

Education

Ph.D.	Union Institute Higher Education Leadership Dissertation: “Factors That Influence College Choice for African American Students.” The dissertation investigates factors that affect non-minority and minority (African American, Native American, Asian American, and Hispanic American) students’ decision to enroll at a particular college. Utilizing Student Choice Theory as a foundation, the dissertation investigates the extent to which intellectual concerns and extracurricular activities influence student college choice. Dissertation Advisor: Sylvia Hill, Ph.D.
M.Ed.	Howard University Counseling and Student Development <i>School of Education Academic Achievement Award</i>
BA	North Carolina State University Psychology
eCornell Certificate	Diversity, Equity, and Inclusion Certificate

Awards and Recognitions

2024	Jewel Nathaniel Allison Murray Educator of the Year Award New Jersey Association of Alpha Phi Alpha Chapters NJAAPAC
2023	Aspen Rising Presidential Fellowship The Aspen Institute College Excellence Program
2023	National Institute for Staff and Organizational Development (NISOD) Excellence Award
2021	Educator of the Year Award by Nu Lambda Chapter Omega Psi Phi Fraternity, Inc., Jersey City, New Jersey
Phi Theta Kappa	Honorary Member, Beta Alpha Phi Chapter, Hudson County Community College

Military Service

United States Marine Corps, (E-5) Sergeant, six (6) years' experience as a Warehouse Clerk (MOS 3051) leading logistics and supply chain management responsibilities and duties with supplies and equipment.

Administration & Leadership Experience**Vice President for Academic Affairs, Hudson County Community College, Jersey City, New Jersey January 2019 to Present**

Vice President for Academic Affairs has broad responsibilities for the planning, development and administration of the college's educational programs and services. As a member of Cabinet, the Vice President participates in strategic planning, policy formulation, budgetary decisions and problem solving, and offers advice and counsel on the implications of institutional decisions on both the academic program and the student experience. As Chief Academic Officer (CAO) of the college, the Vice President ensures the academic integrity of the college, assures the rigor and relevance of all academic programs, fosters an environment of excellence in scholarship, supports innovations in programs and methods of delivery that respond in a timely manner to a rapidly changing environment, and operationalizes initiatives to support student success and inclusion of diverse populations.

Other responsibilities include, but are not limited to:

- Assist the President in planning and goal setting in the context of the College's mission statement and strategic plan.
- Provide leadership and supervision for Academic School Deans (4), Associate Vice President (1), Associate Dean (1), Executive Directors (2), Directors (3), Associate Director (1), Dean (1) and Administrative Support Staff (3).
- Develop and communicate clear performance goals, complete performance evaluations within established timeframes; provide feedback, develop and act on performance improvement plans, and determine necessary disciplinary action, as needed.
- Provide leadership on major academic policy issues and decisions affecting academic programs.
- Collaborate in the development, planning and evaluation of degree programs, certificates, proficiency certificates, early college, and other learning experience including non-credit.
- Promote effective teaching and learning strategies and support innovative instructional delivery and practices to enhance student learning and student success. Promote innovation and the appropriate use of technology in teaching and learning. Ensure excellence in teaching.
- Oversee systematic evaluation of full-time and adjunct faculty in accordance with College policies and procedures.
- Provide fiscally prudent leadership; maintain \$20.3 million operating budget. Ensure effective fiscal management and efficient cost controls; operate within established budget constraints; recommend budgetary adjustments; monitor budget allocations; and identify and resolve budget variances to ensure adherence to the approved annual budget.
- Participate in and provide leadership for the College's strategic planning process and Institutional Academic Plan.
- Provide direction and support for collaboration with community partners in addressing educational issues affecting Hudson County, including existing projects and initiatives with high school districts. Partner with County Commissioners, African American Outreach Group, Latino

Advisory Committee, NAACP, and North Hudson Community Action Corporation to build community partnerships.

Major Accomplishments

- Co-chaired the COVID 19 Taskforce, providing leadership for closing (2) campuses and supporting professional development for emergency remote teaching and learning. March 2020.
- Member of the Planning Team for the Institutional Academic Plan 2021-2024.
- Member of the Core Planning Committee for HCCC's Hudson is Home! Strategic Plan 2021-2024.
- Member, *Achieving the Dream* "Student Success Dream Team".
- Provided leadership and recommendations for Tenure, Promotion and Sabbatical decisions to the President.
- Chaired the national search for the College's inaugural Vice President for Diversity, Equity, and Inclusion position.
- Awarded the "2021 Educator of the Year Award" by the NU Lambda Chapter Omega Psi Phi Fraternity, Inc., Jersey City, New Jersey.
- Collaborated on the writing of a Title V Grant, The Gold Door/La Puerta Dorada Project \$2.9 million and support of a \$300,000 National Science Foundation Strengthening Community College Partnerships Grant.
- Awarded National Institute for Staff and Organizational Development (NISOD) Excellence Award 2023.
- Represented Academic Affairs in the successful negotiation and ratification of four Collective Bargaining Unit Contracts in 2023.
- Collaborate with Jones & Associates Communications to strategize and marketing academic courses and programs including online programs.
- Led and supported the implementation plan for Open Education Resources (OER) across all academic programs.

Associate Vice President for Academic Affairs Hudson County Community College November 2019-January 2021 (Internal Promotion)

Under the direct report of the Executive Vice President and Provost, provided vision, leadership and supervision for all credit bearing instructional areas. Provided leadership and supervision for all Academic Deans, Directors, and other leaders throughout the academic division. Responsibilities included:

- Managed and ensured effective use of fiscal resources through appropriate hiring, planning and scheduling for all divisions.
- Oversaw academic and instructional budgets; ensured relevant program development and curricular change to continually best serve our communities; and ensured excellence and robust participation in academic assessment.
- Implemented systematic evaluation of full-time and adjunct faculty in accordance with college policy.
- Resolved student issues, including appeals, complaints, overrides and withdrawals.
- Provided leadership on major academic policy issues and decisions affecting academic programs.
- Led and participated in various initiatives and activities that promote equity and equitable practices in faculty and staff.

Vice President, York Campus HACC Central Pennsylvania's Community College, York, PA 2016-2019

HACC Central Pennsylvania's Community College: a comprehensive community college serving 19,000 students on 5 campuses in a 11-county service region. York Campus served 3,000 fulltime/part-time students enrolled in dual enrollment, diploma, certificate, associate degree programs, and non-credit programs. Responsibilities included:

- Manage all aspects of campus operations and provide leadership to ensure alignment with college mission, vision, and values.
- Worked collaboratively with Academic Affairs to review and strategically align course and program offerings, consistent with accreditation requirements and focus on the academic needs of students.
- Serve as primary campus spokesperson and contact for donor relationships and promotion of fundraising initiatives. Maintained a donor portfolio of over 100 foundations, organizations, businesses, and individuals.
- Collaborated with the Division of Workforce Development to develop and implement educational pathways, stackable credits for non-credit to credit diploma, certificate, and associate degree programs to address current and future community and employer needs.
- Built strategic partnerships with local K-12, institutions of higher learning, community-based organizations, state legislatures, and business/industry to enhance student pathways.
- Collaborated with Student Services and Enrollment Management to development and implement strategies to increase student enrollment, persistence, and completion.
- Partnered with the Executive Director of Business Affairs to align the campus budget with realistic enrollment projections and engage in a comprehensive review of all positions, faculty, and staff, and operations.
- Collaborated with Information Technology Services to address the information technology and infrastructure needs of the campus including development of underutilized property/facilities and increase the use of academic technologies to promote student success, support faculty, and staff and improve operational effectiveness.
- Collaborate with faculty, staff, and students to ensure shared governance principles (transparency, trust and open communication).

Major Accomplishments

- Engaged in a \$3 million capital renovation project. Project included campus facility renovations, mitigation of landscape topography, upgrades to campus lighting, electrical, CCTV cameras, and parking areas.
- Worked collaboratively with Business Manager and Deans to reduce operating expenses by 3% (over \$250K) for 2018-'19 academic year.
- Provided leadership and collaborative oversight for the campus-wide 21st century classroom transformation project. Implementation of (4) new presentation classrooms, with (4) additional presentation rooms and (2) collaborative classrooms. Facilities and Equipment cost \$225,000.
- Increased Campus Funding for Day of Giving Sponsorships by 50%. Day of Giving is an annual event that brings the HACC community together to celebrate what HACC has done for thousands in our community.
- Collaborated with faculty on the successful HACC Foundation Grant (\$75,000) for establishment of Galleryork; an 800 sq. ft. gallery space that features exhibitions of faculty, staff, students, and local artist.
- Re-launched the campus Men of Color Initiative. An affinity group to support/enhance recruitment and retention of students.

- Collaborated with Academic Affairs to established In-Class Tutoring (ICT) model for high-risk classes.

Associate Vice President for Academic Affairs, The College of New Rochelle, New Rochelle, New York 2004-2016

- Responsible for working with the Provost to continue implementation of the College's five-year strategic plan and Institutional Academic Plan for the School of New Resources.
- Assisted with the development of strategic objectives focused on: academic, enrollment, optimization of resources, creating a shared culture of CNR across all schools and campuses, and branding and identity across the schools.

2012 through 2015: Dean, School of New Resources (Internal Promotion)

The Dean is the chief academic, student affairs, fiscal, and administrative officer of the school with 3,500 adult learners and approximately 175 full-time and part-time faculty on 6 campuses. Responsibilities included:

- Provided senior-level, college-wide leadership and strategic direction for planning, development, implementation, management and assessment for all instructional divisions/departments.
- Responsible for hiring all full-time instructional and adjunct faculty and staff within the academic divisions and incorporating the appropriate utilization and guidelines for the performance management system.
- Responsible for direction and leadership for student discipline and crisis response in the school; advised on a wide range of topics including university and school policies, academic concerns, registration requirements, financial aid, degree options, disability accommodations, harassment, leaves of absence and personal issues.
- Administered an operating budget of \$10 million and reduced overall expenses by 10% in 2014.

Committee Service

- Chair, Faculty Coordinating Council (2012-2015)
- Co-Chaired Assessment Committee (2012, 2013)
- Ex-Officio Member Instructional Staff Committee (2012-2015)
- Member Grants Steering Committee for Title III & Fund for the Improvement of Education FIPSE, First in the World (2014-2016)

Major Accomplishments - Community Partnerships

- Led the physical re-location and identification of new campus sites for two campuses due to devastating efforts of Hurricane Sandy in Manhattan, NY. Collaborated with faculty to implement emergency remote teaching and learning. October-December 2012.
- Collaborated with Vice President for Enrollment Management to implement strategies to better connect with the adult student population across the five-campus area. Utilizing alumni as *influencers*, the branding campaign focused on identifying alumni to participate in community open forums, YouTube recordings, and the inclusion of testimonials in recruitment materials. Result was a 11% increase in applications in 2014.
- Established transfer articulation agreement with New York Theological Seminary. (NYTS) Master's Degree in Pastoral Counseling and Religious Education. Admitted nine new students.

- Developed Counseling Alcoholism and Substance Abuse Counselor (CASAC) Education and Training and Provider Certification program for 495-hour standardized curriculum. First year enrollment was 134 new students.
- Established partnership with the New York City Department of Correction to deliver a five- day Mental and Behavioral Health Training Certificate Symposium (MBHCTS) to 20 Mental Observation Officers.
- Partnered with STRIVE, an international provider of skills employment training and support for adults, to deliver entrance assessment, tutoring, and preparatory coursework for prospective students.
- Collaborated with Consolidated Edison, an energy provider, on an Educational/Employment Partnership to identify qualified minority and women undergraduates to assume entry-level Mechanic B employment in the construction trades. Fifteen students received job offers.

Campus Initiatives

- Hired and trained a Director of Student Success Communities for each of the (6) branch campuses (results included a 3.5 % increase in fall-to-fall semester retention).
- Collaborated with Vice presidents to create a college-wide Leave of Absence Policy aligned with federal financial aid regulations.
- Led the development of a Student Government Association for non-traditional students.
- Established Intramural athletics program for the School.
- Partnered with faculty in program development of pre-professional course sequence in Business, Criminal Justice, and Human Resource Administration.
- Collaborated with Graduate School faculty to develop an Accelerated Communications Program leading to a M.S. degree in Communications Management and Media.
- Revised the School's transcript review process, moving from a multi-month review to less than a week review for all six campuses.
- Established funding and new policies for Faculty-led Study Abroad opportunities.
- Worked with Office of Information Technology to increase availability of smartboard technology, train faculty on varied peripherals (Tegrity Voice Thread, Sharp Interactive Whiteboard) and enhanced overall teaching and learning through technology on all campuses. Hosted technology integration workshops each semester resulting in increased Sharp Interactive Display usage by 90%.
- Developed the School's first hybrid course offering in Digital Information Literacy.
- Led the development of the School's new Promotion Policies and Procedures.

2009 through 2012: Campus Director (Internal Promotion)

Reporting to the Dean, the Director ensures the effective and efficient management of the campus, including managing day-to-day operations administration, facilities, and resources with the aim of fostering a community and learning environment appropriate for student success. Responsibilities included:

- Contributed significantly to strategic planning and goal achievement, budget preparation, and management, staff supervision, and overall sustainability of a comprehensive and integrated campus.
- Worked collaboratively across campus and especially with faculty and academic affairs to help foster a culture of engagement and a student-centered service culture.
- Provided oversight and leadership for several functional areas including tutoring and academic support services, career development, student engagement (service learning), student activities (clubs, organizations), health records, and student orientation.

- Supervised direct reports which included, 33 professional and support staff, 6 full-time faculty, over 150 adjuncts.
- Administered the Campus student judicial system including the formulation and implementation of the Student Code of Conduct. Work closely with the Vice President of Student Services, the Dean of Students, and Director of Campus Security to ensure efficient and effective response to violations of the Code of Conduct and crisis situations.
- Coordinate curriculum development, course scheduling and oversee implementation of academic standards and regulations for the campus.

2006 through 2009: Assistant Campus Director (Internal Promotion)

Responsibilities included:

- Developed and implemented co-curricular programmatic initiatives designed to enhance student development and academic success.
- Fostered a campus climate of inclusiveness and support for the college's diverse student body, ensuring that equity, diversity, and civil discourse are an integral part of the student experience.
- Oversaw course offerings and schedules, recruitment, retention, advising practice, tutoring, registration, and academic support services.
- Coordinated curriculum development and instructional methods including overall faculty workloads and contractual responsibilities of adjuncts.

2004 through 2006: Assistant to the Dean of the Graduate School (Internal Promotion)

Collaborated with academic departments to develop new graduate degrees and certificates, continuing education and professional programs, and develop marketing and recruitment strategies and initiatives for all programs. Graduate School Recruiter, representing the school at recruitment events.

Major Accomplishments

- Collaborated with Office of Co-Sponsored Programs and community leaders to develop regional partnerships to support emerging workforce needs; assist with coordinating the development and evaluation of instructional program offerings and support systems.
- Working in conjunction with Marketing Department, coordinated the successful re-design of all graduate school academic program recruitment publications.
- Strategically promoted graduate programs on and off-campus (Increased the number of off-campus recruitment events by 100%).
- (increased the number of open houses by 50%; delivered one Open House Information Session per month.
- Developed conversion and yield strategies and conducted continuing education market research that resulted in an 3% increase in fall-to-fall enrollment.

Other Work Experiences

2003-2004 Director of Undergraduate Admissions, Seton Hall University

Exceeded enrollment goals (number and academic profile) for freshmen class entering Fall 2004 5.5% enrollment growth and a 10% increase in applications.

1996-2003 Associate Director of Admissions, University of Dayton

Coordinated territory management initiatives for a staff of 10 admission counselors which resulted in yearly increases in applications, stronger academic profiles, greater diversity geographically,

socially/economically, and racially while meeting enrollment goals. Led the increase of minority student enrollment by 5.5% over a six-year period.

1994-1996 Coordinator of Retention Initiatives and Adjunct Instructor, Miami University, Ohio.

1993-1994 High School Career Specialist Jobs, Cincinnati Graduates, Cincinnati Youth Collaborative, Cincinnati, Ohio.

1992-1993 Coordinator of Career Services and Adjunct Instructor Shaw University, North Carolina.

1990-1992 Residence Hall Director University of North Carolina at Chapel Hill, North Carolina.

1988-1990 Graduate Director for Residence Life Howard University, Washington, DC.

Adjunct Teaching Experience

2004-2016 The College of New Rochelle Graduate School

- PSY 588 Family Process and Therapy I
- PSY 689 Current Psychotherapies EDU
- 550 Childhood Development
- GSC 637 College Placement & Procedures

Academic Community Service

Council for Adult and Experiential Learning (CAEL) 2025 Annual Conference

- Proposal Reviewer, April 2025

National Institute for Staff and Organizational Development (NISOD) 2024 International Conference on Teaching and Leadership Excellence

- Proposal Reviewer, February 2024

Association for the Study of Higher Education (ASHE)

- Peer Reviewer, Annual Conference November 2023

Journal of Applied Research in the Community College (JARCC)

- External Reviewer, June 2022

Association of Fundraising Professionals

- Committee Member: Inclusion, Diversity, Equity, Access (IDEA) 2016-2018

Accreditation Experience Middle States Commission on Higher Education (MSCHE)

Evaluation Team Member (College of St. Elizabeth, NJ) April 2016

- Peer Review Report (PRR) training 2015

- Federal Compliance training 2015
- Assessment Facilitator training 2015

Association of American Colleges and Universities (AACU) 2015-2016 Conference on Diversity, Learning, and Student Success. Philadelphia, PA.

- Proposal Reviewer and Planning Committee Member

Community and Professional Affiliations

- Hudson County Chamber of Commerce 2023
- Hudson County NAACP 2023
- York County Estate Planning Council (YCEPC) Steering Committee, 2018-2019
- Association of Fundraising Professionals (AFP) 2016-2018 (Inclusion, Diversity, Equity, & Access (IDEA) Steering Committee Member)
- York County Community Foundation Board Member 2017-2019
- York County Economic Alliance Board Member (Chair, Economic Club) 2017-2019
- Downtown, Inc. Board Member 2017-2019
- Rotary Club of York 2017-2019
- American Diabetes Association Northern New Jersey, Community Board Member 2014-2016
- Year-Up New York Student Mentor 2011
- Archdiocese of Newark Catholic Youth Organization (CYO) Boys Basketball Coach 2005-2010
- President, Sigma Zeta Lambda Education Foundation (501c3) 2019-2021
- American Association of State Colleges & Universities (ASSCU) 2012-2016
- Association of Non-Traditional Students in Higher Education (ANTSHE) 2012
- Council for Adult and Experiential Learning (CAEL) 2008-2016

Grant Acquisition and Fundraising Experience

- Collaborator on Title V Grant: The Golden Door/La Puerta Dorada Project. \$2.9 million. Project focused on Hispanic and Latino student academic attainment at Hudson County Community College.
- Collaborator on \$300,000 National Science Foundation Strengthening Community College Partnerships Grant.
- Vice President York Campus. 50% fundraising and community engagement responsibilities. Managed a donor portfolio of over 100 foundations, corporations, and individuals. Proficient with Blackbaud Raiser's Edge. Led and supported activities for annual college-wide Day of Giving 2016-2019.
- Department of Education Title III Grant \$10,000,000. Member of Grant Writing Team and the Fund for the Improvement of Postsecondary Education (FIPSE) First in the World Grant. \$4,000,000. Member of Grant Writing Team and Project Implementor for School of New Resources to establish student success coaching model, technology enhancements, library literacy skills training, and professional development for faculty. The College of Rochelle 2014.
- Herbert & Nell Singer Foundation Grant. Classroom technology equipment for Pre-College Access Program. \$250,000 Grant Coordinator. The College of New Rochelle 2015.
- New York State Higher Education Services Corporation, (HESC) College Access Challenge Grant \$250,000. Project Director. The College of New Rochelle 2012.
- Oak Foundation Housing and Homelessness Program \$240,000. Grant established an Internship Coordinator position. Project Director. The College of New Rochelle 2012.
- Verizon Foundation Technology Grant \$75,000 and \$25,000. Project Director. The College of New Rochelle 2012, 2014.

- Experience with strategic planning and donor outreach for two successful capital campaigns The College of New Rochelle \$70 million for Renovation of Gill Library and construction of the 55,000 sq. feet Wellness Center (LEED Silver) and student scholarships 2005-2010.
- Campus Fundraiser for Harrisburg Area Community College \$10 million Invest. Impact. Inspire. Campaign for HACC. Renovations for the Bruce E. Cooper Student Center, academic excellence funds, and student scholarships, 2016-2019.

Advanced Professional Development

2023-2024 The Achieving the Dream and USC Race and Equity Center Racial Equity Leadership Academy (RELA) 2.0. The Academy is an intensive institute designed to support teams of leaders as they develop bold, strategic racial equity plans and implement actionable change efforts at their institutions.

2022-2023 Aspen Rising Presidents Fellowship: The Aspen Institute College Excellence Program. The Fellowship, delivered in collaboration with the Stanford Educational Leadership Initiative, prepares the next generation of community college presidents to transform institutions to achieve higher and more equitable levels of student success.

2014 Becoming a Provost Academy, American Association of State Colleges and Universities (AASCU). Becoming a Provost Academy (BAPA) is a year-long competitive leadership program designed to prepare qualified individuals to become chief academic officers. Fellow were required to develop and implement a professional development plan. My development plan specifically addressed higher education strategic planning and resource allocation, development and fundraising, and faculty development. Mentor/Sponsor: Dr. Dorothy Escribano, Provost and Senior Vice President for Academic Affairs.

2013 Hampton University Executive Leadership Summit: On the Road to the Presidency: Leadership Principles of Success, Hampton, VA. Three-day seminar examining leadership challenges and opportunities confronted by university and college presidents, provosts, and vice presidents of student affairs. A principal objective of the leadership summit was to assist tomorrow's leaders in the development of well-defined career strategies to accomplish personal and professional goals.

2011 CORO Leadership Fellow, New York, NY. Year-long leadership development experience emphasizing intellectual resilience and inquiry-based leadership training methods to address and resolve complex NYC community issues.

2010 Institute for Administrators in Catholic Higher Education, Boston College, Boston, MA. Summer Seminar Cohort designed for senior administrators to address issues facing Catholic Colleges and Universities in the 21st Century.

2009 Summer Fellow at Vanderbilt University's Peabody College, Professional Institute for Higher Education Management, Vanderbilt University, Nashville, TN. Week-long institute designed for administrators to gain broad knowledge of the entire higher education organization, from governance and management to admissions and student affairs, from academic planning and budgeting to state and federal higher education politics and policy making.

2002 The College Board Enrollment Management Institute Workshop: Organizing for Enrollment Management, Chicago, IL.

Four-day institute addressing enrollment management research methods and modeling, planning and decision making, along with financial aid and retention strategies.

Professional Presentations

Leading with a DEI Lens in the Political Landscape.

Dr. Carolyn Grubbs Williams Leadership Institute and The Thomas Lakin Institute for Mentored Leadership. Connecticut State Community College, Hartford, CT. October 2024.

Hudson is Home: A Place Where College Student Success Matters.

National Organization for Student Success (NOSS) 48th Annual Conference, Las Vegas, NV February 2024.

HBCUs as Instruments of Social Change in America, Panel Moderator.

National Teaching and Learning Symposium on Social Justice in Higher Education. Hudson County Community College, Jersey City, NJ February 2023.

Title IX: Awareness and Education.

Alpha Phi Alpha Fraternity, Incorporated Collegiate Leadership Symposium, Morehouse College Atlanta, GA. June 2018.

The Impact of Student Success Communities on Adult Student Engagement and Persistence.

New Jersey Association of New Student Advocates (NJANSA) Biennial State Conference, Atlantic City, NJ. October 2015.

Accepted Presenter: Revitalizing an Advisement Model: A Collaborative Approach between Faculty and Professional Advisors.

AAACE 2015 Conference, "Evolutions and Revolutions in Adult Learning". Oklahoma City, OK. November 2015.

Integration of Smart Technology into the Adult Learner Classroom.

Higher Education Teaching and Learning Conference (HETL), Anchorage, AK. May 2014.

Writing and Lifelong Learning: Interactive Projects and Writing Teams for Adult Learners

Faculty Resource Network National Symposium: New Faces, New Expectations, New Orleans, LA. October 2012.

Accepted Presenter: Building a Learning Community among Adult Learners: Valuing Their Experience, Learning, and Identity.

International Conference, Improving University Teaching, Simon Fraser University, Brunaby, B.C. Canada, July 2009.

The Role of the Campus Administration in Fostering a Motivational Learning Environment.

Promoting Student Success: The First Year and Beyond Conference, College of Southern Maryland, La Plata, MD. October 2007.

Managing a Recruitment Territory: Challenges for the Admission Counselor

Ohio Association for College Admission Counseling (OACAC) New Counselor Institute, Columbus, OH. July 2000.

Advising Practices that Make a Difference for High-Risk College Students

National Conference on Student Success Wichita State University, Wichita, KS. March 1996.

Preparing for Campus Diversity

Association for University Regional Campuses of Ohio (AURCO), Middletown, OH. May 1996.

Navigating the Academic Experience: Transition Issues for Adult Students and Students of Color.

National Conference on Students in Transition, San Antonio, TX. October 1996.

Strategies for Diversifying Residence Life Staff.

Association of College and University Housing Officers (ACUHO), Charlotte, NC. April 1991.

Selected Publications

Book Chapter

The Life Arts Project: Application of an Inquiry-Based Learning Model for Adult Learners. In J. M. Carfora & P. Blessinger (Eds.), *Inquiry-based learning for multidisciplinary programs: A conceptual and practical resource for educators*. Innovations in Higher Education Teaching and Learning Vol. 3, (pp.273-294). UK: Emerald Publishing Group Limited. (2015).

Peer Reviewed Articles

Mitigating Student Stereotype Threat with Effective Academic Advising.

Recruiting & Retaining Adult Learners. Vol. 17(12). Jossey-Bass/Wiley. September 2015.

Revitalizing a 40 Year Advising Model: The Integration of Professional Advisors and Agile Advisor.

Council for Adult and Experiential Learning (CAEL) Forum and News. Vol. 1, (pp1-7). January 2016.

Interactive Smartboard Technology: The impact on Adult Student Engagement & Learning.

ANTSHE, The Nontrad Journal. December 2015.

Periodicals

What to Expect on the First Day of the Job. The Cincinnati Enquirer, p. I1. March 31, 1996.

In Search of a Mentor. The Cincinnati Enquirer, p. K1. February 13, 1994.

Coming Up Winning in a Job Interview Applause Magazine. April/May, 1994.

Effective Telephone Use. The Cincinnati Enquirer, p. J1. November 21, 1993.