

***HBCUs Facing Forward: A New Paradigm for Educating the 21<sup>st</sup> Century Student***

***National HBCU Week Conference –September 26-27, 2013***

***Title III Programs –Workshop session- 2:30-4:00***

***Accountability and Management of Title III Programs***

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We are in an age of accountability. A key challenge for managers is to develop and implement systems, guidelines and safeguards to identify and use available resources effectively and efficiently with transparency and of course accountability. People usually think of financial accountability and while this is not unreasonable, it is only part of the topic which also covers performance, effectiveness and outcomes. As Title III Directors, we are faced with the accountability and management of Title III Programs, below are questions to tackle the issue of accountability and management regarding Title III Programs.

1. What is the most difficult task regarding accountability with your Title III program?

Managing the numerous activities, Managing the Activity Coordinators, Challenging Leadership in the decision making process, Turnover in Personnel and at the Department of Education.

2. What is the difference between accountability with your Title III programs and responsibility?

Accountability means taking the blame or credit if the project or task fails or succeeds. Responsibility means doing the project or task. They are intertwined and go together.

3. Who are you accountable to and what are you accountable for?

We are accountable to our Presidents, Universities, and the Department of Education and to the overall projects. We are accountable for the APR, measurable objectives, Graduation Rates, Phase I Data and the CDP.

4. What keeps you accountable and helps you manage your Title III Programs?

We can stay accountable and manage our Title III Programs by being organized, having a good staff, allowing people to do their jobs, not micro-manage and most importantly keep good records and documents.

5. How big a part do relationships play in accountability?

Relationships are vital. Having a good relationship with your President, Program Officer, Vice President for Business and Finance and the Activity Coordinators is crucial. They all play a vital role in the success of Title III.