

AGENDA

Council on Postsecondary Education
Thursday, October 25, 2018
10:00 AM
CPE Offices, Frankfort

1. Welcome and Roll Call
2. Overview of the Search Process
3. Executive Session 2
Under KRS 61.810(1)(f), the Committee will go into closed session to discuss the appointment of personnel.
4. ACTION: Approval of 4th president of Council on Postsecondary Education
5. Adjournment

STAY CONNECTED TO THE CPE!





CPE President Search – Council Meeting

October 25, 2018

CPE Offices, 1024 Capital Center Dr, STE 320, Frankfort KY 40601

The following meetings will occur in Conference Room B

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| 10:00-10:45 a.m. | Council meeting begins. Discuss the process with full Council.
Go into closed session – discuss the schedule of the day, answer questions, brief on each candidate, etc.
Take a break, if time. |
| 10:45-12:15 p.m. | Interview with candidate #1 – Dr. Robert Donley |
| 12:15-1:00 p.m. | Council discussion & working lunch |
| 1:00-2:30 p.m. | Interview with candidate #2 – Dr. Emily House |
| 2:30-3:00 p.m. | Council discussion & break |
| 3:00-4:30 p.m. | Interview with candidate #3 – Dr. Aaron Thompson |
| 4:30-4:45 p.m. | Break |

The following meeting will occur in Conference Room A

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| 4:45 p.m. * | Council moves to Conference Room A.
Council receives feedback from campus presidents and CPE staff meetings.
Continues discussions & deliberations as needed.
When ready, goes back into open session to take official vote on final decision. |
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*This meeting does not have a set adjournment time. If needed, we will have dinner brought in to the office.

DR. ROBERT DONLEY

September 4, 2018

Kentucky Council on Postsecondary Education
1024 Capital Center Drive
Frankfort, Kentucky 40601

Dear Members of the Council:

Thank you for the opportunity to discuss my interest in the position of President of the Kentucky Council on Postsecondary Education (CPE).

I have over thirty years of private and public sector experience including my service as Deputy Secretary of State in Rhode Island (RI), and policy advisor for the RI State Senate. For the past 23 years, I have held several executive leadership positions in higher education administration including Florida International University, the largest public research university in south Florida. I served as the Chief of Staff and Operations for the Board of Governors in Florida, the higher education governing board for the 12 universities with over 300,000 students. Additionally, I served as the Executive Director and Chief Executive Officer for the Iowa Board of Regents, and Chair of the national State Higher Education Officers (SHEEO).

My experience in higher education has afforded me the opportunity to advance numerous governing board initiatives, and policies similar to those identified as priorities by the CPE such as: Opportunity; Success; and, Impact. Moreover, I have extensive experience in the development and implementation of strategic plans at the university and system levels which focused on access and affordability, increasing degree completion, student success initiatives, academic quality and performance, sponsored research funding, economic development, workforce needs, and system-wide resource efficiency and accountability.

I am extremely proud of all the progress we collectively achieved during my tenure with the Iowa Board of Regents, and would like to offer a few of the highlights:

- Access: Steady enrollment growth up 16% since 2009, international student enrollment alone increased 66.7 % during the same period.
- Affordability: Working in partnership with the students, institutions, legislature and governor — we were able to freeze tuition for five semesters, keeping in-state resident tuition below the national average. Our “Live like a student” financial aid program helped to better inform students about student debt.
- Degree Attainment: Iowa's public universities have the highest degree completion rate in the nation at 80.7% (This is the six-year rate for students starting at a four-year institution. Completing at the same institution — Iowa again is the highest in the nation at 68.9%). Iowa State University (ISU) boasts a ten-year high of 74.1%. Increased retention rates exceeding 87%, well above the national average of 79%. (Workforce Needs: In 2017, over 90% of our graduates were employed or pursued further education within six months of graduation [95% at Iowa State University]).

- Student Success: Major progress was made that helped close the achievement gaps of underrepresented minorities, and increased the participation and completion of women and minorities in Science, Technology, Engineering, and Math (STEM) disciplines to align with the state's workforce needs. Specifically, minority completion in STEM fields increased by 53.9% during the period 2011-2016. STEM completion for women during that same period increased by 23.5%. Overall, 2012-2016 the number of students enrolled in STEM fields increased by 20.5%, while the enrollment for women increased by 22.8% and minorities increased by 53.7%.
- Expansion of Online/Distance Education: Increased by 20.9% (2013-17).
- Diversity and Inclusion: Promoted the hiring of chief diversity officers who report directly to the university presidents. The institutions completed campus climate surveys, and continue to address student and community concerns regarding diversity, tolerance, micro-aggression, and respect for political and religious ideology.
- Campus Safety and Security: Created a Campus Safety and Security Committee of the Board of Regents. Revised all sexual assault protocols including reporting, administrative/judicial process, victim counseling and advocacy. Initiated new training protocols including sexual harassment and Title IX training. Created annual Campus Safety and Security Summit inviting participation from all postsecondary providers.
- Cost Efficiency: Comprehensive efficiency study reviewed all areas of university operations including administrative and academic areas. The implementation of the recommendations continues to result in sustainable cost savings that are reverted to the institutions where the presidents, administrators, and faculty identify reinvestment opportunities.
- Sponsored Research/Gifts/Grants: Federal and private research is a Board strategic priority. Growth in this area was especially critical to maintaining Association of American Universities (AAU) status for both Iowa State University and the University of Iowa — both Carnegie Research I institutions. From 2009 — 2016 research funding increased 32%, and gifts and grants increased 31.3%. In FY 2016, gifts, grants, and contracts exceeded \$1 billion.
- Board of Regents Professional Development/Engagement: Board members attend annual Association of Governing Boards (AGB) meeting with Executive Director/CEO. Members attended AGB Board Committee Structure sessions and webinars throughout the year on numerous subject matters.
- Student and Faculty Engagement: Instituted an orientation program for student government leaders and faculty leadership to meet with Board staff to brief them on policy and other initiatives. Attended faculty and student leadership meetings to listen to concerns and keep the lines of communication open. Invited faculty and students to speak before the Board.

During my career, I have been fortunate enough to be invited to speak on numerous higher education issues such as: degree and certificate attainment tied to state workforce needs; Title IX, campus safety and security; sexual assault policy development and implementation; comprehensive efficiency measures including human resources, purchasing, and space utilization. I have also worked closely with my K-12 partners in Iowa and was invited to speak at the annual meeting of the national Council of Chief State School Officers (CCSSO), where I advocated for enhanced partnerships with K-12 on postsecondary attainment and alignment as part of the new federal Every Student Succeeds Act (ESSA).

My experience in Florida and Iowa gave me the opportunity to work directly with community colleges, forging partnerships that created greater access to higher education, and enhanced alignment of academic programs through a collaborative partnership called the Iowa Coordinating Council for Post-High School Education (which includes all postsecondary sectors). We also expanded articulation agreements, 2 + 2 programs, concurrent enrollment, and created an articulation website called TransferInIowa.org to ensure the seamless transfer of academic credits. Moreover, we developed a reverse credit transfer program which allows students to combine academic credits earned in community college – so they may be awarded an Associate of Arts (AA) degree while attending one of Iowa's public universities.

Additionally, Iowa's public universities offer degree programs on the community college campuses and created a community college branch with a STEM concentration on the research park campus at the University of Iowa.

According to the CPE and independent reports by the National Center for Higher Education Management (NCHEMS), the Lumina Foundation, and Georgetown University Center on Education and the Economy, increasing the education attainment levels will be critical to the future growth of Kentucky's economy. The CPE has made great progress in its strategic agenda "Stronger by Degrees" expanding access to high quality credentials by enhancing existing public-private partnerships with business and industry, and continued focus on the completion agenda. Additionally, Governor Bevin's "Work Ready Skills Initiative" demonstrates the commitment that Kentucky is excited about moving forward in meeting its "60 x 30" goal, 60 percent of working-age Kentuckians with a degree or credential by 2030. That commitment is one of the reasons I decided to explore this exciting opportunity.

In closing, I would say that I attribute much of my career success to the efforts of so many others that I have been fortunate enough to work with. I believe very strongly that listening, working collaboratively, and practicing shared governance are key to successful leadership. This practice includes a philosophy of inclusiveness, a practice of open communication, listening to the campus communities, and working in collaboration with university presidents, faculty, administrators, students, the legislature, governor, and business leaders, to ensure all stakeholders have a voice in advancing higher education.

The areas outlined in this letter are just a few highlights during my career. I would welcome the opportunity to discuss my experience and how we can work together to advance higher education in Kentucky.

Sincerely,

Robert Donley

DR. ROBERT DONLEY
133 N. Pompano Beach Blvd., Apt 205
Pompano Beach, Florida 33062
Email: donleyr133@gmail.com
305-780-1368

OVERVIEW: Over 30 years of diverse experience in the areas of public and private executive management, leadership, policy, and governmental relations, including 23 years in higher education executive management with the State University System in Florida, the State University System in Iowa, and the State Higher Education Executive Officers (SHEEO).

EDUCATION

Harvard Executive Education, *Crisis Leadership in Higher Education*, Harvard Graduate School of Education, Boston, Massachusetts (2016)
Ed.D. Higher Education Administration, Northeastern University, Massachusetts
Master of Science in Education (K-12), Saint Joseph's College of Maine
Bachelor of Arts, Political Science, University of Rhode Island
Bachelor of Arts, History, University of Rhode Island

NATIONAL LEADERSHIP IN HIGHER EDUCATION

- 2016-2017 Past Chair, State Higher Education Executive Officers (SHEEO)
- 2015-2016 Chair-elect, SHEEO
- 2015-2017, Board member, Higher Education For Higher Standards (national organization promoting higher standards in state K-12 assessment; funding from Lumina and Gates Foundations)
- 2010-2017 Member, Executive Committee of SHEEO
- Past Chair, Federal Relations Committee of SHEEO
- Former member, National Association of System Heads (NASH)

EXPERIENCE IN HIGHER EDUCATION (1995 – 2017)

BOARD OF REGENTS

STATE UNIVERSITY SYSTEM OF IOWA

5/2008 – 8/2017

Executive Director & Chief Executive Officer (CEO)

- Executive Director and CEO for the nine member governing board for public higher education in the State of Iowa.
- Management and leadership as the CEO of the Board of Regents (BOR) system including: the Iowa Board of Regents office, two K-12 public special schools, and three universities: the University of Northern Iowa (UNI), Iowa State University (ISU), and the University of Iowa (UI), which includes the University of Iowa Hospitals and Clinics; ISU and UI are members of the Association of American Universities (AAU), where they are among the nation's top 34 public universities. The two K-12 schools include the Iowa Braille and Sight Saving School (IBSSS), and the Iowa School for the Deaf (ISD). Campus presidents and special school

superintendents report to the Board of Regents through the Executive Director/CEO.

- Responsible for the development, implementation, and oversight of the \$5.7 billion budget for the system, which included more than 82,000 students, and 45,000 full and part-time employees.
- Worked with university presidents, institutional leadership, and Board of Regents members regarding state funding needs including facility capital expenditures. Negotiated the state funding appropriation request in a collaborative manner with the legislature, budget office, and the governor.
- Worked collaboratively with the executive branch to ensure higher education policy alignment with economic development, and workforce goals of the state. Served as a member of the Governor's Education Review Committee, which included the governor, lieutenant governor, education director for K-12 and community colleges, and the director of the Iowa College Student Aid Commission.
- Managed all matters related to Iowa Board of Regents governance including: representing the system before the state legislature, federal agencies, higher educational organizations, and regional/national higher education associations, commissions, and policy forums.
- Developed the BOR docket and all related agenda items for discussion and approval at Board meetings. Made recommendations concerning all matters initiated by the institutions to the BOR, including legislative special projects and programs, institutional missions and strategic plans, education policies, academic programs, institutional budgets, personnel policies, tuition and fees, capital improvements, and faculty salary negotiations (formerly collective bargaining – changed in February 2017). Prior to all BOR meetings – the leadership (Chair, Pro Tem, and Executive Director) meets with student government leadership and faculty senate leadership as part of the board's commitment to transparency, open communications, and shared governance.
- Visit campuses throughout the year, meet with students, faculty, presidents and senior level administrators.
- Lead the Board's Council of Presidents meetings. Meetings included the BOR leadership and the presidents. Four to six meetings per year designed as discussions regarding system and institutional long-term goals, strategic plan follow-up, and master plan update.
- Communications/Executive Management/Leadership: Evaluate president and superintendent performance for both a mid-year and annual evaluation. Work with presidents and superintendent on annual strategic goals and institutional strategic plan alignment. Evaluate plan for professional development and discuss opportunities and future goals.

SELECTED ACCOMPLISHMENTS

- Developed and implemented a higher education leadership/professional development program while chair of SHEEO. This first ever leadership program for new and current SHEEO members and senior staff was designed to deliver a portfolio of tools to assist SHEEO members. The case studies and leadership coaching and training exercises were designed in collaboration with Optimum Associates, Inc. (SHEEO annual meetings - July 2017 and July 2018).

- Created and organized the *Annual Campus Safety and Security Summit* starting in October 2015 - in collaboration with Iowa's Community Colleges and Independent Colleges and Universities. College and University officials from around the state came together to discuss challenges and best practices including: Identifying Hazards on Campus and Emergency Response Protocols (preparation for crisis management on a college campus including active shooter protocols); Coordinated Campus and Community Response; Prevention Initiatives (building safer campuses); Title IX requirements (updated yearly); Judicial Process and Investigation in Sexual Misconduct Cases; Campus Climate Survey Development and Use; Cyber Crime and Investigation; Strategies for Student Engagement in Prevention of Sexual Assault; and, Bystander Training.
- Developed and implemented the BOR action plan for university post-flood recovery efforts, including communications strategies; worked directly with university, state, and federal officials including Federal Emergency Management Administration (FEMA) on all areas of the recovery effort.
- Developed and implemented two BOR strategic plans; held statewide stakeholder group sessions, which included input from the public, students, faculty, business leaders, higher education providers, and elected officials for both plans 2010 – 2016, and 2017 – 2022. Completed recommendations for the University of Iowa Hospital and Clinics Strategic Plan 2017-2020, the hospital is the teaching hospital for the University of Iowa College of Medicine.
- Hired new presidents at Iowa State University, University of Northern Iowa, University of Iowa, and superintendents of Iowa's K-12 special schools.
- Led the effort on behalf of the board to develop comprehensive sexual assault and sexual harassment policies including enhanced campus safety and security protocols and training.
- Worked with the university presidents, legislators, and the governor on freezing tuition for five semesters. This was a BOR and university strategic priority to make Iowa's public universities affordable, while working to lower student debt.
- Oversight and coordination of a comprehensive cost saving effort to better serve the students and the citizens of Iowa. The initiative called the Transparent Inclusive Efficiency Review (TIER), was designed to review system-wide facilities, academic, and administrative functions across the universities. Highlights include:
 - Several business cases that resulted in greater efficiency. Total recurring savings of more than \$20 million;
 - Academic Affairs was greatly enhanced with increased accountability in academic programs (decreased duplication), and significant increases in online learning programs. We achieved greater efficiency in academic space utilization that saved taxpayers millions of dollars in academic capital building projects. We repurposed classroom space, and utilized innovative education delivery modalities that created new learning space structures to address a variety of teaching and learning needs on campus that helped us to retain students. These initiatives also allowed our system to achieve ongoing continuous improvement, accountability, and transparency regarding the efficient use of public resources; and,
 - Several additional efforts such as the early retirement incentive program resulted in savings of over \$175 million; capital projects re-bonding efforts saved over \$60 million.

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- Initiated professional development program for Board members including attendance at the Association of Governing Boards (AGB) workshops held in Iowa and AGB annual meetings. Sessions included Board member fiduciary responsibilities, committee structure, institutional oversight, and leadership development. Additional selected sessions were held on numerous topics such as, understanding the role of tenure in higher education, affordability, tuition and debt, and strategic planning.

BOARD OF GOVERNORS STATE UNIVERSITY SYSTEM OF FLORIDA

12/2005 – 4/2008 Chief of Staff and Operations

- Management and leadership as the Chief of Staff and Chief of Operations for the office of the Florida Board of Governors (BOG) with a staff of 63 employees. All senior management including vice chancellors reported to the chief of staff.
- Management of all Board of Governors operations including Budget and Fiscal Operations, Academic Affairs, Facilities, Communications, External Relations, General Counsel, Governmental Affairs (including Federal Governmental Relations), Human Resources, Compliance, Emergency Management, University Boards of Trustees, Corporate Secretary, and related functions.
- Represented the system chancellor and the BOG before various federal, state, and local elected officials and governmental entities including the governor's agency chiefs of staff meetings and policy briefings.
- Managed the Board of Governors Task Force on Emergency Management; Campus Safety and Security Task Force; and the BOG Trustee Nominating Committee.
- Liaison to the University Boards of Trustees and University Chiefs of Staff/Corporate Secretaries.
- Chief Emergency Management Official representing the State University System on the State of Florida Emergency Operations Team. Responsible for oversight of system emergency operations including University Emergency Operation Plans; Continuity of Operations Plans, and Department of Homeland Security (FEMA) National Incident Management Systems training and compliance. Chancellor's designee to the Governor's Task Force on Campus Safety and Security. The Governor's Task Force made several recommendations regarding emergency notification systems, public safety officer active shooter training, student-to-officer ratios, and mental health counseling challenges.
- Responsible for the oversight of all Board meetings including agenda development, member briefings, logistics, post-meeting follow-up and related functions.
- Management of special projects, including the annual Board of Governors and University Board of Trustees Governance Workshop on the Association of Governing Boards Best Practices and Board Accountability, National and State Trends in Higher Education, Audit, Accountability, Compliance, and Presidential Performance, Evaluation, and Review.
- Advised the Chancellor and the Board regarding all areas of state and federal policy and system implications.

FLORIDA INTERNATIONAL UNIVERSITY 1995 – 2005

**OFFICE OF THE PROVOST, EXECUTIVE VICE PRESIDENT FOR
ACADEMIC AFFAIRS**

9/2004 – 12/2005

Director of Public Affairs

- Managed logistics including agendas and follow-up for the Provost & Executive Vice President including University Board of Trustees - Academic Policy and Student Affairs Committee, Operations Committee, Provost Council, Provost Staff, Deans Advisory Council, Medical School Steering Committee, Medical School Strategic Committee, Search & Screen Committee for Director of Libraries; and monitored FIU- Board of Trustees Governmental Affairs Committee and various other committees under the direction of the Provost and Executive Vice President.
- Responsible for coordination of the successful Medical School Initiative approved by the Florida legislature and signed by the governor. Duties included the formulation and implementation of a strategy for the external relations and communications phase of the initiative, meeting with elected officials including briefing the legislative leadership and staff, hosting public information sessions for doctors, students, faculty, and community leaders regarding the initiative.
- Organized logistics for all meetings with DJW Associates the consultant on the Medical School Initiative, and the Medical School Steering Committee. Briefed members of the FIU Board of Trustees, and worked directly with board designated liaison to the Medical School Initiative, and Chairman of the Academic Policy and Student Affairs Committee. Worked with the interim dean in the development and implementation of strategy to seek provisional accreditation by the Liaison Committee on Medical Education of the Association of American Medical Colleges.
- Worked with the presidents and chief executive officers of the major hospitals on affiliation agreements, funding resources, and medical school residency issues.
- Co-chaired the Search & Screen Committee for the Division of Sponsored Research. Reorganized the division's pre-and post-award units; developed and implemented appropriate training program in federal regulations and compliance with all federal Office of Management and Budget management and audit circulars.
- Provided oversight to the universities' lobbying team and tracked legislation and legislative issues of importance to the university and state's higher education system. Maintained a high degree of awareness of federal legislative and congressional activity pertinent to the interest of Florida International University.
- Managed all special projects identified by the Provost & Executive Vice President.

**OFFICE OF THE SENIOR VICE PRESIDENT FOR STUDENT AFFAIRS &
HUMAN RESOURCES – VICE PROVOST FOR ACADEMIC AFFAIRS**

12/2003 – 9/2004

Chief of Staff

- Responsible for the supervision and oversight of the administration of the office of the senior vice president for two university divisions. The areas of responsibility included: The Executive Office of the Vice President, University Housing, Student Support Services, Multicultural Programs, Health and Wellness, University Center,

- Student Government, Career Services, Disability Services, International Student Services, Grants and Research, and the University Ombudsman.
- Served as liaison to the Board of Trustees and the President's office. Provided staff support for the Administration and Compensation Committee, drafted Board of Trustees committee agendas.
 - Collaborated with division Vice Presidents on strategic initiatives. Assisted the Executive Committee (E-5), division directors, and staff.
 - Provided direct assistance to students, faculty, staff, and administrators on student problems in admissions, registration, and financial issues. Interfaced with faculty, staff, and administrators in the resolution of issues.
 - Liaison for the Senior Vice President, maintaining a high level of public relations (internal and external), interaction with students, professional staff, local, state and federal elected leaders, civic and government representatives, corporate executives, and community leaders.
 - Monitored community affairs (local, state, and federal) and provided briefings on any significant matters or developments concerning the division or the university community.
 - Provided assistance in the review of equal opportunity and other confidential employee matters, made recommendations regarding reports by independent agencies on confidential matters.
 - Provided oversight and drafted presidents' message regarding the University's Employment Accountability Plan and the summary results of the evaluation process. Worked with the General Counsel and the Director of the Equal Opportunity Office in all areas regarding compliance with state equal opportunity rules and regulations.
 - Served as a member of the division's strategic planning session committee. Provided logistical support to the committee and the Senior Vice President. Drafted summary report on session including major goals and initiatives.
 - Served as chairperson of the Student Affairs component for the Medical School Initiative. Drafted and implemented strategic plan and worked with pre-Med students, student groups and Student Government on a comprehensive plan to get students involved in the promotion of a Medical School Initiative.

**OFFICE OF THE EXECUTIVE VICE PRESIDENT FOR BUSINESS,
FINANCE & GOVERNMENTAL RELATIONS**

2/2002 – 12/2003

Chief of Staff

- Managed the Office of the Executive Vice President working directly with the division vice presidents and directors on major infrastructure projects, construction management, and funding issues.
- Responsible for the oversight and management of the division's strategic initiatives. Divisions included Office of the Executive Vice President, Facilities Management, Public Safety, Emergency Management, Environmental Health and Safety, State and Federal Governmental Relations, University Foundation, Budget Office, Controllers Office, Purchasing, and oversight of the Office of the Inspector General.
- Coordinated strategic planning of the University's legislative initiatives, including meeting with academic program directors regarding sponsored research, grants and private program funding.

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- Served as the liaison for the Executive Vice President and maintained a high level of public relations and interaction with the community, including interaction with members of the Board of Trustees, elected officials, community leaders, professional staff, and students.
- Coordinated the most successful university-wide United Way Campaign for 2002 and 2003.
- Worked with the state of Florida Public Employees Relations Commission (PERC), on all issues pertaining to petition for representation in the American Federation of State County and Municipal Employee (AFSCME) union including: compliance with state regulations, collective bargaining unit classification, employee related issues, rules, state regulations, and conduct of election. Monitored collective bargaining process of the United Faculty of Florida and the Police Benevolent Association. This was a collaborative effort with the Office of the Provost, Division of Human Resources, Office of the General Counsel, and other university divisions.

OFFICE OF THE PRESIDENT

6/1999 – 2/2002

Chief of Staff to the President

- Managed the Office of the President of the University including: supervision of staff, development and management of the budget, served as liaison for the president and maintained a high level of public relations and interaction with faculty, students, professional staff, local, state, and federal elected leaders, civic and government representatives, corporate executives, and community leaders.
- Directed the mission of the Office of the President in providing the leadership, motivation and coordination to the University community, including setting the direction for the University's future, vision, and core values.
- Worked directly with members of the state of Florida Board of Governors, University Board of Trustees, University Foundation Board of Directors, Alumni Association, Student Government, Faculty Senate, corporate leaders, and major donors.
- Organized and conducted successful public hearings in Miami-Dade County regarding a Public Law School Initiative. Florida International University School of Law graduated its first class in May 2005.
- Served as the Interim Executive Director of the Miami Business Forum as a loaned executive. The Forum membership included the chief executive officers of Carnival, Royal Caribbean, First Union Bank, Union Planters Bank, Barry University, Florida International University, University of Miami, and over 40 other chief executive officers in the Miami business community. The Miami-Business Forum was a collaboration of business and higher education leaders who advocated for higher education – business partnerships.

11/1997 – 6/1999

Deputy Chief of Staff to the President

6/1995 – 11/1997

Senior Administrative Assistant to the President

- Duties included managing the Office of the President, oversight and composition of responses to all correspondence on the President's behalf. Represented the President

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before civic and government representatives, corporate executives, community leaders, and the University community.

THE SAMARITANS, Washington, D.C.

1/1993 – 1/1995 National Executive Director

- Responsible for the administration of a national nonprofit suicide prevention hotline with 26 agencies throughout the United States. Duties included chief spokesperson, human resources management, budget development and implementation, volunteer recruitment and training, community outreach, public speaking, fundraising, strategic planning and development. Worked to restore financial integrity to the agency. Reported directly to the Chairman of the Board of Directors (Chairman and CEO of the Laborers International Union of North America).
- Represented the United States at the Befrienders International Conference in York, England in 1994. Organized national conference.
- Worked with Lord Robin Renwick, British Ambassador to the United States, in hosting a fundraising event at the British Embassy, with several members of the United States Congress in attendance; raised over \$300,000. Raised over \$650,000 in private contributions and grants while director.
- Volunteered on the suicide prevention hot line.

**OFFICE OF THE SECRETARY OF STATE, RHODE ISLAND, Providence, RI
1988 - 1993**

4/1991 – 1/1993 Deputy Secretary of State/Chief of Staff

4/1990 – 4/1991 Director of Policy and Communications

12/1988 – 4/1990 Director of Legislative/Community Relations

- Chief spokesperson for the Department of State.
- Managed seven departments of state government with 100 full/part-time employees (including the Division of Elections). Developed, implemented and testified on department budget before state Joint Committee on Appropriations and various legislative committees and state departments.
- Chief liaison and lobbyist to the Rhode Island House of Representatives and Senate, federal and state agencies, city and town officials, and community organizations.
- Developed legislative initiatives, legislation, and testified before legislative committees.
- Served as the Department of State's public and government affairs officer, coordinating policies and programs across departmental lines.
- Directed constituent services including investigation and resolution of citizen complaints; requests for services and information, and community outreach meetings.

OFFICE OF THE SENATE MAJORITY LEADER, Providence, RI

Dr. Robert Donley

9/1986 – 12/1988

Policy Officer

- Researched and drafted legislative initiatives including health care, pharmaceutical assistance programs, and education. Worked with state senators on legislative constituent communications, town and district legislative forums.
- Wrote briefings, reports, correspondence, and speeches.
- Testified on legislation before various legislative committees.

**ELECTED OFFICIAL, STATE CONSTITUTIONAL CONVENTION
11/1985**

- State Official, Constitutional Convention (statewide non-partisan election) served as a delegate and helped to rewrite the Rhode Island State Constitution.

SELECTED STATE & NATIONAL PANEL DISCUSSIONS

- *Strengthening the Triad - A discussion between SHEEO, the U.S. Department of Education, and the regional accrediting commissions: Working together to improve confidence in accreditation and outcomes for all students.* Chaired the first ever meeting designed to bring together experts from the accrediting agencies (presidents of the five regional accreditors), the U.S. Office of Postsecondary Education, and the SHEEO Executive Committee and staff for a summit/workshop on policy and communications between state, federal, and higher education organizations (Boulder, Colorado May 8 – 10, 2017).
- *Every Student Succeeds Act (ESSA) State Implementation and Collaboration* (ESSA is the federal legislation that replaced the No Child Left Behind [NCLB] law). Panel discussion on Iowa's partnership with the K-12/Community College Commissioner on the state ESSA plan. The conversation was designed to encourage the successful partnership between K-12, Community Colleges, and other postsecondary providers - working together to achieve higher standards that prepare students to be college and career ready. Annual meeting of the Council of Chief State School Officers (November 18, 2016).
- *Diversity, Social Justice, and Civil Discourse.* Moderated a panel discussion on best practices and policies regarding equity, diversity, inclusion, micro-aggression, tolerance, and respect for political or religious ideology. Explored to what degree colleges are safe and inclusive places. SHEEO policy conference (August 9-12, 2016).
- *Campus Climate, Safety, and Discourse.* Moderated panel discussion including a university president, director of the Office of Sexual Assault Prevention and Response, and a senior consultant on prevention. SHEEO Annual meeting (July 11-15, 2016).
- *Maximizing Academic Resources to Support Student Success Initiatives.* Student Success State Agency Workshop for Higher Education Leaders. Speaker: Panel discussion on operational efficiencies for more effective on-campus approaches to resource allocation. SHEEO Policy Conference (August 4-6, 2015)
- *Continuing the Conversation on Campus Sexual Violence: What Progress Have We Made?* SHEEO Policy Conference. Moderated and participated in a panel

- presentation: Panel discussion included the former (and first) Director of U.S. Department of Justice Office on Violence Against Women, and the Director of Sexual Assault Prevention and Student Advocacy at the University of California, Berkeley (August 6, 2015).
- *Addressing the Legal Landscape of Sexual Misconduct: Understanding the Compliance Challenges*. Higher Learning Commission (HLC) Annual Meeting. Moderated and participated in a presentation: A review of federal laws aimed at making our campuses safer and the U.S. Department of Education and Justice Department enforcement measures. Chicago, IL (March 29, 2015).
 - *The Future of Higher Education in the Des Moines Area*. Greater Des Moines Chamber of Commerce Meeting. Principal speaker: Panel discussion included representatives from the private and community colleges. Des Moines, IA (March 10, 2015).
 - *Higher Education in Iowa and the Nation - Higher Education funding and the Board of Regents proposed Performance-Based Funding Model*. Keynote speaker at the January 2015 quarterly roundtable of the Iowa Business Council. Discussion with the major business and industry leaders in Iowa. DuPont Pioneer, Johnston, IA (January 8, 2015).
 - *Sexual Violence on Campus and Why This Is Our Issue*. State Higher Education Executive Officers (SHEEO) Annual Policy Conference. Moderated/Presented: Discussion of White House Task Force report on the Protection of Students on campus; Iowa's experience in the development of comprehensive policies to address these issues - a presentation by Sandra Schuster and Bob Donley. Denver, CO (August 7, 2014).
 - *Board Member Education*. State Higher Education Executive Officers (SHEEO) Annual Meeting. Moderate a discussion with Richard D. Legon, President, Association of Governing Boards and Universities and Colleges (AGB), and Glen D. Johnson, Chancellor, Oklahoma State Regents for Higher Education. Boise, ID (July 9, 2014).
 - *State Authorization and Distance Education, a National Perspective – State Authorization Reciprocity Agreement (SARA)*. Iowa Department of Education and Community Colleges. Presentation, Des Moines, IA (July 22, 2013).
 - *Federal Policy in Higher Education*. State Higher Education Executive Officers (SHEEO) Annual Meeting. Moderated panel discussion with senior policy staff for Sen. Tom Harkin, Chairman and Sen. Lamar Alexander, Ranking member, Senate Health, Education, Labor and Pensions Committee, and Senior Staff for Rep. Kline, Chairman, House Workforce and Education Committee. Washington, DC (July 8, 2013).
 - *Discussion on critical state and federal issues impacting higher education including plan for SARA*. Midwest Higher Education Compact's 7th Annual Policy Summit Chancellors/ State Higher Education Executive Officers (SHEEO) implementation nationwide. Iowa City, Iowa (November 13, 2011).
 - *State-Federal Policy discussion with congressional staff*. Iowa Governor's Forum: Discussion panel with top education policy officials including the Commissioner of Education, Executive Director of the Independent Colleges and Universities, Executive Director of the Community College Association, and the Governor's Education Policy Director. Des Moines, Iowa (October 18, 2011).
 - *Advancing Multi-State Reciprocity for Institutional Authorization*. Presidents' Forum 8th Annual Meeting, Moderator, Washington, DC (October 13, 2011).

Dr. Robert Donley

- *National Summit on Campus Safety for College and University Presidents*. Invited by the U.S. Department of Justice to represent Iowa and SHEEO. Iowa was recognized as a leader in state Campus Safety and Security including comprehensive policies in sexual misconduct, sexual assault, dating violence, and stalking on college campuses. U.S. Department of Justice, Washington, DC (October 3, 2011).
- *Disappearing Boundaries*. State Higher Education Executive Officers Annual Policy Meeting, Moderator,. San Francisco, CA (August 11, 2011).
- *Higher Education and K-12 Collaboration, A Panel Discussion with the Executive Director of SHEEO and the Executive Director of the Council of State School Chiefs*. State Higher Education Executive Officers Annual Policy Meeting, Providence, RI (August 8, 2010).
- *Roundtable with Chancellors/State Higher Education Executive Officers*. The Higher Learning Commission (HLC) discussion regarding HLC strategic plan and anticipated changes to the process for reaffirmation of regional accreditation. Chicago, IL (October 1, 2009).

SELECTED COMMUNITY ENGAGEMENT/RECOGNITION/AWARDS

- SHEEO award in recognition of leadership as Chair and service on the Executive Committee. Presented at the SHEEO annual meeting on July 12, 2017.
- Iowa Board of Regents award for outstanding service to the Board of Regents, students, faculty, and the citizens of Iowa. Award presented during the June 6, 2017 meeting on the campus of the University of Northern Iowa.
- Special award for leadership and outreach presented by the United Faculty of the University of Northern Iowa. Presented by the President of United Faculty, University of Northern Iowa, 2017.
- Former Commissioner (2016-2017), Future Ready Iowa Commission – Executive Committee member, Iowa Governor’s Workforce/Education attainment initiative (appointed by Governor Terry Branstad)
- Former Member, Midwest Higher Education Compact (MHEC)
- Former Member, Association of Public Land-Grant-colleges & Universities (APLU)
- Member, Association of Governing Boards (AGB)
- Former Member, Iowa Governor’s Education Review Committee
- Former Commissioner, Iowa College Student Aid Commission
- Former member, Iowa Commission on Volunteer Service
- Former Board member, Community Building Initiative – United Way of Miami-Dade County (Diversity Initiative)
- Former member, Greater Miami Chamber of Commerce (GMCC)
- Former Member, Florida International University/United Way – Volunteer of the Year Award
- Past Chairperson, Florida International University (FIU) United Way Campaign
- Past Member, Dr. Martin Luther King Parade Committee, FIU-Dade County
- Eagle Scout, Boy Scouts of America (BSA), Rhode Island Council

DR. ROBERT DONLEY

REFERENCES

Dr. Michael (Mike) Richards

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(Dr. Rosenberg is the former Chancellor for the Florida Board of Governors)

Dr. Kathleen Mulholland

Commissioner, Iowa College Aid Board of Commissioners
1880 Silver Oak Trail
Marion, Iowa 52302
Telephone: 319-533-5491 (cell)
(Former Vice-President, Iowa Board of Regents, appointment expired May 1, 2017)

Dr. Joe Gorton

President, University of Northern Iowa – Faculty Union
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Cedar Falls, Iowa 50614
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Executive Director, Iowa Association of Community College Trustees
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Telephone: 515-282-4692 (office)/ 515-240-7746 (cell) mjdolan@iacct.com

Ms. Janice Fitzgerald
Mr. Thomas Layzell
Dr. James McCormick
AGB Search Headquarters
1133 20th Street NW, Suite 300
Washington, DC 20036

September 4, 2018

RE: Kentucky Council on Postsecondary Education (CPE) – Presidential Search

Dear Ms. Fitzgerald, Mr. Layzell, Dr. McCormick, and Search Committee Members:

Please accept this letter and the attached curriculum vitae as a formal declaration of my interest in the President of the Kentucky Council on Postsecondary Education (CPE) position. I was honored to learn that I was nominated for this position, and very much look forward to engaging with the search committee, the CPE staff, and others associated with the search process. While my current position is unique and rewarding, I am excited to take on the challenge and responsibility of leading the Council.

It has been a privilege to work at the Tennessee Higher Education Commission (THEC) for the past five years, during which time there has been more change and innovation than I could have imagined when I made the move to Nashville. Currently, I serve as THEC's Chief Policy and Strategy Officer, leading a team of 70 staff members who comprise the agency's Adult Learner Initiatives, College Access and Success, Financial Aid Outreach and Planning and Research divisions. It is a joy to lead this team: any agency's greatest asset is its people, and the commitment and passion for the work shown by this team is humbling.

In this capacity, I lead THEC's planning and strategy operations. A major component of my work is to track the state's progress toward its postsecondary attainment goal of 55 percent attainment by the year 2025 (the "Drive to 55") set forth by Governor Bill Haslam and memorialized by THEC's Higher Education Master Plan. I have collaborated and coordinated with all higher education institutions – public and private – and systems across the state to evaluate whether Tennessee is on track to meet this lofty goal, and to determine the institution- and system-level "shares" of this goal. While my work in this regard has of course been specific to Tennessee, my process for setting targets and tracking progress are transferable to other states with attainment goals, including Kentucky's "60x30" initiative.

The most important focus of my work over the past five years has been to design, implement, and evaluate statewide higher education initiatives including Tennessee Promise and Tennessee Reconnect – two programs bringing the state closer to its 55 percent attainment goal. This has, undoubtedly, been the highlight of my career. I was first charged with projecting program cost and take up for Tennessee Promise, based on similar local and regional programs. Following its passage into law, I worked with the Governor's office, legislative leaders, employers and community members to determine the most appropriate ways to implement this program and ensure its success, leading students not only too and through community or technical college, but

into the workforce. It is now my responsibility to evaluate, both formatively and summatively, the early outcomes of this program: the FAFSA filing rate is up, the college-going rate has increased, and Tennessee Promise students are enrolling, persisting, and completing credentials at rates higher than their non-Promise peers. Lessons about the power of innovation, clear messaging, and collaboration beyond the higher education space learned from this program – as well as the implementation of Tennessee Reconnect – are ones I will carry with me well beyond my time in Tennessee.

As I have tracked the state's progress to 55 percent and implemented Tennessee Promise and Tennessee Reconnect, I have worked closely and cultivated strong relationships with the Governor's office, legislators and legislative staff, and executive staff from other state agencies. Higher education administration does not happen in a vacuum, and these relationships have proved imperative for policymaking and program improvement. In particular, I am able to discuss data and research in ways that are accessible and digestible to non-researchers, especially policymakers with no research background. I do this well, and this has become a value-add. For this reason, I have become a trusted voice to these lawmakers and other state leaders. I have testified and consulted on many pieces of higher education legislation, and have met individually with legislators hoping to impact the higher education space. These relationships are some of my best, and have allowed me to understand the lawmaking and policymaking processes in great detail.

Another important relationship I have developed over the past five years is with the Commission members themselves. It has been rewarding to engage with these individuals outside each year's quarterly meetings, teaching them about higher education in Tennessee such that they are informed decision makers when voting on items before them. This has included making visits to campuses, briefing them on THEC/TSAC processes and programs, and providing context beyond the Tennessee lens on issues related to affordability, accountability, and academic affairs. This investment has paid dividends, as they are an engaged, inquisitive board, who cares passionately about the well-being of students and institutions across the state.

Further, I have succeeded in expanding THEC's commitment to college access and success for all Tennesseans by securing almost \$13 million in grant funding from external partners. These funds include:

- a *Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP)* grant from the United States Department of Education, totaling \$12 million over six years. Through this funding, THEC will continue to engage with K12 partners to ensure that students in disadvantaged middle and high schools throughout the state are aware of their college choices and are prepared to make postsecondary decisions.
- a *Talent, Innovation, and Equity (TIE)* grant from the Lumina foundation, totaling \$500,000 over two years to increase the postsecondary persistence and completion rates of nonwhite students on five university and community college campuses across the state.

- funds from the Bill and Melinda Gates Foundation (\$240,000) to evaluate the K12-higher education intersections of the Tennessee Promise program, to increase equity in program take up and student success.

In addition to working closely with the Governor’s staff and legislative leaders, I have intentionally built relationships with staff at regional and national higher education organizations, including the SHEEO Association, Education Commission of the States, and Complete College America, as well as staff members at many other SHEEO agencies across the nation. These relationships are invaluable and transferrable, as I have learned a great deal about public higher education in other states and best practices for policymaking that can be applied in myriad settings, all while sharing the Tennessee story.

To remain connected to campuses and students across the state, I recently spent weeks shadowing Dr. Brian Noland, President of East Tennessee State University (ETSU), to learn the inner workings of one of Tennessee’s most successful public institutions. This experience provided perspective that is often missing at the state-level, and I look forward to spending much more time on other campuses, learning from campus leaders. Additionally, to remain connected to the most important higher education stakeholders – the students – I teach graduate-level Statistics and Research design to students at ETSU and Vanderbilt University. I am so rewarded by teaching these students to be critical consumers of research, but am more so fulfilled by my engagement with those who, at the end of the day, are every SHEEO agency’s most critical constituents.

Through my administrative, scholarly, and teaching experiences, I believe that I have demonstrated the commitment, passion, innovative spirit and relationship-building necessary to support and advance the mission of the Kentucky Council on Postsecondary Education. I am honored to be considered for this position, and would be humbled by the opportunity to serve. I look forward to discussing my interest in this position with you at greater length.

Thank you for your kind and careful consideration of my application. I welcome any questions or feedback, and look forward to hearing from you soon.

Sincerely,



Emily House

CURRICULUM VITAE

Emily Anne House

Chief Policy and Strategy Officer

Tennessee Higher Education Commission/Tennessee Student Assistance Corporation

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EDUCATION

University of Michigan, School of Education

Doctor of Philosophy, Quantitative Research Methods in Education

January 2017

Masters of Arts, Statistics

May 2013

Vanderbilt University, Peabody College of Education and Human Development

Masters of Public Policy, Higher Education Policy

May 2009

Cornell University, College of Human Ecology

Bachelor of Science, Policy Analysis and Management

May 2005

PROFESSIONAL EXPERIENCE

Tennessee Higher Education Commission (2013-present)

Chief Policy and Strategy Officer

July 2018-present

Lead 70 THEC/TSAC staff (40 in-office, 30 off-site) in the Adult Learner Initiatives, College Access and Success, Outreach, and Planning and Research divisions; engage with external stakeholders (institutions, legislature, community members, nonprofit organizations) around THEC/TSAC's data and policy work; continue responsibilities of the Chief Research Officer. Position reports to Executive Director.

Chief Research Officer

July 2017-July 2018

Developed and executed the State of Tennessee's higher education research agenda and evaluation of progress toward the state's Drive to 55 educational attainment goal; worked with Executive and Legislative leaders to implement and evaluate initiatives including Tennessee Promise and Tennessee Reconnect.

Assistant Executive Director, Planning and Research

August 2015-July 2017

Worked with Executive and Legislative leaders to design initiatives including Tennessee Promise and Tennessee Reconnect; undertook leadership of Fiscal Policy division, which administers Tennessee's Outcomes-Based Funding Formula; continued to lead Research team.

Director of Research

September 2013-August 2015

Led team of researchers to complete statutorily mandated annual reports; data management and analysis; analyzed and presented fiscal estimates to Tennessee legislators and policymakers considering changes to financial aid programs and policies; managed THEC participation in P20 data system and collaborations with external researchers.

University of Michigan (2009-2013)

Graduate student instructor, School of Education June 2012-June 2013
 Instructed quantitative methods courses to doctoral students in the Schools of Education and Public Policy; taught statistical programming in STATA, SPSS, and R.

Research assistant, Michigan Consortium for Education Research August 2009-June 2012
 Evaluated changes to state-level financial aid and K12 curriculum policies; engaged with State of Michigan Department of Education to create and employ student-level longitudinal data system.

TEACHING EXPERIENCE

Vanderbilt University
Research Design (Graduate) Fall 2018

East Tennessee State University
Field Research in Education Leadership (Graduate) Summer 2017, 2018

University of Michigan
Hierarchical Linear Modeling (TA; Graduate) Summer 2013
Non-Experimental Research Methods (TA; Graduate) Spring 2013
Categorical and Limited Dependent Variables (TA; Graduate) Fall 2012
Introduction to Quantitative Research Methods (TA; Graduate) Fall 2012
Causal Inference in Education Research (TA; Graduate) Fall 2011

OTHER WORK EXPERIENCE

Teacher, Programs for Talented Youth, Vanderbilt University April 2008-April 2009
 High School Teacher, Teach for America – Saint Louis July 2005-June 2007
 English Content Team Leader, Teach for America – Saint Louis July 2005-June 2007

PUBLICATIONS

Bielby, R., **House, E.**, Flaster, A., and DesJardins, S. (2013). Instrumental variables: Conceptual issues and an application considering high school coursetaking. *Higher Education: Handbook of Theory and Research*.

Bahr, P. R., Bielby, R., and **House, E.** (2012). The use of cluster analysis in typological research on community college students. *New Directions for Institutional Research*, 153, 67-81.

In Progress

Lee, J.C., & **House, E.** *The effect of need-based grant aid: Regressions discontinuity evidence from Tennessee.*

House, E. *The Tennessee Promise application pipeline: Student attrition, enrollment decisions, and postsecondary persistence.*

House, E., & Dell, M. *Keeping the Promise: Early outcomes of Tennessee’s tuition-free college initiative.* For submission to AERJ Special Volume, Free College Programs.

Selected Annual Reports

Tennessee Higher Education Factbook
 Tennessee Education Lottery Scholarship (TELS) Factbook
 Tennessee Promise annual report
 Academic Supply and Occupational Demand in Tennessee
 Profiles and Trends in Higher Education
 Articulation and Transfer annual report
 High School Senior Opinion survey

RESEARCH AND SCHOLARLY PRESENTATIONS

Invited Presentations

Mackinac Policy Conference, Mackinac Island, Michigan <i>Building the talent pipeline in Tennessee</i>	May 2018
University of Denver, Equity and Diversity Summit <i>The racial equity gap in postsecondary attainment: A Tennessee perspective</i>	May 2018
State University of New York at Buffalo, College of Education <i>Working in policy: Opportunities, pitfalls, and what not to tweet</i> <i>Tennessee Promise and Reconnect: Tuition-free college for all</i>	April 2018
University of Michigan, Community College Research Forum <i>Working in policy: Opportunities, pitfalls, and what not to tweet</i> <i>Tennessee Promise and Reconnect: Tuition-free college for all</i>	December 2017
University of Pennsylvania, Free College Convening <i>Keeping the Promise: Early outcomes of Tennessee’s tuition-free college initiative</i>	October 2017
ETS, Free College Convening <i>State-funded models of free college</i>	October 2017
SHEEO, Adult Learner Program Design Convening <i>Design and funding of Tennessee Reconnect initiatives</i>	June 2017
Campaign for Free College Tuition, Policy Convening <i>Tennessee Promise and Tennessee Reconnect briefings</i>	May 2017
Arizona State University, Mary Lou Fulton Teachers College <i>The Tennessee Promise: Policy diffusion, college-going, and the power of free</i>	November 2016
University of North Texas, Bill J. Priest Center for Community College Education <i>The Tennessee Promise: Years 1 and 2 update</i>	October 2016
AASCU Higher Education Government Relations conference <i>The Tennessee Promise: Early outcomes and looking to Year 2</i>	December 2015

Selected Peer-Reviewed Conference Presentations

House, E. (2017, November). *The Tennessee Promise application pipeline: Student attrition, enrollment decisions, and postsecondary persistence*. Presented at the Association for the Study of Higher Education annual meeting, Houston, Texas.

Carruthers, C., Chingos, M., **House, E.**, & Kanter, M. (2017, March). *The free college movement: Looking back and looking ahead*. Presented at the Association for Education Finance and Policy annual meeting, Washington, District of Columbia.

House, E.A. (2016, November). *The Tennessee Promise: Policy diffusion, college-going, and the power of free*. Presented at the Association for the Study of Higher Education annual meeting, Columbus, Ohio.

Odle, T.K., **House, E.A.**, & Gentile, S.P. (2016, November). *Funding the finish line: Emergency aid and student success*. Presented at the Association for the Study of Higher Education annual meeting, Columbus, Ohio.

Boatman, A. & **House, E.A.** (2014, November) *Early outcomes from the SAILS remediation program*. Presented at the Association for Public Policy Analysis and Management annual meeting, Washington, DC.

House, E.A. (2014, July). *Using Student-Level Data Systems for program evaluation*. Presented at the NCES STATS-DC Data Conference, Washington, DC.

House, E.A. & Wiederspan, M.J. (2013, November). *The college experience of undermatched students: Evidence from Michigan*. Presented at the Association for the Study of Higher Education annual meeting, St. Louis, Missouri.

House, E. A. (2012, November). *College mismatch in Michigan: Investigating the postsecondary enrollment patterns of highly qualified high school graduates*. Presented at the Association for the Study of Higher Education annual meeting, Las Vegas, Nevada.

Wiederspan, M.J., & **House, E.A.** (2011, November). *Next steps: Differential impacts of supports and incentives on students' postsecondary outcomes*. Presented at the Association for the Study of Higher Education annual meeting, Charlotte, North Carolina.

Wiederspan, M.J., & **House, E.A.** (2011, May). *Support services and financial incentives: Differential impacts on students' postsecondary outcomes*. Presented at the Comparative and International Education Society annual meeting, Montreal, Quebec, Canada.

House, E.A. (2011, March). *Evaluating the Michigan Merit Curriculum and Michigan Promise Scholarship: The inaugural effort of the Michigan Consortium for Education Research*. Presented at the Association for Education Finance and Policy annual meeting, Seattle, Washington.

Other Presentations

PromiseNET, College Promise Campaign	October 2016, November 2017
Higher Education Policy Conference, SHEEO	August 2015-2018
Higher Education Working Group, AEI	October 2015
Council of State Governments, Higher Education policy meeting	October 2014

Selected Media Mentions – Tennessee Promise and Tennessee Reconnect

The Tennessean (Nashville, TN)
 Nashville Public Radio
 Inside Higher Ed
 International Business Times

REFERENCES:

Dr. Rob Anderson
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Aaron Thompson, Ph.D.

Application Letter for President of the Council on Postsecondary Education

Ms. Janice Fitzgerald, Dr. James McCormick & Mr. Thomas Layzell
AGB Search

Dear Dr. McCormick, Mr. Layzell, Ms. Fitzgerald and Presidential Search Committee,

I am honored to have been nominated for the position of President of the Council on Postsecondary Education. As a native Kentuckian, a product of a Kentucky public educational system, and an academic and systemic leader in the Kentucky higher education community for more than 20 years, I am uniquely qualified to serve as chief executive officer of Kentucky's postsecondary education system.

From my earliest childhood, my mother pointed to education as the pathway to prosperity for me, even while she and my father struggled to feed our family of nine as sharecroppers in Clay County, Kentucky. As I grew up, I discovered that my educational success depended upon making the right connections along my path – with new knowledge, with new people, and with new opportunities. Because of the values my parents instilled in me, I knew getting a quality education was the path that would not only benefit me, but had the power to transform the future of my family and break the chains of poverty for generations to come.

Unfortunately, people may still see value in higher education but many think we are headed in the wrong direction. A recent [national survey](#) by Pew Research Center shows that a majority (61%) of U.S. adults believe that higher education is headed in the wrong direction. Whether it be concern about higher tuition rates or perception of academic quality and campus efficiency, Americans across the nation are skeptical about the future of higher education. Kentucky is no different. State lawmakers wrestling with pension reform and dwindling state revenue are faced with impossible budgetary decisions that have resulted in a decade of declines in state funding for postsecondary education. College-going rates have stalled, and persistence and graduation rates of those students who do enter college—especially students of color and students from lower-income backgrounds—walk away thousands of dollars in debt with no degree to show for it. A significant number of Kentuckians think postsecondary education is unaffordable for most people, while business and industry leaders point to disconnects between college graduates' knowledge and skills and their needs for critically-thinking, problem-solving employees.

These public policy issues shape the context for the next phase of leadership at the CPE. As the primary advocate for postsecondary education in Kentucky, the CPE president must lead efforts to redefine the value proposition of postsecondary education in today's global economy. This means not only championing its personal and economic benefits, but also taking

bold action to ensure that all Kentuckians can use education as a vehicle that carries them toward achieving positive outcomes for themselves and their families. S/he must be innovative and energetic in offering new ways of incentivizing student growth and outcomes. Kentucky's next leader of postsecondary education must consistently communicate with postsecondary leaders the importance of assuring administrators, faculty, staff and students understand all the dynamics of a healthy institution and that they each have a role to play to ensure that every student on campus succeed.

We are all aware of the increasing expectations being placed on postsecondary institutions from federal and state lawmakers, employers, and accrediting agencies. The increasing demands for accountability in student learning outcomes, improved enrollment and completion, streamlined campus operations, and innovation in regional economic development comes in the face of dwindling state resources and higher tuition. However, as we focus so acutely on these issues, we can easily get lost in the numbers of inputs and outputs. We are called not only to address the above issues but simultaneously look at the nature and quality of the education our students receive along the way. This means we must consider cost, quality of our faculty, and student outcomes as we formulate our next steps. We must concern ourselves with whether or not the education we provide equips our students with the necessary tools to function as productive citizens, employees, entrepreneurs, and leaders in today's world.

We cannot grow unless there is a solid financial, social, cultural and academic environment for growth. As the financial and delivery models for higher education are rapidly evolving, we must establish an incentive structure across the education pipeline that helps potential students of all ages envision their education as a defined path that leads to a specific career field. We must build authentic front-end partnerships with Kentucky employers to co-design academic and career pathways that result in highly skilled workers. We must work with Kentucky educators to deliver quality academic programs that simultaneously build academic knowledge and essential skills. We must align our financial and human resources to support students along these pathways, providing multiple points of access and flexible delivery options so that student can learn wherever they are. We must think creatively about what postsecondary education outcomes look like – from certificates and associate degrees to accelerated degrees, bachelor's degrees, professional and other post-baccalaureate degrees, industry-accepted certifications, apprenticeships, and stackable credentials.

Kentucky has made significant gains in the last two decades and we are poised to produce substantial and steady outcomes that will advance the Commonwealth far into the 21st Century. It will take a visionary and adaptable leader who is willing to consider many routes to the desired outcome. The following pages offer specific examples of how my leadership experience and academic background align perfectly with the characteristics you seek in the next CPE president.

Effective, supportive internal leader balanced by a dynamic external presence statewide: With more than 25 years of administrative/leadership experience, I have led many teams. As a leader, I am committed to the development of effective, ethical leaders. I believe in exercising power appropriately and approaching decisions in a critical and creative manner. I establish a

clear vision, seek to involve all team members in the process of setting attainable goals to achieve that vision, and then create conditions that will allow my team members to build ownership and take action to accomplish our goals. Most of all, I continually employ the process of self-evaluation and use this assessment to become a better leader.

My professional roles have also required me to balance my internal leadership responsibilities while sustaining an influential external presence across the state and nation. As Executive Vice President and Chief Academic Officer at CPE, I have provided statewide leadership and represented the voice of Kentucky higher education in multiple venues. I have been invited or appointed to serve on more than 50 boards and advisory committees throughout my career including the Kentucky Workforce Innovation Board, the Charter Schools Advisory Council, the Kentucky Humanities Council, the SOAR Initiative Future Committee and the Citizens Committee on Chemical Weapons Disposal. As a member of the board of Baptist Healthcare, I provide strategic advising and oversight to the largest not-for-profit health system in Kentucky. As a researcher and author, I have offered hundreds of keynote speeches or organizational workshops on issues of student retention and success, diversity, leadership, ethics, race and ethnic relations, cultural competence, organizational design and more. These internal and external leadership experiences have given me a solid understanding of the needs, challenges and opportunities facing the Commonwealth and its P-20 education system in the years ahead.

Transformative and resourceful management style with a vision for the long-term success of the CPE: Given the educational, political, and economic landscape in Kentucky at this time, CPE's next president is called to be a top academician, business leader, entrepreneur, and fierce advocate. S/he must foster student success at the individual level, embrace diversity, offer dynamic approaches to problem solving, and use organizational knowledge and strategies to make tough decisions. My time at Kentucky State University is an example of transformative leadership that established a base for long-term sustainability within a short timeframe. While serving as interim president, I worked with board members, senior administrators, faculty, staff and students to strengthen and implement the institution's recently adopted strategic plan, increase financial resources and expand community partnerships and support. I led efforts to resolve long-standing financial issues, balancing the university budget for the first time in eight years with only a minimal tuition increase (0.57% in-state / 3.7% out-of-state). I also took substantial steps to rebuild a strong organizational structure and restructure academic programs and student support services to increase student recruitment, retention and success. In just one year, these efforts led to a 34% increase in undergraduate enrollment increase; 133% increase in first-time, first-year student enrollment increase; 18% increase in graduate enrollment; and a 145% increase in dual credit enrollment.

Proven success in fiscal oversight, budget planning, and funding models: Budget planning and management are extensive parts of my portfolio, which includes a variety of fiscal management and oversight roles in the public and private sectors. I currently provide fiduciary oversight to the fiscal operations of a \$3.5 billion healthcare organization as a Baptist Health Board Member, while also serving as primary overseer of CPE's multi-million-dollar annual budget. Under my leadership, CPE's management team has successfully navigated

approximately a 50% decrease in our operating budget over the past nine years. Despite this significant shortfall, our agency continued fulfilling our assigned responsibilities while also avoiding a single staff layoff. I also was one of the leaders in the development of Kentucky's new performance funding model for postsecondary education, which will soon become the first of its kind in the nation to ensure that 100% of state appropriations for postsecondary education will be based on the achievement of student and institutional outcomes.

Capacity to be nimble, responsive, and forthcoming in a complex political milieu, developing and sustaining positive relationships with state officials, campus leadership, policymakers, and the public: Much of the richness of my portfolio comes from bringing groups together and creating a consensus that enables them to accomplish common goals. I truly believe the president must be a consensus builder who gives credit where it is due when goals are achieved, but also settles for nothing short of excellence in achieving those goals. Through two very different governors' administrations, I have developed strong collaborative relationships with executive branch staff, state legislators, and local government officials; presidents and provosts of all of our postsecondary institutions (public and private); U.S. Congress members; local, state, and national education officials; business and industry leaders; and countless numbers of students across all campuses.

Knowledge of governing board responsibilities to support both the CPE and public university and community and technical college system governing bodies, merging institutional directions and statewide policies: As chief academic officer for higher education in Kentucky over the past nine years, I have been one of the primary architects of two statewide strategic agendas for Kentucky's postsecondary and adult education system. This process has involved intense collaboration with postsecondary institutions to merge institutional missions and strategic priorities to create a comprehensive agenda to improve educational outcomes for all Kentucky students. In my time at CPE, other examples include approving and reviewing hundreds of academic programs for both public and private institutions; designing and implementing a seamless transfer process between our two-year and four-year institutions; streamlining and strengthening processes for institutional licensure; designing and implementing major student success methodologies for diverse institutions, designing and implementing a statewide diversity policy; and implementing college and career readiness statewide standards; interventions and policies.

Politically astute with the ability to coordinate interconnected missions in P-12 education, business, workforce, and state agency goals: Kentucky has received national attention for its cross-sector partnerships over the last 10 years, and I am proud to be a part of the leadership that cultivated this collaborative culture. As we have begun shifting our focus to look at career planning and preparation as a pipeline issue that begins in elementary school and continues through postsecondary, these relationship with our P-12, business and workforce partners are critical. My ability to continue coordinating these interconnected missions is informed by diverse experience and roles over the course of my career. In addition to my current role, I have served as a university president, multiple administrative roles, and faculty member; a board member of multiple major employers in the state; an advisor to the Governor

on workforce training and development; a member of the management team for major retail organizations; and an entrepreneur and employer myself. This rich array of experience informs and fuels my desire to engage employers more deeply and more consistently as we look to innovate the future of higher education in Kentucky. I believe we must get employers involved on the front end to identify their needs and aspirations from higher education institutions and keep them involved as close partners in a continual assessment process to ensure our graduates are truly equipped to be productive and innovative employees.

Understanding of national higher education issues and trends and their impact on

Kentucky: For more than a decade, I have been actively engaged with many national groups and initiatives who dedicate their time to discuss and implement innovative policy and forward thinking in higher education. I am currently the Board Chair of the National Council on Community and Education Partnerships (NCCPEP), an organization that builds the capacity of communities to ensure that underserved students have the opportunity, skills, and knowledge to successfully pursue postsecondary education. I have testified as an expert witness on Capitol Hill and attended White House convenings focused on improving student access and success. I have been invited or appointed to serve as an advisor to national organizations such as the Lumina Foundation, National Association of System Heads, the State Higher Education Executive Officers, the U.S. Department of Education, Complete College America, the Southern Regional Education Board, Education Trust, Quality Assurance Commons for Higher and Postsecondary Education and many more.

Inspirational, personable, and genuine with excellent engagement, listening, and

communication skills; Communication is a core leadership function. I consistently try to stay true to my mother's repeated advice: "you have two ears and one mouth - listen twice as much as you speak." I think my greatest set of strengths are listening to the needs of those I serve and responding with an emotional intelligence that enhances the dialogue. As I listen, I build my knowledge base on facts and human interaction, and I seek to deeply understand the needs and perspectives of my audience. From board rooms to classrooms, I have found time and time again that authentic listening fosters trust, respect and openness. Whether it be easing tension in politically-charged policy debates or advising doctoral students on choosing their dissertation topics. This approach has allowed me to engage diverse audiences in meaningful ways. I am also blessed to be invited on a regular basis to give inspirational and motivational speeches to a variety of groups, opportunities that I believe reflect my record and reputation as an authentic and personable communicator.

Significant senior-level administrative experience in a higher education, government, or business setting; and an excellent academic and administrative background with an earned terminal degree from an accredited institution of higher education (preferred).

As this letter has stated and my curriculum vitae shows, I have the requisite educational and leadership requirements for this position. My academic roots lie in sociology, specifically the study of systems (complex organizations, family, social stratification, etc.). Throughout my many years as an administrator, I have maintained my role as an active member of the faculty. I am a full professor with tenure and I have served in a faculty capacity at both Eastern Kentucky

University and the University of Missouri-Columbia. I have taught in community colleges, comprehensive universities and research institutions. I have continued to research and publish, and remain an active service participant within the profession. I have authored or co-authored 17 books and have received more than 20 awards and recognitions based on my academic and leadership background. If I never receive any other position in my career, reaching the pinnacle of being a faculty member to serve the people of Kentucky has been the best thing that has ever happened to me as a professional. For that, I feel greatly rewarded.

The next CPE president must build on the substantial progress Kentucky has made over the last two decades while leading the exploration and implementation of bold ideas and strategic solutions to ensure the future vitality of the commonwealth. Although no one can compare him or herself fully to a profile or job description, I have not only the knowledge and experience, I have the deep personal passion, established relationships and bold leadership style to lead CPE into a new chapter of innovation and collaboration.

I look forward to the opportunity to further discuss my viability to serve as president of the Council on Postsecondary Education. Please let me know if I can provide any further information regarding my candidacy. Thank you for your hard work and your consideration.

Sincerely,

Aaron Thompson, Ph.D.

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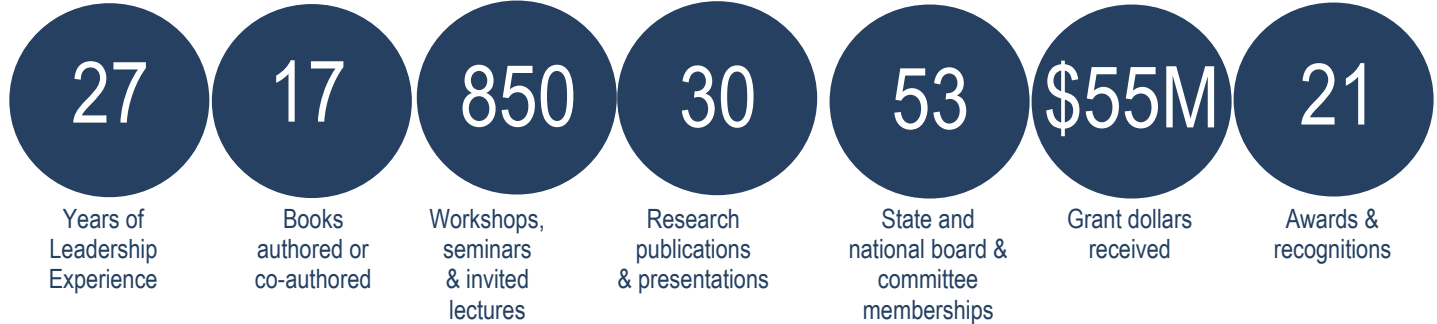
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AARON THOMPSON, Ph.D.

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BY THE NUMBERS



EDUCATION

Ph.D., Sociology

University of Kentucky, 1992

Areas: Work, Gender, and Inequality; Organizational Behavior; Stratification, Race and Ethnic Relations.

Dissertation: "Views on affirmative action inside the university: The relationship between authority and attitudes."

MA, Sociology

University of Kentucky, 1990

BA, Political Science & Sociology,
Eastern Kentucky University, 1978

Honorary Doctor of Humane Letters,
Union College, 2011

STATE & NATIONAL LEADERSHIP

Board Chair, National Council on Community & Education Partnerships

Expert Witness, Oversight Hearing: Closing the Achievement Gap in Higher Education, U.S. House of Representatives Committee on Appropriations, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies

Invited White House Advisor, White House Initiative on Historically Black Colleges & Universities

State Lead, White House Reach Higher Convening on Strengthening School Counseling & College Advising

State Lead, White House Reach Higher Summit on FAFSA

Governor's Appointee, Education Commission of the States

Governor's Appointee, Charter Schools Advisory Council

Governor's Appointee, Kentucky Workforce Innovation Board, KWIB Employer Engagement Committee and KWIB Education Attainment and Completion Committee

Governor's Appointee, Citizens Committee on Chemical Weapons Disposal

Member, Committee on Diversity, National Council on Family Relations

Board Member, The Quality Assurance Commons for Higher and Postsecondary Education Advisory Board

Board Member, Baptist Health Board, Chair of the Governance Committee and Member of the Compensation Committee

Board Member, Kentucky Humanities Council

Member, Shaping Our Appalachian Region (SOAR) Futures Committee

ADMINISTRATIVE EXPERIENCE

KEY ACCOMPLISHMENTS

- ✓ One of the primary architects of two statewide strategic agendas for Kentucky’s public postsecondary and adult education systems
- ✓ A Primary leader in the development of a comprehensive performance funding model for Kentucky higher education.
- ✓ C0-Led Kentucky in becoming first state to develop a statewide policy that ties campus performance on diversity, equity and inclusion goals to new academic program approval eligibility.
- ✓ Initiated development of a new corequisite model for developmental education on Kentucky campuses to help underprepared students succeed in gateway courses.

KEY ACCOMPLISHMENTS

- ✓ Balanced budget with only a slight tuition increase of 0.57% in-state / 3.7% out-of-state
- ✓ 34% increase in undergraduate enrollment increase in one year
- ✓ 133% increase in first-time, first-year student enrollment increase in one year.
- ✓ 18% increase in graduate enrollment in one year.
- ✓ 145% increase in dual credit enrollment in one year.
- ✓ 25% increase in faculty of color
- ✓ Initiated free e-textbook program for all students

Executive Vice President & Chief Academic Officer

Council on Postsecondary Education

2013 to present

Chief Operating Officer for the state’s higher education coordinating body and Chief Academic Officer of the public postsecondary system.

I am responsible for promoting creation of an accessible, high-quality, and efficient academic sector of public postsecondary education. In this role, I lead system efforts to foster academic excellence and student success within a public postsecondary system of 24 public colleges and universities serving more than 200,000 students and employing more than 39,000 faculty and staff. At the national and state levels, I work with accrediting agencies, national associations and higher education leaders to promote an agenda that elevates academic quality and student success at every level. I am actively engaged in building strong relationships with governmental officials (federal, state, and local), business and community leaders and regularly advocate for higher education by testifying in front of the General Assembly and U.S. Congress. As Executive Vice President, I provide operational oversight of all units of the Council on Postsecondary Education including Academic Affairs, Finance and Budget; Policy, Planning and External Relations, Information and Research; Technology, Administrative Services and Kentucky Adult Education. As Chief Academic Officer, I provide direction for a variety of initiatives (student success, research, academic programs, institutional licensure, college readiness, etc.) linking the academic goals and programs of Kentucky’s postsecondary institutions with a public agenda addressing the needs of Kentucky’s students, citizens, communities and economy.

Interim President

Kentucky State University

May 2016 – July 2017

Chief Executive Officer of a public comprehensive, liberal arts, 1890 land grant institution

In this role, I served as the Chief Executive Officer of a public, land-grant, Historically Black College and University offering associates, bachelors, masters and doctoral degrees to a diverse student body. I worked with senior administrators, faculty, staff and students to strengthen and implement the institution’s recently adopted strategic plan, increase financial resources and expand community partnerships and support. In my brief tenure, I led efforts to advocate for the university with state leaders and to resolve long-standing financial issues, balancing the university budget for the first time in eight years. I took substantial steps to rebuild a strong organizational structure and restructure academic programs and student support services to increase student recruitment, retention and success.

KEY ACCOMPLISHMENTS

- ✓ Led the development of the General Education Transfer Policy (HB160 in 2010) to enable course-to-course transfer between 2-year and 4-year institutions and establish a common course numbering system across community & technical colleges.
- ✓ Received and oversaw a 6-year, \$54 million GEAR UP state grant to improve the college readiness & success of low-income students.
- ✓ Established Statewide Dual Credit Policy to define the process for secondary students to take college-level courses and receive both college and high school credit.
- ✓ Led the effort to create and implement Kentucky's seamless transfer legislation
- ✓ Co-Led implementation of Kentucky's landmark Senate Bill 1 legislation and development of unified strategies across P-12 and postsecondary systems to promote college success for underprepared students.
- ✓ Instituted annual Kentucky Student Success Summit to promote high impact student success practices in Kentucky.

KEY ACCOMPLISHMENTS

- ✓ Spearheaded a total re-vamping of general education programs
- ✓ Produced successful mentoring programs for junior faculty
- ✓ Increased faculty development
- ✓ Formed faculty learning communities that focus on teaching, research, scholarship, and community
- ✓ Increased the number of underrepresented faculty hired

Senior Vice President for Academic Affairs

Council on Postsecondary Education

2010 – 2013

Vice President for Academic Affairs (8 months interim)

Council on Postsecondary Education

2009-2010

Chief Academic Officer for higher education in the Commonwealth of Kentucky.

In this role, I worked across the P-20 education system to spur innovation in academic programs, policies and practices and promote increased student access and success. As a member of the Executive Leadership Team, I provided leadership, vision, direction and advocacy for the development and implementation of the academic agenda for Kentucky's statewide strategic plan for postsecondary and adult education. In collaboration with the chief academic officers of Kentucky's four-year public universities and two-year public and community college system, I worked to align institutional strengths and state resources with state-level educational attainment goals. I led policy formulation and implementation to improve college access, equity and diversity among student populations and promote on-time degree completion and institutional efficiencies. I oversaw academic program approval, institutional licensure and budget development for the public postsecondary system and advised state policymakers in the Executive and Legislative branches on the implications of educational policy decisions for both institutions and students. I was responsible for the selection, supervision, evaluation and development of a professional academic affairs staff and oversaw efforts to implement policy decisions of the Council and the Kentucky General Assembly.

Associate Vice President for Academic Affairs, University Programs

Eastern Kentucky University

2005-2007

Senior academic administrator for a four-year comprehensive public university.

As a senior administrator responsible for curriculum and faculty matters, I led faculty recruitment, hiring and development for Academic Affairs, oversaw curriculum development and approval, and directed the promotion and tenure process at a comprehensive, public 4-year university. My purview included university-wide undergraduate education (i.e. Appalachian Studies Cooperative Education English Language Instruction Program (EELI), International Studies, Women's Studies and QEP), General Education, the Teaching & Learning Center, service learning and the American Democracy Project.

KEY ACCOMPLISHMENTS

- ✓ 11% increase in total headcount and FTE enrollment – the largest increase in the previous 12 years
- ✓ 12% increase in minority student enrollment
- ✓ 60% increase in summer school enrollment
- ✓ 14 percentage point increase in freshman matriculation rates
- ✓ 27% increase in freshman enrollment
- ✓ 14% increase in enrollment of transfer students
- ✓ 8 percentage point increase in graduation rate
- ✓ 5 percentage point increase in first-to-second-year retention rates
- ✓ 6% increase in ACT composite scores
- ✓ EKU became the first choice for 80% of freshmen applicants

Associate Vice President for Academic Affairs, Enrollment Management

Eastern Kentucky University
2001-2005

Assistant Vice President for Academic Affairs/Executive Director of Student Success Institute

Eastern Kentucky University
1999-2001

Senior academic administrator for a four-year comprehensive public university.

In these roles, I served as university administrator overseeing overall student enrollment and retention, as well as faculty evaluation and development. I provided direct oversight for the following areas: Academic Advising, Academic Testing, Developmental Education, English Language Instruction Program (EELI), Financial Aid, Multicultural Student Services, Registrar, Scholarships, Student Athletics Tutoring Offices, Student Success Institute, Summer Orientation, Undergraduate Admissions, Teaching & Learning Center and service learning. I oversaw creation and maintenance of undergraduate and graduate catalogs and the faculty handbook. I also administered evaluations of deans and department chairs, calculated raises and step-down salaries for deans and department chairs, and resolved student appeals and grievances that moved beyond the scope of an individual college. In 2001 when my role expanded to include Enrollment Management, the following areas were added to my area of responsibility: First Year Experience Courses/Programs, Graduate Admissions, International Studies, Mentoring and Tutoring, Student Support Services, and Summer School.

Acting Director of Academic Advising & Academic Testing

Eastern Kentucky University
2000

Coordinator of Academic Success/Retention

Eastern Kentucky University
1997-1999

In this role, I coordinated campus-wide retention efforts through the creation, enhancement and direction of programs and service units designed to increase student recruitment and retention. During my tenure, I designed and administered a new freshman entrance survey, established and coordinated bridge programs for students in need of remedial coursework, and developed a mentoring program.

ACADEMIC EXPERIENCE

Professor, Department of Educational Leadership & Policy Studies Eastern Kentucky University	2007-present
Professor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University	2002-2007
Associate Professor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University	1997-2002
Assistant Professor, Department of Human Development & Family Studies University of Missouri – Columbia	1993-1997
Co-Created and Co-Taught <i>Focus on Kids</i> Program Parenting program designed for divorcing parents	1995-1997
Adjunct Field Faculty Vermont College, Graduate Program in Organizational Development and Behavior	1995-1999
Adjunct Faculty, Department of Psychology University of Missouri – Columbia	1995-2001
Adjunct Faculty, Department of Rural Sociology University of Missouri – Columbia	1996-1997
Social Science/Humanities Section Faculty University of Missouri, Academic Retention Office, Minority Transition Program	1994-1997
Black Studies Affiliate Faculty University of Missouri – Columbia	1993-1997
Assistant Professor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University	1991-1993
Part-Time Instructor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University	1990-1991
Part-Time Instructor, Department of Sociology University of Kentucky	1990-1991
Part-Time Instructor, Department of Business & Social Sciences Lexington Community College	1989-1990

OTHER PROFESSIONAL EXPERIENCE

Aaron Thompson, PhD., Consultant **1991 – present**

I provide professional consulting, seminars and workshops to individuals and organizations including educational institutions, for-profit corporations, healthcare, law enforcement, municipalities, and non-profit organizations. Areas of expert consulting include:

- Diversity
- Cultural Awareness (e.g., race, gender, ethnicity, region, religious, sexual discrimination and sexual harassment, sexual orientation, etc.)
- Cultural Competence
- Ethics
- Leadership
- Organizational Management
- Organizational Analysis
- Student Success
- Strategic Planning and Assessment

Owner, Ripple Effects Resources (www.rippleeffectsresources.com) **2006 – 2013**

I provided training videos to individuals and organizations including educational institutions, for-profit corporations, healthcare, law enforcement, municipalities, and non-profit organizations. Areas of training include:

- Diversity
- Cultural Awareness (e.g., race, gender, ethnicity, region, religious, sexual discrimination and sexual harassment, sexual orientation, etc.)
- Cultural Competence
- Ethics
- Human Relations Workplace Strategies
- Leadership

Store Management, Kroger Company, Lexington, Kentucky **1985-1988**

Owner, J&T Vending Company, Lexington, Kentucky **1985-1988**

Store Management, Winn-Dixie Food Stores, Louisville, Kentucky **1979-1985**

CERTIFICATIONS & AFFILIATIONS

Faculty
Illinois Law Enforcement Executive Institute

Certified Family Life Educator (CFLE)
Designated by the National Council on Family Relations

Ethics and Integrity Train-the-Trainer Program
United States Department of Justice

Certified Trainer for Police Organizations
Kentucky Law Enforcement Council

Onsite Assessment Team Leader Training
Western Regional Institute for Community Oriented Policing

Missouri Post Certified
(Police Officer Standards and Training)

PUBLICATIONS (SELECTED)

Books

Ward K & Thompson A. (2019). *Thriving in the HBCU and Beyond*. Dubuque, IA: Kendall Hunt.

Thompson, A, Cuseo J., Roush J.R., & Shope S. (2018). *Thriving in High School and Beyond: Strategies for Academic Success and Personal Development*. Dubuque, IA: Kendall Hunt

Thompson, A. (ed.) (2016). *Infusing Ethics & Diversity into Teacher Education*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., McLaughlin, J., & Moono, S. (2016). *Thriving in the Community College and Beyond: Strategies for Academic Success and Personal Development*. (3rd ed.) Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., Campagna, M., & Fecas, V. (2016). *Thriving in College: Research-Based Strategies for Academic Success and Personal Development* (4th ed.) Dubuque, IA: Kendall Hunt.

Cuseo, J.B. & Thompson, A. (2014). *Humanity, Diversity, & the Liberal Arts: Foundation of a College Education*. (2nd ed.) Dubuque, IA: Kendall Hunt.

Thompson, A. & Cuseo, J.B. (2014). *Diversity & the College Experience*. (2nd ed.) Dubuque, IA: Kendall Hunt.

Metz, G., Cuseo, J.B., & Thompson, A. (2013). *Changing Student Culture from the Ground Up*. Dubuque, IA: Kendall Hunt.

Luhman, R. & Thompson, A. (2013). *The Sociological Outlook*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., McLaughlin, J., & Moono, S. (2013). *Thriving in the Community College and Beyond: Strategies for Academic Success and Personal Development*. (2nd ed.) Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., Campagna, M & Fecas, V., (2013). *Thriving in College: Research-Based Strategies for Academic Success and Personal Development* (3rd ed.) Dubuque, IA: Kendall Hunt.

Thompson, A. & Cuseo, J.B. (2012). *Infusing Diversity and Cultural Competence into Teacher Education*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., McLaughlin, J., & Moono, S. (2010). *Thriving in the Community College and Beyond: Strategies for Academic Success and Personal Development*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B. & Thompson, A. (2010). *Humanity, Diversity, & the Liberal Arts: Foundation of a College Education*. Dubuque, IA: Kendall Hunt.

Thompson, A. & Cuseo, J.B. (2009). *Diversity & the College Experience*. Dubuque, IA: Kendall Hunt.

Davis, R. & Thompson A. (eds.) (2001). *Focus on Success*. Dubuque, IA: Kendall Hunt.

Lawson, E.J. & Thompson, A. (1999). *Black Men and Divorce*. Thousands Oaks, California: Sage Publications.

Wilkinson, D. & Thompson, A. (eds.) (1991). *Race, Gender, and the Life Cycle*. Acton, Mass: Copley.

Book Chapters

Thompson, A. & Lawson, E. J. (2004). **"Divorce and fatherhood: Insights from black men."** In Mark Hutter's *The Family Experience: A Reader in Cultural Diversity*. Needham Heights, MA: Allyn & Bacon.

Thompson, A. (2002). **"Boy you better learn how to count your money: An essay on education and the Black family."** In Reid Luhman's, *Race and Ethnicity in the United States: Our Differences and Our Roots*. Fort Worth: Harcourt College Publishers.

Thompson, A. (2000). **"African American families: Historically resilient."** in A. Strickland & R.W. Weems (eds.), *The African American Experience: A Historiographical and Bibliographical Guide*. Westport, Conn.: Greenwood Press.

Thompson, A. & Luhman, R. (1997). **"Familial predictors of educational attainment: Regional and racial variations."** In Peter Hall's, *Race, Ethnicity, and Multiculturalism*: Garland Publishing.

Lawson, E. J. & Thompson, A. (1994). **"The health status of black women: A historical perspective and current trends."** In Robert Staples (ed.), *The Black Family (6th Ed.)*. San Francisco: Wadsworth.

Lawson, E. J. & Thompson, A. (1992). **"The health of black older females: A historical perspective."** In Barbara Kail (ed.), *Special Problems on Non-Compliance among Women of Color*. New York: Manton.

Hatch, Laurie R., & Thompson, A. (1992). **"Family responsibilities and women's retirement."** In Maximiliane Szinovacz, David J. Ekerdt, and Barbara H. Vinick (eds.), *Families and Retirement*. Newbury Park, California: Sage.

Thompson, A. (1992-2007). **"Boy you better learn how to count your money: An essay on education and the Black family."** In Reid Luhman's, *The Sociological Outlook (3rd-8th eds.)*. San Diego, California: Collegiate Press.

Book Reviews

Thompson, A. (1998). [Review of The Black Family (Ed)]. *Journal of Marriage and the Family*, 60 (1), 269.

Thompson, A. (1996). [Review of Multiracial Couples: Black and White Voices]. *Family Relations*. 45(4), 480.

Thompson, A. (1996). [Review of Families in Multicultural Perspective]. *Family Relations*. 45(3), 353-354.

Thompson, A. (1996). [Review of Black Male Deviance]. *Family Relations*. 45(1), 119-120.

Thompson, A. (1994). [Review of Mixed and matched: Inter-religious courtship and marriage in Northern Ireland]. *Journal of Marriage and the Family*. 56(4) 1050-1051.

Thompson, A. (1994). [Review of Inside the mixed marriage: Accounts of changing attitudes, patterns, and perceptions of cross-cultural and interracial marriages]. *Journal of Marriage and the Family*. 56(4) 1050-1051.

Thompson, A. (1994). [Review of Research on the African-American family: A holistic perspective]. *Journal of Marriage and Family*. 56(1) 240-241.

Thompson, A. (1993). [Review of Family ethnicity: Strength in diversity]. *Journal of Marriage and the Family*. 55(4), 1050-1051.

Thompson, A. (1993). [Review of Black families at the crossroads: Challenges and Prospects]. *Journal of Marriage and the Family*. 55(1), 792-793.

Peer-Reviewed Articles (Selected)

Sweet, C., Blythe, H. & Thompson, A. (2009) "Nullifying the Barbay Effect: Connecting with Your Students." *The National Teaching and Learning Forum*, (18) 5, 5-6.

Johnson, J, Thompson, A, & Naugle, K.(2009). "Place-Conscious Capacity-Building: A Systemic Model for the Revitalization and Renewal of Rural Schools and Communities through University-based Regional Stewardship." *Rural Society* (19)2, 178-188.

Thompson, A. (2009). "Race Relations." in Helen Greene & Shaun Gabbidon's *Encyclopedia of Race and Crime*. Thousand Oaks, CA: Sage.

Thompson, A. (2009). "White Privilege." in Helen Greene & Shaun Gabbidon's *Encyclopedia of Race and Crime*. Thousand Oaks, CA: Sage.

Thompson, A. & Lawson, E.J. (1999). "African American men and fatherhood: A look from divorced fathers." *Journal of African American Men*. 4(1), 37-51.

DeBord, K. & Thompson, A. (1997). "Community diversity: Issues and strategies for a comprehensive multicultural framework." Bringing Excellence to Substance Abuse Services in Rural and Frontier America: 1996 Award for excellence papers. *Technical Assistance publication series 20*. Rockville, MD: Center for Substance Abuse Treatment publication number (SMA) 97-3134, pp. 55-61.

Ganong, L.H., Coleman, M., Thompson, A., & Goodwin, C. (1996). "African-American and European-American college students' expectations for self and for future partners." *Journal of Family Issues*, 17(6), 758-775.

Lawson, E.J. & Thompson, A. (1996). "Black men's perception of divorce-related stressors and strategies for coping with divorce: An exploratory study." *Journal of Family Issues*, 17(2), 249-273.

Lawson, E. J. & Thompson, A. (1995). "Black men make sense of marital distress and divorce: An exploratory study." *Family Relations*, 44(2), 211-218.

Thompson, A. & Lawson, E. J. (1994). "Divorce and fatherhood: Insights from black men." *Family Perspective*, 28 (3), 169-181.

Lawson, E. J. & Thompson, A. (1994). "Historical and social correlates of African American divorce: Review of the literature and implications for research." *The Western Journal of Black Studies*, 8(2), 91-103.

Thompson, A. (1994). Divorced fathers: Perspectives of African-American Men, *The African-Americanist*, 6 (1), 8-9.

Peer-Reviewed Research Presentations (Selected)

"Supporting the transition of first-generation students and students of color: Reexamining our first year programs." Annual Conference on the First-Year Experience, Atlanta, GA, February 4, 2011, Co-presenter, M. Campagna.

"Designing a peer leadership program to foster student transition, persistence, and inclusion." Annual Students in Transition Conference, Salt Lake City, UT, November 7, 2009, Co-presenter, M. Campagna.

"Creating and sustaining a positive environment in a diverse classroom." Annual Conference of the National Council of Professors of Educational Administration, San Antonio, TX, August 6, 2009.

Discussant for "First-year students and diversity." Annual Conference on the First-Year Experience, Orlando, FL, February 9, 2009.

"Meeting the needs of a diverse student body through the first-year seminar." Annual Conference on the First-Year Experience, Orlando, FL, February 9, 2009.

"Summer reading." Annual Conference on the First-Year Experience, Orlando, FL, February 7, 2009.

"Applying a place-based, culturally relevant approach to student achievement: The case of a rural Appalachian school district." Annual Ohio Appalachian Center for Higher Education Conference, Marietta, OH, October 17, 2008.

"Applying a place-based cultural relevant approach to student achievement: The case of a rural Appalachian school district." Annual National Council of Professors of Educational Administration, San Diego, CA, July 31, 2008.

"Creating culturally competent classrooms: Understanding the needs of a diverse student body." Annual Kentucky Association of School Administrators Conference, Louisville, KY, July 17, 2008.

"Developing an appreciation for diversity in the first year." Annual Conference on the First-Year Experience, San Francisco, CA, February 19, 2008.

"The importance of infusing diversity into the first year." Annual Students in Transition Conference, Cincinnati, Ohio, November 6, 2007.

"Civic engagement & stewardship: Cutting edge initiatives in Kentucky." Annual American Democracy Project Conference, Philadelphia, Pennsylvania, June 8, 2007.

"Diversity education for first-year students: Why, what, and how?" Annual Conference on the First-Year Experience, Co-presenter J. Cuseo. Addison, Texas, February 20, 2007.

"Centralizing and institutionalizing service learning and civic engagement at your institution." Annual American Democracy Project Conference, Snowbird, Utah, June 16, 2006.

"Educator-publisher partnerships: Collaborating to promote the success of first-year students." Annual Conference on the First-Year Experience, Co-presenters J. Cuseo, V. Fecas, P. Carty, T. Bower, Atlanta, Georgia, February 26, 2006

"Diversity education for first-year students: The why, the what, and the how." Annual Conference on the First-Year Experience, Co-presenter J. Cuseo, Phoenix, Arizona. February 7, 2005.

"Is Kentucky Southern?: An argument based on the history of racial politics in KY" The annual conference held by the Center for History and Politics. Richmond, KY, September 20, 2000.

Discussant for "The social contexts of couple relationships: Marriage processes: Race, typologies, quality and adjustment." National Council on Family Relations Annual Conference, Milwaukee, WI, November 1998.

"A qualitative analysis of the role of family in the retention of African American males at predominately White universities: A preliminary application of the Social Convoy Model." Presentation at the annual conference of the National Council on Family Relations, Co-presenters: Jennifer Hardesty & Reid Luhman, Washington, DC, November, 1997.

"Rising to the challenges and opportunities of a new millennium." Panel discussant at the 14th Annual *KADE* Conference. Richmond, KY, October, 1997.

"Experiences in providing parenting education to divorcing parents." Symposia presentation at the annual conference of the National Council on Family Relations, Kansas City, MO, November, 1996.

"Contesting the meaning of race." A panel discussant on racial classification, racial dualism, and race relations in the U.S., University of Missouri-Columbia, April, 1996.

"Black men and marital satisfaction." Paper presented at Groves Conference on Aging. Co-presenter: Erma Lawson. Lexington, KY, April, 1995.

"Family correlates of educational attainment for African American and European American students." Paper presented at the annual conference of the National Council on Family Relations, Co-presenter: Reid Luhman, Minneapolis, MN, November, 1994.

Discussant for "And justice for all: Families of color in the United States." National Council on Family Relations Annual Conference, Minneapolis, MN, November 1994.

"Infusing multiculturalism into the classroom." Workshop conducted at Wakonse Conference on College Teaching, Lake Michigan, May, 1994.

"The art of political correctness." Workshop conducted at Wakonse Conference on College Teaching, Lake Michigan, May, 1994.

"Predictors of educational attainment for African Americans: Regional variations." Paper presented at the Southern Sociological Society Annual Conference, Co-presenter: Reid Luhman, Raleigh, NC, April, 1994.

"Families and schools: Ethnicity, race, and multiculturalism." Discussant at the Missouri Symposium of Research and Educational Policy, Columbia, MO, March, 1994.

Discussant for "A research agenda for the interaction of race and gender." National Council on Family Relations Annual Conference, Baltimore, MD, November, 1993.

Workshop Chair for "The community struggle for African-centered education." Black Studies Fall Symposium, University of Missouri-Columbia, Columbia, MO, November, 1993.

"Understanding divorce in the African American family: Black men speak out." Paper presented at the National Council on Family Relations Annual Conference, Baltimore, MD, Co-author: Erma J. Lawson. November, 1993.

"Has Affirmative Action failed as a political process in mainly white universities?" Paper presented at the Kentucky Political Science Association Annual Meeting, Richmond, KY, March, 1993.

"Married female's perception of men sharing housework: A Black-White comparison." Paper presented at the National Council on Family Relations Annual Conference, Orlando, FL, November, 1992.

"Adolescents self-conceptions: Sociocultural differences." Paper Presented at the National Council on Family Relations Annual Conference, Co-presenter: Patricia Wilson. Denver, CO, November 1991.

"Effects of family circumstances on the work and retirement status of African-American and White women." Paper presented at the National Council on Family Relations Annual Conference, Co-presenter: Laurie R. Hatch. Seattle, WA, November, 1990.

"Inequalities in middle management mobility in corporations based on race and gender." Paper presented at the Society for Applied Sociology Annual Conference, Cincinnati, OH, October, 1990.

"Differences in the self-ratings of health among the elderly." Poster presented at the College of Medicine, University of Kentucky. Co-author: Shireen Rajaram. Lexington, KY, October, 1990.

"Barriers to the mobility process for women and minorities in large corporations." Paper presented at the Anthropologist and Sociologist of Kentucky Annual Conference, Louisville, KY, October, 1989.

SPEAKING ENGAGEMENTS (SELECTED)

Keynote Speaker: Midwestern High Education Compact Concurrent Enrollment Teacher Credential Summit, Cincinnati, Ohio, May 16, 2018.

Plenary Speaker: Rural College Access and Success Summit, Lexington, Kentucky, May 14, 2018

Keynote Speaker: National Alliance of Concurrent Enrollment Partnerships (NACEP) Midwest Regional Conference, University of Cincinnati, Cincinnati, Ohio, May 14, 2018.

Session Speaker: 35th Annual Kentucky Association of Blacks in Higher Education, "The specific role KABHE can play in making performance-based funding a success in Kentucky." Northern Kentucky University, April 6, 2018.

Plenary Speaker: 35th Annual Kentucky Association of Blacks in Higher Education, "Performance-based funding: The nuts and bolts of this model and what it means for colleges and universities in Kentucky." Northern Kentucky University, April 6, 2018.

Invited Speaker: "Embracing change: 21st century education." Eastern Kentucky University, Richmond, Kentucky, March 29, 2018.

"Diversity and the college experience," 3rd National Personal Librarian and First Year Experience Library Conference, Case Western Reserve University, Cleveland, Ohio, March 21, 2018.

Keynote Speaker: 3rd National Personal Librarian and First Year Experience Library Conference, "Integrating diversity and critical thinking to increase student success." Case Western Reserve University, Cleveland, OH, March 21, 2018.

Workshop Speaker: NCEP/GEAR UP Capacity Building Workshop, "GEAR UP in the 7th year – Fulfilling the promise." Las Vegas, NV, February 5, 2018.

Session Speaker: Association of American Colleges and Universities Annual Meeting, "Let the circle be unbroken: Learning outcomes and public trust." Washington, DC, January 25, 2018.

Keynote Speaker: National Association of System Heads / American Council on Education System Leadership Academy, "Inclusive excellence and equity gaps." Washington, DC, January 17, 2018.

Keynote Speaker: ECU 4th Annual Management Professional Development Workshop, Eastern Kentucky University, November 10, 2017.

Keynote Speaker: Bluegrass Higher Education Consortium Academic Leadership Academy, "Four steps to becoming a better leader." Asbury University, October 18, 2017.

Keynote Speaker: Kentucky Association for Continuing Higher Education, Paducah (via Zoom), September 26, 2017.

Convocation Speaker: Elizabethtown Community and Technical College, "Closing the achievement gap between minority and majority students." Elizabethtown, KY, August 7, 2017.

Convocation Speaker: Governor's Scholar Program, Morehead State University, July 12, 2017.

Keynote Speaker: ECU First Year Courses Faculty Certification Training, Eastern Kentucky University, Richmond, Kentucky, June 26, 2017.

Keynote Speaker: Pearson's 2017 HBCUs: Executive Leadership Forum, Charlotte, North Carolina, February 16-17, 2017

Keynote Speaker: Cross REL Appalachia Event, "College and career readiness in rural communities." Nashville, Tennessee, July 25, 2016.

Convocation Speaker: Governor's Scholar Program, Morehead State University, July 6, 2016.

Keynote Speaker: Appalachian Higher Education Network's 3rd Annual Conference, "Equipping and empowering Appalachian students for postsecondary education." Kingsport, Tennessee, June 21, 2016

Opening Speaker: Promise Neighborhood Postsecondary Summit, "State of postsecondary education in Kentucky." London, Kentucky, April 19, 2016.

Concurrent Session Speaker: AGB National Conference on Trusteeship, "The Board's Role in College Completion and Attainment." National Harbor, Maryland, April 18, 2016.

Keynote Speaker: 33rd Annual Kentucky Association of Blacks in Higher Education, Bowling Green, Kentucky, April 11, 2016.

Keynote Speaker: "What's Your Plan?" Transfer Conference, Somerset Community College, Somerset, Kentucky, March 4, 2016.

Keynote Speaker: Jefferson County Public Schools Educators Rising Organization, University of Louisville, Louisville, Kentucky, February 18, 2016.

Keynote Speaker: Appalachian Higher Education Network Annual Conference, Increasing Postsecondary Education in Appalachia, "It's all about grit." Somerset, Kentucky, June 24, 2015.

Keynote Speaker: Midwest Association of Student Employment Administrators Conference, "Crafting student employment excellence." Berea College, Berea, Kentucky, June 24, 2015.

Keynote Speaker: 2015 Kentucky Pedagogicon, Eastern Kentucky University, May 22, 2015.

Plenary Speaker: Race and Ethnicity Symposium, Murray State University, April 3, 2015.

Keynote Speaker: Faculty Development Spring Speaker Series, "Diversity in Teaching and Learning." Murray State University, April 2, 2015.

Congressional Testimony: Committee on Appropriations, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies, U.S. House of Representatives, "Oversight Hearing - Closing the Achievement Gap in Higher Education." Washington DC, March 18, 2015.

Keynote Speaker: National TRIO Day, Eastern Kentucky University, February 26, 2015.

Keynote Speaker: Paducah Chamber of Commerce "Power in Partnership" Breakfast, "From Appalachia to academic: An African American educator's journey to educational attainment." Paducah, Kentucky, January 29, 2015.

Keynote Speaker: Student Success Summit, Western Kentucky University, "How to create a culture of retention on a campus and in your functional area." Bowling Green, Kentucky, January 20, 2015.

Keynote Speaker: 47th Annual Conference of the College Reading and Learning Association, "Student learning and college completion: Pipeline, pathways, potholes, and pitfalls." St. Paul, Minnesota, November 8, 2014.

Keynote Speaker: Kentucky Association of Career Colleges and Schools, "The importance of infusing diversity & cultural competence into career education." Louisville, Kentucky, August 22, 2014.

Keynote Speaker, Kentucky Blacks in Higher Education Annual Conference, "Utilizing diversity and cultural competence to close the achievement gap." Lexington, Kentucky. April 13, 2014.

Keynote Speaker: Kentucky Legislature at State Capitol, session sponsored by Kentucky Black Caucus, "Reaching higher for educational excellence: Role of Historically Black Colleges and Universities in this country." Frankfort, Kentucky, February 5, 2014.

Keynote Speaker: ACHE National Conference, "Pipelines, pathways and partnerships: Technology and competency-based education." Austin, Texas, November 14, 2012.

Keynote Speaker: Illinois Association of Chief Police Officers Annual Conference, "Dispatching leadership: The role of the 21st Century public safety communications' supervisor." Springfield, Illinois, September 20, 2012.

Convocation Speaker: Murray State University, "Moving the discussion from diversity to cultural competence." Murray, Kentucky, September 18, 2013.

Keynote Speaker: Theresa Farnum and Associates 9th Annual Student Retention Conference, "From diversity to cultural competence: Preparing students for success in the global economy." Nashville, Tennessee, July 22-25, 2013.

Invited Lecturer: Mt. Aloysius College "Using diversity to increase critical thinking." Cresson, Pennsylvania, August 16, 2012.

Keynote Speaker: 15th Annual National Conference of the Association of Non-Traditional Students in Higher Education, Richmond, Kentucky, March 23, 2012.

Convocation Speaker: University of Texas-Brownsville, "Weaving diversity into the fabric of your institution." Brownsville, Texas, January 12, 2012.

Keynote Speaker: National Black Caucus of State Legislators (NBCSL) 35th Annual Legislative Conference, "Building a clear path to college completion." Chicago, Illinois, December 8, 2011.

Keynote Speaker: Texas Testing Association Annual Conference, "Assessment: The foundation of student success." Austin, Texas, December 8, 2011.

Keynote Speaker: Higher Education Government Relations Conference, "Boosting student success amidst the state-to-student cost shift in financing public higher education." San Diego, California. December 2, 2011.

Keynote Speaker: Leadership Kentucky, "Leadership: The process of moving the agenda forward." Richmond, Kentucky. November 10, 2011.

Convocation Speaker: Governor's Scholars Class of 2011, "Building excellence within your success goals." Bellarmine University, July 11, 2011; Murray State University, July 18, 2011; and Centre College, July 20, 2011.

Commencement Speaker: Union College Class of 2011 Graduation, Barboursville, Kentucky, May 7, 2011.

Keynote Speaker: Internationalization Conference at Hogeschool van Amsterdam, University of Applied Sciences, "Diversity: The advantages of appreciating our differences." Amsterdam, Netherlands, March 29, 2011.

Keynote Speaker: Kentucky Faculty Development Conference. "Teaching the 21st century student." Lexington, Kentucky, May 26, 2010.

Keynote Speaker: Appalachian Principal's Academy, "Cultural leadership with an attitude." Athens, Ohio, February 27, 2010.

Keynote Speaker: "A Look at our Future: How Dr. King's dream still shapes the American landscape." Speech given to residents as part of a Historical Speech Series. Winchester, Kentucky, February 4, 2010.

Keynote Speaker: Kentucky Prevention Network Conference, "Cultural competence: Working with and meeting the needs of a diverse population." Shelbyville, Kentucky, September 16, 2009.

Keynote Speaker: Bert T. Combs Symposium, "Race, race relations and the politics of progressive behavior: The legacy of Bert T. Combs." Manchester, Kentucky, September 4, 2009.

Invited Presenter: Clay County Public Schools, "Elements of student success: Analyzing dropout data for Clay County public schools." Manchester, Kentucky, August 3, 2009.

Session Speaker: Madison County Teaching, Learning, and Technology Conference, "Going beyond the core requirements: Why critical and creative thinking is a must for student achievement." Richmond, Kentucky, July 30, 2009.

Keynote Speaker: Kentucky Association of Blacks in Higher Education Annual Conference, "The role that higher education plays in opening and closing the achievement gap." Richmond, Kentucky, April 20, 2009.

Invited Presenter: Eastern Kentucky University Annual Doctoral Symposium, "Sealing the deal." Richmond, Kentucky, April 18, 2009.

Keynote Speaker: Kentucky Education Association Annual Meeting, "Using cultural competence to reach disenfranchised students." Louisville, Kentucky, April 2, 2009.

Invited Presenter: Dickinson State University, "Diversity: Why embracing it enhances your campus and community." Dickinson, North Dakota, March 6, 2009.

Keynote Speaker: "African Americans' contributions to Appalachia." Given to the following groups on the following dates:

- Kentucky African American Encyclopedia reception, Richmond, Kentucky, February 4, 2009.
- Doctoral Symposium, Eastern Kentucky University, Richmond, Kentucky, November 15, 2008.
- Homeless and Housing Coalition of Kentucky, Lexington, Kentucky May 14, 2009
- Lexington Kentucky Public Library, Lexington, Kentucky, October 24, 2008
- Hazard Community College, Jackson, Kentucky, September 25, 2008

Invited Presenter: Face to Face Conference at Eastern Kentucky University, "Social responsibility: Why giving back to society is the key to self-fulfillment." Richmond, Kentucky, November 14, 2008.

Invited Presenter: Clay County Public School principals, "Analyzing dropout data for Clay County public schools." Manchester, Kentucky, November 13, 2008.

Keynote Speaker: Kentucky Circuit Court Clerks Conference, "Utilizing your coaching skills to help others go for the gold." Lexington, Kentucky, October 23, 2008.

Panelist: 2008 Governor's Conference on Postsecondary Education Trusteeship, "Access2Success for all students: How trustees can help solve the college dropout problem." Lexington, Kentucky, September 29, 2008.

Keynote Speaker: Center for Educational Research in Appalachia Annual Conference, "Four elements of success: Building the bridge from P-12 to postsecondary schools." Richmond, Kentucky, September 16, 2008.

Invited Speaker: Eastern Kentucky University Student Government Association, "Leading in a diverse society: Principles of success." Richmond, Kentucky, September 14, 2008.

Keynote Speaker: Kentucky State Police Commander's Annual Retreat, "Recruiting and retaining police officers in the 21st century." Frankfort, Kentucky, September 10, 2008.

Invited Speaker: Opening of Jackson County, Kentucky Public Schools “Building a strong foundation for student achievement.” McKee, Kentucky, August 5, 2008.

Invited Speaker: Howard Hughes Foundation sponsored convening for high school educators in STEM fields, “Engaging your students: Contributing to the educational experience.” Columbia, Missouri, July 14, 2008.

Keynote Speaker: University of Missouri faculty and staff, “Four pillars of success: The foundation to academic excellence.” Columbia, Missouri, July 14, 2008.

Keynote Speaker: Kentucky Circuit Court Clerks Annual Conference, “Getting negative people to speak your positive language.” Lexington, Kentucky, June 19, 2008.

Invited Lecturer: Maysville Police Department, “Understanding the needs of a diverse community: The role of public servants.” Maysville, Kentucky, April 24, 2008.

Invited Speaker: Kentucky Association of Secondary and College Admission Counselors, “Recruitment in the 21st century.” Lexington, Kentucky, March 14, 2008.

Invited Speaker: Lecture given to Maysville, Kentucky public service employees, “Relating to your diverse community: The role of a public servant.” Maysville, Kentucky, February 2, 2008.

Commencement Speaker: School of Strategic Leadership Graduation, “Embracing your role as a leader.” Richmond, Kentucky, January 12, 2008.

Keynote Speaker: Golden Key International Honor Society Induction Ceremony, “Four steps to becoming a successful leader.” Richmond, Kentucky, December 6, 2007.

Invited Speaker, Eastern Kentucky University College of Education Fall Diversity Advisory Council Retreat, “Helping students to succeed in the academy.” Richmond, KY, November, 3, 2007.

Invited Lecturer: Invited lecture given to Eastern Kentucky educators, “Principles of success: Making the transition from high school to college.” Berea, Kentucky, October 30, 2007.

Invited Lecturer: Kentucky State Traffic School/Graduate Licensing Program instructors. “Affecting a change in habits: How to assist clients in a process of self-reflection, Lexington, KY, October 13, 2007.

Invited Speaker: Somerset Community College, “Building communities around diversity.” Somerset, Kentucky, August 22, 2007.

Convocation Speaker: Pikeville College, Pikeville, Kentucky, August 21, 2007.

Keynote Speaker: Kentucky School of Alcohol & Other Drug Studies, “Four steps to becoming a culturally competent professional.” Highland Heights, Kentucky, July 23, 2007.

Invited Lecturer: Kentucky Society of Certified Managers, “The role of leadership in effective management.” Frankfort, Kentucky, May 1, 2007.

Invited Speaker: Unitarian Universal Fellowship Church, “Getting the millennial generation involved in being better citizens.” Richmond, Kentucky, March 11, 2007.

Invited Lecturer: Chautauqua Lecture Series, Eastern Kentucky University, “Restoring justice: A fine line between compassion and communication.” Richmond, Kentucky, February 8, 2007.

Keynote Speaker: 6th Annual College of Education Diversity Conference, "Addressing barriers to life and learning." Eastern Kentucky University, Richmond, Kentucky, February 8, 2007.

Commencement Speaker: Department of Criminal Justice Training School of Strategic Leadership Graduation, "What is leadership?" Richmond, Kentucky, January 13, 2007.

Invited Lecturer: Eastern Kentucky University, "Thriving in college: Research-based strategies for academic success and personal development." Richmond, Kentucky, October 25, 2006.

Invited Lecturer: Kentucky State Traffic School/Graduate Licensing Program instructors, "Conflict resolution: How to establish a solid positive relationship with your clients, Frankfort, Kentucky, October 7, 2006.

Invited Speaker: Sigma Ki Parent Luncheon, "Eastern Kentucky University and Greek life." Richmond, Kentucky, September 30, 2006.

Invited Speaker: Eastern Kentucky University Student Government Association, "Critical Thinking in Student Government." Richmond, Kentucky, September 16, 2006.

Invited Speaker: Richmond Rotary Club, "The future of higher education." Richmond, Kentucky, August 23, 2006.

Invited Speaker: Kentucky Society of Certified Public Managers, "The role of leadership in effective management." Richmond, Kentucky, July 25, 2006.

Invited Lecturer: Black Marriage Day Celebration sponsored by Imani Baptist Church, "The future of black marriage and relationships." Lexington, Kentucky, April 9, 2006.

Invited Speaker: "African American families: Historically resilient." Given to the following groups on the following dates:

- Faculty, students, and community of Kentucky Wesleyan College, Owensboro, Kentucky, February 15, 2006
- Lexington Senior Citizen Center, Lexington, Kentucky, February 12, 2004
- Faculty, students, and community of Lindsey Wilson College, Columbia, Kentucky, February 10, 2004

Invited Speaker: "Building communities around diversity." Given to the following groups on the following dates:

- Faculty, students, and community of Big Sandy and Community College, Prestonsburg, Kentucky, February 21, 2006.
- Members of the community and community leaders. Glasgow, Kentucky, February 9, 2006.
- Carnegie Center for Literacy and Learning, Lexington, Kentucky, August 29, 2005.

Invited Speaker: Orientation Youth Leadership of Madison County, "Developing a leadership attitude." Richmond, Kentucky, August 13, 2005.

Keynote Speaker: Ohio Literacy Institute. "Expanding the definition of literacy to reach all: Turning obstacles into opportunities." Dublin, Ohio, June 28, 2005.

Keynote Speaker: Ohio State Homeless Education Conference, "Building individual power to assist the homeless population." Newark, Ohio, May 2, 2005.

Invited Speaker, Students of St. Mark School, "To conform or not." Richmond, Kentucky, April 24, 2005.

Keynote Speaker: Missouri Practical Parenting Partnerships Annual Conference, "Taking barriers and developing strategies: A lesson for parents and teachers." Osage Beach, Missouri, March 5, 2005.

Invited Speaker: Carrolton Christian Academy, "Defining and building on success." Carrolton, Kentucky, February 25, 2005.

Invited Speaker: Lexington Catholic Diocese at Christ the King Church, "Building bridges between religions and within Christian denominations, Lexington, Kentucky, February 23, 2005.

Keynote Speaker: 3rd Annual ECU College of Education Diversity Conference, "Closing the gap by building a bridge: Preparing middle and high school students for college." Richmond, Kentucky, February 12, 2004.

Convocation Speaker: Cumberland College, "Turning obstacles into opportunities: An Appalachian upbringing." Williamsburg, Kentucky, January 19, 2004.

Keynote Speaker: 3rd annual Governor's Minority Student College Preparation Program Conference, "How to get the most out of your education." Richmond, Kentucky, June 11, 2003.

Invited Lecturer: Providence School District, "Getting excited and getting them excited about education." Providence, Kentucky, December 9, 2002.

Invited Lecturer: Hazard Community College, "Creating a three-way relationship for success." Hazard, Kentucky, December 7, 2002.

Invited Speaker: Franklin County High School, "Learning to live in an unbiased society." Frankfort, Kentucky, November 26, 2002.

Invited Lecturer: Center for Rural Development, "Creating an opportunity to assist creative learners." Somerset, Kentucky, July 23, 2002.

Invited Lecturer: Rogers Scholars, "Developing a process for success." Somerset, Kentucky, July 17, 2002.

Invited Speaker: St. Henry's High School, "How to design a successful career path." Erlanger, Kentucky, February 27, 2002.

Invited Lecturer: Eastern Kentucky University Crabbe Library. "Resiliency of the African American family: Pre and post slavery." Richmond, Kentucky, February 21, 2002.

Keynote Speaker: Kentucky Association of Student Receivable Officers, "What financial officers can do to help college students succeed." Barren River State Park, Lucas, Kentucky, April 20, 2001.

Keynote Speaker: Bluegrass Athletic Conference, "Maintaining a winning spirit." Danville, Kentucky, March 26, 2001.

Invited Speaker: McCreary County High School, "Getting ready for college and what it takes to be successful." Whitley City, Kentucky, March 5, 2001.

Invited Speaker: Shear Elementary School, "Getting ready for college." Winchester, Kentucky, March 2, 2001.

Keynote Speaker: Metro Parks Annual Employee Meeting, "Building success in a diverse workplace." Louisville, Kentucky, February 14, 2001.

Invited Lecturer: Eastern Kentucky University Teaching and Learning Center, "Faculty mentoring: A key strategy to successful student retention." Richmond, Kentucky, January 11, 2001.

Invited Speaker: "Four steps to living an unbiased life." A lecture designed to assist individuals in following a process to recognize their own biases and work toward eliminating them. Given to the following groups on the following dates:

Kentucky Association for Gerontology, April 27, 2004

Anderson County Community Forum, Lawrenceburg, KY, October 9, 2003

The Lexington Network, Lexington, KY, June 18, 2003

Henderson Area Arts Alliance, Henderson, KY, February 7, 2002

Central Kentucky Association of Volunteer Administrators, Lexington, KY, September 6, 2001

Sisters of Charity of Nazareth, Nazareth, KY, January 20, 2001
Madison County Public Library, Richmond, KY, January 5, 2001
Kentucky Association of Gerontology, Lexington KY, April 4, 2000
The Montgomery County Schools Education Foundation, Inc., February 28, 2000
Downtown Christian Unity Taskforce, Lexington, KY, February 27, 2000
Black Parents and Friends and Southeastern Community College, Cumberland, KY,
February 21, 2000
Western Kentucky Human Relations Commission, Hopkinsville, KY, October, 1999
1st Presbyterian Church, Richmond, KY, October 13, 1999

Plenary Speaker: Kentucky Annual Nursing Association and the Kentucky Annual Student Nursing Association Meetings, "Synthesizing the meaning of professionalism and community." Lexington, Kentucky, October 20, 2000.

Keynote Speaker: College of Social and Behavioral Sciences Colloquium, "Infusing multiculturalism into the college classroom." Eastern Kentucky University, Richmond, Kentucky, March 2, 1999.

Invited Lecturer: Eastern Kentucky University's Last Lecture Series, "Changing the world through critical thought." Richmond, Kentucky, February 22, 1999.

Keynote Speaker: The Mortar Board Honor Society. "Success and the role of mentor." Richmond, Kentucky, February 20, 1999.

Invited Lecturer: Eastern Kentucky University Student Support Services First-Year Students Forum, "What does it take to be a success in and out of college?" Richmond, Kentucky, November 4, 1998.

Panelist: Moderated panel discussion of community leaders sponsored by Student Social Work Association at Eastern Kentucky University, "Healing hate." Richmond, Kentucky, October 28, 1998.

Invited Lecturer: TRIO Mentors, "The art of mentoring and the value of service learning." Eastern Kentucky University, Richmond, Kentucky, October 5, 1998.

Panelist: Moderated panel discussion with Senator Gerald Neal (KY) at Eastern Kentucky University, "Race relations on college campuses." Richmond, Kentucky, April 8, 1998.

Keynote Speaker: Clay County High School "Barriers to avoid in achieving academic success." Manchester KY, April 2, 1998.

Invited Lecturer: TRIO Mentors, "The art of mentoring and the value of service learning." Eastern Kentucky University, Richmond, Kentucky, April 2, 1998.

Invited Speaker: Clay County Middle School "Preparing for success in educational attainment." Manchester, Kentucky, March 27, 1998.

Invited Speaker: Horse Creek Elementary School, "What is self-worth?" Manchester, Kentucky, March 27, 1998.

Panelist: Moderated panel discussion sponsored by Student Social Work Association at Eastern Kentucky University, "Women's work: race, gender & class." Richmond, Kentucky, March 25, 1998.

Invited Speaker: Boone County Town Meeting on public school student dropout rates, "What role can the community play in curbing school dropout?" Columbia Public Schools, Columbia, Missouri, January 30, 1997.

Keynote Speaker: First-year students at the University of Missouri, "What is the purpose of a college education." Columbia, Missouri, November 5, 1996.

Keynote Speaker: Columbia College Chapter of Students in Free Enterprise, "What to be aware of when doing business in a multicultural environment." Columbia, Missouri, October 31, 1996.

Keynote Speaker: University of Missouri Honor's College Mentors, "How to mentor across race and class lines." Columbia, Missouri, October 10, 1996.

Invited address to football recruits, University of Missouri. "What the university has to offer the student-athlete." September 13, 1996.

Keynote address to first-year athletes at the University of Missouri. "The art of getting work completed on and off the field." August 7, 1996 and August 20, 1996.

Invited Speaker: University of Missouri Academic Day, "Sports and academics: A winning team." Columbia, Missouri, June 1, 1996.

Invited Lecturer: University of Missouri College of Education, "Child development issues in African American families." Columbia, Missouri, June 24, 1996.

Invited Lecturer: University of Missouri College of Education, "Child development issues in African American families." Columbia, Missouri, April 25, 1996.

Keynote address to the Mayor's Race Relations Task Force "What is race relations and how can we improve it?", Columbia MO, April 14, 1996.

Invited Lecturer: University of Missouri College of Education School Psychology program, "African American families: The issues of race and development, Columbia, Missouri, April 1, 1996.

Invited Lecturer: University of Missouri College of Law, "Trouble Behind: The history of racism in the U.S." Columbia, Missouri, February, 1996.

Invited Lecturer: Sacramento State University, "African-American women and health policy issues." Sacramento, California, April, 1995.

Invited Lecturer: Sacramento City College Class of 1995, "Expectations of African-American students on a mainly White campus." Sacramento, California, April 1995.

Invited Lecturer: Sacramento State University College of Education Graduate Teaching Program, "How to teach to a multicultural audience." Sacramento, California, April 1995.

Invited Lecturer: at Sacramento State University, "African-Americans and paid labor in the 20th century." Sacramento, California, April 1995.

Keynote Speaker: ParentLink Annual Workshop, "Strengthening communities through a holistic perspective." Jefferson City, Missouri, April, 1995.

Keynote Speaker: University of Missouri Undergraduate Student Association, "How to gain equity in an inequitable society." Columbia, Missouri, February 1995.

Keynote Speaker: Muleskinners Club "Is Affirmative Action dead socially and politically?" Columbia, Missouri, February, 1995.

Keynote Speaker: University of Missouri Freshman Class (*MU to the Future*), "Gaining a leg-up inside the university." University of Missouri, Columbia, Missouri, February, 1995.

Invited Lecturer: University of Missouri Margaret Mangel Lectureship, "The role of faculty in mentoring students to success." Columbia, Missouri, October 1994.

"Turning obstacles into opportunities." A lecture designed to assist individuals in looking at area obstacles that occur in their lives and how they can self-initiate a process to overcome those barriers in order to reach a particular goal. Given to the following groups on the following dates:

Elder Hostel on Appalachia sponsored by the Kentucky State Parks. Williamsburg, KY on the following dates: November 10, 2009; September 24, 2009; November 12, 2008; September 24, 2008; November 13, 2007; September 17, 2007; March 27, 2007; November 10, 2006; September 28, 2006; November 16, 2005; September 29, 2005; April 7, 2005.

Leadership Kentucky Foundation, September 11, 2008

Family, Career, and Community Leaders of America, Lexington, KY, March 4, 2008

Union College, Barbourville, KY, November 1, 2007

Nelson County Public Library, October 17, 2007

Kentucky Association of Educational Opportunity Program Personnel, October 10, 2007

Phi Theta Kappa – Alpha Nu Zelta Chapter, October 5, 2007

Knott County Leadership and Chamber of Commerce, July 19, 2007

FDIC bank examiners, Lexington, KY, June 22, 2007.

Graham Memorial Presbyterian Church, Whitesburg, KY, May 10, 2007

United States Forest Service, Berea, KY, May 8, 2007.

Morehead State University, Morehead, KY, March 9, 2007

Scott County Extension Homemakers, Georgetown, KY, February 27, 2007

Big Sandy and Community College faculty, staff, and students, Prestonsburg, KY, February 5, 2007.

Pulaski County Historical Society, Somerset, KY, November 12, 2006

Black Cultural Center peer mentors at Berea College, September 16, 2006.

Scott County Historical Society, Georgetown, KY, August 17, 2006

A Lasting World, Irvine, KY, July 21, 2006

Knott County Leadership and Chamber of Commerce, Hindman, KY, July 20, 2006

Mason County Middle School, Maysville, KY, April 28, 2006

Shelby County Public Library, Shelbyville, KY, February 17, 2006

Kentucky Communities Economic Opportunity Council, Corbin, KY, December 16, 2005

Harvey Helm Memorial Library, Stanford, KY, June 25, 2005

Bracken County Homemakers Association, Brooksville, KY, June 23, 2005

Robinson Scholars freshman class, 2005, Hazard, KY, June 18, 2005

Robinson Scholars graduation class, 2005, Hazard, KY, June 18, 2005

Capital City Retired Teachers Association, Frankfort, KY February 21, 2005

Big Sandy Community and Technical College, Prestonsburg, KY, February 16, 2005

Northside Public Library, Lexington, KY, February 14, 2004

Kentucky State Consumer Science Annual Conference, Lexington, KY, December 3, 2003.

Kentucky Appalachian Artisan Center, Hindman, KY, October 23, 2003

Turner Scholars, Jackson, KY, July 2003

Bennett Center, London, KY, May 22, 2003

Education Pay\$ Center, Eastern Kentucky University, Richmond, KY, July 6, 2001.

McCreary County Chamber of Commerce, Whitley City, KY, March 5, 2001

Highlands Museum, Ashland KY, February 1, 2001

Anderson County Community Forum, Lawrenceburg, KY, January 11, 2001

Northern Kentucky African American Heritage Task Force, Covington KY, November 18, 2000

Knox County Public Library, Barbourville, KY, November 1, 2000

YMCA Association of Professional Directors Spring Conference, Lexington KY, April 20, 2000

Northern Kentucky African American Heritage Task Force, Covington KY, April 16, 2000

Black Parents and Friends, Harlan, KY, February 20, 2000

Newman Center Catholic Church, Richmond, KY, February 6, 2000.

Annual Daniel Boone National Forest Unity Meetings. Somerset, KY, January 29, 1998.

WORKSHOPS AND SEMINARS (SELECTED)

“Thriving in the Community College: A Focus on Student Success.” Workshop given to faculty and staff at Burlington County Community College. Burlington County, NJ. May 23, 2014.

“Thriving in the Community College: A Focus on Student Success.” Workshop given to faculty and staff at Tidewater Community College. Virginia Beach, VA. April 25, 2014.

“Thriving in the Community College: A Focus on Student Success.” Workshop given to faculty and staff at Nelson Community College. Virginia Beach, VA. April 25, 2014.

“Becoming a More Culturally Competent Police Officer.” Workshop given to Rockford, Illinois Police Department. Rockford, IL. October 17 & 18, 2013.

“Culture, Climate and Community: Policing in a Diverse Society.” 8 hr. workshop given to Evanston, Illinois Police Department. Evanston, IL. October 13, 2013.

“Utilizing diversity and cultural competence to close the achievement gap.” Murray State University Faculty Workshop, Murray, KY. September 15, 2013.

“Thriving in the Community College: A Focus on Student Success.” Workshop given to faculty and staff at Bluegrass Community College. Lexington, KY. August 12, 2013.

“Becoming a More Culturally Competent Police Officer.” 8 hr. workshop given to Rockford, Illinois Police Department. Rockford, IL. March 14 & 15, 2013.

“Culture, Climate and Community: Policing in a Diverse Society.” 8 hr. workshop given to Evanston, Illinois Police Department. Evanston, IL. January 23, 2013

“First-Year Student Success: Thriving in College and Beyond.” Workshop given to William Patterson University’s faculty and staff. Patterson, NJ. May 8, 2012.

“Humanity, Diversity and the Liberal Arts.” Workshop given to faculty and staff of Centre College. Danville, KY. November 8, 2011.

“The Law Enforcement Leader: Challenges and Opportunities for Greatness.” Workshop for the Rockford Police Department. Rockford, IL. September 19-20, 2011

“Setting the Campus Agenda around Student Success.” Workshop and summit facilitator at the Student Success Summit sponsored by the Texas Higher Education Coordinating Board. Austin, TX. July 25-26, 2011.

“Moving from Sage on the Stage to Guide on the Side.” Workshop given to the Chicago Police Department in conjunction with the Illinois Law Enforcement Training and Standards Board. Chicago, IL, June 3, 2011.

“Leadership Development.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL, May 19, 2011.

“Leading a Multigenerational Workforce through Transparent Leadership.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. April 12, 2011.

“Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond.” Lead presenter at Student Success Symposium, Chicago, IL. March 17-19, 2011.

"From Diversity to Cultural Competence: Taking Students Beyond Tolerance to Higher Levels of Intercultural Interaction and Appreciation." Lead presenter at Student Success Symposium, Chicago, IL, March 17-19, 2011.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Lead presenter at Student Success Symposium, Chicago, IL, March 17-19, 2011.

"Leading a Multigenerational Workforce through Transparent Leadership." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. December 15, 2010.

"Your Role as a Leader in the Strategic Planning Process." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. November 9-10, 2010.

"Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond." Lead presenter at Student Success Symposium, Las Vegas, NV. October 21-23, 2010.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Lead presenter at Student Success Symposium, Las Vegas, NV. October 21-23, 2010.

"Reaching and Teaching Non-College Ready Students." Lead presenter at Student Success Symposium, Las Vegas, NV. October 21-23, 2010.

"Police Executive Role in the 21st Century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. October 18, 2010.

"Generational Competence: Bridging the Gap." Workshop given to community members and Communicare employees, Springfield, KY. September 21, 2010.

"Cultural Competence: Understanding the Needs of a Diverse Population." Workshop given to staff members of the Florence Crittenden Home, Lexington, KY. September 7, 2010.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Workshop given to staff members of University of North Carolina-Wilmington, Wilmington, NC. August 13, 2010.

"How Diversity Enriches the College Experience." Workshop given to staff members of University of North Carolina-Wilmington, Wilmington, NC. August 13, 2010.

"The First Year Seminar: The Foundation for College Success." Workshop given to faculty members of University of North Carolina-Wilmington, Wilmington, NC. August 13, 2010.

"Sheriff Leadership Development." Workshop given to sheriffs in the state of Illinois in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. August 8, 2010.

"Cultural Competence: Laying a Foundation for Relating to Others." Workshop given to staff members of Communicare, Hardin, KY. July 20, 2010.

"Cultural Competence in the Classroom: Laying the Foundation for Student Learning." A session offered during the Behavior Institute Conference, Lexington, KY. July 15, 2010.

"Culture: The Advantages of Uniqueness and the Challenges it Brings." A session offered during the Behavior Institute Conference, Lexington, KY. July 15, 2010.

"Connecting with Your Community by Becoming Culturally Competent Public Servants." Workshop given to community members and public servant employees, Covington, KY. July 13, 2010.

"How Critical and Creative Thinking Can Bridge the Achievement Gap." Workshop given to administrators, faculty and staff of Clay County School District, Manchester, KY. July 12, 2010.

"Cultural Competence: How to Live and Work in a Diverse Society." Workshop given to community members, London, KY. May 4, 2010.

"Leadership Development." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. April 21, 2010.

"Bridging the Generational Divide." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Joliet, IL. April 6, 2010.

"Diversity in Public Service." Workshop given to public service employees for the city of Richmond, Richmond, KY. April 2, 2010.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Lead presenter at Student Success Symposium, Teaneck, IL. March 18-20, 2010.

"Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond." Lead presenter at Student Success Symposium, Teaneck, IL. March 18-20, 2010.

"Facilitating Success in the Classroom: Connecting with Traditional and Non-traditional First Year Students." Lead presenter at Student Success Symposium, Teaneck, IL. March 18-20, 2010.

"From Diversity to Cultural Competence: Taking Students Beyond Tolerance to Higher Levels of Intercultural Interaction and Appreciation." Lead presenter at Student Success Symposium, Teaneck, NJ. March 18-20, 2010.

"Motivation and Leadership." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Normal, IL. February 16, 2010.

"Police Executive Role in the 21st century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Joliet, IL. February 9, 2010.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Lead presenter at Student Success Symposium, October 22-24, 2009, Oakbrook, IL.

"Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond." Lead presenter at Student Success Symposium, Oakbrook, IL. October 22-24, 2009.

"From Diversity to Cultural Competence: Taking Students Beyond Tolerance to Higher Levels of Intercultural Interaction and Appreciation." Lead presenter at Student Success Symposium, Oakbrook, IL. October 22-24, 2009.

"Cultural Competence in the Classroom: Establishing a Foundation for student learning." A half-day workshop given to student teachers at Eastern Kentucky University, Richmond, KY, October 20, 2009.

"Cultural Competence: Meeting the Needs of a Diverse Society." Workshop given to professionals in Lebanon, KY, September 9, 2009.

"Preparing New Students for Success: The First Year Seminar at Montclair University." Workshop given to faculty and staff at Montclair University, Montclair, NJ. May 28, 2009.

"How Law Enforcement Can Meet the Needs of a Diverse Population." Workshop given to members of the Columbia, Missouri police department, Columbia, MO. May 19 & 22, 2009.

"Dispersed Leadership: Capitalizing on Individual Strengths in Your Police Organization." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, East Peoria, IL. May 21, 2009.

"Bridging the Generational Divide in Law Enforcement." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Bloomington, IL. April 28, 2009.

"Cultural Competence: Meeting the Needs of a Diverse Society." Workshop given to members of the Youth Drug Prevention Coalition, Bardstown, KY. April 7, 2009.

"Leadership Development: Enduring, Surviving, and Thriving as a Law Enforcement Executive." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. March 19, 2009.

"Motivation: The Key to Personal and Professional Success." Workshop given to staff members of Communicare, Elizabethtown, KY. March 3, 2009.

"Police Executive Role in the 21st century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Bloomington, IL. February 24, 2009.

"Cross Cultural Connections: Cultural Competency." Workshop offered during the Annual Race Relations Conference, Louisville, KY. February 18, 2009.

"Creation of a Strategic Plan: Establishing Your Product in the Marketplace" Workshop given to the staff of the Illinois Law Enforcement Training and Standards Board, Macomb, IL. December 15-16, 2008.

"Community, Communication, Culture, and Competence: The Art and Science of Being a Public Servant." Workshop given to the Matteson Illinois Police Department, Matteson, IL. October 9 & 10, 2008.

"Your Role as a Leader in the Strategic Planning Process." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Oak Brook, IL. October 7-8, 2008.

"The Role of the First Year Seminar at Montclair University." Workshop given to faculty and staff at Montclair University, Montclair, NJ. August 26, 2008.

"Diversity: Music to My ears." Workshop given to student leaders at Northern Kentucky University, Highland Heights, KY. August 19, 2008.

"Cultural Competence: Taking Diversity to the Next Level." Workshop conducted at the Annual Governor's Empowerment Conference, Lexington, KY. August 18, 2008.

"Laying the Foundation and Building the Bridge." Workshop given to faculty and staff members of Paducah Public Schools, Paducah, KY. August 4, 2008.

"Engaging Students through the First Year Seminar." Workshop given to faculty and staff members of Toledo University, Toledo, OH. July 24, 2008.

"Four Elements of Student Success: Achieving Educational Equity for All." Workshop given to Kentucky Association of Elementary School Principals, Louisville, KY. July 15, 2008.

"School Leadership: How Principals Set a Tone of Success." Workshop given to Kentucky Association of Elementary School Principals, Louisville, KY. July 15, 2008.

“Infusing Diversity into the First Year seminar.” Workshop given to faculty and staff members of Babson College, Babson Park, MA. June 24, 2008.

“Turning Obstacles into Opportunity: The Real Role of Leadership.” Workshop given to the South Suburban Association of Chiefs of Police, Tinsley Park, IL. May 2-3, 2008.

“Retention: A Goal Reached Through Progressive Leadership.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Peoria, IL. April 22, 2008.

“Bridging the Generational Divide in Law Enforcement.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Moline, IL. April 14, 2008.

“Leadership Development: Enduring, Surviving, and Thriving as a Law Enforcement Executive.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. April 3, 2008.

“Generational Differences: Capitalizing on the Uniqueness of Each Generation.” Workshop given to staff members of Communicare, Elizabethtown, KY. March 5, 2008.

“Police Executive Role in the 21st Century.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Moline, IL. February 20, 2008

“Building Community around Diversity: A Study on Student Involvement and Understanding.” Workshop given to 250 Kentucky public schools’ faculty and administrators at the 7th Annual ECU College of Education Diversity Conference. Richmond, KY. February 6, 2008.

“Designing a Culturally Competent System to Effectively Serve Your Clientele.” Workshop given to staff members of Communicare, Falls of Rough, KY. November 28-29, 2007.

“Turning Obstacles into Opportunities: Encouraging our Children to Succeed.” Workshop given to participants of annual Title I Regional Conference, Owensboro, Kentucky. November 12, 2007.

“Diversity – The Importance of its Inclusion at Missouri Southern State University.” Workshop conducted for faculty and staff of Missouri Southern State University, Joplin, Missouri. September 25, 2007.

“Strategic Planning: A Roadmap to Success for Your Police Organization.” Workshop conducted for law enforcement executives in conjunction with the Illinois Law Enforcement Training and Standards Board, Urbana, Illinois. June 19-20, 2007.

“Weaving Cultural Competence into the Fabric of Your Community.” Workshop given to staff members of the Clay County Alliance for Inhalant Prevention, London, Kentucky. June 12, 2007.

“Weaving Cultural Competence into the Fabric of Your Community.” Workshop given to staff members of the Commonwealth Alliance for Substance Abuse Prevention, Lexington, Kentucky. May 30-31, 2007.

“Law Enforcement and the Diverse Community You Serve.” Workshop given to the Columbia Police Department, Columbia, Missouri. May 21, 23, and 25, 2007.

“Police Executive Role in the 21st Century.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, Illinois. April 26, 2007.

“Ethics: The Foundation for Law Enforcement.” Workshop given for the Justice & Safety Center at Eastern Kentucky University, Richmond, Kentucky. March 31, 2007.

"Millennials: Forget the X, Are You Ready for the Y?" Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, Illinois. March 20, 2007.

"Strategic Planning: A Guide for Police Organizations." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, Illinois. March 19, 2007.

"Police Executive Role in the 21st Century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, Illinois. March 19, 2007.

"Creating a Culturally Competent Classroom: A Guide for Diminishing Prejudice, Stereotyping and Discrimination in Our Schools." Workshop given to Kentucky public schools' faculty and administrators at the 6th Annual ECU College of Education Diversity Conference, Richmond, Kentucky. February 8, 2007.

"Becoming Culturally Competent in a Diverse Society." Workshop given to members of the Richmond Police Department, Richmond, Kentucky. October 20 and 23, 2006.

"Strategic Planning: A Roadmap to Success." Workshop given to the Western Association of Summer School Administrators, Boise, Idaho. October 10, 2006.

"Becoming Culturally Competent in a Diverse Society." Workshop given to members of the Richmond Police Department, Richmond, Kentucky. September 25 and 29, 2006.

"Strategic Planning: A Guide for Police Organizations." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Chicago, Illinois. September 12-14, 2006.

"Building Community around Diversity." Workshop given to master trainers in the Division of Substance Abuse and Mental Health Services, Lexington, Kentucky. July 18, 2006.

"Police Executive Role in the 21st Century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, Illinois. May 22, 2006.

"Diversity and Ethics: A Workshop for the Richmond Police Department." Workshop given to members of the Richmond Police Department, Richmond, Kentucky. April 19, 2006.

"Command Leadership: A Workshop for the Richmond Police Department." Workshop given to command staff of the Richmond Police Department, Richmond, Kentucky. April 11, 2006

"Leadership Development: Enduring, Surviving and Thriving as a Law Enforcement Executive." Workshop given to police chiefs in conjunction with the Illinois Law Enforcement Training and Standards Board, Decatur, Illinois. March 14, 2006.

"What is Leadership?" Workshop given to the Criminal Justice Executive Development class, Richmond, Kentucky. February 16, 2006.

"Race and Its Role in Educating Our Children." Workshop given at the 5th Annual Diversity Conference sponsored by the College of Education, Richmond, Kentucky. February 8, 2006.

"A Four-Step Process to School Diversity and Increased Test Scores." Workshop given to the Greenup County public school faculty, staff and administrators, Grayson, Kentucky. August 8, 2005.

"Recruiting and Retaining Minority Teachers and Administrators." Workshop given to the administrators of the Madison County Schools, Richmond, Kentucky. July 28, 2005.

"Police Executive Role in the 21st Century: Cultivating Quality." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, Illinois. May 14, 2005

"Police Executive Role in the 21st Century: Executive Responsibility of Leadership." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute, Macomb, Illinois. May 23, 2005.

"Diversity, Ethics, and Leadership: A Community Policing Foundation." A series of three full day workshops given to the Columbia Police Department. Columbia, Missouri. May 9-13, 2005.

"Four Steps to Living an Unbiased Life." Workshop presented at the 4th Annual Diversity Conference sponsored by the Eastern Kentucky University College of Education, Richmond, Kentucky. February 10, 2005.

"Enduring, Surviving, and Thriving as a Law Enforcement Executive: Leadership Development." One-day workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute, Bloomington, Illinois. January 25, 2005.

"Command Leadership Principles." Workshop given to law enforcement personnel sponsored by the Department of Criminal Justice training, Richmond, Kentucky. January 10, 2005.

"Ethics Training for the Line Officer." Three-day workshop given to statewide law enforcement agency members in conjunction with the ECU RCPI and the Department of Criminal Justice Training to the following municipalities on the following dates:

Prestonsburg, Kentucky, October 17-19, 2005
Richmond, Kentucky, May 25-27, 2004
Alexandra, Kentucky, December 1-3, 2003
Richmond, Kentucky, February 24-26, 2003
Louisville, Kentucky, January 6- 8, 2003 (Train the Trainers)
Louisville, Kentucky, August 21- 23, 2002
Louisville, Kentucky, May 29-31, 2002
Richmond, Kentucky, January 2002

"Police Executive Role in the 21st Century: Cultivating Quality." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, Illinois. May 17, 2004.

"Police Executive Role in the 21st Century: Executive Responsibility of Leadership." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, Illinois. May 16, 2004.

"Four Steps to Living an Unbiased Life." Workshop presented to Kentucky Country Day School, Louisville, Kentucky. February 5, 2004.

"Police Department Assessment." A three-day train the trainer workshop on the methods of doing police departmental assessment. Sponsored by the ECU RCPI, Richmond, Kentucky. August 18-20, 2003.

"Creating a Tolerant and Diverse Climate: Four Steps to Living an Unbiased Life." Workshop given to the faculty and staff at the Barnabas Home for Boys, Annville, Kentucky. October 14, 2003.

"Creating a Tolerant and Diverse Climate: Four Steps to Living an Unbiased Life." workshop given to the Ursuline Sisters of Louisville. Louisville, Kentucky. October 11, 2003.

"Diversity, Ethics, and Integrity: A Community Policing Foundation." A series of three one-day workshops given to the Columbia Police Department. Columbia, Missouri. April 26 - May 2, 2003.

"Closing The Achievement Gap: From Appalachia To Academia." 2nd Annual Diversity Conference sponsored by the College of Education, A two-day workshop given to Kentucky educators, Richmond, Kentucky. February 13 -14, 2003.

"Addressing the Achievement Gap: A Plan of Action for Classroom Educators." 1st Annual Diversity Conference sponsored by the College of Education, A two-day workshop given to Kentucky classroom educators. Richmond, Kentucky. January 28 - 29, 2002.

"Valuing and Managing Diversity in the College Residential Hall." A half-day workshop presented to the staff and students of the Housing Department, Eastern Kentucky University, Richmond, Kentucky. August 6, 2001.

"Strengthening Academic Success and Community through Diversity." A one-day workshop given to the faculty, staff and administrators of Louisville Doss High School, Louisville, Kentucky. August 3, 2001.

"Developing Leadership Qualities." A half-day workshop presented to the staff and students of the Education Pay\$ Center, Eastern Kentucky University, Richmond, Kentucky. July 13, 2001.

"Building Community through Diversity." A half-day workshop presented to the staff and students of the Education Pay\$ Center, Eastern Kentucky University, Richmond, Kentucky. June 15 & June 29, 2001.

"Community Policing In a Diverse Community and the Effects of Racial Profiling On Perceptions." A series of three one-day workshops given to the Columbia Police Department. Columbia, Missouri. April 30-May 4, 2001.

"Four Steps to Living an Unbiased Life." Bridge Builders and Human Relations Commission, Hopkinsville, Kentucky. October 16, 1999.

"Community Service in a Diverse Environment." A series of 10 four-hour workshops given to the Columbia Police Department. Columbia, Missouri. August 2-6, 1999.

"Four-Step Program in Developing a Multicultural Philosophy." Workshop given to student leaders at Eastern Kentucky University. Richmond, Kentucky. February 27, 1999.

"Developing a Non-Racist Attitude." Seminar presented to the faculty, staff, and students of the Central Alternative School, Fayette County School System, Lexington, Kentucky. February 17, 1999.

"The Black Family: Yesterday, Today, and Tomorrow." Seminar presented to the Social Work Association. Richmond, Kentucky. February 10, 1999.

"African American Contribution to the Building Of America." Seminar presented to The Model Laboratory Elementary School at Eastern Kentucky University, Richmond, Kentucky. January 28, 1999.

"Diversity and Leadership." A workshop conducted for all of the residential housing area coordinators and assistant area coordinators staff at Eastern Kentucky University, Richmond, Kentucky. January 5, 1999.

"Recognizing Community Needs and Steps to Take Upon Recognition." Workshop given to religious and lay leaders. Sponsored by the Catholic Dioceses of Lexington, KY, Richmond, Kentucky, (January 16, 1999) and Hazard, Kentucky (January 23, 1999).

"Racism, Sexism and Homophobia in the Residence Halls: A Student's Guide to Healing Hatred." A workshop conducted for residential development staff and students at Eastern Kentucky University, Richmond, Kentucky. October 19, 1998.

"Diversity and You in the Residence Halls." A workshop conducted for all residential housing staff at Eastern Kentucky University with co-presenter Reid Luhman, Richmond, Kentucky. August 11, 1998.

"Planning the Next Year." Workshop facilitated for Columbia Area United Way Executive Board, Rocheport, Missouri. June 26, 1998.

"Diversity and You in the Residence Halls." Workshop conducted for all of the residential housing staff at Eastern Kentucky University with co-presenter Reid Luhman, Richmond, Kentucky. August 16, 1997.

"Planning the Next Year." Workshop facilitated for Columbia Area United Way Executive Board, Rocheport, Missouri. June 26, 1997.

"Bringing Cultural Diversity into the University Student Community: Creating and Fostering a Multicultural Climate." Workshop presented to the summer orientation leaders at the University of Missouri, Columbia, Missouri. June 2, 1997.

"Getting on the Same Page." Workshop facilitated for the *RAIN* Board, Columbia, Missouri. May 31, 1997.

"The Power of Being an Assertive Leader." Workshop presented to the Regional Aids Interfaith Network's Care Team Leaders. Columbia, Missouri. May 22, 1997.

"Building Community through Diversity." A series of 8 eight-hour workshops given to the Columbia Police Department. Columbia, Missouri. February - April, 1997.

"Balancing Time, Work and Family." Seminar presented to parents and teachers in the Columbia public elementary schools, New Haven Elementary, Columbia, Missouri. April 22, 1997.

"Building Community in Higher Education: Cultural Diversity and the Stephens College Partnership." Workshop presented to Stephens' College faculty, students, and staff, Columbia, Missouri. April 18 - 19, 1997.

"Developing Cultural Sensitivity as a Teacher." Workshop presented to Ph.D. candidates in Adult and Higher Education, University of Missouri, Columbia, Missouri. April 16, 1997.

"Educational Programs for Divorcing Parents, University of Missouri Human Development and Family Studies program in Boone/Callaway Counties." Workshop presented at the Meeting the Challenges of Parenting in the 21st Century conference sponsored by UM Extension, Columbia, Missouri. April 15, 1997.

"What Should be Known About Black Families as a Key to a Child's Academic Success." In-service workshop presented to teachers in the Hannibal Missouri School District. February 6 and 20, 1997.

"Taking Cultural Diversity into the Next Century: Creating a Multicultural Workplace." Workshop presented to William Woods University faculty and staff, Fulton, Missouri. December 18, 1996.

"Getting on the Same Page." Workshop conducted for the Fun-City Playground Project for Disadvantaged, At-Risk Youth and presented to funders and supporters of the organization, Rocheport, Missouri. November 16, 1996.

"Developing Cultural Sensitivity as a Clinician." Workshop presented to Ph.D. candidates in Counseling Psychology, University of Missouri, Columbia, Missouri. November 6, 1996.

"Working Together in a Changing Environment: Workshop on Race, Ethnic and Gender Sensitivity in the Workplace." Presented to all nonprofessional staff of Columbia Public Schools, Columbia, Missouri. November 4, 1996.

"Arriving at a Multicultural Classroom." In-service workshop presented to school teachers in the Columbia Public Schools, Columbia, Missouri. September 26, 1996.

"Understanding Ourselves and Our Clients Better: A Workshop in Cultural Diversity." Workshop presented to Consumer Credit Counseling and The Job Center staff of Columbia, Missouri. August 27, 1996.

"How to Understand Diversity and Foster its Qualities." Workshop presented to Interact Organization and sponsored by Planned Parenthood, Columbia, Missouri. August 25, 1996.

"Getting on the Same Page." Workshop conducted for the Community Partnership, Columbia, Missouri. August 6, 1996.

"Communities, Families, and Pride." Workshop presented at the National Night Out, Moberly, Missouri. August 6, 1996.

"Fostering a Multicultural Classroom Climate: Stephens College Commitment to Diversity." Workshop presented to the Stephens College faculty, Columbia, Missouri. May 20 - 24, 1996.

"Teaching in a Power-Flattened Environment." Seminar given to the faculty at Stephens College, Columbia, Missouri. April, 1996.

"What All Families and Teachers Should Know About Balancing Work and Family." Seminar presented to parents and teachers in the Columbia public elementary schools. New Haven Elementary, Columbia, Missouri. April 1996.

"Diversity and MU." Workshop presented at the 1996 University of Missouri Faculty Retreat, Lake of the Ozarks, Missouri. April 1996.

"The Role of the Media in Race Relations." A mediated media panel seminar, Columbia, Missouri. April 1996.

"How to be a Culturally Sensitive Peer Counselor." Seminar presented at the Peer to Peer Annual Conference, Columbia, Missouri. April 1996.

"How to be Assertive without Being Aggressive." Workshop presented to care team leaders of the Regional AIDS Interfaith Network (RAIN). Columbia, Missouri. February 1996.

"Managing a Diverse Workforce." Two-day workshop presented to the supervisors and managers of the General Services Sector at the University of Missouri-Columbia, Columbia, Missouri. February 1996.

"Sexual Harassment in the Modern Corporation." Two-day workshop presented at RUDD Equipment Company, Louisville, Kentucky. January 1996.

"Cultural Diversity." Workshop presented at the 1995 University of Missouri Faculty Retreat, Lake of the Ozarks, Missouri. April 1995.

"Balancing Work and Family." Workshop presented to parents and teachers of the Columbia community and sponsored by the Columbia Public Schools and Parents as Teachers Organization, Columbia, Missouri. February 1995.

"Arriving at a Multicultural Classroom." Workshop presented to the secondary teachers of the Columbia Public Schools, Columbia, Missouri. January 1995.

"Welfare Reform: Who's Responsible for Who?" Seminar presented on the University of Missouri's campus sponsored by Sigma Gamma Rho Sorority, Columbia, Missouri. February 1995.

"Taking Higher Education into the Next Century: Cultural Diversity and the Stephens College Partnership." Workshop presented to Stephens College faculty, students, and staff, Columbia, Missouri. November 10 - 11, 1995.

"Coming to Grips with Ourselves: An Exercise in Multicultural Development." Workshop conducted to professors of Elementary Education and teachers of K-3 grade educators. Project Construct, Columbia, Missouri. October, 1994.

"Retaining Blacks through a Multicultural Philosophy." Workshop presented to the Allied Health and Nursing faculty, Eastern Kentucky University, Richmond, Kentucky. April 1994.

"Balancing Work and Family." Workshop presented to extension and resident faculty at the annual Making Connections in HES Extension meetings, University of Missouri-Columbia, Columbia, Missouri. April 1994.

"How to Teach a Multicultural Curriculum." Seminar presented to the Association of Childhood Education International, University of Missouri-Columbia. Columbia, Missouri. March 1994.

"How to Combat Racism in College Residential Housing." Seminar presented to resident housing directors and students at the University of Missouri-Columbia, Columbia, Missouri. February 1994.

"Growing Up in Today's Society." A series of seminars presented to children ranging in age from nine through sixteen. Last presented at the University of Kentucky Sports Program, summer 1992.

"Race and Gender Diversity in the Corporation and the University." A seminar presented to the Kentucky Annual Conference of Residence Halls, Eastern Kentucky University, Richmond, Kentucky. February 1992.

"Sex: A Hot Topic Lately." A seminar on sexual harassment in the workplace presented at Eastern Kentucky University, Richmond, Kentucky. November 1991.

"How to Understand Cultural Diversity in the Workplace." Workshop presented at the University of Kentucky Medical Center (May 1991) and the University of Kentucky Main Campus (October 1991).

"Nomenclature: What Shall We Call Ourselves?" A seminar on the reasons why different ethnic and racial groups change names for identification over time; presented at Eastern Kentucky University, Richmond, Kentucky. Fall 1990.

GRANTS

Rockefeller Philanthropy Advisors (\$720,000) "Core to College: Preparing Students for College Readiness and Success", 1 of 19 states selected for funding, January 2012 to January 2015.

Lumina Foundation (\$120,000) "Quality Collaboratives" October 2011 – October 2013

U.S. Department of Education (\$53,800,000) "GEAR UP Kentucky," September 2011 – September 2017.

Lumina Foundation (\$150,000) "Tuning USA," December 2010.

James G. Brown Foundation (\$326,000) "Redesign of Developmental Education in Kentucky," May 2016 – June 2018.

Eastern Kentucky University (\$9,000) "Factors That Influence School Dropout Rate: an In-Depth Study of a Rural Appalachian School District" May 15, 2008-August 14, 2008.

Kentucky State Police (\$5,940) "Review/Update the Cadet Applicant Written Examination." January 1, 2008–June 30, 2008

Eastern Kentucky University (\$2,341) "Youth Voter Registration Strategies: A Campus Based Experiment." September 5, 2006 - May 15, 2008. (PI)

Missouri Department of Social Services (\$3,000) "Missouri task force on the status of African American males." January 15, 1997 - March 15, 1997. (PI)

Missouri Department of Social Services (\$100,000) "Caring Communities project: The Development of a transdisciplinary approach to undergraduate, graduate, and continuing professional education" at the University of Missouri. September 1, 1996-August 31, 1997. (Co-PI)

The Spencer Foundation (\$11,940) "African American adolescence perspectives on education." September 1, 1996-August 31, 1997. (PI)

Boone/Callaway Family Court: "Focus on Kids," (provides parent education to all divorcing parents in Boone and Callaway counties), approximately \$20,000 per year, June 1, 1995-May 31, 1997. (Co-PI)

University of Missouri-Columbia General Education Council Award

(\$4,000) for teaching enhancement, 1997.

(\$8,000) for teaching enhancement, 1995.

(\$7,000) for teaching enhancement, 1994.

University of Missouri-Columbia Research Council Grant and Summer Fellowship Award (\$7,000), 1994. Award given for continuing research on educational attainment and retention of Blacks on mainly White college campuses.

University of Missouri-Columbia Alumni Faculty Development Incentive Award (\$884), 1994. Award granted for continuing research on divorce in the African-American family.

University of Missouri-Columbia College of Human Environmental Sciences Margaret Mangel Catalyst Award (\$1,100), 1994. Award granted for research on the divorced African-American fathers.

HONORS AND AWARDS

Honorable Order of the Kentucky Colonels, 2012

Richmond Police Department's Citizen's Service Award, 2012

Rotary Club Citizen of the Year, 2011

Acorn Award Nominee, 2008

EKU College of Education Annual Research Award, 2009

EKU College of Education Annual Service Award, 2008

Richmond, KY Unity Award, 2008

Central Kentucky Volunteer of the Year Award Nominee, 2007, 2008

Eastern Kentucky University Hall of Distinguished Alumni Member, 2006

Honorable Mention (1 of 8 finalists) for Outstanding First-Year Advocate Award, 2000-2001
Sponsored by the National Resource Center for the First-Year Experience and Students in Transition.

Honorable Mention (1 of 10 finalists) for Outstanding First-Year Advocate Award, 1999-2000
Sponsored by the National Resource Center for the First-Year Experience and Students in Transition.

1996 Provost's Outstanding Junior Faculty Teaching Award, University of Missouri-Columbia

Award for Excellence, Presented for manuscript "Community diversity issues: Strategies for a comprehensive multicultural framework." By the U.S. Department of Health and Human Services, June 10, 1996

Outstanding Faculty Member for 1995, selected by *QEBH* at The University of Missouri-Columbia

Study Group on Culture and Ethnicity, 1 of 10 national scholars (1998-2003)
Sponsored by The Family Research Consortium, NIMH and other funding agencies

International Who's Who of Intellectuals, Tenth Commemorative Edition from the International Biographical Center, elected in 1992

Outstanding Leadership Award in Business and Academia, and inclusion in the Fourth Edition of International Directory of Distinguished Leadership, 1992

Omicron Delta Kappa, University of Kentucky Chapter, 1990

Lyman T. Johnson Fellow, University of Kentucky, 1989-1991

Golden Key Honors Society

Phi Kappa Phi

PROFESSIONAL SERVICE (SELECTED)

Governor's Appointee, Charter Schools Advisory Council

Governor's Appointee, Education Commission of the States

Governor's Appointee to the Kentucky Workforce Innovation Board (KWIB)

Board Member, Chair of the Governance Committee and Member of the Compensation Committee, Baptist Health Board

Member, Educational Professional Standards Board

Member, The Quality Assurance Commons for Higher and Postsecondary Education Advisory Board

Board Chair, National Council for Community and Education Partnerships

Board Member, National Council for Community and Education Partnerships

Board member, AVID Higher Education

Editorial Review Board, Illinois Law Enforcement Training and Standards Board

Advisor, Student Government Association Eastern Kentucky University

Member of the Executive Board, Collegiate Press

Grant Proposal Reviewer, National Institute of Mental Health

Membership Chair, Ethnic-Minorities section of the National Council on Family Relations (NCFR)

Reviewer, *Journal of Marriage and the Family*

Reviewer, *Family Relations Journal*

Reviewer, *Journal of Social and Personal Relationship*

Reviewer, *Journal Student Retention*

Reviewer, *Journal for Juvenile Justice and Detention Services*

Reviewer, paper presentation proposals to be given at the annual conference of the *NCFR*

Member, Reubin Hill Award Committee, *NCFR*

Member, Committee on Diversity, *NCFR*

Consultant, Stephens College, Columbia, MO

Consultant, William Woods University, Fulton, MO

Consultant, Columbia Missouri Police Department

Consultant, City of Columbia, MO

Consultant, City of Richmond, KY

Consultant, Governor's Task Force on the Status of African American Men, State of Missouri

Consultant, Regional Community Policing Institute, Richmond, KY

Consultant, Louisville Police Department, Louisville, KY

Consultant, Hopkinsville Police Department, Hopkinsville, KY

Mentor, Wakonse Fellows, University of Missouri

National American Association of Summer Sessions, Executive Board

COMMUNITY SERVICE (SELECTED)

Shaping Our Appalachian Region (SOAR) Futures Committee
Kentucky African American Encyclopedia, Editorial Board
Kentucky Chemical Demilitarization Citizen's Advisory Commission
Kentucky Humanities Council, Member of the Board of Directors
Madison County Education and Business Partnership
Pattie A. Clay Hospital, Chair of the Board of Directors
Baptist Healthcare: Board Member; Chair of Governance Effectiveness Committee; Executive Committee
Pattie A. Clay Hospital Physician Compliance Committee, Chair
Pattie A. Clay Hospital, Member of the Finance Committee and Member of the Medical Staff Executive Committee
Pattie A. Clay Hospital, Chair of Executive Committee
Regional Community Policing Institute, Executive Board Member
Richmond Police Chief Advisory Board
Ambassadorial Scholars, Richmond Rotary Club
Bluegrass Rape Crisis Center, Executive Board Member
The Boys and Girls Club of Madison County, Executive Board Member
City of Richmond Citizen's Advisory Board
Governor's Literacy Project, Member
Habitat for Humanity Publications & Public Relations Committee
Hope's Wings Domestic Violence Shelter, Board Member
Kentucky Humanities Council, Speakers Bureau
Madison Central High School, Curriculum Committee
Madison County Schools Strategic Planning Committee
Minority Men's Network, Columbia, MO, Member
The Northeast Caring Communities, Consultant
P-16 Council, Member
Race Relations Task Force, Columbia, MO, Consultant
Regional AIDS Interfaith Network of Central Missouri (RAIN), Executive Board Member
Richmond Rotary Club
The Ronald McNair Scholars Program, Executive Board Member
The Ronald McNair Scholars Program, Editorial Board Member
St. Stephens Newman Center Board, Chair
United Way of Central Missouri, Chair of Allocation of Funds Panel
United Way of Central Missouri, Agency Relations Committee Member
YMCA, Board Member

PROFESSIONAL CONSULTING EXPERIENCE

SELECTED EDUCATIONAL ORGANIZATIONS: Anderson County Kentucky Schools, Augsburg College, Berea College, Boone County Missouri School District, Burlington County Community Colleges, Cal-Poly, Centre College, Cincinnati State, Clay County Kentucky Schools, Cumberland College, Dickinson State University, Elizabeth City University, Fayette County Kentucky Schools, Florida Southwestern College, Franklin County High School, Jefferson County Kentucky Schools, Kentucky Community & Technical College System, Kentucky Country Day School, Kentucky State University, Kentucky Wesleyan, Lindsey Wilson, Madison County Kentucky Schools, McCreary County High School, Mercer County Kentucky Schools, Missouri Southern State University, Model Laboratory School, Montclair State University, Montgomery County Kentucky Schools, North Carolina Central, North Carolina Wilmington, North Carolina State University, Pfeiffer College, Pima Community College, Providence, Kentucky School District, Sacramento City College, Shawnee State University, Shelby County Schools, Sinclair Community College, Southern State Community College, St. Henry's High School, Stephens College, Texas A&M-Kingsville, Texas Higher Education Coordinating Board, Tidewater Community College, Union College, University of Houston-Downtown, University of Kentucky, University of North Carolina-Wilmington, University of Missouri, University of Texas-Brownsville, Washington County school district, Wiley College, William Patterson University

Examples of services provided: college preparation, student success, diversity training, faculty hiring and mentoring, generational differences, rebuilding general education, overcoming obstacles, recruiting and retaining diverse faculty and staff, strategic planning, leadership, closing gaps, etc.

SELECTED CHURCHES/RELIGIOUS ORGANIZATIONS: Carrollton Christian Academy, Catholic Diocese of Lexington, Kentucky, St. Mark Catholic Church

Examples of services provided: cultural diversity, marriage and relationships

SELECTED LAW ENFORCEMENT ORGANIZATIONS/AGENCIES: Chicago Police Department, Chicago Sheriff's Department, Columbia Police Department, Danville Kentucky Police Department, Department of Criminal Justice Training, Evanston, Illinois Police Department, Hopkinsville Kentucky Police Department, Illinois Law Enforcement Training and Standards Board, Kentucky Law Enforcement Council, Kentucky Traffic School/Graduate Licensing Program, Louisville Kentucky Police Department, Regional Community Policing Institute, Richmond Police Department, Rockford, Illinois Police Department

Examples of services provided: citizen review boards (establishment of and working with), departmental assessments, diversity training, ethics training, generational differences, internal affairs assessments, leadership development, merit and promotion guidelines, performance evaluation systems, race relations, recruiting and retaining diverse officers and personnel, sexual harassment, strategic planning

SELECTED MUNICIPALITIES: Boone County Missouri, Calloway County Missouri, Columbia, MO, Glasgow, KY, Hopkinsville, KY, Louisville, KY, Moberly, MO, Richmond, KY

Examples of services provided: community surveys, conducting and facilitating community forums, conflict resolution, departmental training and assessment, diversity training, leadership development, performance reviews, recruiting and retaining diverse personnel, strategic planning

OTHER SELECTED ORGANIZATIONS: Alliance for Substance Abuse Protection, Carnegie Center for Literacy and Learning, Center for Rural Development, Community Partnership, Division of State and Mental Health, FDIC Bank Examiners, Fun City Playground Project, Hope's Wings, Kentucky Association of Gerontology, Kentucky Humanities Council, Kentucky Nursing Association, Kentucky Society of Certified Public Managers, National American Association of Summer Sessions, National City Bank, Ohio Literacy Institute, Parent Link (Missouri), Pattie A. Clay Hospital, Planned Parenthood, Practical Parenting Partnerships (Missouri), Rudd Equipment Company, The Jobs Center (Missouri), Western Association of Summer School Administrators Western Kentucky Human Relations Commission, YMCA, YMCA Association of Professional Directors

Examples of services provided: cultural competence, diversity training, establishment of non-profit boards, leadership, overcoming obstacles, recruiting and retaining diverse staff, site reviews, strategic planning