

Candidate #2

Summary of Qualifications

- Over 25 years of progressively responsible administrative experience in a cross-section of institutional types and 9 years as a faculty member (teaching focus: students in higher education).
- Administrative positions provided experience in academic affairs, student support/success, admissions, student services, public safety, facilities, strategic planning, accreditation, and faculty affairs and shared governance; Served as a Vice President, Department Chair, Graduate Coordinator, Program Coordinator (inclusion and diversity); and Director of Leadership and Mentoring Program.
- Successful tenure-line faculty member at five institutions earning rank of professor (earned tenure); Participated in curriculum development and promotion and tenure decisions; and Engaged in research focused on faculty socialization and experiences of diverse students in different contexts.
- Excellent administrative, organizational, and leadership skills; Utilization of consensus building to engage stakeholders in planning; Trustworthiness; Student-Centered; Results-oriented.
- Promotion of a culture of excellence, assessment, and continuous improvement.
- Experience in Board relations, fundraising, budgeting, and accreditation (HLC, SACS-COC, ABET, CACREP, CAPTE, etc.).
- Active leadership and involvement in local and national professional organizations (13-year Board member).

Education

Ph.D.	Vanderbilt University, Peabody College of Education , Nashville, TN, 1999 Education and Human Development/Higher Education Administration
M.B.A.	The Ohio State University , Columbus, OH, 1992 Marketing (<i>Honors</i>)
B.S.	Winston-Salem State University , Winston-Salem, NC, 1990 Accounting (<i>Magna Cum Laude</i>)

Professional Employment and Experience - Administrative

2019 – Present	Arkansas Tech University , Russellville, AR (Public, four-year, enrollment of 10,000+ students, primarily residential, multi-campus, rural institution offering associate, baccalaureate, graduate (26 master's, 1 doctorate) degrees; Carnegie: Master's University, Larger Programs)
2019 – Present	Professor of Student Affairs Administration. Department of Student Affairs Administration.
2019 – 2021	Vice President for Academic Affairs. (Administrative sabbatical January 1 – June 30, 2022) <ul style="list-style-type: none">▪ Managed a budget of \$50 million.▪ Led and advocated for Academic Affairs division comprised of 290 full-time faculty, 150+ adjunct faculty, and 100+ staff (Includes 6 Deans, University Library, Study Abroad, Undergraduate Research, Sponsored Programs, General Education, Honors Program, Center for Excellence in Teaching and Learning, Center for Community Engagement and Academic Outreach, Institutional Assessment, Registrar, Tech Learning Center, Student Support Services Traditional & Teacher Preparation, Upward Bound Classic & Science and Math,

Veterans Upward Bound, Single-Parent Daycare (Provided oversight of Academic Advising, Career Services, Information Systems until June 30, 2021).

- Served as a member of the Executive Council.
- Developed new degree programs (3) and embedded certificates (15).
- Gained state approval to offer face-to-face programs in online modality (11).
- Reviewed applications for promotion (tenure-line and non-tenure-line) and/or tenure and made recommendations to President and Board.
- Evaluated deans and direct reports annually.
- Collaborated with Deans, Center for Excellence in Teaching and Learning, Center for Online Learning, and Office of Information Systems (IT) to deliver a comprehensive online training initiative, technology teaching innovation grants, and laptop docking station transition plan.
- Facilitated successful completion of 2020 Higher Learning Commission 10-year reaffirmation
- Served as the liaison to the Higher Learning Commission and Arkansas Division of Higher Education.
- Implemented new assessment planning cycle to facilitate faculty involvement and documentation of the utilization of data to evaluate program learning outcomes.
- Provided oversight for program review (7) and program accreditation (37).
- Initiated 28+ MOUs for programs and exchange opportunities at domestic and international post-secondary institutions.
- Engaged in collegial/shared governance with faculty (e.g., defined the parameters of shared governance and established a standing committee on shared governance).
 - **Faculty Choice Award (inaugural recipient – advocacy for academic affairs)**
- Collaborated with faculty representatives from each college on academic college restructuring.
- Standardized duties, course release(s), and pay for program coordinators, program directors, and associate deans.
- Led division throughout the pandemic ensuring the health and safety of faculty and staff and students were considered in all plans and resources provided for all stakeholders to facilitate a positive student learning experience.
 - Successfully transitioned fall 2020 in-person classes to hybrid or online courses through collaboration with multiple offices including information systems, facilities, registrar, faculty and academic advising.
 - Established a comprehensive training process for online course delivery to ensure quality and rigor.
 - Secured funds to provide laptops, hotspots, headsets, cameras, and microphones for students, staff, and faculty while working remotely.
- Implemented efficiencies in operations including electronic signature and syllabi repository.
- Facilitated the upgrade of the telecommunications systems to VOIP.
- Worked with the registrar and 3rd party vendor to mail diplomas and provide electronic transcripts resulting in decreased labor costs and service efficiency.
- Led initiative in partnership with Director of Information Systems to transition campus to Ellucian Cloud and Duo Two-Factor Authentication.
- Collaborated with Office of Advancement to secure foundation grants, solicited monetary and non-monetary contributions from donors, and provided professional development to Deans regarding their role with Campaign.

- Secured a \$1.2 million U.S. Department of Education grant as PI to provide student support services for teacher education majors.
- Provided direct oversight of \$8 million+ in federal grants to provide support services for students at the collegiate and pre-collegiate level.
- Facilitated submissions and cost match for three Arkansas Department of Education grants (\$715,697 annually) providing professional development for K-12 teachers for two years.
- Initiated collaboration with career services and assessment office to implement an institution-wide repository for high-impact practices (internships, capstones, service-learning, and experiential experiences).
- Integrated implicit bias training for search committee chairs.
- Required standard language regarding diversity in all search announcements.
- Established ad hoc academic task force to review student retention data and developed strategies to address disparities in First-Year Experience, Faculty Advising, and Conditional Admits.
- Implemented semi-annual professional development for department heads and deans.
- Provided oversight for Corporation for National and Community Center grant of \$96,000 through Center for Community Engagement and Academic Outreach.
- Facilitated meetings with industry leaders and program faculty to explore partnership opportunities with academic programs including industry needs and institutional funding needs.

Selected Accomplishments

- Collaborated with all Deans to utilize \$600,000 in cross-divisional funds to purchase equipment in support of academic function (i.e., male simulation mannequin, digital cameras, gaming computers, music stands and chairs, ergometer, laptops, etc.).
- Collaborated with Office of Advancement to secure a \$4 million foundation grant for student scholarships and \$5.3 million grant to establish a Center for Global Engagement.
- Implemented a joint institutional-industry initiative, Tech 4 Tech Summit, to identify current and future workforce needs of the county, region, and state relative to educational opportunities.
- Collaborated with Enrollment Management and 3rd party vendor to re-enroll 246 'stopped out' students with a net revenue gain of \$239,479.19.
- Utilized data to implement a Pilot Summer Bridge Experience for students admitted conditionally with 90% successfully completing and earning 6 credit hours in math.
- Created Academic Coaching initiative in tandem with Tech Learning Center Director resulting in 67% of students persisting (60% non-participants).

2013 – 2019

Vice President for Accreditation Relations, Higher Learning Commission (HLC), Chicago, IL.

(One of six regional institutional accreditors in the United States serving over 1000 institutions in 19 states)

- Managed the reaffirmation process and relationships with 130 institutions including campus visits on criteria, federal compliance, or customized topics.
- Reviewed institutional requests including new program request.
- Interacted with HLC Board members assigned to review cases.

- Performed analysis of comparative data on comprehensive evaluation reports and HLC decision-making bodies.
 - Presented findings, trends and recommendations to HLC Board.
- Guided institutions through application and process for change of control (mergers, acquisitions), organization, and structure.
- Provided training for peer reviewers on distance education review (virtual and face-to-face).

Selected Accomplishments

- Prepared training webinar and facilitated group discussion for HLC Board on HLC Criteria.
- Conducted training for new peer reviewers on differentiating evidence and created sample evidence document for institutions.

2012 – 2013

Meharry Medical College, Nashville, TN.

(Private, academic health professions focus, enrollment of 782 students, primarily commuter, urban institution, affiliation with United Methodist Church; Carnegie: Special Focus Four-Year, Medical School)

2013

Senior Vice President, Student Services and Faculty Affairs and Development and Professor (with tenure), School of Graduate Studies and Research.

- Managed the newly-created Division of Student Services and Faculty Affairs and Development (Admissions, Registrar, Student Life, Faculty Affairs and Development, Faculty Senate, and Title III Federal Grant Program) comprised of 35 staff.
- Administered annual divisional budget of \$9.6 million.
- Served on accreditation subcommittees for the Southern Association of Colleges and Schools (SACS-COC), Liaison Committee on Medical Education (LCME – M.D.), Commission on Dental Accreditation (CODA – D.D.S.), and Council on Education for Public Health (CEPH – M.P.H.).
- Served on Executive Management Team and Senior Management Council.
- Operated as Board of Trustees' administrative liaison to Committee on Student Affairs.
- Collaborated with deans, faculty, and staff to design, develop, and implement institutional policies pertinent to students and faculty.
- Facilitated programming for faculty to enhance teaching and research and provided essential information for promotion and tenure process.
- Directed the utilization of Title III funds to establish or strengthen physical plant, financial management, academic resources, and endowment-building capacity.

Selected Accomplishments

- Worked with controller to separate joint departmental accounts so each director could have access and control of respective unit budget.
- Led pilot project (committee comprised of students, faculty, staff) to determine feasibility of adopting Microsoft tablet for use by medical students and faculty.
- Collaborated with Faculty Senate Taskforce to revise faculty handbook.

2012 – 2013

Senior Vice President, Academic Support, Operations, Technology & Planning.

- Managed Division of Academic Support, Operations, Technology, & Planning, which included oversight for Student Services and Enrollment Management, Information Technology, Administration (Facilities and Campus Safety & Security), Human Resources, Institutional Research, Student Counseling

Services, Student Health Services, Center for Educational Development and Support, Faculty Affairs & Development, Library, Strategic Planning (Accreditation), and Title III Administration. The Division was comprised of 180 staff.

- Administered annual divisional budget of \$14.1 million.
- Served on Executive Management Team and Senior Management Council.
- Collaborated with deans, corporate officers, faculty, and staff to develop and implement the institutional strategic planning process and academic policies and procedures (i.e., academic calendar, student fees, credit hour policy, student involvement policy, and admissions and retention policies).
- Facilitated institution-wide strategic planning mid-point retreat and bi-monthly meetings of strategic planning taskforce and provided updates to Board.
- Functioned as Board of Trustees' administrative liaison for Committees on Student Affairs and Buildings and Grounds.
- Provided administrative oversight of Title III Federal Grant Programs to strengthen institutional infrastructure.
- Fostered an efficient administrative climate through strong leadership and attention to detail.

Selected Accomplishments

- Responsible for submission of Fifth-Year Interim Report to regional accrediting agency, Southern Association of Colleges and Schools Commission on Colleges (SACS-COC), with no follow-up reporting requirements.
- Facilitated strategic planning process for the Division, which entailed development of a mission and vision for Division and each unit, sponsorship of Division-wide motto contest, and establishment of strategic priorities for Division.
- Collaborated with Offices of Marketing and Communications, Admissions and Recruitment, and Information Technology for design of school-specific brochures and virtual campus tour and map.
- Oversaw campus renovations and safety improvements including the installation of two security stations, fencing, emergency telephones, lighting and video surveillance.
- Created Office of Instructional Technology to provide just-in-time support for faculty relative to integration of technology in classroom.
- Championed active shooter awareness activities including table top exercise, training drill, videos, and lunch chat sessions.
- Initiated digitalization of employee files.
- Facilitated transition to online human resources training modules and new applicant-friendly processing and tracking system, SilkRoad.
- Sponsored implementation of professional development certificate for administrative professionals (15 participants in inaugural class) and managers (number of participants increased from 2 to 26)

2008 – 2012

Northern Illinois University, DeKalb, IL.

(Public, four-year, enrollment of 24,424 students, primarily residential, multi-campus, suburban institution; Carnegie: Doctoral University, High Research Activity)

2012

Department Chair & Professor (with tenure), Department of Counseling, Adult and Higher Education.

2008 – 2012 **Department Chair and Associate Professor (with tenure), Department of Counseling, Adult and Higher Education.**

- Administered departmental budget of \$1.4 million (general revenue).
- Directed disbursement of unrestricted funds generated annually (average \$25,000) through entrepreneurial initiatives (e.g., off-campus, doctoral cohorts, certificate programs, condensed licensure preparation program) with external constituents.
- Provided departmental leadership for 3 office support staff, 2 administrative professionals, 18 program faculty (15 full-time, 3 part-time), 15 graduate assistants and 480 graduate students.
- Coordinated recruitment and retention initiatives to enhance the educational experience of students including “Celebration of Academic Achievement” (*new initiative*), Master’s Student Orientation (*new initiative*), and Graduate Colloquium Speaker Series.
- Facilitated promotion and/or tenure applications of 7 tenure-line faculty.
- Conducted annual faculty (all tenure-line positions) and staff evaluations.
- Sustained relationships with donors, alumni, and other external constituents relative to scholarships established for and managed by Department.
- Developed measurable goals and strategies to align with strategic plan goals.
- Served on leadership team for College of Education.

Selected Accomplishments

- Increased enrollment of degree-seeking students at master’s level by 30% in adult and higher education program.
- Maintained national accreditation (CACREP) of three counseling programs. All programs reaffirmed for full 8-year cycle in July 2012 – first time in 23 years.
- Guided four graduate degree programs, in collaboration with faculty, successfully through Illinois Board of Higher Education program review process.
- Developed an electronic application, tracking and evaluation system to manage and distribute \$10,000+ in departmental scholarship funds.
- Collaborated with Chair and faculty in School of Family, Child and Nutrition Sciences and Counseling faculty to develop an 18-hour interdisciplinary, post-graduate certificate in medical family therapy and counseling.
- Implemented accelerated dissertation pilot project with 80% completion rate in 18 months, included direct supervision of 3 doctoral students.
- Doubled the number of courses offered online or hybrid.
- Initiated handbook and orientation program for departmental Graduate Assistants and new departmental faculty (adjunct and full-time).

1999 – 2006

University of New Orleans, New Orleans, LA.

(Public, four-year, enrollment of 16,000+ students, primarily commuter, urban institution (a metropolitan campus of Louisiana State University until 2011); Carnegie: Doctoral University, High Research Activity)

2005 – 2006 **Assistant Department Chair. Department of Educational Leadership, Counseling and Foundations.**

- Prepared department budget for fiscal year of \$1.2 million.
- Designed and managed departmental orientation for new faculty members.

- 2003 – 2006 **Graduate Coordinator for Higher Education. Department of Educational Leadership, Counseling and Foundations.**
- Prepared course schedules for each academic session.
 - Certified program of study for master's and doctoral students.
 - Managed admissions process for doctoral and master's applicants.
 - Developed master's and doctoral student handbooks.
 - Hired and evaluated adjunct faculty.
 - Cultivated relationships with administrators at two-year and four-year institutions to identify sites for internship and research projects, guest lecturers, and prospective students.
- 1999 – 2006 **Associate Professor of Education (2005 – 2006; Awarded tenure 5/2005); Assistant Professor of Education (2000 – 2005); Visiting Assistant Professor (1999 – 2000). Department of Educational Leadership, Counseling and Foundations.**
- Spring 1998 **Interim Assistant Director, Bishop Joseph Johnson Black Cultural Center, Vanderbilt University, Nashville, TN.**
- Designed and administered mentoring program for undergraduate students.
 - Assisted with programming and activities (i.e., Students of Color Orientation Weekend and Black Graduate Recognition Ceremony).
- Summer 1997 **Graduate Fellow, President's Office, Livingstone College, Salisbury, NC.**
(Private, four-year, enrollment of 1,082 students, liberal arts, suburban, residential institution affiliated with African Methodist Episcopal Zion Church; Carnegie: Baccalaureate College, Diverse Fields)
- Designed and managed telephone survey to ascertain student satisfaction.
 - Assisted with freshmen orientation and peer mentoring program.
 - Conducted institutional marketing audit and developed marketing recommendations.
 - Assisted in development of institutional public relations and communications plan.
 - Participated in all divisional meetings and contract negotiations for student affairs.
- 1996 – 1997 **Graduate Assistant. Office of Academic Affairs, Peabody College at Vanderbilt University, Nashville, TN.**
- Developed and implemented mentoring program for undergraduate students of color.
 - Assisted in execution of activities for graduate mentoring program.
 - Created and implemented short and long term recruiting strategies for graduate admissions, including developing a recruitment brochure.
- 1994 – 1996 **Coordinator of Programs/Assistant Project Manager, Division of Student Affairs, Office of Minority Affairs, Wake Forest University School of Medicine (formerly Bowman Gray School of Medicine), Winston-Salem, NC.**
(Private, medical school, enrollment of 480 students, commuter institution; Carnegie: Doctoral University, High Research Activity)
- Planned, organized and implemented six concurrent, federally-funded grant, academic enhancement programs for high school, college and medical students (100+) aspiring to a career in health professions.

- Managed a staff of 20 (professors and administrators) at four sites.
- Recruited and managed program staff, included training student employees.
- Counseled prospective and current medical students.
- Prepared federal and local foundation grant proposals, program evaluations, surveys, and annual reports.
- Designed and implemented lunch-n-learn series for high school research assistants employed at Medical Center.
- Coordinated voluntary community-oriented course for medical students (funded by community foundation) to develop awareness of ethical and civic responsibility of the role of medical professionals with community agencies.

1992 – 1994 **CB&A Market Research, Winston-Salem, NC.**

1993 – 1994 **Senior Research Assistant.**

- Managed data entry department for market research group to ensure the accuracy and efficiency of data processing projects within budget and time constraints.
- Hired, trained and supervised a staff of 16 (15 part-time, 1 full-time).

Special Project:

- **On-Site Supervisor, Transit Study – New Orleans, LA.** Responsible for ensuring transit survey integrity via interviewers. Daily contact with bus drivers, dispatchers, interviewers and clients.

1992 – 1993 **Research Assistant.**

- Wrote descriptive summaries for research reports and prepared code books.
- Supervised night staff interviewers.

Summer 1991 **Management Intern, Cincinnati Bell Telephone Company, Cincinnati, OH.**

1987 – 1990 **Administrative/Research Assistant, Kerry Nesbit & Company, Inc.** (a public relations and marketing communications firm), Winston-Salem, NC.

Professional Employment and Experience – Teaching & Research

Summer 2015 - 2019 **Adjunct Faculty, Urban Higher Education Executive PhD Program, Jackson State University, Jackson, MS.**
(Public, four-year, enrollment of 8,783 students, residential institution)

Spring 2014 **Adjunct Faculty, Leadership, Policy, and Organizations Department, Peabody College of Vanderbilt University, Nashville, TN.**
(Private, four-year, enrollment of 12,506, residential institution)

2006 – 2008 **Associate Professor (with tenure), Executive Urban Higher Education, Ph.D. Program, Department of Educational Leadership, Jackson State University, Jackson, MS.**
(Public, four-year, enrollment of 8,783 students, residential, urban institution; Carnegie: Doctoral University, High Research Activity)

- Supervised dissertations of 9 doctoral students in urban higher education.
- Served as academic advisor for 20 doctoral students in higher education.
- Designed and coordinated 4-day doctoral student orientation and handbook.
- Created celebrations to commemorate attainment of program milestones.
- Participated in redesign of program curriculum.

- 1999 – 2006 **University of New Orleans, New Orleans, LA.**
(Public, four-year, enrollment of 11,724 students, primarily commuter institution)
- 2005 – 2006 **Associate Professor of Education (with tenure), Department of Educational Leadership, Counseling and Foundations.**
- Supervised dissertations of doctoral students.
 - Advised master's and doctoral students pursuing higher education emphasis.
 - Managed general examination and comprehensive examination processes (online).
- 2000 – 2005 **Assistant Professor of Education, Department of Educational Leadership, Counseling and Foundations.**
- Supervised dissertations of doctoral students.
 - Advised master's and doctoral students pursuing higher education emphasis.
 - Designed recruitment strategies and brochures.
 - Participated in core curriculum redesign for doctoral program.
 - Managed general examination and comprehensive examination processes and student orientations.
- Selected Accomplishments***
- Facilitated student-initiated collaboration with four Upward Bound programs to provide high school students with knowledge and resources to make an informed college choice decision.
 - In partnership with doctoral students developed strategic plan for higher education program and graduate student organization (Society for Higher Education Administrators).
- 1999 – 2000 **Visiting Assistant Professor, Department of Educational Leadership, Counseling and Foundations.**
- Summer 1999 **Research Fellow, Quality Education for Minorities Network, Washington, DC.**
- Analyzed and completed profile of academic activities for Black college faculty in preparing grant report on increasing scholarly productivity.
 - Designed and coordinated seminar to increase scholarly productivity of 80 undergraduate and graduate student interns.
 - Conducted and analyzed research for grant proposals focusing on junior faculty, graduate students, and entering college freshmen.
- 1997 – 1999 **Research Assistant, Department of Educational Leadership, Vanderbilt University, Nashville, TN.**
(Private, four-year, enrollment of 12,506, residential institution)
- 1997 – 1999 **Adjunct Faculty, Education and Business Divisions, Volunteer State Community College, Gallatin, TN.**
(Public, two-year, enrollment of 8,430, commuter institution; Carnegie: Associate's College, High Transfer-High Traditional)
- Served on Financial Resources Committee for Reaffirmation by Southern Association of Colleges and Schools Commission on Colleges (SACS-COC) to assess financial stability and integrity of institution.

Government Relations

- 2019 – 2021 Participated in external relations with elected or appointed leaders through various activities including but not limited to:
- Collaborated with Governmental Liaison to prepare information for Arkansas Department of Higher Education (ADHE) or other members of the Arkansas House of Representatives (AHR).
 - Facilitated campus visits of U.S. Representatives, AHR, Governor, Secretary of Education, and other appointees.
 - Provided input to ATU Governmental Liaison on impact of proposed legislation as it related to institution's position and academic affairs division.
 - Attended monthly meetings of the local Chamber of Commerce.
 - Provided information for Arkansas Legislative Council approval of contracts and HEERF expenditures.
 - Discussed curriculum of Arkansas Governor's School (AGS) with Governor, Secretary of Education and AGS Directors.
 - Secured Arkansas Governor's School grant of \$1.9 million for 2nd three-year term.
 - Presented prioritized academic-related projects for consideration for one-time funding by Governor.
 - Submitted academic affairs focused Community Project Funding request to Congressional Representative for consideration by U.S. House Committee on Appropriations, April 2021.
- June 2013 Visited legislative offices of congressional representatives to present campus priorities, Washington, DC.

External Fundraising Experience

- 2018 – 2021 **Fundraising Committee Chair**, Committee to Elect Rev. Dr. Eric Leake Bishop.
- Created "Finish Strong" National Campaign in support of bid for the episcopacy resulting in \$10,000+ in contributions for two month campaign in the midst of pandemic.
- 2014 – 2016 **Fundraising Committee Chair**, Committee to Elect Rev. Dr. Eric Leake for Bishop 2016.
- Developed and implemented outreach events to share vision of Candidate and solicited voluntary donations of \$40,000+.
 - Created and led execution of "Pressing Forward" National Campaign in support of Candidate's bid for the episcopacy resulting in contributions of \$20,000+ for a four-month period.
- 2009 – Present **Board Member and Director of Leadership and Mentoring Institute (LMI)**, American Association of Blacks in Higher Education (AABHE).
- Alumni cohort giving rate increased to 95%.
 - Established a matching gift program and doubled the number of alumni giving and amount given (largest in organization's history).

National Board Service

2009 – Present

Board Member and Director of Leadership and Mentoring Institute (LMI), American Association of Blacks in Higher Education (AABHE).

- Direct week-long professional development opportunity for mid-level administrators interested in transitioning to a senior-level leadership position.
- Manage all aspects Institute from marketing, recruitment, participant selection, curriculum and faculty oversight, budget management, site logistics, and cultural activities.
- Collaborate with a volunteer planning team of faculty and administrators to plan and execute Institute-related activities in accordance with recruitment and marketing plan.
- Created and implemented professional development for alumni post-Institute.
- Establish and maintain database to track career accomplishments of 300+ LMI alumni.
- Solicit monetary donations to grow annual revenue for LMI to cover annual operating expenses (\$10,000+).
- Implemented LMI Fellow Initiative to provide program planning experience and leadership opportunities for three LMI alumni over a 3-year period.
- Work with key stakeholders (i.e., President's Office, Information Technology, Residence Hall, Security, Catering, and Academic Affairs) at host institution to provide support and/or resources for Institute activities.
- Serve as a member of Strategic Planning Committee, Membership Committee, and Board Development & Governance Committee.

Selected Accomplishments

- Alumni Giving in support of #GivingTuesday Campaign increased 45% from 2016 to 2017.
- In first year as Director, decreased annual expenses by 150%.
- Annual amount contributed by alumni and faculty tripled from 2017 to 2020.

2007 – 2008

Site Coordinator, Leadership and Mentoring Institute, American Association of Blacks in Higher Education (AABHE), Jackson State University, Jackson, MS.

- Collaborated with key stakeholders to provide support and/or resources for Institute activities over 7-days.
- Worked with campus units to secure financial sponsorship for 75% of meals.

Consulting Experience (selected)

January 2011

External Reviewer, Educational Administration and Higher Education Program Review 2010-11, Southern Illinois University Carbondale, Carbondale, IL.

2007 – 2010

Evaluation Consultant, Xavier University of Louisiana, New Orleans, LA.

- Conducted formative and summative assessment of service learning initiatives.
- Designed alternative spring break instruments to assess experience.

2004 – 2007

Evaluation Consultant, HBCU Service Learning Consortium, Xavier University of Louisiana, New Orleans, LA.

- Conducted formative and summative assessment of multiple sites relative to service learning initiatives.
- Developed instrument to ascertain impact of service learning.

- 2003 – 2004 **Consultant**, Jackson State University, Jackson, MS.
- Conducted internal and external assessment of organizational change process.

Professional Development (selected)

- July 2019 –
July 2020 **Becoming a Provost Academy**, American Association of State Colleges
& Universities, Washington, DC.
- June 2015 **Ecuador Higher Education Study Tour**, Eastern Michigan University, Ypsilanti,
MI.
- Fall 2013 –
Spring 2014 **Higher Education Resource Services (HERS) Wellesley Institute**, Higher
Education Resource Services, Wellesley, MA.
- June 2013 **Millennium Leadership Institute (MLI)**, American Association of State Colleges
and Universities, Washington, DC.
- March 2012 **Spain and Morocco: Exploring the Coexistence and Challenges of Neighboring
Cultures**, Council on International Educational Exchange (CIEE) International
Faculty Development Seminar (IFDS), Portland, ME.
- March 2011 **Brazil - Salvador da Bahia: Identity, Race and Culture in the Afro-Brazilian
Heartland**, Council on International Educational Exchange (CIEE) International
Faculty Development Seminar (IFDS), Portland, ME.
- July 2003 **Leadership and Mentoring Institute**, Black Caucus, American Association for
Higher Education, Savannah, GA.

Edited Journal

██████████ (Ed.). (2007). Promise and Peril for HBCUs: The Unintentional Consequences of Faculty Role
Performance [Special Issue]. *Journal of the Professoriate*, 2(2).

Journal Articles and Book Chapters (selected)

- ██████████ Hoskins, S.D., & Johnson, T.E. (2015). From Another Perspective: Perceptions of White
Faculty of the Racial Climate at Black Colleges. In T. Ingram, D. Greenfield, J.D. Carter, A.A. Hilton (Eds.),
Exploring Issues of Diversity Within Historically Black Colleges and Universities (pp. 201-218). Charlotte,
NC: Information Age Press.
- Pichon, H. & ██████████ (2014). What Happened? Factors Contributing to the Scholastic Drop of
Students at an Urban, Four-Year Institution. *NASAP Journal*, 14(1), 105-132.
- Hooker, K. & ██████████ (2011). African American Male Faculty Satisfaction: Does Institutional Type
Make a Difference? *Journal of African American Males in Education*, 2(2), 168-187.
- ██████████ (2011). Equity in the Context of a Crisis: Funding for Higher Education Post-Katrina. *The
Review of Black Political Economy*, 38(4), 339-348.

Hephner LaBanc, B., Krepel, T.L., [REDACTED] & Herrmann, L.V. (2010). Managing the Whirlwind: Planning for and Responding to a Campus in Crisis. In B.O. Hemphill & B. Hephner LaBanc (Eds.), *Enough is Enough: A Student Affairs Perspective on Preparedness and Response to a Campus Shooting* (pp. 53-82). Sterling, VA: Stylus.

Woods, A.S. & [REDACTED] (2007). Unexpected Outcomes: Academic Success and the Impact of Faculty-Student Interaction at an HBCU. *Journal of the Professoriate*, 2(2), 7-24.

[REDACTED] & Pichon, H. (2007). The Status of African American Faculty in the Pipeline: Where Do We Go From Here? In J.F.L. Jackson (Ed.), *Strengthening the African American Educational Pipeline: Informing Research, Policy, and Practice* (pp. 97-114). Albany, NY: State University of New York Press.

Thomas, J.M. & [REDACTED] (2004). Perspectives of International Faculty Members: Their Experiences and Stories. *Education and Society*, 22(3), 47-64.

[REDACTED] & Harvey, W. (2002). The Socialization of Black College Faculty: Implications for Policy and Practice. *Review of Higher Education*, 25(3), 297-314.

Encyclopedia Entries & Cases (selected)

[REDACTED] & Mustiful, A.M. (2004). Mandated Prerequisite. In L.A. Flowers (Ed.), *Diversity Issues in American Colleges and Universities: Case Studies for Higher Education and Student Affairs Professionals* (pp. 139-142). Springfield, IL: Charles C. Thomas.

[REDACTED] (2002). American Indian Faculty. In *Women in Higher Education: An Encyclopedia* (pp. 384-387). Santa Barbara, CA: ABC-CLIO.

[REDACTED] & Scafide, K. (2002). Faculty Diversity. In *Encyclopedia of Education*, Second Edition (pp. 775-779). New York: Macmillan Reference.

Dissertation Committee Service

*(Served as the chair for 26 committees and as a committee member for 29 committees;
a full list can be provided upon request)*

Professional and Scholarly Presentations (selected)

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| January 2022 | Inclusive Mentoring Strategies. Featured Speaker, Midwest Experiences in Mentoring Excellence (NSF funded Aspire Alliance), Indiana University Purdue University Indianapolis, Indianapolis, IN (virtual). |
| March 2021 | Leadership Matters! Panelist at the 2021 American Association of Blacks in Higher Education (virtual). |
| July 2020 | What We Have Learned: Panel of Sitting Provosts. Panelist, Closing Seminar, Becoming a Provost Academy, American Association of State Colleges and Universities, Washington, DC (virtual). |
| October 2018 | Regional Accreditation and Student Affairs: What You Need to Know as a SSAO? Presented with K. Nichols and J. Williams at the 2018 National Association |

of Student Personnel Administrators (NASPA) Region IV-West Conference, Wichita, KS.

- April 2018 **Asa G. Hilliard, III and Barbara A. Sizemore Professional Development Research Workshop.** Instructor, Manuscript Development Strategies. Annual meeting of the American Educational Research Association, New York, NY.
- October 2017 **Developing a Mentoring Relationship that Works.** Facilitator, Toxicology Mentoring and Skills Development Training Workshop (NIH funded), Iowa State University, Ames, IA.
- June 2016 **Moving Beyond the Process: Using Assessment to Demonstrate and Improve Student Learning.** Presented with D. Quintero at the 2016 annual conference of the Association for the Assessment of Learning in Higher Education, Milwaukee, WI.

Professional & Scholarly Service (selected)

Association for the Study of Higher Education (ASHE)

- 2011 – 2012 ***Faculty Section Co-Chair, 2012 Program Planning Committee***, Annual Meeting, Las Vegas, NV
- 2009 – 2011 ***Chair, Site Selection Committee***
- 2009 – 2011 ***Member, By-Laws Committee, Council on Ethnic Participation***
- 2007 – 2010 ***Conference Evaluation Team*** (with B. Daniels)
- 2006 – 2009 ***Secretary, Council on Ethnic Participation***
- 2003 – 2006 ***Program Planning Committee***

American Educational Research Association (AERA)

- 2006 – 2009 ***Committee Member (Invited), Outstanding Dissertation of the Year***, Division J
- 1999 – 2007 ***Proposal Reviewer***, Division J and Research Focus on Black Education

American Association of Blacks in Higher Education (AABHE)

- 2009 – Present ***Board of Directors / Director, Leadership and Mentoring Institute***
- 2007 – 2008 ***Site Coordinator, Leadership and Mentoring Institute***

Student Affairs Professional Associations

- 2009 – 2010 ***New Professionals Case Competition Judge***, National Association of Student Personnel Administrators (NASPA) Annual Meeting
- 2002 – 2007 ***Proposal Reviewer***, American College Personnel Association (ACPA)

Refereed Journal Review

- 2014 – 2016 ***Editorial Board, National Association of Student Affairs Professionals (NASAP) Journal***
- 2010 – 2015 ***Editor-In-Chief, Journal of the Professoriate***
- 2009 – 2012 ***Editor, ICBCHE Journal***
- 2005 – 2010 ***Associate Editor, Journal of the Professoriate***
- 2002 – 2004 ***Editorial Review Board, College Student Affairs Journal***

Other

- 2020 – Present ***Academic Innovation and Transformation Advisory Committee***, American Association of State Colleges and Universities, Washington, DC.

2019 – Present	Graduate Research and Education Advisory Board , Vanderbilt University, Nashville, TN.
2016 – 2018	Council of Scholars , Survey of Assessment Culture Advisory Group. Sam Houston State University, Huntsville, TX.
2009 – 2012	Steering Committee , Illinois Committee on Black Concerns in Higher Education (ICBCHE).

Service to Higher Education (selected)

Arkansas Tech University

2021	University Strategic Planning Steering Committee
2020 – 2021	Administrative Liaison , Black Faculty and Staff Organization
2019 – 2021	Budget Advisory Committee
2019 – 2021	Co-Chair , Shared Governance Committee
2019 – 2020	Chair , Academic Affairs Every Student Counts Ad Hoc Committee
2019 – 2020	Co-Chair , University Retention Committee, Every Student Counts
2019 – 2020	Co-Chair , Institutional Effectiveness Committee

Higher Learning Commission

2017 – 2019	Criteria for Accreditation Review Committee
2016 – 2018	Liaison Representative , Human Resources Advisory Committee
2015 – 2018	Liaison Representative , Peer Corps Diversity Committee

Meharry Medical College

2012 – 2013	President's Office Liaison , Convocation Ceremony
2012 – 2013	President's Office Liaison , Student Life Committee

Northern Illinois University

2011 – 2012	College of Education Representative , Graduate Council Standards Committee
2011 – 2012	College of Education Representative , Department Chair Development Group
2010 – 2012	College of Education Representative , Committee on Multicultural Curriculum Transformation
2008 – 2010	Faculty Representative , Judicial Affairs Internal Review Task Force (Office Organization and Space Committee Chair)
2008 – 2012	Faculty Advisor , Society for Higher Education Administrators

Jackson State University

2008	Committee Chair , Millennium Agenda Assessment (strategic plan)
2007 – 2008	College of Education Representative , Institutional Review Board
2006 – 2008	Departmental Representative , Committee on Graduate Standards, Division of Graduate Studies
2006 – 2007	Chair , Orientation and Student Handbook Committee, Executive Ph.D. Program

University of New Orleans

2005 – 2006	College of Education and Human Development Faculty Representative , General Education Committee for Southern Association of Colleges and Colleges (SACS-COC) Accreditation
2004 – 2006	Institutional Faculty Representative , Faculty Advisory Council, Louisiana State University Board of Supervisors
2003 – 2005	University Retention Board

2003 – 2006 **College of Education Faculty Representative**, Honors Program Faculty Advisory Council
2002 – 2003 **College Representative**, Enrollment Management Task Force
2001 – 2002 **Departmental Representative**, Courses and Curriculum Committee, College of Education and Human Development
2000 – 2006 **Faculty Advisor**, Society for Higher Education Administrators (SHEA)

Vanderbilt University

1997 – 1998 **Vice President**, Organization of Black Graduate and Professional Students, Vanderbilt University.

1997 – 1998 **Chair**, Martin Luther King, Jr., Commemorative Series, Vanderbilt University.
▪ Directed and managed bi-weekly meetings with faculty, staff and student representatives from various academic departments and the campus community.

1996 – 1997 **Recording Secretary**, Organization of Black Graduate and Professional Students, Vanderbilt University.

Other Service

2004 – 2015 **Campus Liaison Officer, U.S. Naval Reserve** (Rank of Lieutenant Commander, 2014 – 2015); (Rank of Lieutenant, 2006 – 2014); Rank of Ensign (2004 – 2006).

Community Engagement (selected)

2015 – 2019 **Volunteer, Community Action Committee**, Chicago, IL.
• Ronald McDonald House
• Adopt-A-School Initiative
• Scholarship Luncheon Committee (Raised \$10,000+ in scholarships)

2002 – 2008 **Volunteer**, New Orleans Sports Foundation, New Orleans, LA.

Honors, Awards and Fellowships (selected)

February 2021 **Faculty Choice Award (inaugural recipient – advocacy for academic primacy)**
Faculty Senate, Arkansas Tech University, Russellville, AR.

March 2017 **Joseph H. Silver, Sr., LMI Alumni Award**
American Association of Blacks in Higher Education, Raleigh, NC.

October 2015 **2015 Alumni Achiever Award**
Winston-Salem State University, Winston-Salem, NC.

April 2004 **Milton Ferguson Faculty Award**
College of Education and Human Development, University of New Orleans, New Orleans, LA.