Executive Vice President Southern University System Baton Rouge, Louisiana

Interim Chancellor Southern University at New Orleans New Orleans, LA



EDUCATION

1977, Florida State University Ph.D., Government

1975, Florida State University M.S., Public Administration

1974, Florida A&M University B.S., Political Science

2008, Northwestern University Kellogg School of Management Certificate, Corporate Governance: Effectiveness and Accountability in the Boardroom

AWARDS & FELLOWSHIPS

- Senior Fellow, American Association of State Colleges and Universities, 2012-2014
- Distinguished Membership, The National Society of Collegiate Scholars, 2011
- Sons of Allen, Man of Distinction Award, Florida Conference A.M.E. Church, 2011
- Leader of the Year Award, Leadership Tallahassee, 2008
- Carlie B. Sessoms Human Rights Award, City of Durham, 2006
- Willie E. Gary Making a Difference Award, 2006
- Bethune Carver Dewey Education Legacy Award, SECME, 2005

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- James E. Shepard, 2005
- Upliftment Jamaica Education Achievement Award, 2005
- Citizen of the Year Award, Beta Phi Chapter of Omega Psi Phi Fraternity, Inc., 2002
- Guardian of Our Legacy Award, HBCU College Fair Reunion, 2002
- Nissan-Educational Testing Service Fellow, 2000
- Millennium Award, Florida A&M University, 1999
- Distinguished Alumni Award, Florida A&M University, 1999
- Distinguished Alumni, Florida State University, 1995
- Distinguished Alumni Award, Florida A&M University, 1987
- American Council on Education Fellow, 1986-1987
- CIGNA Foundation Fellow, 1986-1987
- American Political Science Association Minority Graduate Fellow, 1975
- Alpha Kappa Mu Scholar, Florida A&M University, 1970-1974

ADMINISTRATIVE EXPERIENCE

Interim Chancellor Southern University at New Orleans New Orleans, Louisiana, November 2019 — Present

Serve as the senior level administrator and provide overall leadership for Southern University at New Orleans; responsible for the execution of all resolutions, policies, rules and regulations adopted by the Board for the administration and operation and governance of Southern University at New Orleans (SUNO); provide leadership of accreditation efforts that removed the University from SACSCOC probation; serve as the official medium of communication between the President and all personnel at SUNO; develop and implement educational, administrative and fiscal policies, procedures and programs for the campus, consistent with the policies of the Southern University System; responsible for addressing the salaries and duties of the members of the faculty, administrative and professional staff for SUNO, subject to the recommendation of the President and approval of the Board; manage the financial affairs of SUNO, including the preparation of a consolidated campus budget and the management of the budget; provide oversight of all fundraising activities.

Executive Vice President Southern University System Baton Rouge, Louisiana

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Executive Vice President Southern University System Baton Rouge, Louisiana, January 2018 – Present

Serve as a senior level administrator for the Southern University System and the System's Chief Academic Officer; provide academic oversight for all of the campuses in the System; supervise system-wide efforts to promote the Principles of Accreditation as outlined by the Southern Association of Colleges and Schools Commission on Colleges and of other specialized accreditation bodies; foster and support innovation and incentive-based faculty and staff initiative that improve student development and bring positive visibility to the university in general and to the academic environment in particular; provide leadership to strengthen articulation and collaborative activities with other educational institutions, including the K-12 system and other higher education institutions as well as public agencies, business and industry; act on behalf of the President/Chancellor in his absence, and at the President/Chancellor's request.

Executive Vice Chancellor Southern University and A&M College (SUBR) Baton Rouge, Louisiana, January 2018 – November 2019

Served as the executive vice chancellor of Southern University and A&M College which is a senior level administrator for the System and the University's Chief Academic Officer; reported directly to the president/chancellor and managed the day-to-day affairs of the Baton Rouge Campus; fostered collaboration with faculty, staff, students, and external communities to promote the intellectual and personal development of students through research, use of best practices, and evaluation as a means of determining program strength and effectiveness; supervised the vice chancellors; provided leadership of efforts to promote the Principles of Accreditation as outlined by the Southern Association of Colleges and Schools Commission on Colleges and of other specialized accreditation bodies; fostered and supported innovation and incentive-based faculty and staff initiative that improved student development and brought positive visibility to the university in general and to the academic environment in particular; provided leadership to strengthen articulation and collaborative activities with other educational institutions, including the K-12 system and other higher education institutions as well as public agencies, business and industry; acts on behalf of the President/Chancellor in his absence, and at the President/Chancellor's request.

Executive Vice President Southern University System Baton Rouge, Louisiana

Interim Chancellor Southern University at New Orleans New Orleans, LA

President, Florida A&M University (FAMU) Tallahassee, Florida, 2007- 2012

Served as the tenth president of FAMU which had over 13,000 students, 600 faculty and a total workforce of over 2,000 employees; managed a \$492 million budget that supported 14 colleges and schools; provided strategic leadership that moved the University from probation to reaffirmation of accreditation by the Southern Association of Colleges and Schools; provided the leadership and fiscal management that resulted in consistent unqualified financial audit opinions with no findings; led the University and its constituents in the development of a Boardapproved restructuring plan in the wake of sustained budget reductions; provided leadership for the development of the University's strategic plan, "2020 Vision with Courage"; improved the University's ranking among the nation's colleges and universities; led the restructuring of the University's enrollment management program and the establishment of the Academic Success Institute with an emphasis on retention and graduation; collaborated with Tallahassee Community College to develop a model program of articulation that was used with state and community colleges throughout Florida; increased educational opportunities for non-traditional students through the establishment of distance learning programs at the master's level in business, nursing and public health, and through the offering of courses in the general education core sequence; provided leadership to sustain and enhance the standards of excellence for quality education and life so that students were prepared to excel in global competition; led the University's fundraising efforts and developed the plan for a \$50 million comprehensive campaign; facilitated collaborative relationships between FAMU and the community, businesses, government, alumni and other educational institutions; created a faculty research award program to complement the teaching award program; established an International Advisory Board that included former ambassadors and other U.S. State Department and U.S. AID officials; promoted programs that enhanced diversity among faculty, students and staff; bargained, negotiated and finalized collective bargaining agreements with four employee unions (faculty, staff, police and graduate assistants); served as a member of the NCAA Presidents Advisory Group for Division I; Chaired the Mid-Eastern Athletic Conference Council of Chief Executive Officers; served as official spokesperson and lobbyist for the University.

Executive Vice President Southern University System Baton Rouge, Louisiana

Interim Chancellor Southern University at New Orleans New Orleans, LA

Chancellor, North Carolina Central University (NCCU) Durham, North Carolina, 2001-2007

Served as the ninth chief administrator of NCCU which has over 1,500 employees and nearly 8,700 students; provided visionary leadership that enabled NCCU to establish long-range strategic plans in consultation with its various constituencies; established the Biomanufacturing Research Institute and Technology Enterprise that provides talent and research for the pharmaceutical industry; established the Josephine Dobbs Clement Early College High School; provided strategic leadership that enabled NCCU to develop innovative approaches for expansion of resources and ensured the vitality of all colleges and schools; increased enrollment from 5,476 in 2001 to 8,675 in 2007; fostered and built upon the existing strengths of NCCU and provided overall leadership and direction to guide its future course; provided leadership to sustain and enhance the standards of excellence for quality education and student life so that students were prepared to excel in global competition; facilitated collaborative relationships between NCCU, the community, businesses, government, alumni and other educational institutions; monitored financial operations and personnel administration that ensured fiscal soundness and accountability for resources and services as evidenced by six consecutive unqualified financial audit opinions with no findings; led the university's fundraising effort that raised over \$40 million between 2001 and 2007; provided leadership for the \$132 million Capital Bond Referendum and directed capital construction, renovation and expansion of the campus to accommodate a rapidly growing student body; recruited effective administrators, and delegated authority to those administrators while providing a climate in which they could function successfully; promoted programs that enhanced diversity among students, faculty and staff; and served as the University's official spokesperson and lobbyist.

Provost and Vice President for Academic Affairs, Florida A&M University, Tallahassee, Florida, 1995-2001

Served as Chief Academic Officer; provided academic leadership, through the deans, for 13 colleges and schools and the Environmental Sciences Institute, for 62 undergraduate programs, 35 master's programs, two professional programs, 10 Ph.D. programs, and 14 institutes and centers; led the academic processes for the re-establishment of the FAMU College of Law and the implementation of 22 new

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baccalaureate, master's, professional and Ph.D. programs; developed and administered the Instruction and Research budget of \$98 million; provided leadership for all accreditation self-studies and accreditation site visits; developed academic policies and guidelines for 650 faculty and 12,300 students; provided leadership for the academic and administrative functions of the University Libraries and the Test Service Bureau; assisted with negotiations involving faculty and administrative officials; coordinated meetings with representatives of business, community, and civic groups to promote the educational, research, and public service objectives and policies of the university; approved construction plans for all academic buildings; represented the University on state and national councils and committees; advised the President on matters related to the academic function of the University; served as chair of the Council of Academic Deans; and served as a member of the President's Executive Council.

Associate Vice President for Academic Affairs and Director of Title III Programs, Florida A&M University, Tallahassee, Florida, 1989-1995

Served as coordinator for system-wide program reviews; provided leadership for University's Accountability Plan; coordinated preparation of legislative budget requests; coordinated new degree program proposals; coordinated academic master plan; provided leadership for curriculum reviews; coordinated and managed self-study preparation and accreditation site visits; served as liaison with deans in matters of faculty recruitment, development, tenure, and promotion; made recommendations for improvement in curriculum matters, instruction, research and public service; served as contact for the engineering technology program at Cecil Field Naval Air Station; received nearly \$10 million in grant awards from the U.S. Department of Education Strengthening Historically Black Colleges and Universities Title III Grant Program to fund 10 University-wide academic support and degree programs; responsible for the management of the Title III budget and the evaluation of 35 faculty and staff; coordinated the implementation of each Title III program; supervised the accounting and monitoring of fiscal transactions involving Title III funds; coordinated the development of an evaluation system that measured achievement of objectives and institutional goals; served as liaison between the University and U.S. Department of Education; represented the University at professional conferences and workshops related to higher education and the components in the Title III grant program.

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Assistant Vice President for Academic Affairs, Florida A&M University, Tallahassee, Florida, 1984-1989

Coordinated the Vice President's office preparation for the Southern Association of Colleges and Schools accreditation visit; coordinated the University's report on excellence in undergraduate education; coordinated the revision of the general education curriculum; University's representative on the Upper-Tier Universities Consortium; coordinated program reviews.

Faculty Program Consultant, State University System of Florida, Tallahassee, Florida, 1987-1988

Led the Board of Regents (BOR) staff and University Coordinators in identifying issues and concerns related to political science and in defining the requirements and criteria for the program review of the nine political science programs in the State University System of Florida; served as in-house advisor and expert in political science; established contacts with colleagues and professional organizations for identification of political science consultant candidates which involved the Chancellor, Presidents, Academic Vice Presidents, faculty, BOR Academic Programs staff and University Coordinators; generated a list of consultant candidates which was approved by the Vice Chancellor for Academic Programs; established and maintained contacts with University Coordinators and provided technical assistance during the course of the review; identified and collected data and information needed for the program review; provided consultant orientation on specific discipline-related issues; accompanied program review consultants on site visits to the nine campuses and acted as resource person for discipline-related questions; wrote staff analysis of the consultants' report and prepared staff recommendations for consideration and action by the Board of Regents.

American Council on Education Fellow, Florida State University, Tallahassee, Florida, 1986-1987

Served as Assistant to the President and to the Provost; served as staff for revision of the strategic plan and development of operating budget; served as staff for development of the University's legislative priorities; served as staff to formula funding committee; wrote reports, assisted in the planning of administrative workshops; member of the Executive Council and President's Staff.

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TEACHING EXPERIENCE

Professor of Political Science, Florida A&M University, Tallahassee, Florida, 1993-2001, 2012-2018 (Tenured, 2007)

Activity Director, U.S. Department of Education Title III Grant, Blending STEM and Public Policy, 2017-2018.

Activity Director, U.S. Department of Education Title III Grant, Blending STEM and Public Policy, 2016-2017.

Activity Director, U.S. Department of Education Title III Grant, Engineering and Public Policy, 2015-2016.

Teaching STEM and Public Policy and State and Local Government

Associate Professor of Political Science, Florida A&M University, Tallahassee, Florida, 1983-1993 (Tenured, 1983)

Taught American national government, state and local government, intergovernmental relations, public administration, public policy

Assistant Professor of Public Administration, University of Central Florida, Orlando, Florida, 1977-1983 (Tenured, 1982)

Taught public policy, public administration, public budgeting, intergovernmental relations, urban administration, coordinated the Masters of Public Policy Program

ACCREDITATION EXPERIENCE

Evaluation Committee Chair Training Southern Association of Colleges and Schools Decatur, Georgia, 2019

Member, Commission on Colleges Southern Association of Colleges and Schools Decatur, Georgia, 2000-2005

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American Bar Association Site Evaluation Team, Valparaiso University School of Law Valparaiso, Indiana, 2006

Chair, Southern Association of Colleges and Schools Evaluation Committee, Clemson University Clemson, South Carolina, 2002

Chair, Southern Association of Colleges and Schools Evaluation Committee, South Carolina State University Orangeburg, South Carolina, 2000

Chair, Southern Association of Colleges and Schools Evaluation Committee, North Carolina Central University Durham, North Carolina, 1999

Southern Association of Colleges and Schools Evaluation Committee, Old Dominion University Norfolk, Virginia, 1999

Chair, Southern Association of Colleges and Schools Evaluation Committee, Norfolk State University Norfolk, Virginia, 1997

Southern Association of Colleges and Schools Evaluation Committee, University of St. Thomas Houston, Texas, 1993

Southern Association of Colleges and Schools Evaluation Committee, European Regional Sites (Germany and Italy) of Troy State University, 1993

Southern Association of Colleges and Schools Evaluation Committee, Mississippi Valley State University Ita Bena, Mississippi, 1992

Southern Association of Colleges and Schools Substantive Change Committee, Georgia Southern University Statesboro, Georgia, 1992

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Southern Association of Colleges and Schools Evaluation Committee, Tennessee State University Nashville, Tennessee, 1988

PROFESSIONAL ACTIVITIES

Member, Diversity Committee American Society for Engineering Education Chantilly, VA, 2015-Present

Member, Board of Directors National Association of Historically Black Colleges and Universities Title III Administrators, Inc. Washington, D.C., 2008-2012

Member, Board of Directors National Action Council for Minorities in Engineering White Plains, NY, 2009-2012

Member, Board of Directors Council for the International Exchange of Scholars Washington, D.C., 2008-2012

Educational Associate Member The Conference Board New York, NY, 2008-2011

Member, Committee on Underrepresented Groups and the Expansion of the Science and Engineering Workforce Pipeline The National Academies of Science and Engineering Washington, D.C., 2008-2010

Member, Board of Directors American Association of State Colleges and Universities Washington, D.C., 2006-2010

Member, Board of Directors American Association for Colleges of Teacher Education Washington, D.C., 2003-2006

Executive Vice President Southern University System Baton Rouge, Louisiana

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Chair, University Press of Florida Editorial Board, 1995-2000

Task Force on Professional Development Programs for Teachers American Association of State Colleges and Universities 1999-2001

Joint Commission on Accountability Reporting American Association of State Colleges and Universities/ National Association of State Universities and Land-Grant Colleges, 1994-1997

Gulf of Mexico Program/Historically Black Colleges and Universities Consortium Steering Committee, 1993

State-wide Articulation Coordinating Committee's Standing Committee On Alternative Ways of Earning Credit, 1991-1995 Florida Political Science Association Executive Committee 1985-1986, 1992-1993

Policy Studies Organization Editorial Board, 1983-1984

Human Services Engineers, Inc. Consultant on the development of personnel systems for community action agencies, West Palm Beach, Florida, 1979-1980

CIVIC AND COMMUNITY ACTIVITIES

Board of Directors, Tallahassee Urban League

Board of Directors, Greater Tallahassee Chamber of Commerce

Promotion Review Board, Florida Highway Patrol

Board of Directors, Tallahassee Marine Institute

Tallahassee-Leon County Consolidation Commission

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Board of Directors, Tallahassee YMCA

Judge, Northwest Florida Water Management District's Oratorical Contest

Leon County Public Schools, District Advisory Council

Board of Directors, Leadership North Carolina

Durham Advisory Board, SunTrust Bank

Durham Rotary Club

Board of Directors, Greater Durham Chamber of Commerce

Advisory Committee, Habitat for Humanity of Durham

PUBLICATIONS

"Lessons from the Front Lines," <u>Inside Higher Ed (Views)</u>, with Christopher Simpson, October 20, 2006. www.insidehighered.com/views/2006/10/20/simpson

"Reapportionment, Single-Member Districts and Black Representation in the Florida Legislature," Florida Policy Review, January 1986. This article was reprinted in Susan McManus (ed.) <u>Reapportionment and Representation in</u> <u>Florida: A Historical Collection (Tampa: Intrabay Innovation Institute, 1991).</u>

"Marketing City Services: A Test of Cost and Need." <u>National Civic Review</u>, October, 1983.

"Marketing City Services in Florida and the Nation," <u>Annual Report of the Policy</u> <u>Sciences Program</u> (Tallahassee, Florida State University), 1983.

"Frostbelt and Sunbelt Cities: What Difference It Makes," <u>Urban Interest</u>, Spring, 1980.

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Papers

"National STEM Policy and Minority Participation in Education and the Workforce," In Progress.

"It's About More Than the Game," NCAA Division II Chancellors and Presidents' Summit, Orlando, Florida, 2005.

"Reaffirmation of Accreditation, Southern Association of Colleges and Schools, Commission on Colleges," NAFEO/Kellogg Fellowship Program, Washington, D.C., 2003

"African-American Faculty for the Future: A Continuing Saga," NAFEO Annual Conference, Washington, D.C., 2003

"The Publicly Engaged University," NASULGC Council on Academic Affairs Summer Meeting, Jackson Hole, Wyoming, 2000

Recognition Dinner Address, Nissan – Educational Testing Service Summer Institute, Xavier University, New Orleans, Louisiana, 2000

"State Mandates: Accountability and Performance-Based Budgeting in the State University System of Florida," Third Conference of Metropolitan and Urban Universities, University of Arkansas at Little Rock, 1995

"Recruitment and Retention Goals of Florida's Historically Black Colleges and Universities," Florida Conference of Black State Legislators Educational Retreat, Amelia Island, Florida, 1994

"Academic Quality and Access," Vision 94, Meeting of the Florida Student Association, Tampa, Florida, 1994

"Legal Education in Florida," Public Hearing, Florida Board of Regents, Orlando, Florida, 1993.

"Computer Assisted Instruction in the State University System of Florida," Mid-Eastern Atlantic Conference on Academic Computing, Greensboro, North Carolina, 1984

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"The Impact of Federal Aid in Frostbelt and Sunbelt Cities," Annual Meeting of the Southwestern Social Science Association, Dallas, Texas, 1979

"Frostbelt and Sunbelt Cities: The Impact of Demographic and Political Changes on Fiscal Policies, 1970-1980," Annual Meeting of the Southwestern Social Science Association, Houston, Texas, 1978

"The City As A Cemetery: The Impact of Population Decline on City Government," Annual Meeting of the Florida Academy of Sciences, Orlando, Florida, 1978

SELECTED PRESENTATIONS

Keynote Address: "A 130-Year Journey: Lessons Learned from FAMU Icons," Founders' Day Convocation, Florida A&M University, Tallahassee, Florida, 2017.

Keynote Address: "The Redeeming Value of Historically Black Colleges and Universities, NAACP Black Heritage Festival, Haines City, Florida, 2014.

"The Perfect Storm," Southern Association of Colleges and Schools Annual Meeting, New Orleans, LA, 2009.

Keynote Addresses: NCCU National Alumni Association Chapters/Meetings: Raleigh/Wake County Chapter (2006); Philadelphia Chapter 50th Anniversary (2005); Detroit Regional Meeting (2005); Washington D.C. Chapter (2004); Las Vegas Regional Meeting (2003); Vance-Granville Chapter (2002) Durham Chapter (2001, 2003); Charlotte Chapter (2002, 2004); Greensboro/Winston-Salem Chapter (2002); Goldsboro, N.C. (2001).

Keynote Address: "Social Justice and Diversity," Social Justice, Diversity, and Intellectual Discourse," Carolina United Program, UNC-Chapel Hill, Chapel Hill, North Carolina, 2006.

Keynote Address: "Educating African American Boys," Men to Men Summit, North Carolina Central University, Durham, North Carolina, 2006.

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Keynote Address: "Best Practices for Educating Young African American Males," African American Male Conference, West Virginia State Community and Technical College, 2006.

Keynote Address: "NCCU's Impact on Economic Development in Durham," Durham Rotary Club, Durham, North Carolina, 2005.

Keynote Address: "The role of Historically Black Colleges and Universities," Eisenhower Fellowship Program, Durham, North Carolina, 2004.

Keynote Address: "HBCUs — A Profile on Progress," Norfolk Southern Railroad Corporation Second Annual Celebration of the Black Railroad, Norfolk, Virginia, 2004.

Keynote Address: "Moving Forward Together," Greater Durham Chamber of Commerce Multi-cultural Business and Professional Network, Durham, North Carolina, 2004.

Keynote Address: "Preparing Students to Achieve in the New Economy," IBM First Annual Technology Camp for Multi-cultural Boys in Middle School, Research Triangle Park, North Carolina, 2004.

Keynote Address: "Creating Pathways for Women," Women in Action, Durham, North Carolina, 2003.

Keynote Address: "Campus Expansion," Durham Rotary Club, Durham, North Carolina, 2003.

Keynote Address: "HBCUs Creating Quality of Life Opportunities for North Carolina," Leadership North Carolina, Durham, North Carolina, 2002.

Keynote Address: "Campus Expansion," Raleigh Rotary Club, Raleigh, North Carolina, 2001.

Luncheon Address: "New Ideas and New Talent: The Driving Forces in the New Economy," Florida A&M University Industry Cluster Meeting, Tallahassee, Florida, 2000.

Keynote Address: "FAMU: Transforming Dreams into Realities," Polk County Alumni Banquet, Lakeland, Florida, 2000.

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Keynote Address: "Redeeming the American Promise by Meeting the Challenges of the Technological Revolution," NAACP Board of Directors Meeting, Miami, Florida, 1999.

Keynote Address: "Preparing for the Challenges Ahead," Florida A&M University National Alumni Convention, Orlando, Florida 1999.

"Christians Working Together in Unity for the Up-Building of God's Kingdom," Hurst Chapel A.M.E. Church, Winter Haven, Florida, 1997.

Commencement Address: "Experiencing Success in Tomorrow's World," Florida A&M University Developmental Research School, Tallahassee, Florida, 1995.

Keynote Address: "Think Big," NAACP Annual Scholarship Award Banquet, Calhoun-Liberty County, Florida, 1995.

Keynote Address: "Visions for Continued Academic Growth and Excellence at FAMU: An Approach to the 21st Century," General Faculty Meeting, Florida A&M University, 1995.

REFERENCES

Available upon Request