

**MYRON L. POPE, Ed. D.**

3531 Windy Ridge

Tuscaloosa, AL 35406

Phone: (405) 202-4193

Email: [myronpope01@gmail.com](mailto:myronpope01@gmail.com)

Website: <https://myron-pope.com/>

**OVERVIEW STATEMENT**

An engaging, collaborative leader with over 25 years of work experience in higher education, government, and non-profit organizations. An effective scholar with extensive research production and impactful teaching experiences. Extensively utilized a student-centered approach to work in student life work to focus on a broad array of innovative programming efforts. Multiple examples of outcomes driven decision making that led to major transformations within organizations, particularly with programming that enhanced student success for students from historically marginalized backgrounds. Clear examples of engagement in internal and external collaborative efforts focused on improving organizational achievement. Demonstrated ability to multitask and lead large units with multi-million dollar budgets and large workforces. Experience in accessing external resources through grant writing and “friend raising”. Effective team builder and motivator. Experience with facilities management, replacement, and construction. An active community and professional association member with an extensive network of colleagues across the state, region, and country.

**EDUCATION**

Ed. D.	Higher Education Administration, The University of Alabama, 1997
M.A.	Higher Education Administration, The University of Alabama
B.A.	History, Minor in English, The University of Alabama

**Postgraduate/Continuing Education**

FEMA Training

- Federal Emergency Management Administration (FEMA) course certification for IS-700: An Introduction to the National Incident Management System (NIMS)
- Federal Emergency Management Administration (FEMA) course certification for IS-100: Introduction to the Incident Command System (ICS 100)
- Federal Emergency Management Administration (FEMA) course certification for IS-200: Basic Incident Command System for Initial Response (ICS 200)

Millennium Leadership Institute, American Association of State Colleges & Universities, 2009  
Leadership Oklahoma, Class XXVI, 2012 – 13  
Leadership Edmond, Class XXI, 2005 – 06

## PROFESSIONAL EXPERIENCE

### **Vice President of Student Life, University of Alabama & Clinical Higher Education Administration Faculty Member, April 2020 – February 2022**

Report to the University President and serve as the Chief Student Affairs Officer at a public research university with an enrollment of over 38,000 students. Manage an annual budget in excess of \$125 million with over 350 full and part-time employees in addition to over 1000 student employees. Supervised facilities: housing – 37 buildings with 8400 residents, university recreation with 2 facilities, and the student center.

- Provided leadership and supervision for the Student Life departments while achieving institutional goals and objectives. Established and implemented short- and long-range organizational goals, objectives, strategic plans, policies, and operating procedures; monitor and evaluate programmatic and operational effectiveness, and led efforts to focus on continuous quality improvement for the division
- Responsibilities: Provided executive leadership and vision in administering a comprehensive, complex, and diverse range of departments/centers, to include the following: Assessment and Planning; Blackburn Institute; Career Center; Center for and Leadership; Collegiate Recovery and Intervention Services; Counseling Center; Dean of Students; Ferguson Student Center; First Year Experience and Retention Initiatives (Capstone Center for Student Success & others); Fraternity and Sorority Life; Health Promotion and Wellness; Housing and Residential Communities; Parent & Family Programs; Student Care and Well-Being; Student Conduct; Student Government Association; Student Health Center and Pharmacy; Student Involvement; Student Media; University Programs; University Recreation; Veteran and Military Affairs; and Women and Gender Resource Center
- Actively promoted student learning by encouraging student involvement through active involvement on campus through over 650 student organizations
- Provided the leadership of the programming and services of the largest Greek system in the country with over 11,000 members to include housing operations, learning and development, philanthropy, and diversity, equity, and inclusion development
- Ensured student success through support services to align with their academic endeavors.
- Designed, implemented, and maintained an organizational structure and staffing to effectively accomplish the organization's goals and objectives; oversees recruitment, training, supervision, professional development, and evaluation of division staff
- Maintained a visible profile both on campus and with external constituencies and engage with the faculty, student, alumni, and staff communities
- Led the development of a learning record to capture the co-curricular learning experiences of students to provide a full accounting of their development in college to complement in class learning experiences (transcript)

- Led the development of a leadership initiative to ensure that all students would have an opportunity to understand self better in the context of leadership, learn how their leadership impacts others, and learn how their leadership impacts systems
- Served as a leader in the development and implementation of a student return to campus plan for each semester during the pandemic
- Served on the University of Alabama System Task Force which developed the systemwide plan related to COVID-19 protocol and continuation of operations
- Served on the UA team that participated in the Equity in Retention Academy sponsored by the John Gardner Institute for Excellence in Undergraduate Education which identified student equity gaps and developed a plan for improving them
- Created the Crimson Scholars program in collaboration with the provost to improve Pell Grant student success
- Spearheaded the development, implementation, and assessment of a divisional orientation program to effectively on-board new employees
- Led the development of a professional development program for divisional staff based upon department, job function, and job classification
- Led rigorous efforts to incorporate DEI, organizational leadership, anti-hazing, and other learning development opportunities into the programming of the UAs 650 student organizations, creating opportunities for student leadership development.
- Piloted the modification of the job classification and compensation philosophy of the division to overcome salary compression issues and other recruitment and retention challenges
- Devised, implemented, and maintained an organizational and staffing structure to effectively accomplish the division's goals and objectives related to DEI.
- Provided oversight for recruitment, training, supervision, professional development, and evaluation of division staff to cultivate an inclusive employee experience and student experience
- Successfully led collaborations with other divisions on campus to develop learning resources for new and returning students related to campus safety, sexual assault awareness, COVID protocol, student conduct expectations, and other information that would benefit them in being successful in college.
- Assisted in the development of a UA plan to distribute federal dollars to support students during COVID
- Led the development of a strategic plan for the Division of Student Life (DSL) with four pillars (DEI, Student Success, Student Wellbeing, and Civic Engagement/Service Learning) which are aligned with student development
- Increased the number of graduate assistantships in the DSL to provide learning opportunities for students matriculating through the Higher Education Administration program (theory to practice mindset)

- Created a speaker series program to expand student thought on relevant topics to be led by significant thought leaders who are collaborative in solving topics that were potentially divisive
- Led the DSL in fundraising with a goal \$15M with \$12.5M raised as of February 2022
- Supervised several major construction and renovation projects to include Tutwiler residence hall which was a \$145M project
- Led the development of the final report from Student Life regarding student learning outcomes which was submitted as part of the SACSCOC final report
- Collaborated with Construction Administration to acquire dollars from FEMA to build a new storm shelter for students which served as programming space for NPHC and UGC (minority serving student organizations)
- Created a strategic plan to increase the number of student internships on campus by 100% administered by the Career Center by 2025 to provide students with meaningful work experiences that aligned with their major
- Led the programming of the Career Center which consistently yielded over 90% job and graduate/professional school placement rates for graduates
- Taught courses in the Higher Education Administration program

**Adjunct EDD Dissertation Chair and Committee Member (remote), Abilene Christian University, 2017 - 2022**

- Provided high quality instruction, direction, and mentorship for assigned students throughout all phases of the dissertation process
  - Provided timely and supportive mentoring throughout the student's process of developing, researching, writing, and revising the dissertation.
  - Directed and instructed the student with the goal of producing high-quality research.
  - Participated in the Defense process of a student's Prospectus. Offered timely and constructive feedback to facilitate revisions towards a successful Dissertation process/project.
  - Participated in the Defense process of a student's Dissertation. Offered timely and constructive feedback to facilitate revisions towards a final and thorough defense.
  - Collaborated with the student's full committee. Committee members: be willing to follow the lead of the dissertation committee chair regarding interaction with the student.
  - Complied with all pertinent policies and procedures outlined in Abilene Christian University's Dissertation Handbook, Faculty Guidelines, and those specified by ACU's College of Graduate and Professional Studies.
- In Chair role, managed and supervised the committee members and methodologists of assigned students.
  - Facilitated the successful completion of all IRB protocols.
  - Guided the student through the development of the Problem of Practice, Concept Proposal, the Prospectus, and the completed dissertation manuscript.
  - Supervised the completion of data collection. Advised the student regarding necessary changes to collection methods and/or processes.

- Provided feedback to Manager of Dissertation and Projects regarding any student and/or committee member challenges, issues, or problems.
- Made recommendations to students regarding the utilization of university resources, as needed.

### **Chief of Strategic Engagement, Oklahoma Department of Human Services, 2019 – 2020**

- Served on the 5-member executive leadership team of a 7000+ employee agency, with an annual operation budget of over \$1.2B
- Supervised the following units: Community & Faith, Information & Referral, Intergovernmental Relations, Communications Services, Design & Photography Services, Social Media Services, Web Services, and Video Services
- Managed and coordinated community engagement with other government agencies, non-profits, and other entities that contributed to the achievement of the goals of the seven units of the agency (Adult and Family Services, Aging Services, Child Care Services, Child Support Services, Child Welfare Services, Child Welfare Services, & Developmental Disabilities Services)
- Led outreach to external entities to expand the agency's community engagement efforts
- Provided strategic direction and consultation to the Executive Director and the leadership team regarding opportunities to expand upon community engagement opportunities which would enhance the agencies opportunities to serve the state's citizens
- Supervised legislative affairs efforts for the agency in conjunction with the Executive Director and the Chief of Staff to include development of the legislative agenda for the agency, collaborating with stakeholders and legislators in policy development, testified in legislative committees, assisted in the selection of individuals to testify in legislative committees, provided detailed policy analysis and reports to decisions makers, and supervised the legislative-related work of a team of legislative liaisons
- Served as strategic communications advisor for the Executive Director and the leadership team of OKDHS regarding crisis communications, which included preparing for media interviews, responding to media requests, and managing internal and external issues of an agency of over 7000 employees which provided services to 1 in 4 Oklahomans
- Served as a primary advisor in the development of executive, internal, and external communications
- Supervised the development of long-term and short-term strategic communications plans in support of the agency's goals
- Oversaw brand development and management, website development and maintenance, digital media strategy, creative services, and development of monthly newsletter to agency staff
- Served on various statewide committees (which included multiple state agencies, nonprofits, and private citizens throughout the State of Oklahoma) that were instrumental in the planning and implementation of the largest commutation in the history of this country (over 500 individuals). These plans were beneficial in providing holistic support and services to these transitioning inmates as they moved back into society

- Led efforts to start the restructuring of the OKDHS web presence to make it more accessible to the end users seeking services from the agency
- Led the development of an infrastructure for the agency to ensure a more comprehensive level of community engagement to ensure the expansion of services for the citizens of Oklahoma
- Assisted in the development of a tool to allow various nonprofits and other state agencies to connect with citizens who need the services (Be a Neighbor)

**Vice President of Student Affairs, University of Central Oklahoma, March 2013 – 2019**

- Supervised 410+ employees (225+ full-time division exempt and non-exempt employees, 125+ division student employees, and over 60 adjunct faculty) and manages a budget of over \$47.4M (student services' operations -- E&G and student fees, \$17.4M; scholarships, \$11M; USDOE grants, \$19M). Additionally, supervises the distribution of over \$90M in federal student financial aid, over \$12M in state aid (State Supplemental Pell Grant and Oklahoma's Promise), and over \$250K in institutional aid rate by five percent in three years (2009 - 2015)
- Implemented strategies that led to the highest freshmen classes in the institution's history (Fall 2015, 2016, 2017)
- Developed several data driven student success initiatives that resulted in increased retention rates for students from under-represented backgrounds
- Reorganized and created new departments based upon gaps in learning outcomes and student satisfaction surveys to improve student success
- Realigned several departments to serve student needs more efficiently and effectively based upon data collected through quantitative and qualitative measures
- Successfully supervised efforts to acquire sponsorships which contribute to the creation and enhancement of student programs and scholarships from corporate/individual sponsors (annually unless otherwise indicated)
  - Black Male Summit -- \$21,000 (programming)
  - Career Development -- \$7500 (programming)
  - Swinging Fore Scholarship Golf Tournament -- \$22,000 (student retention scholarships)
  - Office of Diversity and Inclusion -- \$8500 (programming)
  - First Generation Endowed Scholarship -- \$7428 (student scholarship)
  - Office of Global Affairs -- \$26,800 (including endowed accounts) (scholarships)
  - Vet Hero -- \$2500 (scholarships for veterans)
  - Student Life/Parents' Association Endowment -- \$17,750 (scholarships)
  - Endeavor Games -- \$160,000
- Collaborated with the Provost to create Project Persist, a program focused on improving retention for students who based upon their pre-college characteristics typically have higher levels of attrition traditionally. The first cohort performed at a higher level than their peers (10 percentage points)
- Served as the campus co-chair of the reaccreditation process with The Higher Learning Commission (2012) which was successful in reaffirming our institutional accreditation
- Contributed to and advocated for the reaccreditation efforts of several programs/departments on campus to include the College of Business (AACSB), athletic training (CAATE), the College of

Education (CAEP), funeral services department (ABFSE), and the School of Nursing (CCNE and OBN)

- Supervised the acquisition of a GEAR UP grant, six (6) Student Support Services, McNair's Scholars, Equal Opportunity Center, Veterans' Upward Bound, and Talent Search grants from the United States Department of Education, which equated to over \$19M in funding for the institution (over 5 years)
- Led efforts to increase the diversity of the student body through recruitment and retention efforts (42% of student body were ethnic minorities; 46% of students were first generation; 38% of students were Pell recipients)
- Supervised the submission of the application and subsequent recognition of UCO in the Community Engagement Classification category of the Carnegie Foundation for the Advancement of Teaching (one of only 82 institutions recognized in 2015)
- Aligned staff to work with business and industry to create pathways for their employees to complete accelerated credit/degrees to enhance workforce development which led to relationships with three (3) entities with close to 50 students who enrolled through these efforts
- Spearheaded efforts to create relationships with business and industry to create agreements whereby they would pay the tuition for their students to attend UCO which led to two such agreements
- Aligned staff to work with business and industry to create pathways for their employees to complete accelerated credit/degrees to enhance workforce development which led to relationships with three (3) entities with close to 50 students who enrolled through these efforts
- Spearheaded efforts to create relationships with business and industry to create agreements whereby they would pay the tuition for their students to attend UCO which led to two (2) such agreements
- Supervised the creation and implementation of the Black Male Summit and the Black Male Initiative programs, which enhanced matriculation pipeline efforts and improved Black male success rates on campus (Cohort outperformed their peers by 20 percentage points in fall-to-fall retention) (Recognized at the national level – 2017 American Association of State Colleges and Universities' Excellence and Innovation Awards, Student Success and College Completion Award)

#### **Vice President of Enrollment Management, University of Central Oklahoma, 2005 – 2013**

- Supervised a staff of over 150 employees and a budget of \$12M
- Provided the leadership in enrollment growth to achieve the highest enrollment in institutional history (Fall 2011 headcount: 17,243), with new records consistently set over a six-semester period (2009 – 2011)
- Collaborated with other divisions/departments on campus and other campuses to create transfer agreements and scholarships for future transfer students
- Led the creation and implementation of a campus wide strategic enrollment management plan
- Advocated for the creation of added resources to better serve students through campus leadership
- Created programs to enhance student learning which were assessed through clearly defined learning and success outcomes

- Oversaw the promotion of the Success Central course, which has been instrumental in student retention and to increase the yearly enrollment from approximately 350 students to approximately 1250 in two (2) years

**Assistant Vice President of Student Affairs, University of Central Oklahoma, 2004 – 2005**

- Served as the senior student affairs officer in the absence of the Vice President for Student Affairs.
- Guided the creation and implementation of a Learning and Development Plan for the Division of Student Affairs (DSA).
- Led the recruitment, on-boarding, and talent development for the DSA.
- Provided employee relations' services to the DSA.
- Reorganized the Department of Housing to focus on student satisfaction and learning
- Improved strategic planning, including the development and ongoing review of new vision and mission statements for the division and departments
- Implemented comprehensive assessment projects for the division, following processes established by the Council for the Advancement of Standards
- Oversaw the implementation of strategic efforts which led to increases in Department of Housing occupancy, revenue generation, and facility improvements
- Oversaw strategies which enhanced student satisfaction with the Department of Student Health Services
- Oversaw strategies which led to new revenue streams for the Department of Student Health Services
- Completed a successful, nation-wide search for the positions of Director of Student Housing and the Director of Student Health
- Oversaw efforts to develop a plan for residence hall renovations
- Oversaw the acquisition of a \$3.2 million hotel and its \$1.2 million renovation into a new residence hall, adding 290+ beds to the institution's occupancy capacity

**Associate Member of the Graduate Faculty, University of Central Oklahoma, Jan 2004 - 2019**

- Served as an adjunct faculty member in the Department of Occupational and Technology Education.

**Contributing Faculty Member, Richard W. Riley College of Education and Leadership, Walden University, 2009 – 2016**

Served as a contributing faculty member to students in the Ph.D. and the Ed.D. programs. Advised doctoral level students in the Higher Education and Adult Learning program. Supervised and advised approximately 12 doctoral students per year. Provided mentorship to students as they completed the doctoral dissertation process and guided their research efforts.



**The University of Oklahoma (2000 – 2022)****Adjunct Instructor**, Department of African and African American Studies, 2003 – 2009**Adjunct Instructor**, Department of Educational Leadership & Policy Studies, 2004 – 2021**Adjunct Instructor**, Department of Human Relations, 2016 - 2022**Assistant Professor (tenure track)**, Adult & Higher Education Program, 2000 – 2004

Served as a core, tenure track faculty member in the Adult & Higher Education program, providing leadership for the College Student Affairs Administration and Intercollegiate Athletics Administration emphases at the masters and doctoral levels. Advised masters' and doctoral level students in Adult & Higher Education, teaching a combination of general and specific courses related to college student affairs administration, collegiate athletics, and general higher education administration. Advised approximately 12 doctoral students and 15 master's students per semester. Served as Faculty Supervisor for master's students in student affairs and intercollegiate athletics internships. Conducted research, published, and presented original work to local, state, national, and international constituents regarding a variety of issues related to higher education administration and student development theory. Served on several college and university governance committees. Maintained full graduate faculty membership and ability to chair dissertations. Taught consistently due to multiple appointments in the other departments.

**Major accomplishments:**

- Developed and implemented a new degree concentration focused on intercollegiate athletic administration, which increased masters' level enrollment for the department by 60% within two years
- Mentored and coached two (2) students who won the National Association of Student Personnel Administrators' case study challenge at the national conference
- Initiated and completed a major revision of the curricula and practical experiences of the Student Personnel Administration concentration of the EDAH master's program
- Assisted in contacting and securing clientele for the Center for Student Affairs Research
- Mentored masters' level students in higher education/student personnel practicum experiences
- Revised the practical experience program to expand on student internship experiences in student affairs/services and athletics positions at varying institutional types
- Mentored four (4) students successfully to the completion of their dissertation and Ph.D. requirements, and served on committees for other students
- Assisted in the expansion of CSAR efforts to provide research, professional development, and training to professionals throughout the state of Oklahoma

**Director of Recruitment Programs and Alternative Certification, Office of Student Services and Teacher Certification, College of Education, University of Alabama, 1997 - 2000**

- Developed consistent advising materials for the College for Alternative Certification Program students
- Created a consistent cadre of support services for Alternative Certification Program students

- Created recruitment marketing plan for the College, which included the development of a website and representative brochures
- Developed peer-mentoring component to supplement existing support services.
- Developed recruiting materials for prospective students of color
- Increased the percentage of students in the Alternative Certification Program by 25% in a three-year period
- Coordinated with the scholarships' office in developing strategies to generate more funds for students in the college
- Participated in the grant writing process for the first round of GEAR UP federal grants
- Developed relationships with two-year institutions across the state to promote successful student transfer into the College
- Provided the leadership in the development of the College's NCATE (now CAEP) report (Minority representation section)

#### **Talent Search Counselor, Alabama Southern Community College, 1996-1997**

- Consistently achieved recruitment goals for students for the Talent Search program.
- Designed programs to enhance student success
- Administered and interpreted career inventory and other relevant tests for students
- Compiled and presented statistics and documentation of the achievement of program objectives
- Conducted monthly parent meetings to reinforce Talent Search objectives and presented recruitment workshops at high school sites
- Developed a calendar of activities designed to promote student interest in attending college.
- Coordinated a program of tutoring and other supportive services to assist program participants with high school achievement
- Worked with other campus site coordinators to plan collaborative events.
- Maintained contact with middle and high school site guidance counselors and administrators. Solicited feedback regarding programs and student participation
- Conducted individual and group counseling sessions
- Provided technical assistance to participants in completing financial aid and college applications.
- Assessed student need/ability to benefit from program/academic potential
- Assisted students in exploring/choosing career fields and post-secondary institutions Assisted students with academic advising at the secondary/post-secondary level
- Maintained individual student records

#### **RELATED PROFESSIONAL EXPERIENCES**

##### Consultancies

**Executive Coaching.** Strata Leadership, Oklahoma City, OK. Provided support to managers and leaders at two corporations to deliver insight, feedback, and suggestions to help executives perform at their peak potential which subsequently benefited the organization. 2017 – 2019.

**Data facilitator/coach.** Achieving the Dream: Community Colleges Count (funded by the Lumina Foundation). Worked with Coastal Bend Community College, Beeville, TX & Galveston Community College, Galveston, TX, 2004 - 2012.

**External Consultant.** Served as an outside reviewer for the University of Nebraska Kearney Multicultural Student Services Office. Office external evaluation of operations and student outcomes. Spring 2016.

**External Consultant.** Served as an outside reviewer to the University of Oklahoma Department of Health and Exercise Science as they developed a new strategic plan with a focus on department faculty, personnel, curricular, and other resource needs. Summer 2015.

**Faculty Professional Development Consultant.** Presentation to the faculty during their Spring 2012, Langston University Faculty Retreat. Focused on the role that faculty can play in affirmative advising. Langston University, Langston, OK. June 2011.

**External consultant.** Served as a consultant to Texarkana College in the development of their grant application for the Achieving the Dream: Community Colleges Count initiative. 2009.

**External consultant.** Presentation to the South Arkansas Community College Board of Trustees. Provided guidance on governance board goal setting and operations, and also creating and implementing a strategic enrollment management plan during their annual board retreat. South Arkansas Community College, El Dorado, AR. June 2008.

**External consultant.** Presentation to the South Arkansas Community College Board of Trustees. Provided guidance on how to become a “Learning College” during the annual board retreat. South Arkansas Community College, El Dorado, AR. October 2005.

**External Consultant.** Presentations to Rose State College regarding at-risk and students from diverse backgrounds – opportunities to promote success. Rose State College. Midwest City, OK. 2002 – 03.

**Administrator/Faculty Professional Development Consultant.** Presentations to Soochow University administrators, faculty, and staff related to American higher education administration and faculty governance. Soochow, China, May 2000.

**Evaluation consultant.** Title III Programs. Fort Valley State University, Fort Valley, GA, 1998-99.

#### Professional Development/Training Presentations

*Trends and Opportunities in Enrollment Management.* Presentation to graduate students in the Higher Education Program at the University of Arkansas, Fayetteville, AR. March 2010.

*The Philosophy and Implementation of Strategic Enrollment Management.* Presentation to the South Arkansas Community College board of trustees at the annual board retreat. South Arkansas Community College. El Dorado, AR. June 2008.

*Establishing Board Goals.* Presentation to the South Arkansas Community College board of trustees at the annual board retreat. South Arkansas Community College. El Dorado, AR. June 2008.

*Implementing a "Learning College" Philosophy at South Arkansas Community College: Challenges and Opportunities.* Presentation to the South Arkansas Community College board of trustees at the annual board retreat. South Arkansas Community College. El Dorado, AR. October 2005.

*At risk students in the community college: Effective academic structures and considerations.* Rose State Community College. Midwest City, OK. Fall 2002.

*Diversity in the community college: Strategies for the classroom.* Rose State Community College. Midwest City, OK. Spring 2003.

*"Overview of American higher education: Contemporary analysis and issues."* Soochow University Centennial Academic Celebration, Soochow, China (with Michael Miller), May 2000.

*"Sabbaticals in the context of American higher education."* Soochow University Centennial Academic Celebration, Soochow, China (with Michael Miller), May 2000.

*"Contemporary issues in college student affairs."* Soochow University Centennial Academic Celebration, Soochow, China (with Michael Miller), May 2000.

*"Faculty involvement in governance in American higher education."* Soochow University Centennial Academic Celebration, Soochow, China (with Michael Miller), May 2000.

### **Grants, Publications, and Presentations**

#### **Grants Awarded**

Co-Principal Investigator, Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP), University of Central Oklahoma (Funded by U.S. Department of Education, \$5 Million + \$6 Million in kind = \$11M total impact)

Administrator, GEAR UP Connect, University of Central Oklahoma  
(Funded by U.S. Department of Education). (\$6.1M)

Administrator, Student Support Services Program, University of Central Oklahoma (Funded by U.S. Department of Education). (6 grants that total of \$6.6M)

Administrator, Upward Bound Program, University of Central Oklahoma  
(Funded by U.S. Department of Education). (2 grants that total \$2M)

Administrator, Talent Search, University of Central Oklahoma  
(Funded by U.S. Department of Education). (\$1.2M)

Member. Planning and writing committee for the University of Alabama's Initial Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grant, 1999-2000.

Member. Planning and writing committee for the Tuscaloosa Boys and Girls Clubs for the Community Development Block Grant (CDBG) Program funded by the U.S. Department of Housing and Urban Development, 1993-94.

### SCHOLARLY PUBLICATIONS

#### Refereed Articles

Kinders, M. A. & **Pope, M. L.** (2017). Oklahoma City's Emerging Hispanic Community: New Partnerships, New Successes. Metropolitan Universities, [S.l.], 27(3), 136-155. ISSN 1047-8485. Available at: <<https://journals.iupui.edu/index.php/muj/article/view/21375>>.

Tan, D. L. & **Pope, M. L.** (2007). *Participation in Co-curricular Activities: Nontraditional Student Perspectives*. College & University, 83(1): 2-9.

Miller, M. T., **Pope, M. L.**, & Steinmann, T. (October - November 2006). *Trait and behavioral differences among community college students based on gender: Results of a national study*. Community College Journal of Research and Practice, 30(9), 715 - 728.

**Pope, M. L.** & Miller, M. T. (October - December 2005). Leading from the Inside Out: Learned respect for academic culture through shared governance. Community College Journal of Research and Practice, 29(9-10), 745-757.

Miller, M. T., **Pope, M. L.**, & Steinmann, T. D. (September 2005). A profile of contemporary community college student involvement, technology use, and reliance on selected college life skills. College Student Journal, 39(3), 510-517.

Weber, J. C., **Pope, M. L.**, & Simpson, M. W. (Fall 2005). The Supreme Court and affirmative action: Historical notes and the future from a national perspective. College & University, 80(3), 15-22.

Miller, M. T., **Pope, M. L.**, & Steinmann, T. D. (2005). Dealing with challenges and stressors faced by community college students: The old college try. Community College Journal of Research and Practice, 29(1), 63-74.

**Pope, M. L.** & Moore, C. (2004). The Afro-American Gospel Choir: Achieving a positive campus climate for African American students. The College Student Affairs Journal, 24(1), 84-90.

Miller, M., **Pope, M. L.**, & Steinmann, T. (2004). How female community college students deal with academic challenges. The Community College Enterprise, 10(1), 51-62.

**Pope, M. L. & Fermin, B. (2003).** The perceptions of college students regarding the factors most influential in their decision to attend post-secondary education. College & University, 78(4), 19-26.

Miller, M. T. & **Pope, M. L. (2003).** Faculty Senate Leadership as a Presidential Pathway: Clear passage or caught in a maze. Community College Journal of Research and Practice, 27(2), 119-130.

**Pope, M. L. (2003).** Bridging the digital divide: Perceptions of community college students. Chulalongkorn Educational Review, 9(2), 29-39.

Miller, M. T. & **Pope, M. L. (2003).** Integrating technology into new student orientation programs at community colleges. Community College Journal of Research and Practice, 27(1), 15-23.

**Pope, M. L. (2002).** Community college mentoring: Minority student perception. Community College Review, 30(3), 31-45.

**Pope, M. L., & Miller, M. T. (2002).** Campus responsiveness to community needs: The role of faculty senates. The Catalyst (NCCET), 31(1), 20-24.

**Pope, M. L. (2002).** Meeting the Needs of Female First Year Students: How well does orientation work. The Journal of College Orientation and Transition, 9(2), 19-26.

**Pope, M. L. (2001).** Why financial aid is important to orientation professionals. The Journal of College Orientation and Transition, 9(1), 41-43.

Miller, M. T. & **Pope, M. L. (2001).** Communication apprehension and work orientation of community college faculty leaders. Michigan Community College Journal, 7(1), 99-108.

**Pope, M. L. (2001).** Faculty involvement in student affairs: Legitimate claim or latest fad? The Journal of College Orientation and Transition, 8(2).

**Pope, M. L. & Miller, M. T. (2000).** The Skills and Tasks Associated with Faculty Leadership in Community College Governance. Journal of Applied Research in the Community College, 7(1), 5-12.

**Pope, M. L. & Miller, M. T. (2000).** Community college faculty governance leaders: Results of a national survey. Community College Journal of Research and Practice, 24(8), 627-638.

### Book Chapters & Sections

**Pope, M. L.,** Smith, D., Pope, S. (Fall 2018). Student Athlete Activism in a Millennial World: Recognizing their voice and expressing their concerns. In M.T. Miller & D. Tolliver (eds.), Exploring the Technological, Societal, and Institutional Dimensions of College Student Activism.

Lewis, S. R. & **Pope, M. L.** (2017). Someone Like Me: The Impact of African American Male Instructors on African American Male Student Success. In. U. Thomas (ed.), Advocacy in Academia and the Role of Teacher Preparation Programs.

Woods, R. J., **Pope, M. L.**, & Johnson, S. (2017). Teaching in a Hip Hop Pedagogical Mindset. In. U. Thomas (ed.), Advocacy in Academia and the Role of Teacher Preparation Programs.

Conley, M., Johnson, S., & **Pope, M. L.** (2016) Implementing Black Male Initiative Programs: A Model for Promoting African-American Male Success at a Metropolitan University. In C. L. Scott & J. D. Sims (eds.), Developing Workforce Diversity Programs, Curriculum, and Degrees in Higher Education.

**Pope, M. L.** (2015). Transfer Student Support Offices: Helping students to achieve success after admission. In V. Stead (ed.), International Perspectives on Higher Education Admission Policy: A Reader.

**Pope, M. L.** (March 2006). *African-American Males in the Community College: Meeting the Challenge of Retention, Graduation, and Transfer Success*. In African American Men in College, Michael Cuyjet, Ed. San Francisco: Jossey-Bass.

**Pope, M. L.** (2004). A Conceptual Framework of Faculty Trust and Participation in Governance. In *Restructuring shared governance in higher education*, W. G. Tierney, W. G. & Lechuga, V. (Eds.). New Directions in Higher Education. San Francisco: John Wiley and Sons.

Steinmann, T. D., **Pope, M. L.** & Miller, M. T. (Winter 2004). Research on the Community College Transfer Issue: An Adequate Indicator of Practice Issues? In B. Jacobs (ed.), The College Transfer Student in America: The Forgotten Student.

**Pope, M. L.** (Winter 2004). Preparing Transfer Students to Succeed: Strategies and Best Practices. In B. Jacobs (ed.), The College Transfer Student in America: The Forgotten Student.

**Pope, M. L.** (Winter 2004). In the Land Where Tradition and Football Are King. In L. Flowers (Ed.), Diversity Issues in American Colleges and Universities: Case Studies for Higher Education and Student Affairs Professionals. Springfield, IL: Charles C. Thomas.

Corwin, J. & **Pope, M. L.** (Winter 2004). On Sacred Ground. In L. Flowers (Ed.), Diversity Issues in American Colleges and Universities: Case Studies for Higher Education and Student Affairs Professionals. Springfield, IL: Charles C. Thomas.

**Pope, M. L.** (Winter 2004). Leadership in faculty governance: Choice, mandate, and default. In Policy and University Faculty Governance, Michael Miller & Julie A. Caplow (Eds.). Westport, CT: Greenwood Publishing.

**Pope, M. L.** (Winter 2004). Faculty governance in community colleges: A distinct perspective of broad-based decision-making. In Policy and University Faculty Governance, Michael Miller & Julie A. Caplow (Eds.). Westport, CT: Greenwood Publishing.

### PROFESSIONAL RESEARCH PRESENTATIONS

*The VPSA? The Road from Here.* Presented at the 2017 NASPA IV-West Regional Annual Conference: Cultivating a New Crop, Lincoln, NE, November 2017. (with Eric Grospitch).

*Oklahoma City's Emerging Hispanic Community: New Partnerships, New Successes.* Presented at the 2017 CUMU Annual Conference: The Urban Advantage, Denver, CO, October 2017. (with Mark Kinders).

*The Student Transformative Learning Record: Navigating Student Learning Assessment with Innovation and Collaboration.* Presented at the 2015 Annual Higher Learning Commission Conference, Chicago, IL, April 2015. (with Sharra Hynes, Patricia Loughlin, & Sonya Watkins)

*Using a Transformative Learning Transcript to Assess High-Impact Practices.* Presented at the 2014 Annual Higher Learning Commission Conference, Chicago, IL, April 9 – 14, 2014. (with John Barthell, Myron Pope, Jeff King, Cia Verschelden, Charles Hughes, and Greg Wilson).

*Student government advising: Mentoring new leaders.* Paper presented at the annual NASPA Conference, Philadelphia, PA, March 12 - 16, 2011 (with Jenny Miles, Kathleen Cramer, David Eberhardt, and Aurelio Valente).

*Engaging the campus in enrollment management.* Presented at the 2009 Higher Education Conference on Enrollment Management sponsored by the Oklahoma State Regents for Higher Education, at the Redlands Community College, El Reno, OK, February 26, 2008 (with Jerry Legere and Drew Duke).

*African American Men in College: Dialogue with the Book Authors.* Presented at the Annual ACPA Convention in Atlanta, GA, March 29 – April 2, 2008 (with Drs. Michael Cuyjet, [Jamie Washington](#), Kevin Bailey, Kenya Messer, [Shaun R. Harper](#), & [Michael Sutton](#)).

*Lessons to be learned by all: My experience with Achieving the Dream -- Community Colleges Count.* Presented at the 2008 Higher Education Conference on Enrollment Management sponsored by the Oklahoma State Regents for Higher Education, at the University of Central Oklahoma, Edmond, OK, February 28, 2008.



*Streamline Your Enrollment Management Program: Case Studies from UCO.* Presented at the 2008 Higher Education Conference on Enrollment Management sponsored by the Oklahoma State Regents for Higher Education, at the University of Central Oklahoma, Edmond, OK, February 28, 2008 (with Drew Duke, Susan Wortham, Patti Neuhold, & Mark Moore).

*Re-engineering Enrollment Management.* Presented at the National Consortium for Continuous Improvement In Higher Education Southwest Regional Conference (Conference Theme: Winds Of Change: Quality in the Southwest), at the University of Central Oklahoma, Edmond, OK, October 11 – 12, 2007 (with Drew Duke, Mark Moore, Susan Wortham).

*African American Men in College: An Authors' Forum. Paper presented at the 2007 ACPA/NASPA Joint Conference, Orlando, FL, March 31 – April 4, 2007 (with Michael Cuyjet, Michael Sutton, and Kevin Bailey).*

*Making a Difference in the Lives of African American College Men. Paper presented at the 2006 ACPA Annual Convention, Indianapolis, IN, March 18 - 22, 2006 (with Michael Cuyjet, Michael Sutton, and Kevin Bailey).*

*Using the Cooperative Institutional Research Program (CIRP) as an Assessment Tool in Student Affairs. Roundtable leader at the University of Central Oklahoma Annual Assessment Seminar, Edmond, OK, February 24, 2005.*

*The State of African American Men in Higher Education.* Panelist for “The Declining Number of Men in the Education Pipeline” program at Rose State College sponsored by Gear Up, Midwest City, OK, February 22, 2005. (with J. Mendoza - Director Capitol Hill Main Street, Q. Roman-Nose - Director of Cheyenne Arapaho Higher Education, A. Washington - Urban League Employment & Job Placement, R. Hines - Deputy Director Department of Corrections, J. Purcell- Exec. Dir. State System Research, Okla. State Regents for Higher Ed.).

*Analyzing the Community College Student Services Leader: The Pipeline and Necessary Competencies and Attitudes. Paper presented at the annual Southern Association of College Student Affairs, Chattanooga, TN, November 2004.*

*Organizing Student Services Divisions: Utilizing Student Needs in Divisional Development. Paper presented at the annual Southern Association of College Student Affairs, Chattanooga, TN, Nov 2004.*

*Creating Meaningful Researcher-Practitioner Partnerships in College Access Research. Paper presented at the annual Council for Opportunity in Education, San Antonio, TX, September 12-15, 2004 (with Zoë Corwin & Kristan Venegas).*

*The Successful Community College Student Services Leader: Necessary Competencies and Attitudes. Paper presented at the annual NASPA Conference, Denver, CO, March 27-31, 2004 (with Michael Simpson).*

A Millennial Look at Community College Student Services Divisions: Addressing Student Needs. *Paper presented at the annual NASPA Conference, Denver, CO, March 27-31, 2004 (with Michael Simpson).*

African Americans, Education, and Civil Rights: 50-Year Anniversary of Brown vs. Board of Education. *A panel discussion sponsored by the African American Heritage Celebration Committee of Eastern Illinois University, Charleston, IL, February 18, 2004 (with Charles Eberly, Lynne Curry, and Denise O'Neil Green).*

Challenge for the Future: Civic Engagement for Young African Americans. *Speech given during the African American Heritage Celebration at Eastern Illinois University, Charleston, IL, February 17, 2004.*

Working with students from diverse backgrounds: Serving minority and student athletes. *Keynote address presented at the annual Kansas Student Affairs Conference, Emporia, KS, October 9-10, 2003.*

Providing service to the new community college student: What we know and what programs are needed. *Paper presented at the annual Kansas Student Affairs Conference, Emporia, KS, October 9-10, 2003.*

Emerging trends impacting student personnel services: Getting all A's in student affairs administration. *Presentation at the annual Council on Student Affairs Retreat, Oklahoma State Regents for Higher Education affiliate. Oklahoma City, Oklahoma, September 26-27, 2003.*

Faculty and administrative trust in the governance process: Decision making in critical times. *Paper presented at The University of Southern California's Center for Higher Education Policy Analysis (CHEPA) Seminar on Institutional Governance, Santa Fe, New Mexico, June 15-18, 2003.*

Research solutions for practical problems: Research of the professors and their students. *A forum presented at the 2003 American Association of Community Colleges annual conference, Dallas, TX, April 5-8, 2003 (with James Hammons, Jan Ignash, & John Murray).*

Mentoring the minority community college student. *Paper presented at the 2003 CSCC conference, Dallas, TX, April 4-5, 2003.*

The training and development needs of one state's community college faculty and staff. *Paper presented at the 2003 CSCC conference, Dallas, TX, April 4-5, 2003 (with Shelly Ross).*

The millennium community college student: Who are they and how to serve them? *Paper presented at the 2003 NASPA national conference, St. Louis, MO, March 22-26 2003 (with Michael Miller).*

The view from the professional side: Job search and first year survival tips from recent graduates/new professionals. *A panel discussion presented at the 2002 Association for the Study of Higher Education conference, Sacramento, CA, November 21-24, 2002 (with J. T. Minor, K. Renn, E. Broido, E. Anderson, & B. E. Noland).*

*Working together and working apart, the opportunities and outcomes of student and faculty governance bodies at work.* Paper presented at the 2002 NASPA IV-West regional conference, Kansas City, MO, November 14-16 2002 (with Michael Miller).

*Student Perceptions of Trust.* Paper presented at the 2002 NASPA IV-West regional conference, Kansas City, MO, November 14-16 2002.

*Do Minority Students Trust Their Institutions?: Implications for Student Retention.* Paper presented at the 15<sup>th</sup> Annual National Conference on Race & Ethnicity (NCORE 2002), New Orleans, LA, May 29-June 2, 2002.

*The Integration of Technology into Community College New Student Orientation Programs.* Paper presented at the 44th annual CSCC Conference, Seattle, Washington, April 2002 (with Michael Miller).

*Achieving retention goals: The evolution and assessment of a student orientation program.* Paper presented at the NASPA national Conference, Boston, MA, March 2002 (with James Parker).

*Revolutionaries on the technology frontier: Non-traditional learners on the web.* Paper presented at the NASPA National Conference, Boston, MA, (with Mei-Yan Lu, Charles Brown, Todd Adams, & Michael Miller), March 2002.

*"Post-Baccalaureate reverse transfer students: Implications for community college student services,"* Paper presented at Transfer: the Forgotten Function of Community Colleges, Overland Park, KS, July 2001.

*"Research on the community college student: An adequate indicator of practice issues?"* Paper presented at Transfer: the Forgotten Function of Community Colleges, Overland Park, KS, July 2001.

*"A national profile of graduate and professional school attrition and retention,"* Paper presented at the 2001 Annual Council of Southern Graduate Schools conference, Richmond, VA, February 2001.

*"A national profile of the status of faculty governance units and their leaders,"* Paper presented at the 2001 Annual Eastern Educational Association meeting in Hilton Head, SC, February 2001.

*"Feeding doctoral programs: The role of higher education master's degrees in preparing doctoral students,"* Paper presented at the 2001 Annual Eastern Educational Association meeting in Hilton Head, SC, February 2001.

*"The inclusion of faculty in student affairs governance: The key to total student development,"* Paper presented at the Oklahoma College Student Personnel Association 2000 Fall Conference, Tulsa, OK, November 2000.

*"An analysis of faculty governance leaders in community Colleges,"* Council for the Study of Community Colleges Annual Conference, Washington, DC (with Michael Miller) April 7-8, 2000.

*"Stressors related to Managing Faculty Governance in Community College,"* Annual Meeting of the Eastern Educational Research Association, Tampa, FL (with M. Miller, K. Bai, and G. Nelson) February 2000.

*"Advising graduate students in higher education programs: An institutional effort and survey instrument,"* Paper presented at the Annual Alabama Statewide Academic Advising Conference, Judson College, Marion, AL, (with M. Miller) February 1999.

*"The concept of support services for student-athletes,"* AHE 690 Seminar in Higher Education: Athletic Administration, University of Alabama, Tuscaloosa, AL, June 1999.

*"Administrative perspectives on the higher education industry,"* AHE 500 Perspectives on Higher Education, University of Alabama, Tuscaloosa, AL, August 1998.

*"Greek life and the African American experience on campus,"* BCE 520 Student Personnel Work in Higher Education II, University of Alabama, Tuscaloosa, AL, February 1998.

*"Evaluating academic support services for student athletes,"* Paper presented at the Annual Alabama Higher Education Research Institute, The University of Alabama, Tuscaloosa, AL, April 1996.

*"Evaluating the perceptions of student athletes about support services." Paper presented at the Annual Alabama Higher Education Research Institute, The University of Alabama, Tuscaloosa, AL, April 1995.*

## **Professional and Community Involvement**

### Professional Involvement

**American Association of Collegiate Registrars and Admissions Officers (AACRAO),** Member,  
2004 - 2019

**American College Personnel Association (ACPA),** Member,  
2001 - 2010

Commission for Professional Preparation Directorate, Member, 2003 - 2006

**American College Personnel Association Books and Media Editorial Board,** 2003-2006

**American Educational Research Association (AERA),**  
Member, 2002-2005

Annual Conference Proposal Reviewer, 2002-2003

Session Chair & Discussant, 2003

Graduate Student Seminar Planning Committee, Member, 2004-05

**Association for the Study of Higher Education (ASHE),**  
Member, 2000-2005

Advancement Committee, Member, 2003

Chair, Newcomers' Committee, 2003

**Certification Officers and Personnel in Education (Alabama),** 1994-2000

**Council for the Study of Community Colleges (CSCC),**

Member, 2000-2005

Newsletter Editor, 2003-04

Regional Representative at Large, 2002-2004

Proposal Reviewer, 2003, 2004, & 2007

**Higher Learning Commission,**

Member of the Peer Review Corps (PEAQ), 2007 – 2021

Member, Financial Review Panels, 2016 - 2021

**Higher Learning Commission, Academic Quality Improvement Program (AQIP) Systems**

Portfolio Appraiser for the Higher Learning Commission, 2007 – 2016

**Journal of Student Affairs Research and Practice (NASPA), Editorial Board Member,**

2010- 2014

**Journal for the Study of Sports and Athletes in Education,**

Manuscript Reviewer, 2007 - 2019

**National Association of Student Personnel Administrators (NASPA),**

Member, 1995 - 2022

NASPA, Annual Conference Featured Speakers Committee, 2009

Program Planning Committee (Denver), 2003 – 04

James E. Scott Academy Advisory Board, 2017 – 19

2018 Centennial NASPA Annual Meeting Conference Planning Committee, Member, 2018

National conference program reviewer, multiple years

**NASPA IV-West (Region of NASPA), 2000 – 2019**

Member, Conference Planning Committee, 2009,

2013 Co-Chair, New Professionals' Institute, 2013

Co-Chair, Conference Programs, 2009

Member, Awards Selection Committee, 2001

Member, Conference Planning Committee, 2001 & 2004

Proposal Reviewer, Conference, 2001 & 2002

Faculty Liaison, 2003-2004

Newsletter Editorial Board, 2003 – 05

Professional Standards Coordinator, 2004-2007

Faculty, Mid-Level Institute (MLI), 2004 Chair,

Case Study Challenge, 2005 – 06

**Southern Association of College Student Affairs (SACSA),**

Member, 1995-1997, 2002 - 2012

Judge, Annual Conference Case Study Competition, 2002

Manuscript Reviewer, College Student Affairs Journal, 2003-2005

Reviewer, Dissertation of the Year Award, 2003

Oklahoma State Membership Ambassador, 2004

Conference program reviewer, multiple years

Community Involvement

**Alabama Credit Union,**

Member of the Board, 2021 - present

**400 Years of African American History Commission, United States Department of the Interior,**  
Member, 2018 – 2022 (appointment by Secretary of Interior, Ryan Zinke with advocacy from  
Governor Mary Fallin and Oklahoma U.S. Senator James Lankford)  
Treasurer, 2018 - 2022

**Tuscaloosa SAFE Center**  
Member, 2020 – 2022

**United Way of West Alabama**  
Member of board, 2022

**Central Oklahoma Regional Education (CORE) Partnership (Oklahoma City Public Schools, Oklahoma City  
Community College, & the University of Central Oklahoma)**  
Member, 2014 – 2019

**Boys & Girls Clubs of Oklahoma County,**  
Board Member, 2018 – 2020

**OU Medical Center Edmond Hospital Operations Council,**  
Member, 2018 – 2020

**Oklahoma Blood Institute**  
Board Member, 2013 – 2020

**Foundation for Oklahoma City Public Schools**  
Advisory Board Member, 2018 - 2020

**Oklahoma Department of Human Services**  
Commissioner, 2012 – 13 (**appointed by Governor Mary Fallin**)  
Member, Pinnacle Plan Committee, 2012  
Citizens' Advisory Panel, Administration Panel, 2013 – 2016  
Chair, Citizens' Advisory Panel, Administration Panel, 2013 – 16

**Oklahoma Teachers' Retirement System (appointed by Governor Mary Fallin)**  
Board Member, 2015 – 2019  
Governance Committee, Member, 2015 - 2019

**Edmond Chamber of Commerce**  
President/CEO Search Committee, 2016  
Chair of the Board of Directors, 2011  
Board Member, 2008 – 2013  
Chair-elect and Vice Chairman of the Board of Directors, 2010  
Vice Chairman, Community & Economic Development, 2009  
Member, Government Relations Committee, 2008 – 2020  
Member, Long Range Planning Committee, 2010  
Participant, Washington, DC Fly-In (sponsored by the Oklahoma State Chamber of Commerce),  
September 2008, 2009, & 2010

**The Rotary Club of Edmond**  
Member, 2011 – 2020  
Executive Board Member, 2014 - 2015

**Oklahoma City Public Schools**  
Member, Community Strategic Planning Committee, 2010

**City of Edmond**  
Member, Search Committee for Fire Chief, Spring 2017  
Member, Edmond Community Oriented Policing Leadership Council, 2010 – 2012

**Edmond Public Schools Foundation,**

Member, 2012-13

**Watch D. O. G. S. Program**

West Field Elementary School, Top Dog (President), 2007 – 10

Volunteer, 2007 - 2012

**Hope Center of Edmond**

Board member, 2007 – 2012

Board Chair, 2009

Vice Chair/Chair Elect, 2008

**Leadership Edmond Steering Committee, Edmond Chamber of Commerce**

Chair, 2007 – 08

Member, 2008 - 2012

**Leadership Edmond, Class XXII, Edmond Chamber of Commerce, Co-Chair, 2006-07**

**Edmond YMCA, 2006 - 2019**

Board Member, Trails Branch Advisory Board, 2006 – 2013, 2015 – 2020

Chair, Trails Branch Advisory Board, 2007 – 2009

**Edmond YMCA Sports League**

Volunteer Coach (basketball, baseball, football, & soccer), 2003 - 2016

**Tuscaloosa Boys' & Girls' Clubs, Volunteer & Board Member, 1997 - 2000**

**Big Brothers/Big Sisters of Tuscaloosa, Volunteer, 1997-2000**

**Stillman Community Development Federal Credit Union,**

Board Member, 1997 - 1999

Treasurer, 1998 - 99

**Kappa Delta Pi, Education Honor Society, Xi Chapter**

President, 1998 - 2000

Member, 1994 – 2002

**Urban League of Oklahoma City,**

Board Member, 2014 – 2020

**It's My Community, Inc. (IMCI)**

Board Member, 2014 – 2020

**Susan G. Komen of Western and Central Oklahoma, Pink Tie Guy**

Member, 2015 - 2020

**Phi Beta Sigma Fraternity, Inc.**

Campus Involvement

**The University of Alabama**

President's Executive Cabinet, 2020 – 2022

Campus-wide COVID Response Team, member, 2020 – 2022

University of Alabama Systemwide COVID Task Force, member, 2020 – 2022

Strategic Plan Task Force, member, 2021 – 2022

Enrollment Management Team, member, 2020 – 2022

Equity in Retention Academy, John Gardner Institute for Excellence in Undergraduate Education, team member, 2021 – 2022

### **The University of Central Oklahoma**

President's Executive Cabinet, 2005 – 2019  
 University Planning Committee, 2014 – 2019  
 Higher Learning Commission Assurance Preparation Team, 2016 - 2017  
 Higher Learning Commission, Persistence & Completion Academy Team, 2014 – 2017  
 Advisory Committee, Student Personnel Program, 2013 – 2019  
 UCO/MidFirst Bank Senior Management Committee, 2013 – 2019  
 Project Co-Manager, Enterprise Customer Relations Management System Selection and Implementation, 2015 -2017  
 Higher Learning Commission Campus Visit Co-Chair, 2010 – 2012  
 Strategic Planning Steering Committee, 2012 – 2013  
 University Planning Committee (Budget & Strategic Planning Body for UCO), 2014 - 2019  
 UCO Student Housing Foundation Board, 2013 – 2019  
 UCO Vice President of Administration/Finance Search Committee, Member, 2012  
 UCO Student Support Services' Traditional and Sciences, Technology, Engineering, and Mathematics (STEM) Steering Committees, Member, 2011 – 2013  
 Project Co-Manager, Enterprise Content Management System (On-Base) Implementation, 2011 -2012  
 UCO Project Co-Manager, MidFirst Bank Strategic Alliance Project Implementation, 2012 – 2013 UCO Program Prioritization Task Force, 2010  
 McNair's Scholars Program Mentor, 2008 & 2011  
 UCO Athletic Advisory Council, 2008 – 2012  
 Head Football Coach Search Committee, Member, 2007  
 Director of Athletics Search Committee, Member, 2007 - 08  
 Division of Student Affairs, Director of Housing Search Committee, Chair, Spring 2005  
 Division of Student Affairs, Director of the Student Health Center Search Committee, Chair, Fall 2004  
 Division of Student Affairs, Director of the Prospective Student Services & Scholarships Search Committee, Chair, Spring 2004  
 Student Pedestrian Safety Task Force, Chair, 2004  
 Campus Budget Task Force (Budget & Strategic Planning Body for UCO), Member, 2004 - 2014 Continuous Quality Improvement Team, Steering Committee Member, 2004 - 2009  
 Oklahoma Quality Foundation Award Strategic Planning Team, Member, 2008 - 2009  
 Enrollment Management Team, Chair, 2004 - 2005  
 UCO Title III Steering Committee, Member, 2004  
 National Pan-Hellenic Council (NPHC), Advisor, Fall 2004 - 2006

### **The University of Oklahoma**

National Collegiate Athletic Association (NCAA) Certification Self-Study Committee, Member, 2003 - 04  
 Graduate College Academic Appeals Board, Member, 2003 - 2004  
 School of Social Work, Assistant Professor Search Committee (Tulsa Campus), Member, 2003  
 School of Social Work, Endowed Professor Search Committee, Member, 2003  
 George Henderson Scholars' Mentor, 2002-2003



President's Distinguished Faculty Mentoring Program, Mentor, 2002 - 2003  
Big Man on Campus/Big Woman on Campus Selection Committee, Member, 2002  
Athletic Scholarship Appeals Committee, Member, 2001 - 2003  
Educational Administration--Curriculum and Supervision Search Committee, Member, 2002  
Campus Disciplinary Board, Member, 2000 - 2003  
Faculty Senate Academic Regulations Committee, 2001 - 2003  
Faculty Senate Committee on Faculty Welfare, 2002 - 2005  
University College Research Committee, Member, 2001 - 2003  
EDAH Master's Exam Readers' Panel, Member, Fall 2000 & 2001  
EDAH Resources Sub-Committee, Member, 2000 - 01  
Student Satisfaction Assessment Committee, Member, 2001 - 2003  
Phi Beta Sigma Fraternity, Inc., Xi Delta Chapter, Advisor, 2001 - 2003  
Adopt-A-Faculty Program, Member, 2001 - 2003  
Association of Black Education Majors, Sponsor, Fall 2002 - 2003  
Kappa Delta Pi Education Honorary Society, Faculty Co-sponsor, Fall 2002 - 2003  
McNair's Scholars Program Mentor, 2001 - 2004

#### **The University of Alabama (1994 – 2000)**

Family Weekend Planning Committee, Dean of Students' Office, Member, 1999 - 2000  
English as a Second Language Advisory Committee, College of Education, Member, 1999 - 2000  
Student Community Service & Volunteerism Advisory Board, Dean of Students Office, Member, 1999 - 2000  
Admissions Counselors Search Committee, Chair, Spring-Summer 1999  
Diversity Committee (NCATE preparation), College of Education, Co-Chair, 1999 Student Government Association Effectiveness Task Force and Self-Study, Member, 1998 Task Force on the Freshman Year Experience, Member, 1997 - 1998  
Task Force on Greek Diversity, Member, 1997 - 1998  
Alabama/Shelton State Community College Dual Enrollment Committee, Member, 1997 - 1998  
College of Education Student Affairs Committee, Dean's Office Liaison, 1997 - 2000  
Higher Education Administration Program Student Progress Committee, Member, 1997 - 1998  
Phi Beta Sigma Fraternity, Inc., Theta Delta Chapter, Faculty Advisor, 1997-1998  
College of Education, Honors Day Committee, Member, 1998 - 2000  
Director of Orientation & Special Events Search Committee, Member, 1998  
Director of Center for Teaching & Learning Search Committee, Member, 1998  
Assistant Professor, K-6 Literacy Search Committee, Member, 1998  
Assistant Professor, K-12 Literacy Search Committee, Member, 1998  
Assistant Professor, Educational Technology Search Committee, Member, 1998  
Graduate Students in Higher Education Program, Faculty Co-advisor, 1997 - 2000

## **TEACHING AND MENTORING**

### **TEACHING EXPERIENCE**

#### Courses Taught

#### **The University of Central Oklahoma – Adult Education**

ADED 5153 Foundations of Student Personnel (3 credits – hybrid course)  
ADED 5253 Student Development Theory and Practice (3 credits)  
ADED 5823 The Nature and Characteristics of the Adult Learner (3 credits)  
OCTE 4823 The Nature and Characteristics of the Adult Learner (3 credits)  
ORGL 3223 Professional Communication (Reach Higher Program) (3 credits – on-line)  
UNIV 1012 Success Central (Freshmen Orientation Course) (2 credits)

#### **The University of Oklahoma – African American Studies Program (AFAM)**

AFAM 3113 African American Education in the United States (3 credits)  
AFAM 3513 Research Methods in African American Studies (3 credits)

#### **The University of Oklahoma – Adult & Higher Education Program (EDAH)**

EDAH 5133 The American Community/Junior College (3 credits)  
EDAH 5033 Critical Literature in Adult and Higher Education (3 credits)  
EDAH 5103 Instructional Strategies in Higher Education (3 credits)  
EDAH 5213 History of American Higher Education (3 credits)  
EDAH 5143 Leadership Development in Adult and Higher Education  
EDAH 5223 Student Personnel Services in Higher Education (3 credits)  
EDAH 5233 Research on the College Student (3 credits)  
EDAH 5243 Financial Management in Higher Education (3 credits) (in-class and on-line)  
EDAH 5263 Planning in Higher Education (3 credits)  
EDAH 5910 Practicum in Adult and Higher Education (1-4 credits)  
EDAH 5940 Contemporary Issues in Student Personnel Services (3)  
EDAH 5940 Cultural Understanding in Higher Education (3 credits)  
EDAH 5940 Management Issues in Student Personnel Services (3)  
EDAH 5940 Public Policy and Higher Education (3 credits)

#### **The University of Oklahoma – Human Relations Program (HR)**

HR 5093 Introduction to Graduate Studies in Human Relations  
HR 5013 Current Issues in Human Relations (3 credits)

**The University of Alabama – Higher Education Administration Program (AHE)**

AHE 510	The American Community College (3 credits)
AHE 520	The Student in Higher Education (3 credits)
AHE 540	Organization and Administration of Higher Education (3 credits)
AHE 550	Finance and Business Affairs in Higher Education (3 credits)
AHE 591	Seminar in Higher Education: Athletic Administration (3 credits)

**Alabama Southern Community College**

MAT 090	Developmental Mathematics (5 credits)
ORI 100	Orientation to College (3 credits)

**DISSERTATION/THESIS COMMITTEE MEMBERSHIP****Dissertation Committee Chair/Advisor**

Manos, Jerome (2021). **An Examination of Self-Determination, Motivation, and the Retention of Pacific Islander Male Athletes at the Community College.** Abilene Christian University.

Smith, Michael (2021). **First-Year Seminar & Its Impact on Retention at a Small Liberal College in South Carolina.** Abilene Christian University.

Davis, Shakia T. (2020). **Perceptions of belonging of minority students at a predominantly white institution of higher education in the Southeastern United States.** Abilene Christian University.

Sheffield, Jeremy T. (2020). **A Phenomenological Study on the Influence of a Leadership Living-Learning Community on First-Generation College Student Social Integration.** Abilene Christian University.

Young, Phygenia F. (2020). **The Perceived Factors that Influenced African American Male Students' Persistence at a Southeastern Community College.** Abilene Christian University.

Johnson, Karen Y. M. (2016). **Teachers' perceptions of the use of small-group tutorial.** Walden University.

Fortson, Deshundra L. (2015). **Middle and high school graduation coaches' perspectives on Georgia's Graduation Coach Program.** Walden University.

Gaiter, Schleurious LaVan. (2015). **Veterans in transition: a correlational investigation of career adaptability, confidence, and readiness.** Walden University.

Jones, Kelley M. (2015). **A phenomenological study of GED graduates meeting college readiness requirements at a community college.** Walden University.

Yates-Riley, Veronica A. (2014). **Exploring different perspectives of the implementation of a college's diversity plan.** Walden University.

Lewis, Sylento R. (2012). **Impact of African American male instructors on African American male students' college persistence.** Walden University.

Metzler, Earl F., II. (2012). **Effect of dropout prevention programs on the attitudes toward school of economically disadvantaged students.** Walden University.

Weaver, Neal R. (2005). **Presidential leadership: A phenomenological study of the leadership experience of Oklahoma's regional university presidents.** The University of Oklahoma.

Schoenecke, Marvin. (2005). **A description of successful fundraising programs in student affairs divisions.** The University of Oklahoma.

Ross, Shelley R. (2004). **An analysis of meaning, malaise, mattering and marginality and their relationship to discretionary effort among regional university staff employees.** The University of Oklahoma.

McPherson, Kevin Antonio. (2002). **Political presidents at four-year institutions of higher education in Oklahoma: A study of leadership.** The University of Oklahoma.

#### **Dissertation Committee Membership**

Ungaro, Anthony. (2022). **LGBTQ Student Experiences and Perceptions in Christian Higher Education: An Exploration of Institutional Climate and LGBTQ Persistence.** Abilene Christian University.

Perkins, Stephanie. (2021). **Narratives of first-generation community college students in central Texas: Re-storying the path to success in higher education.** Abilene Christian University.

Chapman, Jr., Kenneth (2018). **Black male success in a predominantly White Christian university.** The University of Oklahoma.

Bates, Rodney (2017). **Black male collegians' perceptions of student success at historically White institutions.** The University of Oklahoma.

Surratt, David Alan. (2014). **Exploration of perceptions held by African American male student affairs administrators at predominantly White institutions through the conceptual frameworks of Herzberg, Cose, and Kanter.** The George Washington University.

Barnes, Brenda C. (2013). **Use and acceptance of information and communication technology among laboratory science students.** Walden University.

Swanson, Regina Christian. (2013). **The effect of student motivation on intervention success.** Walden University.

Gonyea, Jacob Patrick. (2012). **Explorations of colleges, universities, and career training centers in Las Vegas, Nevada: creating educational and training programs for displaced workers to learn marketable employment skills.** Walden University.

McClain, Kimberly A. (2009). **Examining the relationships among oil exports, foreign aid, and standard of living.** Northcentral University.

Juniper, Aaron P. (2008). **A descriptive phenomenological analysis concerning fathers' perceptions of changes in parent involvement.** The University of Oklahoma.

VanCamp, Jami Allee. (2005). **A case study on how universities in West South Central states that offer baccalaureate programs in public relations prepare graduates to manage crisis communications situations once they enter their professions.** The University of Oklahoma.

Leggett, Allyson Rene. (2002). **Emerging leadership among African American female educators.** The University of Oklahoma.

Colagross, John Thomas, Sr. (2000). **Perceptions of administrators on issues related to distance education in two -year colleges in Alabama.** The University of Alabama.

Sizemore, Douglas R. (2000). **The effect of outside-of-class faculty -student interaction on academic achievement at a two-year college.** The University of Alabama.

Taylor, Gregory Rusk. (2000). **Distance education planning at Beville State Community College: Perceptions of students, faculty, and administrators.** The University of Alabama.

Davis, Mardell. (1999). **Turnover and competency of a selected group of newly graduated registered nurses: Implications for nurse educators.** The University of Alabama.

Dyer, Beverly Gann. (1999). **Administrative challenges and response strategies of marketing department chairs.** The University of Alabama.

Rainey, Janet Bibby. (1999). **An in-depth, critical analysis of senior international affairs administrator job advertisements.** The University of Alabama.

### **HONORS, AWARDS, RECOGNITION**

- Honorary Member, Mortar Board, University of Alabama, 2021
- Honorary Member, Omicron Delta Kappa, University of Alabama, 2021
- Recipient, 2019 Juneteenth Music and Arts Festival - Juneteenth Rita Washington Soul Awakening Award of Excellence Recipient, Perry Publishing & Broadcasting Company, Inc. Community Awards
- Recipient, Phi Beta Sigma Fraternity, Inc., Southwest Region Salute to Service Award in the Field of Education, April 2018
- Recipient, You Made a Difference Award, University of Central Oklahoma African-American Faculty and Staff Association and the Black Student Association, 2018
- Recipient (institutional/program for the Black Male Initiative), 2017 American Association of State

Colleges and Universities (AASCU) Excellence and Innovation Award, Student Success and College Completion Award

- Recipient, Edmond Chamber of Commerce, Leadership Edmond Alumnus of the year 2017
- Recipient, (institutional/program for the Black Male Initiative), NASPA's Enrollment Management, Financial Aid, Orientation, Parents, Persistence, First-Year, Other-Year, and Related Category bronze award winner, 2015 - 16
- Recipient, Commitment to Equality Award, Student Alliance for Equality (LGBTQ student organization), 2014
- Recipient, The Citizen's Bank Leadership and Civic Engagement Award (given to a faculty or staff member who leads by example and is involved in the community), University of Central Oklahoma, 2011
- Member, *Journal Record's* Achievers Under 40, Class of 2011
- Member, *The Business Times of Edmond's* Top 20 under 40, Class of 2011
- Recipient, 2008 Volunteer of the Year, Edmond YMCA
- Recipient, 2007 Coach of the Year, Edmond YMCA
- Contribution to Professional Practice Award, University of Oklahoma, Department of Educational Leadership and Policy Studies, 2003
- Most Promising New Faculty Award, University of Oklahoma, Department of Educational Leadership and Policy Studies, 2001
- Nominee, Dissertation of the Year, Association for the Study of Higher Education, 1996
- Higher Education Administration Program Dissertation of the Year Award Runner Up, University of Alabama, College of Education, 1996
- Kappa Delta Pi, Education Honor Society, 1994
- Alpha Epsilon Lambda, Graduate Honor Society, 1995
- Southeastern Conference (SEC) Scholar-Athlete Honor Roll, 1991 & 1992
- Member, University of Alabama, SEC Championship Football Teams, 1989 & 1992
- Member, University of Alabama, National Championship Football Team, 1992