

Kent J. Smith, Jr., Ph.D.

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Athens, Ohio 45701

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November 4, 2011

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

Dear Dr. Ayers:

As Langston University embarks upon the selection of its next President, an opportunity is presented to advance the momentum it has experienced. A review of my credentials and accomplishments will reveal that I possess the leadership qualities, human relation skills and record of academic excellence to successfully continue the Langston legacy.

As a recipient of two degrees from an HBCU, I know and understand the value of the highly personalized and learning centered approach that Langston University offers. My introduction to university governance occurred during my undergraduate years. As Student Government Association president and voting student member of the Board of Trustees, I gained a unique perspective that influenced my career trajectory. My educational background combined with academic, research, and administrative experience directly aligns with the criteria outlined in your announcement. Below are a few highlights of my qualifications:

Expanding Partnerships

I understand the importance of building good relationships and I see this as one of my strengths. My experience in developing such partnerships ranges from community involvement to state and national board/organizational memberships. I would be a President who is involved at all levels. I am committed to enhancing the lives of Langston students, faculty, staff, and ultimately, the greater community.

Fostering a Culture of Philanthropy

I am a proven fundraiser and I have demonstrated this by developing relationships with and securing resources from donors throughout my tenure at Ohio University. Prior to my arrival at Ohio University, the Division of Student Affairs did not participate in development work. Today, the division has a fully functioning Development Department which includes prospect identification, current student philanthropy, parent giving as well as corporate and foundation philanthropy. Under my direction, we have raised \$1 million towards a \$2 million campaign goal. I work closely with our Foundation Board of Directors in planning for and soliciting new gifts.

Recently, I successfully chaired the Ohio University search to hire a new Vice President for University Advancement and President and CEO of the University Foundation.

Ensuring the Financial Health of the University

My background as a small business owner and banking industry professional combined with senior administrative higher education experience affords me a great perspective and understanding of the financial health of an educational institution. Currently, I have oversight responsibility of a \$72 million budget and I serve as the longest standing member of the Budget Planning Council (BPC) at Ohio University. The BPC oversees and makes recommendations to the President as to the annual \$750 million university budget. The BPC is a representative body comprised of Faculty, Staff, Administration and Students.

Forging a Vision and Making Strategic Choices for the Future

Each senior administrative position I have held required me to forge a new vision in enriching student engagement and making strategic decisions to enhance the long term vitality of the university. The most recent example is demonstrated in my current work of shifting the paradigm for on-campus housing, transforming traditional residence halls from bricks and mortar to academic learning environments. As a result of the vision, Ohio University will now utilize technology (Telepresence Capability) in each new or renovated residence hall.

Attracting Strong Students and Improving Retention

Currently, I serve on the Ohio University Strategic Enrollment Management Oversight Committee, which affords an opportunity to shape the overall recruitment and retention strategy. I would be a President who relates well to all students regardless of their background. While the majority of my experiences have been at Predominately White Institutions, the recruitment and retention of African American students has been a priority. Because of my Student Affairs background and breadth of experiences, I would be a strong Presidential student recruiter and retention would be a focal point.

My desire is to work as a University President in a campus environment where students, faculty, and staff jointly assume responsibility for learning, civic engagement and the overall success of the university brand. Given my qualifications, I feel that I could make a significant contribution to Langston University and I stand ready to work with the Langston family in moving the brand forward for many centuries to come. I look forward to discussing my background and experiences with you further. The opportunity to become the next Langston University President would be an honor.

Thank you for your consideration of me for this position. I may be contacted at (740) 818-8700 or by email: smithkl@ohio.edu.

Sincerely,

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EDUCATION

Doctor of Philosophy- Education and Human Resource Studies. Colorado State University (2000).

Doctoral Dissertation Topic: *Athletes and Academics: The Experiences of African American Student-Athletes at a Predominantly White Institution of Higher Education*

Master of Education- Administration and Supervision. Southern University and A&M College (1997).

Bachelor of Science- Secondary Education (Social Studies). Southern University and A&M College (1992).

PROFESSIONAL EXPERIENCE

Ohio University **Athens, OH**

Ohio University has a student body population of 25,000 students and holds as its central purpose the intellectual and personal development of its students. It is distinguished by its rich history, liberal arts education, diverse residential campus, international community, and beautiful Appalachian setting.

Vice President for Student Affairs/Chief Student Affairs Officer

2006 to Present

Oversight responsibility includes leadership of more than 150 full-time professionals and 1,500 student employees with an overall budget of more than \$72 million. Departments in Student Affairs are: the Baker University Center, Student Health Services, Counseling and Psychological Services, the Amanda J. Cunningham Leadership Center, University Events (Performing Arts Series and Commencement), Campus Involvement Center, Community Service and Civic Responsibility, Greek Life, Career Services, University Judicial Affairs, Residential Housing, Off-Campus Living, Campus Recreation, and the Office of the Dean of Students.

Accomplishments

- Successfully restructured the Division of Student Affairs.
- Secured Board of Trustee approval for a \$400 million student housing renovation/new build program.
- Designed and implemented the student affairs fundraising program that to date has raised \$1 million dollars.
- Facilitated the first student affairs strategic planning process that yields a consistent five-year operational plan for the Division.
- Designed and implemented the first Ohio University Student Review and Consultation Committee (Crisis Response) which provides assistance for students who are in need outside the classroom.
- Opened a new \$60 million university center which at the time was the largest single building project ever at Ohio University.
- Improved student engagement on the National Survey of Student Engagement (NSSE) by several percentage points.
- Introduced the first Student Leadership Awards Gala which now generates \$20 thousand annually.

Assistant Professor, Patton College of Education

2006 to Present

- Instruct Introduction to Student Affairs, master's and doctoral level course.
- Instruct Student Affairs Administration, master's and doctoral level course.
- Develop a course syllabus and plan instructional modalities.
- Evaluate student performance.

Auburn University

Auburn, AL

Auburn University has developed into one of the largest universities in the South, remaining in the educational forefront with its traditional blend of liberal arts and applied science, and changing with the needs of today while living with a respect for the traditions and spirit that are Auburn. The current enrollment is approximately 26,000 students.

Dean of Students/Chief Student Affairs Officer

2004 to 2006

Oversight responsibility included leadership for Greek Life, Campus Recreation, Judicial Affairs, Student Government Association, University Programming Council, International Student Life, Black Student Union, Eagle Eye (TV Station), WEGE (Radio Station), Student Organizations, Student Publications, Community Service, and Student Leadership Development Programs.

Accomplishments

- Garnered Board of Trustee approval of a new \$62 million student center.
- Facilitated the first student affairs strategic planning process for the division.
- Assisted in securing one of the largest minority freshmen classes at the university.
- Designed and implemented the first crisis response team.
- Fostered dynamic university/city partnerships by serving on the local school board and various community organizations.

Case Western Reserve University

Cleveland, OH

Case Western Reserve, a leader among independent research universities, offers world-class academic programs in Cleveland's culturally vibrant University Circle and has a student enrollment of 10,000 students.

Director, Office of Multicultural Affairs

2001 to 2003

Responsibilities included developing and implementing a university-wide strategy designed to increase the enrollment, retention, and graduation of under-represented students as well as providing programs which enhanced the infrastructure of building an inclusive, appreciative, and welcoming environment.

Accomplishments

- Developed programs that engaged minority students in their holistic development.
- Increased minority student retention by 5 percent.
- Grew the minority summer bridge program by 20 percent.
- Designed and implemented the minority scholarship gala.

Cleveland State University

Cleveland, OH

Cleveland State has an enrollment of 15,000 students and is a student-focused center of scholarly excellence that provides an accessible and exceptional education.

Adjunct Faculty, Department of Psychology

2002 to 2006

- Instructed two courses in the Master of Arts in Psychology-Diversity Management Program, the first program of its kind focused on Diversity, Inclusion and related Organizational Leadership Disciplines.
- Developed a course syllabus and planned instructional modalities.
- Built and enhanced inter-departmental relationships in order to create a successful academic environment.
- Evaluated student performance.
- Counseled and advised graduate students.

Colorado State University

Fort Collins, CO

Colorado State University is one of our nation's leading research universities with world-class research in infectious disease, atmospheric science, clean energy technologies, and environmental science. The current enrollment is 29,000 students.

Assistant Director, Office of Black Student Services

1999 to 2001

Responsibilities included supervising undergraduate and graduate student employees as well as developing programs that assisted African American students in meeting their personal and professional goals.

Accomplishments

- Successfully advised three undergraduate student organizations (Black Student Alliance, National Pan-Hellenic Council, Alpha Phi Alpha Fraternity).
- Designed and implemented the first Black History Month university wide program.
- Created and implemented a student retention program.
- Performed individual program assessments of student oriented programs.
- Implemented major fundraising events and new programs that had a direct impact on students.

Adjunct Faculty, Center for the Applied Study of American Ethnicity

1998 to 2001

- Taught two sections of Ethnicity in America, an undergraduate course.
- Developed a course syllabus and planned instructional modalities.
- Built and enhanced inter-departmental relationships in order to create a work environment for organizations to accomplish their goals and objectives.
- Evaluated student performance.
- Advised undergraduate students.

Coordinator/Facilitator, Multicultural Curriculum Infusion Project

1997 to 1999

- Worked with faculty members across disciplines in infusing multicultural competencies into various curricula.
- Developed new multicultural strategies which allowed faculty members to be successful in incorporating activities into their classrooms.
- Researched multicultural issues prevalent in the educational arena.

Southern University and A&M College

Baton Rouge, LA

The mission of Southern University and A&M College, an historically black, 1890 land grant institution, is to provide opportunities for a diverse student population to achieve a high-quality, global educational experience. Current enrollment is approximately 7,000 students.

Assistant Director, Upward Bound Program

1994 to 1997

Responsibilities included collaborating with various universities in admissions, financial aid, and student affairs as well as writing grants and counseling and advising students.

Accomplishments

- Successfully counseled and advised students in reference to educational opportunities.
- The Federal TRIO program grant was renewed when submitted.
- 85 percent of the students matriculated to college.

City National Bank of Baton Rouge

Baton Rouge, LA

City National Bank is a strong, full-service community bank offering a range of checking and savings products for both consumer and business customers. Other popular products include competitive mortgages, home equity lines of credit, and consumer and business loans.

Branch Manager/Assistant Vice President

1993 to 1994

Managed a branch office with annual deposits in excess of \$8.5 million.

Accomplishments

- Incorporated training strategies for all team members in the areas of sales and customer service.
- Conducted regional marketing of new sales strategies.
- Assisted in the development and formulation of new policies which allowed for greater efficiency.
- Managed a loan portfolio of \$15.2 million.

East Baton Rouge Parish Public Schools

Baton Rouge, LA

East Baton Rouge Parish School System is home to eight U.S. Blue Ribbon Schools, a nationally renowned Magnet program and some of the best high schools in the country, according to U.S. News & World Report.

High School Teacher

1992 to 1993

- Taught social studies and biology.
- Served on school and district-level committees.
- Aligned curriculum objectives to state standards.
- Sponsored various student activities.

UNIVERSITY SERVICE

Ohio University

- Vice President for University Advancement and President and CEO of the Ohio University Foundation Search Committee, Chair
- Multipurpose Facility Planning Committee, Chair
- Residential Housing Facilities Planning Advisory Committee, Co-Chair
- Strategic Enrollment Management Oversight Committee, Member
- Facilities Planning Advisory Committee, Member
- University Budget Planning Council, Member
- University Policy Review Oversight Committee, Member
- Five-Year Academic Action Plan Committee, Member
- National Collegiate Athletic Association (NCAA) Ohio University Division I Re-Certification Self-Study Steering Committee, Chair
- Vice Provost for Diversity, Access, and Equity Search Committee, Chair
- Secretary to the Board of Trustees Search Committee, Chair
- Assistant Vice President for Advancement Search Committee, Member
- Office of the President, Chief of Staff Search Committee, Member
- Council of Student Leaders, Advisor
- Ohio University Student Senate – Student Government Association, Advisor
- National Pan-Hellenic Council (NPHC), Advisor

Auburn University

- Student Communications Board, Chair
- Student Social Life Committee, Chair
- Student Insurance Committee, Chair
- Student Union Programming Board, Chair

- New Student Center Facility Planning Team, Chair
- International Student Life Committee, Member
- Fraternities and Sororities Committee, Member
- NCAA Re-Certification Committee on Equity and Student Welfare, Member

DISSERTATION COMMITTEES

Hall-Jones, J., *An Exploration of the Relationship Between Supervision and Leadership Among Middle Managers in Student Affairs Administration*, 2010

Archibald, J., *The State of Faculty Senate: Roles, Responsibilities, and Perceptions of Senate Leaders*, 2010

ACADEMIC PRESENTATIONS

Smith, K., Lombard, A., Mosely, J. (March 2010). *What Graduate School Didn't Teach You: For New Staff and Graduate Students*. National Association of Student Personnel Administrators (NASPA) Annual National Conference, Chicago, Illinois. Accepted Submission.

Smith, K., Carry, A., Day, P., Hemphill, B., Kelly, R., Lee, F., Rome, K., Wong, J. (March 2010). *Generation X SSAOs: Unique Opportunities and Challenges*. National Association of Student Personnel Administrators (NASPA) Annual National Conference, Chicago, Illinois.

Smith, K., Lombardi, R. (February 2009). *Transforming Our Practice to the Future: The Development and Implementation of a Student Review Committee*. Association for Student Judicial Affairs (ASJA) Annual National Conference, Clearwater, Florida. Accepted Submission.

Smith, K., Mosely, J. (March 2009). *Still Taboo? Mental Health Issues Among Black College Students*. National Association of Student Personnel Administrators (NASPA) Annual National Conference, Seattle, Washington. Accepted Submission.

Smith, K., Smith, A. (March 2009). *Designing and Implementing a Comprehensive Leadership Development Program*. National Association of Student Personnel Administrators (NASPA) Annual National Conference, Seattle, Washington. Accepted Submission.

Smith, K., Lombardi, R. (March 2009). *Innovations in Student Review and Consultation Committees*. American College Personnel Association (ACPA) Annual National Conference, Washington, District of Columbia. Accepted Submission.

Smith, K., Mosely, J. (November 2008). *Still Taboo? Mental Health Issues Among Black College Students*. National Association of Student Personnel Administrators (NASPA) African American Student Success Summit hosted by Spelman College, Atlanta, Georgia.

Smith, K., Piercy, J., Koons, T. (March 2008). *Reducing High-Risk Alcohol Consumption*. American College Personnel Association (ACPA) Annual National Conference, Atlanta, Georgia.

Smith, K. (June 2003). *Student Retention Presentation*. The Annual Case Western Reserve University Alumni Conference, Newark, New Jersey.

Smith, K. (April 2003). *Plenary Lecture-How to Write, Present and Defend Your Thesis or Dissertation*. The 8th Annual Rocky Mountain McNair Research Symposium and Graduate Education Conference, Denver, Colorado.

Smith, K. (March 2002). *Creating a Culturally Diverse Campus-Tools for Success*. The Annual Meeting for Admissions Counselors in the State of Ohio, Cleveland, Ohio.

Smith, K. (February 2002). *A Plan to Diversify and Retain Students of Color on Campus*. The President's Advisory Committee for Minority Affairs, Case Western Reserve University, Cleveland, Ohio.

Smith, K. (June 2000). *The Experiences of African American Athletes and Ph.D. Students at a Predominately White University*. The American Educational Research Association (AERA), National Conference, New Orleans, Louisiana.

Smith, K. (August 1999). *Achieving Academic Success*. Colorado State University's Student Orientation, Fort Collins, Colorado.

INVITED PRESENTATIONS AND ADDRESSES

Alpha Lambda Delta Induction Ceremony, Keynote Speaker, Ohio University, Athens, OH, May 2011.

Upward Bound Senior Recognition Luncheon. Keynote Speaker, Kent State University, Kent, OH, May 2011.

Commencement Address, Hocking College, Nelsonville, OH, June, 2010.

Understanding the Millennial Generation: Challenges and Opportunities. Presenter, Park National Bank, Newark, OH, May 2010.

Diversity Awareness Workshop. Facilitator, Division of University Advancement, Ohio University, Athens, OH, October 2008.

Upward Bound Self Development Series Workshop. Presenter & Facilitator, Upward Bound, Ohio University, Athens, OH, July 2008.

Women and Minority Forum. Panelist, Mid-American Conference (MAC), Detroit, MI, July 2008.

TRIO: Turning Responsibility into Opportunity. Keynote Address, West Virginia Association of Educational Opportunity Program Personnel, February 2008.

Building a Comprehensive Division of Student Affairs for Today's Millennial Students. Presenter, Ohio University: Board of Trustees Orientation; Foundation Board of Trustees Orientation; Alumni Association Board of Directors; New Faculty Orientation; 2007, 2008.

The Role of Today's Successful Fraternity. Keynote Address, Phi Kappa Theta Fraternity, Ohio University, Athens, OH, October 2007.

Tomorrow Is Not Promised, Succeed Today. Keynote Address, Upward Bound Award Ceremony, Ohio University, Athens, OH, July 2007.

Young, Black and Gifted: Taking on Life's Challenges. Keynote Address, Boyd and Greenup County Branch, National Association for the Advancement of Colored People, Ashland, KY, May 2007.

Diversity Awareness Workshop. Facilitator, Department of Intercollegiate Athletics, Ohio University, Athens, OH, February 2007.

Leadershape Institute. Panelist, Ohio University, Athens, OH, 2006, 2007.

Am I My Brother's Keeper? Keynote Address, Pi Kappa Alpha Fraternity, Ohio University, Athens, OH, November 2006.

Diversity Awareness Consulting. Consultant, Department of Intercollegiate Athletics, Auburn University, Auburn, AL, 2005, 2006.

Service to All Mankind. Keynote Address, Golden Key International Honor Society Induction Ceremony, Auburn University, Auburn, AL, April 2005, 2006.

Black History Commemorative Service Address, New Jerusalem Baptist Church, Baton Rouge, LA, February 2006.

Achieving All of the Success that Life Has to Offer. Keynote Address, University at Buffalo, The State University of New York, Student Research Conference, Buffalo, NY, 2003, 2004, 2005.

Hard Work Comes Before Success. Keynote Address, McNair Scholars Program, Texas Tech University, Lubbock, TX, September 2005.

Pressing Toward the Mark. Keynote Address, College Ministry Evening Program, Greater Peace Baptist Church, Opelika, AL, January 2005.

Commencement Address, Colorado State University, Fort Collins, CO, December 2004.

Children Facing the Challenges of the World. Keynote Address, Solomon Chapel African American Episcopal Zion Church, June 2004.

Commencement Address, Loachapoka High School Commencement, Loachapoka, AL, May 2004.

What Price Are You Willing to Pay for the Space You Want to Occupy? Keynote Address, Annual Rocky Mountain McNair Research Symposium and Graduate Education Conference, Denver, CO, April 2003, 2004, 2005.

Success is Failure Turned Inside Out. Keynote Address, Upward Bound Math and Science Regional Center, University of Akron Academic Achievement Programs, Akron, OH, July 2003.

Diversity Workshop Facilitator, Case Western Reserve University's Housing and Residence Life Staff Training Series, Cleveland, OH, January 2003.

Academic Success: Are You Willing to Pay the Price? Keynote Address, Cuyahoga Community College's High Tech Academy Parent and Student Breakfast, Cleveland, OH, February 2002.

Budgeting and the Wise Use of Credit. Presenter, The National Society of Black Engineers' (NSBE) Financial Awareness Program, Cleveland, OH, October 2001.

Achieving Success in Life's Endeavors. Keynote Address, The Minority Faculty and Staff Organization's (MFSO) Annual Graduation Recognition Ceremony, Case Western Reserve University, Cleveland, OH, May 2001.

The Ups and Downs of Being a Graduate Assistant. Presenter, Colorado State University's Graduate Student Orientation, Fort Collins, CO, August 2000.

PROFESSIONAL SERVICE

- National Association of Student Personnel Administrators (NASPA) Annual Conference, National Volunteer and Special Projects Chair (2010-11)
- National Association of Student Personnel Administrators (NASPA) Region IV East Conference, Regional Program Co-Chair (2010-11)
- Inter-University Council (IUC) of Ohio (Statewide Committee for Chief Student Affairs Officers, Chair (2007-10)
- Bethune-Cookman University Vice President for Student Affairs Search Committee, Chair (2010)
- United States Military Academy – West Point National Collegiate Athletic Association (NCAA) Peer-Review Team for Division I Athletics Re-Certification, Member (2008)

- Ohio Board of Regents Campus Safety Task Force, Member (2007-09)
- National Association of Student Personnel Administrators (NASPA) New Professionals Institute (NPI), Faculty Member (2007-10)
- University of Tennessee, Southern Association of Colleges and Schools (SACS) review team, Member (2005)

PROFESSIONAL MEMBERSHIPS

- National Association of Student Personnel Administrators (NASPA)
- American College Personnel Association (ACPA)
- Association of Public and Land-grant Universities (APLU)
- National Residence Hall Honorary (NRHH)
- Golden Key International Honor Society
- Omicron Delta Kappa (ODK)

DEVELOPMENT TRAINING AND CONSULTING

- African American Vice President's Summit, Founding Member (2011)
- Indiana University – Purdue University Indianapolis, Principles and Techniques of Fundraising Training (2010)
- American Council on Education, Advancing to the Presidency Training (2010)
- Alcoa Inc., Diversity Awareness Training (2003)

HONORS AND AWARDS

- Outstanding Performance as a Senior Student Affairs Officer Award, National Association of Student Personnel Administrators (2010)
- Outstanding Administrator Award, Athens News (2008, 2009, 2010)
- Colorado State University Graduate Fellowship Recipient (1997-2000)

COMMUNITY SERVICE

Athens, OH

- Health Recovery Services, Board Member
- Upward Bound, Board Member
- United Appeal for Athens County, Co-Chair
- March of Dimes Annual Community Campaign, Chair
- City of Athens Transportation Task Force, Member

Auburn, AL

- Auburn City School District, Board Member
- Martin Luther King Community Scholarship Breakfast, Co-Chair
- City of Auburn Youth Recreation League, Assistant Basketball Coach

RESEARCH IN PROGRESS

A National Study of the Experiences of African American Student Athletes at Historically Black Colleges and Universities (HBCUs) as Seen Through African American Coaches.

PUBLICATIONS

Smith, K., Lombard, A., Grimm, J., & Wolfe B. (in press). A National Study on Cyber Bullying: It Doesn't Stop After High School. In C. Wankel and L. Wankel (Ed.), *Misbehavior Online in Higher Education-Cutting-Edge Technologies in Higher Education*.

Conley, V., Smith, K. (in press). Effectively Managing Human Resources in 21st Century Colleges and Universities. In P. Schloss and K. Cragg (Ed.), *Administration and Finance in Higher Education*.

Mather, P. C., Smith, K., & Skipper, S. (2010). A Matter of Competence: A National Study of the Preparation of New Student Affairs Professionals. *International Journal of Educational Leadership Preparation*, 5(4).

Hunter, M., Smith, K. (2008). A Vision of Academic Success for All Students: School Counselors' Roles as Educational Leaders. *African American Professors Program Monograph Series*

Lewis, C., Smith, K., Davies, T., & Ginsberg, R. (2004). The Experiences of African-American Ph.D. Students at a Predominately White Carnegie I Research Institution. *College Student Journal*, 38, 231-245.