**Dr. Bryan D. Samuel, CCDP/AP**

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**Education**: Ph. D. Educational Leadership and Higher Education Administration, University of Nebraska-Lincoln

Cognate: Higher Education Law (2005)

Dissertation: The influence of student loan debt burden on the life choices of African American bachelor degree graduates: A phenomenological study of selected graduates of a Midwest University.

Cornell University, Industrial and Labor Relations, Certified Diversity Practitioner/Advanced Practitioner

Master of Education, Community Counseling, University of Tennessee at Chattanooga

Bachelor of Science, Criminal Justice, University of Tennessee at Chattanooga

**Experience**:

03/2018-Present Chief Diversity and Inclusion Officer

Office of the President

Kansas State University

* Reporting to the President of Kansas State University, serve as a cabinet member and senior diversity and inclusion advisor to the President and university leadership, to leverage best practices and resources across the Kansas State University’s campuses to promote a culture of inclusion.
* Provide vision and leadership to effectively integrate inclusion into the work of Kansas State University, to shape investments, plans and strategies aligned with institutional goals.
* Facilitating and coordinating university strategic planning and prioritization in the areas of diversity and inclusion, conducting climate surveys and working collaboratively to develop and implement strategies that advance a climate of inclusion and supports the university’s mission and 2025 Vision Plan.
* Collaborate with KSU Foundation, university leaders and university constituencies to initiate and manage fundraising efforts in the areas of grant funding and management, major gifts and corporate and foundation relations to advance institutional diversity and inclusion initiatives.
* Maintain strategic relationships with community, alumni, corporate donors, benefactors, industry, and local, state, regional and national organizations focused on multicultural education, student affairs, diversity and inclusion.
* Collaborate with university departments to develop strategic hiring and retention efforts to attract and retain a highly talented, diverse workforce.
* Drive diverse talent identification and retention strategies for staff and faculty.
* Develop and deploy initiatives that broaden the university’s outreach to diverse, qualified candidates.
* Coordinate a wide variety of diversity programming at the university and community levels addressing all dimensions of diversity and inclusion.

07/2009-Present **Director, Office of Equity and Diversity**

**University of Tennessee at Chattanooga**

**Chattanooga, TN**

* Reporting to the Executive Vice Chancellor for Finance, Operations and Information Technology, serve as an intellectual leader and community convener on issues related to diversity and inclusion to promote a culture and climate of inclusivity and respect.
* Serve as a member the President’s University of Tennessee Diversity Advisory Council.
* Work in partnership with and lead the University Tennessee Chattanooga Diversity Advisory Council, Deans, and other campus leaders to position diversity as one of our key competitive advantages.
* Provide intellectual leadership and vision for diversity and inclusion initiatives to align them with University priorities.
* Ensure that related initiatives, programs and activities achieve the University’s strategic diversity goals.
* Utilize research and information on national trends to develop and support innovative initiatives, activities, programs and policies relevant to campus diversity and inclusion.
* Partner with the Diversity Advisory Council to engage campus and community stakeholders.
* Develop metrics and procedures to track institutional trends and help units increase accountability through qualitative and quantitative assessments of programs, policies, and services.
* Prepare reports for presentation to senior leadership, the UT Diversity Advisory Council and external agencies as requested.
* Serve as a member of the Executive Vice Chancellor's senior leadership group.
* Represent the University at various community, civic, and professional meetings and conferences as requested.
* Responsible for the effective management and allocation of the campus’ Access and Diversity Funds $700,000 to advance new and ongoing diversity and inclusion efforts in an efficient, cost-effective, and high impact manner.
* Develop training sessions, programs and activities on diversity issues that promotes awareness and raises the collective consciousness of the campus.
* Led the development and deployment of partnerships and engagement with external organizations that can assist the University in achieving its strategic diversity goals
* Work closely with the Chancellor, Vice Chancellors, Deans, Department Heads and key administrators to provide expertise and guidance on issues relating to equity, diversity, and inclusion and to bring a critical perspective to bear in the consideration of all major policy initiatives.
* Develop programs to assess institutional culture relative to equity, diversity, and inclusion and to affect positive cultural change in promotion of strategic interests of the University.
* Work externally with people and organizations involved in the national discussion of diversity in order to bring new ideas and perspectives to UTC and the surrounding community.
* Prepare, maintain, and monitor University Affirmative Action Plan, in collaboration with Institutional Planning and Office of Human Resources. Monitor and insure compliance with established affirmative action hiring guidelines. Investigate, process, and resolve civil rights complaints including sexual harassment and unlawful discrimination. Review University practices relating to hiring, training, transfer and promotion of faculty and staff to insure compliance with applicable anti-discrimination statutes; make recommendations for corrective action as necessary. Consult with and advise supervisors and administrators at levels to insure compliance with applicable civil rights legislation and to promote the values of equity, diversity, and inclusion throughout the University. Consult with university counsel relative to laws and regulations applicable to employment complaints or alleged violations of anti-discrimination and civil rights statutes. Direct the administration of senior level searches.
* Coordinate and supervise the University’s ADA, Title IX, and ADEA compliance initiatives; educating campus with respect to such initiatives. Answer questions from faculty, staff and students relating to ADA, Title IX, and ADEA. Prepare ADA-related reports as required by law. Review, investigate, and resolve complaints relating to ADA, ADEA, and Title IX. Interpret ADA rules and regulations, and coordinate faculty and staff ADA-related accommodations. Coordinate physical job analysis, investigate disability limitations and request for accommodations. Develop and maintain inventory and tacking of employee accommodations, disability-related expenditures, and adaptive technology for statistical reports. Confer with Facilities and Office of Safety and Risk Management regarding structural ADA issues.
* Collaborate with the Office of Human Resources to develop training programs and institutional learning strategies that promote the values of equity, diversity, and inclusion. Provide advice and counsel to employees and managers in situations where employee’s civil rights are challenged or in which the values of equity, diversity, inclusion, and respect for all persons are not in evidence.
* Serve as liaison between the university and various individuals and organizations that promote the interest of African-American, Hispanic, and other minority groups; reach out to various affinity groups in the community, region, and nation to promote the institutional values of equity, diversity, inclusion.

**Accomplishments**

* Revised the University of Tennessee Diversity Statement, adopted by the UT Board of Trustees, June, 2014.
* Developed effective faculty recruitment initiatives, Building Our House for Diversity, that have produced a 126% increase (11/2009 –to-8/2015) in the members of underrepresented and underutilized populations at the Assistant Professor rank of the professoriate.
* Established a partnership with Sisters of the Academy Institute (SOTA) an African-American women’s organization designed to assist African-American women with obtaining doctoral degrees, producing scholarly publication, and receiving professional development and mentoring necessary for success in the academe and higher education administration. In partnership with SOTA, UTC hosted the 2014 SOTA Symposium, April 10-13, 2014, during which 30 participants were introduced to the values and vision of UTC and why UTC should be amongst the institutions they consider for employment. As a result of this initiative nearly more than a dozen minority tenure-track, faculty continue writing circles and interdisciplinary collaboration.
* Established a holistic, institutional Faculty Mentor Program designed to facilitate orientation to the UTC academic community and to provide professional support and assistance for achievement of quality teaching, research, scholarship, creative activity and service.
* Developed the campus’ new, Interim Title IX policy, in compliance with current VAWA and Title IX legislation, which under review by the Office of General Counsel.
* Developed effective faculty retention initiatives, Building Our House for Diversity, which has produced a 100% tenure and promotion rate for women and minority participants of said initiatives. Additionally, 10/11 minority faculty in the 2009 tenure track cohort was tenured and promoted; several have assumed leadership roles.
* Revised the campus’ Affirmative Action, Equity and Diversity policy UT HR 0220 to include protection for employees in the LGBT population.
* Developed and deployed the Deans Mini-Retreat which brings the Provost, all four of the college deans, the Dean of the Graduate School and the Dean of the Lupton Library together for a one-half day retreat focusing on faculty issues such as recruitment, retention, search procedures, hiring trends, complaint trends, salary equity/compression, benchmarks and best practices related to the same. This initiative was the first of its kind for UTC and has proven to be a rich, invaluable planning apparatus that provides the Deans opportunity to address critical issues by collaborating.
* Revamped the Opportunity Graduate Assistantship to support junior faculty with their research endeavors and tenure and promotion processes by serving as mentors to graduate students.
* Earmarked resources to support the identification, selection and hiring of Opportunity Hire candidates and Grow Your Own Prospects.
* Developed and deployed strategy to utilize the SharePoint Platform as a mechanism for the collection and management of application materials for faculty and upper level administration positions and the requisition and workflow for faculty position requests and faculty position hires.
* Developed the strategy for the piloting and deployment of the campus’ Future Faculty Initiative which brings quality, diverse prospects to campus for the purpose of cultivating relationships.
* Expanded the utilization of affinity organizations for the purpose of advertising faculty vacancies; results have been outstanding. Currently the university receives between 20-35% of all its applications for faculty vacancies from members of underrepresented and underutilized populations.
* Earmarked funds to support the Chattanooga Yes Scholarship which provides financially needy, based on FASFA verified information, Pell Grant eligible, first generation college students awards to attend UTC. The scholarship is a $3,000, four year, renewable scholarship.
* Established the Cultural Unity Conference designed to increase the college awareness for students of color and other under-represented populations in Tennessee. Participants are selected based on the following: first generation status, socio-economic status, race, ethnicity, disability and GPA of 2.8 or above.
* Led, in partnership with the Communication Department, and funded the Reaching the Light Documentary which chronicled the story of the desegregation of UTC in commemoration of 50 of Desegregation of the University of Tennessee.
* Led, in partnership with the Communication Department and the Tennessee Human Rights Commission, and funded the 9 United for Equality Documentary which chronicled the work of Chattanooga Civil Rights Activist.
* Supported the development and deployment of the Many Faces of Diversity Program designed to address educational access for diverse student populations, community engagement and retention by offering opportunities for under-represented students who have not traditionally attended college or received encouragement to seek a higher education degree. As a part of the community engagement initiative, the program assists high school seniors in preparing college applications. All of the participants in MFDUTC are first generation college students and/or attend low performing schools.
* Sponsored and planned The Boys Leadership Summit (BLS) which targets males in grades 6 – 12. The Boys Leadership Summit is coordinated by a partnership involving a number of community organizations the emphasis the mentoring of youth including Boys and Girls Club of America, the Partnership for Children and Families, Big Brothers Big Sisters and the five, male National Pan-Hellenic Council Black Greek Letter organizations (Alpha Phi Alpha, Kappa Alpha Psi, Omega Psi Phi, Phi Beta Sigma).
* Sponsored The Girls Summit, an annual conference for young ladies in grades 6 - 12. The purpose of the SUMMIT is to educate and prepare young ladies for a lifetime of self-respect, healthy living, and academic excellence. The Girls Summit is coordinated by the Chattanooga Alumnae Chapter of Delta Sigma Theta Sorority, Incorporated.
* Led UTC through the successful completion and compilation of all EEO/AA data necessary for an Office of Federal Contract Compliance Programs Desk Audit (2009).
* Facilitated an indeterminable number of campus-wide and/or unit specific diversity, compliance, sensitivity and search trainings.
* Received and resolved, successfully, more than 200 complaints of discrimination, sexual harassment, retaliation and etcetera over an eight year tenure.
* Serve as Chapter Advisor for the Student African American Brotherhood (SAAB)/Brother-2-Brother organization. Currently the freshman to sophomore retention rates for African Americans is 80% and the African American male retention rate is highest among all race and gender populations at 80.5% Men where N= > 200.

11/2006-06/2009 **Director, Multicultural Affairs and Affirmative Action Programs**

**Western Connecticut State University**

**Danbury, CT**

* Reporting to the University President, responsible for providing organizational oversight of the diversity initiatives at the University including developing and leading University-wide programs to enhance workforce diversity, multicultural appreciation, human rights and opportunities, ADA compliance, and avoidance of discrimination in the community including organizing and directing committees and tasks forces, promoting outreach programs among staff, faculty, students and within surrounding public and business communities and assessing and reporting on progress towards diversity.
* Receive, evaluate, and investigate student and employee complaints of discrimination, disability, unfair treatment or sexual harassment as required by the University’s Affirmative Action plan for external agencies responsible for enforcement of equal employment and educational opportunities.
* Provide sound, useful, timely and accurate advice and counsel to the University President on matters related to diversity and multicultural affairs issues, affirmative action, ADA compliance, human rights and equal opportunities.
* Responsible for University compliance with federal, state and local statutes relating to human rights (Title VII, Title IX, ADA Section 504, Connecticut General Statutes 48a-68 through 46a-68-74 and various public acts) specifically, manage the University’s Affirmative Action plan, including writing the plan, communicating the plan to managers and staff; counseling staff and mangers on the plan’s values and purposes; training or directing the training of staff and managers on diversity issues and the plan, executing the plan by performing such tasks as developing recruitment, promotion and skill development strategies; monitoring contract compliance/minority set aside programs, monitoring and reporting on compliance with the plan and advising the President on needed corrective actions.
* Manage the University’s disabilities services programs for employees; assists faculty and staff with their reasonable accommodation requests and/or discrimination on the basis of disability.
* Provide effective direction and leadership to assigned staff, including selection, training, developing, coaching and evaluation of staff and initiating appropriate personnel actions.

**Accomplishments**

* Established a partnership with Sisters of the Academy Institute (SOTA) an African-American women’s organization designed to assist African-American women with obtaining doctoral degrees, producing scholarly publication, and receiving professional development and mentoring necessary for success in the academe and higher education administration. In partnership with SOTA, WCSU hosted the Inaugural SOTA Symposium, April 10-13, 2008, during which 60 participants were introduced to the values and vision of WCSU and why WCSU should be amongst the institutions they consider for employment. Additionally, in partnership with SOTA, WCSU is creating a Scholars in Residence Program that will bring SOTA members to WCSU for visiting faculty appointments.
* Established the Diversity Lecture Series which brought a broad spectrum of scholars, activist, performers, historical figures, professionals, etcetera to campus to speak on the many prevalent issues along the diversity continuum. The Diversity Lecture Series augmented the curriculum experience and extended learning opportunities beyond the boundaries of the classroom, by providing the campus community programming with real world application that enhanced our understanding, awareness and appreciation of the importance of diversity issues affecting our world.
* Led the AAUP Minority Recruitment and Retention Committee and the SUOAF-AFSCME Minority Recruitment and Retention Committee in the realization of new techniques and paradigms for recruiting and retaining minority employees, including use of committee resources in “deal-makers” that assist candidates with relocating for employment and professional development opportunities.
* Led managers, Deans, department chairs, etc. in the understanding and appreciation of the importance of diversity and the utilization of the University’s diversity goals in the decision making process including but limited to pooling resources, service/partnering with external agencies, hiring, retention and promotional opportunities and campus climate.
* Revitalized partnerships with agencies, organizations and businesses in the Greater Danbury area by working closely with the Coalition of African American Churches and Organizations, the Hispanic Center the Brazilian Center, Indian Association of Greater Danbury, NAACP of Greater Danbury, Western Connecticut Chinese Association, Danbury Public Schools, EI Canillia (Brazilian newspaper), La Tribuna (Brazilian newspaper), Hord Foundation, Willie J. Knight Foundation, Danbury Children First, Connecticut and Greater Danbury Minority Business Association.
* Led the planning, coordination and realization of the Danbury Multicultural Fair by working with an indeterminable number of cultural organizations.
* Realized an indeterminable number of tenure track, minority faculty hires over a 31-month tenure; including 2 African females, 3 African American males, 2 Asian females, 1 Asian male and 1 Hispanic female in accordance with Connecticut Commission on Human Rights and Opportunities approved hiring goals for the university.
* Realized an indeterminable number of minority staff hires over a 31-month tenure in accordance with Connecticut Commission on Human Rights and Opportunities approved hiring goals for the University.
* Two consecutive Affirmative Action Plans were approved by the Connecticut Commission on Human Rights and Opportunities (2007 and 2008) including but not limited to Workforce Analysis, Employment Process Analysis, Utilization Analysis (Hiring and Promotional Goals), Application Flow Analysis, and Adverse Impact Analysis.

08/2004-8/2006: **Director, Office of Multicultural Affairs**

**University of Nebraska at Kearney**

**Kearney, NE**

* Reporting to the Senior Vice Chancellor for Academic Affairs and the Dean of Students, responsible for the oversight of all retention, educational and cultural programming for the Office of Multicultural Affairs, including oversight of essential functions of the office, office budget ($911,000) including salaries, programming, operational and scholarships) and implementation of office and University policies.

**Accomplishments:**

* Established a Cultural Enrichment Diversity and Equity student fee that required all students to support Diversity/Multicultural Programs planned by the Office of Multicultural Affairs and organizations under its auspices (approved by the University of Nebraska Board of Regents on April 24, 2006, Lincoln, NE).
* Enhanced opportunities for ownership in campus life for multicultural students , including the realization of several new student organizations –the Sigma Lambda Beta Fraternity, the Lambda Theta Nu Sorority, and the OMA Cultural Enrichment, Diversity and Equity Council (CEDE). The CEDE Council coordinated cooperative planning amongst the eleven multicultural student organizations, heard campus-wide request for CEDE fee monies to fund multicultural programs and activities and, it facilitated leadership development workshops for OMA students and student organizations.
* Established a number of time sensitive, including the OMA Cluster Meetings and a Mid-term evaluation, designed to keep multicultural students apprised of resources, policies, practices and their academic performance prior to deadlines, etc. As a result of these initiatives 1st to-2nd and 2nd-to-3rd year retention rates of underrepresented students mirrored that of majority students.
* Established an OMA Scholarship mentoring and community building program that connected 1st year OMA Scholarship Recipients with successful upperclassmen and campus resources.
* Revamped the selection and renewal process for the OMA Scholarship to require active planning and participation in the realization of OMA programs and activities as a condition of scholarship continuance. As a result of this revamping, assessments indicated that the quality, attendance and value of diversity/multicultural programs greatly improved. More importantly, the assessments indicated that more students, faculty and staff attended said programs for cultural development reasons.

08/2002-08/2004: **Coordinator for Multicultural Recruitment**

**University of Nebraska at Kearney**

**Kearney, NE**

* Reporting to the Assistant to the Chancellor and the Director of Admissions, serving as a member of the Enrollment Services Management Team, responsible for developing strategic plans for the marketing, attracting, admitting and enrolling of underrepresented multicultural students.

**Accomplishments**

* Established the UNK Multicultural Community Service Scholarship, a $675,000 initiative, designed to enhance the structural and interactional diversity of the institution by recruiting talented students committed to building a multicultural community. Currently, this scholarship is offered to 20 students a year and produces a 92% enrollment yield.
* Established the Multicultural Scholars and Leaders Day, an annual $7,000 initiative, designed to bring the best and brightest multicultural prospects in the region to our campus for a full day’s activities including touring facilities, discussing academic programs and scholarship opportunities and candid conversations with currently enrolled multicultural students (Target population- high school seniors). Approximately 180 students attend this event each year. Currently, this initiative produces a 44% application rate, a 75% admittance rate and a 59% enrollment yield.
* Established the Cultural Unity Conference, an annual $12,000 initiative, designed to raise the consciousness of multicultural students, in the state and region, regarding educational opportunities and perceived barriers to higher education (Target population- high school students, grades 9-12). Nearly 300 students attend this event each year with 53% of all senior participants applying for admission of which 83% of the applicants were admitted and 90% of the admitted applicants enrolled.

08/2002-05/2003: **UN Equity in Opportunity Presidential Fellowship:**

**University of Nebraska Central Administration-Office of the President**

**Lincoln, NE**

The UN-EIO Fellowship is designed to provide UN faculty and staff an opportunity to acquire administrative experience in the operations of the University system. The fellowship’s mission is to increase the professional opportunities for faculty and staff who may not have traditionally been afforded professional experiences that lead them to consider service in a senior administrative position at the University of Nebraska. Reporting to the Associate to the President, responsible for assisting the Office of the President with establishing diversity initiatives, to enhance the recruitment and retention of faculty, staff and students of color, as well as participate in various system-wide initiatives and strategies.

* Prepared proponent and neutral testimony, on behalf of the University of Nebraska, for legislative hearing committees of the Nebraska Unicameral.
* Assisted with the preparation and proofing of Presidential speeches.
* Assisted with the compilation and presentation of various reports to the University of Nebraska Board of Regents and other internal and external constituents.
* Served as the lead liaison for establishing a faculty exchange partnership with an Alcorn State University.
* Attended meetings of the President’s Advisory Council.
* Participated in various University-Wide, Divisional and Chief Officers meetings.
* Served as a member of various Divisional and University-Wide Committees.
* Completed various fellowship projects as assigned by the Associate to the President.

**Accomplishments**

* Completed the groundwork for establishing a faculty exchange partnership between UNK and Alcorn State University in order to assist with institutional efforts to enhance the diversity of the faculty.
* Completed the groundwork for establishing the UNK Communiversity student exchange and a traditional student exchange program with Alcorn State University.

09/2000-8/2002: **Executive Assistant to the Vice Chancellor for Student Affairs University of Nebraska at Kearney**

**Kearney, NE**

* Reporting directly to the Vice Chancellor for Student Affairs (VCSA), responsible for providing general strategic planning and operational support across the Student Affairs portfolio to the VCSA (professional/exempt position).

**Accomplishments**

* Established the UNK Campus Visit Program designed to introduce multicultural students to educational opportunities available at the institution. Nearly one of every four (24%) Campus Visit Program participants enrolled at UNK.
* Created the Sponsors Program, a mentoring program designed to assist first-year UNK students with making a healthy transition into the campus community.
* Led the exploration, research and assessment of institutional need for a holistic First Year Experience Program, realized in August 2002.
* Established the Multicultural diversity sessions, held during the institution’s Summer Advising and Enrollment (Orientation), to candidly discuss critical issues with incoming multicultural students and their parents.
* Revised the Student Code of Conduct adopted by the UN Board of Regents on Saturday, June 7, 2003.
* Proposed the strategy, using salary savings, to create a new Dean of Students position, established in Spring 2002.
* Created the campus’ first interrelated database for maintaining student disciplinary records.
* Coordinated, in conjunction with the College of Business and the College of Education, the realization of the institution’s two inaugural Learning Communities, Fall 2001.
* Revised the institutional Emergency Operations and Response Plan designed to address how the institution will handle natural and man-made catastrophic situations adopted by the UN Board of Regents on Saturday, June 7, 2003.
* Revised the institution’s policy on drugs and weapons and procedures for handling such instances, adopted by the UN Board of Regents on Saturday, June 7, 2003.

07/1998-08/2000: **Coordinator for Scholastic Enhancement**

**Office of Learning Assistance and Retention Programs**

**Miami University, Oxford, OH**

* Reporting to the Assistant Dean of Students; assisted with the administration and coordination of the University’s comprehensive retention program, the Scholastic Enhancement Program, for “students at risk,” including the coordination and delivery of proactive advising and student services for upper-class students, providing supervision and leadership to the Coordinator for Support Services, two graduate assistants and one clerical support person.

**Accomplishments**

* Working with the Deans in four of the six colleges, established an alternate advising system for addressing program curriculums strategically, in accordance with the student’s “academic readiness.”
* Working with the Deans in four of the six colleges, established strategy to address the enrollment management issues for SEP Learning Community participants. At the time of my departure, all Learning Community participants had successfully matriculated into their aspired major.
* Established the Curriculum Connection Program designed to strategically place SEP Learning Community participants in “high risk” courses together so as to expand learning opportunities beyond the boundaries of the classroom.
* Established the faculty mentoring component for the SEP Learning community, through which faculty members assisted students with mastering course materials by hosting study sessions and supplemental instruction opportunities in the students’ residence halls.
* Established the NPHC homecoming events that served to recognize all NPHC groups as hosts of homecoming activities and guarantee each group a portion of the proceeds.

08/1996-06/1998: **Coordinator of Support Services**

**Scholastic Enhancement Program**

**Miami University, Oxford, Ohio**

* Reporting to the Assistant Dean of Students, responsible for providing leadership and supervision to one clerical support staff and two graduate assistants. Responsibilities including providing support services to undergraduate students that insure quality academic support with primary focus on new students including: academic advising, freshman seminar, new student orientation, academic skills assessment, developing individual educational plans, assigning tutorial services and serving as a student advocate. Each freshman cohort consisted of approximately 150 students.

**Accomplishments**

* Established the SEP Learning Community designed to take learning opportunities beyond the boundaries of the classroom and assist participants with matriculation into enrollment management majors.
* Established the tutorial hold policy designed to cap the amount of debt students incurred as a result of missed tutorial appointments.
* Created the individualized educational planning approach to student advising in accordance with academic assessment results and student readiness, as evidence by student’s performance on the Learning and Study Strategies Inventory (LASSI).
* Revamped the programs approach to freshman seminar course, The University and the Student, and study skills courses.

08/1995-06/1996: **Counselor/Coordinator**

**Student Support Services**

**West Virginia State University, Institute, WV**

08/1993-08/1995: **Graduate Assistant, Student Support Services**

**University of Tennessee at Chattanooga**

**Chattanooga, TN**

**Awards/Certificates**:

* UTC Student Support Service (TRIO) Outstanding Contributions Award December 2016
* Chattanooga Alumni Chapter of Kappa Alpha Psi Fraternity Inc. Kappa Leadership League Scholarship Debonair Service Award, March 2016
* UTC Black Student Alliance Certificate of Appreciation for contributions toward the Inaugural Black Issues Summit, February 2015
* UTC Horace Traylor Diversity Leadership Award, April 2014
* Cornell University, Industrial Labor Relations, Diversity Management Certificate of Completion, April 2012
* Association of Title IX Administrators (ATIXA) Certificate of Completion, Campus Title IX Coordinator and Administrator Training, January 2012
* 2010 Southeastern Association of Educational Opportunity Program Personnel TRIO Achiever Award
* Connecticut Commission On Human Rights and Opportunities Certificate of Completion-Affirmative Action Investigation Update Training, June 2009
* Connecticut Commission On Human Rights and Opportunities Certificate of Completion-Affirmative Action Investigations, October 2008
* Sigma Lambda Beta Fraternity, Kearney Colony, Distinguished Service Award, April 1, 2005
* University of Nebraska Board of Regents Kudos Award, January 2005
* University of Nebraska Central Administration EIO Fellowship Award, May 2003
* UNK Hispanic Student Association, Certificate of Appreciation for contributions toward the Inaugural Cultural Unity Conference, March 2003
* Noel Levitz Retention Excellence Award, May 2000
* Miami University’s Affirmative Action and Minority Affairs Distinguished Service Award, April 2000
* Miami University’s National Pan-Hellenic Council Distinguished Service Award, March 2000
* Miami University’s Affirmative Action and Minority Affairs Distinguished Service Award, April 1997

**Professional Assignments/Committees**:

* Member, National Conference On Race and Ethnicity (NCORE) National Advisory Council, 2016-2019, Chief Diversity Officer and Executive Leadership Committee
* Member, UTC My Student Experience Survey Committee 2016-Present
* Member, UTC Institutional Compliance Committee 2016-Present
* Member, UTC Enrollment Management Advisory Council 2014-Present
* Member, UT Diversity Advisory Council Diversity Summit Planning Team 2014-Present
* Member, University of Tennessee System Affirmative Action Plan Request for Proposal (RFP) Team, September 2014-October 2014
* Instructor, Social Work 2100, Race and Diversity Matters in Society, Fall 2014
* Instructor, Social Work 2100, Race and Diversity Matters in Society, Spring 2014
* Co-Chair UTC Strategic Plan Diversity Committee, 2014- Present
* Chair UTC Diversity Training Advisory Group, 2009-Present
* Ex Officio UTC Employee Relations Committee, 2009- Present
* Member, UTC Finance Operations and Information Technology Executive Team, 2010- Present
* Ex Officio, UTC University Planning and Resources Advisory Council, 2009- Present
* Member, University of Tennessee System Diversity Advisory Council, 2011-Present
* Chair, University of Tennessee System Diversity Advisory Council Subcommittee on Institutionalizing and Incentivizing Diversity
* Chair, University of Tennessee System Diversity Advisory Council Subcommittee on revising the UT Commitment to diversity statement
* Member, University of Tennessee System Vice President for Marketing and Communications Search Committee, Fall 2013
* Chair, WCSU Diversity Plan Committee 04/2007-6/2009
* Ex Officio, WCSU American Association of University Professors Minority Recruitment and Retention Committee, 11/2006-6/2009
* Ex Officio, WCSU State University Organization of Administrative Faculty-AFSCME Minority Recruitment and Retention Committee, 11/2006-6/2009
* Member, WCSU President’s Advisory Council 11/2006-6/2009
* Chair, UNK Multicultural Community Service Scholarship Selection Committee, 2003-2006
* Chair, Committee to establish the UNK Multicultural Community Service Scholarship, 2001-2003
* Chair, UNK Committee to Revise the Student Code of Conduct, 2001-2002
* Chair, UNK Director of Public Safety Search Committee, Spring 2002
* Chair, UNK Director of Residential and Greek Life Search Committee, Spring 2001
* Chair, UNK Learning Community Planning Committee, 2000-2001
* Member, UNK Strategic Planning Committee, 2002-2006
* Member, UNK Director of Recruiting and Admissions Search Committee, 2005
* Member, Creating Opportunities for Respect and Equity (CORE) Training Group, 8/26/04-10/2006
* Member, Affirmative Action Commission, 8/26/2004-10/2006
* Member, UNK College of Education Diversity Committee, 2003-10/2006
* Member, UNK Administrative Council Retreat, 2001-2002 and 2002-2003
* Member, UNK Committee to Review the Learning Center, 2000-2001
* Member, UNK Ethnic Studies Minor Advisory Council, 2000-2006
* Member, UNK Diversity Plan Coordinating Committee, 2000-2006
* Member, University of Nebraska System Wide Diversity Committee, 2001-2006
* Member, University of Nebraska System Wide Recruitment Strategic Planning Team, 2000-2006
* Member, Miami University’s Institutional Response Team, 1997-2000
* Member, Miami Model for Greek Excellence Committee, 1997-2000
* Member, Miami University Alcohol Policy Task Force, 1997-2000
* Member, Miami University’s Financial Aid Appeals Committee, 1997-2000
* Member, Miami University’s Committee for the Support of Multicultural Students, 1997-2000
* Instructor, Interdisciplinary Studies 159: Strength through Cultural Diversity, Miami University, 1998-2000. Takaki, R. (1993). A Different Mirror: A history of multicultural America
* Instructor, Educational Leadership 110, The University and the Student, Miami University 1996-2000.
* Chair, West Virginia State College All College Hearing Board, 1995-1996

**Peer Reviewed Scholarship**

* Loan Debt: Reflections of African American College Graduates, Enrollment Management Journal, Spring 2010, p. 73-96
* Understanding student loan debt burden for African American baccalaureate graduates, Enrollment Management Journal, Winter 2007, p.49-71

**Presentations**:

* Presenter: Mandatory Reporter Training-Lessons Learned, October 2016, UT Sexual Assault and Relationship Violence Summit, Knoxville, TN
* Presenter: Building our house for diversity, May 2014, National Conference on Race and Ethnicity, Indianapolis IN
* Keynote Speaker: Of Crows and Eagles, East Lake Academy 2011 Commencement Exercises, Chattanooga, TN
* Keynote Speaker: Who’s in your Fave Five, Outstanding Senior Day, University of Tennessee Chattanooga, 2009
* Presenter: Diversity and Affirmative Action Plans as living documents. Presented to the Tennessee College and University Professional Association for Human Resources (TN CUPA), Spring Hill, TN, October 2009
* Presenter: Developing diversity and affirmative action plans. Presented to the Tennessee College and University Professional Association for Human Resources (TN CUPA), October 2009, Spring Hill, TN
* Keynote Speaker: Stepping Stones to Success. Connecticut Association of Educational Opportunity Programs (CAEOP). Wesleyan University, December 4, 2008, Middletown, CT
* Presenter: The many forms of student loan debt burden

Presented to the Nebraska Association of Student Financial Aid Administrators

April 27, 2005, Kearney, NE

* Presenter: Surviving or thriving: Diversity Retention, Annual Report to the Board of Regents. Presented by The University-wide Diversity Committee, April 15, 2005, Lincoln, NE
* Presenter: 2003-04 Diversity Report to the Board of Regents

Presented by: The University-Wide Diversity Committee, April 24, 2004, Kearney, NE

* Presenter: UNK Multicultural Student Recruitment 5 Point Plan and 2003-04 Diversity Report.

Presented to North Central Association of Colleges and Schools

April 20, 2004, Kearney, NE

* Presenter: UNK Multicultural Student Recruitment 5 Point Plan

Presented to the National Council for Accreditation for Teacher Education

April 5, 2004, Kearney, NE

* Presenter: Multicultural Scholars and Leaders Day: A paradigm shift in student recruiting.

Presented to the University of Nebraska at Kearney’s Executive Administration and Dean’s Council,

September 23, 2003, Kearney, NE

* Presenter: UNK Multicultural Community Service Scholarship: The Compelling Need for Diversity. Presented to the University of Nebraska at Kearney’s Executive Administration, September 8, 2003, Kearney, NE
* Presenter: NPHC and NLFO Greek Letter Organizations: Are they for you?

Inaugural Cultural Unity Conference

March 29, 2003, Kearney, NE

* Presenter: Progress Toward Diversity Report to the Board of Regents

Presented by: The University-Wide Diversity Committee,

August 31, 2002, Lincoln, NE

* Presenter: Establishing the choice institution: Strategies for recruiting and retaining students at rural colleges and universities. Presented to the search committee for the Director, Office of Multicultural Affairs,

University of Nebraska at Kearney, June 2000

* Presenter: SEP Focused Learning Community: A Residential Approach to Retention.

National Conference on Retention of Students of Color

University of Minnesota, Minneapolis, MN, October 27, 1999

* Panelist: Voices of the Culturally Diverse and their Majority Allies

Midwest Meeting of Graduate Students in Personnel

Western Michigan University, Kalamazoo, MI, October 8, 1997

* Presenter: A Holistic Approach to Student Retention at Miami University

First Year Experience Conference, Columbia, SC

University of South Carolina, February 27, 1997

**Professional Development**:

* Institutional Compliance Solutions Webinar: Managing Respondents Series. February 23, 2017
* American Association For Access, Equity and Diversity Webinar: Fisher Decision-What it means for future race discussions. June 29, 2016
* National Conference on Race and Ethnicity (NCORE) 2016, San Francisco, CA
* National Conference on Race and Ethnicity (NCORE) 2015, Washington, D.C.
* Transforming Campus Climates for Greater Student Engagement and Success, University of Michigan, National Center for Diversity, November 2014
* Southern Regional Educational Board 2014 Doctoral Scholar’s Compact, Atlanta, GA
* Cornell University, School of Industrial and Labor Relations, Diversity Manager Professional Certificate, May 2014
* National Conference on Race and Ethnicity (NCORE) 2014, Indianapolis, IN
* National Conference on Race and Ethnicity (NCORE) 2013, New Orleans, LA
* Southern Regional Educational Board’s 2013 Doctoral Scholar’s Compact, Washington, D.C.
* Cornell University, School of Industrial and Labor Relations, Diversity Manager Professional Certificate, April 2012
* Southern Regional Educational Board’s 2012 Doctoral Scholar’s Compact, Orlando, FL
* National Conference on Race and Ethnicity (NCORE) 2012, New York, New York
* NCAA Gender Equity Conference 2012, New Orleans, LA
* Title IX Coordinator Training and Certification, 2012, San Antonio, TX
* Southern Regional Educational Board’s 2011 Doctoral Scholar’s Compact, Atlanta, GA
* Margolis Healy Navigating Legal Issues Under OCR’s Dear Colleague Letter Seminar 2011, Boston, MA
* National Conference on Race and Ethnicity (NCORE) 2011, San Francisco, CA
* UT Leadership Institute, Gatlinburg, TN 2011
* National Conference on Race and Ethnicity (NCORE) 2010,
* American Association of Affirmative Action Conference, April 2008, Washington, D.C.
* Multicultural Organizational Development Institute. National Conference On Race and Ethnicity, June 2005, New York
* Promoting Multicultural Competence and Social Justice. University of Nebraska a at Kearney, November 2003
* People of Color in Predominantly White Institutions. Lincoln, NE, November 2002
* The Changing Mosaic: Designing successful experiences for the new American college student. Teleconference, April 25, 2002
* The First Year of College: Assessing what we value. Teleconference, April 4, 2002
* Retaining students: New questions, fresh perspectives. Teleconference, March 7, 2002
* Association of Student Judicial Advisors Conference. Clearwater, FL, February 2002
* People of Color in Predominantly White Institutions. Lincoln, NE, November 2001
* Black Male Empowerment Summit. Lincoln, NE, April 2002

**Consulting**

* Achieving Faculty Diversity Goals with SharePoint, Southern Illinois University, August, 2012
* Strategic Planning, Organization Structure, SWOT Consultant for One Nation By Conviction, Knoxville, TN (Pro Bono, 7/2009-Present)
* Diversity, Inclusion, Affirmative Action and Equal Opportunity Consultant for Community Action Committee of Danbury, Danbury, CT (Retainer 8/2008-6/2009)

**Professional Organizations, Community Service and Additional Information**:

* Member, Volkswagen of America Diversity Advisory Committee, 2009-Present
* Chattanooga Chapter of NAACP Education Committee Chair, 2012-2014
* Chattanooga Head Start Policy Council 2012-Present
* Bristol Bulldogs Midget Football Organization, Assistant Coach Jr. Midget, 2008
* Pathways Academy Board of Directors 01/2008-6/2009
* Danbury Children First Board of Directors, 12/2007-6/2009
* Member, Association of Student Judicial Advisors, 2002-2006
* Member, American College Personnel Association, 1997-2006
* Member, Kappa Alpha Psi, Fraternity Incorporated, 1990-Present
* Offensive Coordinator for Kearney Junior Diesel Football League-Broncos, 2002
* Assisted with planning and implementation of Rush/Recruitment activities for Tau Kappa Epsilon colonization October 1991 and chapter founding January 9, 1993 (UTC)
* Co-Advisor of Lambda Iota Chapter of Kappa Alpha Psi, Fraternity Inc. (UTC) 1993-1995 and Vice-Polemarch 1991-1992 (UTC)
* Pioneered the establishment of the NPHC at the University of Tennessee at Chattanooga 1993
* Coordinated and facilitated leadership workshops for NPHC and IFC Greek letter organizations

(UTC) 1993-1995

* Coordinated various cooperative planning service projects for the Big Eight, NPHC, Greek letter organizations (1993-1995-UTC), (1995-1995 WVSU) and (1996-200 MU)
* Assisted with the planning and realization of the Alpha Beta Kappa Chapter of Phi Beta Sigma, 2000 (MU)
* Coordinated the planning and realization of the Kearney Colony of Sigma Lambda Beta, Fraternity founded April 4, 2004 (UNK)
* Coordinated the planning and realization of the Alpha Beta Chapter of Lamba Theta Nu, Sorority, founded October 15, 2005
* Multicultural Recruiter for Miami University Graduate School: Represented graduate departments and the Office of the Dean of Graduate Studies at various recruitment fairs in New York, the Midwest and Southeast regions 1997-2000