

CURRICULUM VITAE

Walter M. Kimbrough, Ph.D.

5630 Bancroft Drive
New Orleans LA 70122

EDUCATION

- 1993-1996 Doctor of Philosophy Degree, Georgia State University
Major: Higher Education
Dissertation: A Comparison of Involvement, Leadership Skills, and Experiences for Black Students Based On Membership in A Black Greek-Lettered Organization and Institutional Type
- 1990-1991 Master of Science, Miami University
Major: College Student Personnel Services
- 1985-1989 Bachelor of Science in Agriculture, University of Georgia
Major: Biology
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PROFESSIONAL EXPERIENCE

7/12- Present **President**, Dillard University (New Orleans, LA)

Chief executive officer of the University with responsibility for all programs and operations, reporting to the Board of Trustees. Dillard University is a national liberal arts institution, member of the United Negro College Fund (UNCF) and affiliated with the United Methodist Church and the United Church of Christ. The University educates approximately 1,215 students from over 25 states and abroad, with 75% of the students receiving Pell Grants. The University has an operating budget of \$36 million and an endowment of \$108 million, with over 300 full and part time employees.

Major Accomplishments (Team)

- With the presidents of 3 additional HBCUs, secured loan forgiveness in March of 2018 from the Federal Government received due to the damage of Hurricane Katrina. For Dillard, the loan forgiven was for \$156 million. This followed the negotiation of a five year loan forbearance in 2013.
- Renegotiated property insurance, from \$1.8 million to just under \$1 million per year.
- Raised academic profile of freshman class, increased average ACT 15% and average HSGPA by 17%.
- Alumni giving increased from 4% in 2011-12 to 23% for 2017-18, and 2018-19.
- Implemented Giving Tuesday campaigns in 2016, raising \$64,000 the first year, to raising over \$800,000 in 2020.
- Completed post-Katrina renovations and completely opened all campus facilities by January, 2014.
- Secured historic tax credits for several renovated facilities (\$4M +).
- Secured largest single private gift (\$5M in 2020), and largest single alumni gift (\$5M in 2021).
- Completed successful SACSCOC reaffirmation in 2020.
- Through strong investment work and gifts, grew endowment from \$48.8M (June 2012) to

\$108M (September 2021).

- College of Business received Accreditation Council of Business Schools and Programs (ACBSP) accreditation in 2019, first time in university history.
- Completed a FEMA funded, \$6M hazard mitigation project for stormwater drainage.
- Completed an 18-month Sesquicentennial Celebration (2019) marked by additional marketing and branding, as well as a \$1M fundraising gala.
- Achieved a record fundraising year for fiscal 2021 receiving \$26.2M, including a record \$11.1 million in private giving (a 460% increase from fiscal 2013).

Major Accomplishments (Individually Led)

- Initiated the SAFE fund, designed to reduce unmet need for students to increase retention.
- Led Strategic Planning process and developed a 2015-2020 plan.
- Established two signature academic programs (film and physics) as part of an initiative to develop points of distinction.
- Initiated Bleu Notes, bi-monthly updates to faculty and staff; Implemented monthly board updates.
- Initiated Brain Food: The Dillard University President's Lecture Series, which serves as an imaging and recruiting event, regularly drawing in excess of 300 persons to campus per event and increasing media coverage for the College.
- Instituted the William Sutton Prize for the best all-around graduates, an award which dates back to the 1950s when it was the Ernest W. Armstrong Annual Achievement Award.
- Created a separate office to handle Title IX and ADA
- Became third HBCU to become a KIPP partner school; received the Beyond Z award in 2019.
- Launched a pre-law program which included a mock trial that became nationally ranked after two seasons. The program was awarded a diversity award by the ABA and received two grants from Access Lex.

12/04- 5/12 **President**, Philander Smith College (Little Rock, AR)

Chief executive officer of the College with responsibility for all programs and operations, reporting to the Board of Trustees. Philander Smith College is a general baccalaureate institution, a charter member of the United Negro College Fund (UNCF) and affiliated with the United Methodist Church. The College educates approximately 680 students from over 25 states and abroad. The College has an operating budget of \$12 million, with over 150 full and part time employees.

Major Accomplishments (Team)

- Successful completion of self-study and re-accreditation visits:
 - North Central Association (NCA), Spring 2007
 - CSWE, Spring 2006
 - NCATE, Fall 2007
 - ACBSP, Fall 2009
- Developed strategic plans in academic affairs, student affairs, and institutional advancement
- Reorganized freshman orientation and freshman orientation course
- Completely overhauled Fiscal Affairs and Financial Aid
- Completely resolved 14 audit findings by the Student Loan Guarantee Foundation of Arkansas (SLGFA) from existing conditions during the 2003-04
- Eliminated questioned costs from audits within first three years

- Improved first to second year retention from 51% to 77% in 5 years (51% increase)
- Improved student profile from Fall 2004 to Fall 2010 by:
 - Increasing high school GPA average by 21%
 - Increasing average ACT score by 23%
 - Established new Presidential scholar standards and tripled number of scholars
 - Increased number of honors students by 314%
 - Saw campus grade point average increase by 24%
- Through gifts, better accounting, and fund management, oversaw growth of endowment by 50% from \$9.6 M (June 2004) to \$13.7 M (June 2008)
- Instituted Renaissance Awards (Spring 2007) to celebrate accomplishments of faculty, staff and students
- Secured a five-year, \$1.5 million grant from the United Negro College Fund (UNCF) to build the capacity of the institutional advancement area; one of six awardees and one of three awarded in the first year of the grant
- Secured a three-year, \$1.2 million grant from the Kresge Foundation to launch the Social Justice Initiative
- Favorably resolved audit from Department of Education, avoiding additional penalties

Major Accomplishments (Individually Led)

- Developed a concept of social justice as a new, unique identity for the College (Spring 2007)
- Launched new college logo and tag line (Fall 2007)
- Led the strategic planning process for the College, resulting in the 2006-2012 *Renaissance Plan*.
- Set record for alumni giving in 2005 with the establishment of the *1877 Society*; set new records in 2007 and 2008; since 2004, increased number of donors and dollars given threefold
- Hired new leadership team with significant experience and ability to lead the reorganization of the campus through policies and procedures.
- Restructured the Office of Recruitment and Admissions to implement a data-based enrollment management system.
- Instituted *Bless the Mic: A Hip-Hop President's Lecture Series* (Fall 2005), which serves as an imaging and recruiting event, regularly drawing in excess of 500 persons to campus per event and increasing media coverage for the College.
- Launched Black Male Initiative (Fall 2007) to improve engagement, retention, and graduation of men; program received a 3-year, \$150,000 grant from the Winthrop Rockefeller Foundation in 2009.
- Cleared a censure by the American Association of University Professors.

02/00-12/04

Vice President for Student Affairs, Albany State University (Albany, GA)

Major Accomplishments

- Instituted an annual division-wide planning retreat, annual "State of the Division" program, and monthly professional development workshops
- Developed first division specific strategic plan for 2001- 2005
- Collaborated with Public Safety to lower campus crime incidents by over 300%
- Implemented heightened admissions requirements while increasing freshman class SAT scores and recording record enrollments for Fall 2002, Fall 2003, and Fall 2004
- Restructured housing into a residence life unit, including the implementation of annual training programs for residence hall directors and resident assistants
- Chartered Sigma Phi chapter of the National Order of Omega, as well as the National Pan-Hellenic Council

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- Planned and implemented the Centennial Lecture series for the 100th anniversary of the University
- Redesigned the university orientation course, *Service to Leadership*; Taught undergraduate courses: *Service to Leadership*, *Honors Service to Leadership* and *Honors Seminar III*

08/97-01/00 **Adjunct Assistant Professor**, Educational Leadership and Counseling, Old Dominion University (Norfolk, VA)

Taught masters/doctoral courses in higher education including *The Development of Higher Education in the United States*, *The Multicultural University*, and *Contemporary Issues in Higher Education*

01/97-01/00 **Director of Student Activities and Leadership**, Old Dominion University (Norfolk, VA)

Major Accomplishments

- Implemented strategies to increase communication (i.e., Student Leader Town Hall meetings, electronic distribution lists of organization presidents)
- Instituted yearly leadership conferences

03/95-12/96 **Assistant Director of Student Activities/Director of New Student Programs**, Georgia State University (Atlanta, GA)

Major Accomplishments

- Initiated new procedures for gathering orientation evaluations using an SAS program, and distributing results campus wide
- Initiated the shifting of the budget from Student Activity fees to a university supported fund, while reducing the budget an average of 10% per year while increasing revenues
- Created new procedures for recruiting and selecting orientation leaders, establishing the most diverse INCEPT team in the history of the program

07/92-02/95 **Coordinator of Greek Life**, Emory University (Atlanta, GA)

Advised and educated IFC and ISC Judicial Boards

Major Accomplishments

- Initiated the first new member leadership series
- Developed comprehensive training for IFC and ISC judicial officers
- Collaborated on the researching and writing of "The Phoenix Plan" renovation project for fraternity row

10/91- 06/92 **Counselor**, Wake Regional Detention Center (Raleigh, NC)

08/90-05/91 **Head Resident**, Brandon Hall, Miami University (Oxford, OH)

Intern, Office of Minority Affairs, Miami University

01/90-05/90 **Assistant Freshman Advisor**, Dennison Hall, Miami University (Oxford, OH)

UNIVERSITY INVOLVEMENT

- 09/02-12/04 Board of Regents, University System of Georgia
- Vice Chair, Recruitment and Marketing Subcommittee for the University System of Georgia's Task Force on Enhancing Access for African-American Males
- 02/00-12/04 Albany State University
- Chair, Centennial Committee
 - Administrative Gifts Division Chair, National Centennial Development Program
 - Chair, Freshman Class Sponsors Committee
 - Chair, College Life Skills and Development Committee
- 01/97-01/00 Old Dominion University
- Annual Kaufman Prize selection committee
 - Student life teams: Leadership (1997), Transitions to the University (1997-98), Special Populations: Men (1998- 2000)
 - Coalition of Black Faculty and Staff
 - Monarch Creed development committee
 - Co-chair, 1999 University Annual Fund Campaign
- 03/95-12/96 Georgia State University
- Task Force on Greek Life, 1995
 - Task Force on the Advising Process, 1996
 - University Senate, Committee on Student Affairs, 1995-96
- 07/92-02/95 Emory University
- Campus Life Staff Development Committee, 1993-95
 - Minority Mentor program
 - Advisory board, Leadership Emory, 1993-95
 - Student code of conduct review team, 1993-94
- 01/91-05/91 Miami University
- Advisor, Delta Upsilon Chapter of Alpha Phi Alpha Fraternity
 - Advisor, Black Greek Council

PUBLICATIONS

Book

Kimbrough, W. (2003). Black Greek 101: The Culture, Customs, and Challenges of Black Fraternities and Sororities. Madison, NJ: Fairleigh Dickinson University Press.

Book Chapters

Kimbrough, W. (2020). "The Role of Campus Leaders in Eliminating Hazing." In Merriwether (ed) Dismantling Hazing in Greek-Letter Organizations: Effective Practices for Prevention, Response, and Campus Engagement. Washington DC: National Association of Student Personnel Administrators.

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Kimbrough, W. (2018) "Putting Me On: Proving Opportunities for Promising Professionals." In Gonzalez, Ching, White and Kelly (eds). Transformational Encounters: Shaping Diverse College and University Leaders. Washington DC: National Association of Student Personnel Administrators.

Kimbrough, W. (2017). "From Storied Pasts to Relevant Futures: The Centennial Era of Black Fraternities and Sororities" In Jackson, Charleston and Gilbert (eds). Advancing Equity and Diversity in Student Affairs: A Festschrift in Honor of Melvin C. Terrell. Charlotte NC: Information Age Publishing.

Kimbrough, W. (2015). "To Tweet or Not To Tweet." In Aramark Presidential Perspectives, 2014-2015. [Online]. Available: <http://presidentialperspectives.org/pdf/2015/2015-Chapter-8-To-Tweet-Kimbrough.pdf>.

Kimbrough, W. and Cooke, C. (2011). "Developing Collaborations within Student Affairs." In Stewart, D. L. (ed.) Multicultural Student Services on Campus. Sterling, VA: Stylus Publications.

Kimbrough, W. (2011). "Just The Facts." In the chapter, "The Road to the Presidency: Competencies for the Senior Student Affairs Officer Who Will Be President." In Dungy, G. and Ellis, S. (eds.) Exceptional Senior Student Affairs Administrators' Leadership: Strategies and Competencies for Success. Washington, D.C.: National Association of Student Personnel Administrators.

Kimbrough, W. (2007). "Why Do Students Beat Each Other." In Terrell, M. and Jackson, J. (eds.) Creating and Maintaining Safe College Campuses: A Sourcebook for Evaluating and Enhancing Safety Programs. Sterling, VA: Stylus Publications.

Kimbrough, W. (2007). "When Failing is a Blessing." In Lessons from the Road. Inspirational Insights by Leading Speakers in Education. Marion, MA: Zing! Leadership Development Systems.

Kimbrough, W. (2007). "How Did I End Up Here?" In Ackerman (ed.) The Mid-Level Manager In Student Affairs: Strategies for Success. Washington, DC: National Association of Student Personnel Administrators.

Kimbrough, W. and Harper, S. (2006). "African American Men at Historically Black Colleges and Universities." In M. Cuyjet (ed.) African American Men in College. San Francisco: Jossey-Bass.

Kimbrough, W. (2004). "The Role of the National Pan-Hellenic Council." In D. Gregory (ed.) Administration of Fraternal Organizations on North American Campuses: A Pattern for the New Millennium. Asheville NC: College Administration Publications.

Kimbrough, W. (2004). "Historically Black Organizations." In D. Gregory (ed.) Administration of Fraternal Organizations on North American Campuses: A Pattern for the New Millennium. Asheville NC: College Administration Publications.

DeSousa, J., Gordon, M., and Kimbrough, W. (2004). "Facing the Truth About Pledging and Hazing In African American Fraternities and Sororities." In H. Nuwer (ed.) The Hazing Reader. Bloomington: Indiana University Press.

Monographs

Kimbrough, W. & Sutton, M. (1998). The Persistent Pledging of Black Greeks: A Student Development Approach for Understanding and Challenging the Culture. Washington, DC: National Association of Student Personnel Administrators.

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Special Publications

The Choice, New York Times. Guest blogger with Dr. Marybeth Gasman about historically Black colleges and universities. March 8 – 12, 2010. (<http://thechoice.blogs.nytimes.com/2010/03/03/hbcu/>)

Encyclopedia Entries

Kimbrough, W. M. Greek Letter Organizations. In Lomotey (ed.) (2010). Encyclopedia of African American Education. Thousand Oaks CA: Sage Publications.

Kimbrough, W. M. National Pan-Hellenic Council. Encyclopedia of African American Education. In Lomotey (ed.) (2010). Encyclopedia of African American Education. Thousand Oaks CA: Sage Publications.

Kimbrough, W. M. Philander Smith College. Encyclopedia of African American Education. In Lomotey (ed.) (2010). Encyclopedia of African American Education. Thousand Oaks CA: Sage Publications.

Refereed Journal Articles

Harper, S. and Kimbrough, W. (2005). Staffing Practices, Professional Preparation Trends, and Demographics Among Student Affairs Administrators at Historically Black Colleges and Universities (HBCUs): Implications of a national Study. NASAP Journal, 8 (1), p. 8-25.

Sutton, E. and Kimbrough, W. (2001). Trends in Black Student Involvement. NASPA Journal, 39 (1), p. 30-40.

Kimbrough, W. and Hutcheson, P. (1998). The Impact of Membership in Black Greek-Lettered Organizations on Black Students' Involvement in Collegiate Activities and Their Development of Leadership Skills. The Journal of Negro Education, 67 (2), p. 96-105.

Kimbrough, W. (1997). The Membership Intake Movement of Historically Black, Greek-Lettered Organizations, NASPA Journal, 34 (3), p. 229-39.

Kimbrough, W. (1995). Self Assessment, Participation and Values of Leadership Skills, Activities, and Experiences for Black Students Relative to Their Membership in Historically Black Fraternities and Sororities. The Journal of Negro Education, 64 (1), p. 63-74.

Reviews

Kimbrough, W. (2000) Helping African American Men Succeed in College [Review of the book Helping African American Men Succeed in College]. NASPA Journal, 37 (2), p. 471-5.

Kimbrough, W. (1998). Seniors: Four Years In Retrospect [Review of the film Seniors: Four Years In Retrospect]. The Journal of College Orientation and Transition, 5 (2), 41-3.

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Sample Editorials

Kimbrough, W. (2020, May 13). "A Fall Unlike Any I Have Seen." The Chronicle of Higher Education. [On-line] Available: <https://chroni.cl/2WYk613>

Kimbrough, W. (2020, February 23). "It's Time to Stop Calculating Graduation Rates." The Chronicle of Higher Education. [On-line] Available: https://www.chronicle.com/article/It-s-Time-to-Stop/248104?utm_source=pm&utm_medium=en&utm_source=Iterable&utm_medium=email&utm_campaign=campaign_1048488&cid=pm&source=ams&sourceId=1242

Kimbrough, W. (2019, June 26). "I'm Suing My Gym." Inside Higher Ed. [On-line] Available: <https://www.insidehighered.com/views/2019/06/26/arguing-risk-sharing-student-loans-similar-saying-gyms-are-responsible-patrons#.XRQ110OU1EQ.emailKimbrough>

Kimbrough, W. (2019, June 7). "Here's how to end hazing. Maybe." Times-Picayune. [On-line] Available: <https://www.nola.com/opinions/2019/06/heres-how-to-end-hazing-maybe.html>

Kimbrough, W. (2019, January 29). "College Presidents Can't Shoulder All the Blame for Racism on Their Campuses." The Chronicle of Higher Education. [On-line] Available: https://www.chronicle.com/article/College-Presidents-Cant/245570?cid=pm&utm_source=pm&utm_medium=en&elqTrackId=8ea29ea1d0f9472ea9eec8707ad9426c&elq=e67991c691014ec29236d8042c7925f9&elqaid=22097&elqat=1&elqCampaignId=10830

Kimbrough, W. (2018, November 30). "Hypocrisy is like porn (I know it when I see it)." Lacrosse (WI) Tribune. [On-line] Available: https://lacrossetribune.com/opinion/columnists/walter-m-kimbrough-hypocrisy-is-like-porn-i-knowit/article_522cb122-ed8d-5472-8e52-687b76d39a72.html

Kimbrough, W. (2018, April 19) Rap and Gown: Hip-hop artists as commencement speakers. The Conversation. [On-line] Available: <https://theconversation.com/rap-and-gown-hip-hop-artists-as-commencement-speakers-94647>

Kimbrough, W. (2018, March 30). 50 Years Later: What Would Dr. King Say? The Chronicle of Higher Education. [On-line] Available: <https://www.chronicle.com/article/50-Years-Later-What-Would-Dr/242988>

Kimbrough, W. (2017, October 17). Meeting the Enemy. Inside Higher Ed. [On-line] Available: <https://www.insidehighered.com/views/2017/10/17/why-certain-speech-shouldnt-be-limits-essay>

Kimbrough, W. (2015, December 21). Black college students demanding more black professors don't realize 'they are demanding the impossible.' The Atlanta Journal Constitution. [On-line]. Available: <http://getschooled.blog.myajc.com/2015/12/21/black-college-students-demanding-more-black-professors-dont-realize-they-are-demanding-the-impossible/>

Kimbrough, W. (2015, November 12). Missouri underscores need for HBCUs. The New Orleans Advocate, p. 7B.

Kimbrough, W. (2015, September 16). Forcing Coed Greek Life Could Make Things Worse. The New York Times. [On-line]. Available: <http://www.nytimes.com/roomfordebate/2015/09/16/should-college-fraternities-and-sororities-be-coed/forcing-coed-greek-life-could-make-things-worse>.

Kimbrough, W. (2015, July 3). We must offer a great education to all, not just the privileged or connected, to secure city's future. The Times-Picayune. [On-line]. Available: http://www.nola.com/futureofneworleans/2015/07/future_public_education.html

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Kimbrough, W. (2015, June 8). An Obscene Use of \$400 Million. Inside Higher Ed. [On-Line]. Available: <https://www.insidehighered.com/views/2015/06/08/essay-criticizes-400-million-gift-harvard>

Kimbrough, W. (2015, March 9). The Truth About TOPS. The Shreveport Times. [On-line]. Available: <http://www.shreveporttimes.com/story/opinion/guest-columnists/2015/03/09/truth-tops/24646503/>

Kimbrough, W. (2015, March 9). No reason for archbishop to be upset about Xavier commencement speakers. The Times-Picayune. [On-line]. Available: http://www.nola.com/education/index.ssf/2015/03/no_reason_for_xavier_commencem.html.

Kimbrough, W. (2014, July 1). The smartest investment is creating responsible citizens. The Times-Picayune. [On-line]. Available: http://www.nola.com/opinions/index.ssf/2014/07/money_for_everything_but_a_col.html

Kimbrough, W. (2014, March 17). The Hazing Problem at Black Fraternities. The Atlantic. [On-line]. Available: <http://www.theatlantic.com/education/archive/2014/03/the-hazing-problem-at-black-fraternities/284452/>

Kimbrough, W. (2014, February 5). We Are The Watusi. MSIs Unplugged [On-line]. Available: <http://msisunplugged.com/2014/02/05/we-are-the-watusi/>.

Kimbrough, W. (2013, May 21). Why USC and not a black college, Dr. Dre? The Los Angeles Times. Available: <http://articles.latimes.com/2013/may/21/opinion/la-oe-kimbrough-usc-dre-20130521>.

Kimbrough, W. (2012, December 28). ASU Has Difficult Rebuilding to Do. Montgomery Advertiser.

Kimbrough, W. (2012, Fall). Handling Hazing. The Presidency. [On-line]. Available: <http://www.acenet.edu/the-presidency/columns-and-features/Pages/Handling-Hazing.aspx>

Kimbrough, W. (2011, July 1). Black Colleges Still Play a Vital Role in Education. The Chronicle of Higher Education, p.

Kimbrough, W. (2011, June 24). No time to abandon black colleges. USA Today, p. 9A.

Kimbrough, W. (2010, January 31). Dream hijacked. Arkansas Democrat-Gazette, p. 70.

Kimbrough, W. (2009, July 26). Sorry Michael Jackson, it matters if you're black or white. Arkansas Democrat-Gazette, p.

Kimbrough, W. (2008, May 19). Justice for all: Civil rights in the new millennium. Arkansas Democrat Gazette, p. 5B.

Kimbrough, W. (2007, October 14). Using White Privilege to Rank Black Colleges. Diverse Issues in Higher Education [On-line]. Available: http://www.diverseeducation.com/artman/publish/article_9718.shtml.

Kimbrough, W. (2007, June 12). The Perpetuation of Privilege. Inside Higher Education [On-line]. Available: <https://www.insidehighered.com/views/2007/06/12/perpetuation-privilege>

Kimbrough, W. (2006, August 10). Needed: black colleges. Arkansas Times, p. 18.

Kimbrough, W. (2005, September-October). Should Black Fraternities and Sororities Abolish Undergraduate Chapters? About Campus, 10 (4), p. 27-29.

Kimbrough, W. (2005, September 3). Got privileges? 'Best' colleges do. Arkansas Democrat-Gazette, p. 9B.

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Kimbrough, W. (2005, April 24). Private schools like Philander also need state's help. Arkansas Democrat-Gazette, p. 2J.

Kimbrough, W. (2003). No Band, No Sound: Is This the HBCU Story? Black Issues in Higher Education, 20(10), p. 122.

Kimbrough, W. (2002, January 22). Guess Who's Coming To Campus: The Growth of Black, Latin and Asian Fraternal Organizations. NASPA Net Results [On-line]. Available: <http://www.naspa.org/netresults/article.cfm?ID=563&category=Feature>.

Kimbrough, W. (2001, November 23). Historically black colleges play vital role. The Atlanta Journal-Constitution, p. A22.

Kimbrough, W. (2000). Notes From Underground: Despite a Ban, Pledging Remains. Black Issues in Higher Education, 17(6), p. 88.

Kimbrough, W. (1993). Risk Management for NPHC Organizations: Issues for Campus Events. Perspectives, 20(3), p. 10.

Kimbrough, W. (1993). Why Pledging Died. The Summit, 1(4), p. 14.

Reports and Miscellany

Kimbrough, W. (2000). An Analysis of the Admissions Phase-In Plan and Its Potential Impact on Albany State University and Southwest Georgia (A Concept Paper). Albany, GA: Albany State University, Office of the President.

Thesis and Dissertation Committees

Lay, R. (2019). *College Student's Motivations for Participating in Hazing Rituals of Black Greek Letter Organizations*. Doctoral dissertation, Pennsylvania State University, State College, PA.

Crenshaw, A. (2004). Undergraduate Members Perceptions of the Current Membership Intake Process Among Selected Black Greek-Lettered Organizations. Masters Thesis, Virginia Polytechnic and State University, Blacksburg, VA.

Rouson, L. (2000). The influence of selected noncognitive variables on the academic success of urban Black high school males in an enrichment pre-college program. Doctoral dissertation, Old Dominion University, Norfolk, VA.

PROGRAMS AND WORKSHOPS

Conducted over 700 University, conference, convention, or campus presentations.

Invited Presentations (selected)

Testimony before the Senate Committee on the Judiciary. Hearing: Combatting the Rise in Hate Crimes. March 8, 2022, Dirksen Senate Office Building, Washington DC.

Southern Poverty Law Center. Virtual round table. February 8, 2022.

- Panelist. “America’s HBCUs Under the Threat of Attack.”

Campaign for Equity New Orleans. Webinar: August 5, 2020.

- Panelist. “Equity in Higher Education Virtual Roundtable.”

The Chronicle of Higher Education. Webinar, July 23, 2020.

- Panelist. “Race, Class, and Minority Serving Institutions.”

Association of American Colleges and Universities. Webinar. June 9, 2020.

- Panelist. “What Now? Planning for the Future of Higher Education in the Wake of the Pandemic.”

American Council of Trustees and Alumni. Washington DC: October 20, 2017.

- Panelist: “A Galvanizing Year for Free Speech; A Common Agenda for Academic Freedom.”

National Association of Student Affairs Professionals: Indianapolis IN (14 March 2016)

- Featured keynote: “Can’t We All Just Get Along: Controlling Chaos or Creating Community”

White House Initiative on HBCU Week: Washington DC (26 September 2013)

- Panelist: “Crossing the Finish Line: Models of Best Practice for College Completion”

USA Funds Symposium: Dallas TX (22 February 2012)

- Keynote: “Capacity Building and Assessment: Pre-Requisites for Success and Sustainability”

Council of Independent Colleges President’s Institute: Palm Springs CA (5 January 2011)

- Co-presenter: “Social Media 101: A Guide for Presidents”; with Deirdre Breakenridge, President, Mango! Creative Juice

American Educational Research Association: Denver CO (3 May 2010)

- Panelist: “Contemplating the Future of Minority-Serving Institutions”

NASPA Conference on College Men: Philadelphia PA (21 May 2009)

- Co-presenter: “The Black Male Initiative: ‘Swaggerly’ Engaging Men On Campus”; with Michael Hutchinson, Assistant to the President, Philander Smith College

Lumina Foundation Minority Serving Institutions Models for Success: Indianapolis IN (15 October 2008)

- Panelist: “Models of Success at HBCUs”

University of Pennsylvania: Philadelphia PA (24 October 2007)

- Graduate School of Education Race in the Academy Series Lecture: “Philanthropy as the Perpetuation of Privilege”

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National Resource Center for the First Year Experience & Students in Transition 5th Annual Fall Institute for Academic Deans and Department Chairs: Savannah GA (23 October 2005)

- General Session: “Partnering: It Just Needs To Be Done”

White House Initiative on HBCUs: Washington DC (September 2005)

- Panelist

The Association of Social and Behavioral Scientists, Inc. Annual Conference: Macon GA (27 March 2003)

- Presidents’ Panel: “Toward a More Just Society: Developing the Knowledge Base to Secure Social Justice”

Association of Fraternity Advisors Conference: Washington DC (29 November- 2 December 2001)

- Opening Keynote: “Building Partnerships: Would We Pass Inspection?”
- Educational Session: “Conversation with Senior Scholars

National Association of Latino Fraternal Organizations Convention: Dallas TX (21 April 2001)

- General Session: “The Case of the Risky Greeks”

Virginia Phi Theta Kappa 9th Annual Honors Institute: Richmond VA (13 November 1999)

- Fourth General Session Keynote: “TVs, CDs, and PCs: Unpredicted in the Past as the Prologue To Incivility”

National Orientation Directors Association Conference: Tampa FL (8 November 1999)

- Keynote Speaker: “The Responsibility of Student Affairs in the Age of Springer”

Association for Student Judicial Affairs International Conference: Tampa FL (5-7 February 1999)

- Pre-conference program: “Black Greek Pledging: Challenges for Judicial Affairs”
- Keynote speech: “The Responsibility of Student Affairs in the Age of Springer”

Refereed Presentations (selected)

AFA Annual Meeting: Orlando FL (8 December 2013)

- Educational Session: “You’ll Never Guess Who Got Sued – For Hazing!”

ACPA/NASPA Joint Meeting: Orlando FL (1-4 April 2007)

- Panelist: “Multicultural Fraternities and Sororities: Responding to Changing Faces and Values”
- Panelist: “African American Men In College: Authors’ Forum”
- Panelist: “The State of Black Greeks: Is There Still a Need?”

National Association of Student Personnel Administrators Conference: Boston MA (3 March 2002)

- Pre-Conference Session: “Evolution of a Revolt: The Underground Culture of Black Fraternalism”; with Dr. Michael Sutton

National Black Greek Leadership Conference: The Ohio State University, Columbus OH (26-28 October 2001)

- Educational Session: “The Development of Black, Latin and Asian Fraternal Organizations”
- Educational Session: “That Thing You Do: Investigating the Development of Black Greek Traditions”

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National Association for Student Personnel Administrators Conference (18-21 March 2001)

- Panelist: Pre-conference for new professionals and graduate students of color
- Panelist: "African American Men in Leadership"
- Educational Session: "Student Affairs Staffing Patterns at HBCUs"

Southern Association for College Student Affairs Conference: Savannah GA (6 November 2000)

- Educational Session: "Perceptions of Collaboration Among Black Greek Letter Organizations at Predominantly White Campuses"; with Dr. Michael Sutton

Association of Fraternity Advisors Conference: Denver CO (1-4 December 1999)

- Panelist: "Mandate For The Millennium: Assessing Academic Climate in Greek Chapters & Designing Intervention For Improvement"

National Orientation Directors Association Conference: Providence RI (26-29 October 1996)

- Educational Session: "Writing for Publication"; panelist
- Educational Session: "Effectively Using Orientation "Number Crunching" to Build Community"

Invited Lectures/Workshops (selected)

Fraternity Executives Association National Conference: Scottsdale AZ (8 July 2015)

National Forum for Black Public Administrators National Conference: Little Rock AR (22 April 2008)

National African American Student Leadership Conference: Rust College, Holly Springs MS (12 January 2007)

National Association of Student Affairs Professionals Student Leadership Institute: Bowie State University, Bowie MD (29 May 2002)

National Black Greek Leadership Conference: Bloomington IN (6 November 1999)

National Black Student Leadership Conference: Richmond VA (9 January 1998)

National Pan-Hellenic Council National Convention: Mobile AL (11 October 1997)

NASPA New Professionals Institute: University of Central Florida, Orlando FL (2 June 1996)

Black Student Leadership Network: Charlotte NC (10 February 1996)

PROFESSIONAL CONSULTATIONS

National/ Regional

2017-Present Reaffirmation Review Teams, SACSCOC

2002 - Present Expert witness, hazing cases

2014 – 2016 Chair, North American Inter-fraternity Council Commission on Hazing Awareness and Prevention

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- 1998 - 2013 Alpha Phi Alpha Fraternity Undergraduate Leadership Academy
- Faculty member
- 2002 NASPA/SACSA New Professionals Institute: University of Georgia, Athens GA (June 2002)
- Faculty member
- 2001 SACSCOC Reviewer
- 2000 NASPA/SACSA New Professionals Institute: University of Louisville, Louisville KY (30 May- June 4 2000)
- Faculty member
- 1998 National Association of Student Affairs Professionals (Summer 1997- Spring 1998)
- Task Force on the Effectiveness of Historically Black Fraternities and Sororities
- Interfraternity Institute: Indiana University, Bloomington IN (19-24 July 1998)
- IFI Fellow
- 1994 National Pan-Hellenic Council (July 1994)
- NPHC Institute on Collegiate Issues, Indiana University, Bloomington, IN
- 1993 National Pan-Hellenic Council (Fall 1993)
- Research Team- "Conflict, Violence, and Risk Avoidance: A Cultural Analysis of Black Collegiate Fraternities and Sororities"

Campus Consultations

- 1999 University of Wisconsin-Whitewater: Whitewater WI (2-4 May 1999)
- External consultant: James R. Connor University Center, Office Planning and Review (OPR) Process
- 1998 Georgia Institute of Technology: Atlanta GA (31 May- 3 June 1998)
- Consultation team to review the Greek system
- 1996 University of Akron: Akron OH (2-4 April 1996)
- Consultation team: Greek Life at Akron
- Clark Atlanta University: Atlanta GA (9 March 1996)
- Consultation: Department of Religion and Philosophy- developing an orientation program for the Advanced Interdisciplinary Program
- 1994 National Pan-Hellenic Council (July 1994)
- NPHC Institute on Collegiate Issues, Indiana University, Bloomington, IN
- University of Central Florida: Orlando FL (19-20 May 1994)
- Consultation team for the "Greek Life Gold Medal Task Force"

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Selected Teleconference/Radio/Television

The Bakari Sellers Podcast (2020, December 14). "All Things HBCU With Dillard President Walter M. Kimbrough."

WAOK Radio. (2020 October 29). "Juandolyn Stokes Presents HBCU In The Pandemic."

AM Joy. (2020, September 27). "COVID-19 vaccine trials need black participants HBCU leaders say." New York: MSNBC.

Human Rights Campaign. (2020, July 16). "Equalitalks: Delivering on the Promise of Equity and Inclusion."

New York Times Op-Doc by Stanley Nelson. (2018, January 17). "Black Colleges in the Age of Trump." New York: New York Times.

Good Morning America. (December 19, 2017). "New Fallout From Fraternity Hazing Death." New York: ABC.

Melissa Harris Perry Show. (2014, June 21). "When a \$25 million gift can be controversial." New York: MSNBC

Craig Melvin Show. (2014, May 31). "What does future hold for black colleges?" New York: MSNBC.

Craig Melvin Show. (2014, May 10). "The future of HBCUs across the country." New York: MSNBC.

Tell Me More. (2014, March 24). "Do Black Frats Need To Clean Up Their Act?" Washington, D.C. National Public Radio.

Melissa Harris Perry Show (2013, December 8). New York: MSNBC.

Tell Me More. (2013, May 23). "HBCU President Asks Dr. Dre, Why Not Us?" Washington, D.C. National Public Radio.

Huff Post Live (2013, March 19). "HBCUs v Obama On Federal Financial Aid Policies." New York: Huff Post Live.

Tell Me More. (2012, November 20). "Future of Cash-Strapped Historic Black Colleges." Washington, D.C. National Public Radio.

Tell Me More. (2010, September 13). "Black Colleges Struggle with Graduation Rates." Washington, D.C. National Public Radio.

National Resource Center for The First Year Experience & Students in Transition Teleconference on Campus Activities. (2004, April). Columbia, SC: University of South Carolina.

Preventing Hazing on Campus. (2001, September 24). Burlington, VT: University of Vermont Continuing Education.

Broken Pledges: Fraternities and Sororities at the Crossroads. (1998, October 7). Washington, DC: Black Issues in Higher Education Teleconference.

Talk of the Nation. (1998, May 11). New York: National Public Radio News.

The Power of Caring: Greek Life Will Survive The 90's. (1990, September 30). Oregon State University, Corvallis OR: International Greek Life Teleconference by Will Keim Speaks, Inc.

Conducted interviews with print and electronic media on college student related issues, with emphasis on the Black fraternal experience. Publications and programs interviewed and/or cited include the following.

The Chronicle of Higher Education * New York Times * The Washington Post * The Albany (GA) Herald * The Baltimore Sun * Rolling Stone Magazine * The Wall Street Journal * Black Issues In Higher Education* The Detroit News * The Dallas Morning News * The Daily Press (VA) * The Virginian-Pilot * The Flint (MI) Journal * The Arkansas Democrat-Gazette * The Arkansas Times * Los Angeles Times * The Tampa Tribune

PROFESSIONAL MEMBERSHIPS AND SERVICE

2018 – Present Advisory Council on Historically Black Colleges and Universities, Louisiana Board of Regents

Louisiana Council on the Success of Black Men and Boys, Office of the Governor

2004-Present United Negro College Fund

- Secretary of the Members, 2018 - Present
- Frederick D. Patterson Research Institute Advisory Board, Present
- Governmental Affairs and History committees, 2005 – present
- Executive Committee, 2010 – 2013
- Institutional director to corporate board of directors, 2007-2010; 2014-2017

2004-Present Black College Fund, United Methodist Church, Council of Presidents

- Secretary, 2009 – 2011
- President, 2013 - 2015

1998-Present Association of College Personnel Administrators

1995-Present National Association of Student Personnel Administrators

- 2002 Faculty member, New Professionals Institute, University of Georgia
- 2000-2 Region III Chair, Network for Educational Equity and Ethnic Diversity
- 2000 Faculty member, New Professionals Institute, University of Louisville
- Fraternity/Sorority Network

1992-Present Association of Fraternity/Sorority Advisors, Inc.

- 2009 Nominations Committee
- 2001 Senior Scholar
- 1997 and 1996 AFA/NPHC liaison
- 1995 Southern Vice President
- Editor, Research Publications Committee (1993-4)

2015 - 2016 North American Interfraternity Conference Task Force on Hazing (chairman)

2014 - 2016 Council of Independent Colleges Steering Committee, “The Future of Independent Liberal Arts Colleges”

- 2005 - 2013 American Council on Education
- Commission on Effective Leadership, 2010 – 2013
 - Commission on Advancement of Racial and Ethnic Equity, 2005 – 2008
- 1993-2004 Southern Association for College Student Affairs
- 1999-2001, Associate Editor, *The College Student Affairs Journal*
 - 2000 chair; 1996, 1997 co-chair, Task Force on Greek Life
 - 1999, chair, Nominations committee
 - 1997-98, Reviewer, *The College Student Affairs Journal*
 - 1998 co-chair, Issues and Awareness Committee
- 1999- 2001 Center for the Study of the College Fraternity Board of Directors
- 1995-1998 National Orientation Directors Association
- 1996-98, Associate Editor, *Journal of College Orientation and Transition*
- National Inter-fraternity Conference Commission on Values and Ethics
-

COMMUNITY/CIVIC AFFILIATIONS

- 2018 – Present University Senate, The United Methodist Church
- 2013 - Present First Grace United Methodist Church
- Greater New Orleans Inc., Advisory Board
- 2012 – Present New Orleans Business Council, Advisory Board
- 2015 – 2016 Board of Directors, EIIA
- 1986 – Present Alpha Phi Alpha Fraternity, Inc.
- 2012-Present Sigma Lambda Chapter (New Orleans LA)
 - 2001-Present Big Brothers Big Sisters/ Alpha Phi Alpha Fraternity Inc. Advisory Group on Mentoring Among African-American Males
 - 2005-2012 Pi Lambda Chapter (Little Rock AR)
 - 2007-2010 Member, National Membership Intake Taskforce
 - 2000-2004 Gamma Omicron Lambda Chapter (Albany GA)
 - 1997-2000 Alpha Phi Lambda Chapter (Norfolk VA)
 - Representative to South Hampton Roads Pan-Hellenic Council
 - 1992-1996 Eta Lambda Chapter (Atlanta GA)
 - 1991-1992 Phi Lambda Chapter (Raleigh NC)
 - 1990-1991 Theta Lambda Chapter (Dayton OH)
 - Advisor, Delta Upsilon Chapter (Miami University)
 - 1986-1989 Zeta Pi Chapter, The University of Georgia
 - National Board of Directors: Southern Region Assistant Vice President 1988-1989
 - National College Brothers Affairs Commission 1988-1990

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- 2009-2012 Arkansas Academic Challenge Scholarship Advisory Council (2009 – 2012 term)
- 2008-2012 Board of Directors, Arkansas United Methodist Foundation
Board of Directors, Fifty for the Future
- 2005-2012 Wesley Chapel United Methodist Church
- Trustee Board, 2010- 2012
 - Building committee
- 2005-2012 Board of Directors, Greater Little Rock Regional Chamber of Commerce
- 2005-2012 Big Brothers and Big Sisters of Central Arkansas
- Big Brother
- 2010 City of Little Rock Complete Count Committee, 2010 Census
- 2005-2010 Board of Directors, Heart of Arkansas United Way
- 2006-2009 Board of Directors, Little Rock Public Education Foundation
- 2000-2004 Mt. Zion Baptist Church, Albany GA
- 1997-2000 Second Calvary Baptist Church, Norfolk VA
- 1992-1996 Cascade United Methodist Church, Atlanta GA
- Musician, New Advent Choir
- 1991-1992 First Baptist Church, Raleigh NC
- Director, Youth Choir

HONORS AND AWARDS

- 2022 UNCF Mankind Assisting Students Kindle Education Dreams (MASKED) Award
Key to the City, New Orleans LA
- 2021 Georgia State University Distinguished Alumni Award
- 2020 50 Top U.S. College and University Presidents, College Cliffs
- 2019 100 Black Men of New Orleans Excellence in Education Award
- 2018 10 Most Dominant HBCU Leaders of 2018, HBCU Campaign Fund
Higher Education Leadership Foundation Trailblazer Award
- 2017 20 Higher Education Presidents to Follow on Instagram. Dr. Josie Ahlquist

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- 10 Twitter accounts every higher ed leader should follow, Education Dive
- The 25 Presidents to Follow on Twitter, Dr. Josie Ahlquist
- 2016 Association of Fraternity Advisors Kent Gardner Award
- 2015 The 20 Most Interesting College Presidents, The Best Schools.com
- 2014 Male HBCU President of the Year, HBCU Digest
- 2013 Education Dive 10 Presidents on Twitter who are doing it right
- NBC's The Griot.com 100 African Americans Making History Today
- 2012 New Orleans Magazine People to Watch list
- 2011 350 for Earth Day, African Americans Enriching Life on Our Planet, The Hip Hop Caucus
- Most Visible HBCU President, *HBCU Digest*
- Thomas E. Patterson Education Award, Arkansas Democratic Black Caucus
- 2010 Power 100: Doers and influencers in the African American community, *Ebony Magazine*
- Twenty-Five Presidents You Should Follow on Twitter, Bachelorsdegree.com
- 2009 Twenty-Five To Watch, *Diverse Issues in Higher Education*
- 2007 Notable Names for 2007, *Sync Weekly* newspaper
- 2006 25 Influential African Americans in Arkansas, *Powerplay Magazine*
- 2006 40 Under 40, *Arkansas Business Newspaper*
- 2006 Honorary Degree, Associate of Technical Arts, Pulaski Technical College
- 2005 25 Arkansans Who Made 2005 Interesting, *Arkansas Times*
- 2005 Brothers of the Academy Excellence Award
- 2002 American Association of State Colleges and University Millennium Leadership Initiative
- 2001 Nissan ETS HBCU Summer Institute Fellow
- 1999 Honorary Member, Golden Key National Honor Society
- 1999 The Honor Society of Phi Kappa Phi, Chapter 200, Old Dominion University
- 1999 Old Dominion University Hugo A. Owens African American Culture Center
Faculty Administrator of the Year

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- 1998 National Association of Student Personnel Administrators
Melvene D. Hardee Dissertation of the Year- runner up
- 1996 National Association of Student Personnel Administrators
Fraternity/Sorority Network Research Award
- 1995 National Order of Omega Doctoral Fellowship Award
- 1995 Emory University Black Student Alliance Carter G. Woodson Award for Leadership
- 1994 Association of Fraternity Advisors New Professional Award
- 1994 Kappa Delta Pi International Honor Society
- 1993 Alpha Phi Alpha Fraternity Charles W. Green Award of Merit- State of Georgia
- 1993 Order of Omega Greek Honor Society
- 1988 Alpha Phi Alpha Fraternity College Brother of the Year- Zeta Pi Chapter, University of Georgia
- 1988 Alpha Phi Alpha Fraternity College Brother of the Year- State of Georgia
- 1988 Alpha Phi Alpha Fraternity College Brother of the Year- Southern region

REFERENCES

Available upon request

As of March 2022