

## **Demonstrated Leadership Experiences**

- *Signature innovative and industry focus academic online, face-to-face and hybrid programs, certificates and other credentials that leverage technology to support university vision, mission and strategic plan and students from diverse backgrounds*
- *Improving retention and graduation rates*
- *Enhancing transfer articulated pathways, early middle college/dual enrollment programs, upgrading ARTSYS – The Articulation System of Maryland for students, and develop virtual transfer recruitment fairs*
- *Experiential liberal arts and general education programs*
- *Dynamic student learning measurable outcomes*
- *Integrated student-centered support services and systems*
- *Study abroad programs and international education*
- *Hire, work collaboratively, and supervise diverse faculty and staff*
- *Support continuous faculty professional development*
- *Advance faculty scholarship and research*
- *Faculty promotion, tenure, merit, and appeals processes*
- *Assemble and motivate faculty, staff, administrative leadership, students, and external groups to work collectively and collaboratively to support the vision and mission of the university*
- *Strategic planning, institutional effectiveness, and efficiency assessments, and use of data analytics to inform decision-making and implementation*
- *Policies, procedures and guidelines development, implementation, and accountability across University System of Maryland for research and comprehensive universities and other independent public institutions*
- *University and departmental accreditations*
- *Strategic budget planning, management, and accountability of operating and external funding across multiple levels of the university*
- *Shared governance at all levels of the institution*
- *Secure external funding from foundations, corporations, governmental entities, and individual donors*
- *Record of scholarship*
- *Work collaboratively and effectively with individuals from diverse backgrounds*
- *Chaired committees, brief boards/donors and presented comprehensive reports*
- *Effective communication strategies to resolved challenging issues to achieve maximum outcome*
- *Building relationship and presenting to the community, professional forums and regional and national stakeholders and audiences to support the mission, vision, and accomplishments of the institution*

## **EDUCATION**

### **UNIVERSITY OF MARYLAND BALTIMORE**

**SCHOOL OF SOCIAL WORK**

*Baltimore, Maryland*

***Doctor of Philosophy in Administration, Policy and Research***

### **UNIVERSITY OF MARYLAND BALTIMORE**

**SCHOOL OF SOCIAL WORK**

*Baltimore, Maryland*

***Master of Social Work in Clinical Social Work***

### **UNIVERSITY OF MARYLAND EASTERN SHORE**

**PRINCESS ANNE, MARYLAND**

***Bachelor of Arts in Sociology***

*with concentration in Social Work from Salisbury University, Salisbury Maryland*  
**Honors:** *Graduated Summa Cum Laude*

## **POST-DOCTORAL FELLOWSHIP**

***HERS Leadership Institute, Bryn Mawr Summer Institute  
Norfolk State University Presidential Mentorship Program***

## **LICENSES AND CERTIFICATIONS**

*Certification in Higher Education Administration  
Certificates in Aging and Child Welfare  
Academy of Certified Social Workers (ACSW)*

## **PROFESSIONAL EXPERIENCE**

### ***UNIVERSITY SYSTEM OF MARYLAND***

*Office of Academic and Student Affairs  
Adelphi, Maryland*

#### ***Associate Vice Chancellor for Academic Affairs (2017 – Present)***

Provide academic leadership reporting to the Senior Vice Chancellor for Academic and Student Affairs and a key member of the leadership team in the Office of Academic and Student Affairs at the University System of Maryland (USM) office. Work with the Senior Vice Chancellor for Academic and Student Affairs, the presidents and provosts of the twelve (12) USM institutions, Chancellor and members of the Education Policy and Student Life and Enrollment Workgroup Committees, the Maryland Higher Education Commission (MHEC), the leadership of the community colleges and independent colleges and universities, the USM Office for Administration and Finance, USM Foundation, Office of the Attorney General (OAG), the Maryland State Department of Education (MSDE), and staff of the offices of admissions, transfer, registrars, and financial aid of the USM institutions providing transformative leadership to advance innovative and high workforce demand academic programs, the transferability of community college students, ensure accountability to USM policies, and collaboratively address a wide range of higher education issues to support the success of students, faculty, staff and institutions.

Provide leadership for policies on academic program proposal development and compliance for face-2-face, online and hybrid programs to offer on campus and at regional higher education center (RHEC) and transformational student learning experiences both inside and outside the classroom; lead informational and policy reviews with USM Board of Regents and MHEC on new academic program proposals, 5-year review of institutional mission statements, comprehensive periodic academic program reviews, new program enrollments 5-year reviews and the annual chancellor actions. Provide leadership for the review of campus accreditation site-visit reports, institutional requests to implement curricular changes within existing academic programs to keep current and competitive in a changing global community to prepare students for successful careers that require lifelong learning and high degree of civic engagement, to change the status of an academic department or college/school in compliance with USM and MHEC policies and procedures.

Provide leadership for consensus team building on initiatives across the System, develop and monitor recommendations for policy revisions and new policies in the areas of enrollment management to include admissions, articulation, early middle college/dual enrollment programs, and financial aid, spearhead advanced upgrades to USM trademark “The Articulation System of Maryland (ARTSYS)” to meet students, faculty and advisors needs, and motivate and empower appropriate USM campus officials, faculty, and state-wide groups to convene and work toward the continued branding of USM as a national leader in higher education.

Provide leadership for the continued support of student success through sustained collaborations with presidents, provosts, faculty and staff to develop and implement strategic plans to advance

academic agenda to increase high-workforce demand degree programs, certificates, stackable and other credentials, and articulation pathways for transfer students; and provide oversight of the integration of academic and student support services on campuses, to include, but not limited to intrusive advising, course scheduling to meet the needs of a diverse student population, co-curricular activities, and other retention initiatives. Responsible to ensure the interest of the USM institutions are clearly articulated and addressed through participation in internal, state, and national external groups including but not limited to the MHEC Student Transfer Advisory Council (STAC), MHEC Segmental Advisory Council (SAC), Maryland Association of Community Colleges (MACC), Maryland Inter-Segmental Chief Academic Officers (ICAO), National College and Career Readiness and Success organizations, etc.

Supervise direct reports staff in the areas of academic program compliance, articulation, enrollment management, scholarship administration, and student academic support services. Provide written briefs, recommendations, and other support to the Senior Vice Chancellor for Academic and Student Affairs and the Chancellor on critical and strategic issues including, but not limited to, academic programs, transfer, policies, procedures and accountability, articulation, enrollment, and financial aid

Responsible for leading special projects requested by MHEC, the BOR, institutions, and other constituencies assigned to the academic affairs unit. Support the preparation of oral and written reports and testimony for the BOR and the Maryland General Assembly (MGA), monitor proposed state and federal legislative and regulatory actions that impact academic affairs, determine information for testimony, convene workgroups to implement regulatory changes, and provide responses to requests for information regarding the Code of Maryland Regulations (COMAR) and USM policies.

### ***Highlights***

- *Responsible for development of over 300 academic degree program for approval*
- *Advance faculty, department chairs and deans' professional development*
- *Provide leadership for state-wide Inter-segmental Chief Academic Officers (ICAO) Committee*
- *Provide leadership for collaborative 2- and 4-year faculty discipline affinity groups*
- *Provide leadership for COMAR regulations changes to add first-time freshmen with advance standing, distance education programs, offering of new academic programs at RHEC, and academic programs substantial modification.*
- *Implement resource and preparedness management for virtual convening of faculty and staff campus groups.*
- *Spearhead the implementation of the use of technology in the review of academic program submissions to USM.*
- *Spearhead Provost Transfer Council (PTC) collaboration for community colleges and 4-year institutions provosts.*
- *Leadership on USM Board of Regents Enrollment Work Group appointed by Chair of University System of Maryland (USM) Board of Regents*
- *Implement and secured funding for the innovative upgrades to ARTSYS – The Articulation System for Maryland*
- *Develop Virtual Transfer Recruitment Fairs for USM Institutions and Community Colleges*
- *Lead the collaboration and consensus team building between USM and Maryland Association of Community Colleges (MACC) for the establishment of the Provosts Transfer Council providing oversight to the Faculty Academic Council Workgroups to align course credits to improve transfer*
- *Provide transformative leadership for the USM Inter-Institutional Committee (ICC) to deliver professional development opportunities across the System on academic policy and program, advising, graduate and professional admissions, articulation, enrollment management – retention and graduation rates, records and registration, residency, and financial aid.*

### ***MORGAN STATE UNIVERSITY***

*Office of Provost and Vice President of Academic Affairs*

***Assistant Vice President of Academic Affairs and Professor (2011- 2017)***

Provide leadership in the Office of Academic Affairs to articulate and advance the university's and academic affairs missions and visions, inclusive of working with stakeholders internal and external to the university (President, Provost, deans, directors, faculty, students, alumni, donors, community representatives, etc.), on matters of academic excellence pertaining to strategic and academic planning, institutional effectiveness and assessment, facilities planning, budgeting, management, shared governance and transparency for the advancement of quality education to an increasingly diverse student population in alignment with President and Provost goals outline in the University Strategic Plan. Supervise Faculty and Academic Services, Office of Student Disability Support Services, Office of Faculty Development, the University's Murphy Fine Arts Center, and the Title III federal funding allocated to Office of Academic Affairs.

Spearhead the use of data informed decisions to advance retention and graduation rates and to implementation new initiatives for faculty development. Provide administrative leadership for the development of innovative and industry focused academic online, face-to-face, hybrid, evening, off-site programs and community outreach, course redesign, and to communications with university, local, regional, national, and international audiences to establish and sustain public/private partnerships. Support the advancement of study abroad programs and international education on the campus to include the redesign of the university's international education, cultural immersion programs, liberal arts education, and general education programs. Assemble and work collaboratively with senior administrators and other internal and external university constituents to review and approve institutional and academic affairs policies, the implementation of university-wide initiatives, and to advance innovative strategies for using technology for student learning.

Provide senior leadership for preparation of with Middle States Commission on Higher Education Self-Study (MSCHE); serves as liaison for the President with Maryland Higher Education Commission (MHEC) and provide administrative leaders for new academic proposals in concert with academic college/schools and departments; revisions to COMAR regulations, and advance the state-wide initiatives College and Career Readiness in Maryland-SB740 on the campus and in collaboration with USM, MACC and St. Mary's University.

Provide leadership for the recommendations of faculty hiring, promotion and tenure and appeals, and international faculty and research scholars VISA compliance. Senior administrator working with the Office of Institutional Research and Office of Diversity and EEO to for submission of MHEC and MSCHE to include course enrollment and teaching workload, faculty profiles, academic program inventory, distance education, culture diversity, etc. Spearhead, in collaboration with faculty committee professional development initiatives, incentive grants, orientations, university institutes, and academic administrators training. Provide senior administrative oversight for faculty, chairs and deans' compliance with the policies and guidelines.

Serve on the President's Cabinet and provide leadership for collaborative university-wide honorary degree and faculty awards.

***Highlights***

- *Spearhead the recognition of faculty accomplishments to advance student success*
- *Advance in collaboration with university teaching community continuous faculty development and designated budget.*
- *Provide leadership to implement 470 public / private partnerships to advance student success*
- *Spearhead the advancement of nursing and medical technology clinical programs, and interdisciplinary STEM and liberal arts initiatives*
- *Support a sustainable environment of transparency for faculty communication and development*
- *Support the university's strategic goal to retain outstanding faculty members*
- *Support faculty and students research programs*
- *Advance the institutionalization of customer service excellence at the university*

- *Spearheaded continuous development and suitability of international dual degree programs and high visibility cultural activities supported by various international consulates*
- *Advanced university's student and faculty relationship with universities in China and secondary school systems in Japan*
- *Spearhead relationships with technology corporations to enhance faculty training and the infusion of technology in instruction to advance student success*
- *Advance university's leadership and participation in the HBCU Brazil Alliance with the White House Initiative on HBCUs*
- *Spearhead new cultural programming at the university Murphy Fine Arts Centers*
- *Chaired inaugural Distinguished Lecture Series*
- *Spearheaded annual faculty end-of-the-year networking programs*

## **BOWIE STATE UNIVERSITY**

*Bowie, Maryland*

### ***Dean and Professor- College of Professional Studies (2007 – 2011)***

Provide leadership for college faculty and staff in the departments of nursing, social work, behavioral sciences and applied and experimental psychology to advance and support the improvement and currency of undergraduate and graduate academic programs, student learning, college competitiveness, and increasing college programs enrollment, retention, and graduation rates, and fundraising in concert with college stakeholders. Foster a creative atmosphere of share governance and transparency to challenge faculty in strategic planning and to sustain the rethinking of resources. Provide continuous leadership to seek funds from private /public sectors and governmental sources for new and/or continuing student and faculty support, including public grants, foundation awards, and contracts. Promote and provide leadership for the establishment of public / private partnerships to expand the academic programming in the College.

Spearhead the development and coordination of student-centered programs, policies, and procedures to promote the strategic plan of the university and college. Established within the college standing committees on student enrollment, and success as it pertains to retention and graduation rates. Provide leadership for faculty development, implementing new academic on-line, face-to-face, hybrid, and evening degree programs /certificates and courses, evaluating curriculum, preparation for MSCHE and academic program accreditations, increasing faculty research, and tenure and promotion. Spearhead the implementation within the college a student success early alert system with faculty, chairs, staff, and university OIT.

Provide leadership for college operating budget and resources with input from faculty, staff, and students to ensure shared governance and transparency. Provide recommendation to Provost and Vice President on the hiring of new faculty and staff, and tenure, promotion, and merit. Supervise department chairs, directors, coordinator, and administrative support staff.

Work collaboratively with the President, Provost and Vice President of Academic Affairs and partner with other university units and external stakeholder to develop and implement academic policies, procedures, guidelines, and special cultural initiatives. Prepare reports as defined for the university and college in accordance with the university's strategic plan. Serve as chair and/or member of standing and ad-hoc committees within the university and ex-officio of college departmental committees. Work closely with Institutional Advancement to increase foundation funding, and Institutional Effectiveness and Research on reports for USM, MHEC and accrediting organizations.

### ***Highlights***

- *Leadership for signature on-campus and off-site academic programs in nursing, social work, criminal justice, child and adolescent studies, and human resources development graduate certificate in project management in collaboration with academic departments*
- *Secure five-year (2009-2013) support for nursing faculty to improve student retention and time-to-degree*
- *Leadership to secure Department of Education funding for public school /university partnership*

- *Leadership to secure infrastructure funding for nursing full accreditation reaffirmation of accreditation and student and faculty success*
- *Leadership to secure infrastructure funding for social work program to achieve full reaffirmation of accreditation, and student language programs.*
- *Spearhead the redesign of student retention program for Colleges within the Division of Academic Affairs*
- *Increased by 9% the retention rate and 7% the graduation rate of the students in College of Professional Studies*
- *Leadership for increasing the technology infrastructure in the College of Professional Studies*
- *Leadership for securing annual corporate funding for scholarship, career pathways, and internships.*
- *Leadership to advance support for international studies*
- *Co-Chair, Bowie State University 2010-2011 Facilities Master Plan Committee*

## **NORFOLK STATE UNIVERSITY**

*The Ethelyn R. Strong School of Social Work,  
Master of Social Work Program  
Norfolk, Virginia*

### **Professor, Special Assistant to Office of Vice President of Academic Affairs for Faculty Affairs, and Director of Distance Education and Research (2000-2007)**

Provide leadership and shared governance opportunities for the development and redesign of a range of university academic programs; revise guidelines for merit, tenure, and promotion; teaching faculty evaluation trainings; faculty development programming; and academic policies and procedures, in concert with university stakeholders, for the Office of Academic Affairs. Establish international, state, and local distance education programs for undergraduate and graduate students. Work with the university counsel in the execution of partnership agreements with external agencies and organizations for student learning and success.

Manage educational grants/contracts program budgets, recruit, supervise contractual faculty and staff and review performance activities in the areas of health and human services. Provide leadership for educational program evaluation and training for faculty to achieve curricula and student learning outcome across disciplines. Provide leadership to implement strategic curricula plans for regional workforce demands in health and human services. Interface with university professional staff/faculty across the university to obtain external funding. Design funded research-training experiences for doctoral, master and baccalaureate students in social work, nursing, and allied health. Develop and implement graduate curriculum and certificate programs social work, gerontology and public health with Eastern Virginia Medical School and Norfolk State University. Provide professional development training in research methods, healthcare delivery, child welfare, aging, organizational management, social policy and legislative advocacy, community relationship building, grant writing, and contract development and implementation.

Maintain graduate teaching and academic advising roles. Chair Ph.D. dissertation committees. Build collaborative relationship with university schools and departments to secure external funds. Successfully met grant and contract project deliverable mandates. Chair Ph.D. dissertation committees, mentor and advises social work doctoral and master students, urban affairs master students and Old Dominion University education doctoral students.

### ***Highlights***

- *Spearhead partnership with Eastern Virginia Medical School (EVMS) and state agencies*
- *Program evaluator and proposal reviewer for local, state, and federal healthcare and human services agencies*
- *Provide leadership for NSU SACS Reaffirmation Committees: Administrative and Governance, and Faculty Matters – 2005-2007*
- *Provide leadership for 2007 NSU School of Social Work Reaffirmation to receive full reaccreditation from Council on Social Work Education (CSWE)*
- *Led and implement ongoing educational cohort programs with City of Norfolk Mayor's Office*
- *Secured funding federal funding for international distance education program*

- Chair community and regional organization boards funding allocation committees

**NORFOLK STATE UNIVERSITY**

*The Ethelyn R. Strong School of Social Work*

*Master of Social Work Program*

**Associate Professor and Director of Field Education Program (1992-1999)**

Secure external and manage funds in to implement collaborative research project for NSU and State of Maryland universities to advance skills of graduate and undergraduate students in healthcare delivery, research, and education. Spearhead collaborative curriculum and research between social work, nursing, and allied health programs. Provide leadership and developed graduate students' practical experiences in healthcare and human services facilities and the Virginia General Assembly to address healthcare legislation. Implement and manage policies, procedures, guidelines, and standards for the graduate field education program in accordance with the Reaffirmation Standard of the Council on Social Work Education (CSWE and in collaboration with faculty. Provide leadership for Graduate Program Compliance Subcommittee and member of the University 1997 SACS Reaffirmation Community.

Spearhead revision of annual operations manuals for graduate field education program and partnership agreements with public and private agencies/institutions covering twenty (20) jurisdictions. Supervise 7 full-time and 5 adjunct faculty. Recruited and hired field faculty. Mediate field practicum agency issues. Establish advisory board for field education program and provide leadership for 150 agencies annually. Spearhead paid agency practicum stipend for graduate students. Provided leadership for research and policy curriculum, and graduate field education program for 1997 CSWE Self-Study Reaffirmation, receiving approval with no contingencies. Serve as chair of social work curriculum, and research and social policy sequence committees and member of the Dean's Cabinet, maintain graduate teaching and academic advising roles.

***Highlights***

- Secured Health and Human Services funding 1996 - 2000
- Leadership for 1996-1997 NSU SACS Educational Programs Reaffirmation Committee
- Leadership for 1997 NSU School of Social Work full reaffirmation of accreditation
- Secured community and regional partners funding for intercollegiate seminars on workforce development
- Lead the assignment of 200 plus graduate students annually to agency field practicum Sites
- Led training sessions for adjunct, full time faculty, and agency base intern supervisors
- Spearhead human services program evaluation trainings for local and regional public and private agencies

**COPPIN STATE COLLEGE**

*Social Work Program*

*Baltimore, Maryland*

**Program Director - Baccalaureate Social Work Program (1989-1992)**

**Coordinator –Baccalaureate Field Instruction Program (1986-1989)**

**UNIVERSITY OF MARYLAND BALTIMORE**

*School of Social Work, and*

**UNIVERSITY OF MARYLAND BALTIMORE COUNTY**

*Social Work Program*

*Baltimore, Maryland*

**Part-Time Instructor (1986 – 1992)**

**MAYOR'S OFFICE OF HUMAN DEVELOPMENT AND CHILDREN AND YOUTH**

*City of Baltimore*

*Baltimore, Maryland*

**Special Projects Administrator**  
**WASHINGTON HOSPITAL CENTER**  
Social Work Department  
Washington, D.C.  
**Social Work Coordinator**

**UNIVERSITY OF MARYLAND BALTIMORE**  
School of Social Work  
Baltimore, Maryland  
**Assistant Director of Admissions/ Director of Minority Student Affairs**

**UNIVERSITY OF MARYLAND BALTIMORE**  
Division of Student Affairs  
Baltimore, Maryland  
**Student Affairs Campus Services Director**

**BON SECOURS HOSPITAL**  
Department of Renal Medicine  
Baltimore, Maryland  
**Medical Social Worker - Outpatient Renal Dialysis)**

## **SELECTED CONTRACTED FUNDING AND RESEARCH ACCOMPLISHMENTS**

***Principle Contract Manager, MSU Faculty Development Programs. Additional funding support from Title III, July 2011 – July 2017.***

***Principal Contract Manager, BSU/ CompCare Professional Studies Training Interdisciplinary Internship Programs. Funded by Comprehensive Behavioral Healthcare, Corporation, and February 2009 – December 2010.***

***Co-Principal Investigator, Bowie State University Minority Nurses Pipeline. Funded by Department of Education August 2009 to September 2012***

***Principal Contract Manager, the City of Franklin Department of Social Services "Employment Advancement for TANF Clients" Funded by the Virginia Department of Social Services, Richmond, Virginia December 2004-2007.***

***Program Manager, Norfolk State University and The Virgin Islands Department of Human Services Master of Social Work Program in Community Development. Funded by The Virgin Islands Department of Human Services, September 2001 - May 2004.***

***Principal Contract Manager, the City of Franklin Department of Social Services -Welfare Reform. Funded by the Virginia Department of Social Services, Richmond, Virginia June 2001 - June 2005.***

***Co-Principal Contract Manager, the "City of Norfolk Department of Social Services, Norfolk State University School of Social Work Permanency Planning Project". Funded by the City of Norfolk, Virginia September 2001 - May 2002.***

***Principal Investigator, "Virginia Department of Social Services, Norfolk State University School of Social Work Eastern Region of Virginia Welfare Reform Research Study". Funded by the Virginia Department of Social Services, Richmond, Virginia February 2000 - June 2002.***

***Co-Principal Investigator, "Norfolk State University Managed Care Case Management Planning Grant" conducted by the School of Social Work and School of Health-Related Professions and Natural Sciences. Funded by the Health Care Financing Administration, Baltimore, Maryland August 1997 - November 1998.***

***Co-Principal Investigator, "Norfolk State University Oral Rehydration Therapy & Child Immunization Initiative (ORTCII)" conducted by NSU School of Health-Related Professions and Natural Sciences and School of Social Work, Norfolk, VA in collaboration with Morgan State University and Coppin State***



*College, Baltimore, Maryland. Funded by Health Care Financing Administration, Baltimore, Maryland October 1996 - September 1998.*

**Research Evaluator**, Norfolk State University Resource Mothers Program, Norfolk, Virginia, 1993 - 1997.

**Research Evaluator**, "Going for the Goal Program" with Virginia Beach Department of Social Service and Bayside Middle / High School, Virginia Beach, Virginia, 1998.

**Research Analyst**, Portsmouth Area Resource Coalition (PARC), Inc. on "Quality Assessment and Client Tracking", Portsmouth, Virginia 1995 - 1996.

**Research Evaluator**, United States Census Bureau "Study on the Undercount of Black Children", Washington, DC, 1992.

**Co-Project Investigator**. "Training Minorities in the Baltimore City Department of Social Services for Employment in Child Welfare Services". Funding by Department of Health and Human Services, Washington, DC, 1991- 1992.

**Co-Project Investigator**, University of Maryland School of Social Work and Coppin State College Interdisciplinary Gerontology Research Project on the "Health and Social Services Utilization of Older Black Males". Funded by the Maryland State Department of Aging, Baltimore, Maryland, 1990- 1991.

**Principal Investigator**, the Coppin State College / Liberty Medical Center Geriatric and Gerontology Research Project: The Roles of Caregivers for the Black Elderly and the Utilization of Community Services. Funded by the Maryland Department of Health and Human Services, 1989-1990.

**Co-Principal Investigator**, the U.S. Census Bureau Minority Research Grant: Undercount of Black Children in Decennial Census. Funded by the U.S. Census Bureau, 1989-1990.

**Principal Investigator**, Coppin State College and Housing Authority of Baltimore City Research Study on the Utilization of Community Services by the Black and Korean Elderly Residing in Senior Citizen Housing in Baltimore City. Funded by the US Department of Housing and Urban Development, 1988 – 1989.

**Co-Principal Investigator**, City of Baltimore Latch Key Program. Funded by the US Department of Education, 1985 – 1986.

**Principal Investigator**, University of Maryland School of Social Work Minority Recruitment Grant. Funded by the U.S. Department of Education, 1983 – 1984.

**Co-Principal Investigator**, University of Maryland, Baltimore Health Career Opportunity Program. Funded by the Department of Health and Human Services, 1980 - 1983.

## **AWARDS AND HONORS**

2012 **Nation Role Model Award** presented by the Minority Access Inc.

2005-2006 **Profile of Achievement Black Pages USA 10 Anniversary** presented by Black Pages USA Hampton Roads – Peninsula – Northeastern, NC

2002 **Administrators Award** "Black Voices Spotlight on Excellence" presented by General Motors (GM) and Black Voices

2002 United Way of South Hampton Roads, **Ten Years of Service Award**

2001 Suffolk STOP Organization **Volunteer Services Award**

2001 Alzheimer's Association of Southeastern Virginia, **Outstanding Public Policy Award Volunteers**

2001 City of Virginia Beach, **City Manager's Award** recognizing quality service

2000 City of Franklin **Outstanding Community Services Award**

1995 Norfolk Public Schools Visiting Teacher and School Social Workers **Community Services Award**

## REFEERED PUBLICATIONS

██████████ and Howard M. Rebach. (2001). "Current Perspectives - Public Policy: Welfare Reform", H. M. Rebach and J. G. Bruhn, eds., **Sociological Practice: A Journal of Clinical and Applied Sociology** 3(4): 279-276.

██████████ and Howard M. Rebach. (2001). "Poverty, Social Welfare, and Public Policy", H. M. Rebach and J. G. Bruhn, eds., **Handbook of Clinical Sociology**, 2nd Edition, (Kluwer/Plenum Press, New York, NY), 353-392.

██████████. (2001). "Work with Families", **Handbook of Clinical Sociology**, 2nd Edition (Kluwer/Plenum Press, New York, NY), 113-132.

Aminifu R. Harvey, ██████████, Rowena Wilson, and Carolyn Finney. (1999). "Psycho-social-cultural Needs of African American Males in the Juvenile Justice System", **Journal of African American Males**, 4(2): 3-17.

██████████. (1997). Review of *The New Uprooted: Single Mothers in Urban Life* (by Elizabeth A. Mulroy), published in **Journal of Social Service Research**, 22(4): 79-81.

Aminifu R. Harvey and ██████████. (Jan/Feb 1997). "An Afrocentric Program for African American Males in the Juvenile Justice System", **Child Welfare** (Vol. LXXVI, 1): 197-211.

██████████ (1995). **Child Abuse Reporting: An Urban Profile** (Garland Publishing, Inc., New York, NY).

Agnes M. Richard-Collins and ██████████ (1995) "Norfolk State University Resource Mothers Program: A Community Response to Adolescent Pregnancy", **African American Voices: African American Health Educators Speak Out** (National League for Nursing Press, New York, New York).

Eloise A. Bridges and ██████████. (March 1992). "Census Study of the Undercount of Black Children in Decennial Census", **Journal of Research on Minority Affairs**, 1: 43-73.

## SELECTED PRESENTATIONS

**"Being a University System of Maryland Institution – Policies, Roles and Responsibilities"**, Coppin State University Dean and Chairs Profession Development, February 2020

**"Post-Tenure Review: Understand Your PTR Cycle"**, Coppin State University Faculty Development Workshop, August 2019

**"USM III-1.25 - Policy on Faculty Workload and Responsibilities"**, Coppin State University Fall 2019 University Day, August 2019

**"The Critical Role of Professional Science Master's Degree Programs in Today's Workforce"**, NPSMA 2018 National Conference Enhancing Advocacy for PSM Programs, November 2018

**"The Role and Practice of Minority-Serving Institutions"**, Vertex Research & Policy Symposium on Concurrent Enrollment and Dual Credit, October 2018

**"Certificate Programs: Building Your Academic Inventory"**, Coppin State University Fall 2018 University Day, August 2018

**"COMAR General Education Effective August 1, 2017"**. Coppin State University Professional Development Day - New Chairs Workshop, November 2017

**"Overview of University System of Maryland Office of Academic and Affairs Policies, Programs and Services"**, University of Maryland Eastern Shore Faculty Institution, August 2017

**"Counting on Our Future: Redefining Qualitative Literacy in Maryland"**, Maryland Qualitative Literacy Conference, October 2014

**"The U.S. Department of Education Outlook on Diversity"**, Minority Access 13<sup>th</sup> National Role Model Conference, September 2012

**"Growing Communities through Public and Private Partnerships"**, Alabama State University HBCU Entrepreneurship Conference, March 2012

**"Bowie State University / Prince George's County Public Schools Minority Nurses Pipeline"**, Coalition of Urban and Metropolitan University Annual Conference, October 2008.

**"Descriptive Study on Employers Profile for Entry Level Employees: How Do TANF Clients Measure Up"**, 2006 Old Dominion University, Norfolk Statue University and Eastern Virginia Medical School Research Expo, March 2006

**"Descriptive Study on Metabolic Syndrome and the Perception and Lifestyle Behaviors of African American Males"**, 2005 Old Dominion University and Norfolk Statue University Research Expo, March 2005

**"American Lung Association Funding Recommendations"**, United Way Panel 2, April 2002-2004

**"Welfare Reform: Lessons Learned"**, 2002 Norfolk Statue University Research Expo, March 2002

**"Franklin TANF Hard-To-Serve Project: Community Coalition Building and Clients' Success"**, CASE Media Fellowship Program, March 2002

**"Welfare Reform: The Clients' Stories"**, CASE Media Fellowship Program, March 2002

**"Welfare Reform Research Study Update"**, Eastern Region Local Directors of Social Services Meeting, March 2002

**"Funding Needs for Alzheimer's Services in the Eastern Region"**, presentation to Virginia State Legislators during Department of the Aging Advocacy Day, January 2002

**"Incorporating Innovative Strategies in the Workplace for Working with TANF Hard-To-Serve Clients"**, Franklin Department of Social Services, December 2001

**"Welfare Reform Research Study Progress Statement"**, Virginia Department of Social Services and Welfare Reform Research Study Advisory Board, November 2001

**"Network Strategies for Developing Externally Funded Contracts"**, Norfolk State University QEM Workshop, November 2001

**"Strengthening Alzheimer's Disease Services for African American patients and Their Families"**, Alzheimer's Association Legislative Committee, October 2001

**"Presentation on Master of Social Work Curriculum and Expectations"**, presented to U.S. Virgin Islands Department of Human Services Staff, September 2001

**"Status of Welfare Reform Research Study"**, Virginia Department of Social Services, Eastern Region Meeting, August 2001

**"Career Development and Community Services: The Next Steps"**, Suffolk STOP Certified Nursing Assistants (CNA) Graduation Ceremony, July 2001

**"Welfare Reform Research Study Update"**, Eastern Region Local Directors of Social Services Meeting, July 2001

**"Welfare Reform and Next Steps for TANF Clients"**, Suffolk STOP Staff Retreat, July 2001

## **SELECTED COMMUNITY SERVICE**

***The Children's Home, Board Vice President, 2015 - present, Member 2013 - Present***

***National Children's Museum Education Program, Member 2009 – 2011***

***Prince George's County Drug Policy Coalition, Member 2009 – present***

***United Way of South Hampton Roads, Chair- Community Funding Committee 2005-2007, Vice Chair - Community Funding Committee 2003-2004, Board Member 2002- 2007, Management Consultant Committee 1999 to 2007, Panel 2 Chair - 1999-2003, Panel 2 Member (1996-1999) and Panel 4 Member - 1992-1996***

***Portsmouth Homeless Consortium, Portsmouth, Virginia, Program Reviewer 2000-2004***

***Alzheimer's Association, Hampton Roads Board of Directors, Chair, Public Policy Committee, and Patient & Family Services Coordinating Committee, Norfolk, Virginia 1999-2004***

***Guest Expert, KID TALK Program, WAVY TV 10, NBC Affiliate, Norfolk, Virginia 1995-2000***

***"TANF CAREERS Training Program", City of Franklin City Council May 2006***

***"Teaching Faculty Evaluation Process", Norfolk State University Spring 2005 Opening Session, January 2005***

***"Grant Writing Strategies", Eastern Region Conference of Public-School Visiting Teachers / School Social Workers, October 2003***

***"Welfare Reform Research Study and the Objectives for the Eastern Region Cities and Counties", Regional Welfare Forum, September 2002***

***Norfolk Redevelopment and Housing Authority (NRHA), Co-Chair, Senior Services Coordination Program Planning and Advisory Committee, Norfolk, Virginia 1996-1999***

***Norfolk Senior Center, Adult Day Health Care Advisory Board, Norfolk, Virginia, 1995-1998***

***Eastern Virginia Medical School Consortium for the Immunization of Norfolk's Children (CINCH), Norfolk, Virginia, 1993***

***Portsmouth Area Resource Coalition, Inc. (PARC), Advisory Board, Portsmouth, Virginia 1995-1999***

***Norfolk State University Resource Mothers Program, Co-Chair, Advisory Board, Norfolk, Virginia 1994-1999***

***Norfolk Senior Center Adult Day Health Care, Advisory Board, Norfolk, Virginia 1995-1998***

***Journal of Social Work Education, Editorial Board, Washington, DC, 1994-2001***

***United Negro College Fund of Southampton Roads Virginia, Fundraising Committee 1993-1995***

***Association for Gerontology for Higher Education, Co-Chair of 1992 Annual Meeting Local Arrangements Committee, Chair, Fundraising Committee, Baltimore, Maryland, 1990-1992***

***University of Maryland, Baltimore School of Social Work, Chair, Minority Recruitment Advisory Board, Member, Futures Task Force, Program Advisory Board, 1984-1990***

***Baltimore City Public Schools, Chair, Careers Task Force, Baltimore, Maryland, 1980-1982***

***North Baltimore Center, Inc., Community Mental Health Services, 1986-1988***

***Mid Atlantic Consortium of Directors and Coordinators of Field Instruction, Treasurer, 1989-1999***