

RODERICK L. SMOTHERS, Sr.



January 10, 2023

The University of Louisiana System Board of Supervisors
C/O Grambling State University Presidential Search Committee
1201 North Third Street | Suite 7-300
Baton Rouge, LA 70802

Sent electronically to: ULSearch@decuirlaw.com

Dear Search Committee Members:

It is with great enthusiasm that I submit this letter and supporting documents as application for the presidency of Grambling State University (GSU). I believe that I am well-suited for this position because my professional journey of strategic advocacy for educational and economic justice and championing workforce innovations and their inherent connection to access and success in postsecondary education systems has prepared me for this defining moment.

In preparation for this process, I have read, with judicious introspection, the history and vision of GSU as articulated through various mediums. I have viewed the institution's interactive website and I have studied excerpts from the vision and strategic plan of the institution as approved by the UL System Board of Supervisors. It is apparent that under the steady hand and innovative leadership of President Rick Gallot, the institution made remarkable achievements; and it holds promise to reach even greater heights, as it continues to distinguish itself as a university that aspires to become a model of excellence among Louisiana's institutions of higher education.

It is my intent to outline the **momentum imperatives** that I feel the GSU Community of Scholars must contemplate as it selects its next president.

The search for GSU's next leader is taking place against the backdrop of a higher education landscape that is unlike any the world has ever seen. The continued reverberation of the impact the COVID-19 global health pandemic, along with heightened incidents of systemic racism and assaults on social justice, has resulted in unprecedented circumstances to which college and university boards, systems and chief executives must ably respond. These issues, coupled with a looming enrollment cliff of 2025 that is predicted to cripple recruitment strategies and widen divides in wealth, health and mobility in communities of color, must be taken into consideration. As we contemplate the challenges facing higher education in Louisiana in 2024, we cannot

overlook the salient data points that paint a narrative that has been inadequately discussed.

These conditions and opportunities dictate the necessity for a highly-qualified leader who can not only deliver upon the traditional presidential search profile attributes but one who can also provide intrepid, innovative, visionary leadership, and who is poised to lead on day one. I am that unique candidate who has led through times of calm and crisis and is prepared to take the helm at Grambling State University and lead it through the next era of institutional transformational impact.

For the last nine (9) years, I served as president and CEO of Philander Smith College (PSC) in Little Rock, Arkansas, where I led this small, private HBCU during periods of calm and normalcy, as well as during crisis, particularly through the turbulent waters of a twin-pandemic. As I now stand on the other side of my tenure as president, I proudly reflect on a menu of successes, some of which I will expound upon in this letter in an effort to demonstrate my readiness for the presidency of GSU.

While GSU is a much larger comprehensive public university, it shares many of the same opportunities as Philander Smith College, where my team and I set milestones and reached benchmarks that undergirded its continued growth and future sustainability. A mere nine years ago, PSC was hampered by declining enrollment and limited academic programs, but has emerged as the fastest-growing, four-year institution in the State of Arkansas. We launched new academic programs and *“Forward Initiatives”* that have bolstered enrollment and attracted renewed interest from students and investors. We boldly launched a **ten-year long-range strategic plan** that called for the **strengthening of the student experience, fostering academic distinction, improving the business model, enhancing community engagement, and building financial resources for the future**. Specifically, we: 1) increased student enrollment by 100 percent; 2) raised over \$50 million for scholarships and new academic and programmatic initiatives; 3) obtained a \$3.5 million grant from the State of Arkansas to establish a strategic workforce initiative that aligns with the state’s economic and workforce needs; 4) raised the College’s profile by building key corporate, foundation, and government relationships; 5) launched the S.T.A.R.T. Summer Bridge Program with a 95 percent success rate; 6) increased retention by nearly 10 percent; 7) facilitated over \$35M in debt forgiveness; 8) developed the first Master’s Degree programs; and 9) prepared the institution for its official transition from the status of college to university. I am confident that my collective experiences, coupled with my philosophy and knowledge of local and national educational trends, will prove to be just as valuable to GSU.

As outlined on my curriculum vitae, my twenty-nine-year career as a higher education professional has afforded me the opportunity to also provide **leadership** in five of the major areas of the academy – **academic affairs, student affairs, campus diversity, institutional advancement and fiscal affairs**. From my entry into the academy as a financial aid counselor to professor of education to dean of enrollment management, vice president of institutional advancement and ultimately, president/CEO, I have diligently worked in the trenches carrying out the missions of the institutions where I have served.

As an administrator, I integrate strategic planning, policy development, assessment and evaluation, and judicious fiscal management in every program. **As a collaborator**, I have developed and strengthened working relationships with individuals, alumni, corporations, foundations, campus organizations, and community, state, and national stakeholders. **As a communicator**, I believe that effective communication is the cornerstone of good customer service and strong partnerships.

As a **seasoned fundraiser**, I have amassed a track-record that exceeds \$400 million of resource acquisition, and I take pride in my mastery of the art of “friend-raising.” My fundraising portfolio comprises major gifts from individuals, private foundations, corporations, and state and federal governments. At Philander Smith College, I converted the President’s Luncheon, which netted \$50k-\$75k yearly, into a President’s Scholarship Gala that yielded over \$1 million in its peak year. In 2021, I secured a \$2.5M individual gift (the largest in the history of PSC) to support student scholars from the “middle class.” In addition, my team raised over \$10M during the pandemic years to support the newly established Dr. Joycelyn Elders School of Allied and Public Health.

As a researcher, I have remained cognizant of current educational theories and applications, administrative and managerial systems, diversity, equity and inclusion, student leadership development, and community engagement strategies – all necessary knowledge bases and skill sets for an effective college president.

As an innovator and transformational change agent, I am most excited that the *Philander Forward Initiatives* that accompanied the ten-year long-range strategic plan were the fuel that revved the engines of innovation to spark transformation at PSC. For example, our visioning process resulted in the establishment of the Arkansas Center for Innovation in Teaching Excellence (ACITE). ACITE was the focal point of the institution’s recent visit from the Council for the Accreditation of Educator Preparation (CAEP), in which we were lauded for our innovative approaches to training educational leaders. As a result of our efforts, the Arkansas State Department of Education declared PSC-ACITE as the sole source provider of the Certification in Cultural Competency.

If selected as GSU’s next president, I would bring a level of diligence and forward-thinking to the role, working internally and externally to further enhance the University’s visibility, strengthen its brand, and expand its resources, while passionately articulating and significantly impacting its mission, vision, values and historic identity. By providing innovative data-driven leadership, along with effective collaborations with all stakeholders, GSU would attain a high altitude of distinction that would raise the bar and set the standard for all other HBCUs. If I am at the helm, GSU would realize the aspirational preeminence to enlarge its footprint locally and nationally as outlined in its search profile.

I would exhibit that same tenacious spirit of driven fortitude, resilience and experience that is bolstered by an undeterred calling to the power of the special mission and ministry of the HBCU. My team and I would build on the strengths and accomplishments of

previous administrations; thereby continuing to strengthen the University's position as a major contributor to Louisiana's workforce, providing greater access to traditional and non-traditional students who desire to complete their academic pursuits, and ensuring that the campus environment is safe, welcoming and conducive for study, work and collegial relationships. With renewed vigor and fresh wind, we will take an unapologetic posture of being student-centered, while fully acknowledging the excellence that has already been achieved, yet endeavoring to move GSU to the next echelon of greatness.

Currently, I serve as the executive director and professor of the Center for the Study and Preservation of HBCUs at Virginia Union University, where we have completed a landmark study that captures the priorities for HBCUs today and into the future. With over 60 current and past HBCU presidents responding, this study is one of the most comprehensive of its type in modern history. I look forward to engaging with the GSU Presidential Search Committee to not only discuss my candidacy, but to also share critical data that will help to generate the momentum for GSU that leads to transformation and competitiveness.

I welcome the opportunity to discuss in greater detail my credentials and vision for Grambling State University with you during the interviewing phase of the search process. I sincerely appreciate your consideration and look forward to hearing from you soon.

Respectfully,

A handwritten signature in black ink, appearing to read "Roderick L. Smothers". The signature is fluid and cursive, with a long horizontal line extending to the right.

Roderick L. Smothers, Sr., Ph.D.
Executive Director and Professor
Center for the Study and Preservation of HBCUs
Virginia Union University

Roderick L. Smothers, Sr., Ph.D.

CURRICULUM VITAE

Education

Certificate in Fund Raising Management

The Fund Raising School, Lily Family School of Philanthropy • Indiana University • Indianapolis, IN • March 2006

Doctor of Philosophy, Educational Leadership, Research, and Counseling

Concentration in Higher Education Administration • Louisiana State University • Baton Rouge, LA • August 2004

Master of Public Administration

Concentration in Higher Education Administration • Louisiana State University • Baton Rouge, LA • August 1997

Bachelor of Science, Psychology

Louisiana State University • Baton Rouge, LA • August 1995

Areas of Higher Education Leadership & Selected Accomplishments

Institutional Advancement and Fundraising Development	Academic Affairs	Student Affairs and Enrollment Management
<ul style="list-style-type: none">• Wrote and/or influenced grants totaling more than \$400 million.• Led reestablishment of university-wide development division.• Developed an institution-wide model for fundraising.• Increased faculty/staff giving by 60%.• Increased alum participation by 50%.• Chaired housing campaign for community-based organization.• Facilitated university branding initiative.• Established the Langston University Foundation.• Developed university community and economic development plan.• Served as official university spokesperson.• Established and directed annual president's scholarship gala.• Significantly enhanced University's image through publications.• Worked with President to promote the University's legislative agenda.• Worked on the development of a "college town" concept to spawn economic development.• Established the Business Resource Incubator Center.	<ul style="list-style-type: none">• Developed and monitored institutional budgets.• Interpreted and recommended changes to academic policies.• Developed and implemented campus-wide diversity initiatives.• Developed a campus-wide process of infusing diversity into the curricula.• Developed a strategic hiring process to recruit talented diverse faculty.• Served on university-wide strategic planning committee.• Reviewed promotion and tenure documents.• Managed professional staff.• Chaired university-wide assessment committee.• Served as accreditation criterion chair for institutions governed by Southern Association of Colleges and Schools Commission on Colleges and the North Central Association Commission on Accreditation and School Improvement (NCA CASI).• Served as assessment chairman, National Council for Accreditation of Teacher Education (NCATE).• Led undergraduate and graduate research initiatives.• Taught and developed undergraduate and graduate level courses.	<ul style="list-style-type: none">• Served as enrollment management consultant to several institutions.• Developed several enrollment management plans.• Chaired campus-wide enrollment management committees.• Directed campus-wide student activities to promote diversity and awareness.• Directed strategic planning, program evaluation and departmental budgeting.• Trained student peer educators and paraprofessionals.• Implemented campus-wide Greek assessment systems.• Counseled and advised students on academic and financial aid issues.• Authored, edited and designed campus-wide educational materials.• Facilitated campus-wide enrollment management summits.• Served as staff chairman of the Union Programming Council.• Founded several student organizations focused on promoting campus-wide acceptance and change.

Higher Education Executive Experience

Center for the Study and Preservation of HBCUs, Virginia Union University (VUU) • Richmond, VA 8/2023–Present
National research center dedicated to the advancement of scholarship of Black colleges in the United States and beyond.
Executive Director and Professor of Education

As Executive Director and Special Assistant to the President, I am charged with developing and sustaining a first-in-class research center that focuses on the preservation of Historically Black Colleges and Universities. Primary duties include facilitating high-quality research, strategic advocacy, fundraising, convening HBCU-centered conversations and working with HBCU Leaders to realize institutional transformation and competitiveness through the resources of the center.

Novel Strategies and Solutions, LLC • Baton Rouge, LA 1/2015–Present
Diverse firm of thought leaders, practitioners and influencers who specialize in capacity building and securing resources.
President and Chief Executive Officer

As President and Chief Executive Officer, I founded a firm of diverse professionals with demonstrable impacts in building the capacity of stakeholder groups and financing entities to secure a wide array of funding resources for educational institutions. I engage with clients interested in systemic capacity building through advocacy and government relations, organizational capacity building, and community engagement and outreach initiatives. I provide consultation services in securing resources through strategic planning, institutional advancement, innovative fundraising strategies, enrollment management system improvements, and diversity, equity, and inclusion initiatives.

Philander Smith College • Little Rock, AR 1/2015–5/2023
Small, privately supported, historically Black, four-year liberal arts institution.
President and Chief Executive Officer

As President and Chief Executive Officer, I was charged with providing innovative, student-centered, visionary leadership that embraces the core values and goals of Philander Smith College. More specifically, I was responsible for the overall vision, direction and management of the College; working effectively with faculty, staff, students, and alumni; expanding effective development efforts to secure additional financial resources for the institution; developing productive relationships with governmental, business, community, religious, school, and higher education organizations; working constructively with the Board of Trustees; and demonstrating understanding and respect while promoting the College's relationship with the United Methodist Church. As President and Chief Executive Officer, I was responsible for managing a team of ten College Executives (Executive Cabinet Members) who represent the College's academic divisions and other core functional areas.

Higher Education Institutional Advancement Experience

Huston-Tillotson University • Austin, TX 1/2011–12/2014
Small, privately supported, historically Black, co-educational college of liberal arts and sciences.
Vice President for Institutional Advancement and Development & Associate Professor

As member of President's Executive Cabinet, the Vice President is responsible for overall direction and management of the University with a primary role of Chief Fundraising/Development Officer. The Vice President is directly responsible for strategic planning, overseeing annual fundraising goals and objectives, management of fiscal and personnel resources, program development, assessment and evaluation, and development of policies and procedures for the University's Fundraising/Advancement Unit. The division is comprised of eight departments, numerous volunteers and over 25 professional and support staff. The departments of the division include: Public Relations, Office of Development, Sponsored Programs, Title III, Advancement Services, Alumni Affairs, Economic and Community Development and Special Student Support Services. Overall duties include supporting the church-affiliated mission of Huston-Tillotson University with a dynamic fundraising plan which espouses opportunities to attract external resources and build lasting relationships/partnerships for the institution. This all-encompassing approach involves image enhancement, special fundraising events, capital projects, board development and strategic grant writing and proposal development.

Langston University • Langston, OK

Smothers • • 3
7/2006–12/2010

Only historically black college or university (HBCU) in the state of Oklahoma with 3,000 students across three distinct campuses.

Vice President for Institutional Advancement and Development & Assistant Professor

Responsible with President, and three other Vice Presidents for overall direction and management of the University. Directly responsible for strategic planning, overseeing annual goals and objectives, management of fiscal and personnel resources, program development, assessment and evaluation, and development of policies and procedures for the newly created Division of Institutional Advancement and Development (IAD). The division is comprised of 12 departments, three management boards, two task forces, numerous volunteers and over 30 professional and support staff. The departments of the division include: Public Relations, Office of Development, Sponsored Programs, Institutional Research and Planning, HUD/HBCU Outreach Program, Langston Community Development Corporation, Small Business Development Center, Copy Center, Alumni Affairs, Economic and Community Development, External Affairs and the Langston University Foundation.

Serve as the senior advisor to the President on every aspect of private and external fund-raising, private resource management, image enhancement and information sharing. Responsible for establishing a comprehensive fundraising program inclusive of annual and planned giving programs, corporate development, prospect management and the full array of advancement services; established a new foundation; and launched the University's first capital campaign.

Higher Education Academic Affairs Experience

Langston University • Langston, OK

6/2005–6/2006

Only historically black college or university (HBCU) in the state of Oklahoma with 3,000 students across three distinct campuses.

Associate Vice President for Academic Affairs & Assistant Professor

Charged with assisting Vice President for Academic Affairs in the oversight and management of academic and curricular matters and providing leadership to the following areas: Career Planning and Assessment, the Division of Basic Studies and Associate Degree Programs, Institutional Research and Planning, Government Contracts and Grants and Sponsored Programs. Additional duties and responsibilities included resolving student grievances related to academic matters; directing special projects in a wide range of areas in support of the Office of Academic Affairs; working collaboratively with Student Affairs and Fiscal Affairs to identify strategic initiatives that will enhance the University's learning environment; and, fulfilling other duties/responsibilities as assigned by the Vice President.

University of Louisiana at Lafayette • Lafayette, LA

8/2004–5/2005

Mid-size public four-year institution with over 15,000 students.

Assistant Professor

Responsible for the instruction of undergraduate and graduate courses in the Department of Educational Leadership and Foundations; developing course syllabi, course reading materials, student learning outcomes, student performance standards and class lectures; advising students; serving as a member of graduate committees; coordinating research initiatives and other departmental projects as assigned by the Chair and/or Dean; publishing; grant writing; and engaging in departmental and college planning through service on committees, task forces, etc.

South Louisiana Community College • Lafayette, LA

8/2003–8/2004

Comprehensive, multi-campus public two-year institution of higher education.

Dean of Enrollment Management

Senior advisor to Chancellor on enrollment management strategies and initiatives. Was responsible for administering and overseeing all activities directly related to the college's comprehensive enrollment management plan. Other responsibilities included: developing effective marketing strategies; managing and evaluating existing enrollment initiatives; recommending new enrollment strategies; monitoring past and present enrollment trends and recommending future directions; establishing and maintaining relationships with District high schools and local industry; providing leadership to all administrative units (Admissions, Registrar, Financial Aid, Bursar Operations, Advising and Counseling Services) to achieve integration and the effectuation of a seamless enrollment process that was consistent with the college's mission and goals.

Higher Education Diversity Experience

Louisiana State University • Baton Rouge, LA

11/1999–8/2003

Public, four-year flagship institution of Louisiana with approximately 35,000 students.

Assistant to the Vice Provost for Academic Affairs and Campus Diversity

Served as primary contact for student-related diversity issues. Was responsible for shaping and ensuring excellence in all aspects of the student experience and providing leadership through the development and implementation of programs and services that fostered a strong sense of campus community. Worked cooperatively with all offices to develop sensitivity across campus to the needs of minority students through education, counseling and programming. Assisted the Dean of Enrollment Management in leading strategic planning efforts in recruiting and enrolling a diverse and talented student body.

Other duties included providing professional level support to the Vice Provost for Academic Affairs and Campus Diversity to include but not limited to the following: assisting the Vice Provost as needed with administrative matters; developing and implementing campus-wide diversity initiatives; analyzing all incoming policy papers and alerting the vice provost to changes; providing leadership in implementing the administrative and fiscal policies and procedures among the units within the Vice Provost's purview (Office of International Programs, Academic Center for Student Athletes, Office of Multicultural Affairs, Community University Partnership Program, Fire and Emergency Training Institute, Division of Continuing Education, Women's Center); researching relevant topics as related to the Office of Academic Affairs; engaging in strategic planning. Other duties include serving as the Interim Director of the Office of Multicultural Affairs and the university's Alternative Complaint Resolutions Officer (*duties/responsibilities listed below*).

From 7/2000–5/2003, I was appointed to the position of **Interim Director of Multicultural Affairs** by the Vice Provost. In that role, I coordinated and supervised efforts which support the academic advisement, academic support services, orientation, retention and career planning and placement of minority students. Worked cooperatively with all offices to develop sensitivity to the needs of minority students through education, counseling and programming. Collaborated with University offices and departments to provide resources and assistance to minority student groups, to aid in providing academic support, financial aid, scholarships, student employment, recruitment and student development services. Developed and coordinated efforts with academic areas, services and programs to serve the needs of minority students. Supervised the activities and staff to develop programs for minority students. Identified resources to promote multicultural awareness and the needs of minority students, through writing of grants and building of community and business relationships. Coordinated assessment of the Office, and evaluating and planning for the needs of the Office of Multicultural Affairs with appropriate input from groups across campus. Supervised all activities, projects, personnel, budgets and duties assigned to the office.

From 1/2001–1/2003, I was appointed to the position of **Alternative Complaint Resolution Officer (ACRO)** by the Vice Provost. In that role, I collaborated with Human Resource Management (HRM) to review, monitor, and interpret employee policies and procedures to ensure awareness and compliance by the University Community; investigating formal and informal complaints filed by University employees in regard to race or gender-based discrimination or employee rights violations; ensuring the rights of the University and the rights of employees are safeguarded in the event complaints are filed; mediating complaints; reporting findings and making recommendations to the Executive Vice Chancellor and Provost as appropriate. Other duties include providing counsel and guidance to employees who report their rights have been violated; providing guidance, counsel and assistance to employees in order to enhance job effectiveness; making employee referrals as required or appropriate; providing counsel and guidance to assist employees in maintaining healthy work attitudes and acceptable job performance; partnering with HRM to provide appropriate education to the University community to properly respond to and/or eliminate behaviors that may result in violations of rules, regulations, policies, or laws.

Higher Education Traditional and Non-Traditional Student Services Experience

Louisiana State University • Baton Rouge, LA

1/1998–11/1999

Public, four-year flagship institution of Louisiana with approximately 35,000 students.

Program Director, Division of Continuing Education

Duties included coordinating professional development courses for the diverse workforce and clientele that Louisiana State University serves. Was responsible for developing programs, budgeting, registration, obtaining and creating instructional materials, working with faculty members and the general public. Other responsibilities include supervising 28 adjunct instructors employed by the department; managing program personnel, including hiring, performance reviews, and instructional assignments; assist in developing and updating training materials for all courses to be presented; coordinating training agreements with corporate and industrial entities; drafting fiscal ledgers and monitoring expenses according to project course revenue; conducting seminars for various professional organizations on professional development issues; managing day to day fiscal requirements including budgeting and appropriations for program needs.

Louisiana State University • Baton Rouge, LA

8/1996–1/1998

Public, four-year flagship institution of Louisiana with approximately 35,000 students.

Counselor, Office of Student Aid and Scholarships

Duties included counseling and advising prospective and enrolled students in all matters pertaining to the various federal and state financial aid programs which consists of Federal Pell Grant, Federal SEOG, SSIG, Federal Perkins loans, Federal Work Study and the Federal Family Education Loan Programs. Was responsible for assisting students in resolving problems associated with the application process, the electronic loan transmission process and the corrections process for Pell Grants. Evaluated special circumstances presented by students which could result in different aid eligibility.

Louisiana State University • Baton Rouge, LA

5/1996–8/1996

Public, four-year flagship institution of Louisiana with approximately 35,000 students.

Graduate Assistant, Wellness Education Department, Student Health Center

Assigned a dual position as assistant to the Associate Director and graduate intern for the Wellness Education Department. Responsibilities included planning, directing and implementing diversity programs and events for the LSU campus population. Planned and implemented group health education presentations for LSU students. Developed and wrote correspondence, educational brochures, newsletters, publicity fliers and newspaper advertisements. Maintained official documents and written reports related to the Wellness Education Department. Coordinated all programs and activities with the Wellness staff, coordinated activities with community health agencies and LSU administrative departments. Attended meetings with Associate Director to document proper minutes, and timely entering of contact codes.

In this role, I also engaged in **Teaching Experiences as a Graduate Assistant**. I supported the faculty and staff of the Wellness Education Department by developing syllabi, course reading materials, student learning outcomes, student performance standards and class lectures for two elective, three credit-hour courses: (1) Peer Education Methodologies in Wellness, and (2) Leadership Strategies for Healthier Communities.

Guest Speaker and Subject Matter Expert for Student Organizations

5/1996–12/2014

While serving in my various roles, I conducted seminars and workshops for student organizations and groups at the following institutions – Louisiana State University, Southern University, University of Louisiana at Lafayette, Langston University, and Huston-Tillotson University.

Seminar/Workshop topics included: Campus Leadership, Anger Management, Diversity, Officer Training, Grant Writing, Study Skills, Self-Motivation, Effective Programming, Public Relations, and Fundraising.

Military Experience

United States Air Force Reserves • Keesler Air Force Base, Biloxi, MS Information System Specialist	5/1993–1/1997
United States Air Force • Keesler Air Force Base, Biloxi, MS Medical Specialist	12/1991–5/1993

Teaching Experience

GRADUATE COURSES

Educational Research (EDFL 501); School/Community Relations (EDFL 456); Trends and Issues in Urban Higher Education Institutions (ED 4000); Educational Research (HE4100); Higher Education Issues (HE4900)

UNDERGRADUATE COURSES

Foundations of Education (EDFL 106); Educational Psychology (EDFL 201); Classroom Assessment (EDFL 456); Special Topics in Education (EDUC 2000); Historical and Phil. Found. (ED 2212)

SECONDARY EDUCATION CLASSES

Chemistry; Physical Science

Recent Periodical Articles & Publications

Smothers, Roderick. “Advancement Teams: Don’t Underestimate the Power of the Individual Donor.” *Diverse Issues in Higher Education*, September 14, 2023, [Diverse : September 14, 2023 \(mydigitalpublication.com\)](https://mydigitalpublication.com). Accessed January 10, 2024.

Smothers, Roderick. “20/20 Vision in the Wake of a Crisis.” *Diverse Issues in Higher Education*, April 11, 2020, <https://diverseeducation.com/article/172905/>. Accessed January 10, 2024.

Selected Trainings, Presentations, & Conference/Seminar Participation

PRESENTATIONS & TRAININGS

- Presenter, Council of Independent Colleges, Presidents’ Institute; Topic: Financial Sustainability Solutions for Small Colleges and Universities Post A Global Health Pandemic • 1/2023
- Faculty Fellow/Trainer, Higher Education Leadership Foundation; National HBCU Conference • 6/2022
- Presenter, Council of Independent Colleges, Presidents’ Institute • 1/2022
- Panelist, HBCU STEAM Panel hosted by Congresswoman Alma Adams • 4/2021
- Presenter and Board Member Representative, National Association of Intercollegiate Athletics (NAIA) National Conference • 4/2021, 4/2020, 4/2018, 4/2017, 4/2016, 4/2015
- Speaker, Justice Con 2019: A Social Justice Forum • 10/2019
- Panelist, UNCF Educational Policy Forum, Parts 1 and 2 • 9/2019
- Facilitator, HBCU President’s Forum and College Fair • 4/2019, 4/2017
- Panelist, Higher Education HBCU President’s Forum • 7/2017
- Instructor, Seminar for Memphis City Public Schools; Topic: Data Driven Decision Making • 5/2013
- Visiting Instructor, Memphis Public Schools Principal’s Academy • 8/2012
- Instructor, Seminar for Memphis City Public Schools; Topic: Data Driven Decision Making • 5/2012
- Visiting Instructor, Memphis Public Schools Principal’s Academy • 8/2011
- Instructor, Seminar for Memphis City Public Schools; Topic: Data Driven Decision Making • 5/2011
- Visiting Instructor, Memphis Public Schools Principal’s Academy • 8/2010
- Trainer, Springfield Public Schools Aspiring Leadership Program; Topic: Using Data to Focus Improvement • 7/2010

- Trainer, East Baton Rouge Parish Schools Advance Innovative Education Aspiring Leadership Program; Topic: Using Data to Focus Improvement • 6/2010
- Master Trainer, Southern Regional Educational Board (SREB) Educational Leadership Module Series; Topic: Using Data to Lead Change • 04/2010
- Master Trainer, SREB Educational Leadership Module Series; Topic: Using Data to Lead Change • 10/2009
- Presenter, National High Schools & Middle Schools That Work Conference; Topic: Data Driven Decision Making • 7/2009
- Presenter, Memphis Public Schools Principal's Academy; Topic: Data Driven Decision Making • 5/2009
- Master Trainer, SREB Educational Leadership Module Series; Topic: Using Data to Lead Change • 4/2009
- Master Trainer, SREB Educational Leadership Module Series; Topic: Using Data to Lead Change • 10/2008
- Master Trainer, SREB Educational Leadership Module Series; Topic: Using Data to Lead Change • 4/2008
- Co-Presenter, 27th Annual Research Association of Minority Professors Conference; Topic: Learning Style Preferences and the African-American Male: An Introspective View from the Middle School Level • 2/2008
- Co-Presenter, 27th Annual RAMP Conference; Topic: Meta-Leadership: A New Leadership Paradigm Involving Participatory Collaboration in Health Care for Minority Populations • 2/2008
- Master Trainer, SREB Educational Leadership Module Series; Topic: Using Data to Lead Change • 2/2008
- Master Trainer, High Schools that Work Conference; Pre-Conference Leadership Module Series • 2/2008
- Master Trainer, SREB Educational Leadership Module Series; Topic: Using Data to Lead Change • 3/2007
- Co-Presenter, 26th Annual RAMP Conference; Topic: Learning Styles and the African American Male • 2/2007
- Co-Presenter, 26th Annual RAMP Conference; Topic: Teacher Preparation and Educational Leadership Training Programs: Are They Missing the Mark in the Education of African American Males? • 2/2007
- Master Trainer, SREB Educational Leadership Module Series; Topic: Using Data to Lead Change • 10/2006
- Master Trainer, SREB Educational Leadership Module Series; Topic: Using Data to Lead Change • 1/2006
- Co-Presenter, 25th Annual RAMP Conference; Topic: Closing the Achievement Gap through Culturally Responsive Practices • 3/2006
- Lead Presenter, Louisiana Council of Professors of Educational Administration (LCPEA) Annual Spring Conference; Topic: Solving the Access Dilemma: Step 1 – Accepting Collective Responsibility for Learning and Achievement of Students • 4/2005
- Co-Presenter, LCPEA Annual Spring Conference; Topic: Redesigning Educational Leadership Programs: Tapping the Right Leaders • 4/2005
- Co-Presenter, LCPEA Annual Spring Conference; Topic: University, Schools, & Communities: Collaborating to Ensure Academic Success • 4/2005
- Co-Presenter, LCPEA Annual Spring Conference; Topic: What Teachers Expect from the School Leadership • 4/2005
- Lead Presenter, 24th Annual RAMP Conference; Topic: The Access Dilemma Part I: Unspoken Factors that Contribute to the Underachievement of Minority and Low-Income Students • 3/2005
- Lead Presenter, 24th Annual RAMP Conference; Topic: An Ignored American Tragedy: A New Vision for School Leaders in the Education of African-American Males • 3/2005
- Co-Presenter, 24th Annual RAMP Conference; Topic: Integration of Community, Culture, and Teaching Methodologies • 3/2005
- Co-Presenter, 24th Annual RAMP Conference; Topic: Closing the Achievement Gap Through Culturally Responsive Practices • 3/2005
- Poster Presentation, ASHE Conference; Topic: The Triadic Advising Model: Strategies for Successful Student Retention • 11/2002
- Poster Presentation, American Educational Research Association (AERA) Conference; Topic: The Access Dilemma: Compounding Variables that limit Access to Higher Education • 4/2002
- Presenter, National Black Graduate Student Association 11th Annual Conference; Topic: Leadership Strategies for Promoting Health: The Challenge for African American Communities • 5/1999

DIVERSITY PRESENTATIONS & TRAININGS

- Louisiana Tuition Opportunity Program for Students (TOPS): Implications for Access and Quality by African American Students; Association for the Study of Higher Education Regional Meeting • 2002
- Understanding Multicultural Programming at Historically Black Colleges/Universities; Conducted at Southern University, Student Affairs Staff Retreat (Baton Rouge, LA) • 2001
- Difference Makes A Difference; South West Association of Student Financial Aid Administrators Diversity Forum (Alexandria, LA) • 2001
- The Rules of Engagement: Personal/Social Development for African American Male; Conducted at Drew Central High School, Special Student Population Development (Monticello, AR) • 2000
- Effective Leadership, Effective Followership; Conducted at the Louisiana State University Black Leadership Conference (Baton Rouge, LA) • 2000–2002
- Diversity in Our Kids, Families and Communities; Conducted at the YMCA Management Board Diversity Training (Baton Rouge, LA) • 2000–2001
- Campus Leadership and Diversity Go Hand in Hand; Conducted at the Summer Scholars Recruitment Program (Baton Rouge, LA) • 1998–2002
- Serving the Public: the Diversity Way; Conducted at the New Orleans Mayor’s Office Staff Retreat (New Orleans, LA) • 1999-2000

CONFERENCE/SEMINAR PARTICIPATION

- Participant, National Association of Independent Colleges and Universities (NAICU) National Conference & Advocacy Day • 2/2023, 2/2021, 2/2020, 2/2019, 2/2018, 2/2017, 2/2016, 2/2015
- Participant, Association of Governing Boards; Aspen Institute for Board Chairs and Presidents of Independent Colleges and Universities • 6/2021
- Senior Fellow, Higher Education Leadership Foundation’s Leadership Institute • 6/2021, 12/2020, 12/2019, 12/2018, 6/2018
- Participant, Virtual WPI 2021 HBCU Forum; Topic: Financial Stability in Uncertain Times: Emerging Opportunities for HBCU Boards and Administrative Leaders • 4/2021
- Participant, Higher Learning Commission Annual Conference, Presidents’ Track • 3/2021, 3/2020, 3/2019, 03/2018, 3/2017, 3/2016
- Participant, Fifth Annual HBCU Fly-In; Topic: HBCUs Redefining ‘CEO’: Cultivating Executive Opportunities • 2/2021
- Participant, Council of Independent Colleges (CIC) President’s Leadership Institute • 1/2021, 1/2020, 1/2019, 1/2018, 1/2017
- Host, Justice Con 2020: A Social Justice Forum • 10/2020
- Participant, UNCF National Alumni Council/Pre-Alumni Council Leadership Conference (Virtual) • 2/2020, 2/2019, 2/2018, 2/2017, 2/2016, 2/2015, 2/2014, 2/2013
- Participant, Fourth Annual HBCU Fly-In; Topic: “HBCUs Redefining ‘CEO’: Cultivating Executive Opportunities” • 02/2020
- Board Representative and Participant, National Association of Schools and Colleges of the United Methodist Church (NASCUMC) Conference • 01/2020
- Host, Annual Arkansas Legislative Forum/Reception at Philander Smith College • 10/2019, 10/2017, 10/2016
- Participant, Federal Student Aid Presidential Leadership Summit For Presidents/Chancellors of Minority-Serving Institutions • 9/2019, 9/2017
- Participant, White House Initiative on Historically Black Colleges and Universities • 9/2019, 9/2017, 9/2016, 9/2015, 9/2014
- Participant, National Association of Schools and Colleges of the United Methodist Church, Summer President’s Leadership Conference • 7/2019, 7/2018, 7/2017, 7/2016, 7/2015
- Participant, Association of Governing Boards Annual Conference • 4/2019, 4/2017, 4/2016, 4/2015
- Participant, First Annual Arkansas HBCU Summit hosted by Congressman French Hill • 3/2019

- Participant, Third Annual HBCU Fly-In hosted by Senator Tim Scott • 02/2019
- Participant, Title IV Presidential Leadership Summit, President's Track • 11/2018
- Participant, Inaugural Justice Con 2018: A Social Justice Forum • 10/2018
- Participant, Second Annual HBCU Fly-In Hosted by Senator Tim Scott • 02/2018
- Participant, HBCU STEAM Day Conference Hosted by Congresswoman Alma Adams • 2/2018
- Participant, Auburn Institute Leadership Symposium: Developing the Social Justice Blueprint • 10/2017
- Participant, First Annual HBCU Fly-In Hosted by Senator Tim Scott • 2/2017
- Participant, The Gathering: A Fundraising Symposium for Presidents • 10/2016, 10/2015
- Participant, California Community College System – HBCU Partnership Meeting /MOU Signing • 4/2016
- Participant, UNCF Career Pathways Summit • 2/2016, 2/2015
- Participant, Arkansas Transportation Summit Hosted by Governor Asa Hutchinson • 10/2015
- Participant, UNCF Summer Capacity Building Symposium • 7/2015
- Participant, Higher Learning Commission Annual Conference, New Presidents Orientation • 3/2015
- Participant, Council of Independent Colleges President's Leadership Conference, New Presidents' Orientation • 01/2015
- Participant, NYU/HBCU Faculty Resource Network Annual Professional Development • 7/2013
- Participant, UNCF Leadership Summit/Lessons Learned/Kresge Initiative • 6/2013
- Participant, Louisiana Community and Technical College System Conference Day • 8/2004
- Participant, Noel-Levitz Enrollment Management Conference • 5/2004
- Participant, Brothers of the Academy National Conference Graduate Student Seminar • 10/2003
- Participant, Association for the Study of Higher Education (ASHE) Graduate Student Seminar • 11/2002

Service Leadership, Community Involvement, & Association Membership

EXTERNAL LEADERSHIP POSITIONS

2022–Present	Board of Directors Member, EIIAA Insurance Group
2016–Present	Member, Fifty for the Future, Little Rock Chamber of Commerce
2016–Present	Board of Directors Member, Arkansas Chamber of Commerce
2015–Present	Member, United Negro College Fund, Council of Member Presidents
2018–Present	Member, President's Title III Advisory Committee
2017–2019	Corporate Board Member, United Negro College Fund
2012–2014	Board of Directors Member, Capital City Chamber of Commerce (Austin, TX)
8/2005–8/2007	Member, Statewide Special Committee on Educational Leadership, State of Oklahoma
8/2005–8/2007	Member of the Management/Oversight Committee for the Wallace Grant for School Improvement Awarded to East Baton Rouge Parish/Southern University Partnership, Louisiana Educational Leaders Network Management Team

FRATERNAL ORGANIZATION LEADERSHIP POSITIONS

- Alpha Phi Alpha Fraternity
Member, National Board of Directors
Regional Vice President, Southwestern Region
Associate District Director, Louisiana District
LA President, Nu Psi Chapter
President, Xi Nu Lambda Chapter
- Master Mason
Prince Hall affiliation
- Sigma Pi Phi Fraternity, Inc.
Pi Member Boule'

NATIONAL & REGIONAL HIGHER EDUCATION LEADERSHIP POSITIONS

2022–Present	Chairman, National Association of Methodist Schools, Colleges and Universities
2021–Present	Board of Directors Member, Council of Independent Colleges
2018–2021	Board Member, National Association of Schools and Colleges of the United Methodist Church
2019–2022	Chairman of the Council of Presidents, United Methodist Church Black College Fund
2018–2022	Member of the Council of Presidents, National Association of Intercollegiate Athletics
2016–Present	HBCU Presidents Council Member, Association of Governing Boards
2017–Present	Member and Former Chair, Arkansas Association of Independent Colleges and Universities
2018–2022	Chair of the Council of Presidents, Gulf Coast Athletic Conference
2005–2008	Chairman, National Council for Accreditation of Teacher Education (NCATE) Standard II

STATE- OR INSTITUTION-LEVEL LEADERSHIP POSITIONS

- **Huston-Tillotson University • Austin, TX**
 - 1/2011–12/2014 Member, Executive Cabinet of the President
 - 1/2011–12/2014 Member, Administrative Council
 - 1/2011–12/2014 Member, Enrollment Management/Retention Committee

- **Langston University • Langston, OK**
 - 6/2005–12/2010 Member, Administrative Council (President’s Cabinet)
 - 6/2005–12/2010 Member, Extended Council (Vice Presidents and Deans)
 - 6/2005–12/2010 Representative, University Senate
 - 6/2005–12/2010 Member, University Scholarship Committee
 - 8/2005-5/2007 Chair, Accreditation Criterion, NCA CASI Steering Committee
 - *Sole Vice President appointed to serve as Criterion Chair
 - 8/2005-5/2007 Member, University-Wide Strategic Planning Committee
 - 8/2005-9/2006 Co-Chair, Inauguration Committee
 - 8/2005-8/2007 Member, University-Wide Assessment Committee
 - 8/2005-8/2007 Member, Faculty Institute Organizing Committee
 - 8/2005-8/2007 Member, Field Experience Committee, School of Education and Behavioral Sciences
 - 8/2005-12/2010 Member, School Assessment Committee, School of Education and Behavioral Sciences

- **University of Louisiana at Lafayette • Lafayette, LA**
 - 10/2004–5/2005 Member, Field Experience Committee, College of Education
 - 9/2004–5/2005 Member, Diversity Subcommittee, College of Education
 - 9/2004–5/2005 Member, Assessment Committee, College of Education

- **South Louisiana Community College • Lafayette, LA**
 - 8/2003–8/2004 Chair, Enrollment Management Team
 - 9/2003–5/2004 Member, Southern Association of Colleges and Schools Accreditation Preparation Committee
 - 9/2003–7/2004 Member, Institutional Effectiveness Planning Committee
 - 9/2003–8/2004 Member, Academic Standards and Honors Committee

- **Louisiana State University • Baton Rouge, LA**
 - 9/2002–8/2003 Member, Community/University Partnership Advisory Board
 - 8/2001–8/2003 Member, Community Advisory Board for Campus Diversity
 - 8/2002–8/2003 Member, Minority Recruitment Task Force
 - 8/2001–8/2003 Member, Admissions Selection Committee
 - 8/2001–8/2003 Member, Commission on the Status of Minorities and Campus Diversity
 - 7/2002–8/2003 Member, Greek Assessment Committee

8/2001–9/2002 Member, Equal Opportunity Program Advisory Board
 9/2001–9/2002 Member, LSU Campus-Community Coalition for Change
 1/1999–5/2000 Member, Vice Provost for Campus Diversity Search Committee
 3/2001–8/2001 Chair, Multicultural Affairs Assistant Director Search Committee
 5/1999–8/1999 Chair, Multicultural Affairs Coordinator Search Committee
 8/2000–12/2000 Member, Provost’s Seminar Planning Committee
 8/2000–9/2001 Member, Sexual Assault Policy Committee
 8/2001–8/2003 Governing Board Member, African American Cultural Center Governing Board
 President, Black Faculty & Staff Caucus
 Faculty Advisor, Men Against Violence
 Faculty Advisor, Martin Luther King Commemorative Committee
 Faculty Advisor, Alpha Phi Alpha Fraternity, Nu Psi Chapter
 Faculty Advisor - Black Student Union
 Faculty Advisor and Charter Member, Students Teaching About Tolerance & Respect (START)

PROFESSIONAL ASSOCIATION MEMBERSHIP (PAST AND PRESENT)

Member, Council for the Advancement and Support of Education (CASE)
 Member, American Association of Governing Boards (AGB)
 Member, Research Association for Minority Professors (RAMP)
 Member, Louisiana Council of Professors of Educational Administration (LCPEA)
 Member, North American Association of Summer Sessions (NAASS)
 Member, Association for the Study of Higher Education (ASHE)
 Member, American Educational Research Association (AERA)
 Member, American Society for Public Administration (ASPA)
 Member, Black Graduate Professional Student Association (BGPSA)