

Candidate #1 Curriculum Vitae

EDUCATION

South Carolina State University

School of Education, Orangeburg, South Carolina
Education Doctorate
Educational Leadership
Degree Conferred December 20, 2006

Columbia College, Columbia, South Carolina

Masters of Arts
Degree Conferred: December 19, 1999
Curriculum and Instruction

Morehouse College

Bachelors of Arts
Degree Conferred: May 12, 1993
Major: Elementary Education

LEADERSHIP DEVELOPMENT

Executive Leadership Academy (ELA) American Leadership Institute (AALI)

2020-2021

As an experienced Provost and Vice President for Academic Affairs, through the ELA experience, I have acquired considerable knowledge and skills germane to the critical responsibilities and activities central to the work of a college president and chief executive officer.

Becoming A Provost Academy (BAPA)

2017-2018

As an experienced Dean of the College of Education, through the BAPA experience I acquired knowledge, leadership development through performance-based job shadowing experiences. I gained considerable knowledge and skills germane to the critical responsibilities and activities central to the work of a university provost and executive cabinet member.

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Institute for Chief Academic Officers with Chief Advancement and Public Relations Officers Council of Independent Colleges (CIC) 2019

As provost and vice president for academic affairs, the CIC 2019 provided networking, knowledge, problem-solving, sharing of ideas, and best practices in academic affairs, institutional advancement, and public relations.

Higher Education Leadership Foundation (H.E.L.F) Fellow 2018

Emphasis on leadership development for HBCU's with focus on higher education finance, student engagement, and institutional advancement

Executive Leadership Institute Scholar (University of Georgia System)

As an executive leader the University of Georgia provided networking, knowledge, problem-solving, sharing of ideas, and best practices in academic affairs, fiscal affairs and resource management, institutional fundraising, and enrollment management.

William R. Harvey Leadership Institute Scholar: Road to the Presidency, 2013-2014

Examined the best practices associated with Higher Education Executive Leadership for aspiring HBCU president.

LEADERSHIP AND ACADEMIC APPOINTMENTS

Provost and Vice President for Academic Affairs, Institutional Accreditation Liaison & Tenured Professor of Education November 2020- Present

Harris Stowe State University, 3026 Laclede, St Louis Missouri

Harris Stowe State University, is the only Historically Black College/University (HBCU), is a primarily residential, liberal arts institution with an enrollment of 1200 students located in St Louis Missouri. The College is authorized by Higher Learning Commission to confer bachelor's degrees, certificates, and online degrees.

Outcomes/Accomplishments

- Acquired a \$100,000.00 Grant from the Thurgood Marshall College Fund and the Association of College and University Educators (ACUE) for an Excellence in Online Instruction Initiative. This initiative focuses on professional and faculty development for improving pedagogy and course design for online and hybrid instruction.
- Acquired a \$200,000.00 Grant from the United Health Foundation to develop a Bioinformatics program and build capacity to offer new degree program. This

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innovation is geared to improving undergraduate programs with a focus on data analytics.

- Revised the Appointment, Promotion, and Tenure procedures that incorporated and expanded the definition of scholarship.

Provost and Vice President for Academic Affairs, Institutional Accreditation Liaison, July 2020 - November 2020 Wilberforce University

As Vice President for Academic Affairs, I served as a member of the President's Executive Cabinet, as Acting Chief Executive Officer for the College in the absence of the President, as Chief Academic Officer, and as staff advisor to the Board of Trustees. Additionally, I served as the chief advocate for compliance, development, and instructional delivery of the College's degree programs and certificate programs, providing leadership to faculty and academic support staff to ensure consistent quality standards in curriculum and programs that meet the 21st Century needs of students. Further, I served as the College's Chief Compliance officer and served as the Institutional Accreditation Liaison. I hold the academic rank as tenured, Professor of Education.

Outcomes/Accomplishments

- Co-led the campus Emergency Management Team and served as a national Crisis Management
- Center member in response to the COVID-19 health crisis, allowing for continuity of teaching, research, service, and academic student services – resulting in the move of 100% of on-ground classes to online modality and provided remote instruction training to all faculty, and supported a blended delivery model for fall 2020.
- Co-developed and authored the strategic planning roadmap to drive forward the institution's goal to become nationally recognized as a preeminent liberal arts institution.
- Engaged with foundations, corporations and private donors to support the advancement of the institution.
- Facilitated addition of three undergraduate majors: Public Health, Interdisciplinary Studies, and Theological Studies and five certificate programs: Certificate in Entrepreneurship and Small Business (ESB), Certificate in Cyber Security (CCS), Certificate in Data Analytics (CDA), and Certificate in Organizational Management (COM).
- Focused efforts to work closely with community colleges to create seamless transfer pathways, helping lower income students pursue a bachelor's degree, increasing the diversity of the student population and improving time to degree. This work has allowed Wilberforce University to become partners with every community college in the state.

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- Addressed risk management; developed institutional policy and procedures; ensured compliance with institutional policies and applicable laws; and participated in crisis resolution.
- Partnered with the faculty senate in the establishment of new initiatives, policies and responding to concerns from the campus community. For example, writing the college grievance policy and revising promotion and tenure criteria and increasing tenured faculty by 60%.
- Established the College's Annual Fall and Spring Academic Conference for the faculty and introduced a culture of collaboration, promoting broader participation in creating innovative solutions to the challenges facing the college focusing on the faculty's voice and contributions. The result was an increase in trust, collaboration across departments and greater appreciation for the contributions of the faculty within academic units.
- Participated in legislative matters, developed proposals for funding, met with legislators and supported the educational goals of the state.
- Partnered with the Faculty Senate and Student Government in the establishment of new initiatives, rules and responding to concerns from the administration and college community.

Dean College of Education, July 1, 2015 -July 1,2019 Texas A&M Central Texas, 1001 Leadership Place, Killeen TX, 76548, USA

As Dean of the College of Education of Texas A&M-Central, upper division comprehensive university, I was responsible for 4 undergraduate programs and 6 graduate programs. I worked with Community Colleges within the region to develop effective transfer policies and models of dual crediting memorandums of understanding. I developed and implemented a Five Year Strategic Plan. Lead the college in building a culture of assessment and continuous improvement. Lead programs in initiating advanced accreditation process. Worked with Veteran's Affairs and other university stakeholders to enhance strategies for recruiting, retaining, and supporting active and retire military students.

Dean College of Education, July 1 2010 - June 30, 2015 Fort Valley State University, 1005 State University Drive, Fort Valley, Georgia,31030

As Dean of the College of Education of a comprehensive agricultural research-intensive campus of 2600 students, I provided leadership for Continuing academic quality assurance, regional accreditation (through the Commission on Colleges of the Southern Association of Colleges and Schools) and professional accreditation National Council for Accreditation of Teacher Education/Council for the Accreditation of Educator Preparation

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Outcomes/Accomplishments

- College and University-wide planning and performance accountability, through an innovative and sector leading integrated planning process including strategic, budget, enrollment, capital and campaign planning
- College budget planning and foundation development.
- Fundraising through the University's Foundation campaign and serve on the Foundation's Executive Committee.
- Coordination and collaboration with the Middle Georgia RESA Board of Control
- Collaboration with Georgia Professional Standards Commission and their taskforces/workgroups.
- Oversight of seven departments including Graduate School and Teacher Certification.
- Faculty recruitment, hiring, development, retention, tenure, and promotion.
- Worked in partnership with Faculty Senate to further advance the University.
- Collaborated with the academic support units, including the libraries, the Office of Student Success, the Office of Institutional Effectiveness, Academic Program Review, Enrollment Management, Graduate and International student admissions, financial aid and the registrar.
- Built seamless articulation with the Office of General Counsel, Government Affairs, Compliance, Marketing and Communications, and Intercollegiate Athletics
- Collaborated with Dean's Council to establish university academic policies and procedures.
- Established institutional priorities in collaboration with Vice President of Business and Finance, Development & Alumni Affairs, Information Technology, Student Affairs and area technical colleges.
- Significantly expanded scholarly productivity. Served on committee to revise tenure and promotion guidelines to effectively "raise the bar" on faculty performance
- Pioneered the infusion of technology into the classroom delivery and introduce the first online education course to be delivered in an asynchronous format within the College of Education. Forged partnership agreement with Apple for faculty and student training and development
- Established three state of the art smart classrooms for the enhancement of pedagogy and licensure exam preparation.
- Forged relationship with ETS to establish the College of Education as a testing center for GACE testing

Reporting to the Vice President of Academic Affairs, the principal duties included leadership and primary oversight for the College's Quality Enhancement Plan (QEP), the Freshman Institute. Responsibilities included management of all new freshman students in

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a comprehensive first year experience program, supervision for full-time Leadership Team Members, full-time Academic and Student Services Support Staff members, First-Year Experience Faculty and part- time Peer Student Leaders. Responsible for fiscal management, assessment, and regional accreditation reporting. Held academic rank as tenured, Associated Professor of Education

Dean of Graduate School, Fort Valley State University, Fort Valley, Georgia, 31030

As Dean of the College of Graduate Studies and Extended Education I provided leadership for-Strategic planning (academic college/departments) profiles, enrollment/retention, planning and management), performance assessments and accountability

Outcomes/Accomplishments

- Liaison to State-wide groups: Warner Robins Chambers of Commerce, Peach County Chamber of Commerce, Middle Georgia Board of Controls, Georgia Department of Education, Professional Commission Standards
- Established decision support-data analysis and institutional reporting; institutional effectiveness; scheduling and space utilization
- Review of faculty tenure/promotion applications
- Mitigation of student grievances
- Extended education engagement and initiatives
- Office of Graduate Studies and Student Success including academic tracking; center for academic advisement; university experience; career center; community college relations; academic support services
- Council of Deans Coordinator/Liaison /Annual Evaluation activities
- Provost's Liaison with General Counsel all academic matters
- Assumed university-wide leadership role with regard to Chair's Council; helped to create, design, and implement an Enrollment Management Growth Plan

Chairperson & Assistant Professor of Education

July 1, 2014 - July 1, 2015

Georgia College and State University, 231 W. Hancock St. Milledgeville, Georgia, 31061

Reporting directly to the Dean of the College of Education, the principal duties included: oversight for the departmental budget, faculty salaries, and fiscal management; instruction, scholarly activities, service, registration, faculty meetings, committee assignments, and all other such normal duties assigned.

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Outcomes/Accomplishments

- Administered and authored the College's Quality Enhancement Plan, leading to reaffirmation of the institution by regional accreditor, SACSCOC (Southern Association of College and Schools Commission on Colleges).
- Participated in legislative matters, developing proposals for funding, meeting with legislators and supporting the educational goals of the state.
- Engaged with foundations, corporations and private donors to support the advancement of the institution.
- Worked with deans on plans for increasing student success, improved retention, and increased learning for students of color.

As a faculty member and program coordinator at Georgia College and State University I provided leadership for:

- Established an educational leadership development program focusing on Leadership for School Change Performance-Based program
- Worked directly with University's President/Provost on a variety of projects including
- Minority Student Retention, President's Commission on Diversity, and Director of the African American Male Initiative (AAMI)

Program Coordinator & Instructor July 2, 1999-June 15, 2008

Benedict College, 1600 Harden Street, Columbia, South Carolina, USA 29203

Benedict College, a Historically Black College/University (HBCU), is a primarily residential, liberal arts institution with an enrollment of 2,000 students located in Columbia, South Carolina, USA. The College is authorized by the Southern Association of Colleges and Schools Commission on Colleges to confer bachelors, graduate, and online degrees.

Reporting directly to the Dean of the School of Education the principal duties included: oversight for the program budget, salaries, and fiscal management; instruction, scholarly activities, service, registration, program administration, and student services.

Outcomes/Accomplishments

- Field Placement and Professional Development Coordinator, Program Director of the Call Me Mister Program, and Lecturer 1999- 2005
- Quality Enhancement Plan (QEP) Steering Committee, 2003-2005
- President's Academy of Advisors 2003-2006
- International Students, Programs and Services Committee, 2006-2008
- Kwanzaa Community Festival Committee, 2006-2008

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PUBLICATIONS

Bradford, C, [REDACTED] (2021).

HBCU's continued success and Impact upon America's future
St Louis Today.com: February 2021

Murty, Fields, Herd-Clark, & [REDACTED] (2013)

Congressional Progressive Caucus Agenda: Challenges and Opportunities for 2012
Elections. Race Gender and Class Journal: Southern University at New Orleans: University
of New Orleans

Boutte, G. S., & [REDACTED] (2006).

African American communities: Implications for educators.
New Educator, 2, 311-329.

Boutte, G. S., & [REDACTED] (2006, July).

African American barbershops: If schools were like barbershops. *School Talk*. Urbana, IL:
National Council of Teachers of English.

***Core Requirements 2.10 and Comprehensive Standard 3.9: Black Lives Matter on
Campus Too! Obeying the Traffic Signs (with Dr. Donta Truss),***

SACSCOC Annual Meeting. Atlanta, Georgia, December 2016

***Preparing Pre-Service Educators in Ethical Decision Making Using Innovative
Instructional Strategies and Assessment (with Anne Marie Fenton, Dr. Sharon Hixon,
and Representatives for Educational Testing Service)***

American Association of Colleges for Teacher Education. April 26, 2016.

***Standard 3.1: A Case Study of Past Present and Future Efforts to Diversify the Teacher
Workforce***

CAEPCON Conference, Washington DC. October 2015.

***A Dean's Perspective on Promoting Academic Achievements of Diverse Candidates:
Using an Evidence Based Approach,***

CAEP Conference, Atlanta, Georgia, March 2014.

***NASA NICE Climate Change Education: Best Practice for Incorporating Climate Change
Pedagogy,***

American Geophysical Union, Fall Meeting, San Francisco, California. December 12, 2013.

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Deconstructing Trayvon Martin: Helping Prospective Teachers Read between the Lines as They Confront Class in the Classroom and Teach Social Justice (with Dr. Meigan Fields, Dr. Greg Green)

National Association of African American Studies, Orlando, Florida. June 28, 2012.

Hoes and Homos: Analysis of African American Males through the Lens of Reality Television in the Era of Obama (with Dr. Herd-Clark, Meigan Fields)

National Association of Race, Gender and Equity, New Orleans, Louisiana. January 15, 2012.

Diplomacy: The Unspoken Procedures for African Americans in the Real World (with Meigan Fields)

Fort Valley State University, Fort Valley, Georgia. January 28, 2012

Engaging African American Males in the Twenty-First Century Academic Arena (with Dawn Herd-Clark, Meigan Fields)

Governor's Teaching Fellows, Institute of Higher Education, University of Georgia, Athens.

"Reclaiming our Destiny Forging Ahead" Keynote Address

Tribute to Leaders: Black Teen Symposium Harper College Palatine, IL. February 18, 2011.

"Our Race...To the Top- Reclaiming Our Role as Leaders in Education" Keynote Address

College Board 22nd Annual College Board Historically Black Colleges and Universities Conference, Atlanta GA. September 27, 2010.

Is it a Crack or Crevice: Creating Opportunities and Closing the Achievement Gaps for African American Males to Participate in Advance Placement Classes, Keynote Address

San Diego Consolidated School District 5, San Diego, CA. November 2010.

How Can You Teach Multicultural Education if You're Not a Multicultural Person: Examining Ourselves to better prepare teachers for 21 Century Classrooms

National Conference on Race & Ethnicity in American Higher Education (NCORE) San Diego, California, June 5, 2011.

Cultural Responsiveness in Teacher Education: Helping Teachers to S.O.A.R. while Exploring Strategies to Prepare Majority Teachers for Successful Instruction of Students of Color (with Rebecca McMullen & Yves-Rose SaintDic).

National Conference on Race & Ethnicity in American Higher Education (NCORE) National Harbor, Maryland. June 2, 2010.

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The Barber's Edge: The Study of African American Barbershops and Its Role and Influence on the Academic Performance of African American Males.

Dream Deferred Conference, College Board. Atlanta, GA.

African American communities: Implications for culturally relevant teaching.

Association for Childhood Education International, Atlanta, GA. March 26-28, 2008.

African American communities: Implications for culturally relevant teaching. (with Gloria Boutte).

Annual Conference of the Centre for Equity and Innovation in Early Childhood. Melbourne, Australia. November 17, 2006.

Making culture central in teaching. (with Ronnie Hopkins & Gloria Boutte).

Association for Childhood Education International (ACEI). Washington, DC. March 25, 2005.

How standardized tests undermine the legitimacy of diversity in teacher education programs and P-12 Schools.

National Association of African American Studies. (with Ronnie Hopkins, Gloria Boutte, & Cynthia Cash-Greene). Houston, TX. February 18, 2003.

Failing the test: How the testing craze affects prospective African American teachers and African American students (with Cynthia Cash-Greene, Gloria Boutte, & Ronnie Hopkins).

2002 National Network for Educational Renewal. Parsippany, NJ, October 25, 2002.

GRANT ACTIVITY

Implementation Grant

Bioinformatics Development

Funding Source United Health Foundation

Funding Level \$2,000,000.00 2021

Improving Teaching Quality and Online Instruction

Faculty Development ACUE

Founding Source Thurgood Marshall College Fund

Founding Level \$80,000.00 2021

Student Support Services and Faculty Development

Funding Source Dominion Energy

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Funding Level 80,000.00 2020

Improving Teacher Development and Training

Funding Source: Sanford Inspire

Funding Level: \$30,000.00 2018

The Impact of Culturally Relevant Teaching on African American Male Achievement 2009

Funding Source: Office of Equity and Diversity Georgia College and State University

Funding Level: \$1000.00

Creating Excellence for the Education and Equity of African American Students 2010

Funding Source: Faculty Grant Georgia College and State University

Funding Level: \$1000.00

African American Male Initiative 2010

Funding Source: The Board of Regents of the University of Georgia

Funding Level: \$30,000.00

African American Male Initiative 2011

Funding Source: The Board of Regents of the University of Georgia

Funding Level: \$30,000.00

Improving Student Outcomes in Teacher Education and Stem (Science, Technology, Engineering and Mathematics 2012(continued funding)

Funding Source: Title III Part B

Funding Level: \$125,000

Gear Up College Access Grant 2013 (continued funding)

Funding Source: Bibb County

Funding Level: \$50,000.00

Challenge College Access Grant/Near Peer 2014

Funding Source: University of Georgia System

Funding Level: \$11,000.00**Teacher Quality Enhancement Grant 2014**

Funding Source: Georgia Professional Standards Commission

Funding Level: \$10,000.00

Gear Up College Access Grant 2015

Funding Source: Bibb County

Funding Level: 80,000.00

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Intern Keys Enhancement Project 2015

Funding Source: University of Georgia College of Education

Funding Level: \$9,000.00

STEM Teacher Preparation Enhancement Grant 2016

Founding Source: University of System of Georgia

Funding Level: \$8,000.00 planning grant

Field Placement Enhancement Grant 2016

Funding Source: Live Text

Funding Level: \$4,000.00

MEDIA FEATURES

Meeting Students Where They Are lecture,

ACUE Community, ACUE Community.org August, 2021.

Successful African American Students in Society

featured on SC-ETV *Connections*, producer and host P.A. Bennett-Brown, April 2000.

PROFESSIONAL DEVELOPMENT, CONSULTATION & SYNERGESTIC ACTIVITIES

- On-Site and Off-Site Evaluator Southern Association of Colleges and Schools Commission of Colleges, regional accreditation body for degree-granting higher education institutions in the Southern United States, 2009 to present
- 2019 Council of Independent Colleges Institute for Chief Academic Officers, Baltimore, Maryland, USA, November 6-10, 2019
- 2018 Council of Independent Colleges Institute for Chief Academic Officers, St. Louis, Missouri, USA, November 2018

HONORS AND AWARDS

- Governor Abbott's Appointee Texas Department of Education Higher Education Committee 2019
- Wildcat Humanitarian Award Fort Valley State University, 2015
- Most Submitted Grant Proposal, Office of Sponsored Programs, FVSU, 2015

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- Flagg Social Justice Award, 2011* President's Commission on Diversity Award, 2010
- Who's Who Among American Colleges and Universities Faculty, 2010
- Teaching featured on WIS TV and South Carolina Educational Television, 2007
- Model Teacher for the Center of Excellence for the Education and Equity of African American Students (CEEEAAS), 2004-2006
- Outstanding Teacher USC Trio Program, 2001, 2003
- Teacher of the Year Richland School District Two, 1999-2000
- Top Ten Finalist National Teaching for Excellence, Chevrolet, 2000
- Outstanding Young Man of America, 1998
- Voted by the State Newspaper as *Top Ten Future Leader of South Carolina*, 1997

BOARD APPOINTMENTS AND COMMUNITY COMMITTEES

- **Member, Board of Directors, Dayton Theatre Guild** Providing quality community theatre with social consciousness and social justice focus for inclusion and color blind casting.
- **Member, Board of Directors, National Association of African American Studies & Affiliates (NAAAS)** (The mission of NAAAS is to serve as a resource for scholars for research related to the African and African American, Hispanic, Latino(a) and Chicano(a), Native American and Asian experiences.)