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EDUCATION: **Ph.D., University of Maryland, College Park, MD (August, 1994),
Agricultural Extension and Higher Education (Graduate Fellow).**

**M.S., Ohio State University, Columbus, OH (August, 1989), Agricultural
Extension and Education (Graduate Fellow).**

**B.S., Fort Valley State College, Fort Valley, GA (June, 1987), Agronomy
(Cum Laude).**

PROFESSIONAL DEVELOPMENT:

**Harvard University's Management and Leadership in Higher Education Institute
(June, 2016); Harvard University; Cambridge, MA**

**Millennium Leadership Institute (June, 2005); American Association of State
Colleges and Universities (AASCU); Washington, DC**

**Hampton Executive Leadership Summit (November, 2005); Hampton University;
Hampton, VA**

**Florida Institutions of Higher Learning Academic Leadership Program (November,
2000); Howey Hills, FL**

**Interdenominational Theological Center Graduate Distance and Continuing
Education Program (August, 2002)**

**Southern Association of Colleges and Schools-Commission on Colleges Quality
Enhancement and Accreditation Summer Institute and Annual Meetings/Workshops
(Annually)**

**American Association of State Colleges and Universities Provosts and Vice-Presidents
Summer Meetings and Workshops (Annually)**

American Council on Education Annual Conference (Annually)

Association of Public and Land-Grant Universities Annual Conference (Annually)

PROFESSIONAL EXPERIENCE:

June, 2016 - Present. Provost and Vice-President for Academic Affairs and Research, & Professor: Alabama A&M University; Normal, AL. Serves as the institutions chief academic officer, with all academic and research functions as reports. Associate Provosts and all academic deans, along with academic support units are direct reports. Chairs the Deans council and selected academic support units meeting. Responsible for all academic, sponsored and institutional research, and land-grant functions, academic program development and reviews, along with institutional, college and program accreditation efforts. Represents the President in his absence on all academic and research related matters.

- Administered successful pivot/transition to remote learning due to COVID pandemic interruption in instruction Spring, 2020
- Administered transition of operations in both academic instruction and research divisions per COVID protocols and best practices for the 2020-21 academic year
- Provided primary leadership for preparing the submission and ensuring compliance with all standards and requirements related to academics, institutional effectiveness and research for SACS-COC 5th year Interim Review in 2019
- Gained approvals for and implemented termination/deletion of 13 education teacher certification programs, several academic concentrations and tracks
- Gained approvals for and implemented deletion or termination for degree programs to include Reading (Ph.D.), Cultural Studies, Multi-Disciplinary Studies and General Art
- Gained approvals for and implemented new undergraduate programs in Kinesiology, General Music, Sport Management and Criminal Justice
- Gained approvals for and/or implemented new graduate programs in Public Administration, Electrical Engineering, Mechanical Engineering, Counseling and Curriculum & Instruction (Ph.D.)
- Gained approvals for and implemented several undergraduate degree concentrations to include Athletic Brand Management, Fashion Communications, Genetics and Molecular Biology, Physiology, Cyber Security, Artificial Intelligence, Nuclear Engineering, Entomology, Ecology, Bio-Medical Engineering and Logistics, along with a minor in Space Science
- Gained approvals for and implemented graduate degree concentrations in Human Resource Management and Logistics and Supply Chain Management
- Gained approvals for and implemented on-line and distance degree programs in Liberal Studies, Human Development and Family Studies, Criminal Justice and Entrepreneurship
- Gained approvals for and implemented the Center for Learning Independence and Fostering Employment and Education Programs (Bulldog Life)
- Provided administrative oversight and leadership for submission and subsequent Initial AACSB Accreditation awarded for the Business College and related programs
- Provided administrative oversight and leadership for maintaining the accreditation status and/or reaffirmations of the Society of American Foresters (SAF), Planning Accreditation

PROFESSIONAL EXPERIENCE: (con't.)

Board (PAB), Council on Rehabilitation Education (CORE), Council for the Accreditation of Educator Preparation (CAEP), Council of Social Work Education (CSWE), American Speech and Hearing Association (ASHA), Council for Accreditation of Family and Consumer Sciences, Accreditation Council for Education in Nutrition and Dietetics (ACEND), and the Accreditation board for Engineering and Technology (ABET)

- **Achieved distinction of being one of the top three HBCU STEM producers of African-American graduates in nation, and the top minority STEM graduate producer among all Alabama higher education institutions**
- **Gained distinction as the top producer of African-Americans with doctorates in Physics since 1990, and second overall nationally**
- **Established off-site instructional undergraduate and graduate programs, with all requisite approvals, at Lawson State Community College and North Alabama University**
- **Average of 13.6% decrease in instructional cost over five years (Average \$5.3 million, resulting in over \$26 million in savings)**
- **Exceeded research and sponsored programs grants and contracts fiscal years 2012-20 goals by over \$2 million per year**
- **Certificate programs in Logistics and Supply Chain Management and Cyber-security approved and implemented**
- **Accelerated 4+1 undergraduate to graduate degree program approved and implemented in Computer Science, Urban & Regional Planning, Accounting, Business Management and Marketing, Finance, Construction Management**
- **Achieved and/or retained national rankings in the production of African-American graduates in math/statistics (2nd), natural resources and conservation (2nd), communication technologies (4th), engineering (5th) and agricultural sciences (8th)**
- **Gained approval for realignment of degree programs and departments in the Colleges of Business and Engineering, and the reorganization of the Division of Research and Compliance**
- **Gained approval of Reverse Transfer Agreement with Lawson State Community College**
- **Gained approval for requirement of Experiential Learning/Internship experiences for all Business college undergraduate majors**
- **Search and Selected a new Dean of Education and two Associate Provosts**

April, 2010 – June, 2016. Provost and Vice-President for Academic Affairs, Interim Vice-President for Research and Professor of Agricultural Sciences: Alabama Agricultural and Mechanical University; Normal, AL. Served as the institutions chief academic officer, with all academic and research functions as reports. Associate Provosts and all academic deans were direct reports, with academic support units also reporting. Chaired the Deans council and selected academic support units meeting, and was responsible for all academic, sponsored, institutional research and land-grant functions, academic program development and reviews, along with institutional, college and program accreditation efforts. Represented the

PROFESSIONAL EXPERIENCE: (con't.)

President in his absence on all academic and research related matters.

Selected Key Accomplishments:

- **Awarded distinction of having the largest increase among 1890 institutions of grants and contracts (9.13% increase)**
- **Gained all requisite approvals and security clearances for establishment of a non-profit research foundation for facilitating private and governmental contracts (AAMU-RISE)**
- **Increased terminally degreed faculty from 44% in 2010 to 78+% in six years**
- **Administered implementation of Grades First early alert system, and update of all documents for implementation of Degree Works advisement system**
- **Updated and gained approval of Faculty Handbook and all catalogs every 2 years**
- **Administered graduate student enrollment increase by over 44% in five years**
- **Gained approvals and established several on-line undergraduate (Management, Urban and Regional Planning, and Logistics) and graduate degree programs (Computer Science and Early Childhood)**
- **Several new residential graduate (Communication Specialist) and undergraduate (Animal bio-health, Plant biotechnology, Multidisciplinary studies, Entrepreneurship, Criminal Justice, Cultural Studies) degree programs approved and implemented**
- **Several undergraduate degree programs deleted or terminated to include industrial and electrical engineering technology programs, agricultural economics and business, and agricultural sciences and education**
- **Administered and implemented a review and certification process of on-line courses resulting in certifying hundreds of courses and dozens of instructors**
- **Administered plan development and implementation of reorganization of the academic division from five schools to four colleges, and from twenty-eight departments to eighteen.**
- **Administered preparation of response to regional accrediting body (SACS) interim fifth year review and monitoring reports, special inquiries and visits for academic affairs and research**
- **Provided primary leadership for academic audits and program viability/vitality studies, program terminations (20) and revisions to all policy manuals to include a new faculty handbook and promotion/tenure criteria**
- **Reorganized major university committees and provided leadership in the search process of all key administrative personnel (Associate Provosts, Deans and Directors) in academic affairs along with athletics**
- **Provided administrative leadership for and reorganized sponsored programs and institutional research office for greater effectiveness and efficiency resulting in a significant increase (38%) in competitive awards per proposals submitted**
- **Installation of over 40 smart or technologically upgraded instructional facilities**
- **Administered preparation for responses and/or reviews and visits of several accrediting bodies to include engineering (ABET), education (NCATE), speech and communication disorders, urban planning, food science (IFT), SACS, etc.**

PROFESSIONAL EXPERIENCE: (con't.)

- Served as an institutional compliance reviewer for the Southern Association of Colleges and Schools Commission on Colleges (SACS-COC)
- Provided primary leadership for preparing the submission of the compliance certification and ensuring compliance with all standards and requirements related to academics, institutional effectiveness and research for SACS-COC 10 year reaffirmation in 2014
- Administrative lead in rightsizing the academic and research divisions staffing and faculty via a substantial reduction in force and elimination of positions
- Provided primary administrative oversight and coordination for successful US-AID, USDA-NIFA and NSF-EPSCoR reviews and audits, and responses to inquiries
- Audited and reconciled all faculty files and credentials for compliance with regional accrediting body standards and requirements
- Gained approval and implementation of an USDA Academic Center of Excellence in Geospatial Science
- Reorganized graduate studies for greater efficiency in enrollment management and enhanced research productivity among graduate students
- Enhanced faculty development activities by providing additional resources and experiences via workshops and conference participation
- Implemented competency and learning outcomes based strategic initiatives for academic programs with licensure or standardized exams
- Developed and implemented an empirical academic auditing system for academic units.
- Revised and implemented the campus wide institutional effectiveness plan
- Established and implemented over 25 memorandums of agreements with regional community colleges and four year institutions relative to student enrollment, faculty and resource sharing and competitive proposal development and submission
- Revised the academic and research divisions annual budget per state proration and adjusted revenue expenditures and staffing accordingly

February, 2009 – March, 2010. Vice-President for Academic Affairs, Professor of Agricultural Sciences: Fort Valley State University; Fort Valley, GA. As chief academic officer, all academic deans and two associate vice-presidents, and all academic support units were direct reports. Chaired Deans council and academic support units meetings, responsible for all academic and land-grant functions, program development and reviews, accreditation efforts, institutional planning, effectiveness and assessment, strategic planning and budgeting. Lead with primary administrative oversight of the 10 year SACS-COC reaffirmation process.

Selected Key Accomplishments:

- Reorganized and expanded the Academic Success Center for increased retention efforts and more effective and efficient advisement and registration
- Provided primary administrative oversight and guidance for academic units in completion of a major review and addendum to the university's Master Plan

PROFESSIONAL EXPERIENCE: (con't.)

- **Provided primary administrative oversight and guidance for finalization, approval and distribution of a new Institutional Strategic Plan**
- **Provided primary administrative oversight for planning and programming construction and/or renovation of two major academic facilities, and an off-site facility**
- **Increased technology and library access and developed fully on-line and wireless internet accessibility, while simultaneously acquiring almost \$2 million on circulations**
- **Established several Memorandums of Understanding with partnering agencies and higher education institutions**
- **Gained approval of and implemented new faculty Promotion and Tenure processes and instruments**
- **Gained approval of and implemented new faculty Evaluation processes and instruments**
- **Gained approval of and implemented new faculty workload policy and revisions and updates for the Faculty Handbook**
- **Completed and submitted for Board of Regents consideration, proposals for several new undergraduate programs along with new Schools of Business and Nursing**
- **Completed four academic years with no regular fiscal, internal control, audit or purchasing card findings or issues**
- **Completed Revisions of University Undergraduate and Graduate Catalogues**
- **Completed all final revisions and updates, and printed Faculty Handbook**
- **Provided primary administrative oversight and guidance for the completion, finalization and submission of Quality Enhancement Plan (QEP) and Compliance Certification Report for regional accrediting body (SACS-COC) reaffirmation**
- **Provided primary administrative leadership, oversight and guidance for the organization and completion of SACS-COC on-site and off-site reviews**
- **Led efforts of continued improvement of Institutional Effectiveness processes in preparation for SACS-COC off and on-site reaffirmation visits**
- **Established outcomes and accountability measures of academic programs and academic support units, along with evaluation of Deans, Associate Vice-Presidents and Directors**
- **Reorganized Graduate Health Sciences Programs**
- **Hired several program directors and 23 new faculty members for Fall semester**

May, 2006 – February, 2009. Executive Vice-President and Vice-President for Academic Affairs, Professor of Agricultural Sciences: Fort Valley State University; Fort Valley, GA. As chief operational officer, all Vice-Presidents and academic deans were direct reports, with two associate vice-presidents and academic support units also reporting. Acted as chief executive officer in the Presidents absence. Also chaired university administrative council meetings and functions, responsible for all academic functions, accreditation efforts, institutional effectiveness and accountability, strategic planning and budgeting.

PROFESSIONAL EXPERIENCE: (con't.)

Selected Key Accomplishments:

- **Reorganized the Office of Admissions and Enrollment Management, Registration Process, Athletics and the football Program, Institutional Research office and function, university registration processes (to increase efficiency and effectiveness) and advisement, as well as Learning Support programs**
- **Gained approval from Board of Regents, submitted Substantive Change to SACS-COC for new Education graduate and undergraduate, Agricultural Biotechnology graduate, several graduate and undergraduate on-line and distance education programs**
- **Served as an institutional compliance reviewer for the Southern Association of Colleges and Schools Commission on Colleges (SACS-COC)**
- **Developed Gordon College at Fort Valley State University program collaboratively with Gordon College officials resulting in immediate significant enrollment**
- **Administered and coordinated construction planning and programming for a new Biotechnology building (\$3 million), Science Building (\$19 million), Family Development Building (\$2.5 million), Teleconference Center (\$2 million), Agricultural Exhibition Pavillion (\$1 million), Animal SAFE Center (\$750,000), Infant and Child Development Center (\$1.5 million) and Mass Communications repair and renovations (\$1 million)**
- **Elected to serve on the Board of Regents Advisory Committee on Academic Affairs Executive Committee**
- **Developed and gained initial approval of new university 5 year Strategic Plan**
- **Co-coordinated efforts to design, program and construct additional student housing, a new football stadium and student union (\$80+ million)**
- **Provided administrative oversight for achieving a balanced Education and General Fund budgets and improved audit ratings each year by reducing exceptions**
- **Provided administrative oversight for achieving largest freshman enrollment three years running with largest percentage enrollment increases in University System of Georgia for two successive academic years**
- **Provided administrative oversight for proposal and program development for 11 new Education programs, a new Nursing program, graduate programs in biotechnology, online and distance education courses and a new College of Business**
- **Provided administrative oversight for achieving increased proposal writing by faculty which garnered over \$20 million each year in sponsored funds**
- **Restructured the Academic Success Center (ASC), College of Graduate Studies and Extended Education**
- **Provided administrative oversight for navigated successfully the Teacher Education Georgia Professional Standards Commission Visits and expanded Distance Education and Online Instruction**
- **Responsible for over \$600,000 in Gifts and Pledges to the University; \$40,000 from the Office of the Executive Vice President and Vice President for Academic Affairs**
- **Coordinated the University Retreats and Faculty/Staff Institutes, and university strategic planning, along with athletic marketing strategies**

PROFESSIONAL EXPERIENCE: (con't.)

- **Completed Comprehensive Reviews of all academic degree offering programs**
- **Reviewed/Revamped Procedures for Inventory Control, and updated all Policy Manuals**
- **Developed Professional Schools and Graduate Studies Feeder Agreements and Agreements with Community Colleges**
- **Re-established the University's Emergency Management Planning Committee**
- **Evaluation of all Deans/Vice Presidents/Office Staff, coordination of merit salary increase process, reviewed all academic personnel evaluations, and prepared Faculty Contracts for Summer 2006 and Academic Year 2006-2007**
- **Achieved substantial reduction of low-enrolled courses and substantial increase of FTE Faculty SCHS**
- **Establishment of Faculty Activity Reports and greater accountability measures**
- **Initiated Assessments and conducted Audits of Faculty Teaching Loads and Assignments**
- **Institutional Effectiveness plans/processes implemented, review of Faculty Credentials in preparation of SACS-COC reaffirmation visit, along with QEP Planning Processes**
- **Represented University/President – SIAC and 1890 Council of Presidents**
- **Deactivated/Terminated several dated and/or under-enrolled Academic Programs**
- **Revised Promotion/Tenure and faculty evaluation processes**
- **Developed plans for, coordinated and/or reviewed for submission all accreditation/reaffirmation efforts to include Education Professional Standards Commission, Dietetic, ABET and Veterinary Technology; Initiated Social Work, Mass Communication, NCATE and AACSB Accreditation efforts**
- **Responded to all Board of Regents requests and reporting requirements in a timely efficient manner**
- **Secured Governor and President of SACS-COC as speaker – organized Graduation, Honors Convocation, Founders Day, etc.**
- **Worked diligently with Department of Agriculture to develop proposal for SAFE Center which was legislatively approved for \$750,000.00 allocation**
- **Developed plans for university leadership succession in all units**
- **Agreed to collaborations with Southern Polytechnic, Georgia Perimeter, Darton, Southern Polytechnic, Middle Georgia Tech. and signed feeder agreements with UGA, U of Arkansas, Georgia Perimeter, Marquette, U of Florida, GA Dept. of Corrections, Tuskegee University**
- **Continued primary coordinating role for preparation for the SACS-COC Accreditation Visit, September 2010**
- **Co-coordinated efforts to acquire financing to more than double housing accommodations with added facilities totaling over \$64 million**

December, 2004 to May, 2006. Assistant Vice-President of Student Affairs, Associate Professor of Biological Sciences: South Carolina State University; Orangeburg, South Carolina. Assumed responsibility for the daily coordination of activities with varying levels of supervision of the areas of financial aid, admissions and recruitment, scholarship and abatement,

PROFESSIONAL EXPERIENCE: (con't.)

campus police and security, health and counseling services, career planning and placement, multicultural affairs, intramural sports, judicial affairs, residential life, student life and activities, and student leadership development. Also had instructional responsibilities in the Educational Leadership graduate division.

Selected Key Accomplishments:

- **Provided administrative support for enrollment management achieving largest first time and transfer student enrollment in university's history -Fall 2005**
- **Provided administrative support for multi-million dollar renovations of residence halls, new \$42 million loan for new residence hall, along with over \$4 million in renovations and construction of food service facilities**
- **Served on university steering committee and provided oversight for implementation of network system (BANNER) modules throughout the division**
- **Provided administrative leadership and support for new staff development program, budget reallocation for strategic priorities, on-going development of an emergency preparedness plan, student organization fund raising and community service initiatives, and increased partnerships with agencies and organizations for placement and internships**
- **Provided administrative leadership and support for development of strategic plans and reorganization of campus police and security, residential life and housing, and admissions, recruitment and scholarships**
- **Provided administrative oversight for Financial Aid awarding more scholarships and financial assistance (\$47+ million) in history of university – Fall 2005**
- **Developed plan for renovation of student fitness center and bowling alley**

August, 2000 to December, 2004. Director of the Division of Agricultural Sciences, Associate Professor; College of Engineering Sciences, Technology and Agriculture: Florida A&M University, Tallahassee, FL. Responsible for administering all aspects of academic programs in the division which included nine academic programs, thirty plus full-time, part-time, adjunct and joint appointed faculty, numerous professional and administrative staff, and graduate and undergraduate students and assistants. Supervised and evaluated faculty and staff, managed budgets, scheduled courses and approved assignments, and reviewed and revised curriculums. Provided leadership in recruitment, retention and advisement of undergraduate and graduate students, and manages student internship and experiential learning summer programs.

Selected Key Accomplishments:

- **Re-organized the Office of the Division of Agricultural Sciences which managed six departments, 10 academic programs with approximately 300 graduate and undergraduate students and over 30 full-time, joint-appointed and/or adjunct faculty**
- **Organized and coordinated all curriculum development initiatives in the Division of Agricultural Sciences to include development, garnering approval and implementation of**

PROFESSIONAL EXPERIENCE: (con't.)

and for new academic programs, review of curriculum for rigor, relevance, content, sequence, currentness and requirements or recommendations of graduate and professional schools along with industry

- **Organized and coordinated self-study and review of the programs in the Division of Agricultural Sciences required of all academic units for the Board of Governors of the State of Florida**
- **Served on college planning committee and provided oversight for staff development and training for implementation of network system (People Soft) at the university**
- **Organized major recruitment and retention efforts resulting in an over 35% increase in enrollment in the College of Engineering Sciences, Technology and Agriculture**
- **Developed proposals and garnered funding for experiential learning and research programs (\$500,000+) for potential Agriculture students with 50+ participants each year**
- **Developed and garnered funding for undergraduate research assistantships and science research internship programs (\$400,000) for collegiate students majoring in Agricultural Sciences with partners in government, the corporate sector and the land-grant higher education community**
- **Organized the first major Women's Forum related to contributions in Agriculture, Natural Resources and Related Sciences**
- **Organized major celebrations and programs for students, alumni, faculty and guests for Homecoming Week, National Agriculture Week and Black History Month**
- **Co-organized Career Forums, Scholarship Balls and the President's Hall of Fame Induction for public relations and fund raising for scholarships**

July, 1998 to August, 2000. Director of Institutional Research and Assessment; Assistant Professor, Agricultural Sciences Department: Alcorn State University, Alcorn State, MS. Responsible for coordination of academic and non-academic units development, design, implementation and maintenance of effectiveness processes and evaluation, assessment and reporting for reviews, accreditation visits and overall effectiveness. Also responsible for gathering, analyzing and synthesizing information and data necessary for university administrative planning, decision-making, documenting effectiveness and external reporting to the state's college board, federal education department and data clearinghouses. Also, had instructional responsibilities in both the Education and Agricultural Sciences departments.

Selected Key Accomplishments:

- **Restructured and reorganized the Office of Institutional Research and Assessments including updating and improving technology and enhancing data collection and analysis capabilities in preparation for self-studies, accrediting body visits and program reviews**
- **Chaired sub-committee and wrote the Institutional Effectiveness Section for Academic Programs for the Southern Association of Colleges and Schools self-study and review**
- **Developed instrumentation and organized effectiveness studies and assessments for all units throughout the university, and analyzed data and compiled reports**

PROFESSIONAL EXPERIENCE: (con't.)

- Developed a comprehensive staff evaluation and performance appraisal instrument for all non-faculty staff
- Researched and coordinated completion all Mississippi State Board and Federal Department of Education required reports to include IPEDS, NCAA, Title III, etc.
- Conducted several studies and assessments for the Mississippi Ayers Federal Case which was settled for over \$500 million
- Served on the Institute of Higher Learning Board's Committee for Institutional Research for the state of Mississippi
- Provided leadership for staff in institutional research with on-going upgrades for modules of network system (BANNER)
- Upgraded technology and database development and management procedures for institutional research and assessment
- Provided comprehensive annual reports for the university, state board and funding agency

September, 1996 to July, 1998. Director of Small Farm Family Resource Development Center; Assistant Professor, Agricultural Education: College of Agricultural, Family and Consumer Sciences, Southern University and A&M College, Baton Rouge, LA. Responsible for administration of the Research and Outreach Center, several faculty, research and outreach staff, and all facets of research, outreach and technical assistance relative to small farm, rural family and community development. Also had instructional responsibilities in the Agricultural Education program.

Selected Key Accomplishments:

- Co-conducted environmental injustice study with USDA's Natural Resources Conservation Service's Social Sciences Institute across the Black Belt of the South to include states from North Carolina to Texas as Director of the Small Farm and Family Resource Development Center.
- Organized the first Black Landowners and Farmer's Association in North Louisiana.
- Organized a National Conference for Minority and Disadvantaged Farmer's Outreach Programs in New Orleans, Louisiana in 1997.
- Organized the first mass Black Landowners and Farmers Association Rally and Strategic Planning Meeting in Tallulah, Louisiana in 1998.
- Developed database and provided technical assistance to minority farmers and landowners in northern and central Louisiana.
- Provided technical assistance to farmers and landowners with risk of losing property or increasing debt beyond ability to service.
- Increased use of technology and developed numerous publications for clients and staff.
- Substantially increased staff salaries and scope of responsibilities.

PROFESSIONAL EXPERIENCE: (con't.)

March, 1995 to August, 1996. Associate Director of Small Farm Technical Assistance Project and Assistant Professor, Agricultural Education; College of Agriculture and Home Economics, Southern University and A&M College, Baton Rouge, LA. Responsible for administration of all facets of the farm assistance project and housing component to include budgeting, evaluation, developing reports and supervising several professional and field staff. Had instructional responsibilities in the Vocational Education program.

Selected Key Accomplishments:

- Reorganized and increased budget for the center and it's outreach efforts.
- Increased the staff and geographic area and scope of responsibility of the center.
- Co-organized hosting of several USDA officials to include the Secretary and several agency heads.
- Collaborated with non-profit and community based organizations to sponsor student experiential learning programs.

January, 1995 to March, 1995. Assistant Director of the Small Farm Technical Assistance Project; College of Agriculture and Home Economics, Southern University and A&M College, Baton Rouge, LA. Responsible for conducting a rural housing needs assessment and preparing a technical report in conjunction with the United States Department of Agriculture's Farmers Home Administration in several Northeast Louisiana parishes.

September, 1989 to August, 1994. Doctoral Graduate Fellow and Research Associate, Dean's Office, Colleges of Agriculture and Life Sciences, University of Maryland, College Park, Maryland. Responsible for recruitment and retention of minority graduate students and all activities involved; Assisted the Dean's office in directing and administration of the Summer USDA/NIH Minority High School Research Apprenticeship Program; Developed and coordinated activities, events and programs sponsored by the Colleges of Agriculture and Life Sciences for Minority graduate and undergraduate students; Counseled and advised minority students in Agricultural fields and co-founded and served as President of the UMCP chapter of Minorities in Agriculture, Natural Resources and Related Sciences. Attended meetings, workshops, seminars, and conferences related to minority student recruitment and retention.

October, 1992 to June, 1993. Educational Program Evaluation Consultant; The McKenzie Group, Washington, D.C. Utilized evaluation research techniques to assess privately funded urban education programs and developed reports for funding agencies.

September, 1987 to August, 1989. University Graduate Fellow, Ohio State University, Columbus, Ohio. Graduate student. Designed and conducted descriptive and correlational studies on Southwest Georgia rural secondary schools and students.

PROFESSIONAL EXPERIENCE: (con't.)

July, 1985 to September, 1987. Soil Conservationist, United States Department of Agriculture Soil Conservation Service, Syracuse, New York. Contacted farmers and assisted them with the application of resource conservation and water management practices utilizing agronomic and agricultural engineering techniques.

September, 1985 to August, 1986. Soil Science Laboratory Assistant, Fort Valley State College, Plant and Soil Science Department, Fort Valley, Georgia. Instructed and supervised soil science laboratory classes. Responsible for preparing the laboratory and providing equipment, utensils, chemicals and instruments for students.

Summer, 1986. Plant and Soils Research Assistant, Agricultural Research Station, Fort Valley State College, Fort Valley, Georgia. Collected, recorded and analyzed research data of projects and experiments conducted by plant and soil scientists.

ADDITIONAL SELECTED ACCOMPLISHMENTS, ACHIEVEMENTS, CONTRIBUTIONS AND CONTINUING EDUCATION:

Managed consent decree funding totaling over \$450,000.00 annually and assisted with recruitment and retention of minority graduate students at University of Maryland as a graduate administrative assistant.

Managed consent decree funding totaling over \$600,000 annually for land grant funding for research and outreach programs in Louisiana at Southern University.

Managed and administered education and sponsored funding totaling over \$300,000 for implementation of assessment, institutional research and effectiveness processes and strategies at Alcorn State University.

Provided administrative leadership and budget authority of over \$5 million of education and sponsored funding for the Division of Agricultural Sciences at Florida A&M University.

Authored, co-authored and/or managed numerous sponsored projects and programs or funded proposals relative to outreach, student recruitment and retention, technology and distance learning education totaling almost \$4.2 million during career.

UNIVERSITY TEACHING EXPERIENCE:

Educational Research 501 – Master’s level course that introduces the principles of social and educational research design, data analysis and application. Graduate course; South Carolina State University, Orangeburg, SC.

Methods of Teaching Agricultural Extension 4208 - Upperclass level course that prepares senior level students to engage in instructional planning and develop pedagogical techniques for non-traditional audiences and classes. Undergraduate course; Florida A&M University, Tallahassee, FL.

Leadership Development in Agriculture 4418 - Upperclass level course that focused on leadership styles, development and responsibilities. Indepth comparison of shared governance versus bureaucracy and autocratic leadership. Undergraduate course; Florida A&M University, Tallahassee, FL.

Introduction to Agricultural Sciences 2004 - Underclass level course that introduces the various disciplines and career fields of agricultural and related sciences. Undergraduate course; Florida A&M University, Tallahassee, FL.

Graduate Colloquium 5920 - Seminar course designed to assist graduate students with proposal development. Graduate course; Florida A&M University, Tallahassee, FL.

Problems in Agricultural Economics 4906 - Advanced senior level undergraduate course that introduces the principles of research design, data analysis and application. Undergraduate course; Florida A&M University, Tallahassee, FL.

Methods of Educational Research 514 - Indepth introductory graduate level course that introduces the principles, tools and methods of social and educational research. Graduate course; Alcorn State University, Alcorn State, MS.

Extension Organization and Management 478 - Upperclass course in Cooperative Extension’s history, mission, philosophy, principles and practices. Undergraduate course; Alcorn State University, Alcorn State, MS.

Pedagogical Methods and Techniques 321 - Planning for effective instruction, teaching methods and techniques, and evaluating student outcomes. Undergraduate course, Southern University and A&M College, Baton Rouge, LA.

Program Evaluation in Agricultural Education 555 - Employing evaluation research strategies to assess educational program planning, implementation and outcomes. Graduate course, Southern University and A&M College, Baton Rouge, LA.

UNIVERSITY TEACHING EXPERIENCE: (con't.)

Introduction to Agricultural Education 200 - Introductory course for Vocational Agriculture Education majors focusing on program planning and evaluation, teaching strategies and curriculum development, primary, secondary and post-secondary agricultural education programs and youth development. Undergraduate course, Southern University and A&M College, Baton Rouge, LA.

Methods of Instruction in Agricultural Education 400 - Advanced senior level course designed for preparing teacher educators, extension agents and USDA civil servants. Undergraduate course, Southern University and A&M College, Baton Rouge, LA.

GRANTS - PRIMARY INVESTIGATOR:

Promoting Excellence in Computer Sciences and Engineering Education at Alabama A&M University (\$135,000); October, 2020. Microsoft Corporation – University Relations.

Outreach to Underserved Audiences in Conservation and Agricultural Related Disciplines (\$100,000.00). September, 2011 - September, 2015. USDA-NRCS; Alabama A&M University; Normal, AL.

Project SOAR: Students Organized for Academic Readiness (\$27,500.00). September, 2009 – August, 2010. Taylor Safe Schools, Healthy Students Program; Fort Valley State University; Fort Valley, GA.

Project RISE: Reinforcing Instruction Through Supplemental Education (\$27,500.00). September, 2009 – August, 2010. Taylor Safe Schools, Healthy Students Program; Fort Valley State University; Fort Valley, GA.

Black Male Initiative of Sigma Pi Phi Scholarship Program (\$5,000.00). July, 2009. Sigma Pi Phi Fraternity Foundation; Fort Valley, GA.

Agricultural Sciences Undergraduate Research Assistantship Program at Florida A&M University (\$199,558); September, 2004 - August, 2006. USDA CSREES Capacity Building; College of Engineering Sciences, Technology and Agriculture, Florida A&M University, Tallahassee, FL.

Developing an Information Technology Laboratory to Enhance Teaching Agricultural Sciences at Florida A&M University (\$199,438); September, 2003 - August, 2005. USDA CSREES Capacity Building; College of Engineering Sciences, Technology and Agriculture, Florida A&M University, Tallahassee, FL.

GRANTS - PRIMARY INVESTIGATOR: (con't.)

Raising Agriculturally and Technologically Literate Rattlers: Phase III - University Linkage Undergraduate Student Research Program (\$199,987); September, 2002 - August, 2005. USDA CSREES Capacity Building; College of Engineering Sciences, Technology and Agriculture, Florida A&M University, Tallahassee, FL.

Raising Agriculturally and Technologically Literate Rattlers: A Student Experiential Learning Program (\$20,000); June, 2002 - May, 2003. USDA APHIS; College of Technology and Agriculture, Florida A&M University, Tallahassee, FL.

Raising Agriculturally and Technologically Literate Rattlers: A Student Experiential Learning Project (\$179,982); September, 2001 - August, 2004. USDA Capacity Building; College of Engineering Sciences, Technology and Agriculture, Florida A&M University, Tallahassee, FL.

Raising Agriculturally and Technologically Literate Rattlers: A Student Experiential Learning Program (\$20,000); June, 2001 - July, 2002. USDA: College of Engineering Sciences, Technology and Agriculture, Florida A&M University, Tallahassee, FL.

Raising Agriculturally and Technologically Literate Rattlers: A Student Experiential Learning Program (\$7,500); June, 2001 - July, 2002. USDA: College of Engineering Sciences, Technology and Agriculture, Florida A&M University, Tallahassee, FL.

Strengthening the Institutional Research Function at Alcorn State University (\$404,000); October, 1998 - September, 2001. Alcorn State University, Alcorn State, MS.

Small Farm Outreach and Technical Assistance (\$1,144,000.00); March, 1995 - July, 1998. College of Agricultural, Family and Consumer Sciences, Southern University and A&M College, Baton Rouge, LA.

Environmental Quality Incentive Program Education Project (\$30,000.00); October, 1997 - July, 1998. College of Agricultural, Family and Consumer Sciences, Southern University and A&M College, Baton Rouge, LA.

Development, Enhancement and Refinement of Existing Educational, Research and Outreach Programs for Sustainable Community Development (\$100,000.00); October, 1996 - July, 1998. Southern Foods Systems Education Consortium and the College of Agriculture & Home Economics, Southern University, Baton Rouge, LA.

Southern Foods Systems Education Consortium & USDA - Natural Resources Conservation Service Environmental Justice Study (\$15,000.00); July, 1996 - September, 1997. College of Agricultural, Family and Consumer Sciences, Southern University and A&M College, Baton Rouge, LA.

GRANTS - PRIMARY INVESTIGATOR: (con't.)

Beginning Agriculture Youth Opportunities Unlimited Phase VIII: Youth Enterprise in Agriculture - Educational Excellence for our Children Through Enrichment and Leadership Development (\$25,000.00); May, 1996 - June, 1997. College of Agriculture & Home Economics, Southern University, Baton Rouge, LA.

National Small Farm Outreach Training and Technical Assistance Conference (\$31,500.00); September, 1995 - August, 1997. USDA Natural Resources Conservation Service and Southern University, Baton Rouge, LA.

Assessment of Housing Needs in the Louisiana Delta (\$80,000.00); January, 1995 - October, 1995. College of Agriculture and Home Economics, Southern University and A&M College, Baton Rouge, LA.

GRANTS – Co-PRIMARY INVESTIGATOR:

Closing the Technological Gap: A Faculty Preparation and Enrichment Model (\$180,000); September, 2000 - August, 2003. USDA Capacity Building; College of Agriculture, Research, Extension and Applied Sciences, Alcorn State University, Alcorn State, MS.

Development of Off-Campus Distance Learning, Educational and Outreach Sites (\$185,000); September, 1999 - August, 2002. USDA Capacity Building; College of Agriculture, Research, Extension and Applied Sciences, Alcorn State University, Alcorn State, MS.

Graduate Student Recruitment and Retention Desegregation - Consent Decree Program Funds (\$1,350,000.00); September, 1989 - August, 1992. Colleges of Agriculture and Life Sciences, University of Maryland, College Park, MD.

SELECTED PRESENTATIONS AND PUBLICATIONS:

“President’s Executive Assistant’s Impact on Enhancing Student Success” (March 2, 2013). Presented at the National Association of Presidential Assistants in Higher Education; Omni Shoreham Hotel; Washington, D.C.

“Compelled to Serve” (February 17, 2013). Delivered at 67th Men’s Day Observance; Grant Chapel AME Church; Birmingham, AL.

Vann Newkirk and Daniel Wims (2012). “Business, Finance and Fund-Raising” in New Life for Historically Black Colleges and University, 186-233. West Jefferson, North Carolina: Mcfarland Press.

SELECTED PRESENTATIONS AND PUBLICATIONS: (con't.)

Vann Newkirk and Daniel Wims (2012). “Summary and Thoughts for the Future” in New Life for Historically Black Colleges and University, 233-238. West Jefferson, North Carolina: Mcfarland Press.

“Scientist as Social Engineers” (November 13, 2009). Banquet keynote at Fourth Annual Fall Symposium & Research Conference. Fort Valley State University; Fort Valley, GA.

“HBCUs: Your First Choice and Not Last Resort!” (October 10, 2009). Keynote speech at Fall Preview Day General Assembly. Fort Valley State University; Fort Valley, GA.

“FVSU, A Light For Your Path” (June 13, 2009). Banquet keynote at Alumni Scholarship Banquet. Augusta Marriott Hotel and Suites; Augusta, GA.

“Black Males – Still in Peril” (March 28, 2009). Banquet keynote at 15th Annual Scholarship Banquet of Eleven Black Men of Liberty County, GA; Fort Stewart, GA.

“Faculty Hiring and Work Load” (March 25, 2009). Panel Facilitator for University System of Georgia Regents Advisory Committee on Academic Affairs; Macon State College, Macon, GA.

“Community and Enrollment Impact of New Academic Programs at FVSU” (March 24, 2008). Town Hall Meeting, Agricultural Technology Conference Center; Fort Valley State University, Fort Valley, GA.

“Keeping the Light Shining at FVSU” (February 13, 2009). Keynote at 20th Annual Valdosta/Lowndes Scholarship Banquet; Valdosta, GA.

“Opportunities in Changing Times” (February 10, 2009). Luncheon Keynote at 32nd Annual Farm, Home and Ministers Conference. Pettigrew Center, Fort Valley State University; Fort Valley, GA.

“A Vice-President Who Can Relate” (February 5, 2009). Featured in Diverse Issues Magazine, Spectrum column.

“Standing on Faith in the Midst of Troubled Time” (October 26, 2008). Trustee Day at Greater Saint Mark AME Church; Columbus, GA.

“Honoring Our Past, Securing Our Future” (July 19, 2008). Keynote at 20th Biennial Blue/Gold Awards Banquet; FVSU National Alumni Association Conference; Hilton Garden Inn, Albany, GA.

SELECTED PRESENTATIONS AND PUBLICATIONS: (con't.)

“State of the University” (July 18, 2008). Address/Presentation at 20th Biennial FVSU National Alumni Association Conference; Hilton Garden Inn, Albany, GA.

“Higher Education – Your Responsibility as the Best and Brightest” (April 12, 2008). Keynote address at Youth Recognition Banquet of Sigma Pi Phi’s Beta Chi Chapter; CW Pettigrew Farm and Community Life Center, Fort Valley State University; Fort Valley, GA.

“Building a Coalition for Student Success - Responsible Advisement” (April 3, 2008). Banquet keynote at 23rd Annual University System of Georgia Minority Advising Program Spring Conference; Fort Valley State University, Fort Valley, GA.

“Faith Unquestioned” (February 20, 2008). Tremont Temple Baptist Church, Macon, Ga.

“Starting Early, Reaching High and Achieving Great Success” (March 17, 2008). Presentation at Career Week 2008, Miller Middle School; Macon, GA.

“Carter G.Woodson and the Origins of Multi-Culturalism” (February 21, 2008). Lecture delivered at Black History Month Celebration; US Office of Personnel Management, Macon, GA.

“The Effect of the Loss of Dr. Martin Luther King, Jr.” (January 20, 2008). Keynote lecture delivered at Oak Grove AME Church; Detroit, MI.

“The Male and Responsibility” (May 10, 2007). Keynote at Macon Annual Conference of the Sixth Episcopal District, New Bethel AME Church; Macon, GA.

“The Role of Women in the Redemption of Our Community” (November 2, 2007). Panelist at the Sixth Episcopal District’s Women’s Deliverance Conference, Turner Cathedral AME Church; Marietta, GA.

“Fort Valley State University, Where You Should Be” (October 27, 2007). Speech delivered at Fort Valley State University’s Preview Day, HPE Complex; Fort Valley, GA.

“The Unity of Our Faith” (September 16, 2007). Men and Women’s Day Program, St. Luke AME Church; Athens, GA.

“We Are In This Together” (August 19, 2007). Men and Women’s Day Program, St. James AME Church; Macon, GA.

SELECTED PRESENTATIONS AND PUBLICATIONS: (con't.)

“Ready, Set, Go....To College” (July 28, 2007). Keynote lecture at Dress For Success Professional Womens Group Annual Meeting; Atlanta Gas Light Headquarters, Atlanta, GA.

“Its Still A New Day in the Valley!” (April 27, 2007). Banquet keynote delivered at Baldwin County Area Alumni Chapter of Fort Valley State University’s National Alumni Association Annual Scholarship Banquet; Walter Williams Banquet Room, Milledgeville, GA.

“Understanding Our Past and Creating Our Future” (February 16, 2007). Keynote speaker at Southwest High School Black History Celebration; Macon, GA.

“A New Day in Agriculture and Natural Resources” January 30, 2007. Luncheon Speaker at 2007 Farm, Home and Ministers Conference; CW Pettigrew Center, Fort Valley State University, Fort Valley, GA.

“To Celebrate Freedom....The Emancipation Proclamation” January 1, 2007. Lecture delivered at Wesley Chapel AME Church; Milledgeville, GA.

“Let My Works Speak For Me” (November 1, 2006). Presentation at 2nd Annual University Memorial Service; CW Pettigrew Center, Fort Valley State University, Fort Valley, GA.

“The State of Black Religion and Hip Hop” (February 27, 2006). Panel discussion and presentation sponsored by Student African-American Brotherhood; MLK Auditorium, South Carolina State University; Orangeburg, SC.

“African Methodism and Being a Disciple” (February 26, 2006). Lecture delivered at Williams Chapel A.M.E. Church Black History Celebration; Orangeburg, SC.

"The Historical A.M.E. Church and its Significance in American History" (February 27, 2005). Delivered at Williams Chapel A.M.E. Church Founders Day Observance; Orangeburg, SC.

“Who Is Thy Neighbor?” (April 17, 2005). Delivered at Williams Chapel A.M.E. Church Celebration for Edward Waters College, Allen University and Morris Brown College Choirs; Orangeburg, SC.

“Minorities and the Future of the Agricultural Industry in America” (May 22, 2004). Keynote delivered at the Coral Reef Magnet High School FFA Chapter’s 7th Annual Student, Parent and Community Recognition Banquet; Miami-Dade Community College, Kendall Campus, Miami, FL.

SELECTED PRESENTATIONS AND PUBLICATIONS: (con't.)

Lorenzo, A.B., J. Watson, D. Wims, and J.J. Muchovej (2004). “Organizing Plant Materials in Residential Landscapes Using CITYgreen.” Proc. Fla. State Hort. Soc.

Lorenzo, A.B. and D. Wims (2004). “Do Designed Landscape Deter Crime?” Proc. Fla. State Hort. Soc.

Lorenzo, A.B., J. Watson, D. Wims, and J.J. Muchovej (June, 2004). “Organizing Plant Materials in Residential Landscapes Using CITYgreen.” Fla. State Hort. Soc. Paper presented at the 117th Annual Meeting of the Florida State Horticulture Society. June 8-10, 2004; Orlando, FL.

Lorenzo, A.B. and D. Wims (June, 2004). “Do Designed Landscape Deter Crime?” Fla. State Hort. Soc. (Refereed Section). Paper presented at the 117th Annual Meeting of the Florida State Horticulture Society. June 8-10, 2004; Orlando, FL.

Lorenzo, A.B., D. Wims and J.J. Muchovej. *Valuing Recreational Greenways and Trails: Tallahassee, Florida Experience*. Paper presented to the Agricultural Research Directors 13th Biennial Research Symposium, April 2003, in Atlanta, GA.

Lorenzo, A.B., D. Wims, J.J. Muchovej, K. A. Milla and R. Rome (2003). *Assessing Residents’ Willingness to Pay for Greenways and Trails: Tallahassee, Florida experience*. Urban Forestry and Urban Greening Journal.

Lorenzo, A.B., D. Wims and J.J. Muchovej (April, 2003). Valuing Recreational Greenways and Trails: Tallahassee, Florida Experience. Abstract, Thirteenth Biennial 1890 Agricultural Research Symposium (April 2003): 82.

“Redefining the Role of the A.M.E. Church in Community and Economic Development” (April 4, 2003). Presented at Eighth Episcopal District Central Louisiana District Conference; St. Luke A.M.E. Church, Donaldsonville, LA.

“Agriscience and the Agricultural Industry: Future Outlook for Minorities” (May 31, 2002). Keynote delivered at the Coral Reef Magnet High School FFA Chapter’s 5th Annual Student, Parent and Community Recognition Banquet; Miami, FL.

“Black Land Loss: A Historical Perspective” (March 25, 2002). Keynote delivered at Opening Banquet of Shadow Lands Conference sponsored by the National Programs Department of the NAACP; Tuskegee University, Tuskegee, AL.

“Minorities in Agriculture: The Dire Need for More in Graduate Programs” (February 1, 2002). Presentation and Panel Discussion at the Florida-Georgia Louis Stokes Alliance for Minority Participation in Science, Engineering and Mathematics Annual Career

SELECTED PRESENTATIONS AND PUBLICATIONS: (con't.)

Expo; Florida State and Florida A&M Universities, Tallahassee, FL.

**Faculty, Staff and Student Opinion, Perceptions and Satisfaction Study (July, 2000).
Alcorn State University; Alcorn State, MS.**

Exiting Graduates Study (July, 2000). Alcorn State University; Alcorn State, MS.

**Alumni Perception and Satisfaction Study (June, 2000). Alcorn State University;
Alcorn State, MS.**

**“Institutional Effectiveness: Developing Effective Academic Units” (May 26, 2000).
Florida A&M University, Tallahassee, FL.**

Entering Freshman Study (May, 2000). Alcorn State University; Alcorn State, MS.

**Faculty, Staff and Student Institutional Effectiveness Report (May, 2000). Alcorn
State University; Alcorn State, MS.**

**Institutional Research and Assessment: Evaluation Report (February, 2000).
Alcorn State University; Alcorn State, MS.**

**Withdrawing and Non-Continuing Students Study Report (July, 1999). Alcorn
State University; Alcorn State, MS.**

**“The Best Minds: Preparing for the Future” (November 8, 1999). Lecture at Alpha
Kappa Mu Honor Society Induction Ceremony; Alcorn State University, Alcorn
State, MS.**

**Alumni Study Report (September, 1999). Alcorn State University; Alcorn State,
MS.**

**Recent Graduates Study (September, 1999). Alcorn State University; Alcorn State,
MS.**

Exiting Graduates Study (July, 1999). Alcorn State University; Alcorn State, MS.

**Faculty, Staff and Student Opinion, Perceptions and Satisfaction Study Report
(July, 1999). Alcorn State University; Alcorn State, MS.**

**Ayers Study - Alumni Report (April 30, 1999). Alcorn State University; Alcorn
State, MS.**

**Ayers Study - Student Report (April 30, 1999). Alcorn State University; Alcorn
State, MS.**

SELECTED PRESENTATIONS AND PUBLICATIONS: (con't.)

Ayers Study - Student Leaders Report (April 30, 1999). Alcorn State University; Alcorn State, MS.

Ayers Study - Faculty and Staff Report (April 30, 1999). Alcorn State University; Alcorn State, MS.

Institutional Research and Assessment: Evaluation Report (February, 1999). Alcorn State University; Alcorn State, MS.

"Saluting a Legacy of Excellence" (February 17, 1999). Lecture delivered at Alcorn State University's NAACP Chapter's Annual Black History Program; Alcorn State University; Alcorn State, MS.

Freshman Study Survey Report (February, 1999). Alcorn State University; Alcorn State, MS.

"Leadership: Preparation for Service" (November 19, 1998). Lecture delivered at Alcorn State University's Afficionado Club Annual Banquet; Alcorn State University, Alcorn State, MS.

"True Leadership: Preparing for Service" (July 1, 1998). Keynote lecture delivered at the African Methodist Episcopal Church's Eighth District Youth Congress Annual Awards Program; Monroe Civic Center Performing Arts Hall, Monroe, LA.

"Preparing for Life's Challenges" (June 30 - July 1, 1998). Seminar series presented at the African Methodist Episcopal Church's Eighth District Youth Congress; Holiday Inn - Holidome, Monroe, LA.

"The Black Farmer and Landowner: Going, Going... Almost Gone!!!" (June 18, 1998). Presentation at Louisiana Delta Region Limited Resource Farmer and Landowner Symposium; Tallulah-Madison Civic Center, Tallulah, LA.

The Black Farmer: Facing Extinction (June, 1998). Special Circular #2; Southern University and A&M College, College of Agricultural, Family and Consumer Sciences, Small Farm Family Resource Development Center; Baton Rouge, LA.

"Preparing Leaders Today for Tomorrow's Challenges" (June 26, 1998). Banquet lecture delivered at NAACP 22nd Annual Freedom Fund Banquet; Minden Civic Center; Minden, LA.

SELECTED PRESENTATIONS AND PUBLICATIONS: (con't.)

"The Role and Significance of Women in Depressed Communities" (May 31, 1998). Lecture delivered at Bethel African Methodist Episcopal Church's Annual Women's Day Celebration; Baton Rouge, LA.

"Outreach, Service and Technical Assistance: Similar Yet Differing Paradigms" (April 8, 1998). Presentation and Lecture delivered at United States Department of Agriculture Natural Resources Conservation Service's Social Science Institute Coordinator Meeting; Hilton Hotel, Baton Rouge, LA.

"Overview of Small Farm Outreach and Technical Assistance at Southern University" (April 6, 1998). Presentation at United States Department of Agriculture Natural Resources Conservation Service's Social Science Institute Coordinator Meeting; Southern University and A&M College, Baton Rouge, LA.

"The Historical A.M.E. Church and Black Christian Nationalism" (February 21, 1998). Lecture delivered at African Methodist Episcopal Church's Eight District Founder's Day Meeting; Holiday Inn South Hotel, Baton Rouge, LA.

"The A.M.E. Church and its Relevance in Black History" (February 22, 1998). Lecture delivered at Bethel A.M.E.C. Annual Founders Program; Baton Rouge, LA.

"Land Ownership and Natural Resource Management: A Privilege in the 21st Century!" (December 5, 1997). Banquet lecture delivered at Delta Livestock Enterprise Annual Family Night Banquet and Membership Drive; Tallulah-Madison Community Center, Tallulah, LA.

"Resolving Conflict: The Longterm Effects of Youth Violence!" (September 8, 1997). Convocation lecture delivered to Wilkinson County Middle and High School students; Wilkinson County High, Woodville, MS.

"1890's Research and Outreach Programmatic Efforts: Addressing the Needs of an Underserved and Disadvantaged Clientele" (August 14, 1997). Presentation at USDA/1890 workshop; University of the North, Pietersburg, South Africa.

"Report on 1890's Research, Extension and Outreach Programs" (June 16, 1997). Presentation at National Association of Natural Resources Conservation Service Soil Survey Scientists Conference; Hilton Hotel, Baton Rouge, LA.

"The Church's Responsibility in Community Development in Depressed Urban Communities" (June 13, 1997). Lecture delivered at Friendship Baptist Church Mens' Day Program; Atlanta, GA.

SELECTED PRESENTATIONS AND PUBLICATIONS: (con't.)

"Brief History of 1890 Land-Grant and Southern Food Systems Education Consortium Member Institutions" (June 2, 1997). Presentation at the Southern Foods Systems Education Consortium and Southern Rural Development Initiative Strategic Planning Workshop; Boggs Academy, Keysville, GA.

"USDA's 2501 Program: 1890's and the Small Farm Outreach and Technical Assistance Program" (May 5, 1997). Presentation at Alcorn State University's Small Farm Conference, Jackson, MS.

"The Need for Youth in the African Methodist Episcopal Church" (December 29, 1996). Regional Young Peoples' Department Twenty-Five Year Anniversary Banquet; St. John A.M.E. Church, Columbus, GA.

"Beginning Agriculture Youth Opportunities Unlimited: Youth Enterprise in Agriculture - Educational Excellence for our Children through Enrichment and Leadership Development" (November 9, 1996). Presentation at Arkansas Land and Farm Development Corporation's and the Chicago High School for the Agricultural Sciences' Mid-Year Summit; Chicago, IL.

"Rural Leaders: Advancing Rural People and Communities Toward Self-Sufficiency" (October 24, 1996). Banquet lecture delivered at Salute to Rural Leaders Banquet, Arkansas Land and Farm Development Corporation's Annual Conference; Brinkley, Arkansas.

"Blacks in Agriculture: The State of the Community" (October 24, 1996). Workshop presentation at Arkansas Land and Farm Development Corporation's Annual Conference; Brinkley, Arkansas.

"Small Scale Farmers in Need of Special Attention" (September 18, 1996; No. 63). The Brinkley Argus; Brinkley, Arkansas.

"Strong Measures Needed to Reverse Farming Trends" (August 14, 1996; No. 59). The Brinkley Argus; Brinkley, Arkansas.

"The Decline of Black Farmers" (August 7, 1996; No. 57). The Brinkley Argus, Brinkley, Arkansas.

"Mission of the Southern University Small Farm Outreach and Technical Assistance Project" (June 22, 1996). Workshop presentation at Agriculture Field Day; Southern Development Foundation Farm, Plaisance, LA.

Youth and Beginners Goat Production Manual (March, 1996). Special Circular #1; Southern University and A&M College, College of Agricultural, Family and Consumer Sciences, Small Farm Resource Development Center; Baton Rouge, LA.

SELECTED PRESENTATIONS AND PUBLICATIONS: (con't.)

Summary Report: Louisiana Family Farm Technical Assistance Project (February, 1996). College of Agriculture and Home Economics, Southern University and A&M College; Baton Rouge, LA.

An Assessment of Housing Needs of Elderly, Homeless, Low-Income Persons and Families in Six Rural Northeast Louisiana Parishes (August, 1995). Louisiana Small Farm Technical Assistance Project, College of Agriculture and Home Economics, Southern University and A&M College; Baton Rouge, LA.

"Education and Preparation" (June 4, 1995). High School Commencement Address, Wilkinson County High School; Woodville, MS

"Tomorrow: A New Challenge" (May 19, 1995). High School Commencement Address, St. Joseph High School; St. Joseph, LA.

"Preparation For The School To Work Transition: Perspectives For Rural Black Youth" (February 16, 1995). Lecture at MLK Voc.-Tech. Center; Woodville, MS.

Educational and Occupational Aspirations and Expectations of Seniors in Five Rural, Predominately Black Southwest Georgia Secondary Schools (July, 1994). Unpublished Doctoral dissertation, The University of Maryland, College Park, MD.

"Variables Associated With Southwest Georgia Rural Students' Educational and Occupational Plans." Presentation at the University of Maryland (June 23, 1994); College Park, MD.

"A Qualitative Study of Educational and Environmental Influences on Southwest Georgia Rural Students' Aspirations and Expectations." Presentation at University of Maryland (December, 1992); College Park, MD.

"Strategies for Recruitment & Retention of Agriculture Majors at 1890's" (July 15, 1993). Presentation at University of Maryland, Eastern Shore; Princess Anne, MD.

"Why A Black History Month?" (February 20, 1992). Lecture delivered at USDA Food and Nutrition Service's Annual Black Awareness Program. Sponsored by the Black Program Committee; Boston, MA.

J. David McCracken, Jeff Barcinas and Daniel Wims. "Aspirations of Rural Twelfth-Grade Students in Vocational, General, and Academic Curricular in Ohio and Southwest Georgia." The Journal of Vocational Education Research (1991), 16(1), 51-77.

SELECTED PRESENTATIONS AND PUBLICATIONS: (con't.)

"Afrocentric Paradigm: Solution To Problems Of Blacks In Higher Education?" (December 10, 1991). Presented at the University of Maryland; College Park, MD.

"Rural Poverty in Southwest Georgia: A Desperate Situation" (May, 1991). Presentation and slide show at University of Maryland; College Park, MD.

J. David McCracken, Jeff Barcinas and Daniel Wims. Characteristics of Rural High School Seniors in Ohio and Southwest Georgia (April, 1991). School and Community Influences on Occupational and Educational Plans of Rural Youth. Special Circular 138, 29-31; The Ohio State University, Ohio Agricultural Research and Development Center; Wooster, Ohio.

J. David McCracken, Jeff Barcinas and Daniel Wims. High School Curriculum and Aspirations of Students in Ohio and Southwest Georgia (April, 1991). School and Community Influences on Occupational and Educational Plans of Rural Youth. Special Circular 138, 32-42; The Ohio State University, Agricultural Research and Development Center; Wooster, Ohio.

"Graduate School Selection" (April, 1991). Paper presentation and discussion panelist at Minorities in Agriculture, Natural Resources and Related Sciences National Conference; Gainesville, FL.

J. David McCracken, Jeff Barcinas and Daniel Wims. Rural High School Seniors in Georgia and Ohio (February, 1990). Poster session at the Central Region Conference in Agricultural Education, Chicago, IL.

"Graduate School: Acceptance, Resource Acquisition, Success Strategies, Importance for Blacks" (March, 1990). Presentation delivered at Fort Valley State College; Fort Valley, GA.

"Influences on Leadership Development Among Racial And Ethnic Minorities in Primary and Secondary Public Education" (April, 1990). Paper presented at the University of Maryland; College Park, MD.

"Blacks in Higher Education: From Mis-education to Education" (May, 1990). Paper presented at the University of Maryland; College Park, MD.

"Blacks in Higher Education: An Agenda for the 21st Century" (May, 1990). Lecture delivered at Fort Valley State College; Fort Valley, GA.

J. David McCracken, Jeff Barcinas and Daniel Wims. Educational and Occupational Aspirations of Secondary Students in Academic, General, and Vocational Curricula (April, 1990). Paper presented at American Educational Research Association Annual Meeting, Boston, MA.

SELECTED PRESENTATIONS AND PUBLICATIONS: (con't.)

J. David McCracken, Jeff Barcinas and Daniel Wims. Aspirations and Expectations of Rural Ohio and Rural Georgia Secondary Students (October, 1989). Paper presented at Midwestern Educational Research Association Meeting, Chicago, IL.

A Descriptive Study of Southwest Georgia Rural Schools and Twelfth Grade Students' Educational and Occupational Aspirations and Expectations (September, 1989). Unpublished Master's thesis, The Ohio State University, Columbus, OH.

COMMITTEES, ACADEMIC, SOCIAL AND PROFESSIONAL AFFILIATIONS:

Chair, University Task Force on Virtual/Distance Learning and Instructional Technology, Alabama A&M University

Chair, University Task Force on First Year Experience and Advising, Alabama A&M University

Member, University COVID Transition Task Force, Alabama A&M University

Chair, Head Football Search Committee, Alabama A&M University

Chair; Vice-President of Council of University Chief Academic Officers, Alabama Public Colleges and Universities

Chairman, AAMU-RISE Foundation Board

Alabama Higher Education Performance Based Funding Work Group

APLU Council on Research Safe and Inclusive Research Environment

Chair, NSF AAMU ADVANCE Advisory Board

Economic Development Partnership of Alabama (EDPA) Foundation Inc. Board

National Science Foundation Alabama Experimental Program to Stimulate Competitive Research (EPSCoR) Steering Committee

University Administrative Cabinet, Alabama A&M University

Chair, Associate Provosts/Deans Council, Alabama A&M University

Chair, Academic Standards and Curriculum Committee, Alabama A&M University

Member, University Athletics Committee, Alabama A&M University

University SACS-COC Leadership Team/Council

Member, University Planning and Budgeting Committee, Alabama A&M University

Co-Chair, Faculty Handbook Committee, Alabama A&M University

Member, Institutional Effectiveness and Assessment Committee, Alabama A&M University

Member, University Scholarship Committee, Alabama A&M University

Chair, Athletic Director's Search/Selection Committee, Alabama A&M University

Enrollment Management Task Force, Alabama A&M University

Emergency Management First Responder Task Force, Alabama A&M University

Member, Head Basketball Coach Search Committee, Alabama A&M University

Member, Master Plan Consultant Firm Search and Selection Committee, Alabama A&M University

Alabama A&M University Research Institute Board

University Administrative and Deans Council, Chair, Fort Valley State University

University Administrative Retreat Committee, Fort Valley State University

COMMITTEES, ACADEMIC, SOCIAL & PROFESSIONAL AFFILIATIONS (con't.):

University System of Georgia, Regents Academic Affairs Council, Fort Valley State University, Executive Committee Member

University Faculty/Staff Institute Committee, Fort Valley State University

University Commencement Committee, Fort Valley State University

University Founders Day Committee, Fort Valley State University

University Honors Convocation Committee, Fort Valley State University

College Loan Corporation HBCU Advisory Board

University SACS Steering Committee, Fort Valley State University

University Strategic Planning Committee, Fort Valley State University

Jarvis Christian College Board of Trustees

Student Affairs Executive Committee, South Carolina State University

University Research and Sponsored Programs Review Committee, South Carolina State University

Scholarship and Abatement Administration Committee, South Carolina State University

Search Committee Chair, Campus Police Chief, South Carolina State University

Search Committee Chair, Career Development Center Director, South Carolina State University

Search Committee Chair, Director of Admissions, Recruitment and Scholarships, South Carolina State University

Search and Screen Committee, Vice-President for Research and Economic Development, South Carolina State University

Strategic Plan Effectiveness Sub-Committee, South Carolina State University

Emergency and Disaster Preparedness Committee, South Carolina State University

BANNER Implementation Steering Committee, South Carolina State University

Southern Foods Systems Education Consortium (SOFSEC) Representative, College of Engineering Sciences, Technology & Agriculture, Florida A&M University

University Faculty Conference Planning Committee, Florida A&M University

Annual Career Forum and Banquet Planning Committee, College of Engineering Sciences, Technology and Agriculture, Florida A&M University

Annual Scholarship Ball Planning Committee Chair, College of Engineering Sciences, Technology and Agriculture, Florida A&M University

Executive Council, College of Engineering Sciences, Technology and Agriculture, Florida A&M University

Faculty Evaluation Committee, College of Engineering Sciences, Technology and Agriculture, Florida A&M University

Faculty, Staff and Students Awards and Recognition Committee, College of Engineering Sciences, Technology and Agriculture, Florida A&M University

Recruitment and Retention Committee, College of Engineering Sciences, Technology and Agriculture, Florida A&M University

Curriculum Committee, College of Engineering Sciences, Technology and Agriculture, Florida A&M University

Peoplesoft Implementation Committee, College of Engineering Sciences, Technology and Agriculture, Florida A&M University

COMMITTEES, ACADEMIC, SOCIAL & PROFESSIONAL AFFILIATIONS (con't.):

**Biotechnology Curriculum Committee, College of Engineering Sciences,
Technology and Agriculture, Florida A&M University
Florida A&M University Graduate Faculty Member
Agricultural Sciences Division Program Leaders Council, College of Engineering
Sciences, Technology and Agriculture, Florida A&M University
Advisory Board Member, Florida-Georgia Science, Math and Engineering
Program
Florida A&M University Homecoming Activity Committee
Florida A&M University Honors Week Committee
National Agriculture Alumni Development Association Membership Committee
Alcorn State University Planning, Management and Evaluation Committee
Alcorn State University Budget Review Committee
Alcorn State University NCAA Certification Committee
Alcorn State University Staff Evaluation Instrument Committee, Chair
Alcorn State University Academic Programs Planning and Evaluation Effectiveness
Subcommittee, Chair
Alcorn State University Graduate Faculty
Alcorn State University Planning, Management and Evaluation Committee
Mississippi Institutions of Higher Learning Governing Board's Council of
Institutional Researchers
Ayers Alcorn State University Land Grant Function Study Data Collection and
Community Assessment Writing Team
Advisor, Alcorn State University's Afficionado Mens' Club
Alcorn State University Graduate Faculty Member
Alcorn State University Student Affairs Effectiveness Review Committee
Alcorn State University Extension and Outreach Effectiveness Review Committee
Alcorn State University Institutional Effectiveness Committee
Alcorn State University SACS-COC Self-Study Steering Committee
Alcorn State University Mississippi Complete Count Census Committee Chair
Alcorn State University BANNER Steering Committee
Alcorn State University Faculty Evaluation Committee
Bethel A.M.E. Church (Associate Pastor); Alexandria, LA
Society of College and University Planners
Mississippi Association of Institutional Research
Southern Association of Institutional Research
Traditionally Black Colleges and Universities - Association of Institutional
Research
Mississippi Institutions of Higher Learning Governing Board's Reporting Advisory
Committee
USDA Service Centers Outreach Business Process Re-engineering National
Strategic Planning Committee
USDA National Listening Forums Response Task Force
Louisiana USDA State Technical Advisory Outreach Committee
USDA - NAACP National Rural Development Advisory Council**

COMMITTEES, ACADEMIC, SOCIAL & PROFESSIONAL AFFILIATIONS (con't.):

Southern Foods Systems Education Consortium (SOFSEC) and Southern Rural Development Initiative (SRDI) Strategic Planning Task Force
College of Agricultural, Family and Consumer Sciences Administrative Council; Southern University and A&M College, Baton Rouge, LA.
Louisiana Family Farm Technical Assistance Project Advisory Committee; Southern University and A&M College, Baton Rouge, LA.
Louisiana Delta Region Limited Resource Farmer and Landowner Symposium Planning Committee; Chair
University Athletic Committee; Southern University and A&M College
University Recruitment Strategic Planning Committee; Southern University and A&M College
University Communications Improvement Ad Hoc Committee; Southern University and A&M College
Continuing Education - Southern Association of Colleges and Schools Accreditation Review Committee; Southern University and A&M College
National Small Farm Outreach Training and Technical Assistance Annual Conference Planning Committee; Co-Chair
President and Co-founder - Minorities in Agriculture, Natural Resources, and Related Sciences; University of Maryland, College Park
Faculty Advisor/Mentor - Minorities in Agriculture, Natural Resources and Related Sciences; Southern University and A&M College
President, Fort Valley State University Tallahassee Alumni Chapter
Fort Valley State University National Agricultural Alumni Association
Arkansas Land And Farm Development Corporation
Omega Psi Phi Fraternity, Inc., Life Member
Sigma Pi Phi Fraternity – Delta Chi, Beta Chi, Epsilon Kappa Boules
Itinerant Elder, Ninth Episcopal District, Northwest Conference, African Methodist Episcopal Church
Itinerant Elder, Sixth Episcopal District, Macon Conference, African Methodist Episcopal Church
Itinerant Elder, Seventh Episcopal District, Orangeburg Conference, African Methodist Episcopal Church
Itinerant Deacon, Eighth Episcopal District, Central Louisiana Conference, African Methodist Episcopal Church
Williams Chapel A.M.E. Church, Member, Orangeburg, SC
Bethel A.M.E. Church, Member, DeRidder, LA
Bethel A.M.E. Church, Member, Alexandria, LA
Bethel A.M.E. Church, Member, Baton Rouge, LA
St. Mark A.M.E. Church, Member, Lumpkin, GA
NAACP
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