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October 3, 2011

Ayers & Associates Inc.
2001 Jefferson Davis Highway, Suite 503
Crystal Plaza One
Arlington, Virginia 22202

To Whom It Concern:

It is with great honor that I offer this letter of nomination as my highest recommendation possible for Phillip Birdine, Ed. D. for the office of President at Langston University. I have had the pleasure of forging a professional relationship with Dr. Birdine that has lasted for more than twenty years. I first worked extensively with Dr. Birdine while he served as Assistant Dean of Students at Texas Tech University. At that time, he recruited me to serve on the University Discipline Committee. We worked for more than four years together with the University Discipline Committee at Texas Tech. I later got the opportunity serve on Dr. Birdine's team at Langston University while he served as Associate Vice-President, Student Affairs and TRiO Coordinator. Dr. Birdine recruited me to serve as Curriculum Coordinator/Interim Director with the Upward Bound Program at Langston. Most recently I served Dr. Birdine as Dean of Arts and Sciences during his current presidency at Western Oklahoma State College for a short time.

I found Dr. Birdine to be cool under pressure, provided measured and calculated leadership, and was firm but fair in all decisions. I also observed Dr. Birdine gain valuable experience as a member of two Oklahoma State University campus leadership teams (OSU-Oklahoma City and OSU-Stillwater), along with his time on the Langston leadership team.

Dr. Birdine's tenure at Western Oklahoma State College has seen Western's student enrollment achieve all-time records at that institution coupled with an unexpected financial stability during the current economic downturn in our nation. His calm demeanor and firm leadership brought a sense of civility and peace at an institution that was riddled with distrust and division between the faculty and the administration prior to his appointment as President. Dr. Birdine's presidency is the sole reason for these developments.

Dr. Birdine has proven to be deeply committed to all university students throughout his career while also maintaining his devotion to Langston as an alum. The possible union between Dr. Birdine and Langston University is a marriage made in heaven. I implore you to grant Dr. Birdine this opportunity to serve Langston University, his alma mater, for this very important position.

Sincerely yours,

John Winters, Ph.D.
former Dean for Arts & Sciences at WOSC

October 6, 2011

Ayers & Associates, Inc.

2001 Jefferson Davis Highway, Suite 503

Crystal Plaza One

Arlington, VA 22202

Dear Ayers & Associates and Langston University Presidential Search Committee:

This letter announces my very strong interest in the position of President of Langston University. As you review my credentials you will observe that my present and previous positions in higher education administration have prepared me to effectively and successfully meet the duties and demands of the Langston University President's position.

As president of Western Oklahoma State College, I have first-hand knowledge of and experience in dealing with the complexities of a presidential position. To effectively manage a 21st century higher education institution a president must possess a myriad of outstanding skills and abilities including fiscal management, strategic planning, sound and decisive decision making, an understanding of technology and its impact on the wide range of institutional services designed to move the institution forward, a willingness to interact with elected officials (local, statewide and national) and a robust sense of humor.

This complex position requires keen intellect, reflective thinking and the ability to move confidently ahead once a decision has been made. A president must also be student centered and have an eye for campus aesthetics. Additionally, communicating with various stakeholders is essential in operating transparently which is a crucial component of building and maintaining public trust.

In this fiscally resource challenged era presidents must constantly devote their time and attention to "operating within the fiscal boundaries" established through the appropriations and allocation process. They must stress employee productivity while being cognizant of employee morale because at the end of the day, and in spite of challenges, the business of educating the citizenry must go on.

Above all, presidents must be able to provide consistent and stable leadership for their respective campus. The governing board and college employees need to have confidence that the president is leading the institution in the right direction. The appropriate leadership requires exhibiting professionalism, being highly ethical, a person of integrity, visionary, energetic and an active listener. The aforementioned attributes are highly desirable in any leader but more so in a college president.

These are attributes and skill sets I have developed in more than three decades of working in this noble profession. These attributes have been honed through my professional experience at colleges and universities across the three tiers of public higher education (two year colleges, regional universities and comprehensive universities). My thirty plus years in higher education

have positioned me to confidently seek the Langston University presidency. Eleven of my professional years were spent at institutions under the governance of the Regents for OSU and the A & M schools (three plus years at Langston; nearly five years at OSU-OKC; and three plus years at OSU-Stillwater). As a result of this experience, I have a very good working knowledge of the OSU and A & M system and its governance structure. As a Langston University graduate and former LU executive administration employee, I have an in depth awareness and understanding of the factors that impact the education and graduation of students who have been traditionally underserved and underrepresented.

I have benefitted tremendously from my tenure at Western Oklahoma State College which has experienced significant growth in headcount enrollment over the last four years. These enrollment increases have occurred and been sustained on my watch. This enrollment growth has occurred in face to face students and in on-line students. Our strategic objective has been to actively market and promote flexible enrollment periods in four week, eight week and 16 week formats. This strategy has worked for us as students often inform us that they appreciate the convenience and flexibility of our enrollment periods. Technology has been a valuable tool in fostering this enrollment growth.

Since assuming the presidency my executive team and I have worked diligently to ensure that Western meets its budget obligations in the most effective and efficient manner possible. Our campus is in a very sound financial position and early indications are that we will remain that way even though our FY12 state appropriations were cut almost six per cent. I would bring this same degree of commitment and resolve to the presidency of Langston University.

Finally, I believe that my years of executive administrative experience, my years of formal education, my fiscal management ability, my strategic planning experience, my extremely capable human relations and interpersonal skills, my level of understanding regarding the importance of college development and fund raising, my organizational skills, and my knowledge of Oklahoma's higher education system match very favorably to the requirements for president of Langston University. I firmly believe that I can provide the leadership and vision to successfully lead and manage this great university. It would give me tremendous pleasure to return to LU at this important juncture in the history of Oklahoma's only historically black university. I greatly appreciate your consideration of my candidacy for president. The requested resume is included with this letter. Thank you.

Professionally,

Phil Birdine, Ed.D.

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PHILLIP D. BIRDINE, Ed.D.
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EDUCATIONAL BACKGROUND

Educational Doctorate, Higher Education Administration
Texas Tech University

Master of Education, University of Central Oklahoma

Bachelor of Arts, Langston University

PROFESSIONAL EXPERIENCE

July 2010 – Present

President, Western Oklahoma State College, Altus, OK

The president is the chief administrative officer of Western and has responsibility for the organization and administration of the college as a whole. The president makes policy recommendations to the Board of Regents concerning all matters that affect the college, including the appointment of faculty and staff, contracts for services, management and acquisition policy, institutional budgeting, and action concerning the physical needs of the college. In collaboration with the college's Executive Council sets the strategic goals for the college. Direct reports to the president include vice presidents for academic & student services, business affairs, development and alumni affairs; and directors for athletics and public relations.

May 2009 – July 2010

Vice President for Academic and Student Support Services, Western Oklahoma State College, Altus, OK

This position reports directly to the president and has responsibility for administrative and budget oversight for all departments within these two important areas. Budget oversight encompasses more than three million dollars annually. Additional responsibilities included coordinating Higher Learning Commission (HLC) report compliance activities and assisting in the development of strategic objectives related to technology incorporation into the curriculum.

August 2008 – April 2009

Dean of Academic and Student Support Services, Western Oklahoma College, Altus, OK

Served as the chief student affairs officer at this two year state assisted college. Responsible for providing administrative and fiscal oversight for the following units: Admissions, Financial Aid, Assessment & Testing, WINDS (Student Support Services), POWER (TANF grant), Upward Bound, Registrar, Recruitment, Student Activities and Counseling Services. Fiscal oversight encompasses more than \$1.7 million dollars annually. Also, responsible for advising the president on matters related to students and for the timely completion of internal and external reports relating to students and to assist in developing our response to campus emergencies. This position is an integral member of the Western Oklahoma State College Dean's Council which reports directly to the president.

February 2006 – August 2008

Assistant Vice President for Institutional Diversity/Director of the Multicultural Student Center (MSC), Oklahoma State University

Serve on university, city or state committees, assist with crisis Management; serve as liaison to the VP for Student Affairs and maintain strong collaboration and communication; Plan, develop, execute and evaluate programs and services that support the educational, cultural, social and recreational needs of under-represented students; develop strong collaborative efforts between the MSC and other university departments; develop fundraising from external sources to fund scholarships and services to underrepresented students, i.e. donors, grants, etc; Render expertise to university community regarding services to underrepresented students; develop and provide services that are technology focused, including web development and online services; establish and administer effective budgetary and fiscal controls, operating policies, resource allocations, and human resource management to insure effective and efficient management of the MSC; provide leadership for students and staff in developing multicultural programming. This position reports directly to the Vice President for Institutional Diversity.

July 2005 – January 2006

Assistant Vice President for Student Affairs/Director of the Multicultural Student Center (MSC), Oklahoma State University

Provide administrative leadership for the OSU Multicultural Student Center. Supervise 4 Coordinators (administrative & professional staff) and one support staff. Developed strategic goals for the MSC. Evaluated and appraised staff performance. Designed and implemented the wide range of programs which educated, informed and increased the campus

community awareness of diversity related duties. Established communication with community, state and regional representatives for the purpose of enhancing the range of services available to students of color attending OSU. Developed partnerships with corporations in support of diversity related initiatives. Assisted the VP for Student Affairs with operational functions of the division. Assisted the VP for Student Affairs and the OSU Executive administrative team in addressing diversity related issues. This position reported directly to the Vice President for Student Affairs.

November 2000 – June 2005

Vice President for Student Services, Oklahoma State University-Oklahoma City. Responsible for the daily administrative leadership of the Division of Student Services at a comprehensive, two year urban institution. Fiscal and administrative oversight for the following units: Admissions & Records, Counseling & Enrollment Management, Financial Aid, Job Assistance Services, Student Support Services, Student Activities, Testing & Assessment, Upward Bound, the Wellness Center, and Educational Talent Search. Formulated Student Services strategic planning goals; coordinated budget development for Student Services administrative areas; reviewed staff development programs. Served as an interactive member of the Vice President's Council, which determined policy issues governing the daily operation of Oklahoma State University-Oklahoma City. Annual fiscal oversight encompassed more than 2 million dollars. This position (the chief student services officer and the campus judicial officer) reported directly to the OSU-OKC President and served as a prominent member of the administration's chief policy making body.

August 1997 – November 2000

Associate Vice President for Student Affairs, Langston University. Responsible for administrative and fiscal oversight for four departments and twenty (20) professional and support staff. Fiscal oversight encompassed more than 1.4 million dollars annually. Administrative departments reporting to the AVPSA were the Office of Admissions, Upward Bound, Educational Talent Search, and Student Support Services. The Associate VPSA assisted in grant writing and in formulating long range goals and objectives for each department. The Associate VPSA developed and implemented policy that governed various program areas and institutional functions. Departmental budgets and end of year reports were processed through the Associate VP's office. This position reported directly to the VP for Student Affairs.

May 1992 - August 1997

Dean of Students, *Midwestern State University, Wichita Falls, Texas.*

Served as the immediate supervisor for the following administrative departments: Housing and Residence Life, the Clark Student Center, and Student Activities. The Dean of Students was the chief judicial officer for the university adjudicating scores of discipline cases each year. Budget/fiscal oversight exceeded 1.2 million dollars annually. Assisted in the Division of Student Services strategic planning efforts. Prepared annual reports. Responsible for the development and implementation of programs and services which promoted and enhanced the university's cultural diversity efforts. Assisted in the development and implementation of various policies and procedures for the student services division and the university as a whole. Served as the principal advisor to the university's Artist-Lecture Series which brought various performing artists to the university and community. Worked to establish and maintain positive relations between MSU and local cultural and ethnic groups. This position reported to the Vice President for Student and Administrative Services.

June 1991 - May 1992

Assistant Dean of Students/Coordinator-Multicultural Services Center, *Texas Tech University.*

Responsible for developing and coordinating efforts to establish the first Multicultural Services Center (MSC) at TTU. The MSC's function was to enhance TTU's comprehensive initiatives for recruiting and retaining ethnic minority students. Performance responsibilities included:

Serving as the manager of the MSC which included direct staff supervision, planning operational objectives, and managing the MSC budget

Developing and monitoring programs designed to increase the university community's awareness of multicultural issues,

Publishing a periodic newsletter which highlighted MSC programs and activities,

Providing consultation to university faculty, staff, student organizations and administrators on issues of multiculturalism,

Acquiring, cataloging and maintaining holdings for the MSC,

Serving as liaison between the MSC, the TTU community and the city of Lubbock, and maintaining accurate records regarding use of the MSC

Participating in the network system with other university offices which provide services, programs, and activities specifically for ethnic minority students. This position reported to the Assistant VPSA/Dean of Students.

July 1987 - May 1991

Assistant Dean of Students, Texas Tech University, Lubbock, Texas.

The overall duties of the Dean of Students office required a generalist, but the specifics of this job involved working with various ethnic minority students and groups. Particular emphasis was placed on assisting African-American and Hispanic/Latino-American students and groups. Performance responsibilities included:

Providing advisement, program support, services, and developmental activities for ethnic minority students,

Participating in the university discipline process,

Participating in the leadership training and other developmental activities of the Dean's office,

Creating social, educational, and developmental programs which served to enrich the educational experience of ethnic minority students,

Presenting seminars, workshops and information sessions to the entire university community designed to increase awareness of ethnic minority student needs and interests,

Coordination of all university activities related to the performance of the Martin Luther King, Jr. Commemorative program,

Preparation of annual reports,

Development and coordination of a network system with other university offices which provided services, programs and activities for ethnic minority students. This position reported directly to the Assistant VP for Student Affairs/Dean of Students.

August 1986 - July 1987

Assistant Dean of Students/Director of Minority Affairs, Emporia State University, Emporia, Kansas. Director for administrative area within Student Affairs division for four year, graduate degree granting institution. Performance responsibilities included:

Providing support services to ethnic minority students, which assisted in their successful transition to university life,

Enhancing the growth of the ethnic minority student population at ESU,

Provide consultation to university faculty and staff regarding the generic needs of ethnic minority students,

Maintain strong working relationship between community agencies and university agencies,

Provide short and long range goals for the minority student services area,

Counseled students who violated university policy,

Disseminate appropriate information regarding minority student services/programs to the campus and Emporia, Kansas communities,

Participating in the development of university policies and procedures,

Prepare an annual report encompassing minority student services and activities. This position reported to the Associate Dean of Students.

September 1979 - July 1986

Upward Bound Program, Carl Albert State College, Poteau, OK.

Served as counselor and then as director of a pre-college recruitment program designed to assist targeted population with college matriculation. Performance responsibilities included:

Operational management of program to include monitoring of goals and objectives to ensure compliance with state and federal mandates,

Fiscal management. Cumulative federal awards for period of directorship totaled nearly one million dollars,

Maintain an ongoing evaluation of the program's effectiveness and recommend adjustments and changes within the scope of the federal and state guidelines,

Responsible for submission of reports to university administration and federal officials. Position reported directly to the VP for Student Affairs.

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

National Association of Student Personnel Administrators (NASPA)

Oklahoma College Student Personnel Association (OCSPA)

Oklahoma Division of Student Assistance Personnel (ODSA)

Southwest Association of Student Assistance Personnel (SWASAP)

Oklahoma Association of Community Colleges (OACC)

COMMUNITY SERVICE ACTIVITIES

Special Olympics volunteer; NAACP member; National Alliance of Business Youth Motivation Task Force member; Board member, Child Advocates of Wichita (TX) County; Board member, Center for Non-Profit Management; Board member, YMCA of Wichita County; Board member, Wichita County Museum and Arts Center; Member, Former Member Oklahoma City Capital Chamber of Commerce; Leadership Wichita Falls Class of 1995; Member, Guthrie Gentlemen's Club; Rotary Club of Altus; Armed Services YMCA Board Member (Altus); Southwest Oklahoma Workforce Investment Board (WIB) Member; Quartz Mountain Resort and Conference Center Board Member; Altus, OK Chamber of Commerce Committee of 100 Member.

HOBBIES AND SPECIAL COMPETENCIES

Reading, outdoor activities, playing board games, going to movies, attending athletic events, playing softball and golf. Computer literate: MacIntosh, Gateway, & Dell; Microsoft word, Microsoft excel, Microsoft Power Point.

PROFESSIONAL CONFERENCE PRESENTATIONS

Performed nearly two dozen presentations at various state, regional and national conferences to include NASPA, Texas Higher Education Coordinating Board, the Minority Student Today Conference, ACPA, National Conference on Race and Ethnicity in American Higher Education, Oklahoma Student Leadership Conference and the Southwestern Black Student Leadership Conference. Presentation topics have included strategies for developing effective minority student leaders, institutional initiatives on increasing cultural understanding, career preparation for prospective university graduates and strategies for involving faculty in the campus multicultural structure.

UNIVERSITY COURSES TAUGHT

Introduction to Philosophy; Individual and Cultural Relations; Tech Success; U.S. History, 1865 to Present; Personal and Social Development.

RESEARCH AND TEACHING INTERESTS

Higher Education Administration; Multicultural and Historical Foundations of Higher Education; General student development issues; Multicultural Issues in Higher Education; Equity and Diversity Issues; History of Black Higher Education Institutions; Administrative and Professional Challenges of Ethnic Minority Staff.

PRESENT AND FORMER COMMITTEE ASSIGNMENTS (Partial listing)

Western Oklahoma State College: Council of Presidents (COP), Council on Student Affairs (COSA), various college search and screening committees, Altus Air Force Base Civilian Leadership group. **OSU-Stillwater:** Student Affairs directors group, Institutional Diversity leadership team, various university search committees; **OSU-**

OKC: Vice President's Council, Council of Student Affairs (COSA), various employee search committees. **Langston University:** Recruitment and Admissions Committee, Financial Aid Policy Committee. **Carl Albert State College:** Affirmative Action Committee. **Emporia State University:** Recruitment Recommendation Committee. **Texas Tech University:** Minority Affairs Committee, Affirmative Action Committee, Who's Who Selection Committee, Minority Advisory Committee (Chair), National Hispanic Scholarship Selection Committee, President's Minority Community Relations Committee, Provost's University/Community Partnership Community. **Midwestern State University:** Administrative Council, Hardin Scholar Selection Committee, Re-admissions Committee, Multicultural Advisory Committee, various employee search committees.

OTHER WORK RELATED ACTIVITIES

Served as faculty/staff advisor to several student organizations (social Greek letter organizations and non-Greek organizations); founding member of Texas Tech University's Minority Faculty and Staff Association (served as president-elect and as president); developed racial awareness program for Texas Tech (video tape presentation developed to facilitate racial awareness/sensitivity dialogue for TTU faculty, staff and paraprofessionals employees); created and disseminated informational brochures describing university programs and services for ethnic minority students; *SERVICEplus* trainer (selected as one of only 25 trainers university wide to introduce improved "customer service" strategies to staff employees at TTU); TRAC 2000 Management Training participant; Team member, Southern Association of Colleges and Schools (SACS) re-accreditation visits, 1996 & 1998; Consultant-Evaluator for the Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools, 2001 –present; Accreditation Review Council member of the HLC, 2006-present.

PERSONAL

Born: February 21, 1951; married, four children; 6'2", 215 pounds; excellent health; United States Army veteran (1969-1972).

REFERENCES

Available upon request