

March 1, 2015

Ms. Crystal Cheatham  
Executive Search Consultant  
Greenwood/Asher & Associates  
42 Business Center Drive, Suite 206  
Miramar Beach, FL 32550

Dear Ms. Cheatham,

I am writing to express my strong interest in the position of President of Southwest Tennessee Community College. Southwest Tennessee Community College's vision, mission, values and strategic goals resonate with my lifelong commitment to higher education access. Community colleges play an essential role in facilitating; an *achieve the dream* culture for diverse student populations, pathways to additional higher education, economic development through workforce preparation, and student development in a holistic environment of excellence. I believe community colleges are obligated to create an exceptional transformative learning environment for students and an inspirational workplace for faculty and staff. As the servant leader, the president, in concert with the system Chancellor strategically orchestrates this bold and responsive environment, and propels the College toward meeting the changing needs of its students and community, often in a challenging environment of declining resources and increased accountability. Additionally, I am enthusiastic about the state's Tennessee Promise program. I relish the opportunity to work in your diverse community, leveraging the state's bold new initiative with Southwest's aspiration to be a national model for student achievement in technical, career and transfer education.

As a candidate for President, I offer 29 years of executive and academic leadership experience, including nine years as a campus president and three as college president of a multi-campus institution.

- Over my 25 years of employment at Florida State College at Jacksonville (FSCJ), I developed extraordinary leadership skills and hold an exceptional outcomes track record. At FSCJ, my positions and responsibilities grew over time, advancing from a minority recruiter my first year, to an instructional dean, an associate vice president and finally, to campus president.
- During my presidency at Essex County College (ECC), in New Jersey, I continued to be a visionary leader and change agent by increasing the student three year graduation rate from 3 percent to 8.5 percent within three years. Additionally, the ECC retention rate grew by 3.7 percent indicating more students engaging in continuous enrollment and fewer students transferring out before earning a degree.
- Further, my current employment at the University of North Florida (UNF) has expanded my skill sets to include leading and implementing diversity and inclusion efforts reaping a 3 percent gain in minority faculty hires and developing an infrastructure upon which further initiatives can be implemented and monitored for success. Finally, having served as a Governor Jeb Bush appointee to the UNF Board of Trustees, I developed a broader understanding of higher education advocacy and policy analysis, finance and funding,

community, industry and governmental relationships and the importance of collaboration among all higher education institutions.

Therefore, my strengths include a deep expertise in education (adult, developmental, general and transfer, career, upper-division and continuing education), analytical thinking, strategic relationship management, multicultural leadership and a passion for staying ahead of the curve. My Curriculum Vitae and list of peer recognized accomplishments outline my belief that I can add value to your exceptional institution.

My chief executive and academic leadership experiences demonstrate a record of excellent performance and accomplishments. Collaborating with diverse thought leaders at the national, regional, state and local levels has honed my ability to skillfully build relationships that benefit students, faculty and staff. I understand and embrace the concept that a college's teaching and learning enterprise must be inextricably linked to healthy and vibrant partnerships with businesses, universities, governing bodies, high schools and community agencies to achieve its mission. Further, I place particular emphasis on developing productive, trusting and respectful relationships with the board and internal and external colleagues.

Developing productive and respectful relationships with the system Chancellor, college advisory committees, state and regional leaders and the president's first line administrative team cannot be overemphasized. My success at UNF, ECC and FSCJ could not have been achieved without authentically managing relationships. I've had the opportunity to work shoulder to shoulder with New Jersey and Florida Governors, senators and representatives, U.S. Congressmen, city council members and county leaders, bearing out my ability to work with a board, state leaders, colleagues, legislators, and business leaders.

The institution's leadership and various teams must ensure that the right instructional programs are offered and resources are aligned to maximize student transformative learning opportunities and partnerships, leveraging variant resources in unconventional ways. These multifaceted connections require vision and a dynamic ability to connect the dots of opportunity on a moment's notice. My success at ECC, FSCJ and as a member of the University of North Florida Board of Trustees could not have been achieved without skillfully managing relationships, advocacy, and win-win scenarios. My close collaborations with the New Jersey Lt. Governor, the Consortium for Higher Education in Newark (CHEN), school districts, the Newark Regional Business Partnership and the Newark Alliance, all bear out my ability to work with leaders at the highest level toward opportunities for student achievement and economic development. Further, my work with college liberal arts, sciences and workforce divisions has taught me how to encourage productive synergies that facilitate students' readiness to learn and work in an increasingly diverse and global society.

In collaboration with the campus team, I built an Advanced Technology Center at Florida State College at Jacksonville that served regional corporations and industries with distinction. I also served on the President's Advisory Council of the National Coalition of Advanced Technology Centers. Additionally, I led the collaborative design and building of the DuPont, Toyota and Lexus Automotive Training Center. Under my leadership, an International Cisco Training Academy and unique revenue generating industry partnership with Eurofins International were established. I oversaw the creation of several new degrees including bachelor's degrees in Early Childhood Education and Internet Technology and associate in science degrees in both Biotechnology and

Transportation and Logistics. Moreover, I continued to exemplify my ability to collaborate around workforce needs at ECC, building relationships with United Airlines, GE Aviation, the New York and New Jersey Port Authority, multiple workforce boards and industry alliances. At ECC, new Hospitality Management, Entrepreneurship, and Health Information Management programs were implemented and an Airframe and Power Plant program was under development. Additionally, in partnership with a community agency, we established community and student gardens where all learned to grow, trade and sell the harvested vegetables. Last but not least, working with the military continues to be a heartfelt focus of my professional career having partnered with various branches and developed special initiatives and articulation agreements. I embrace the fact that we must respond to the educational needs and articulation requirements of military personnel, as well as ensure a smooth transition of veterans into postsecondary education and training and ultimately employment.

I am astutely able to advance the college's developmental education, transfer, articulation, and workforce development agendas. At FSCJ and ECC, I collaborated with universities to create articulation agreements, worked with faculty to redesign our general education offerings, assisted with the design of a math emporium learning space, renovated the library into a Learning Commons, as well as managed adult education and dual enrollment programs. At UNF, as a result of dialogue that I initiated with the Lumina Foundation, sister institutions, and the state's Department of Education, the University of North Florida is preparing to open its first transfer student center to ensure the seamless transition and academic success of associate degree transfer students. Additionally, I am leading a university and city-wide effort to establish the infrastructure for a *Borderless Community Predictive Analytics and Systemic Intervention* initiative to be submitted as a First In The World, Fund for Improvement in Post Secondary Education (FIPSE) grant.

I am adept at communicating a vision and engaging, empowering and inspiring faculty and staff. During my three years as president at ECC, I orchestrated teams of faculty and staff in developing evidence-based initiatives. Specific examples of those initiatives are designing and implementing a Student Success Center, Faculty Technology Resource Center, Faculty Assessment Center, and many Smart Classrooms. The ECC team and I laid the foundation for the design and building of contemporary technology-rich educational and administrative spaces to better serve the academic and personal development needs of students and increase productivity of employees in decision making based on data analytics. Further, I realize that it is vital that every employee embraces his or her role as a stakeholder in creating an unsurpassed educational environment. Whether it is the facilities maintenance team, security, advisors, faculty, administrators or support staff, each plays a central role and must receive on-going communication and professional development enhancing their ability to serve students. This philosophy, executed with compassion and foresight leads to ever increasing enrollments, appropriate program development and outstanding student learning outcomes.

I relish personal student interactions and engagement. Helping students achieve their dreams means knowing them academically and personally. I consistently engage students in conversations and collaborations to successfully ensure their perceived and real needs are being met. I stand firm on a *Putting Students First* platform, reaching out to all students, including the Student Government Association, athletes, Phi Theta Kappa and Honors, LGBTQ, racially and ethnically diverse, as well as socioeconomic and learning challenged students. In an open access environment, all students can add value to the learning environment.

My experiences have taught me to have passionate sensitivity to diverse students, staff and faculty. While some may view it as a challenge, diversity and inclusion (Inclusive Excellence) is currently one of the greatest opportunities for higher education. We are grappling with difficult questions. How do leaders successfully serve diverse student populations? How do we build a cohesive, collaborative, and diverse college workforce that increases student persistence and completion? I am currently working as Special Advisor to the President of the University of North Florida to design and implement institutional initiatives, cultural shifts and long-term infrastructure to achieve these goals. The colleges that embrace diversity as a strength and opportunity will be the colleges that best serve students and employers in our global economic era.

I have developed a keen understanding of the need for on-going exploration and implementation of data driven administrative, instructional and student support innovations. It is through the development and care of a teaching and learning culture, while nurturing a student persistence framework, that a college is able to grow enrollment and retain students to the successful completion of their academic objectives. To this end, while serving as ECC President, we implemented an *appreciative inquiry* strategic planning process and an accountability-based budget planning process. We also began a new college brand initiative and created a communications plan that generated more than \$8 million a year in free media coverage.

I am committed to measurable student outcomes, accountability and iterative institutional improvement. In New Jersey, I led the institution from Middle States Commission on Higher Education “warning status” to full reaffirmation. Over the three year period, as intimated by our Middle States’ liaison, we significantly enhanced the culture and infrastructure at ECC, ensuring its commitment and ability to sustain Institutional Assessment and the Assessment of Student Learning Outcomes. We also created an Enrollment Management Plan that provided a road map for student recruitment, persistence and success. Additionally, I am very familiar with the Southern Association of Colleges and Schools (SACS) standards and practices and with other FSCJ campus presidents won a national leadership award for our SACS QEP efforts.

My experiences have enabled me to develop a deep understanding of college funding and financial management. This capacity was fine tuned by serving on the New Jersey County Presidents’ Council, collaborating with legislators, managing college and campus budgets, securing grants and working closely with trustees to ensure long-term financial stability. As a team, we were very proud to keep student tuition and fees flat for three years while investing in technology, faculty development, new instructional methodologies, and student success activities at ECC. Further, my work with the New Jersey Presidents’ Council, the New Jersey Council of County Colleges and the college staff led to a cost neutral implementation of online and blended (hybrid) learning in New Jersey and the approval of a statewide capital bond referendum that yielded \$14 million for ECC and \$650 million for all New Jersey higher education. At FSCJ, I led the acquisition of millions of dollars in grants and foundation contributions.

I am an avid technology advocate. Higher education leaders must understand and support the use of technology to improve the operational and managerial performance of the institution. Disruptive technologies can be used to enhance teaching and learning and create and maintain a transparent, open and collaborative climate. The use of technology as a tool to enhance learning and engage traditional and non-traditional students is critical. Of equal importance is using

technology to improve and expand student access with due respect to student diversity and their technology access and proficiency. Having led institutions whose majority student enrollment was very diverse and faced socioeconomic challenges, I embrace a high tech and high touch student interaction philosophy.

I believe my record demonstrates that I possess the professional and personal relationship skills and successful leadership experiences that will allow me to lead and make significant contributions to Southwest Tennessee Community College. I would relish the opportunity to interview with the committee and to further discuss the future of your institution and the unique leadership qualities I can bring to Tennessee.

Sincerely,

*Edythe M. Abdullah*

Edythe M. Abdullah, J.D.

# VITAE

Edythe M. Abdullah



## EDUCATION

**University of Florida, Holland Law Center**  
*Gainesville, Florida*  
Juris Doctor  
*Admitted to the Florida Bar (1996)*

**Valparaiso University**  
*Valparaiso, Indiana*  
Bachelor of Arts, Religious Studies  
Bachelor of Arts, Speech and Drama

## ADDITIONAL PROFESSIONAL EDUCATION AND TRAINING

**League for Innovation in Community Colleges and the University of Texas at Austin: Expanding Leadership Diversity in Community Colleges**  
*Mission Viejo, California*  
Kellogg Fellowship, 1995

**Florida Community College at Jacksonville, Women and Minority Leadership Program**  
*Jacksonville, Florida*  
Senior Leader-In-Training Certificate, 1994

**Harvard University, Institute for the Management of Lifelong Education**  
*Cambridge, Massachusetts*  
Leadership Certificate, 1988

## PROFESSIONAL EXPERIENCE

### 2013 to Present

#### Special Advisor to the President, University of North Florida

Reports to the University President and works collaboratively with the Chief of Staff and other executive leadership, faculty and staff, as well as regional education, community, and governmental or regulatory agencies to research, develop, and implement transformative initiatives that support the strategic goals of the University of North Florida (UNF). Particular emphasis is on implementing outcomes-driven projects that support UNF's mission, vision and strategic goals and provide extraordinary undergraduate and graduate education to more than 16,000 students.

- Lead the Inclusive Excellence initiative by;
  - analyzing trend data;
  - developing, disseminating and analyzing the UNF Climate Survey on Race and Ethnicity for faculty, staff and students;
  - hosting consultants and sharing contemporary groundwork on diversity and inclusion;
  - developing and implementing professional development for faculty, deans and department chairs; and,
  - collecting model blueprints of faculty mentoring programs for a 2015 design and implementation
- Lead a collaboration between UNF, the JAX Chamber College Access Network, Jacksonville Public for Education Fund, regional universities, colleges and school districts in developing a FIPSE, First in The World grant to design and implement a borderless community-wide predictive analytics database and college and career readiness consortium
- Spearheaded, conceptualized and published a white paper on strengthening state college transfer initiatives for the University President
- Researched and provided advice and counsel on innovative and collaborative dual enrollment best practices between universities, state colleges and school districts
- Serve as the President's representative and liaison to community agencies and associations related to assigned projects
- Serve on the Vice Presidents' Council, charged with making decisions regarding current and future university policies, procedures, and operations
- Act as the President's liaison to the Center for Urban Education and Policy and Commission on Diversity and Inclusion
- Identify grants and funding sources to enable UNF to achieve various strategic goals

### 2010 to 2013

#### College President, Essex County College, Newark, NJ

Led, supervised and managed a multi-campus county college serving 28,000 credit and non-credit students in Essex County, New Jersey. Responsible for oversight of facilities, finance, foundation and fundraising efforts, instructional programs, student affairs and activities, legislative advocacy, community, county, state, and federal relationships, and partnerships, as well as preparation for Middle States Association of Colleges and Schools reaffirmation. Reported directly to the Board of Trustees.

- Increased, in a three year period, the College's student graduation rate by 5 percent and retention rate by 2 percent, as well as reduced the transfer before degree completion rate by 1.7 percent
- Held student tuition and fees flat for three years in a row, while increasing investments in teaching, learning and student support
- Led college through Middle States Association of Colleges and Schools reaffirmation in less than two years
- Restructured the College's organizational structure, budgeting processes and use of technology increasing effectiveness and efficiency through the use of data dashboards, redistribution of funds, and objectives-driven funding
- Secured \$18,000,000 in capital funding for new facilities and renovations, and infrastructure enhancements
- Led the adoption of online instruction, at Essex and 10 other colleges in New Jersey
- Developed a relationship with Columbia University to implement the Workforce Opportunity Services articulation and support services program
- Developed a partnership with Berkeley College that secured transfer scholarships of any graduating student who met enrollment eligibility criteria; 25 scholarships were awarded in 2013
- Implemented a measurable outcomes accountability template, institutional effectiveness metric and dashboard, an Appreciative Inquiry strategic planning process, an objective(s) driven budget development process, and a college branding initiative
- Established successful legislative, governmental, business and community relationships, including service on several industry boards that led to the establishment of new programs and being appointed President of the Consortium for Higher Education in Newark (CHEN) in January of 2013
- Restructured the College's Foundation and its staff support to better secure donations and provide information to donors
- Established a Student Success Center, Faculty Assessment Center, Faculty Technology Resource Center, FT/PT faculty professional development fund, and conceptual and facilities plan for a Student Learning Commons
- Oversaw a College operational budget of more than \$65,000,000 and reserves exceeding \$27,000,000
- Supervised more than 1,800 staff and faculty; including 135 full time faculty, 510 part time faculty and 11 administrative direct reports
- Established a High School Need-Based Scholars program with every high school in the County awarding more than \$750,000 in the first year

## **1985 to 2010**

### **Florida State College of Jacksonville**

Florida State College at Jacksonville (FSCJ) is a public, non-profit higher education institution that offers a variety of programs and services to meet the education and training needs of more than 80,000 students per year. Today, FSCJ has five campuses and six centers in two counties including online classes that can be globally accessed. Built upon a rich history, starting as a junior college, advancing to a community college and finally becoming a state college, FSCJ has been a national leader in degrees, diplomas and certificates awarded, innovative programs and partnerships, grants received, and once



operating the only dropout retrieval charter school in the state. As a comprehensive state college, students enroll in English for speakers of other languages, adult education, certificate programs, associate degrees, advanced technology diplomas and continuing education

Over a period of 25 years I held progressively more responsible and complex positions as the institution evolved from a junior college, to a community college and finally a state college.

Campus President, Downtown Campus, Florida State College at Jacksonville, 2001 to 2010

Responsible for the supervision and management of a multi-building campus, development and implementation of instructional programs and student services and the development and facilitation of national, state, and local relationships with community, governmental, educational, and business entities. Worked in collaboration with the College President and other executive leadership.

- Led a city and College leadership team to secure a Gates Foundation and National League of Cities, Communities Learning in Partnership grant for \$250,000
- Secured regularly more than \$4 million in Foundation and in-kind contributions annually
- Secured more grants than any of the four FSCJ campuses combined with the highest year total of \$5.6 million in 2008-09
- Increased Campus FTE consistently over a nine year period with the highest increase of 10% in 2008-09
- Developed numerous productive relationships with local, state, national and international businesses and agencies such as, Coggin Automotive, Merrill Lynch, Swisher, U.S. Department of Labor, regional workforce boards, City of Jacksonville, Chamber of Commerce, National Home Builders Association, Jobs for Florida and America's Graduates
- Led the capital request, secured matching industry funds, designed and constructed the Advanced Technology Center, a high-tech and hands-on instructional facility dedicated to information technology (networking and cyber security), advanced manufacturing, transportation technology, and biotechnology education and training
- Oversaw the development of new instructional initiatives and the inactivation of non-responsive programs
- Supervised the instructional programs and student services for more than 11,000 credit students and 10,000 non-credit students from more than 110 countries
- Led the renovation of three buildings, all campus classrooms, as well as securing partnership funds (\$500,000) and in-kind contributions necessary to repurpose a building that became the DuPont, Toyota and Lexus Automotive Training Center
- Developed and implemented the Pathways Academy, a Southern Association of Colleges and Schools accredited with commendations dropout retrieval charter high school
- Developed three bachelors degree programs; Networking, Early Childhood Education and Biotechnology
- Led the College-wide Task Force for the improvement of data accuracy and timeliness of state reports, as well as other special assignments from the College President
- Oversaw a budget exceeding \$10,000,000
- Supervised more than 850 staff and faculty including; 65 full time faculty, 375 part time faculty and 9 direct administrative reports

- Managed security services and facilities maintenance for the Downtown Campus buildings, Administrative Offices, Main Street facilities, and Urban Resource Center
- Established a Summer Intervention Program with Bethel Baptist Institutional Church, Duval County Public Schools and the Regional Workforce Board, providing high school courses to approximately 600 high school students every summer and facilitating more than 4,500 on time high school graduates over 10 years

Associate Vice President of Workforce Development and Adult Education, Florida Community College at Jacksonville, 1999 to 2001

Responsible for the college-wide development and coordination of workforce development and adult education programs including associate in science and associate in applied science degrees, college credit certificates and career and industry certificates, as well as adult, English for speakers of other languages and continuing education programs. Additionally, supervised the college-wide assessment and certification centers and curriculum services department.

- Served on the statewide taskforce that analyzed Florida's Performance Based Funding legislation for workforce programs in community colleges and technical schools and led the development of the implementation plan for adult education and postsecondary certification programs
- Reorganized college workforce programs to comply with new workforce development performance funding legislation
- Redesigned the processes, procedures and organizational structure for college-wide assessment services to create campus assessment and certification centers
- Led the development of a workforce development facilities Master Plan for renovations and new buildings at four campuses
- Coordinated the development of 25 new workforce development programs including internet technology, networking, transportation and logistics, and aviation
- Assigned to facilitate the development and implementation of more than 78 college strategic initiatives; 50 of which were new instructional programs to evaluate for development
- Negotiated with the State Workforce Board, Florida Home Builders Association, and legislators to receive \$500,000 in funding to establish the Institute for Applied Technology in Construction Excellence
- Renegotiated numerous instructional contracts with Duval County School Board, including the dual enrollment, facilities usage, subcontracts for grants and professional development for high school instructors; dual enrollment registrations doubled, student success rates rose by 35 percent under my leadership, and College costs declined by 9%
- Served on state, regional, and local boards and associations representing the interests of the College, such as National Association of Manufacturers, National Coalition of Advanced Technology Centers, and Florida's Council on Instructional Affairs
- Managed the distribution of \$1,750,000 in Perkins funding and performance based incentive grants
- Led the development of Capitalization Incentive Grants, that were state grants approved by the College and submitted for additional funding to achieve critical workforce development initiatives; first year grant yield totaled more than \$2.5 million

- Served as Chair of the Instructional Affairs Council, comprised of liberal arts and sciences and workforce deans who recommended policies, procedures, and operational changes and the resolution of college-wide instructional program concerns to the College President
- Led the development of Tech Prep and Career Academy initiatives with the local school districts establishing three career academies in one year
- Coordinated the Academic Program Evaluation and College Program Revitalization process including the development of the computer-based programs to track instructional programs' performance
- Led the revision and publication of the faculty certification handbook and curriculum services processes in preparation for SACS reaffirmation
- Managed College and grant budgets in excess of \$3.5 million

Interim Associate Vice President of Program Development and Support, Florida Community College at Jacksonville, 1998 to 1999

Interim responsibility for the college-wide supervision and coordination of all instructional degree and certificate programs and for the supervision of curriculum and resource development, institutional research, and assessment services. For nine months, I served as Interim Chief Academic Officer.

Dean of Instruction for Program Development, Florida Community College at Jacksonville, 1994 to 1998

Responsible for the successful development and implementation of curriculum, grants, articulation agreements, and special projects for adult education, career and vocational training, and college credit programs. Additionally, I represented the College effectively on statewide committees and in high-level collaborations with legislators, school districts, the Division of Community College's Council on Instructional Affairs, Department of Education, U.S. Dept. of Labor, regional workforce boards, and state, city and community leaders. Served as Chair of the Department Chairs' Council who made procedural and instructional recommendations to the Campus Presidents and Executive Vice President.

Special Assistant to the President, Florida Community College at Jacksonville, 1995

In addition to Dean of Instruction responsibilities, served as Special Assistant to the College President as a League for Innovation in Community College, Kellogg Fellow. Responsible for research and policy and procedural developments that led to various outcomes, such as completion of several papers on diversity and inclusion and workforce development and chaired and presented quantitative and qualitative conclusions of the college-wide Task Force on Equal Treatment and on workforce development challenges to the League for Innovation in Community Colleges, State Board of Community Colleges' Council on Instructional Affairs, College President's Cabinet and District Board of Trustees. My activities led to redistribution of funds, policy changes, and new professional development programs.

Assistant Instructional Dean, Adult Instruction and Program Development, Adult Studies, Florida Community College at Jacksonville, 1989 to 1994

Responsible for the development and implementation of Adult Basic Education, General Education Development Diploma, Adult High School and English for speakers of other languages programs, supervision of 15 full time and 350 part time faculty, more than \$6 million in College and grants funds, traditional and specialized curriculum in workplace, family and homeless instruction, as well as the identification of innovative instructional methods and a new student success tracking systems that enhanced student achievement. Additionally, represented the College on local and state boards,

consortiums, and councils, as well as participated in public relations activities. Developed and received \$2,5 million for two national workplace literacy grants and a national prison literacy grant.

Assistant Instructional Dean, Open Campus, Florida Community College at Jacksonville, 1986 to 1989

Responsible for the development and implementation of continuing education programs including the Women's Center initiatives, lifelong learning programs, and the senior adult program serving more than 15,000 students in 210 locations throughout the region. Built collaborative relationships with Duval and Nassau County School Boards, community agencies, City of Jacksonville, and businesses to provide continuing education courses at their sites. Supervised 13 full time staff and more than 200 part time staff and faculty.

Advisor II, Office of Admissions and Student Aid, Florida Community College at Jacksonville, 1985 to 1986

Responsible for the design, implementation, and successful operation of programs that facilitated minority student enrollment and retention in collaboration with four campus counselors. Increased minority enrollment by 9 percent. Additionally, designed and implemented the College's Student Ambassadors program.

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## AWARDS AND RECOGNITIONS

- New Jersey Senate, Senate Citation and Recognition of New Jersey Women College Presidents, 2013
- Top Fifty Most Influential Blacks in New Jersey, Black Villages Magazine, 2012
- Shirley Chisholm Award, present by New Jersey State Assembly, 2011
- U.S. Congressional Record Citation from Congressman Donald Payne as first female president of Essex County College, 2011
- Trailblazer Award, Newark, NJ, 2010
- Alumni Achievement Award, Valparaiso University Alumni Association, 2010
- Outstanding Contributions to Education Award, Phi Beta Sigma Fraternity, 2010
- Omega Psi Phi, Community Leadership Award, 2010
- Visionary Award, Bethel Baptist Institutional Church Summer Intervention Program, 2006
- Regional Award for Excellence in Education, Regional Legislative Council, 2006
- Exemplary Leader, National Council of Instructional Administrators, for FSCJ's SACS QEP Plan Implementation, 2005
- Women of Distinction Award, Girls Scouts of America, Gateway Council, 2003
- Hall of Fame Inductee, Florida Administrators of Adult and Community Education and the Adult and Community Educators of Florida, 1999
- Excellence in Lifelong Learning Award, Florida Association of Community Colleges, Continuing Education Commission; for older adult education program and the Student Success Tracking System, 1999
- ACENET Exemplary Program Award, Adult and Continuing Educator Network; for the development of the Student Success Tracking System, 1999
- National Alliance of Business Award for Excellence in Literacy Partnerships, 1998

- Black Achievers Award, YMCA 1993
- Leadership in Administrative Services, Florida Community College at Jacksonville, 1992
- International Who's Who of Professional and Business Women, 1991
- Outstanding Young Women of America, 1990
- Who's Who in the South and Southwest, 1989
- Kellogg Foundation Grant for Harvard University MLE program, 1988
- Leadership Jacksonville Alumni Scholarship, 1980

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## **PROFESSIONAL MEMBERSHIPS AND CIVIC ACTIVITIES**

- Vice Chair for Education, World Affairs Council, Jacksonville, FL, Board of Directors 2014 - present
- Member and prior board and committee chair Continental Societies Inc., Jacksonville Chapter, 1993 - present
- Member, Nine in 15 Steering Committee; a group that encourages women to run for City Council in 2015, Jacksonville, FL 2013 - present
- Member, World Affairs Council of Jacksonville, 2013
- Member, Newark Trust for Education, Board of Directors, 2013
- Class member, Leadership New Jersey, Class of 2012
- Member, New Jersey Manufacturing Executive Roundtable, 2012 - 2013
- Member, Newark Youth Policy, Mayor Booker appointee, Board of Directors, 2011 - 2013
- Member, Newark Regional Business Partnership, Board of Directors, 2011 - 2013
- Member and Marketing subcommittee co-chair, American Association of Community Colleges, Presidents Council 2011 - 2013
- Member, Newark and Essex County's Workforce Investment Boards, 2010 - 2013
- Member, Newark Regional Business Partnership, Board of Directors, 2010 - 2013
- Member, Newark Alliance, Board of Directors, 2010 - 2013
- President and council member, Council on Higher Education in Newark (CHEN), 2010 - 2013
- Member, Presidents' Board, New Jersey Council of County Colleges, 2010 - 2013
- Member, National Association for Equal Opportunity in Higher Education, 2010 - 2013
- Member, New Jersey's Presidents Council, 2010 - 2013
- Member, Youth Crisis Center, Board of Directors, 2009 - 2010
- Member, National Manufacturers Institute, Education Advisory Council, 2008 - 2010
- Member, Board Of Trustees, University of North Florida; serving on both Educational Policy and Finance subcommittees during my terms, January 2003 - 2010
- Member, Jacksonville Journey City Commission, 2009 - 2010
- Member, Florida Association of Community Colleges, 1987 - 2010
- College liaison, National Alliance of Business, 2004
- Member and subcommittee chairperson, U S Department of Labor, Job Corps Advisory Committee, 2005 - 2007

- Member, National Coalition of Advanced Technology Centers, Presidents Advisory Council, 2007 – 2008
- Member and committee chair, Jack and Jill of America, Inc., Jacksonville Chapter, 1993 - 2007
- Member, Parents Associations, The Bolles School and Jacksonville Country Day School, 1989 - 2004
- College liaison, National Council of Instructional Administrators, 2002
- Subcommittee co-chair, Council of Adult Education, 1999 -2001
- Member, National Center for Occupational Research and Development, Adult Pathways Advisory Council, 2000 - 2001
- Chairperson, Jacksonville Community Council Incorporated (JCCI), Regional Adult Literacy Study, 1999
- Chair, State Division of Community Colleges' Council on Instructional Affairs, Adult Education Performance-based Budgeting Measures State Task Force, 1998
- Chairperson, City of Jacksonville, Duval County Job Opportunity Board, 1996
- College liaison and consultant, to State Legislative staff in drafting Florida WAGES legislation and implementation plan, 1996
- Member, American Bar Association, 1996 -1997
- Member, Florida Bar Association, 1996 – 2001
- Member, Alpha Kappa Alpha Sorority, Jacksonville Graduate Chapter, 1996 - 2001
- Board member and Parliamentarian, Junior League of Jacksonville, Board of Directors, 1989 - 1996
- Chair, FSCJ Equal Treatment Team (Diversity), 1995
- Chair, Council on Instructional Affairs, Adult Education subcommittee, 1995 – 1997
- College representative, Council on Instructional Affairs, Continuing Education/Standing Committee, Region II Representative 1994 - 1997
- Member and Treasurer, Adult and Community Educators of Florida, , Board of Directors 1993 - 1999
- Member, Chamber of Commerce, Workforce Preparation Community Board, 1992 - 1995
- Member and program day chair, Youth Leadership Jacksonville Board of Directors, 1992 -1994
- President and member Jacksonville Literacy Coalition, Board of Directors, 1992 to 1993
- Member, Adult and Community Educators of Florida, State Advisory Committee for the development of assessment for functional literacy education, 1992
- Member and Secretary, Leadership Jacksonville Alumni, Board of Directors 1989 - 1991
- President and member, Jacksonville Childbirth Education Association Board of Directors, a United Way Agency, 1987 - 1992
- Member, Volunteer Jacksonville, Board of Directors, 1981 - 1983
- Class member, Leadership Jacksonville Class of 1980

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## PRESENTATIONS AND PUBLICATIONS

- National Public Radio (NPR) StoryCorps interviewer of Dr. Tom Serwatka for JASMYN's 20<sup>th</sup> Anniversary; Registered in Library of Congress, American Folklife Center, Jacksonville, FL, 2014

- The Diversity Walk, Florida and Southeast Region Learning Summit, INROADS, Ponte Vedra Beach, FL 2104
- Common Core State Standards Panel, Jacksonville Public Education Fund Community Forum, 2013
- Diversity and Carter G. Woodson, Association for the Study of African American Life and History, Inc. Luncheon, Jacksonville, FL, 2103
- Developing Solutions: Undergraduate Education Working Session Panel, New Jersey Business Education Summit, Rutgers Business School, 2013
- Project Delta, New Jersey and Beyond, International Conference for Teaching and Learning, Ponte Vedra Beach, Florida, 2012
- Faith, Focus, Fortitude and Fantasy, Men's Day Conference on Education and Careers, Bethany Baptist Church, Newark, New Jersey, 2012
- The Critical Role of Community Colleges, Leadership New Jersey Education Seminar, Camden, New Jersey, 2012
- Putting New Jersey Back To Work, New Jersey Black Issues Convention, Trenton, New Jersey, 2012
- County Colleges' Role in Workforce Development – Executive Roundtable Panel, Manufacture New Jersey Week Conference, New Institute of Technology, Newark, New Jersey, 2012
- Engage, Empower, and Excel, Inaugural Address, Essex County College President Investiture, 2011
- Project Delta, Why participate? Instructional Technology eLearning Conference, St. Petersburg, Florida, 2011
- Project Delta, One President's Story, International Conference of Teaching and Learning, Ponte Vedra Beach, Florida, 2011
- Education, Equity and Expectations, South Orange Community Association Martin Luther King Celebration, South Orange, New Jersey, 2011
- Faith, Focus and Fortitude, The Newark Women's Conference, Newark City Council Chair, Rutgers University, Newark, New Jersey, 2011
- The County College's Role in Essex County, Essex Alliance for Action, Newark, New Jersey, 2011
- ELearning, SIRIUS Academics, International Conference of Teaching and Learning, Ponte Vedra Beach, Florida, 2010
- Project Delta, The Future of Developmental Education and Blended Learning, New Jersey Presidents, Newark, New Jersey, 2010
- Uniting the World of Students by Building Technologically Enhanced Courses, Science and Education of The New Revival Epoch in The Global Sciences and Education System, Ashgabat, Turkmenistan, Ministry of Education, 2009
- Career Pathways, Mississippi Academic, Career, and Technical Education Association, Jackson, Mississippi, 2009
- Why Jacksonville?, Bill and Melinda Gates Foundation, City of Jacksonville and Community Foundation Visit, 2008
- Testimony at Senate Hearing on Technical Centers offering Associate in Applied Science Degrees, 2007
- Commencement Speech, "I Hope You Dance" Graduation Speech, South Georgia College, 2007
- Adult Career Pathways, Panel of Distinguished Leaders and Educators, National Tech Prep Network Conference, 2006

- Workforce Development in the 21<sup>st</sup> Century, International Congress of Nano medicine and Nanotechnology, 2006
- Out of School Youth Program for Dropout Retrieval, Pathways Academy, Jobs for America's Graduates National Conference, 2005
- Job Corps Collaborations and the Future, Panel with U.S. Dept. of Labor, Assistant Secretary Emily DeRocco, Job Corps Regional Conference, Miami Florida, 2005
- Careers and Karate, Afterschool Programs, U.S. Dept. of Labor, Family and Youth Services Bureau's Second National Youth Summit, 2003
- Workforce Innovation Act Overview, Chamber of Commerce Jacksonville Legislative Day, Tallahassee, Florida, 2000
- College Program Revitalization: CPR, numerous presentations at AACC, NISOD, California Community College Association for Occupational Education, FCCJ, Teaching and Learning Conference, League for Innovation, 2001 through 2003
- Restructuring Adult Education, Strategic Conversation, FCCJ District Board of Trustees, 2000
- Workforce and Economic Development, Greater Nassau County Chamber of Commerce, 2000
- Institute for Applied Technology in Construction Excellence, Senate Select Committee on Workforce Development, Jacksonville, Florida, 2000
- More Fun For The Bucks, ACE of Florida State Conference, Miami, Florida, 1998
- Restructuring Adult Education, State Board of Community Colleges, Key West, Florida, 1996
- Welfare Reform, The Florida Senate Select Committee on Social Services Reform, Tallahassee, Florida, 1995
- When the Muse Speaks to Leaders, Leadership 2000 Conference, San Francisco, California, 1995
- Workplace Communications: Bridging the Cultural Gaps, Leadership 2000 Conference, San Francisco, California, 1995
- A New Leadership Paradigm for Community Colleges in the 21st Century, AACC Conference, 1995
- Student Success Tracking System, Council on Instructional Affairs, Continuing Education Standing Committee, Tampa, Florida, 1994
- Coordinating Resources, Workforce Education Summit, Pre-Conference Program, Jacksonville, Florida, 1994
- Student Success and Accountability, Florida Literacy Coalition, Adult Education Administrators' Meeting, Jacksonville, Florida, 1994
- Paideia Seminars: Promoting Critical Thinking, Reading, and Writing Skills, The Alliance, American Council on Education Conference, Breckenridge, Colorado, 1993
- Technology and Adult Education, Panel Presentation, Adult and Community Educators Conference, St. Petersburg Beach, Florida, 1993
- An Experience with Illiteracy, Women's Information Exchange Luncheon, Jacksonville, Florida, 1993
- Project Independence: JOBS, Florida Literacy Coalition Conference, Tampa, Florida, 1993
- Building Resources and Collaborations for Work Force Education, Network Consortium Conference, San Diego, California, 1993
- Urban Resource Center, Developing Effective Programs, National Conference on Teaching and Learning, 1993



- Promoting Success Through Tracking, Commission on Adult Basic Education, New Orleans, Louisiana, 1993
- Promoting Student Success: Tracking For Program Quality, Adult and Community Educators of Florida Conference, Ft. Lauderdale, Florida, 1992
- Applying Technology to Workforce Education, National Conference on Teaching and Learning, Jacksonville, Florida, 1992
- Work Force Literacy Programs that Work, National Council for Resource Development, Jacksonville Beach, Florida, 1991
- Work Force Partnerships, Florida Literacy Conference, Jacksonville, Florida, 1991
- What You Want Is What You Get, Touch Tomorrow Women's Center Conference, Jacksonville, Florida, 1990
- Conference Abstract, Science and Education of the New Revival Epoch in the Global Science and Education System, Turkmenistan President's International Scientific Conference, Fall 2009, Volume 1, page 128
- Florida Construction Institute: Putting Students on The Fast Track for Home Building Jobs, Innovation Abstracts, January 2004, Volume XXVI, No. 1
- Instructional Evaluation with CPR: A College Program Revitalization Model, Work Place, Winter 2002, Volume 13, Issue 1
- Published articles in the League Looks and the Journal for Adult Learning and Social Change.

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