

Tierney J. Bates, Ed.D

McNeese State University
Lake Charles, LA
Re: McNeese State University (MSU) – Presidential Search

Dear Presidential Search Committee,

I am deeply honored and humbled to have been nominated for the President position at McNeese State University (MSU), and I enthusiastically submit my formal application. Beyond specific qualifications reflected in my vitae, I offer extensive leadership and a commitment to building organizations and communities. I desire to be a faithful servant leader for the leadership teams for McNeese State University, the City of Lake Charles, Southwest Louisiana community, State of Louisiana, and the faculty, staff, students, and alumni at McNeese State University.

I am excited about the opportunity to lead an exceptional comprehensive public institution that is well-respected, mission-relevant, and located in a region that offers unlimited partnerships. McNeese States is a compelling institution that is important in transforming the lives of young people and the McNeese community and region. I have always valued the importance of education in improving my life and that of my family and building a community of economically and socially healthy and prosperous people. As a result, my pursuit of education has led me from my humble roots in Cleveland, Ohio to achieving advanced degrees and now devoting my professional life and career to higher education success and access. My personal story aligns with McNeese State University mission and its commitment to creating a student first campus culture.

I recognize and welcome the changing dynamics of higher education, and how McNeese State University is primed to address these changes. McNeese State is poised to excel and be the institution of choice as a comprehensive public university in the state of Louisiana and region. Many trends and challenges exist in higher education, and as I reviewed the position description, I am confident that McNeese State can meet them head-on, and move forward in its strategic plan that includes:

- Promoting Student Success through teaching, continuous improvement and academic excellence.
- Strategic enrollment growth that grows MSU along with graduate education.
- Career advancement where every student participates in experiential learning, internships and leaves with a job in hand.
- New methods of educational delivery, such as but not limited to online learning, as you continue to expand.
- Increases in public and private community engagement and economic development.

Indeed, these call for resourcefulness, public and private engagement, and partnerships, and dedicated effective leadership. I view each as an opportunity for innovation and greatness. Hence, my commitment to McNeese State is to achieve academic excellence, operational efficiency, high student and faculty morale, and a stellar reputation and brand for the institution.

To lead the University, I will inspire trust, confidence, and credibility as we deliver effective bottom-line results. Such a vision transcends short-term challenges and sets a clear and prosperous path for the future.

I believe that taking advantage of immediate opportunities while achieving the priorities of the Strategic Plan constitutes one of the significant areas of time spent by the President. The civic and philanthropic communities of the City of Lake Charles and the State of Louisiana are critical stakeholders for inspiring institutional confidence and creating regional and national value for partnerships and investments. I helped craft and implement at the University of South Carolina Upstate our strategic plan, "Greater 2030." My leadership in the strategic planning committee was critical in engaging our faculty, staff, and alumni in investing and implementing the strategic plan's objectives. As MSU boldly goes into its next phase it is important to be entrepreneurial and build strategies that are accountable to the institution, the surrounding community, and state, with focus on enrollment, innovation, positioning, and stability.

My role in the success of my current and previous institutions indicates the leadership and energy I would bring to McNeese State University. We are preparing the future leaders of tomorrow in an ever-changing world and my idea is that with the 'Cowboy Family' it is about **Elevation, Innovation, Transformation and Graduation with strategy development and future visioning**. A review of a strong enrollment and retention plan that looks at our current state, where we plan to grow programs that could include artificial intelligence education, and prepare a marketing and communication plan that shares the MSU unique value proposition (UVP), At USC Upstate I lead the campus charge for the American Association for State Colleges and Universities (AASCU) Student Success Equity Initiative, a multi-year accelerated equitable student success continuous improvement process. Other campus wide leadership responsibilities, include working with faculty on the National Institute for Student Success out of Georgia State University for our campus and the Student Success Summit for the University of South Carolina Upstate and the University of South Carolina System for our student engagement. Coalition building and collaborating with partners, developing teams, and implementing outcomes are strengths. At the University of North Carolina at Chapel Hill (UNC) in 2021 we received the National Association of Colleges and Employers (NACE) Award under my leadership, and the highest first destination survey for students in job placement upon graduation. I received the first ever Mackes Leadership Award from the NACE association due to our work on career readiness for students. While at North Carolina Central University, we created a Latino recruitment Open House for Enrollment Management, that was bilingual, which saw an increase of Latino student's enrollment to the institution go from 3% to 7% and economic tuition impact. At NCCU we studied time to degree factors and noticed what classes were hampering student matriculation from general education requirements and by major and implemented resources and policy change. This led to the creation of more supplemental instruction and reorganization of classes. At the University of Louisville, we increased male six-year graduation rate from 9.9% to 24.9% and increased overall retention by 3% using an academic coaching and peer mentoring model. Developing the student success modules and putting together undergraduate research opportunities and internship requirements could be instrumental in outcomes, retention, and post-graduation career outcomes. Student engagement and campus life must be part of that strategy to enhance the MSU footprint.

I understand that a mission-centered vision requires the resources to make it a reality. For the past 18 years I have honed my skills as a strategic fundraiser. With a proven record of securing resources that benefit the institution while ensuring financial stability, my ability to build financial support is matched by my enthusiasm and determination. Fundraising will be a central priority of my presidency; I have raised over \$6 millions of dollars over my career. The largest gift I have received in my career was \$1 million dollars. I have worked on successful campaigns (\$1Billion) at previous institutions and know the critical importance of building deep relationships with donors, foundations, corporations, and alumni.

Having served in my career as a development fundraising officer and working with faculty and alumni, the ability to understand strategic funding needs is always a priority. These past two years my current division has raised a million dollars in new grant and foundation funding that has had a major impact on student success. I have also led the renovation and new construction of multiple million-dollar projects at the University of South Carolina Upstate.

I am experienced in strategic and campus planning, budget and personnel management, operations excellence, program development, fundraising, and community engagement. By working with the provost, academic leadership, and critical institution stakeholders, I would continue the McNeese State commitment to growing enrollment and improving academic programs, creating programs that respond to new needs, deepening the impact of community engagement, graduation rate increases, and adapting existing spaces to emerging technologies and methods, and expanding the permanent resources necessary for long-term service and success. I would work to ensure that the University has a broad capacity to produce graduates who are highly prepared for their chosen careers, eminently adaptable to a changing marketplace and professions that are yet to be discovered, devoted to ethical decision-making, committed to belonging and inclusion, and living lives of learning, leading and serving. We would constantly assess our programs to ensure their viability, comprehensiveness, and relevance.

I have prepared for the presidency through four different fellowship programs including a fellowship with the Association of Governing Board's (AGB) Institute for Leadership and Governance in Higher Education, which is designed to prepare exceptional higher education leaders with a pathway to the presidency, and another program through the American Association of State Colleges and Universities Millenium Leadership Initiative. Now more than ever, college presidents must be able to address financial and online learning pressures, affordability, resource generation, research growth, quality teaching, and learning, shifting student demographics/enrollment, increasing student mental health needs, and crisis management, to mention a few. For me, it is deeper than a job or a title; higher education is a calling, etched into my very core.

My experience and abilities are well-suited to advance the work of McNeese State University. I am excited about the opportunity to apply for the position of President. I want to take this opportunity to thank the Search Committee for its leadership and diligence throughout this critical process. I am eager to discuss how my experience, leadership, and passion align with the unique vision and values of McNeese State University.

Sincerely,

Tierney J. Bates

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EDUCATION

Doctor of Education, Leadership

Spalding University, Louisville, KY

Dissertation title: African-American Male College Presidents at Predominantly White Institutions: Exploring Challenges and Experiences through Leadership Factors and Race.

Master of Business Administration

Leadership & General Management

Bryan College, Dayton, TN

Master of Arts in Higher Education

Higher Education-Administration

University of Akron, Akron, Ohio

Bachelor of Arts

Major: Mass Media Communications, Minor: African-American History

University of Akron, Akron, Ohio

EXECUTIVE LEADERSHIP DEVELOPMENT AND TRAININGS

American Association of State Colleges & Universities Millennium Leadership Initiative (MLI) 2024-2025 Cohort

University of South Carolina Upstate Chancellor Fellow 1st recipient-participant 2024-2025

Association of Governing Boards of Universities and Colleges (AGB) Institute for Leadership & Governance 2021-22 Cohort

Post- Crisis Leadership Certification 2020 – University of South Florida Muma College of Business

Rutgers University Center for Minority Serving Institutions (CMSI) Aspiring Leader Presidential Fellow Program 2017-2019

HBCU Higher Education Leadership Foundation (H.E.L.F.) Aspiring Presidential Fellow 2018 Cohort

National Association of Student Personnel Administrators (NASPA) Aspiring Chief Student Affairs Officer Institute 2015

American Express/Duke Fuqua School of Business/National Urban League Emerging Leaders Program 2010

PROFESSIONAL EXPERIENCE

University of South Carolina Upstate (USC Upstate)

Founded in 1967 as a regional comprehensive university in Spartanburg, SC, and part of the University of South Carolina System. Known for its nursing, business, education majors, and programs. Student population of 5,000, 40% first generation & 45% students of color. The University is home to Division 1 Athletics program.

Vice Chancellor for Student Affairs

July 2022-present

One of multiple Vice Chancellors on the Chancellor executive team and provide leadership, vision, strategic planning, and a comprehensive range of administrative, operational, and programmatic support for the Division of Student Affairs. That consists of the areas of Dean of Students, CARE Management, Leadership and Service, Intercultural Engagement, Student Government Association, Student Involvement and Leadership, Fraternity & Sorority Life, Parent & Family Programs, Campus Recreation, Esports, Disability Services, Dining Services, 1,055 bed Residence Life & Housing facilities, Counseling Services, Health Services, Student Food Pantry, Student Affairs Assessment, and Student Union. Manage 8 facilities, \$10 million-dollar budget and approximately 60 professional staff and 175 student staff.

Select Accomplishments

- Developed a co-curriculum audit and integration with Academic Affairs for seamless holistic student experience.
- Engineered a new living-learning model integrating academic engagement into the residential experience.
- \$1 million dollar Campus Life Center (CLC) renovation.
- Collaborate with campus partners of Enrollment Management, Faculty Senate, Policy Committees, Academic Affairs, and senior university leadership to support initiatives and goals.
- Constructed brand new Health Services Building (\$3.7million) and Renovation of Counseling Services (\$350,000).
- Increased Student Health Fee (\$40) FTE with Board of Trustee vote to address mental health and wellbeing gaps.
- Developed University Strategic Plan “Greater Heights 2030.”
- Developed Division of Student Affairs Strategic Plan B.O.L.D. and Greater 2030 (3-year plan).
- Influenced the need and negotiation of a Chick-fil-A restaurant site open at USC Upstate Fall 2026.
- \$33k Mary Black Foundation Behavioral Grant.
- Created the Sparty Zen Den wellness space through Counseling Services for faculty, staff, and students.
- Pushed applying for new grant and foundation funding which increased by 100% for 23-24/24-25 academic year.
 - Increased grant funding for the division by \$800k.
- Developed five (5) new multiple year community partnership MOUs to address Health & Wellbeing.
- Led, coordinated, and achieved an external program review process, capturing detailed information regarding our reporting lines, structure, job descriptions, successes, and challenges.
- Reorganized/Restructured the Division of Student Affairs reporting structure and added new key positions.
- Created a Director of CARE Management position.
- Created new assessment outcomes, department goals & measurements, and new detailed annual report.
- Lead the planning and coordination of the Student Success Summit w/100 students involved and campus wide survey with a 20% student engagement response.
- Wrote and landed the Host site for NASPA Region III/SACSA New Professional Institute for June 2023.
- Created Spartan Pride.... Magnified! as a new tagline, tradition, and marketing materials.
- Met 80% of Division Wide set goals for 22-23, 23-24, and 24-25 academic year.
- Added Campus ESP software and named it The Spartan Family Network for recruitment and parent engagement.
- Certified the Division of Student Affairs in Six Sigma white belt. (all staff)
- Created the Chancellors Leadership Institute and found sponsor Truist Bank to support.

UNIVERSITY OF NORTH CAROLINA at CHAPEL HILL (UNC)

Founded in 1789 as the nation’s first public university in the United States. Known as a R1 global higher education leader in research, innovation, public service, medical school, business school, and a Top 25 ranked University. Located in Chapel Hill, North Carolina with a student population of 30,900. The University is also home to a Division 1 Athletic program.

Assistant Vice Chancellor for Special Projects

January 2020-July 2022

Executive Director for University Career Services

Provide leadership, vision, and strategic initiatives to build internal and external academic partnerships, provide planning, implement assessment, staff trainings, workshops on diversity, equity, and inclusion, climate assessments, equity audit, community outreach, and project/program implementation for the division of student affairs and work on special projects assigned by the Vice Chancellor. Provide leadership and vision for University Career Services (UCS) department and staff who assist undergraduate/graduate students when selecting a major and career direction, planning for their career goals, learning effective job search skills and strategies, and build relevant essential skills in finding part-time jobs, internships, apprenticeships, and full-time employment. Work with State/Regional businesses and Fortune 1000 companies who are current and potential employers for UNC students and provide assistance. UCS programs include helping students learn about career fields, technology, establishing linkages between students and employers, and providing advising to students applying to graduate and professional school. Manage a professional staff of 22 and \$1.4 million-dollar budget.

Select Accomplishments

- Lead Equity Audit and develop benchmarks for the division to align with Chancellors' Goals.
- Energized DSA efforts around collation building, partnerships, initiatives, and programs.
- UNC Class of 2020 83% career outcomes rate for Final Destination Survey highest ever at the University.
- Created Tar Heel Signing Day to recognize students graduating with careers and jobs.
- Lead and establish academic partnerships and opportunities, along with community external relations.
- Increased internal/external outreach, employer engagement, career classes taught, and increased revenues.
- Pivoted and guided the UCS team and DSA through COVID19 transition from face-to-face engagement to virtual/remote work, with a focus on the safety of our students and staff.
- Served as designated point person for referrals for CV-19 Student Care Hub.
- Position UCS as a key partner and important voice to include in decisions involving the CV-19 Student Hub, and the Carolina Next Strategic Initiatives.
- Guided and lead a campus wide implementation team for PeopleGrove Alumni Mentoring Platform.
- Facilitated purchase of Tableau which is critical for data visualization.
- Led, coordinated, and achieved an external program review process, capturing detailed information regarding our reporting lines, structure, job descriptions, successes, and challenges.
- Co-Developed the Employer Anti-Racism Score Guide, now used by NACE nationally and other entities.
- National Association of Colleges and Employers (NACE) Diversity, Equity, and Inclusion Award - College 2021
- Mackes Leadership Award 2021 1st recipient – National Association of Colleges and Employers.
- \$250k Strada Foundation Beyond Completion Grant Awarded.

VIRGINIA UNION UNIVERSITY (VUU)

Founded in 1865 as a private urban religious affiliated liberal arts institution and a historically Black college and university (HBCU) and one of the very first ten HBCUs founded. It is known for its graduating people in STEM majors and Divinity School, located in Richmond, Virginia with a student population of 1,700. The University is also home to a Division II Athletic program.

Vice President for Enrollment Management and Student Affairs

May 2019 - November 2019

One of six Vice Presidents on the Presidential Cabinet and provided leadership, vision, and a comprehensive range of administrative, operational, and programmatic support for the Division of Enrollment Management and Student Affairs. That consists of Enrollment Management functions and offices, University Admissions, Data Entry, Financial Aid, Registrar & Records, Student Accounts, and Enrollment Services (one stop shop) and within Student Affairs the areas of New Student Orientation, Diversity & Inclusion, University Police, Student Engagement and Leadership, Greek Life, Parent & Family Programs, Veterans, Dean of Students, 1,000 bed Residence Life & Seven Housing facilities, Counseling Services, Health Services, Student Affairs Assessment, and Student Union. Managed 6 facilities, \$4 million-dollar budget and approximately 50 professional staff and 52 student staff.

- Worked with the Board of Trustees (20) & EMSA subcommittee (4) on strategic enrollment and student services.
- Identified, attracted, recruited, retained, and enrolled a diverse student body of undergraduates and graduates for an academic profile that is equipped for success and learning to meet enrollment goals.
- Accelerated Guided Pathways as an enrollment and student success strategy regarding courses and expected outcomes.
- Devised and implemented a strategic enrollment plan that supports the University's overall strategic plan; regularly advising senior leadership regarding enrollment trends as well as progress on admissions campaigns.
- Provided leadership to the division's employees. Foster and direct programs and policies that enhance the quality of student life, while enhancing an atmosphere that links academic learning to the student life experience.
- Evolved annual divisional goals that support University initiatives and that foster continuous quality improvement in the Enrollment and Student Affairs operations.
- Served on the Emergency Management Team and participated in Emergency Operating Center procedures.
- Made data-informed decisions for allocating staff and financial resources to achieve enrollment goals.
- Instituted and implemented revenue-generating and cost-saving initiatives.

- Maximized, implemented, and evaluated financial aid leveraging strategies.
- Oversight and responsibility of FERPA, Title IV, Title IX, Clery, VAWA, and ADA.
- Boosted and maintained partnerships with all University divisions, Academic Affairs, Graduate School, Athletics, and Corporate and External Relations.

Select Accomplishments

- Awarded Collegiate Recovery Program Grant \$50,000 (Written within first 6 weeks on job).
- Reengineered and improved the new first year/orientation move in day process with a 90% satisfaction via survey.
- Hired new Chief of Police.
- Updated and reorganized the student handbook.
- Established a Parent & Family Association/Program.
- Served as liaison with (EAB) Education Advisory Board – Education Technology, Enrollment, and Research firm.

NORTH CAROLINA CENTRAL UNIVERSITY (NCCU)

Founded in 1910 in Durham, NC by Dr. James E. Shepard as a public liberal arts college and became a public historically Black college and university (HBCU) state supported liberal arts university in 1923 joining the University of North Carolina System with a current student population of 9,200 students. Known for its programs in STEM, Pharmacy, and Law School. The University is also home to a Division 1-A FCS Athletic program.

Assistant Vice Chancellor for Student Affairs

January 2017- May 2019

Reporting to the Vice Chancellor for Student Affairs, provided leadership, vision, and a comprehensive range of administrative, operational, and programmatic support for the Division of Student Affairs. Responsible for the supervision and direction of NCCU student life and student development which includes 6 direct reports, 60 full-time professionals, and 20 student employees, the departments consist of Student Engagement and Leadership, Greek Life, New Student Orientation and Parent & Family Programs, Career Services, Assessment & Development. Office of Diversity & Inclusion, LGBT Center, Campus Ministries, Student Affairs Fundraising, African-American Male Initiative, Campus Transportation, Student Union, and Student Affairs Marketing & Communication. Managed budget of \$3 million dollars of grant, student fees, salaries, and general fund.

- Served as a member of the Chancellors University Planning Committee (UPC).
- Served as a member of the Provost UNC System Metrics Committee for Enrollment and Student Success.
- Collaborated with Faculty and Staff to improve student outcomes, student support, and operational effectiveness.
- Partnered alongside the University College regarding teaching, programming, and academic success.
- Oversight of orientation and work along with enrollment management, orientation experience, and advising.
- Support University Athletics through programming and funding.
- Oversight of the original \$46 million New Student Union construction and management.
- Served in acting role as ‘chief deputy’ on behalf of the Vice Chancellor when applicable.

Select Accomplishments

- Served on the 2019-2024 University Strategic Planning Committee and co-led discussions.
- Orchestrated and led new training for faculty and staff for Inclusion and Equity through Faculty Affairs.
- Created a Latino/Latinx recruitment Open House for Enrollment Management.
- Created and supported a statewide Diversity, Equity, and Inclusion Symposium. (first ever)
- Increased and added staffing to the Office of Career and Professional Development from three people to six.
- Increased Career Services technology use and student internships from average 300 to over 1,000
- Increased the office budgets totaling \$50,000 of Career Services, Spiritual Development and Dialogue, and Diversity & Inclusion.
- Chaired the Student Affairs professional development and retreat committees.
- Chaired the student affairs funding allocation committee for all of campus with \$1 million in distribution.
- Attended Rotary meetings on behalf of the University and Division.

UNIVERSITY OF LOUISVILLE (UofL)

Founded in 1798 it is a large state metropolitan/urban doctoral research university in Louisville, KY known for its Pan-African Studies, Social Work, Law, Medical, and Dental schools, and a student population of 22,000 students. The University is also home to a Division 1 Athletic program.

Director, The Cultural Center

July 2013- January 2017

Directly reported to the Vice Provost for Diversity and International Affairs and served as a member of the leadership team in the Division of Diversity and International Affairs and in collaboration with and sit on the leadership team for Student Affairs. Leading a department of 8 full-time professional staff and \$600,000 budget focused on African- American and Latinx students regarding recruitment, retention, and completion (2,700). Major focus on Woodford R. Porter Scholarship (400 students) and Hispanic/Latino Initiatives and African-American Males Initiatives for students of color and their learning and development around programming, academic coaching, and campus wide diversity trainings and workshops for all students. This included working with academic colleges and professional schools.

- Served on campus climate committee and created campus climate agendas around inclusive excellence, while implementing campus cultural diversity training competence with students, faculty, and staff.
- Oversaw and assisted enrollment management with recruitment, retention, and graduation for students of color.
- Assisted with Undergraduate Scholarships review and selection.
- Developed, coordinated, and implemented assessment strategies and reports for ongoing services and programs for the Cultural Center. Used past programming metrics, focus groups, and IR data.
- Oversaw and maintained responsibility for 5,000 square feet stand-alone facility building including maintenance and technology upgrades.
- Served as campus Bias Incident Response Team member (BIRT) and crisis management.
- Managed the African-American Male Initiative program and increased participation and graduation rate.
- Collaborated and presented diversity training with University Athletics and student-athletes.
- Project management of the University of Louisville National Black Family Conference planning, fundraising, goals, and metrics, which increased participation by 10% and outside new funding by 15% equaling \$15,000.
- Worked with the Vice Provost for Inclusion with the Kentucky Council on Postsecondary Education (CPE).
- Worked with University Advising on training, class presentations, and cultural competency.
- Worked with the UofL Health Science campus on inclusion, equity, and best practices along with two annual diversity trainings, programs, and student transition (medical & dental schools).
- Oversaw grant funding for Hispanic/Latino Initiatives (\$28,000 grant) and Latino Multicultural Fair.
- Grew the cultural competency workshops, diversity dialogues and the career development network series, these programs increased student involvement and participation by 20%.

Select Accomplishments

- Introduced and grew a new academic success coaching/academic advising retention program for African-American and Latino students, which saw a 3% retention increase.
- Increased African-American/Black male six-year graduation rate from 9.9% to 24.9%.
- Co-solicited, supported, and received first ever donor endowed Latino scholarship (\$10,000) for the university and created Latino Success Funds annual giving program.
- Built out with UofL Athletics belonging and career training and monthly student athlete programming.
- Raised \$15,000 in funding initiatives for student programs within the Center.
- Participated with academic colleges (Business, Engineering, Law, and Graduate School) on their inclusion plans.
- Achieved and influenced an increase in Law School and Dental applications for ethnic minority groups by 36%.
- Served on SACSCOC Subcommittee.
- Rebranded the Cultural Center facility with modern technology, furniture, marketing, and use as a classroom space for academic use. Average spending \$40,000 per year over 3 years.
- Created Inaugural Diversity Leadership Institute Class. (student leadership development program).

THE NATIONAL URBAN LEAGUE (NUL)

Founded in 1910 as a non-profit, nonpartisan historic civil rights organization based in New York City that advocates on behalf of economic and social justice for African-Americans and other marginalized groups against racial discrimination and is the oldest and largest community-based organization of its kind in the nation with 97 affiliates across the country.

Vice President/Director of Programs & Services

January 2012- June 2013

Urban League of Middle Tennessee (ULMT), Nashville, TN (One of 97 Local Affiliates of the National Urban League). The mission of the National Urban League movement is to enable African-Americans, other minority groups, and underserved to secure economic self-reliance, parity, power, and civil rights. Supervised three full time staff over workforce development, community outreach/partnerships, and youth education programs. Grant writing and fundraising development, responsible to help increase funding by \$200,000 for fiscal year 2012-2013 and responsible for \$500,000 organizational budget. Reporting directly to the President/CEO.

- Oversaw and worked with a Board of Directors (20) on oversight of the Urban League affiliate.
- Project managed, planned, and developed annual Equal Opportunity Luncheon program with \$250,000 raised.
- Oversaw the career workforce development area with recruitment, selection, interviewing, and training.
- Planned and promoted job creation and opportunities as an employment specialist/career coach with local and national human resource/talent acquisitions officers to find clients employment. (70% placement rate)
- Developed partnerships, collaboration, and community mobilization with other community-based organizations and volunteers. Attended meetings and built programming with TSU, Argosy University, and Lipscomb University
- Developed monthly and quarterly assessments for reporting.
- Member of the Nashville Workforce Development Group (Nashville, TN)
- Planned, created, budgeted, advertised, and evaluated a yearly College Prep Program named Project READY youth program 9-12th grade that focused on preparing them for college applications and academic rigor.

Select Accomplishments

- Increased, developed, and managed two annual career fairs with increased participation from 20 to 45 companies and 150 to 800 applicants per event within one year.
- Increased workforce development hiring from 150 people to 289 people, 52% increase within one year. Average wage \$16 an hour.
- Awarded Dollar General GED Grant for \$12,500.
- Achieved the Project READY college prep program 95% placement rate of students attending or enrolled in college.
- Introduced a new academic success coaching and readiness program for Project READY, with Colleges & Faculty.
- Landed yearly full \$20k scholarship MOU agreement between the Urban League and a local University for a student from Project READY to attend the institution on annual basis.

UNIVERSITY OF TENNESSEE (UTK)

Founded in 1794 it is the state R1 flagship & public land grant doctoral research University in Knoxville, TN with a student population of 36,000. It is the main campus for the University of Tennessee System and home to a Division 1 Athletic program.

Director of Development, (Promotion from Assistant Director)

May 2008- January 2012

College of Architecture & Design & College of Engineering, University of Tennessee, Knoxville, TN

*Part of the University of Tennessee \$1 Billion Dollar Campaign that was accomplished in November 2011. Led a team staff (two full time) for the College and would oversee foundation and grants proposals responsible for raising \$6 million in capital campaign for College of Architecture & Design. Raised **\$3,000,000** dollars individually within the Colleges and overall University.*

- Oversaw the Board of Directors (35) and subcommittee of five for fundraising initiatives.
- Identified, cultivated, and solicited major gift donors of \$25,000 or more.

- Implemented a fundraising strategy for fundraising targeted towards individuals, corporations, and foundations.
- Managed a portfolio of 160 major gifts prospects and 40 proposals and stewardship of 100 major gift donors.
- Planned, developed, promoted, and managed special alumni events for the College.
- Recorded and reported on prospect cultivation, solicitation, and stewardship activity.
- Collaborated with the Dean and faculty to strategize gift and donor potential for the COE and COAD funding priorities.
- Promoted the Leadership Annual Giving Program and the College Fund, personally raised \$85,000.
- Remained current and fully informed on laws, techniques, and advancements in fundraising profession.

Select Accomplishments

- Raised two six-figure gifts from Alumni to endow within the College of Engineering.
- Raised one six-figure gift from Alumni to endow within Architecture & Design.
- Increased annual giving by 20%.
- Diversified the board of directors adding two women and two African-American males each to COE & COAD.
- Masterminded a reunion for the first classes of the College of Architecture & Design, which raised \$25,000.

Assistant Director of Multicultural Student Life & Black Cultural Center

April 2005- April 2008

Office of Multicultural Student Life, University of Tennessee, Knoxville, TN. Responsible for the Academic Success Unit (ASU) designed to support student success, academic development, mentoring and early warning system campus wide, that includes the Tutorial Center, Book Loan Program, Early Alert Program, Mentoring Program, Success Skills Workshops, Writing lab, and Study labs for all of campus serving on average 1,200 students a semester. Supervised, trained, and evaluated the Tutor Coordinator, one Graduate Assistant, 35 Tutors for Academic Success, and five student assistants. Responsible for \$125,000 budget and assessment of Academic Success Unit.

- Implemented Diversity and Inclusion campus workshops and training.
- Conducted monthly training and reports for the Academic Success Unit.
- Developed and founded “success skills” workshops to assist student success academically and professionally.
- Boosted and revamped outreach efforts with summer bridge programs and enrollment management.
- Served on University Undergraduate Academic Advising Committee.
- Served on the Student Success Center Committee.
- Coordinated and recruited for Enrollment Management underrepresented students of color within the State of Tennessee.
- Served as the Athletics Liaison for Student Life and a mentor for the student athletes of color.
- Served as Director of Minority Achievement Program for incoming first year students. (Mentoring Program)
- Developed, coordinated, and implemented assessment strategies and reports for ongoing services and programs for the Office of Multicultural Student Life/Black Cultural Center.
- Coordinated Office of Multicultural Student Life/Black Cultural Center participation in University Orientation.
- Founder and developer of the University of Tennessee Black Issues Conference and Mahogany Soul Café.
- Coordinated and provided leadership for the development of students of color in collaboration with the Office of Student Leadership and Development and served on the Office of Student Leadership and Development annual conference program.
- Certified by “The Grant Institute” to research, plan, write, and propose grants.

Select Accomplishments

- Founded and revolutionized the University of Tennessee Black Issues Conference. (going on 20yrs)
- Founded and coordinated with Career Services the Diversity Career Fair.
- Connected students and faculty to corporate and non-profit opportunities.
- Raised and landed first ever six-figure gift from an African-American alum.
- Raised \$40,000 in corporate sponsorship for new programming ideas and new initiatives.
- Landed \$10,000 Homecoming sponsorship by PriceWaterhouseCooper (PWC).

- Tracked the progress of Early Alert participants and saw a 22% increase in faculty and student response.
- Increased student usage of the Academic Success Unit by 40% through new outreach efforts.
- Accredited the Academic Success Unit (ASU) with CRLA Certification (Program & Tutors).
- Increased hiring of tutors and pay scale (20 tutors to 35 tutors & \$9hr hour to \$11hr).
- Created, developed, and funded the full-time professional Tutor Coordinator role in fall 2006.
- Designed, taught, and piloted the only first-year course males of color FYS Class (90% graduation rate).

BOWLING GREEN STATE UNIVERSITY (BGSU)

Founded in 1910 is a R2 public four-year state University in Bowling Green, Ohio with a student population of 21,000 students. Known for its College of Education, School of Communications and College Student Personnel (CSP) program. Home to a Division 1 Athletic program.

Residence Hall Director & Academic Resource Coordinator

July 2002- April 2005

Responsible for the overall management and operation of a 1,200-bed student Residence Hall and supervised, trained, and evaluated two full-time Residence Hall Administrative-Assistants, Graduate Student Hall Director and evaluated one Senior Resident Advisor and seventeen Resident Advisor staff, and ten desk staff. Administered residence hall budget of \$35,000. Oversaw and implemented the residential tutorial program as the academic resource coordinator and liaison between residence life and Office of Academic Achievement. Supervised tutors, schedules, and assessment of the residential tutoring program.

- Developed, coordinated, and implemented community development activities within the residence hall.
- Responded to emergency and crisis situations and participated in rotating duty schedule.
- Served as a discipline-hearing officer for the residence hall and worked with campus safety on handling issues.
- Served as a committee member for departmental committees. (Social Justice Task Force & Resident Conduct Panel)
- Planned and implemented new facility goals and outcomes for a comprehensive plan and maintenance of residence hall.
- Worked alongside facility maintenance staff to address issues, emergency plans, and building upgrades.
- Advised residential hall council government on programming and budgeting.
- Office of Academic Achievement Resource Coordinator for residence life tutorial program.

Select Accomplishments

- Led new initiatives in collaboration with the Office of Academic Achievement for tutorial centers in residence halls and academic support program across three residential sites which included hiring, training, and curriculum.
- Coordinated residential tutoring service centers within residence halls for all of campus for writing and math tutoring.
- Led the remodeling and updating of a campus section of residence halls that improved usage and functionality.

BALDWIN-WALLACE UNIVERSITY (BW)

Founded in 1845 as a private four-year independent residential liberal arts and sciences University in Berea, Ohio with a student population of 4,500 students and home to a Division III Athletic program.

Residence Hall Director & Coordinator for Center for Alcohol Related Education (CARE)

July 2001- June 2002

Responsible for the overall management and operation of a 300-bed student Residence Hall and supervised and evaluated eleven Resident Advisor staff with a budget of \$4,500. Coordinated \$20,000 C.A.R.E. grant programming, education, and outreach on responsible drinking and understanding the effects of alcohol on decision making.

THE BATES GROUP LLC

2009-Present

The Bates Group LLC is a premier boutique consulting and education agency, specializing in higher education, corporate industry, and nonprofits, the areas of focus include: **Change Management, Career Development and Coaching, Coalition Building Strategy, Student Success Training/Workshops, Speakers Bureau, Fundraising Consulting for Identity-Based & Diversity fundraising needs.**

We have worked with companies and organizations on workshops and training. Those organizations include the City of Brookhaven, GA, Leadership Knoxville, CatalystEd, HGTV/Scripps Network, KeyBank, Target, The Link Group, Enterprise Rentals, North Carolina Department of Administration, Miami University, Hampden-Sydney College, University of New Hampshire, Florida State University, North Carolina A&T State University, Austin Peay State University and Prince Georges Community College to name a few.

- Lead Consultant/Reviewer - CAS Standards, Externals Program Reviews, and Strategic Planning Facilitation
- Influencer/Source Firm for Talent Recruitment
- Co-Lead the MCT Foundation Capital Campaign
- Change Management Facilitation
- Career and Leadership Development Facilitation
- Fundraising for Diversity
- Framing an Inclusive Workplace Model
- Recruiting for Leadership (Corporate)
- Baby Mall – interactive game
- Dialogue across Difference
- Being Culturally Fluent & Cultural Capital
- Dismantling “FIT”
- Strategy/Strategic Planning

EXTERNAL FUNDING (INDIVIDUALLY RAISED \$64,800)

- Bates, Tierney. (2014). University of Louisville, 41st Annual National Black Family Conference 2014. Funded for \$10,000. First time conference was sponsored and was able to raise money by four sponsors. (2016) Raised \$15,000k.
- Bates, Tierney. (2007). University of Tennessee, 3rd Annual Black Issues Conference 2008. Funded for \$20,000. Raised an additional \$11,000 from Corporate Initiatives, Sponsors, and Partners.
- Bates, Tierney. (2006). University of Tennessee, 2nd Annual Black Issues Conference 2007. Funded for \$14,800. Raised an additional \$10,000 from Corporate Initiatives, Sponsors, and Partners.
- Bates, Tierney. (2005). University of Tennessee, 1st Black Issues Conference 2006. Funded for \$2,000 Parents Association. Raised an additional \$3,000 from Target Stores, Enterprise Car Rentals, and University of Tennessee Departments.

GRANT FUNDING

- Bates, Tierney (2024). Mary Black Foundation Behavioral Grant \$33k Awarded.
- Bates, Tierney & Powell, Candace (2022). Strada Foundation Beyond Completion Grant \$250k Awarded.
- Bates, Tierney (2019). Virginia Commonwealth Collegiate Recovery Program, (CRP). Funded two years \$50,000.
- Bates, Tierney & Lopez, Laine. (2014). Kentucky Latino Education Alliance Grant, (KLEA). Funded \$28,000.

- Bates, Tierney. (2013). Urban League of Middle Tennessee, Summer Enrichment Camp and GED program, funded. Summer Enrichment \$5,000 and Dollar General GED Program \$12,500.

TEACHING EXPERIENCE

Adjunct Assistant Professor: University of South Carolina Upstate – University College

- *Three credit hour course – Honors U101- Life Design*
- *Three credit hour course – UNIV 201 – Introduction to Leadership*

Adjunct Assistant Professor: University of North Carolina at Chapel Hill - College of Education

- *Three credit hour course - EDUC 311 Life Design*
- *Three credit hour course - Foundations for Professional Success: Career Development for Underrepresented Students*

Assistant Professor: Virginia Union University – School of Business and School of Education

Adjunct Faculty: North Carolina Central University

- *Lectured two credit hour first-year course (FYS) - UNIV 1100 Course*
Fall 2017, Fall 2018

Adjunct Faculty: University of Phoenix, Nashville, TN 2012-2014

- *Taught two courses each three credit hour courses –*
Humanities 186: Media Influences on American Culture
Communications 310: Public Speaking and Writing

Adjunct Faculty: University of Tennessee

- *Two credit hour “First Year Studies 101”, University of Tennessee, Student Success Center*
Fall 2006, Fall 2007, Fall 2008
This class was designed specifically first-year males of color or low economic background.

Adjunct Faculty: Bowling Green State University

- *Two credit hour course “University Success 100”, Bowling Green State University, Office of Academic Achievement.*
- *Two credit hour course “Residential Life Paraprofessionals,” Bowling Green State University, Office of Residence Life,*
Fall 2004

PUBLICATIONS

Bates, T. (2023). Infobase [Microcredentials In Higher Education Are Key To Student Success - Infobase](#)

Bates, T. (2022). Defining Equity and Inclusion in the Future of Career Education [Chapter 4]. *Mapping the Future of Undergraduate Career Education*. Routledge

Bates, T. (2020). Inclusive Leadership: 10 Steps to Creating an Inclusive Workplace. *The Journal of the National Association of Colleges and Employers*, November (4), pg. 23-26.

Bates, T. (2020, July 27). Dismantling “Fit” in Higher Education and Corporate Culture [NACE Blog]. Retrieved August 05, 2020, from <https://community.nacweb.org/blogs/tierney-bates1/2020/07/27/dismantling-fit-in-higher-education-and-corporate>

Bates, T., & Roberts, A. (2019). Identity-Based Fundraising and Special Fundraising Topics. In *Student Affairs Fundraising: Raising Funds to Raise the Bar* (pg. 65-72). Washington, DC: NASPA-Student Affairs Administrators in Higher Education.

Bates, T., & Gittings, G. (2017). Fundraising for Identity Based Initiatives in Higher Education. In the National Association of Student Personnel Administrators Annual Knowledge Community Conference Publication (pg. 53-58). Washington, DC: NASPA.

SELECTED PRESENTATIONS

Bates, T., Coleman Angela., Mena, Sal., Mena, T., Payne-Kirchmeier, J., *From Student Affairs to Senior Leadership: Leveraging Development Pathways for Executive Roles in Higher Education*. Presented at the National Association of Student Affairs Administrators in Higher Education (NASPA) Conference 2026.

Bates, T., & Kehrwald, N., *What They Don't Teach You In Graduate School: Supervision of Professional Staff*. Presented at NASPA AVP Symposium 2024 & National Association of Student Affairs Administrators in Higher Education (NASPA) Conference 2024, Carolina Connected Conference 2024, SACSA Conference 2024.

Anderson, A., Bates, T., Edwards, A., Shook, M., *Freedom of Expression, Viewpoint Diversity, and Microaggressions: Can Student Affairs Administrators Find a Balance*. Presented at National Association of Student Affairs Administrators in Higher Education (NASPA) Conference 2023.

Bates, T., Donaldson, D., Hall, Mark., Kneubuehl, E., *Reinvesting in our Greatest Resource: Retention and Recruitment of Staff*. Presented at National Association of Student Affairs Administrators in Higher Education (NASPA) Conference 2023.

Bates, T., Brown-McClure, F., Cockrell, F., Grinage, L., Hylton, L. *The Black Millennial VPSA at a PWI: Young, Gifted, and Black*. Presented at National Association of Student Affairs Administrators in Higher Education (NASPA) Conference 2021.

Bates, T., & Lewis, R. *Operationalizing Equity: Developing a Diversity Scorecard for Employers*. Presented for the Southern Association of Colleges and Employers Conference December 2020.

Bates, T., Jarmon, K., McClellan, K. *Being Black in Academic & Corporate Culture*. Presented for the National Association of Colleges and Employers (NACE) Professionals June 2020

Bates, T. *Navigating the Great Pause: Keeping Equity & Inclusion in Mind*. Presented for the LEAD Firm for Student Affairs Professionals April 2020 & for Humboldt State University May 2020

Bates, T. *Career Planning and Professional Networking in a World of Social Distance*: Presented for the LEAD Firm by Webinar/Zoom April 2020 & for Academic Impressions June 2020

Bates, T. Jarmon, K., Pewitt, Shawn., Stoll, Jon., Velez, L., *Office and Work Culture – Is it TRULY Inclusive & Equitable*: Presented via Webinar/Zoom for NACE, Career Services, and National Employers. April 2020

Bates, T. *Is it Diversity or Inclusion*: Presented at Mississippi State University Student Leadership Conference. Starkville, MS in April 2019

Bates, T., & Davis, A. *HBCU's, PWI's, HSI's: Why Race Matters in College Admissions, Student Engagement, and Alumni Pride*. Presented at the National Association of Student Personnel Administrators Conference in Los Angeles, CA in March 2019

Bates, T., Conner, S., Mack, R., Mitchell, M. *#Inmyfeelings: Culturally Adjusting to My First HBCU Experience as a Professional*. Presented at the National Association of Student Personnel Administrators Conference in Los Angeles, CA in March 2019

Bates, T. *Historically Black Colleges and Universities (HBCUs) and their Relevance*. Presented at the Southern Association of College Student Affairs Conference November 2018

Bates, T., Busby, J., Cockrell, P., Fortune, A., Hylton, L. *Black Males Leading from the AVP/AVC number “two” role in student affairs*. Presented at the National Association of Student Personnel Administrators Conference in Philadelphia, PA in March 2018 and American College Personal Association in Houston, TX March 2018.

Bates, T., & Coleman, A. *Bennett College and its future*. Presented at University of Pennsylvania Center for Minority Serving Institutions Aspiring Leaders Fellow Program in Philadelphia, PA in November 2017.

Bates, T., & Mardis, M. *Cultural Competency: The Cross Section of Free, Oppressive, and Inclusive Speech*. Presented at the College Personnel Association of Kentucky in Danville, KY in January 2016. Dialogue on Diversity Conference, Louisville, KY in April 2016.

PRESENTATIONS

Presenter: “Fundraising for Diversity”

- Academic Impressions Webinar 2019, NASPA Webinar 2016, SAFER Conference 2016, NASPA Conference 2015, NCORE Conference 2015, ABCC Conference 2014, These presentations helped attendees create strategies, research, and methods particular to their institution to increase their bottom line in fundraising and external support around identity-based fundraising.

Presenter: “Baby Mall” & “Cultural Capital”

- Diversity/Cultural Competence Presentation
Baby Mall is a fun interactive diversity program designed to address issues of race, culture, sexual orientation, values, morals, and prejudices.

Presenter: “The University of Louisville African-American Male Initiative.” The Black Male Summit Conference

- The University of Akron, Akron, Ohio April 2014
This presentation shows the goal at the University of Louisville to graduate above 60% of the African-America male population with persistence through academic achievement, mentoring, peer connection, and student involvement.

Presenter: “Are Black Fraternities Still Relevant?” The Black Male Summit Conference

- The University of Akron, Akron, Ohio April 2014
This presentation discusses the state of Black male fraternity/Greek life in modern times.

ACCREDITATION & STRATEGIC PLANNING

West Texas A&M University SACSCOC – Reaffirmation Onsite Committee 2026

Widener University Division of Student Engagement & Transitions – Strategic Planning Consultant 2025

University of South Carolina Columbia - Career Center External Program Review 2024

Southern New Hampshire University Masters of Higher Education (M.S. HEA) Program Curriculum Review 2024

USC Upstate Strategic Planning Commission 2023-2025 – “Greater Heights 2030”

Austin Peay State University Division of Student Affairs External Program Review Lead 2023

North Carolina A&T State University CAS Standards Review Lead 2019

North Carolina Central University Strategic Planning Committee 2018 – NCCU 2019-2024

University of Louisville Southern Association of Colleges and Schools Accreditation (SACSCOC), Student Services Subcommittee 2016

University of Tennessee Strategic Planning Commission (University Wide) 2007

FACILITIES & CONSTRUCTION EXPERIENCE

USC Upstate: \$23 million 22,000 square feet New Student Success Center Library Annex (Advising, Career Management, International, Classrooms, tutor, writing, and math labs etc.) A&E/CMR/Design/all Phases.

USC Upstate: \$3.7million 5,000 square feet New Health Services renovation and addition. A&E/CMR/Design/all Phases.

USC Upstate: \$1 million Campus Life Center renovation (Student Center). A&E/CMR/Design/all Phases.

USC Upstate: \$500k New Villas Apartments Residence Life renovation

USC Upstate: \$350k Counseling Services renovation and Zen Den addition

NCCU: \$46 million 110,000 square feet New Student Union A&E/CMR/Design/all Phases.

University of Louisville: Cultural Center renovation and upgrades (\$120k)

Bowling Green State University: Harshman/Bromfield Residence Hall renovations, upgrades, and furniture (\$70k)

ACADEMIC SERVICE & COMMITTEES

University of South Carolina Upstate

USC Upstate Artificial Intelligence Strategic Council

USC Upstate Strategic Planning Commission "Greater Heights 2030"

USC Upstate Co-Lead American Association of State Colleges & Universities (AACSU) Student Success Equity Initiative

USC Upstate: Upstate Talent Forum Advisory Committee

USC Upstate Administrative Review Committee

USC Upstate Internal Project Lead for National Institute for Student Success (Georgia State University)

USC Upstate Project Lead for USC Upstate Student Success Summit

USC Upstate Intercollegiate Athletic Committee

USC Upstate Assistant Vice Chancellor for Enrollment Management Search Committee

USC Upstate Facilities/Space Utilization Committee

University of North Carolina Chapel Hill

UNC Led – PeopleGrove Implementation Team (campus wide)

UNC Co-Led - Student Affairs Strategic Planning: Developing Synergy Across Student Affairs

UNC University Wide Diversity, Equity, and Inclusion Council (DEI)

UNC Associate Dean for Professional Development and Funding Graduate School Search

UNC Associate Dean for Academic Advising College of Arts & Sciences Search

Virginia Union University

Virginia Union University, University Leadership Council

Virginia Union University, Diversity & Inclusion Committee

North Carolina Central University

North Carolina Central University Strategic Planning Committee 2019-2024

North Carolina Central University Leadership Council

North Carolina Central University Provost Student Success Committee

North Carolina Central University Student Affairs Professional Development Chair

North Carolina Central University Student Affairs Fee Allocation Committee/Chair

University of Louisville

University of Louisville Commission on Diversity & Racial Equality (CODRE)

University of Louisville Vice Provost for Strategic Enrollment Management and Student Success, Search Committee

University of Louisville Southern Association of Colleges and Schools Accreditation (SACSCOC)

University of Louisville Persist to Graduation Committee

University of Louisville Campus Climate Committee

University of Louisville Undergraduate Scholarships Review & Selection
University of Louisville Police Advisory Committee
University of Louisville Campus Mentoring Programs Committee
University of Louisville Director of Counseling Center Search
Kentucky Latino Education Alliance (Statewide)
University of Louisville Academic and Cultural Engagement of Students through Social Justice Conference (ACES)

Urban League of Middle Tennessee

Nashville Workforce Development Group
Interdenominational Faith Fellowship Committee
Education and Workforce Community Group

University of Tennessee

University of Tennessee Black Faculty and Staff Association **Co-Chair**
University of Tennessee Strategic Planning Commission (University Wide)
University of Tennessee Undergraduate Academic Advising Committee (University Wide)
University of Tennessee Black Issues Conference Planning Committee Chair & Founder

Bowling Green State University

Academic Achievement Committee
Chair – Residential Conduct Panel

KEYNOTE ADDRESS & TRAININGS

Keynote Presenter: *Fayetteville State University Division of Student Affairs Professional Development February 2026*

Keynote Presenter: *Florida State University Division of Student Affairs Professional Development February 2026*

Keynote Speaker: *NASPA AVP Symposium Conference Denver, Colorado January 2026*

Keynote Speaker: *South Carolina NASPA State Drive In Conference May 2025*

Keynote Speaker: *Carolina Connected Drive In Conference May 2025*

Keynote Speaker: *Circle of Change - First Generation Student Career Leadership Conference April 2025*

Keynote Speaker: *National Association of Student Affairs Professionals (NASAP) Conference February 2025*

Keynote Speaker: *Florida NASPA State Drive In Conference October 2024*

Keynote Panelist: *University of Tennessee Student Success Conference October 2024*

Keynote Speaker: *Eastern Washington University - First Generation Career Leadership October 2024*

Presenter: *North Carolina A& T State University Exceptional Males in Business (EMB) September 2024*

Keynote Panel: *Higher Education Partners Network Conference Miami, FL September 2024*

Keynote Speaker: *Circle of Change - First Generation Student Career Leadership Conference April 2024*

Keynote Speaker: *Massasoit Community College - February 2024*

Keynote Panel: *Greenville Chamber of Commerce Diversity & Economic Inclusion Summit – October 2023*

Keynote Speaker: *University of New Hampshire Faculty Training – September 2023*

Keynote Speaker: *Clark Atlanta University Student Leadership Conference – August 2023*

Keynote Speaker: *Iona University Student Leadership Conference – March 2023*

Keynote Speaker: *Applying Micro-Credentials to a Life Design of Student Success in Changing World – Infobase Feb. 2023*

Keynote Speaker: *Knox College Day of Dialogue Keynote & Workshop – February 2023*

Keynote Speaker: *Penn State University three-part DEI virtual training – September/October 2022*

Keynote Speaker: *Purdue University Student Leadership Conference – January 2022*

Keynote Speaker: *Columbia College (Columbia, SC) Martin Luther King Jr. Day Keynote – January 2022*

Keynote Speaker: *AEEE Conference (Trio Programs) – Transforming Risk into Opportunity – August 2021*

Keynote Speaker: *Career Development in Social Work Conference – The Future of Work – June 2021*

Keynote Speaker: *Midwest Association of Colleges and Employers – Equity & Diversity in Career Services – April 2021*

Keynote Speaker: *Penn State University Student Athlete Conference – From Athlete to Career – April 2021*

Keynote Speaker: *Wake Tech Community College - Pathways Success Scholars Program Conference – March 2021*

Keynote Speaker: *KeyBank Corp. Ohio – ERGs and the Need to Succeed – February 2021*

Keynote Speaker: *Minnesota Metro State University* - Unpacking Systemic Racism in Corporate Culture — February 2021

Keynote Speaker: *Indiana University* - Recalculating: Navigate the Changing World of Career and Work – February 2021

Keynote Speaker: *Temple University* – Inclusive Leadership Conference “More than a Hashtag” – February 2021

Keynote Panel: *Circle of Change Leadership* – Preparing First Generation Students for Career Success – February 2021

Keynote Trainer/Speaker: *University of New Hampshire* – Leading Faculty from a Conscious of Inclusion – January 2021

Keynote Speaker: *South Carolina College Personnel Association* – Lifting as We Rise, the New Normal – January 2021

Keynote Speaker: *Career Development Association* - Dismantling “FIT” in Corporate & Higher Ed Culture – November 2020

Keynote Speaker: *KeyBank Corp. Ohio: Office and Work Culture* - Is it Truly Inclusive and Equitable – October 2020

Keynote Speaker: *Hampden-Sydney College* – October 2020

Keynote Speaker: *Northern Arizona University:* Belonging in Greek Life – October 2020

Keynote Panel: *First Generation and Admissions Process* – CACRAO September 2020

Keynote Speaker: *Using Equity Design Think for Student Leaders* – Purdue University August 2020

Keynote Trainer: *Equity Design Think* – University of Connecticut Center for Career Development August 2020

Keynote Panel: *Belonging for All Students in Times of Civil and Social Unrest* – Doorway to College Foundation Aug. 2020

Keynote Speaker: *UNC Eship Center* – Office and Work Culture: Is it Truly Inclusive & Equitable July 2020

Keynote Panel: *The Black Experience in Higher Education* – Ivy Tech Community College July 2020

Keynote Panel: *Circle of Change Leadership* – For First Generation and Trio Programs Professionals July 2020

Keynote National Presentation: *NACE – Being Black in Academic and Corporate Culture* June 2020

Keynote: *Academic Impressions, Inc. - Career Planning & Professional Networking in a World of Social Distance* June 2020

Keynote Staff Training: *Humboldt State University* - Navigating the Great Pause: Keeping Equity & Inclusion in Mind 2020

Keynote Speaker: *Shenandoah University* Black History Month February 2020

Keynote Speaker: *Academic Impressions, Inc.* – Fundraising for Diversity September 2019

Keynote Training: *Office of Residence Life & Housing Diversity Training* - University of Tennessee August 2019

Keynote Speaker: *Student Leadership Conference* – Washington & Jefferson College April 2019

Keynote Speaker: *Collegiate Leadership Conference* – Mississippi State University March 2019

Keynote Speaker: *Diverse Relationships* – Xavier University of Louisiana February 2019

Keynote Speaker: *Valuing Diversity in the Workplace* – NC Department of Administration January 2019

Keynote Speaker: *Black Male Initiatives* – Alcorn State University November 2018

Keynote Speaker: *Lion Leadership Conference* - Florida Memorial University August 2018

Keynote Speaker: *Black Issues Conference* - Ball State University November 2009

PROFESSIONAL DEVELOPMENT

NASPA – Student Affairs Administrators in Higher Education

- NASPA Region III Director 2024-2026 (on national board)
- NASPA New VPSA Institute 2019 & 2022
- NASPA Region III HBCU Liaison 2018-2020
- NASPA Student Affairs Fundraising and External Relations Knowledge Community Vice Chair 2017-2018
- NASPA Region III Knowledge Community Co-Chair Student Affairs Fundraising & External Relations 2016-2017
- NASPA Region III Mid-Managers Institute Participant 2016
- NASPA Aspiring Chief Student Affairs Officer Institute 2015
- NASPA Student Affairs Administrators in Higher Education Member

ACPA – American College Personnel Association

- College Personnel Association of Kentucky (ACPA) Northern Regional Representative 2016-2017
- American College Personnel Association (ACPA) Aspiring Chief Student Affairs Officer Institute 2015
- American College Personnel Association (ACPA) Member

OTHERS

- Mental Health First Aid Certified – Prisma Health
- Lean Six Sigma White Belt Certification Powered by Valenta
- Diversity, Equity, & Inclusion in the Workplace Certification - University of South Florida Muma College of Business

- National Association of Colleges and Employers (NACE) Member
- Southern Association for College Student Affairs (SACSA) Member
- College Reading and Learning Association (CRLA)
- Title IX Certified by Association of Title IX Administrators (ATIXA) 2015

BOARD SERVICE

- The University of Akron National Alumni Board (Appointed Member) 2018-present (Chair 2023-2025)
- Melvin C. Terrell Foundation (MCT) Board Member
- McKinney Company of Durham Diversity & Inclusion Board of Advisors
- Public Building Authority Board Knoxville (Mayor Appointed)
- United Way of Greater Knoxville, Board of Advisors Member
- Knoxville Museum of Art, Board of Trustees Member
- Volunteer Ministries, Board of Advisors, Member
- Tennessee Theatre, Board of Trustees, Member
- Knoxville Area Urban League Board of Advisors, Member
- SunTrust Bank Community Diversity Council

HONORS & AWARDS

- National Association of Student Personnel Administrators (NASPA) 2026 Pillar of the Profession – highest honor
- CIO Views Magazine Top 10 Most Influential Education Leaders to Follow 2025 (Fall 2025)
cioviews.com/digital/2025/october/the-10-most-influential-education-leaders-to-follow-2025-oct-06/
- NASPA South Carolina 2025 Palmetto Award for Outstanding College or University Senior Leader
- American College Personnel Association (ACPA) 2023 Diamond Award Honoree – highest honor
- 2021 Academia Leaders of Impact Honoree – Interns 2 Pro
- 1st recipient of the Mackes Leadership Award 2021 - National Association of Colleges and Employers (NACE)
- [What I Have Learned: Insights From Leaders in the Profession \(Part 2\)](#)
- National Association of Colleges and Employers (NACE) Diversity, Equity, and Inclusion Award – College 2021
- Featured for Black History Month February 2021 by NASPA African-American KC for research and presentations.
- Featured by Southern Association for College Student Affairs – My SACSA Story September 2020
- NASPA Region III Outstanding HBCU/Minority Serving Institutions Professional Award 2020
- University of Louisville Faculty Favorite (recognized by Provost), 2014-2015, 2015-2016
- Who's Who Louisville African-American Profiles, 2014 & 2016
- Urban Voice Magazine, selected as a Top Up and Coming Leader, 2010
- University of Tennessee 5th Annual African-American Image Awards, Faculty Honoree Award, 2010
- Knoxville Magazine Issue, The New Face of Philanthropy, November 2009
- Knoxville Business Journal Top 40 under 40 selection, 2008
- University of Tennessee Chancellor Honors Citation 2008 for Extraordinary Community Service
- Knoxville Area Urban League Young Professionals Founder/Charter Member, 2007
- Outstanding Service Award, University of Tennessee NAACP Chapter, 2007
- Unsung Heroes Award, Alpha Phi Alpha Fraternity, Inc., 2007
- Recognized as the Black Issues Conference Founder at the University of Tennessee, NAACP Award, 2007

COMMUNITY ASSOCIATIONS

- United Way of the Piedmont - African-American Leadership Society
- 100 Black Men of Triangle East Member
- Vice President of Operations Black MBA's, Louisville, KY Chapter
- NAACP Branch Louisville, KY, Member

- New Leaders Council Fellow, Nashville, TN Chapter Inaugural Class, 2013
- Knoxville Chamber of Commerce - Diversity Champions and MWBE Committee
- East Tennessee Children's Hospital, Leadership Class of 2010
- Leadership Knoxville Class of 2009
- Phi Beta Sigma Fraternity, Inc., National Leadership Academy Faculty Member. (Financial Active Member)