

17313 Hawks Tree Lane  
Edmond, OK 73012  
October 25, 2011

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

Dr. Ayers:

I am responding with tremendous interest to the President of Langston University job opening. I believe that my administrative background and experiences in the areas of academic and student affairs at several institutions make me a strong candidate for the position. I have been able to serve in a variety of leadership positions at various levels which have allowed me to excel in terms of personnel and fiscal management, while gaining a thorough understanding of the operations of higher education. Additionally, I have significant experience in working with and leading an array of higher education and community groups, while fostering relationships which promote institutional advancement. Please allow me an opportunity to introduce you to those experiences.

Langston University (LU) has achieved a great deal of excellence during the past few years. Dr. Joanne Haysbert enhanced the direction of the institution and valiantly led it to its present state of being a fiscally sound, cohesive academic community. The institution is now poised to continue this emergence, but ideal leadership is the prerequisite to achieving this goal. The next president of LU must be an innovative trailblazer who is committed to collective decision making while providing the community with a vision of preeminence. The president must be a champion of the institution, the community, and more than anything the students who are served by LU. He/she must also be committed to uniting internal and external constituencies to ensure that this collective vision is reached. I have been fortunate enough to gain experiences through my many years of work in higher education, which provide me with the skills necessary to provide this exemplary leadership to LU. I have had the opportunity to learn from and work with many outstanding leaders who have provided me with opportunities to learn what it takes to lead an institution to the next level. My record of accomplishments will illustrate that I am very capable of being an energetic, innovative, inclusive, and collaborative leader who has the ability to build teams that collectively progress toward shared outcomes. My knowledge of the State of Oklahoma provides me with a very unique opportunity to understand the present status of higher education, and the challenge that it has been presented as part of Governor Mary Fallin's focus on Complete College America. Additionally, I understand the need to embrace innovative efforts and programs that will allow the institution to continue to provide the educational, cultural, and economic development opportunities that benefit the state overall.

In my present role, I serve as the Vice President of Enrollment Management, overseeing the Offices of Undergraduate Admissions, Records and Registration, Transfer Student Services, First Year Experiences, Financial Aid, Bursar, Undergraduate Advising, Graduation Services, Veterans' Affairs, and the UCO@Rose satellite campus' operations. In my most previous role, I served as the Assistant Vice President of Student Affairs, while directing the operations of student health and housing. As a faculty member at the University of Oklahoma, I taught courses that served as the foundation for students preparing to work in the student personnel profession,

while serving on several campus committees related to faculty governance, student matriculation, and athletics. As Director of Recruitment in the College of Education at the University of Alabama, I served as a key member of the Student Services and Certification office, and provided leadership on our NCATE reaccreditation. Finally, I had experience working in the Educational Talent Search program at Alabama Southern Community College, which allowed me an opportunity to gain a sense of the role of this program in providing disadvantaged students with opportunities to prepare for postsecondary education. My college education was instrumental in providing me with sound analytical abilities while also providing me with an extensive exposure to leadership, administration, management, student development, andragogy, and college teaching theory. I believe that through these professional and educational experiences, I have developed both leadership and managerial skills and knowledge that are consistent with the competencies necessary to serve as LU's next president.

In my present position, I supervise approximately 135 employees who provide enrollment management services for the institution. This position was created by President Roger Webb to develop a more strategic vision of enrollment management at UCO in 2005. That vision has been fulfilled through the assessment and realignment of services with a focus on how to best serve students and help them achieve their educational goals. To that end, I have worked to encourage more use of data in the decision-making process to determine where we have gaps in student achievement. These conversations regarding data are focused on providing the institutional and divisional leadership with the information necessary to make strategic decisions about enrollment management. Many of the organizational and programmatic goals and changes that were made have generated improvements in student success during this period. We have seen six (6) consecutive fall and spring semesters of record enrollment at UCO, and we have increased our retention rates by five (5) percent during the past five years. This expertise will benefit me greatly in the role of LU president in leading the institution in response to the governor's Complete College America initiative. This challenge to Oklahoma higher education will cause all institutional leaders to rethink student success in an effort to ensure that we increase the number of college graduates from state institutions by 2020.

In my most previous position, as the Assistant Vice President of Student Affairs, I had an opportunity to serve in a developing student affairs' division. I was initially hired to provide leadership in the development of an assessment plan and a holistic professional development plan, while also providing leadership in other divisional operations. I succeeded in those efforts, and subsequently, I took on the additional supervisory responsibilities of the Departments of Housing and Student Health, which consisted of approximately 35 employees and operating budgets totaling \$4.5 million. My leadership in these areas consisted of hiring new directors for each of these organizations and reorganizing these two departments to better serve our students. Also, I had an opportunity to provide consultation to the campus' Student Conduct Officer in decisions regarding student discipline, among other responsibilities.

During my time as Assistant Vice President of Student Affairs, I took on significant responsibilities in terms of representing the division in various internal and external capacities. One representation of this responsibility consisted of providing the leadership in the acquisition and conversion of a former hotel into a residence hall. I provided leadership in the budgetary and personnel planning process, the design, the selection of food services, the marketing, and the overall transition of this facility. This experience was significant in providing me with a significant level of construction planning and management experience. It also afforded me a chance to work with constituents both internal and external to the institution, including

construction companies, the City of Edmond to ensure compliance with city codes and ordinances, and other constituents to ensure the transition of this facility to a residence hall. This transition was completed during a nine month period in 2005.

Prior to returning to an administrative role at the University of Central Oklahoma, I was an assistant professor of Adult and Higher Education at the University of Oklahoma. As the lead student personnel services faculty member, I was charged with a variety of program tasks related specifically to teaching and advising students interested in pursuing master's and doctorates focusing on student personnel services. This process included the development and implementation of courses, as well as the evaluation of the curriculum to ensure that students acquired the proper knowledge base to eventually serve as administrators in student affairs' areas. Additional responsibilities in this position included student recruitment, supervision of student internships in student affairs areas, and establishing and maintaining relationships with various student affairs' related officers on and off campus. I was also an advisor for several campus student organizations and served on several faculty and student affairs' committees and advisory boards. Since my departure, I have continued to be called upon to serve as an adjunct instructor in this program, as well as the African and African American Studies program.

During each of my experiences, I have been able to serve on a variety of boards and committees in the community in which I have lived. My most recent service is with the Edmond Chamber of Commerce, where I serve as the Chair of the Board of Directors this year. In this capacity, I am tasked with keeping UCO connected with the business community while leading an organization which serves as an advocate for small businesses in Edmond. This role has provided me with ample opportunities to connect with Edmond's congressional and legislative delegates, the governor's office, and officials from the City of Edmond to promote economic development opportunities for the city. These efforts have included leadership in the development of a legislative agenda, while representing UCO and the Chamber in conversations with these various constituents. My participation in this role has allowed me to connect with many business leaders in the city and the region, which has led to many opportunities for me to promote UCO and its role as an economic engine for the region. Finally, I have served in a leadership capacity in assisting the Chamber in meeting its annual Total Resource Campaign, which this year had a goal of \$210,000, but ultimately we achieved a record amount of \$248,000.

I also have been involved recently with the H.O.P.E. Center of Edmond and the Edmond YMCA. In both of those organizations, I have not only been instrumental in establishing and nurturing relationships for UCO, but I have served in various leadership capacities. These opportunities have allowed me to connect with many individuals throughout the community, and consistently, I have engaged in fund raising activities which exceeded \$100,000 annually for each of these organizations. The relationships that I have built have been beneficial consistently in assisting individuals with connecting or reconnecting with UCO also. These experiences will be beneficial to me in friend-raising for LU, which will ultimately lead to opportunities for fundraising.

Through all of my experiences, I have been able to handle a great degree of complexity in responsibilities, while maintaining sound organizational skills. I have been able to shift priorities when needed, while dealing with ambiguity and maintaining diplomatic composure. Additionally, I consistently have demonstrated a high degree of personal integrity, and I have proven myself in terms of being a team player. I have been able to exercise sound judgment and discretion in managing complex and confidential information. I am very adept at identifying the key tasks that

need to be addressed in a problem, and assigning resources and solutions to get these problems solved. I believe that these are all qualities that would benefit me in the role of President at LU.

The values of an engaged and transformative learning experience were ingrained in me during my time as a student at the University of Alabama. During the past few years, UCO has adopted this same goal of transforming students through our educational experiences. This goal was helpful to students as they enter the global market to pursue their careers. We have been successful in achieving this goal in the traditional educational sense, and we have been flexible in providing multiple learning modes to our students, especially through technological efforts. I have reviewed potential opportunities related to LU, and I believe that it has the ability to expand on its present academic successes in distance education. I have provided the leadership from the enrollment management perspective in working with offices across campus to ensure that we provide the adequate level of services to students in the virtual world. I have been aware of this need to advance in this area not only because of student needs, but also because of the Higher Learning Commission accreditation requirements, in which I have been trained. These experiences have provided me with the background to provide the leadership for LU through proper planning and utilization of institutional resources to achieve its technological goals.

LU is destined for greatness. I believe that LU will remain the destination of choice for students, based on outstanding academic programs. The faculty, staff, students, alumni, and community at large must be engaged in assessing and updating the strategic plan, as it will provide the blueprint for addressing the new challenges facing higher education. The priorities developed through this process will provide the guidance to LU in the allocation and reallocation of resources. The faculty, as LU's greatest resource, need to be encouraged and supported in their work of putting students first. These interactions in the classroom and in research and scholarly activity must be rewarded as they are central to the learning experience at LU. This type of prioritization of efforts will be rewarded accordingly as they should be in line with the strategic plan. As LU's current resources potentially are not enough to allow it to operate at the present level long term, it is imperative that there is appropriate leadership to maintain present and consider alternative methods of external support. Thus, grant writing will continue to be encouraged, supported, and rewarded. Additionally, I will aggressively re-engage alumni and be focused in friend-raising efforts to meet fundraising goals. These latter efforts will lead LU away from a dependency upon a dwindling amount of allocations from the state, and hopefully alleviate the additional burden that has been placed on students through tuition and fees. Overall, we will do the things necessary to ensure that students who matriculate at LU are provided with a supportive environment that is conducive to them being transformed and given the skills necessary to be lifelong learners in a global workplace.

As LU moves forward, it is important to hear the voices of its students, and advocate for them. I appreciate and respect the role that the 1890 Land Grant Institutions had in providing access to higher education for African American students. I believe that this mission is still very relevant, as demonstrated by LU and the other 1890 institutions. These institutions consistently have been the portal of entry for many underserved individuals, and they produce more African American graduates than any other sector of higher education in this country. I am committed to upholding these goals as LU moves as an economic driver for the State of Oklahoma, and a vehicle for improving the lives of individuals who come through its doors. I will work hard to ensure that we maintain the nurturing and the quality of educational experiences at LU while maintaining its affordability and commitment to access. I have consistently displayed these values in my previous

work, and I will continue to focus on these goals in the future if given the opportunity to lead this fine institution. This is my vision for where LU can be through my leadership as president.

All of the aspects of the position have been quite appealing to me, and I believe that my experiences and values align quite well with them. I understand the unique role that LU plays in higher education in the State of Oklahoma, and I desire to provide the leadership for enhancing the strategic direction of the institution. I have included my biographical information, and I would welcome the opportunity to discuss with you these and other qualifications reflected in my curriculum vitae. Please contact me at (405) 202-4193. I look forward to talking with you to discuss the ways my skills may best serve the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges and Langston University, its constituents, and more specifically the students of LU.

Sincerely,

Myron L. Pope, Ed. D.

Enclosure

**MYRON L. POPE, Ed. D.**

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**EDUCATION**

Ed. D. Higher Education Administration  
The University of Alabama, 1997

Dissertation Title: *An analysis of chief student affairs officers' and athletic directors' perceptions of student-athlete support services.*

M.A. Higher Education Administration  
The University of Alabama

B.A. History  
Minor in English  
The University of Alabama

**Postgraduate/Continuing Education**

American Association of State Colleges and Universities, Millennium Leadership Initiative Institute, 2009

- Completed a professional development plan focused on Institutional Advancement and Development

Leadership Edmond, Class XXI, 2005 – 06

Educators' Leadership Academy, The University of Central Oklahoma, 2004 – 05

Participant (Junior Fellow), The University of Southern California's Center for Higher Education Policy Analysis (CHEPA) Seminar on Institutional Governance, Santa Fe, New Mexico, Summer 2003

**PROFESSIONAL EXPERIENCE**

**The University of Central Oklahoma (2004 – present)**

(Enrollment: 17,101 students)

**Vice President of Enrollment Management, 2005 – present**

Responsible for the administrative leadership and management of enrollment management and student service operations that include the Offices of Undergraduate Admissions, Financial Aid, Student Academic Advising and Retention, Records and Registration, Graduation Support

Services, Veterans' Affairs, First Year Experiences (Enrollment Central program & Success Central course), the Bursar's Office, and the Academic Support Center (placement testing). Supervises the operations of UCO@Rose (a satellite educational center). Provides overall coordination of all enrollment processes and systems' support. Monitors and reports enrollment levels to the President and his cabinet. Serves as the chief advisor to the campus community on enrollment matters, including demographic and market trends. Provides advice to the Provost and other appropriate entities regarding university academic policies for undergraduates. Provides the leadership in the collection of enrollment management research necessary to provide data for overall planning purposes. Provides the leadership in campus-wide development and assessment of recruitment, retention, and graduation efforts. Serves on the President's Cabinet and represents Enrollment Management on various campus committees. Coordinates with the Office of University Relations in the planning, design, and production of recruitment literature and advertising/marketing. Provides leadership in the preparation and oversight of the budgets for Enrollment Management areas. Recruits, selects, trains, supervises, and evaluates professional management staff for all Enrollment management functional areas. Occasionally serves as the president's voting proxy at National Collegiate Athletic Association and Lone Star Conference meetings. Served as the campus liaison to the Oklahoma State Regents for Higher Education for the Making Place Matter initiative.

Major accomplishments:

- Was the institution's first Vice President of Enrollment Management
- Provided the leadership in enrollment growth to achieve the highest enrollment in institutional history (Fall 2011 headcount: 17,243), with new records consistently set over a six semester period (2009 – 2011)
- Provided the leadership to ensure the development of programming to decrease the number of undecided students which resulted in a 64% decrease over a five year period (2006 – 2011) and impacted student retention (5% increase over five years)
- Created a campus-wide enrollment management team, consisting of three committees (recruitment, retention, and graduation)
- Oversaw the organization of the division to more effectively focus on enrollment issues and implemented a strategic plan focused on achieving this goal
- Created an academic enrollment orientation program for new students (Enrollment Central)
- Initiated a comprehensive and systematic effort to enhance student transfer to UCO which included the following efforts: built awareness and improved the organizational culture as it relates to transfers; created new structures to support the transfer effort; initiated collaborations with Academic Affairs to review transfer (2+2) agreements for consistency and accuracy; initiated the creation of special scholarships through the Office of Undergraduate Admissions; and created a Center for Transfer Student Services
- Created new positions (3) to support transfer course articulation to address the increasing number of transfers to the institution

- Convened the Enrollment Management Team, a monthly meeting of department heads and supervisors, whose mission is to develop, review, and evaluate Enrollment Management policy and procedure
- Oversaw the development of the Office of Student Financial Services, which was formerly the Offices of Bursar and Financial Aid to better serve student needs
- Oversaw the development of the Office of Undergraduate Admissions which was formerly the Offices of Prospective Student Services/Scholarships and Admissions to better serve student needs
- Initiated efforts and acquired funding for the addition of three (3) new advisors positions in the Office of Academic Advising and Retention
- Oversaw creative efforts to address student advising needs due to the lack of resources to hire additional advisors
- Oversaw the implementation of the Academic Early Warning program after extensive collaborative efforts with various campus constituents including the faculty senate
- Encouraged, supported, and proposed initiatives to create the Compass Living Learning Community (for students who were academically deficient upon admission) under the leadership of the Executive Director of Academic Advising and Retention and the Director of Housing
- Encouraged, supported, and proposed initiatives to create the Global Living Learning Community under the leadership of the Executive Director of Academic Advising and Retention and the Director of Housing
- Provided the leadership in the restructuring of the Federal Work Study program to more efficiently impact student financial need
- Provided the leadership in the development of contingency plans and policies and procedure manuals for each respective office within the division
- Initiated and funded several efforts to recognize outstanding employee performance
- Initiated and funded the position of Research Analyst to provide the division and campus a mechanism for the collection and analysis of data instrumental in critical decision making about student success
- Restructured the scholarships' function of the division to more efficiently address student needs and satisfaction
- Initiated the development of a process for the defining of divisional and departmental goals focused on student learning outcome measures
- Initiated and achieved funding to develop an Office of First Year Experience (Enrollment Central & Success Central)
- Oversaw the coordination of the course offerings at the UCO@Rose State College which lead to a bachelors degree in general business administration, nursing, and general studies (leadership development)
- Initiated and funded the Director of Community Services position to provide outreach to prospective students through community agencies



- Provided the leadership to ensure coordination with Academic Affairs to develop an “on-time” scheduling system to ensure that classes are added in a timely manner to meet enrollment needs
- Oversaw the reorganization of the curriculum of the freshmen orientation course (Success Central) to focus on student success
- Oversaw the promotion of the Success Central course, which has been instrumental in student retention, to increase enrollment from approximately 350 students to approximately 1250 in two (2) years
- Coordinated with Academic Affairs to encourage the modification of policies which would benefit the institution’s efforts in student success achievement
- Provided the leadership, along with the Vice President of Information Technology (campus co-sponsor), in the selection and implementation of an enterprise content management system
- Provided the vision and leadership for the application of new technologies in student services, e.g. enhancements in student self-services for admissions and financial aid, a paging system for students waiting to receive student services, encouraged enhancements and full implementation of the student degree audit/advising system, and many others
- Served on the president’s cabinet which guided the development of a campus-wide case for fundraising through the development of a strategic plan, a campus master plan, and re-classification of the institution’s peer group

#### **Assistant Vice President of Student Affairs, 2004 – 2005**

Served as the senior student affairs officer in the absence of the Vice President for Student Affairs. Supervised the Department of Housing and all operations, including budget oversight, personnel decisions, property acquisition and planning, facilities renovation and repairs, vendor relations, and responded to parent and student concerns. Supervised the Student Health Center and all of its operations, including operations, staffing, and budget. Provided consultation to the Student Conduct Officer on student judicial issues. Coordinated divisional assessment and staff professional development efforts. Assisted with strategic planning and policy writing. Edited student affairs' publications. Acted as first year experience representative. Made referrals of students to appropriate services. Performed research and report writing for the division. Served as liaison with other departments and divisions on campus, as well as with various off-campus constituents.

#### **Major accomplishments:**

- Was the first Assistant Vice President of Student Affairs
- Reorganized the Department of Housing to focus on student satisfaction and learning
- Improved strategic planning, including the development and ongoing review of new vision and mission statements for the division and departments
- Implemented comprehensive assessment projects for the division, following processes established by the Council for the Advancement of Standards

- Created a comprehensive staff development plan for the division
- Oversaw the implementation of strategic efforts which led to increases in Department of Housing occupancy, revenue generation, and facility improvements
- Oversaw strategies which enhanced student satisfaction with the Department of Student Health Services
- Oversaw strategies which led to new revenue streams for the Department of Student Health Services
- Assisted the Director of Student Conduct in the modification of the Student Code of Conduct
- Completed a successful, nation-wide search for the positions of Director of Student Housing and the Director of Student Health
- Oversaw efforts to develop a plan for residence hall renovations
- Oversaw the acquisition of a \$3.2 million hotel and its \$1.2 million renovation into a new residence hall, adding 290+ beds to occupancy levels

**Associate Member of the Graduate Faculty, Jan 2004 - present**

Serve as an adjunct faculty member in the Department of Occupational and Technology Education.

**The University of Oklahoma (2000 – present)**

**Adjunct Instructor, Department of African and African-American Studies, 2003 – present**

**Adjunct Instructor, Department of Educational Leadership & Policy Studies, 2004 – present**

**Assistant Professor, Adult & Higher Education Program, 2000 – 2004**

Served as a core faculty member in the Adult & Higher Education program, providing leadership for the College Student Affairs Administration and Intercollegiate Athletics Administration emphases at the masters and doctoral levels. Advised masters' and doctoral level students in Adult & Higher Education, teaching a combination of general and specific courses related to college student affairs administration, collegiate athletics, and general higher education administration. Advised approximately 12 doctoral students and 15 master's students per semester. Served as Faculty Supervisor for master's students in student affairs and intercollegiate athletics internships. Conducted research, published, and presented original work to local, state, national, and international constituents regarding a variety of issues related to higher education administration and student development theory. Served on a number of college and university governance committees. Maintained full graduate faculty membership and ability to chair dissertations.

Major accomplishments:

- Developed and implemented a new degree concentration focused on intercollegiate athletic administration, which increased masters' level enrollment for the department by 60%
- Mentored and coached two (2) students who won the National Association of Student Personnel Administrators' case study challenge at the national conference
- Initiated and completed a major revision of the curricula and practica of the Student Personnel Administration concentration of the EDAH master's program
- Assisted in contacting and securing clientele for the Center for Student Affairs Research
- Mentored masters' level students in higher education/student personnel practicum experiences
- Revised the practical experience program to expand on student internship experiences in student affairs/services and athletics positions at varying institutional types
- Mentored four (4) students successfully to the completion of their dissertation and Ph.D. requirements
- Assisted in the expansion of CSAR efforts to provide research, professional development, and training to professionals throughout the state of Oklahoma

**Associate Director, Center for Student Affairs Research, University of Oklahoma, 2000 - 2003**

Responsibilities included assisting the director in the solicitation of potential consortium members through the development of recruitment material and participation in meetings and programs to promote the Center's goals. Assisted in the collection, analysis, and distribution of data related to projects conducted by the Center for the purpose of facilitating planning and management of student affairs at consortium institutions. Developed training programs related to student affairs trends and management for member institutions.

**Higher Education Faculty Representative, Resident Teacher Committees, Oklahoma State Department of Education, 2000 - 2003**

Responsibilities included serving on resident teacher committees, which had a purpose of reviewing the teaching performance of resident teachers and making recommendations to the Oklahoma State Department of Education regarding certification of resident teachers. Worked with the resident teachers to assist in all matters concerning classroom management and professional development. Made recommendations for a professional development program for resident teachers to strengthen the resident teachers' skills in any area identified by the committee.

**The University Of Alabama (1993 – 1996 & 1997 – 2000)**

**Director of Recruitment Programs and Alternative Certification, Office of Student Services and Teacher Certification, College of Education, 1997 - 2000**

Responsibilities included visiting junior and community colleges for the recruitment of students into the undergraduate teacher education program. Worked closely with the Assistant Dean for Student Services and Certification to facilitate the enrollment of students in College programs, the filing of credential (certification) applications, and the matriculation of students through their respective programs. Also provided official transcript evaluations for both undergraduate and graduate certification programs on behalf of the College. Served as liaison with various institutional services/personnel to provide retention programming for students within the College. Participated in the campus' orientation programs to assist students in selecting courses during freshman and transfer orientation, general registration, and throughout their collegiate experience. Served as the primary liaison to the Division of Student Affairs, and coordinated all minority and multicultural programs for the College. Evaluated, counseled, and recruited students into the College of Education's Alternative Certification Program. Assisted students with locating summer positions and other university and community work related experiences. Assisted in proposal writing to various government agencies, corporate sponsors, and others who supported the College of Education Recruitment Program through scholarships and general programming.

**Major accomplishments:**

- Served as the first Director of Recruitment Programs and Alternative Certification
- Developed consistent advising materials for the College for Alternative Certification Program students
- Created a consistent cadre of support services for Alternative Certification Program students
- Created recruitment marketing plan for the College, which included the development of a website and representative brochures
- Developed peer-mentoring component to supplement existing support services.
- Developed recruiting materials for prospective students of color
- Increased the percentage of students in the Alternative Certification Program by 25% in a three year period
- Coordinated with the scholarships' office in developing strategies to generate more funds for students in the college
- Participated in the grant writing process for the first round of GEAR UP federal grants
- Developed relationships with two-year institutions across the state to promote successful student transfer into the College
- Provided the leadership in the development of the College's NCATE report (Minority representation section)

**Assistant Professor (Clinical)**, Higher Education Administration Program, Area of Professional Studies, College of Education, 1997 - 2000

Served as a clinical faculty member in the Higher Education Administration program in the Department of Professional Studies. Taught a variety of courses related to higher education administration, student development theory, and student affairs administration. Also served on various doctoral dissertation committees and supervised internships of students in the program.

**Graduate Assistant for the Office of Student Life**, Division of Student Affairs, 1993 - 1996

Responsibilities included assuming responsibilities as assigned by the Director of Student Life in the Student Life Office serving 19,000 students. Served as graduate advisor for The Community Service Center, National Association for the Advancement of Colored People (NAACP), African- American Association (AAA), and Pan-Greek Council. Interacted with administrators, faculty, and students in terms of program development and assessment and conflict resolution. Designed, edited, and produced marketing and public relations materials. Assisted in the development of the *1996 Statewide Youth Conference on Volunteerism*. Served as a liaison with the Student Government Association under the direction of the Director of Student Life.

**Graduate Assistant for Certification**, Office of Student Services and Teacher Certification, College of Education, 1994-1996

**Summer Orientation Academic Advisor for Undergraduate Students**, Office of Admissions, 1994-1997

Advised entering students during the university's orientation program. Assisted students with schedule planning and major selection. Provided intrusive and non-intrusive student advising strategies with assigned case loads. Coordinated several elements of summer programs for entering freshmen. Assisted students in identifying co-curricular activities and other support networks on campus. Worked as part of a collaborative team of advisors to enhance students' first year experience at the University of Alabama. Served on committees related to summer orientation programming. Participated in evaluation of advising services.

**Alabama Southern Community College (1996 – 1997)**

**Talent Search Counselor**, 1996-1997

Recruited students for the Talent Search program. Monitored students' enrollment in the program. Designed programs to enhance student success. Administered and interpreted career inventory and other relevant tests. Compiled and presented statistics and documentation of the achievement of program objectives. Conducted monthly parent meetings to reinforce Talent Search objectives. Presented recruitment workshops at high school sites. Developed a calendar of activities designed to promote student interest in attending college. Coordinated a program of tutoring and other supportive services to assist program participants with high school achievement. Worked with other campus site coordinators to plan collaborative events. Maintained contact with middle and high

school site guidance counselors and administrators. Solicited feedback regarding programs and student participation. Compiled accurate documentation regarding program participants and contacts. Developed reports to illustrate achievement of grant objectives. Presented a professional image to principals, guidance counselors, students and community organizations in promoting the Talent Search program. Conducted individual and group counseling sessions. Provided technical assistance to participants in completing financial aid and college applications. Assessed student need/ability to benefit from program/academic potential. Assisted students in exploring/choosing career fields and post-secondary institutions. Assisted students with academic advising at the secondary/post-secondary level. Maintained individual student records. Conducted workshops for parents.

**Assistant to the Coordinator of the Demopolis Center of ASCC, 1996 - 97**

Assisted in the scheduling of Demopolis Center classes and examinations. Assisted in the selection of potential Demopolis Center instructional staff. Coordinated and conducted Demopolis Center instructor evaluations. Provided advising and other enrollment based services to students. Counseled students on financial aid applications and advised them on the resolution of problems related to their FAFSA, award options, and scholarship guidance.

**Instructor, Freshmen Orientation Course, 1996 - 1997**

**Instructor, Developmental Mathematics Course, Fall 1996**

**Boys & Girls Clubs of Tuscaloosa County**

**Club Director, 1992-1996**

Responsibilities included directing the work of club staff and resolving problems within the club. Supervised the maintenance of the club. Coordinated and supervised all club activities. Assisted in grant writing activities. Evaluated operating budget to ensure the club remained within budgetary guidelines. Coordinated periodic organizational tournaments and programs. Counseled members in personal, academic, and career related matters. Assisted club members in job searches.

**RELATED PROFESSIONAL EXPERIENCES**

**Consultancies**

**Faculty Professional Development Consultant.** Presentation to the faculty during their Spring 2011 Langston University Faculty Retreat. Focused on the role that faculty can play in affirmative advising. Langston University, Langston, OK. June 2011.

**External consultant.** Served as a consultant to Texarkana College in the development of their grant application for the Achieving the Dream: Community Colleges Count initiative. 2009.

**External consultant.** Presentation to the South Arkansas Community College Board of Trustees. Provided guidance on governance board goal setting and operations, and also creating and implementing a strategic enrollment management plan during their annual board retreat. South Arkansas Community College, El Dorado, AR. June 2008.

**External consultant.** Presentation to the South Arkansas Community College Board of Trustees. Provided guidance on how to become a "Learning College" during the annual board retreat. South Arkansas Community College, El Dorado, AR. October 2005.

**Data facilitator/coach.** Achieving the Dream: Community Colleges Count (funded by the Lumina Foundation). Worked with Coastal Bend Community College, Beeville, TX & Galveston Community College, Galveston, TX, 2004- 2011.

**External Consultant.** Presentations to Rose State College regarding at-risk and students from diverse backgrounds – opportunities to promote success. Rose State College. Midwest City, OK. 2002 – 03.

**Administrator/Faculty Professional Development Consultant.** Presentations to Soochow University administrators, faculty, and staff related to American higher education administration and faculty governance. Soochow, China, May 2000.

**Evaluation consultant.** Title III Programs. Fort Valley State University, Fort Valley, GA, 1998-99.

### Grant Writing

Member. Planning and writing committee for the University of Alabama's Initial Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grant, 1999-2000.

Member. Planning and writing committee for the Tuscaloosa Boys and Girls Clubs for the Community Development Block Grant (CDBG) Program funded by the U.S. Department of Housing and Urban Development, 1993-94.

### Professional Development/Training Presentations

*Trends and Opportunities in Enrollment Management.* Presentation to graduate students in the Higher Education Program at the University of Arkansas, Fayetteville, AR. March 2010.

*The Philosophy and Implementation of Strategic Enrollment Management.* Presentation to the South Arkansas Community College board of trustees at the annual board retreat. South Arkansas Community College. El Dorado, AR. June 2008.

*Establishing Board Goals.* Presentation to the South Arkansas Community College board of trustees at the annual board retreat. South Arkansas Community College. El Dorado, AR. June 2008.

*Implementing a "Learning College" Philosophy at South Arkansas Community College: Challenges and Opportunities.* Presentation to the South Arkansas Community College board of trustees at the annual board retreat. South Arkansas Community College. El Dorado, AR. October 2005.

*At risk students in the community college: Effective academic structures and considerations.* Rose State Community College. Midwest City, OK. Fall 2002.

*Diversity in the community college: Strategies for the classroom.* Rose State Community College. Midwest City, OK. Spring 2003.

"*Overview of American higher education: Contemporary analysis and issues.*" Soochow University Centennial Academic Celebration, Soochow, China (with Michael Miller), May 2000.

"*Sabbaticals in the context of American higher education.*" Soochow University Centennial Academic Celebration, Soochow, China (with Michael Miller), May 2000.

"*Contemporary issues in college student affairs.*" Soochow University Centennial Academic Celebration, Soochow, China (with Michael Miller), May 2000.

"*Faculty involvement in governance in American higher education.*" Soochow University Centennial Academic Celebration, Soochow, China (with Michael Miller), May 2000.

## SCHOLARLY PUBLICATIONS

### Refereed Articles

Tan, D. L. & Pope, M. L. (2007). *Participation in Co-curricular Activities: Nontraditional Student Perspectives.* College & University, 83(1): 2-9.

Miller, M. T., Pope, M. L., & Steinmann, T. (October - November 2006). *Trait and behavioral differences among community college students based on gender: Results of a national study.* Community College Journal of Research and Practice, 30(9), 715 - 728.

Pope, M. L. & Miller, M. T. (October - December 2005). *Leading from the Inside Out: Learned respect for academic culture through shared governance.* Community College Journal of Research and Practice, 29(9-10), 745-757.

Miller, M. T., Pope, M. L., & Steinmann, T. D. (September 2005). *A profile of contemporary community college student involvement, technology use, and reliance on selected college life skills.* College Student Journal, 39(3), 510-517.

Weber, J. C., Pope, M. L., & Simpson, M. W. (Fall 2005). *The Supreme Court and affirmative action: Historical notes and the future from a national perspective.* College & University, 80(3), 15-22.



Miller, M. T., Pope, M. L., & Steinmann, T. D. (2005). Dealing with challenges and stressors faced by community college students: The old college try. Community College Journal of Research and Practice, 29(1), 63-74.

Pope, M. L. & Moore, C. (2004). The Afro-American Gospel Choir: Achieving a positive campus climate for African American students. The College Student Affairs Journal, 24(1), 84-90.

Miller, M., Pope, M. L., & Steinmann, T. (2004). How female community college students deal with academic challenges. The Community College Enterprise, 10(1), 51-62.

Pope, M. L. & Fermin, B. (2003). The perceptions of college students regarding the factors most influential in their decision to attend post-secondary education. College & University, 78(4), 19-26.

Miller, M. T. & Pope, M. L. (2003). Faculty Senate Leadership as a Presidential Pathway: Clear passage or caught in a maze. Community College Journal of Research and Practice, 27(2), 119-130.

Pope, M. L. (2003). Bridging the digital divide: Perceptions of community college students. Chulalongkorn Educational Review, 9(2), 29-39.

Miller, M. T. & Pope, M. L. (2003). Integrating technology into new student orientation programs at community colleges. Community College Journal of Research and Practice, 27(1), 15-23.

Pope, M. L. (2002). Community college mentoring: Minority student perception. Community College Review, 30(3), 31-45.

Pope, M. L., & Miller, M. T. (2002). Campus responsiveness to community needs: The role of faculty senates. The Catalyst (NCCET), 31(1), 20-24.

Pope, M. L. (2002). Meeting the Needs of Female First Year Students: How well does orientation work. The Journal of College Orientation and Transition, 9(2), 19-26.

Pope, M. L. (2001). *Why financial aid is important to orientation professionals*. The Journal of College Orientation and Transition, 9(1), 41-43.

Miller, M. T. & Pope, M. L. (2001). Communication apprehension and work orientation of community college faculty leaders. Michigan Community College Journal, 7(1), 99-108.

Pope, M. L. (2001). Faculty involvement in student affairs: Legitimate claim or latest fad? The Journal of College Orientation and Transition, 8(2).

**Pope, M. L. & Miller, M. T. (2000).** The Skills and Tasks Associated with Faculty Leadership in Community College Governance. Journal of Applied Research in the Community College, 7(1), 5-12.

**Pope, M. L. & Miller, M. T. (2000).** Community college faculty governance leaders: Results of a national survey. Community College Journal of Research and Practice, 24(8), 627-638.

#### Book Chapters & Sections

**Pope, M. L. (March 2006).** *African-American Males in the Community College: Meeting the Challenge of Retention, Graduation, and Transfer Success.* In African American Men in College, Michael Cuyjet, Ed. San Francisco: Jossey-Bass.

**Pope, M. L. (2004).** A Conceptual Framework of Faculty Trust and Participation in Governance. In Restructuring shared governance in higher education, W. G. Tierney, W. G. & Lechuga, V. (Eds.). New Directions in Higher Education. San Francisco: John Wiley and Sons.

Steinmann, T. D., **Pope, M. L. & Miller, M. T. (Winter 2004).** Research on the Community College Transfer Issue: An Adequate Indicator of Practice Issues? In B. Jacobs (ed.), The College Transfer Student in America: The Forgotten Student.

**Pope, M. L. (Winter 2004).** Preparing Transfer Students to Succeed: Strategies and Best Practices. In B. Jacobs (ed.), The College Transfer Student in America: The Forgotten Student.

**Pope, M. L. (Winter 2004).** In the Land Where Tradition and Football Are King. In L. Flowers (Ed.), Diversity Issues in American Colleges and Universities: Case Studies for Higher Education and Student Affairs Professionals. Springfield, IL: Charles C. Thomas.

Corwin, J. & **Pope, M. L. (Winter 2004).** On Sacred Ground. In L. Flowers (Ed.), Diversity Issues in American Colleges and Universities: Case Studies for Higher Education and Student Affairs Professionals. Springfield, IL: Charles C. Thomas.

**Pope, M. L. (Winter 2004).** Leadership in faculty governance: Choice, mandate, and default. In Policy and University Faculty Governance, Michael Miller & Julie A. Caplow (Eds.). Westport, CT: Greenwood Publishing.

**Pope, M. L. (Winter 2004).** Faculty governance in community colleges: A distinct perspective of broad-based decision-making. In Policy and University Faculty Governance, Michael Miller & Julie A. Caplow (Eds.). Westport, CT: Greenwood Publishing.

#### Other Publications

**M. L. Pope. (2005, November).** *A Quality View: VP of Enrollment Management Myron Pope.* The University of Central Oklahoma Continuous Quality Improvement Newsletter, 2(2), 1. (<http://cqi.ucok.edu/CQI%20v2.2%20Nov2005.pdf>)

**M. L. Pope, & Miller, M. T.** (2002). *Research on community college transfer students: An adequate indicator of practice issues.* Resources in Education. (ERIC Clearinghouse on Higher Education).

**Miller, M., Jackson, J. C., & Pope, M. L.** (2001). *Faculty Recruitment and Retention: A Case Study of the Chair's Role.* Resources in Education. (ERIC Clearinghouse on Higher Education, Reproduction Service No. ED455874).

**Miller, M. T., & Pope, M. L.** (2001). *Faculty Senate Presidential Skills: Identifying Needs for Training and Professional Development.* Resources in Education. (ERIC Clearinghouse on Higher Education, Reproduction Service No. ED456699).

**Hood, J. A., Miller, M.T., & Pope, M. L.** (2000). *Challenges, roles, and the future of two-year college presidents.* Resources in Education. (ERIC Clearinghouse on Higher Education, Reproduction Service No. ED437073).

**Miller, M. T., McCormack, T. F., & Pope, M. L.** (2000). *Sharing authority in higher education: Faculty involvement in governance.* Resources in Education. (ERIC Clearinghouse on Higher Education, Reproduction Service No. ED447764).

**Pope, M. L. & Miller, M.T.** (2000). *Role orientation and communication behaviors of faculty governance leaders.* Resources in Education. (ERIC Clearinghouse on Higher Education, Reproduction Service No. ED438766).

**Pope, M. L., & Miller, M.T.** (1999). *A national profile of faculty governance leaders in higher education.* Resources in Education. (ERIC Clearinghouse on Higher Education, Reproduction Service No. ED429490).

**Pope, M. L. & Miller, M.T.** (1999). *Student support services for student-athletes: Athletic department and student affairs officers' perceptions.* Resources in Education. (ERIC Clearinghouse on Higher Education, Reproduction Service No. ED437886).

**Pope, M. L. & Miller, M. T.** (1998). *Faculty involvement in governance: An HBCU case analysis.* Resources in Education. (ERIC Clearinghouse on Higher Education, Reproduction Service No. ED419478).

**Pope, M. L. & Miller, M. T.** (1996). *A review of literature related to service for college student athletes.* Resources in Education. (ERIC Clearinghouse on Higher Education, Reproduction Service No. 419477).

**Pope, M. L.** (1996). *An analysis of chief student affairs officers' and athletic directors' perceptions of student-athlete support services.* Unpublished doctoral dissertation, The University of Alabama, Tuscaloosa, AL.

### Book Reviews

Pope, M. L. (2002). *Leading in a culture of change*. Written by Michael Fullan. Reviewed for Community College Journal of Research and Practice.

Pope, M. L. (2001). *To retire or not? Retirement policy and practice in higher education*. Written by Robert L. Clark and P. Brett Hammond. Reviewed for Community College Journal of Research and Practice.

Pope, M. L. (2000). *Diversity Consciousness: Opening our minds to people, cultures, and opportunities*. Written by Richard D. Bucher. Reviewed for The Journal of College Orientation and Transition.

Pope, M. L. (1999). *Achieving Personal and Academic Success*. Written by Petrie, Landry, and Edwards. Reviewed for The Journal of College Orientation and Transition.

### Reports

Pope, M. L. (2004). *Assessment of the 2004 University of Central Oklahoma's Stampede Week Program*. Completed September 21, 2004.

Pope, M. L. (2004). *Findings of the 2003 Cooperative Institutional Research Program (CIRP) for the University of Central Oklahoma and its implications for the Division of Student Affairs*. Completed April 18, 2004.

Pope, M. L. (2004). *Enrollment Trends at the University of Central Oklahoma and their Implications for the Division of Student Affairs*. Completed March 28, 2004.

Tan, D. L. & Pope, M. L. (2003). *A State-wide Analysis of Student Credit Card Use at State Institutions*. Report for the Oklahoma State Regents of Higher Education. Completed September 14, 2003.

### **PROFESSIONAL RESEARCH PRESENTATIONS**

*Student government advising: Mentoring new leaders*. Paper presented at the annual NASPA Conference, Philadelphia, PA, March 12 - 16, 2011 (with Jenny Miles, Kathleen Cramer, David Eberhardt, and Aurelio Valente).

*Engaging the campus in enrollment management*. Presented at the 2009 Higher Education Conference on Enrollment Management sponsored by the Oklahoma State Regents for Higher Education, at the Redlands Community College, El Reno, OK, February 26, 2008 (with Jerry Legere and Drew Duke).

*African American Men in College: Dialogue with the Book Authors.* Presented at the Annual ACPA Convention in Atlanta, GA, March 29 – April 2, 2008 (with Drs. Michael Cuyjet, Jamie Washington, Kevin Bailey, Kenya Messer, Shaun R. Harper, & Michael Sutton).

*Lessons to be learned by all: My experience with Achieving the Dream -- Community Colleges Count.* Presented at the 2008 Higher Education Conference on Enrollment Management sponsored by the Oklahoma State Regents for Higher Education, at the University of Central Oklahoma, Edmond, OK, February 28, 2008.

*Streamline Your Enrollment Management Program: Case Studies from UCO.* Presented at the 2008 Higher Education Conference on Enrollment Management sponsored by the Oklahoma State Regents for Higher Education, at the University of Central Oklahoma, Edmond, OK, February 28, 2008 (with Drew Duke, Susan Wortham, Patti Neuhold, & Mark Moore).

*Re-engineering Enrollment Management.* Presented at the National Consortium for Continuous Improvement In Higher Education Southwest Regional Conference (Conference Theme: Winds Of Change: Quality in the Southwest), at the University of Central Oklahoma, Edmond, OK, October 11 – 12, 2007 (with Drew Duke, Mark Moore, Susan Wortham).

*African American Men in College: An Authors' Forum.* Paper presented at the 2007 ACPA/NASPA Joint Conference, Orlando, FL, March 31 – April 4, 2007 (with Michael Cuyjet, Michael Sutton, and Kevin Bailey).

*Making a Difference in the Lives of African American College Men.* Paper presented at the 2006 ACPA Annual Convention, Indianapolis, IN, March 18 - 22, 2006 (with Michael Cuyjet, Michael Sutton, and Kevin Bailey).

*Using the Cooperative Institutional Research Program (CIRP) as an Assessment Tool in Student Affairs.* Roundtable leader at the University of Central Oklahoma Annual Assessment Seminar, Edmond, OK, February 24, 2005.

*The State of African American Men in Higher Education.* Panelist for “The Declining Number of Men in the Education Pipeline” program at Rose State College sponsored by Gear Up, Midwest City, OK, February 22, 2005. (with J. Mendoza - Director Capitol Hill Main Street, Q. Roman-Nose - Director of Cheyenne Arapaho Higher Education, A. Washington - Urban League Employment & Job Placement, R. Hines - Deputy Director Department of Corrections, J. Purcell-Exec .Dir. State System Research, Okla. State Regents for Higher Ed.).

*Analyzing the Community College Student Services Leader: The Pipeline and Necessary Competencies and Attitudes.* Paper presented at the annual Southern Association of College Student Affairs, Chattanooga, TN, November 2004.

*Organizing Student Services Divisions: Utilizing Student Needs in Divisional Development.* Paper presented at the annual Southern Association of College Student Affairs, Chattanooga, TN, November 2004.

*Creating Meaningful Researcher-Practitioner Partnerships in College Access Research.* Paper presented at the annual Council for Opportunity in Education, San Antonio, TX, September 12-15, 2004 (with Zoë Corwin & Kristan Venegas).

*The Successful Community College Student Services Leader: Necessary Competencies and Attitudes.* Paper presented at the annual NASPA Conference, Denver, CO, March 27-31, 2004 (with Michael Simpson).

*A Millennial Look at Community College Student Services Divisions: Addressing Student Needs.* Paper presented at the annual NASPA Conference, Denver, CO, March 27-31, 2004 (with Michael Simpson).

*African Americans, Education, and Civil Rights: 50-Year Anniversary of Brown vs. Board of Education.* A panel discussion sponsored by the African American Heritage Celebration Committee of Eastern Illinois University, Charleston, IL, February 18, 2004 (with Charles Eberly, Lynne Curry, and Denise O'Neil Green).

*Challenge for the Future: Civic Engagement for Young African Americans.* Speech given during the African American Heritage Celebration at Eastern Illinois University, Charleston, IL, February 17, 2004.

*Working with students from diverse backgrounds: Serving minority and student athletes.* Keynote address presented at the annual Kansas Student Affairs Conference, Emporia, KS, October 9-10, 2003.

*Providing service to the new community college student: What we know and what programs are needed.* Paper presented at the annual Kansas Student Affairs Conference, Emporia, KS, October 9-10, 2003.

*Emerging trends impacting student personnel services: Getting all A's in student affairs administration.* Presentation at the annual Council on Student Affairs Retreat, Oklahoma State Regents for Higher Education affiliate. Oklahoma City, Oklahoma, September 26-27, 2003.

*Faculty and administrative trust in the governance process: Decision making in critical times.* Paper presented at The University of Southern California's Center for Higher Education Policy Analysis (CHEPA) Seminar on Institutional Governance, Santa Fe, New Mexico, June 15-18, 2003.

*Research solutions for practical problems: Research of the professors and their students.* A forum presented at the 2003 American Association of Community Colleges annual conference, Dallas, TX, April 5-8, 2003 (with James Hammons, Jan Ignash, & John Murray).

*Mentoring the minority community college student.* Paper presented at the 2003 CSCC conference, Dallas, TX, April 4-5, 2003.

*The training and development needs of one state's community college faculty and staff.* Paper presented at the 2003 CSCC conference, Dallas, TX, April 4-5, 2003 (with Shelly Ross).

*The millennium community college student: Who are they and how to serve them?* Paper presented at the 2003 NASPA national conference, St. Louis, MO, March 22-26 2003 (with Michael Miller).

*The view from the professional side: Job search and first year survival tips from recent graduates/new professionals.* A panel discussion presented at the 2002 Association for the Study of Higher Education conference, Sacramento, CA, November 21-24, 2002 (with J. T. Minor, K. Renn, E. Broido, E. Anderson, & B. E. Noland).

*Working together and working apart, the opportunities and outcomes of student and faculty governance bodies at work.* Paper presented at the 2002 NASPA IV-West regional conference, Kansas City, MO, November 14-16 2002 (with Michael Miller).

*Student Perceptions of Trust.* Paper presented at the 2002 NASPA IV-West regional conference, Kansas City, MO, November 14-16 2002.

*Do Minority Students Trust Their Institutions?: Implications for Student Retention.* Paper presented at the 15<sup>th</sup> Annual National Conference on Race & Ethnicity (NCORE 2002), New Orleans, LA, May 29-June 2, 2002.

*The Integration of Technology into Community College New Student Orientation Programs.* Paper presented at the 44th annual CSCC Conference, Seattle, Washington, April 2002 (with Michael Miller).

*Achieving retention goals: The evolution and assessment of a student orientation program.* Paper presented at the NASPA national Conference, Boston, MA, March 2002 (with James Parker).

*Revolutionaries on the technology frontier: Non-traditional learners on the web.* Paper presented at the NASPA National Conference, Boston, MA, (with Mei-Yan Lu, Charles Brown, Todd Adams, & Michael Miller), March 2002.

*"Post-Baccalaureate reverse transfer students: Implications for community college student services,"* Paper presented at Transfer: the Forgotten Function of Community Colleges, Overland Park, KS, July 2001.

*"Research on the community college student: An adequate indicator of practice issues?"* Paper presented at Transfer: the Forgotten Function of Community Colleges, Overland Park, KS, July 2001.

*"A national profile of graduate and professional school attrition and retention,"* Paper presented at the 2001 Annual Council of Southern Graduate Schools conference, Richmond, VA, February 2001.

*"A national profile of the status of faculty governance units and their leaders,"* Paper presented at the 2001 Annual Eastern Educational Association meeting in Hilton Head, SC, February 2001.

*"Feeding doctoral programs: The role of higher education masters degrees in preparing doctoral students,"* Paper presented at the 2001 Annual Eastern Educational Association meeting in Hilton Head, SC, February 2001.

*"The inclusion of faculty in student affairs governance: The key to total student development,"* Paper presented at the Oklahoma College Student Personnel Association 2000 Fall Conference, Tulsa, OK, November 2000.

*"An analysis of faculty governance leaders in community Colleges,"* Council for the Study of Community Colleges Annual Conference, Washington, DC (with Michael Miller) April 7-8, 2000.

*"Stressors related to Managing Faculty Governance in Community College,"* Annual Meeting of the Eastern Educational Research Association, Tampa, FL (with M. Miller, K. Bai, and G. Nelson) February 2000.

*"Advising graduate students in higher education programs: An institutional effort and survey instrument,"* Paper presented at the Annual Alabama Statewide Academic Advising Conference, Judson College, Marion, AL, (with M. Miller) February 1999.

*"The concept of support services for student-athletes,"* AHE 690 Seminar in Higher Education: Athletic Administration, University of Alabama, Tuscaloosa, AL, June 1999.

*"Administrative perspectives on the higher education industry,"* AHE 500 Perspectives on Higher Education, University of Alabama, Tuscaloosa, AL, August 1998.

*"Greek life and the African American experience on campus,"* BCE 520 Student Personnel Work in Higher Education II, University of Alabama, Tuscaloosa, AL, February 1998.

*"Evaluating academic support services for student athletes,"* Paper presented at the Annual Alabama Higher Education Research Institute, The University of Alabama, Tuscaloosa, AL, April 1996.

*"Evaluating the perceptions of student athletes about support services." Paper presented at the Annual Alabama Higher Education Research Institute, The University of Alabama, Tuscaloosa, AL, April 1995.*



## **TEACHING EXPERIENCE**

### Courses Taught

#### **The University of Central Oklahoma – Adult Education**

- ADED 5823 The Nature and Characteristics of the Adult Learner (3 credits)
- OCTE 4823 The Nature and Characteristics of the Adult Learner (3 credits)
- ORGL 3223 Professional Communication (Reach Higher Program) (3 credits – on-line)
- UNIV 1012 Success Central (Freshmen Orientation Course) (2 credits)

#### **The University of Oklahoma – African-American Studies Program (AFAM)**

- AFAM 3113 African American Education in the United States (3 credits)
- AFAM 3513 Research Methods in African American Studies (3 credits)

#### **The University of Oklahoma – Adult & Higher Education Program (EDAH)**

- EDAH 5133 The American Community/Junior College (3 credits)
- EDAH 5033 Critical Literature in Adult and Higher Education (3 credits)
- EDAH 5103 Instructional Strategies in Higher Education (3 credits)
- EDAH 5213 History of American Higher Education (3 credits)
- EDAH 5223 Student Personnel Services in Higher Education (3 credits)
- EDAH 5233 Research on the College Student (3 credits)
- EDAH 5243 Financial Management in Higher Education (3 credits) (in-class and on-line)
- EDAH 5263 Planning in Higher Education (3 credits)
- EDAH 5910 Practicum in Adult and Higher Education (1-4 credits)
- EDAH 5940 Contemporary Issues in Student Personnel Services (3)
- EDAH 5940 Cultural Understanding in Higher Education (3 credits)
- EDAH 5940 Management Issues in Student Personnel Services (3)
- EDAH 5940 Public Policy and Higher Education (3 credits)

#### **The University of Alabama – Higher Education Administration Program (AHE)**

- AHE 510 The American Community College (3 credits)
- AHE 540 Organization and Administration of Higher Education (3 credits)
- AHE 550 Finance and Business Affairs in Higher Education (3 credits)
- AHE 591 Seminar in Higher Education: Athletic Administration (3 credits)

#### **Alabama Southern Community College**

- MAT 090 Developmental Mathematics (5 credits)
- ORI 100 Orientation to College (3 credits)

## **DISSERTATION/THESIS COMMITTEE MEMBERSHIP**

### **The University of Oklahoma**

#### **Completed**

Allyson Leggett (Ph. D., 2002 – member). *Emerging leadership among African American female educators*

Kevin McPherson (Ph.D., 2002 – chair). *Political presidents at four-year institutions of higher in Oklahoma: A study of leadership.*

Sabrena Smith (M.A. - Sport Management, Department of Health and Sport Sciences – member)

Shelly Ross (2005 – chair, Ph. D. student-EDAH). AN analysis of meaning, malaise, mattering and marginality and their relationship to discretionary effort among university staff employees

Marvin Schonecke (2005 – chair, Ph. D. student-EDAH). *A description of successful fund-raising programs in student affairs departments.*

Neal Weaver (2005 – chair, Ph. D. student-EDAH). *Presidential Leadership: A phenomenological study of the leadership experience of Oklahoma's regional university presidents.*

### **The University of Alabama, Higher Education Administration (AHE) Program**

Penelope Jones (M.A.)

Cheryl Anderson (Ed. D.)

John Colagross (Ed. D.)

Mardell Davis (Ph. D.)

Beverly Dyer (Ed. D.)

Janet Rainey (Ed. D.)

Douglas Sizemore (Ed. D.)

Gregory Taylor (Ed. D.)

Hellena Terrell (Ed. D.)

## **PROFESSIONAL INVOLVEMENT & LEADERSHIP**

### **Professional Involvement**

**American Association of Collegiate Registrars and Admissions Officers (AACRAO),**  
Member, 2004- present

**American College Personnel Association (ACPA),**  
Member, 2001 - 2010

Commission for Professional Preparation Directorate, Member, 2003-2006

**American College Personnel Association Books and Media Editorial Board, 2003-2006**

**American Educational Research Association (AERA),**

Member, 2002-2005

Annual Conference Proposal Reviewer, 2002-2003

Session Chair & Discussant, 2003

Graduate Student Seminar Planning Committee, Member, 2004-05

**Association for the Study of Higher Education (ASHE),**

Member, 2000-2005

Advancement Committee, Member, 2003

Chair, Newcomers' Committee, 2003

**Certification Officers and Personnel in Education (Alabama), 1994-2000**

**Council for the Study of Community Colleges (CSCC),**

Member, 2000-2005

Newsletter Editor, 2003-04

Regional Representative at Large, 2002-2004

Proposal Reviewer, 2003, 2004, & 2007

**Higher Learning Commission, Member of the Peer Review Corps (PEAQ), 2007 – present**

**Higher Learning Commission, Academic Quality Improvement Program (AQIP) Systems**

Portfolio Appraiser for the Higher Learning Commission, 2007 – present

**Journal of Student Affairs Research and Practice (NASPA), Editorial Board Member,**

2010- 2014

**Journal for the Study of Sports and Athletes in Education,**

Manuscript Reviewer, 2007 - present

**National Association of Student Personnel Administrators (NASPA),**

Member, 1995-present

NASPA, Annual Conference Featured Speakers Committee, 2009

Program Planning Committee (Denver), 2003-04

**NASPA IV-West (Region of NASPA), 2000 - present**

Member, Conference Planning Committee, 2009

Co-Chair, Conference Programs, 2009

Member, Awards Selection Committee, 2001

Member, Conference Planning Committee, 2001 & 2004

Proposal Reviewer, Conference, 2001 & 2002

Faculty Liaison, 2003-2004

Professional Standards Coordinator, 2004-2007

**Southern Association of College Student Affairs (SACSA),**

Member, 1995-1997, 2002-present

Judge, Annual Conference Case Study Competition, 2002

Manuscript Reviewer, College Student Affairs Journal, 2003-2005

Reviewer, Dissertation of the Year Award, 2003

Oklahoma State Membership Ambassador, 2004

### Campus Involvement

#### The University of Central Oklahoma

President's Executive Committee, 2005 – present

Higher Learning Commission Campus Visit Co-Chair, 2010 – 2012  
UCO Student Support Services Traditional and Sciences, Technology, Engineering, and Mathematics (STEM) Steering Committee, Member, 2011 - present  
Program Prioritization Task Force, 2010  
McNair's Scholars Program Mentor, 2008 & 2011  
UCO Athletic Advisory Council, 2008 - present  
Head Football Coach Search Committee, Member, 2007  
Director of Athletics Search Committee, Member, 2007 - 08  
Division of Student Affairs, Director of Housing Search Committee, Chair, Spring 2005  
Division of Student Affairs, Director of the Student Health Center Search Committee, Chair, Fall 2004  
Division of Student Affairs, Director of the Prospective Student Services & Scholarships Search Committee, Chair, Spring 2004  
Student Pedestrian Safety Task Force, Chair, 2004  
Campus Budget Task Force (Budget & Strategic Planning Body for UCO), Member, 2004 -present  
Continuous Quality Improvement Team, Steering Committee Member, 2004 - 2009  
Oklahoma Quality Foundation Award Strategic Planning Team, Member, 2008 - 2009  
Enrollment Management Team, Chair, 2004 - 2005  
UCO Title III Steering Committee, Member, 2004  
National Pan-Hellenic Council (NPHC), Advisor, Fall 2004 - 2006

### **The University of Oklahoma**

National Collegiate Athletic Association Certification Self-Study Committee, Member, 2003 - 04  
Graduate College Academic Appeals Board, Member, 2003 - 2004  
School of Social Work, Assistant Professor Search Committee (Tulsa Campus), Member, 2003  
School of Social Work, Endowed Professor Search Committee, Member, 2003  
George Henderson Scholars' Mentor, 2002-2003  
President's Distinguished Faculty Mentoring Program, Mentor, 2002 - 2003  
Big Man on Campus/Big Woman on Campus Selection Committee, Member, 2002  
Athletic Scholarship Appeals Committee, Member, 2001 - 2003  
Educational Administration--Curriculum and Supervision Search Committee, Member, 2002  
Campus Disciplinary Board, Member, 2000 - 2003  
Faculty Senate Academic Regulations Committee, 2001 - 2003  
Faculty Senate Committee on Faculty Welfare, 2002 - 2005  
University College Research Committee, Member, 2001 - 2003  
EDAH Master's Exam Readers' Panel, Member, Fall 2000 & 2001  
EDAH Resources Sub-Committee, Member, 2000 - 01  
Student Satisfaction Assessment Committee, Member, 2001 - 2003  
Phi Beta Sigma Fraternity, Inc., Xi Delta Chapter, Advisor, 2001 - 2003  
Adopt-A-Faculty Program, Member, 2001 - 2003  
Association of Black Education Majors, Sponsor, Fall 2002 - 2003  
Kappa Delta Pi Education Honorary Society, Faculty Co-sponsor, Fall 2002 – 2003  
McNair's Scholars Program Mentor, 2001 - 2004

### **The University of Alabama**

Family Weekend Planning Committee, Dean of Students' Office, Member, 1999 - 2000  
English as a Second Language Advisory Committee, College of Education, Member, 1999 - 2000  
Student Community Service & Volunteerism Advisory Board, Dean of Students Office, Member,  
1999 - 2000  
Admissions Counselors Search Committee, Chair, Spring-Summer 1999  
Diversity Committee (NCATE preparation), College of Education, Co-Chair, 1999  
Student Government Association Effectiveness Task Force and Self-Study, Member, 1998  
Task Force on the Freshman Year Experience, Member, 1997 - 1998  
Task Force on Greek Diversity, Member, 1997 - 1998  
Alabama/Shelton State Community College Dual Enrollment Committee, Member, 1997 - 1998  
College of Education Student Affairs Committee, Dean's Office Liaison, 1997 - 2000  
Higher Education Administration Program Student Progress Committee, Member, 1997 - 1998  
Phi Beta Sigma Fraternity, Inc., Theta Delta Chapter, Faculty Advisor, 1997-1998  
College of Education, Honors Day Committee, Member, 1998 - 2000  
Director of Orientation & Special Events Search Committee, Member, 1998  
Director of Center for Teaching & Learning Search Committee, Member, 1998  
Assistant Professor, K-6 Literacy Search Committee, Member, 1998  
Assistant Professor, K-12 Literacy Search Committee, Member, 1998  
Assistant Professor, Educational Technology Search Committee, Member, 1998  
Graduate Students in Higher Education Program, Faculty Co-advisor, 1997 - 2000  
College of Education, Honors Day Convocation, Guest Speaker, 1998

### Community Involvement

#### **Edmond Chamber of Commerce**

Chair of the Board of Directors, 2011  
Board Member, 2008 - present  
Chair-elect and Vice Chairman of the Board of Directors, 2010  
Vice Chairman, Community & Economic Development, 2009  
Member, Government Relations Committee, 2008 - present  
Member, Long Range Planning Committee, 2010  
Participant, Washington, DC Fly-In (sponsored by the Oklahoma State Chamber of  
Commerce), September 2008, 2009, & 2010

#### **The Rotary Club of Edmond**

Member, 2011 - present

#### **Oklahoma City Public Schools**

Member, Community Strategic Planning Committee, 2010

#### **City of Edmond**

Member, Edmond Community Oriented Policing Leadership Council, 2010 - 2013

#### **Watch D. O. G. S. Program**

West Field Elementary School, Top Dog (President), 2007 - 10

#### **Hope Center of Edmond**

Board member, 2007 - present

Board Chair, 2009

Vice Chair/Chair Elect, 2008

#### **Leadership Edmond Steering Committee, Edmond Chamber of Commerce**

Chair, 2007 - 08

Member, 2008 - present

**Leadership Edmond**, Class XXII, Edmond Chamber of Commerce, Co-Chair, 2006-07

**Edmond YMCA**, 2006 - present

Board Member, Trails Branch Advisory Board, 2006 – present

Chair, Trails Branch Advisory Board, 2007 – 2009

**Edmond YMCA Sports League**

Volunteer Coach (basketball, baseball, football, & soccer), 2003 - present

**Tuscaloosa Boys' & Girls' Clubs**,

Volunteer, 1996 - 2000

Board Member, 1997 - 2000

**Big Brothers/Big Sisters of Tuscaloosa**, Volunteer, 1997-2000

**Stillman Community Development Federal Credit Union**,

Board Member, 1997 - 1999

Treasurer, 1998 - 99

**Kappa Delta Pi, Education Honor Society, Xi Chapter**

President, 1998 - 2000

Member, 1994 - 2002

**Phi Beta Sigma Fraternity, Inc.**

## HONORS AND AWARDS

Recipient, The Citizen's Bank Leadership and Civic Engagement Award (given to a faculty or staff member who leads by example and is involved in the community), University of Central Oklahoma, 2011

Member, *Journal Record's* Achievers Under 40, Class of 2011

Member, *The Business Times of Edmond's* Top 20 under 40, Class of 2011

Recipient, 2008 Volunteer of the Year, Edmond YMCA

Recipient, 2007 Coach of the Year, Edmond YMCA

Contribution to Professional Practice Award, University of Oklahoma, Department of Educational Leadership and Policy Studies, 2003

Most Promising New Faculty Award, University of Oklahoma, Department of Educational Leadership and Policy Studies, 2001

Nominee, Dissertation of the Year, Association for the Study of Higher Education, 1996

Higher Education Administration Program Dissertation of the Year Award Runner Up, University of Alabama, College of Education, 1996

Kappa Delta Pi, Education Honor Society, 1994

Alpha Epsilon Lambda, Graduate Honor Society, 1995

Southeastern Conference (SEC) Scholar-Athlete Honor Roll, 1991 & 1992

Member, University of Alabama, SEC Championship Football Teams, 1989 & 1992

Member, University of Alabama, National Championship Football Team, 1992

## REFERENCES

Dr. Don Betz  
President  
University of Central Oklahoma  
100 North University Drive  
Edmond, OK 73034  
Phone: (405) 974-2311  
FAX: (405) 359-5841

**Relationship:** Dr. Betz has known me since I arrived at UCO in 2004. He was provost when I initially arrived, but he left to take a chancellorship in Wisconsin in 2005. I have had a chance to work with him again during the last several months during his transition to the presidency at UCO, so he can provide you with a sense of my leadership skills as a member of the President's Cabinet, as well as my development as a professional over the years.

Mr. Tim Deffebaugh  
Former Student  
University of Central Oklahoma  
Phone: 918-360-2696  
Email: [tdeffebaugh12@gmail.com](mailto:tdeffebaugh12@gmail.com)

**Relationship:** Tim is a student that I have worked with throughout his educational career at UCO. I have served as a mentor to him, and he can talk about my support and advocacy of students.

Ms. Anne Holzberlein  
Vice President of Development  
University of Central Oklahoma Foundation  
100 North University Drive  
Box 133  
Edmond, OK 73034  
Phone: 405-974-2770  
FAX: 405-974-3833  
[aholzberlein@uco.edu](mailto:aholzberlein@uco.edu)

**Relationship:** I have worked with Anne for the past six years, and we have served on the President's Cabinet together during that time. We have collaborated on many projects to achieve institutional goals, and she can discuss my work as a colleague.

Dr. Patricia Loughlin  
Director of Graduate Studies/American Democracy Project  
Associate Professor of History  
Department of History and Geography  
University of Central Oklahoma  
Edmond, OK 73034-5209  
(405) 974-5491  
Email: [ploughlin@uco.edu](mailto:ploughlin@uco.edu)

**Relationship:** I have worked with Dr. Loughlin on several projects at UCO, and we have worked with several students together at UCO. She can discuss this work with you in further detail.

Mr. David Miller  
City Councilman  
City of Edmond  
1708 Forest Road  
Edmond, OK 73025  
(405) 503-6709  
[dc-miller@att.net](mailto:dc-miller@att.net)

**Relationship:** I have worked with Mr. Miller on several occasions through my work with UCO and the Chamber. He can talk about my level of professionalism and representation of these two entities, especially as it relates to our visits to Washington, DC (Oklahoma State Chamber Washington, DC Fly-in) and conversations with our congressional delegation regarding Edmond and UCO issues.

Dr. Michael Miller  
Associate Dean, Office of Academic Affairs; Professor of Higher Education  
College of Education and Health Professions  
University of Arkansas  
Room 324 Graduate Education Building  
Fayetteville, Arkansas 72701  
Phone: 479-575-3582  
FAX: 479-575-2981  
[mtmille@uark.edu](mailto:mtmille@uark.edu)

**Relationship:** Dr. Miller served as my dissertation chair at the University of Alabama. He has served as a mentor to me since my graduation from the program, and he can discuss my development over the years.

Mr. Ken Moore  
President & CEO  
Edmond Area Chamber of Commerce  
825 E. 2nd Street, Suite 100  
Edmond, Oklahoma, 73034  
Phone: 405-341-2808  
FAX: 405-340-5512

**Relationship:** I have known Ken for the last four years through my work with the Edmond Chamber. He can talk about my connection with the chamber and my service as a board member.

Dr. Frank Pogue  
President  
Grambling State University  
Box 4267  
Grambling, LA 71245  
Phone: 318-274-6117  
FAX: 318-274-6172  
[poguef@gram.edu](mailto:poguef@gram.edu)

**Relationship:** Dr. Pogue has served as a mentor to me for the last three years. We met through the American Association of State Colleges and Universities (AASCU), and he encouraged me to complete the AASCU MLI program.



Andre P. Saulsberry  
Langston University Alumnus '94  
322 Edgeview Place  
Camden, AL 36726  
(251) 513-5075

[asaulsberry@wilcox.k12.al.us](mailto:asaulsberry@wilcox.k12.al.us)

**Relationship:** I have known Mr. Saulsberry since my time working at Alabama Southern Community College. We spoke about his pursuit of a doctorate during that time, and I am proud to say that he is currently doing so. He encouraged me to apply for this position.

Dr. David Tan  
Chair  
Department of Educational Leadership and Policy Studies  
University of Oklahoma  
College of Education  
820 Van Vleet Oval  
Norman, OK 73019-2041  
Phone: 405-325-4202  
FAX: 405-325-2403

[dtan@ou.edu](mailto:dtan@ou.edu)

**Relationship:** Dr. Tan is my former program coordinator, and he presently serves as the chair of the department in which we worked together. He can discuss my work as a faculty member at OU, both in the past and presently.

Dr. W. Roger Webb  
President Emeritus  
University of Central Oklahoma  
Phone: 405-503-9003

[webb@uco.edu](mailto:webb@uco.edu)

**Relationship:** Dr. Webb was president at UCO when I was hired, and he promoted me to my present position. He has served as a mentor, and he has a sense of my personal traits, work ethic, and my leadership skills.