

DR. LEROY HAMILTON, JR.

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LEADERSHIP PROFILE

Experienced, collaborative, ethical leader and problem-solver with over 30 years combined progressive experience in community college and university environments. Demonstrated success in project management and team building. Skilled in written and oral communication, supervision, and office management. Committed to the transformational change afforded by a quality education and access to college and university resources. Enjoys goal setting, tackling complex issues, and working in a results-oriented environment.

EDUCATIONAL BACKGROUND

Doctor of Education, Educational Leadership, 2007
University of Phoenix, Phoenix, Arizona

Further Graduate Studies, Administration and Supervision (K-12), 2000, Old Dominion University, Norfolk, Virginia

Master of Arts, Communication/Language (Linguistic) Studies, May 1997 Norfolk State University, Norfolk, Virginia

Bachelor of Arts, English, May 1996
Norfolk State University, Norfolk, Virginia

PROFESSIONAL EXPERIENCE:

Vice Provost for Academic Affairs, Office of the Executive Vice President and Provost Hampton University, Hampton, Virginia, November 2023 to present.

Responsibilities: Serves as a senior administrator facilitating matters related to academic integrity, planning, faculty affairs, and academic leadership. Ensures quality of undergraduate and graduate programs comply with national, regional, and state accreditation standards. Facilitates academic program review exercises for continuous improvement. Serves as the academic affairs liaison for administrators, faculty, and other constituents of the University.

Selected duties and responsibilities:

- Serves as the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Institutional Accreditation Liaison
- Assists in policy development and processes in relationship to the University's mission, faculty handbook requirements, state and federal regulations, and trends in higher education

- Coordinates plans for all Faculty institute initiatives
- Facilitates search committee activities in consultation with within the University system
- Manages the academic grievance process and facilitate personnel matter and outcomes
- Organizes activities sponsored by the Center for Teaching Excellence including Academic Excellence Workshops and Faculty Mentoring Programs
- Oversees faculty elections in collaboration with the chairperson for the Committee or Committees
- Reviews and presents proposed curricular revisions to the faculty as the Chair of the Committee on the Instructional Program
- Supervises school and college deans and other academic officers

Professor (tenured), Department of Education, Human Development, and Consumer Sciences, School of Education, Kentucky State University, Frankfort, Kentucky, June 2021 to June 2023.

Provost and Vice President for Academic Affairs, Division for Academic Affairs, Office of the Provost and Vice President for Academic Affairs, Kentucky State University, Frankfort, Kentucky, June 2021 to January 2023.

Responsibilities: Served as the chief academic officer with a significant impact on the campus, in the community, and in the region. Reporting to the President, provided leadership for the core academic mission of the university. Developed, implemented, and assured quality of undergraduate and graduate programs, instruction, research, and service. Provided on-going supervision of deans and directors and was responsible for the administration of academic-related functions of the University. Oversaw the College of Humanities, Business, and Society; the College of Agriculture, Community, and the Sciences (including programs in nursing and education); Whitney Young Honors Collegium; as well as the Center for Excellence for the Study of Kentucky African Americans, the Center for Research on the Eradication of Educational Disparities, and Institutional Research and Assessment. Worked collaboratively with dynamic teams in the President’s Council as well as with a faculty deeply committed to students. Provided leadership and stability and, ultimately, making decisions to ensure that the University delivers a strong and relevant educational experience for a racially diverse student body.

Selected accomplishments:

- Advised President, senior leadership, and Board of Regents on academic affairs issues through reports, presentations, recommendations, and findings
- Collaborated with the Board of Regents to implement policy and procedures for Board actions and assisted with the development of university guidelines

- Designed a comprehensive student-centered 2+2 advising model to support and improve student retention and student graduation rates
- Developed a five-year strategic plan for the Division of Academic Affairs with several foci: retention and student success, enrollment, community engagement, academic programs, diversity plan, and graduate studies
- Developed grant opportunities and managed grants and sponsored programs to enhance relationships with external funders and community partners; Secured and/or influenced external grants totaling \$7.4 million dollars
- Developed Signed ten (10) Memoranda of Understandings with educational partners
- Employed technology to track, document, and assess the effectiveness of divisional operation and student services
- Established a “One Stop” Enrollment and Registration Services for centralized enrollment processes
- Established plans to enhance infrastructures for online programs and equipped learning environments with technology-assisted classrooms
- Facilitated activities for the Council of Postsecondary Education (CPE) Improvement Management Plan: (1) Academic Program Offerings, (2) Course Offerings, and (3) Faculty Productivity Guidelines
- Facilitated enrollment and retention projects: (1) Courseleaf Registration Software, (2) DegreeWorks Advising Software, (Online Curriculum Guides)
- Identified and supported the acquisition and management of cutting-edge instructional techniques, technology, and support to ensure high-quality online and in-person instruction
- Implementation an action plan for the Kentucky Senate Bill 270-West Louisville Pilot Project; develop a comprehensive report
- Maintained collaborative working relationship with the Faculty Senate
- Managed Council of Postsecondary Education (CPE) initiatives: (1) Student Success Collaborative, (2) JJF Advising Network (Gates Foundation in Collaboration with KCTCS), (3) Kentucky Graduate Profile Academy, Gray and Associates, Gear Up Kentucky
- Promoted faculty research and creative productivity by encouraging and expanding a sustainable grant-writing office

- Revised the faculty annual promotion and tenure review processes, including post-tenure review
- Revised faculty scheduling and implemented cost-saving strategies resulting in savings over \$223,150 for the upcoming semester
- Secured \$2.5 million dollars from CHI Saint Joseph Health grant for tuition assistance and program support for the School of Nursing; secured \$200,000, Council of Postsecondary Education (CPE) grant to support summer bridge programs; secured \$300,000 Department of Education, Title III grant to establish a University Writing Center
- Supervised specialized academic program reaffirmation of accreditation off campus and on campus visits

NORFOLK STATE UNIVERSITY, Norfolk, Virginia (approximately 19 years of service: August 2000-2015 and April 2017- June 2021)

Special Assistant to the President

Office of the President

Responsibilities: Served as a member of the senior leadership team and works with a wide range of university leaders, faculty, and staff to advance cross-functional projects at the direction of the President. Partners with the President, Executive Cabinet Staff, individuals across campus and within the community and Commonwealth to support the President’s initiatives and the University’s strategic plan to build an atmosphere of coordination and clear understanding of the institution’s mission, vision, and goals. Handles a wide range of time-sensitive, confidential executive responsibilities while representing the President’s Office internally and externally.

Selected accomplishments

- Coordinated and/or led special projects at the direction of the President; performed other duties as assigned
- Provided analytical support and synthesized issues for salient content and required action items
- Served as the President’s representative or liaison on institutional committees and other activities, as requested by the President
- Tracked, followed up, and reported on action items, decisions, and emerging issues

Provost and Vice President for Academic Affairs (Interim)

Office of the Provost

Responsibilities: Served as the chief academic officer of the university to provide leadership, vision, and oversight for instructional programs. Guided policy formulation, educational planning and new program development in an integrated instructional, academic support, and student success-oriented setting. Oversaw academic planning, teaching, research, partnerships, and continuing education. Provided administrative leadership and oversight of a college division that currently includes, but is not limited to, the following units: Office of Academic Student

Engagement, Office of Academic Effectiveness (Accreditation), Office of Faculty Affairs, Library Services, Office of Information Technology Services, Colleges/Schools, Honors College, Graduate Studies, Registrar's Office and Student Success Center.

Selected accomplishments:

- Advised the President on all academic matters and many university-wide initiatives; collaborated with the President and the Cabinet about university operations; collaborated with the university vice presidents to develop student retention and success initiatives
- Coordinated the hiring, evaluation, and professional development of faculty, academic administrators, and staff in Academic Affairs
- Coordinated the interaction and communication between the faculty and administration and facilitate the operation of the faculty governance structure
- Developed and manage the divisional budgets for Academic Affairs
- Facilitated faculty mentoring institutes to enhance teaching and learning, research, professional development, and service
- Facilitated annual promotion and tenure review processes, including post-tenure review
- Mentored and supervise school and college deans and other academic officers
- Oversaw assessment of student learning outcomes; monitored ongoing evaluation and program review of all academic programs
- Oversaw the hiring, evaluation, and contract renewal of all faculty and staff within academic affairs
- Served as State Council of Higher Education for Virginia (SCHEV) institutional liaison and serve on Instructional Programs Advisory Committee (IPAC)
- Served as the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) accreditation liaison (Led successful regional SACSCOC reaffirmation of accreditation via decennial review (with no recommendations-2019)
- Served on the SACSCOC Ad Hoc Committee on Substantive Change; SACSCOC Onsite and Off-site Evaluator
- Supervised, through deans and chairs, all undergraduate and graduate schools and departments of the University
- Supervised, through directors or governance processes, all academic units and services, including the library and the registrar's office, centers, advising, academic support, and accreditation requirements

Vice Provost for Academic and Faculty Affairs (Interim) Office of Academic Effectiveness

Responsibilities: Provided leadership for university initiatives, programs and structures that support faculty and academic programs. Role required exceptional intellectual leadership, active engagement with the NSU community, and administrative skill. The position covered a broad range of both strategic and operational responsibilities.

Selected accomplishments:

- Collaborated with Tennessee State University and Morgan State University officials to facilitate the UNCF Career Pathways Initiative
- Coordinated across departments, colleges, and schools all aspects of academic and faculty policy development, school and department reviews, and faculty information and support systems
- Ensured the overall quality of academic programs and the academic experience at Norfolk State University through ongoing assessment
- Established a collaborative decision-making relationship with deans and the faculty senate to facilitate improvements and effect changes in academic and faculty affairs
- Facilitated tenure and promotion process by ensuring compliance with Faculty Handbook and Human Resources policies
- Managed Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) regional accreditation efforts, including reaffirmation of accreditation, Quality Enhancement Plan (QEP), Substantive Change and periodic reports, as well as provided monitoring, tracking, and support for specialized program accreditations
- Partnered with the deans and faculty senate leadership to identify strategic opportunities to support faculty, faculty administration, and infrastructure
- Provided leadership for the development and implementation of outcomes assessment workshops and consultation services for programs and units
- Provided strategic insight on academic trends and developments in higher education
- Served as the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) internal accreditation liaison for Norfolk State University, staying abreast of current SACSCOC Principles of Accreditation, policies, guidelines, and other expectations

Dean, Division of Humanities, Office of Vice President of Academic Affairs, Harford Community College, Bel Air, Maryland, July 2016 to March 2017.

Responsibilities: Provided leadership in academic programming, curriculum development and assessment, class scheduling, developmental education reform, and financial management. Maintained partnerships with the Office of the Vice President of Academic Affairs, Student Affairs, and Enrollment Management units to facilitate student matriculation and retention. Served as a participant with the Middle States Commission on Higher Education (MSCHE), provided divisional leadership for the Maryland Higher Education Commission (MHEC), and managed general operating budgets. Provided leadership for faculty and staff on academic support, curricular and co-curricular activities. Supervised assessment activities to support, strengthen, and close the loop for academic assessment cycles.

Selected Accomplishments:

- Built smooth and efficient working relations that positively impacted academics; worked closely and efficiently with the college leadership team to ensure student success
- Chaired college-wide search committee
- Collaborated with lead faculty members to implement academic program review
- Developed assessment plans and reports for academic units and programs
- Identified problems in academic performance; recommended and implemented solutions in a timely manner
- Monitored and facilitated faculty performance, reappointment and promotion and tenure processes
- Observed, coached, and mentored instructional faculty to ensure that teaching was intentional, engaging, and rigorous as teachers created structured and responsive classroom environments
- Participated on the General Education Council, Curriculum Committee and Academic Affairs Advisory Committee
- Partnered with student services units to develop and implement college advising and academic support services
- Provided leadership, direction, and supervision for faculty, staff, and student workers
- Reinforced positive student behavior and established rapport with students; communicated individual academic progress
- Served on various College initiatives for specialized program accreditation; managed the Middle States Commission on Higher Education (MSCHE) accreditation process and provided divisional leadership for the Maryland Higher Education Commission (MHEC)

Dean, Division of Business, Transfer and Social Sciences, Office of Vice President of Instruction and Student Development, Wytheville Community College, Wytheville, Virginia, July 2015 to June 2016.

Responsibilities: Provided leadership in curriculum development and assessment, managed transfer and articulation agreements for State Council of Higher Education in Virginia (SCHEV), class scheduling and grant writing; facilitated professional development initiatives. Maintained partnerships with the Office of Vice President of Instruction and Student Development, the Office of Student Success and Academic Development, and Enrollment Management units to facilitate student matriculation and retention. Served as an evaluator for Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and provided leadership for the SACSCOC Quality Enhancement Plan (QEP) and on-site accreditation visit. Managed general operating and grant-funded budgets. Provided leadership for faculty and staff on matters related to academic support, curricular and co-curricular activities. Supervised department chairs and lead faculty members to support, strengthen, and close the loop for academic assessment cycles.

Selected Accomplishments:

- Chaired academic appeals committee and reduced the number of student complaints to the division office; chaired college-wide search committees for several positions
- Collaborated with department chairs and led faculty members to implement academic program review
- Conducted workshop at an annual Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) meeting; facilitated curriculum-mapping sessions for program review to assess student learning outcomes
- Established policies and procedures for an undergraduate academic appeals process
- Managed transfer and articulation agreements for State Council of Higher Education in Virginia (SCHEV)
- Participated on the General Education Council, Curriculum Committee and Faculty Senate
- Partnered with academic units to develop and implement university-based advising and academic support services
- Provided leadership, direction, and supervision for faculty, staff, and student workers
- Served on various college and university initiatives for program accreditation, most notably, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) re-affirmation leadership team and Quality Enhancement Plan (QEP); served as a member of both the executive and implementation committees for the QEP

NORFOLK STATE UNIVERSITY, Norfolk, Virginia (approximately 19 years of service August 2000-2015 and April 2017- June 2021)

Executive Director, Office of First-Year Experience (FYE) July 2008 to June 2012
Director, Academy of Collegiate Excellence and Student Success

Responsibilities: Provided leadership, direction, and supervision for academic support services, including university-wide tutorials, supplemental instruction, online instruction, mentoring and peer mentoring programs. Provided leadership in academic advising (for transfer and undeclared students and for students on probation and at risk of failure). Collaborated with deans and associate deans to coordinate and maximize school-based and program-based support services. Ensured alignment and strong connections to academic advising activities in schools, colleges, and academic units. Coordinated ACCESS Plus Summer Bridge program and other summer enrichment programs. Assisted in planning and conducting faculty development activities. Managed Title III grant and externally funded projects.

Selected Accomplishments:

- Chaired academic appeals committee and reduced the number of student complaints to the division office
- Chaired college-wide search committees for several positions
- Cultivated and maintained effective partnerships with the Office of Enrollment Management to facilitate student matriculation and retention
- Developed an interactive Academic Early Alert System (keyed to course attendance and performance); enhanced Intrusive Academic Advising; established male and female mentoring programs
- Enhanced Intrusive Academic Advising; established male and female mentoring programs
- Established action plan for Satisfactory Academic Progress (SAP) Committee
- Facilitated the creation of financial literacy plans with entering student population
- Formed faculty and staff Retention and Academic Support Community of Practice (CoP)
- Partnered with counseling services and the Women's Center to develop student workshops
- Planned, managed, and developed the infrastructure and renovation for a satellite academic support office
- Served as University liaison for the State Council of Higher Education in Virginia (SCHEV) and Southern Regional Education Board coordinating the Academic Common Market application process
- Supervised the Certificate of Advanced Credit Standing program, which fostered successful student learning outcomes

**Coordinator, Curricular and Co-Curricular Activities
Division of Student Affairs**

July 2006 to June 2008

Responsibilities: Provided leadership and supervision for academic support services, including university-wide tutorials and supplemental instruction to support retention and student persistence. Facilitated assessment plans (Division of Student Affairs) and programming initiatives to strengthen curricular and co-curricular activities.

Selected Accomplishments:

- Collaborated with faculty and staff taskforce to develop a Student Leadership Program; provided mentorship as co-advisor for Student Government Association
- Created the NSU Spartan Legion Band Academic Success Program; conducted in-depth analysis of students' academic performance to channel academic support tailored to the individual needs of students.
- Created the League of Extraordinary Male initiative to recruit and retain students
- Developed and maintained strong records and statistical data regarding engagement, retention and program participation; Ensured access to quality and effective learning support services for student success and retention across programs and campus
- Developed Title III proposals for International Student activities and Veteran Affairs funding awarded four consecutive years
- Tracked student retention and success for selected student organizations, including Greek Affairs

**Department of English and Foreign Languages
College of Liberal Arts**

August 2000 to June 2015

Responsibilities: Taught a variety of courses (four courses per semester); advised students, served on departmental, school, and University-wide committees, and supported the mission of the University. Had successful experience in assessing programs, teaching traditional and online composition classes, writing grants, and employing digital technologies. Served as a certified evaluator for SACSCOC. Provided leadership for the SACSCOC Quality Enhancement Plan (QEP) with launching and sustaining the QEP, an institutional-wide long-term initiative, to enhance critical thinking skills of undergraduate students. I chaired committees on the General Education Council, Council of Associate Deans, Faculty Senate and the University Community of Practice project, along with other academic support initiatives that foster successful student learning outcomes.

Selected Accomplishments:

- Created online course platforms for traditional and nontraditional student learning
- Developed assessment plans and reports for academic units and programs

- Established Academic Support Services (tutoring centers); enhanced and expanded technology-assisted learning support services, such as the Research and Statistical Laboratory, Smarthinking online tutoring tool, and an online writing lab
- Facilitated curriculum-mapping procedures to review the operational curriculum within academic units
- Presented papers at professional conferences
- Published, researched, and received external grant awards
- Supervised Direct Student Teaching

English Teacher, Nansemond River High School, Suffolk Public Schools, Suffolk, Virginia. August 1997 to June 2000.

FACULTY APPOINTMENTS

Department of Education, Human Development, and Consumer Sciences, School of Education, Kentucky State University, Frankfort, Kentucky.

- 2021-2023 Full Professor (tenured)

Department of Secondary Education and School Leadership, School of Education, Norfolk State University, Norfolk, Virginia.

- 2019-2021 Associate Professor (tenured)

Department of English, Division of Business, Transfer and Social Sciences, Wytheville Community College, Wytheville, Virginia.

- 2015-2016 Full Professor

Department of English and Foreign Languages, College of Liberal Arts, Norfolk State University, Norfolk, Virginia.

- 2014-2015 Associate Professor (tenured)
- 2008-2014 Assistant Professor (tenure track))
- 2005-2008 Instructor
- 2000-2004 Adjunct Professor (fulltime)

PUBLICATIONS

- Hamilton, L. & King, B.** (2020). The relationship between perceived leadership styles of principals and teacher retention and satisfaction. *Journal of Education, Society and Behavioral Science*, 33 (8), 48-61.
- King, B., Johnson, C., Herron, S. & **Hamilton, L.** (2020). Proximal redevelopment of brownfield and derelict sites near institutions of higher education. *Journal of Geography, Environment and Earth Science International*, 24(3), 62-79.
- King, B., **Hamilton, L.** & Johnson, C. (2019). First-year Students' Self-regulation Process Through Self-report at a Minority Serving Institution (MSI). *Journal of Education, Society and Behavioral Science*, 30 (3), 1-8.
- Anderson, W., **Hamilton, L.**, Perkins, A., & Perry, D. (2015). *Becoming Black: Applying Nigrescence Theory to Teach Selected August Wilson Plays and to Enhance Student Literacy*. Kendall Hunt Publishing Company.
- Gatling, P., Gatling, V. & **Hamilton, L.** (2014). *An Inexcusable Absence: The Shortage of Black Male Teachers*. Author House Publishing Company.
- Smith, K. & **Hamilton, L.** (2013). "Exploring Trust in Perception of Crime Models in South Africa." *African Journal of Criminology and Justice Studies*, AJCJS, 7(1&2), 85-100.
- Anderson, W., **Hamilton, L.**, Pace, W., Pearlman, D., et al. (2012). *Introduction to World Literature: Rites of Passage*. Kendall Hunt Publishing Company.
- Hamilton, L.** & K. Smith. (2012). "Summer Bridge: Evaluating the Retention of First-Year HBCU Students Through a Comprehensive Advisor-Focused College Outreach Program." *E-Source for College Transitions*.
- Hamilton, L.** & K. Smith. (2012). "Summer Bridge: A Model for Impacting Student Retention." *8th Annual National Symposium on Student Retention: Conference Proceedings*.
- Hamilton, L.** & Matveev, A. (2011). "Engagement (MIS) Calibration: Lost Opportunities." *REASON Journal*, 3 (2), 12-18.
- Hamilton, L.** & Matveev, A. (2011). "Models of Success." *REASON Journal*, 3 (4), 20-24.
- Hamilton, L.** & Matveev, A. (2011). "Tutoring Exchange: Aligning Help-Seeking and HelpGiving Behavior." *REASON Journal*, 3 (4), 14-20.

GRANT AWARDS

CHI Saint Joseph Health (2022), Tuition Assistance and Program Support. School of Nursing: Kentucky State University, **Award (\$2.5 million)**.

West Louisville Pilot Project (2021), West Louisville Health and Wellness Pilot Project. Senate Bill 270: Kentucky State University, **Award (\$200,000.00)**.

University of Pennsylvania (PENN) (2011), Minority Serving Institutions: Models of Success grant. Lumina and Kresge Foundations, **Award (\$50,000.00)**.

Title III Part B Funds (2011), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Learning Resources and Student Success Center: Developing a Comprehensive System to Improve Student Retention and Ensure Student Success*, Award **(\$541,089.00)**.

Title III Part B Funds (2010), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Learning Resources and Student Success Center: Developing a Comprehensive System to Improve Student Retention and Ensure Student Success*, Award **(\$571, 883.00)**.

Institution for Higher Education Policy (IHEP) (2009), *Wal-Mart Minority Student Success Initiative*, Award **(\$100,000.00)**.

Title III Part B Funds (2009), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Satellite Academic Support Services: Developing a One-Stop Student Service Center*, Award **(\$486, 074.00)**.

Title III Part B Funds (2009), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Learning Resources and Student Success Center: Developing a Comprehensive System to Improve Student Retention and Ensure Student Success*, Award **(\$503, 229.00)**.

Title III Part B Funds (2008), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Satellite Academic Support Services: Developing a OneStop Student Service Center*, Award **(\$419, 000.00)**.

Title III Part B Funds (2008), Strengthening Historically Black Colleges and Universities Program, United States Department of Education, *Learning Resources and Student Success Center: Developing a Comprehensive System to Improve Student Retention and Ensure Student Success*, Award **(\$503, 229.00)**.

PRESENTATIONS/PAPERS AT PEER-REVIEWED PROFESSIONAL CONFERENCES

- 2024 Presenter, "SACSCOC Fifth-Year Interim Preparation and Response Plan." Winter Faculty and Instructional Staff Institute, Hampton, Virginia.
- 2024 Presenter, "Organizing and Executing an Effective Compliance Report." 2024 SACSCOC Annual Meeting, Austin, Texas.
- 2023 Presenter, "Financial Exigency: Developing Instructional Cost-Saving Strategies During Fiscal Distress." 2023 HBCU Executive Leadership Institute, Atlanta, GA.
- 2020 Presenter, "Shifting Sands: Faculty Readiness to Transition from Face-to-Face to Remote/Online Modalities." 2020 HBCU Faculty Development Network, Virtual, Zoom Conference.
- 2020 Presenter, "The Relationship Between Perceived Leadership Styles of Principals and Teacher Retention and Satisfaction." 2020 HBCU Faculty Development Network, Virtual, Zoom Conference.
- 2019 Presenter, "Attracting and Retaining Faculty at a Comprehensive Urban HBCU: Trends, Challenges, and Implications." 2019 American Association of Blacks in Higher Education (AABHE) National Conference, Indianapolis, IN.
- 2019 Presenter, "In Rarefied Air" - Among the 1% of Institutions in Compliance with Standard 6.2.a Faculty Qualifications." 2019 SACSCOC Annual Meeting, Houston, Texas.
- 2019 Presenter, "Organizing and Executing: Preparing for a Successful Compliance." 2019 SACSCOC Annual Meeting, Houston, Texas.
- 2019 Presenter, "Organizing and Executing: Preparing for a Successful Compliance Review." 2019 HBCU Faculty Development Network, Houston, Texas.
- 2019 Presenter, "Curriculum Mapping: A Process to Define, Document, Demonstrate and Improve the Coherence of Program Curricula." 2019 HBCU Faculty Development Network, Houston, Texas.
- 2018 Presenter (October), "Faculty Retention and Best Practices." HBCU Faculty Development Network Conference, Jackson, Mississippi.
- 2018 Presenter (October), "The Cultivating Academic Wellness with Self-Regulation at a Minority Serving Institution." HBCU Faculty Development Network Conference, Jackson, Mississippi.
- 2017 Presenter, "SACSCOC Compliance Certification Preparation and Response Readiness Plan." NSU Fall Opening Conference, Norfolk, Virginia.
- 2017 Presenter, "SACSCOC Reaffirmation of Accreditation Workshop." Norfolk State University, Norfolk Virginia.

- 2016 Presenter, "It's a Fire!: Building upon Students' Cultural Experiences with Innovative Classroom-Ready Lessons." Old Dominion University's Writing Conference, Norfolk, Virginia.
- 2016 Presenter, "Collaborative Learning: A Tool to Enhance and Showcase Student Literacy." Virginia Association of English, Hampton, Virginia.
- 2015 Presenter, "Testing Digital Story Methods in Developing Critical Thinking Skills." Society for Information Technology and Teacher Education (SITE) International Conference, Las Vegas, Nevada.
- 2015 Presenter, "Academic Assessment Cycle: Continuous Educational Improvement through Data-driven Decision Making." Wytheville Community College, Wytheville Virginia.
- 2015 Presenter, "Electronic Portfolio: Faculty Evaluation and Development Plan." Wytheville Community College, Wytheville, Virginia.
- 2014 Presenter, "Literature-Based Writing Assignments: Combining the Old and the New." 45th Annual Conference, Virginia Association of Teacher of English, Williamsburg, Virginia.
- 2014 Presenter, "Stimulating Academic Success and Student Retention through Advancement of Mentoring First-Year Students." Consortium for Student Retention Data Exchange (CSRDE) at the University of Oklahoma.
- 2013 Presenter, "Educating All Students at Minority Serving Institutions: A National Convening." Sponsored by University of Pennsylvania's (UPENN) Center for Minority Serving Institutions and Educational Testing Service, Princeton, New Jersey.
- 2013 Presenter, "Curriculum Mapping: A Process to Define, Document, Demonstrate, and Improve the Pathways to Student Success." 2013 SACSCOC Annual Meeting, Atlanta, Georgia.
- 2013 Presenter, "Leading the Way to College Completion: Models of Success Project." USA Funds Symposium, Tampa, Florida.
- 2012 Presenter, "Engaging 21st Century Learners: Lessons from an Empirical Assessment of Digital Story Pedagogy in an English Literature Course." Annual Conference Virginia Association of Teachers of English, Richmond, Virginia.
- 2012 Presenter, "Summer Bridge: A Model for Impacting Student Retention." The National Symposium on Student Retention, New Orleans, Louisiana.
- 2012 Presenter, "Digital Story Implementation in Enhancing Critical Thinking Skills: An Empirical Study." EPI Retention 2011: An International Conference on Student Success, Orlando, FL.

- 2012 Presenter, "Extending the Bridge: Stimulating Academic Success and Student Retention through Advancement of Mentoring First-Year Students." International Conference on the First-Year Experience, Vancouver, British Columbia, Canada.
- 2012 Presenter, "Campus-wide Synergism: A Model for Promoting Student Success." National Association of Student Affairs Professionals: 58th Annual Conference, Norfolk, Virginia.
- 2012 Presenter, "Enhancing the Transition from High School to College for African-American Freshmen." University of Pittsburgh Colloquium, Pittsburgh, Pennsylvania.
- 2012 Presenter, "Models of Success Program: Building the Capacity to Ensure Student Success." USA Funds Symposium, Dallas, Texas.
- 2011 Presenter, "Curriculum Mapping: A Methodology to Define, Document, Demonstrate, and Improve the Coherence of Program Curricula." 2011 SACSCOC Annual Meeting, Orlando, Florida.
- 2011 Presenter, "High-Impact Practices (HIPs) in the General Education Classroom: Challenges and Strategies." 35th Conference of the Professional and Organizational Development (POD) Network in Higher Education, Atlanta, Georgia.
- 2011 Presenter, "Helping Children Learn to Read: Community Empowerment in Improving School-Age Literacy." Windsor Elementary School, Windsor, VA.
- 2011 Presenter, "Summer Bridge: An Empirical Study of a Summer Orientation Program for Achieving Student Retention." EPI Retention 2011: An International Conference on Student Success, San Diego, CA.
- 2011 Presenter, "Effective Approaches to Cutting School District Budgets While Maximizing District Performance." National School Board Association 71st Annual Conference, San Francisco, CA.
- 2011 Presenter, "Writing Assignments That Promote Self-Discovery and Empathy." Old Dominion University 32nd Annual Spring Writing Conference on the Teaching of Writing, Norfolk, Virginia.
- 2010 Presenter, "21st Century Youth Culture: The Hidden Curriculum to Improve Student Success." National Alliance of Black School Educators 38th Annual Conference, Fort Worth, TX.
- 2010 Presenter, "Nigrescence Theory Dramatized in August Wilson's Pittsburgh Cycle." 18th Annual National Association of African American Studies & Affiliates Conference, Baton Rouge, LA.
- 2010 Presenter, "iTeach: Exploring New Ways of Teaching with Technology in the Language Classroom." 41st Annual Conference Virginia Association of Teachers of English, Virginia Beach, Virginia.

- 2010 Presenter, “Compressed Workweeks, Expanded Workdays: Campus Reactions to the Four-Day Workweek.” 35th Conference of the Professional and Organizational Development (POD) Network in Higher Education, Poster Session.
- 2010 Presenter, “Help-Seeking and Help-Giving Behaviors at Tutorial Sessions: Tutors' Perspective.” 23rd International Conference on The First-Year Experience, Maui, Hawaii.
- 2010 Presenter, “Engagement Calibration: Gaps between College Expectations and Experiences of First-Year Students.” 29th Annual Conference on The First-Year Experience, Denver, Colorado.
- 2009 Presenter, “Technology and Engaged Learning: 21st Century Technology in Language Classrooms.” 40th Annual Conference Virginia Association of Teachers of English, Williamsburg, Virginia.
- 2009 Presenter, “Beyond the Customer Service: Making Your School the Inviting Place Through Enhanced Collegiality.” Chesterfield Academy of Mathematics, Science and Technology, Norfolk, Virginia.
- 2008 Presenter, “Best Practices for Integrating Technology: Examining New Technologies Applied to Language Classrooms.” 39th Annual Virginia Association of Teachers of English Conference, Roanoke, Virginia.
- 2008 Presenter, “Language and Vocabulary: Understanding African American Speech.” A Tribute to August Wilson: Theater as a Forum for Debating Race Conference, Virginia Stage Company at the Wells Theater, Norfolk, Virginia.

PROFESSIONAL DEVELOPMENT

- 2024 Phi Beta Kappa (PBK), HBCU Meeting, Washington, District of Columbia.
- 2023 **HBCU Executive Leadership Institute Community of Fellows**, Clark Atlanta University, Atlanta, GA.
- 2020 **SACSCOC Ad Hoc Committee on Substantive Change**. Renaissance Concourse Atlanta Airport Hotel, Atlanta, GA.
- 2020 **Council for the Accreditation of Educator Preparation**. CAEP CON, New Orleans, LA.
- 2019 **SACSCOC Institute on Quality Enhancement and Accreditation**. Hilton Anatole Dallas, TX.
- 2019 **SACSCOC Small College Initiative**. 14th Annual Small College Initiative, Atlanta, GA.
- 2019 **National HBCU Week Conference**. 2019 National HBCU Week Conference Washington, DC.

- 2018 **Council for Higher Education Accreditation.** CHEA 2018 Annual Conference, Washington, DC.
- 2018 **SACSCOC Substantive Change Workshop.** The University of North Carolina at Greensboro, Greensboro, NC.
- 2018 **Association of Governing Boards of Universities and Colleges.** National Conference on Trusteeship: Leadership and the Urgency of Now, San Francisco, CA.
- 2018 **SACSCOC Small College Initiative.** 13th Annual Small College Initiative, Atlanta, GA.
- 2018 **Organization Development Consortium.** Sponsored by Wake Forest University. Baylor University, Waco, TX.
- 2018 **Association for the Assessment of Learning in Higher Education.** Promoting Assessment for Learning, Salt Lake City, UT.
- 2017 **State Council of Higher Education for Virginia (SCHEV).** SCHEV Liaison Workshop. Richmond, VA.
- 2017 **Virginia Assessment Group.** Virginia Regional Accreditation Symposium at Virginia Commonwealth University, Richmond, VA.
- 2016 **Mid-Atlantic College Reading Association.** Empowering English Learners: From Theory to Practice, Ocean City, MD.
- 2016 **Complete College America.** Annual Convening: Momentum, San Francisco, CA.
- 2013 **SACSCOC On-site Visit (Evaluator).** Mississippi University for Women, Substantive Change Committee.
- 2011 **Institute for Higher Education Policy.** Symposium on Financial Literacy and College Success at Minority-Serving Institutions: Institutionalizing Approaches to Student Success, Grapevine, TX.
- 2010 **National Academic Advising Association.** 9th Annual Academic Advising Administrators' Institute, Clearwater Beach, FL.
- 2010 **National Summer Institute on Learning Communities.** Olympia, WA.
- 2009 **23rd Annual Academic Advising Summer Institutes.** Kansas City, MO.
- 2009 **Educational Policy Institute.** International Conference on Student Retention, New Orleans, LA.
- 2009 **Institute for Higher Education Policy.** Symposium on Financial Literacy and College Success at Minority-Serving Institutions, San Antonio, TX.

UNIVERSITY SERVICE

- Academic Appeals Committee, Chair
- Executive Council, Member
- Faculty and Staff Campaign, Co-Chair
- Faculty Handbook Committee, Chair
- Faculty Senate, Senator
- Freshmen Transition Week Committee, Member
- General Education Council, Member
- Institute for Space, Science and Engineering, Director
- Norfolk State University Research & Innovation Foundation (NSURIF), Vice Chair
- NSU Board of Visitors, Staff Member
- NSU SCHEV Ad hoc Committee, Member
- President's Cabinet, Member
- SACSCOC Quality Enhancement Plan (QEP), Executive Committee
- SACSCOC, Institutional Liaison
- SCHEV Instructional Programs Advisory Committee (IPAC), Member
- SCHEV, Liaison
- Strategic Planning Task Force, Member
- Student Government Association, Co-Advisor
- Student Success Task Force, Member
- Summer Bridge Program Steering Committee, Chair
- Title III Program, Activity Director
- United Negro College Fund (UNCF) Pathway Initiative, Member
- University Commencement, Marshal

PROFESSIONAL MEMBERSHIPS/ ORGANIZATIONS

- Golden Key International Honor Society
- Historically Black College & Universities (HBCU) Faculty Development Network
- Kappa Delta Pi, International Honor Society in Education (KDP)
- National Association for the Advancement of Colored People (NAACP)
- National Council of Teachers of English (NCTE)
- Norfolk State University Research & Innovation Foundation (NSURIF)
- Omega Psi Phi Fraternity, Inc.
- Omicron Delta Kappa, Leadership Honor Society
- Professional and Organizational Development (POD)
- Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)
- SACSCOC Ad Hoc Committee on Substantive Change
- SACSCOC On-site and Off-site Evaluator
- Sigma Tau Delta: The International English Honor Society
- Virginia Association of Teachers of English (VATE)

PROFESSIONAL BOARDS

- HBCU Faculty Development Network Board, Member
- NSU Research & Innovation Foundation Board, Vice Chair
- YMCA on Granby Norfolk Board, Member