access to education a reality through precedent-setting court cases. In *Brown vs. Board of Education*, the United States Supreme Court struck down the "Separate but Equal" doctrine, thus ending legalized segregation of educational institutions.

After winning a difficult racial discrimination case against the University of Maryland, Thurgood Marshall declared, "We're in the education business!" It is this legacy and commitment to education that is the foundation of the Thurgood Marshall College Fund's (TMCF's) vision: *Changing the World...One Leader at a Time.*

## THURGOOD MARSHALL COLLEGE FUND

### WHERE EDUCATION PAYS OFF

The Thurgood Marshall College Fund (TMCF), formerly the Thurgood Marshall Scholarship Fund, is named for the U.S. Supreme Court's first African-American justice. It was established in 1987 under the leadership of Dr. N. Joyce Payne in cooperation with Miller Brewing Co., Sony Music, the NBA, Reebok, and the American Association for State Colleges and Universities. TMCF supports and represents nearly 300,000 students attending its 47 member-schools that include *public* Historically Black Colleges and Universities (HBCUs), medical schools and law schools. TMCF helps students with a clear intention and the motivation to succeed and acquire a high-quality college education at an affordable cost. TMCF also efficiently connects high performing, world-ready students with top tier employment opportunities—access that students or employers might not have on their own. Through its scholarships and programs, TMCF plays a key role in preparing the leaders of tomorrow.

To date, TMCF has provided more than \$200 million in scholarships and programmatic and capacity building support to students and member-schools. TMCF member-schools are a critical source of higher education for all students. More than eighty percent of all students enrolled in HBCUs attend TMCF member-schools. Many TMCF member-school graduates have become leaders in the business, government and entertainment industries. However, few of these achievements would be possible without the support of the TMCF.





# PROFILE

## OUR MISSION

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Our mission is three-fold:

- ↪ Partner with our member-schools to increase access, retention and graduation rates of students
- ↪ Identify and prepare students attending member-schools who have significant leadership potential
- ↪ Create a pipeline for employers to highly qualified member-school students and alumni

## OUR VISION

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*Changing the World ... One Leader at a Time*

## STRATEGIC PILLARS

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- ↪ Scholarships
- ↪ Capacity Building & Programmatic Support
- ↪ Public Policy and Advocacy

## WHAT WE DO

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Serve as a voice for *public* HBCUs.

Support and represent a network of member-schools including, 47 *public* Historically Black Colleges and Universities (HBCUs), medical and law schools.

Serve as a resource for nearly 300,000 students enrolled in the HBCU network of schools that are enrolled in TCMF member-schools.

Enable education: TCMF member-schools confer more degrees than any other HBCU organization.

25,693 Undergraduate degrees

6,964 Graduate degrees

1,822 Doctorate degrees



901 F Street NW, Suite 300 | Washington, D.C. 20004

[www.thurgoodmarshallcollegefund.org](http://www.thurgoodmarshallcollegefund.org)



# FACTS

To date, TMCF has provided more than **\$200** million in scholarships, programmatic and capacity building support to students and member-schools.

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TMCF member-schools enroll approximately **80%** of all students attending the nation's *public* Historically Black Colleges and Universities (HBCUs).

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**92%** of all students who attend TMCF member-schools rely on financial aid in their pursuit of a degree.

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Nearly **1-in-7** Bachelor's degrees earned by African-Americans were earned at Thurgood Marshall College Fund (TMCF) member-schools.

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More than **23,000** students who attend TMCF member-schools are enrolled in Bachelor's STEM programs.

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Over **2 million** young people have graduated from TMCF member-schools.

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**55%** of TMCF member-school graduates go on to enroll in professional and graduate schools.

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Enrollment in STEM fields have increased **57%** in the past **20** years at TMCF member-schools.

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# TMCF MEMBER-SCHOOLS

## COLLEGES & UNIVERSITIES

Alabama A&M University  
**Normal, AL**

Alabama State University  
**Montgomery, AL**

Albany State University  
**Albany, GA**

Alcorn State University  
**Alcorn, MS**

Bluefield State College  
**Bluefield, WV**

Bowie State University  
**Bowie, MD**

Central State University  
**Wilberforce, OH**

Cheyney University of Pennsylvania  
**Cheyney, PA**

Chicago State University  
**Chicago, IL**

Coppin State University  
**Baltimore, MD**

Delaware State University  
**Dover, DE**

Elizabeth City State University  
**Elizabeth City, NC**

Fayetteville State University  
**Fayetteville, NC**

Florida A&M University  
**Tallahassee, FL**

Fort Valley State University  
**Fort Valley, GA**

Grambling State University  
**Grambling, LA**

Harris-Stowe State University  
**St. Louis, MO**

Howard University  
**Washington, D.C.**

Jackson State University  
**Jackson, MS**

Kentucky State University  
**Frankfort, KY**

Langston University  
**Langston, OK**

Lincoln University  
**Jefferson City, MO**

Lincoln University of Pennsylvania  
**Lincoln University, PA**

Medgar Evers College  
**Brooklyn, NY**

Mississippi Valley State University  
**Itta Bena, MS**

Morgan State University  
**Baltimore, MD**

Norfolk State University  
**Norfolk, VA**

North Carolina A&T State University  
**Greensboro, NC**

North Carolina Central University  
**Durham, NC**

Prairie View A&M University  
**Prairie View, TX**

Savannah State University  
**Savannah, GA**

South Carolina State University  
**Orangeburg, SC**

Southern University and  
A&M College  
**Baton Rouge, LA**

Southern University at  
New Orleans  
**New Orleans, LA**

Southern University at  
Shreveport-Bossier City  
**Shreveport, LA**

Tennessee State University  
**Nashville, TN**

Texas Southern University  
**Houston, TX**

Tuskegee University  
**Tuskegee, AL**

University of Arkansas at  
Pine Bluff  
**Pine Bluff, AR**

University of the District of Columbia  
**Washington, D.C.**

University of Maryland  
Eastern Shore  
**Princess Anne, MD**

University of the Virgin Islands  
**St. Thomas, VI**

Virginia State University  
**Petersburg, VA**

West Virginia State University  
**Institute, WV**

Winston-Salem State University  
**Winston-Salem, NC**

York College  
**Jamaica, NY**

## LAW SCHOOLS

Florida A&M University College of Law  
**Orlando, FL**

Howard University School of Law  
**Washington, D.C.**

North Carolina Central University School of Law  
**Durham, NC**

Southern University Law Center  
**Baton Rouge, LA**

Texas Southern University  
Thurgood Marshall School of Law  
**Houston, TX**

University of the District of Columbia  
David A. Clarke School of Law  
**Washington, D.C.**

## MEDICAL SCHOOLS

Charles R. Drew University of  
Medicine & Science  
**Los Angeles, CA**

Howard University School of Medicine  
**Washington, D.C.**



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# INVEST IN EDUCATION

The Thurgood Marshall College Fund (TMCf) is working hard to ensure that students who have the desire to go to college have the resources to fulfill their dream, and that our 47 member-school network of *public* Historically Black Colleges and Universities (HBCUs) are equipped to produce highly-skilled graduates prepared to compete in today's global economy. When you partner with TMCf, you are investing in the education of nearly 300,000 students that will become part of the nation's next generation of leaders. Eighty percent (80%) of the total students attending HBCUs are attending a TMCf member-school. Thanks to the affordable tuition at *public* HBCUs, they are often the schools of choice for diverse first-generation college students. With your investment, we can continue to build the pipeline to extraordinary future leaders in science, technology, business, education, health, law and other areas critical to building a competitive workforce in the 21st century.

Here's how you can invest:

- **General Support** – A general donation enables you to invest your dollars where they are needed most.
- **Scholarships** – TMCf provides need-based merit scholarships to students attending any one of our 47 member-schools.
- **Internships** – Provide a student with an opportunity to gain hands-on experience in their field of study.
- **Programs** – Contact TMCf to learn more about how you can partner with one of our unique programs that focus on the following:
  - Teacher Quality & Retention
  - College Access, Retention & Graduation
  - International Education
  - Leadership Development
  - Supporting Returning Veterans
  - STEM Research
- **Events** – Please visit the TMCf website ([www.thurgoodmarshallcollegefund.org](http://www.thurgoodmarshallcollegefund.org)) for more information on sponsorship opportunities for events, including:
  - Anniversary Awards Dinner
  - Leadership Institute & Recruitment Fair
  - Regional Awards of Excellence
  - CDC Public Health Meeting
  - CUSTEMS Meeting
  - Member-Universities Professional Institute
- **Cause Marketing** – Innovative branding partnerships aimed at promoting education.
- **In-kind Gifts** – In-kind gifts enable TMCf to direct more of its resources directly to students.

## TMCF-UNCF COMPARISON

### TMCF

- ↪ 47 *Public* Member-Schools
- ↪ FY2010 Total Enrollment: **294,409**
- ↪ FY2010 Degrees Conferred:
  - Undergraduate: **25,693**
  - Graduate: **6,964**
  - Doctorate: **1,822**
- ↪ 2011 - 2012 Average In-State Tuition: **\$6,363**

### UNCF

- ↪ 38 *Private* Member-Colleges
- ↪ FY2010 Total Enrollment: **64,529**
- ↪ FY2010 Degrees Conferred:
  - Undergraduate: **7,291**
  - Graduate: **671**
  - Doctorate: **323**
- ↪ 2011 - 2012 Average In-State Tuition: **\$13,994**



**THE NUMBERS SPEAK FOR THEMSELVES!**



# PROGRAMS

Here at the Thurgood Marshall College Fund, we do more than offer scholarships, we enhance the educational experience with programs and conferences for students and faculty. In addition, we offer grants to support our member-school faculty with research projects and aim to support the overall personal and professional growth of every TCMF participant.

We:

- ↳ Inspire leadership
- ↳ Create a pipeline for employers to talented students
- ↳ Enable students to succeed in the legislative process
- ↳ Introduce best practices and methodologies to advance the cause of *public* HBCUs
- ↳ Increase graduation and retention rates
- ↳ Work to improve technology, faculty research, fellowships and internships

## PROGRAM DESCRIPTIONS

### Teacher Quality and Retention Program

The Teacher Quality and Retention Program (TQRP) was designed to help teachers enhance the learning experience of students. Now, more than ever, our students need qualified teachers who can help them overcome challenging school environments and achieve academic and personal success. Historically Black Colleges and Universities (HBCUs) graduate more minority teachers than any other source.

TQRP provides one-week summer institutes designed to give education majors experience in the application of educational theories and practices. This training will equip future teachers with the skills they need to successfully enter high-need schools in urban and rural communities. Selected STEM majors will take part in a two-week fellowship designed to expose those considering a career in education to the latest theories and practices associated with exemplary science and mathematics instruction. Program fellows will attend one of four Institutes being held around the country.

### Leadership Institute and Recruitment Fair

The Leadership Institute and Recruitment Fair is a national program that includes a four-day conference designed to provide leadership development, career training, internship and employment opportunities to top students at TCMF's member network of *public* HBCUs. Participants include students who are interviewed and selected via a highly competitive process. These scholars include high-performing students in business, STEM, education and other fields. As a result of the conference, many of TCMF's Leadership Institute participants receive internships and employment offers with private and public sector industries. These students are tracked throughout their internship experience and their first year of employment. TCMF Leadership Institute program evaluation metrics include internship and employment offer rates as well as job performance and retention.







## PROGRAMS cont'd

### **Member-Universities Professional Institute**

The Member-Universities Professional Institute (MUPI) is a national program that includes a yearly two-day conference designed to provide professional development, networking and best-practice sharing among administration, faculty and staff of TMCF's member network of *public* HBCUs. MUPI includes a one-day leadership summit designed especially for university presidents, chancellors and law school deans. In addition to the two-day conference, TMCF's Government Affairs and Programs divisions lead capacity-building initiatives with MUPI participants. These initiatives include an International Collaboration Group (ICG), which is pursuing federal grants for work in Sierra Leon and Brazil; a technology resources initiative, which seeks to expand cloud-computing capabilities among *public* HBCUs; access to collaborative partnerships including UNCF's Building Green Initiative, the Institute for International Education's (IIE) faculty study abroad program, and others.

### **Supporting Education for Returning Veterans**

The Supporting Education for Returning Veterans (SERV) program is designed to help veterans returning from the Iraq and Afghanistan wars, (Operation Enduring Freedom [OEF], Operation Iraqi Freedom [OIF]) and interested in obtaining a college degree majoring in science, technology, engineering or mathematics (STEM).

### **Consortium for Undergraduate STEM Success**

The Consortium for Undergraduate STEM Success (CUSTEMS) is a collaboration of post-secondary institutions interested addressing issues relating to undergraduate degree completion in STEM (Science, Technology, Engineering, and Mathematics) fields, with particular focus on under-represented students. CUSTEMS combines student academic data from participating institutions with survey responses from those same students to inform institutions about patterns of student migration into and out of STEM fields.

For additional information about how you can get involved with TMCF programs please contact: [misha.lesley@tmcfund.org](mailto:misha.lesley@tmcfund.org)





## SCHOLARSHIPS & CAPACITY BUILDING

Research studies show a leading barrier to degree attainment is the student's inability to afford college. According to the National Center for Education Statistics, the attainment of Bachelors' degrees has largely remained stagnant.

Since its inception in 1987, Thurgood Marshall College Fund (TMCf) has provided scholarships to qualified students attending its member-schools. These scholarships have provided financial support to help fund their education at one our nation's *public* Historically Black Colleges and Universities (HBCUs).

TMCf provides merit-based scholarships to students seeking financial assistance to complete their education. TMCf scholarship recipients are awarded annually to students meeting the TMCf eligibility criteria. Awards are made each semester based on a verification process designed to ensure that students are meeting academic expectations and have an unmet financial need.

All classifications of students are invited to apply for a TMCf scholarship.

### TMCf Scholarships:

- Are merit and financial need based
- Are renewed annually; awardees must reapply
- Are awarded to defray the cost of tuition, on-campus room and board, books and fees
- Are full tuition scholarships (average tuition at a *public* HBCU is \$6,300 per year)
- Are paid to the member-school on behalf of the students to be credited to their school accounts

### Capacity Building

Faculty research, fellowships and student internship opportunities provide rich opportunities for discovery and keep TMCf member-schools and their graduates globally competitive. Through partnerships with federal agencies, TMCf provides faculty research grants, technical support, internships and fellowships to faculty and students attending its network of member-schools.



*"Thurgood Marshall College Fund has impacted my life by providing me with a scholarship in order to complete my Bachelor's Degree at Bowie State University in addition to giving me the opportunity to enhance my leadership skills."*

*– Monica Bethea, Student, Bowie State University*





# INTERNSHIPS

Thurgood Marshall College Fund's (TMCF's) Internship Program delivers on two key elements of our mission statement:

- Identify and prepare students attending member-schools who have significant leadership potential
- Create a pipeline for employers to highly qualified member-school students and alumni

TMCF has a track record of helping talented students find internships that accelerate their career prospects. TMCF's search for talented students is conducted throughout its 47 member-school network and facilitated by meeting with key staff members at each school as well as through its own network of career counselors who conduct on-campus interviews and evaluations. TMCF brings its decades-long experience in identifying talent to help recruit student interns for TMCF's collaborating partners. The TMCF Internship Manager works closely, and in concert with, highly-qualified students to create an ideal path for success.

The identification process is implemented by pre-screening students for geographic preferences, career objectives, and matching TMCF's partners' needs. Qualified applicants demonstrate personal effectiveness competencies such as active listening skills, presentation skills, professionalism, dependability & reliability, interpersonal skills and self awareness in order to model the behavior of a student for whom the talent acquisition team determines is the best recruit.

TMCF's Internship program seeks students who attend a member-school and maintain a minimum GPA of 3.0. TMCF maintains responsibility for presenting highly-qualified intern candidates and assisting selected students in finding housing and in making travel arrangements. TMCF also serves as a liaison and provides support to students throughout the Internship program. TMCF's employer partners directly supervise, and ideally, provide a mentor for each intern.

Through this development process, TMCF seeks to develop future leaders and help them get the most from their education.



*"I see us in the future, exposing our students to the world, exposing them to opportunities they may not have ever dreamed of. We are going to imagine the impossible and we are going to exceed it."*

*– Dr. N. Joynce Payne, Founder, TMCF*





# TALENT ACQUISITION

Thurgood Marshall College Fund's (TMCF's) Talent Acquisition team developed a strategy to deliver on two key elements of our mission statement:

- Identify and prepare students attending member-schools who have significant leadership potential
- Create a pipeline for employers to highly qualified member-school students and alumni

The team works with a dedicated campus liaison on each campus to coordinate visits and meetings with various faculty and administrators. This allows the best students to be identified and interviewed by the Talent Acquisition team. Visits are conducted in a two-day format, with two or three members visiting a campus during the first semester; and one-day visits with two or three members during the fall semester.

The team seeks to pinpoint specific students who will contribute most to employer success. Key to this identification process is connecting our Talent Acquisition team with a representative from our partners' Human Resource, Talent Acquisition, and/or Campus Recruitment division. The outcome of this collaboration is to gain a clear understanding of the employer's work environment, skill set criteria, and characteristics and traits sought in a candidate.

Students are screened for geographic preferences, career objectives, and leadership potential. Potential leaders must demonstrate personal effectiveness competencies such as active listening skills, presentation skills, professionalism, dependability & reliability, interpersonal skills and self awareness prior to being selected to attend TMCF's leadership institute or other student-focused events. Over time, these personal effectiveness competencies are the foundation from which TMCF seeks to develop future leaders and help them get the most from their education.





# STUDENT AMBASSADORS

Thurgood Marshall College Fund's (TMCF's) Student Ambassadors deliver on two key elements of our mission statement:

- Identify and prepare students attending member-schools who have significant leadership potential
- Create a pipeline for employers to highly qualified member-school students and alumni

The student ambassador works with a dedicated campus liaison on each campus to coordinate visits and meetings with various faculty and administrators. This allows the best students to be identified and interviewed by the Talent Acquisition team. Visits are conducted in a two-day format, with two or three members visiting a campus during the first semester; and one-day visits with two or three members during the fall semester.

In addition, Student Ambassadors serve as positive, energetic, well-informed mentors and role models to their campus peers and the community-at-large. Student ambassadors promote TMCF programs and services as well as perform other duties focusing on three primary objectives:

- Identification & Development: Assist TMCF with the identification, development, and retention of campus talent
- Outreach: Represent TMCF at campus and community events to include on-campus college fairs, career and major fairs, and speaking on panels or to audiences from the campus and/or the community
- Campus Events and Activities: Host a TMCF campus-wide event to include Leadership Institute Informational, New Student Orientations, Commencement, and annual campus-wide events such as Black History Month, voter registration and blood drives

Student ambassadors are charged with being campus leaders who must demonstrate personal effectiveness competencional skills and self awareness in order to model the behavior of a student for which the Talent Acquisition team recruits. Over time, TMCF student ambassadors will consistently prove to be a catalyst for the advancement of the TMCF vision to *Change the World...One Leader at a Time.*







# POLICY & ADVOCACY

## **THURGOOD MARSHALL COLLEGE FUND SCHOLARS CAN CHANGE THE WORLD: POLICY AND ADVOCACY BENEFITS OUR COUNTRY AND THE PLANET**

The Thurgood Marshall College Fund Government Affairs team focus is policy and advocacy that benefits the students we represent attending TCMF member-schools. TCMF maintains many federal partnerships through memorandum of understanding agreements with several federal departments and agencies, and forms TCMF consortia among the national network of faculty talent from across America to benefit the nation and people around the planet. With extensive backgrounds in government service and public affairs in the private sector, our Government Affairs team seeks many ways to advance the education of TCMF Scholars and enable them to change the world. With 75 years of public and government affairs experience combined, the TCMF Government Affairs team has a reputation for cutting-edge advocacy by working closely with Congress, the executive branch, regulatory agencies in Washington, and other advocacy and policy-oriented NGOs around the world.

TCMF Government Affairs has regular opportunities for students to be engaged in our government through our annual Civic Responsibility Conference. This educational conference invites 100 of the brightest TCMF Scholars from around the nation to learn about our constitution and our democracy, and interact with high officials of our federal government and the Congress. TCMF Government Affairs also facilitates direct requests from the executive branch, federal agencies and Congress for internship opportunities for the best and brightest of our scholars to learn from working directly inside our government. Additionally, we seek opportunities for students to develop professionally while they are in school as well. With many opportunities to form partnerships with federal agencies, we know students can gain valuable experience while working in internships here in Washington.

For TCMF Government Affairs, our work must be in the public interest. We try to instill the same sense of public service through all of the programs that Justice Marshall taught us by his example. From his early work as a student apprentice of Charles Hamilton Houston at the Howard University Law School, through his work as the head of the National Association for the Advancement of Colored People Legal Office in New York – when he worked with others who achieved public service distinction with him in the victory in *Brown vs. the Board of Education*, and for all of his many years on the Supreme Court since his appointment by President Lyndon Johnson – the legacy of Justice Marshall's great life and work lives on through the scholars who we support and graduate from our schools. We work to advance their ability to complete college, and welcome any opportunity we may have to support their potential interest in a government career in either the Executive branch or Congress. So they may carry his legacy forward, our TCMF Government Affairs office seeks ways to facilitate any scholar's interest in public service and public affairs.

Additionally, the TCMF Government Affairs office tries to find ways to form consortia between our campuses in areas of expertise so we can take on some of the world's great needs. Government Affairs facilitates and supports a grants workshop series with follow-up grant proposal development so TCMF member-schools may form consortia between themselves in research and education. At our annual Member-Universities Professional Institute, TCMF Government Affairs convenes a series of workshops and member-school meetings to build teams to write and compete for grants in areas of mutual interest. Work in this area is both domestically and internationally focused.

On the policy front, we lead educational advocacy for our nearly 300,000 students who represent 80% of all students who attend the nation's HBCUs.





# 2013 CONFERENCES

The Thurgood Marshall College Fund (TMCf) hosts numerous conferences and special events during the year. Below is a brief description of our signature conferences and special events. For a full list of conferences and events TMCf hosts for the year and/or additional information, visit the TMCf website at [www.thurgoodmarshallcollegefund.org](http://www.thurgoodmarshallcollegefund.org).

## MEMBER-UNIVERSITIES PROFESSIONAL INSTITUTE (MUPI)

MUPI aims to provide professional development and training for key decision makers of America's *public* HBCUs through workshops, plenary sessions, and affiliation forums. This year, the focus of the conference is on financial empowerment and only open to TMCf member-school leaders and the senior level finance administrators.

**MUPI** **New Orleans, Louisiana** **March 23-27, 2013**

## TEACHER QUALITY & RETENTION INSTITUTE

The Teacher Quality and Retention Institutes (TQRIs) are summer institutes designed to give fellows in the Teacher Quality and Retention Program insight into the latest educational theories and practices associated with exemplary practice. The training offered during these respective institutes will provide fellows with the skills they need to successfully enter or remain in high-need schools in urban and rural communities.

### INSTITUTES

<b>STEM Institute</b>	<b>Tennessee State University</b>	<b>June 2-15, 2013</b>
<b>STEM and New Teacher Institute</b>	<b>Texas Southern University</b>	<b>June 23-29, 2013</b>
<b>HBCU Male Institute</b>	<b>Prairie View A&amp;M University</b>	<b>July 7-13, 2013</b>
<b>STEM Institute</b>	<b>Virginia State University</b>	<b>July 14-27, 2013</b>

## LEADERSHIP INSTITUTE

The Leadership Institute held annually, provides talented future leaders with a unique professional development experience. This four-day conference brings a 500+ carefully-selected group of students together with many of the nation's top executives for leadership training, career management, life skills, professional development and recruitment opportunities.

**Leadership Institute** **Washington, D.C.** **November 8-11, 2013**





# SPECIAL EVENTS

## AWARDS OF EXCELLENCE

The Awards of Excellence are regional fundraising events designed to raise awareness of the Thurgood Marshall College Fund (TMCF) and its mission, raise funds to support the students attending our member-schools, and create branding opportunities for corporate partners. The events attract a highly sought demographic market comprised of professionals aged 25 and older. Each of these events honor individuals and/or organizations that have achieved excellence in their respective fields and exemplify the late Justice Thurgood Marshall's passion for civil rights, justice and education.

### 2013 AWARDS OF EXCELLENCE

Newark, NJ	March 14, 2013
Miami, FL	June 6, 2013
Charlotte, NC	October 3, 2013
Chicago, IL	TBD

## ANNIVERSARY AWARDS GALA

TMCF's Anniversary Awards Gala, themed *"Developing Minds ... Delivering Dreams,"* celebrates the achievements of the nation's foremost visionaries who have used their status to positively impact the lives of these students and *public* Historically Black Colleges and Universities (HBCUs). Proceeds from the event enable TMCF to continue its work as a critical link between students having greater access to higher education and the opportunity to become a part of a new generation of global leaders. This formal affair is one of New York City's largest annual fundraising events. In 2011, it attracted more than 1,800 attendees and raised \$1.3 million.

26th Anniversary Awards Gala	November 11, 2013	Washington, D.C.
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2012 New Jersey AOE Award Recipients



2012 Charlotte AOE Award Recipients



2013 Distinguished Young Leader Awards







# BOARD OF DIRECTORS

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**Larry Waters**

Senior Director, Community, Commerce & Partnerships  
*MillerCoors*

**Ken Wilcox – TCMF Treasurer**

Former Senior Vice President &  
Chief Customer Officer  
*LALA-USA*

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**Virgis Colbert – Chairman Emeritus**

Executive Vice President, Worldwide Operations (Retired)  
Senior Advisor  
*MillerCoors*

**Dr. N. Joyce Payne**

Executive Director  
*National Alliance for Public Trust*

**Johnny C. Taylor, Jr. – President & CEO**

*Thurgood Marshall College Fund*



# DIVISIONS

The Thurgood Marshall College Fund (TMCF) is divided into seven divisions to support the organization's overall mission and to handle the day-to-day operations needed for it to run effectively and efficiently. A brief description of each division and their main areas of responsibility follow:

## Executive Division

The Executive Division provides the vision, mission, executive direction, and leadership for TMCF functions and it interfaces with local, state, and federal government officials, service providers and the TMCF Board of Directors. This office will also provide the framework and the day-to-day oversight of all operations supporting the organization's mission.

Executive Team:

Johnny C. Taylor, Jr.	President & CEO
Dr. N. Joyce Payne	Founder/Senior International Affairs and STEM Advisor to the President
John W. Garland, JD	President-In-Residence
Katherine Trujillo	Executive Assistant to the President & Education Policy Specialist

## Operations Division

The Operations Division is responsible for ensuring all in-house policies and procedures, business forms, disclosures, and job aids are current and in compliance with regulatory legislation and internal business practices. The division is also responsible for TMCF board member relations and recruitment, legal, TMCF member-school relations, and alumni affairs/relations.

Operations Team:

Kathy C. Harris, Esq.	Chief of Staff
Ericka D. Brownlee	Office Manager

## Programs Division

The Programs Division is responsible for program management, the development of new programs, member-school capacity building and processing scholarships. The Programs Division also manages the conferences that are held throughout the year, communicates with the campus coordinators, identifies talented students, and serves as a direct liaison with students, faculty, staff and leadership on each campus.

Programs Division Team:

Dr. Misha Lesley	Vice President of Programs
Wanetta Jones-Allen	Director of Teacher Quality & Retention Program
Deshuandra Walker	Manager, Student Support Programs
Mildred Leon	Program Coordinator
Tarlton Wade	Program Coordinator





## DIVISIONS cont'd

### Talent Acquisition Division

The Talent Acquisition Division identify and prepare member-school students who have significant leadership potential and create a pipeline of highly-qualified member-school students and alumni for employers. The team works with a dedicated Campus Liaison on each campus to coordinate visits and meetings with various faculty and administrators. This allows the best students to be identified and interviewed by the Talent Acquisition team.

Talent Acquisition Team:

M. Scott Lilly	Vice President of Talent Acquisition & Campus Relations
Juontonio K. Pinckney	Senior Director of Talent Acquisition and Campus Relations
J. Maurice Pearsall	Talent Acquisition Manager
Ja'Nay Hawkins	Campus Relations Associate

### Development Division

The Development Division is responsible for building relationships with donors to raise funds to support the organization. The funds that are raised help to support TMCF member-schools and their students.

Development Division Team:

Jennifer Wider	Vice President of Development
George Spencer	National Director of Sponsorships & Business Development
Arthur G. Affleck, JD	National Director for Strategic Partnerships
Tiffany L. Jones	National Director of Development
Sonya Bryant	Manager of Development Operations

### Government Affairs Division

The Government Affairs Division's focus is policy and advocacy that benefits the students ships through memorandum of understanding agreements with several federal departments and agencies. It also forms TMCF consortia from among a national network of faculty talent which benefit America and people around the world.

Government Affairs Division Team:

Jeremy S. Alexander	Director of Government Affairs
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## DIVISIONS cont'd

### Marketing Division

The Marketing Division is responsible for creating, communicating, delivering and branding the organization's messages and related materials to enhance TMCF's image. The primary goal of the marketing Division is to increase awareness of the organization, satisfy organization, customer and end-user needs, and build relationships with our stakeholders and society-at-large.

Marketing Division Team:

Jamaal O. Bailey	Vice President of Marketing
Janeen Blige	Marketing Manager
Anan Johnson	Assistant Marketing Manager
Donte Clavo	Events Manager and Special Assistant to the President & CEO
Tiffany M. Chiles	Graphic Designer

### Finance Division

The Finance Division is a service department. The Department services both external and internal customers. The Department's goals are to provide excellent customer service and satisfaction to all stakeholders and divisions. It also manages TMCF's finances in a progressive manner to ensure the organization is able to deliver services effectively and on a sustained basis. The Finance Division also records all financial transactions to present TMCF's financial position. It also ensures that all funds are in accordance with generally accepted accounting principles. The Department also prepares the annual operating budget and performs budget analysis during the year by monitoring departmental revenues and expenditures as well as the performance of each of TMCF's Divisions.

Finance Division Team:

Velma R. Hart, CAE	Chief Financial Officer
Marlin Peters	Accounts Payable Coordinator
Nias White	Finance Director
Tamika Sanders	Accounting Assistant

### Technology Division

The Technology Division serves TMCF departments through a series of services that includes integrating computer systems, coordinating and providing training, negotiating and managing technology-related contracts, and technology assistance and support. The Division creates the technological environment that enables TMCF employees and stakeholders to quickly access vital information by using the most efficient and cost-effective hardware and software.

Technology Division Team:

Brad Gebert	Senior Advisor to the President, Technology & Infrastructure
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## **THURGOOD MARSHALL COLLEGE FUND**

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