

Brian L. Haynes, Ph.D.
Vice Chancellor for Student Affairs
University of California, Riverside

Administrative Experience and Select Accomplishments

Vice Chancellor for Student Affairs

Adjunct Associate Professor-School of Education

University of California, Riverside

2018-Present

The University of California, Riverside (UCR) is an AAU, public land-grant research university enrolling 27,000 undergraduate and graduate students. The University transforms lives and for three consecutive years has been ranked #1 for Social Mobility by U.S. News and Report. As an MSI, HSI, AANAPISI, and Seal of Excelencia designated institution, 56% percent of students are first-generation and 50% are Pell Grant recipients. UCR is nationally recognized as one of the top public universities for its excellent academic programs and is ranked as one of the most diverse public research institutions in the country. UCR has the smallest equity gaps in the UC system with URM students graduating at similar rates to non-URM students. The University offers nearly 200 undergraduate, graduate, and professional degree-granting programs including medicine.

Primary Responsibilities

- Report directly to the Chancellor; responsible for managing budget of \$75M and leading a team of more than 450 staff members including union and non-union employees.
- Serve as member of the Chancellor's Cabinet and the Campus Finance Committee.
- Co-liaison, University Innovation Alliance.
- Adhere to tenets of shared governance while supporting the Principles of Community.
- Member of the Emergency Management Policy Group and serve as executive-in-charge of crisis or emergency response involving student-related matters.
- Oversee a broad portfolio of student affairs programs, services, and/or units, including: Associated Students of UCR; Athletics (Division I-Big West Conference); Career Center; Educational and Community Outreach Programs; Diversity Programs; Graduate Student Association; Highlander Student Union Building; KUCR Radio Station; Orientation; Residence Life; Student Conduct; Student Life Programs; Student Recreation Center; and Veteran's Resource Center.
- Campus executive-in-charge for commencement ceremonies and New Student Convocation.

Select Accomplishments

- Collaborated with Academic Affairs to improve graduation rates and close equity gaps. This work has included the addition of high-impact practices to support student learning beyond the classroom. In 2020, the six-year graduation rate was 78.1% for Black students, 78.4% for White students, 73.7% for Latinx students, and 81.8% for Asian American students.

- Collaborated with enrollment services to develop and implement recruitment outreach strategies for diverse student populations. Record number of admissions applications submitted during 2023 recruiting cycle.
- Partnered with the University Foundation Board and Advancement to implement a comprehensive development plan. Plan aligned with the university-wide \$300M “Living the Promise Campaign” which successfully closed in 2021. These efforts yielded over \$6M in external fundraising through Student Affairs for the University.
- Partnered with Academic Affairs and Planning, Budget and Administration to manage the design, finance, and construction of new facilities including student housing, student health center, and student success center. Projects totaled nearly \$1B.
- Principal Investigator of the Inland Empire Regional K-16 Collaborative (IEC) grant. Funded through the California Governor’s Office and its K-16 Education Collaboratives Grant Program, this \$18.1M grant supports regional economic development while leveraging the experience and success of collaborative initiatives in California’s Inland Empire. IEC supports equitable educational and economic opportunities for students and addresses equity barriers in career and technical education pathways in the areas of healthcare, engineering, business management, and education.
- Provided supervision to the Department of Intercollegiate Athletics comprised of 17 teams and over 300 student-athletes competing at the Division I level (Big West Conference). Initiated a focus on the student-athlete experience leading to significant increases in the academic performance of student-athletes. During the 2022-2023 academic year, UCR student-athletes attained an overall grade point average of 3.2.
- Provided leadership in developing and implementing the Student Affairs Strategic Plan 2025 which aligns with the University’s strategic vision. Led the transformation of Student Affairs, which in 2021, 2022, and 2023 was recognized by ACPA-College Student Educators International and Diverse Issues in Higher Education as one of the Most Promising Places to Work in Student Affairs.

Vice President for Student Affairs

California State University, San Bernardino

2013-2018

California State University, San Bernardino (CSUSB) is a member of the 23-institution California State University System (CSU) and is a regional public university enrolling over 20,000 undergraduate and graduate students. CSUSB is an HSI- and MSI-serving institution with 58% of the students receiving Pell Grants; 81% percent of the students are first-generation. The University offers more than 70 bachelor’s and graduate degree programs.

Primary Responsibilities

- Reported directly to the President and was responsible for managing a budget of \$50M and leading a team of more than 350 faculty and staff (union and non-union employees). Reviewed and recommended faculty tenure and promotion to President.

- Responsible for supervision of student affairs programs and/or services including: Admissions and Student Recruitment; Athletics (Division II-California Collegiate Athletic Association); Associated Students, Inc. (student government); Counseling and Psychological Services Center; Crisis Intervention; Financial Aid; Housing & Residential Life; Pre-College Programs and Grants; Registrar; Santos Manuel Student Union; Services to Students with Disabilities and Workability IV; Student Conduct and Ethical Development; Student Engagement; Student Health; Student Recreation and Fitness Center; and the Veterans Success Center.
- Co-Chaired the Graduation 2025 Initiative; The African American Recruitment and Retention Task Force; and High-Impact Practices workgroup.

Select Accomplishments

- Provided leadership and oversight to Enrollment Services areas (Admissions, Financial Aid, and Registrar) which led to university enrollments exceeding 20,000 students. Additional enrollment growth occurred as a result of targeted outreach efforts to recruit transfers, non-traditional, commuters, adult learners, and non-resident students. From 2013 through 2018, CSUSB exceeded its targets each fall by 3.5%, setting record annual enrollments.
- Established partnerships including signed MOU's with 20 local area school districts to ensure college readiness upon graduation from high school for students within the Inland Empire region of California. These partnerships served to increase college-going rates throughout the region.
- Co-chaired with Provost the Graduation Initiative 2025 committee, a CSU-wide program to improve the system's graduation rate. Collaborated on the development and implementation of award-winning Coyote First-Step (CFS) early start program to improve college readiness. CFS was awarded Title V Funding from the U.S. Department of Education. This program reduced the number of students taking developmental mathematics courses which improved progression rates. In 2017, the University experienced a two percent increase for graduation rates of first-year and transfer students.
- Co-led with the Division of Administration and Finance the financing, design, construction, and management of student-success facilities including housing, student union, athletics, and recreational spaces. In fall 2016, supervised the groundbreaking of the largest capital project in university history: a \$98.5M housing (Coyote Village) and dining complex (Coyote Commons). Project opened on-time in fall 2018.
- Provided leadership and oversight to the Department of Intercollegiate Athletics comprised of 10 teams and 150 student-athletes competing at the Division II-level. Implemented a focus on the student-athlete experience which led to significant increases in the academic performance of student-athletes. During the 2016-2017 academic year, CSUSB student-athletes attained an overall grade point average of 3.02 and placed fifth in the California Collegiate Athletic Association Commissioner's Cup standings.

- Adhering to the principles of shared governance, fostered a climate of cooperation with the Faculty Senate, Staff Council, and Associated Students, Incorporated (student government).
- Advocated for all campus constituents, promoting a sense of community and excellence both in the classroom and within the local and global community.

Vice President for Student Affairs and Dean of Students

Clayton State University

2005-2013

Clayton State University, a member of the University System of Georgia, is a diverse public comprehensive university located in metropolitan Atlanta. The University enrolls 7,000 undergraduate and graduate students. Accredited by the Southern Association of Colleges and Schools Commission on Colleges, the University offers nearly 50 academic programs.

Primary Responsibilities

- The Vice President for Student Affairs and Dean of Students reported to the President and served at the cabinet-level, collaborating extensively with all divisions at the University.
- Led Division of 85 full-time staff members and 100 student workers; annual operating budget of \$13M (state, auxiliary, student fees, and grants).

Select Accomplishments

- Led efforts to transform the institution from a commuter campus to a residential University. From 2008 through 2013, students living on-campus increased from 0% to 12% of the overall enrollment. Utilizing the University System of Georgia Public-Private Venture funding model, developed University's Strategic Student Housing Plan.
- Responsible for Public-Private Venture (PPV) projects totaling \$71M. Led University efforts to finance, design, and construct the first on-campus student housing, Laker Hall, a \$23M residence hall. Facility opened on-time and under budget in August 2008.
- Co-Chaired Strategic Enrollment Management Committee (2009-2011) with Provost, ensuring the establishment of recruitment and retention targets. The University experienced record enrollments in fall 2010 and fall 2011.
- Collaborated with Provost to develop and implement the University's Complete College Georgia initiatives. These initiatives were the impetus for increased retention rates.
- Chairperson of the University Diversity Team. From 2006-2010, the University was ranked #1 by U.S. News & World Report as having the most diverse student population among comprehensive baccalaureate-level colleges and universities in the southeastern United States.
- Established the Veterans Resource Center, which served as a point of contact for veterans and active-duty military transitioning to the University.

Assistant Vice President for Student Affairs
Assistant Professor, Higher Education Administration Program-Graduate School
Instructor, Undergraduate Education

Florida International University

2000-2005

Florida International University is an urban public research university with nearly 60,000 undergraduate and graduate students. The University offers more than 200-degree programs including law and medicine. The University ranks #1 in degrees granted to Hispanic students.

Primary Responsibilities

- Reported to Senior Vice President for Student Affairs. Member of senior management team responsible for a division of 700 employees with \$75M budget on two campuses (Modesto Maidique and Biscayne Bay). Direct oversight for 100 full-time staff members and 150 student employees with an annual operating budget of \$12M, including \$1.4M annually in grants and contracts.
- Provided leadership and oversight of the following: Wolfe University Center (student union); Campus Life and Orientation; Student Government; Career Services; International Student and Scholar Services; Multicultural Programs and Services; University Health Services; Recreational Sports and Aquatics Center; Campus Ministry; Wellness Center; Pre-Collegiate (Trio) Programs and Grants.

Select Accomplishments

- Recipient of Operational Excellence Award in 2004 and 2005; awards were established to recognize exceptional performance and to promote institutional values.
- Led University efforts to expand the Wolfe University Center on the Biscayne Bay Campus. The \$5M project entailed the design and construction of two state-of-the-art structures: a 200+ seat dining facility and a 10,000 sq. ft. fitness center.
- Participated on University Food Service Contract Selection Committee. Committee provided recommendations regarding the awarding of a multi-year food service contract totaling over \$10M.
- Supervised nationally recognized Pre-Collegiate and Grants Program which from 2002-2005 received approximately \$5M in external grant funding. Funded programs included the following state and federal grants: Upward Bound; College Reach Out; Student Support Services; Centers of Excellence National Achievers; Partners in Progress; College Board Summer Program; Educational Talent search; and the Ronald E. MacNair Post-Baccalaureate Achievement Program.

Director, Student Affairs

State University System of Florida-Board of Regents (now Board of Governors) 1999-2000

The State University System of Florida is comprised of 12 institutions enrolling over 350,000 students. Annually, the State University System awards 50,000 bachelor's degrees, 15,000 graduate degrees, and over 2,000 law and medical degrees combined.

Primary Responsibilities

- Responsible for policy development, implementation, and oversight of student affairs-related areas throughout the State University System (SUS) of Florida, including: Athletics; Disability Support Services; Enrollment Management (Admissions, Articulation, Financial Aid, Registration, and Scholarships); Housing and Residence Life; International Student Services; Health Services; Student Conduct; Multicultural Affairs; Student Government; Orientation; and Student Activities.

Select Accomplishments

- Coordinated the development and implementation of the SUS policy on parental notification regarding under-age drinking and substance abuse. Policy required mandatory notification of parents and/or guardians for under-age students violating campus alcohol and substance abuse policies.
- Served as staff liaison to the Legal Education Advisory Council. The Council was charged by the Board of Regents (BOR) to develop strategies to increase minority student representation at Florida law schools.
- Coordinated implementation of Talented 20 program increasing student diversity in the SUS.
- Led athletic program review for Florida International University's request to start a Division I football program. Reviewed Title IX compliance and athletic facilities plans. The BOR approved the plan in 2000.

Assistant Vice Chancellor for Student Life and Director of Minority Student Affairs *East Carolina University* 1992-1999

Established the Ledonia Wright Cultural Center in the Bloxton House. This was the first cultural center established at the University. Co-led efforts with University Advancement on \$2M capital fundraising campaign for the Center.

Assistant Dean for Intercultural Advancement *Gettysburg College* 1991-1992

Planned and implemented campus-wide programs related to diversity. Advised students on course selection, study skills, and adjustment to college. Provided support to the Minority Youth Educational Institute, a college-based community focused initiative.

Coordinator Minority Student Services, College of Health and Human Services **Assistant Coordinator, Health Careers Opportunity Program** *Ohio University* 1989-1991

Designed and implemented retention programs. Served as liaison to the Admissions and Financial Aid offices. Recruited undergraduate and graduate students. Implemented Summer Instructional Program for incoming first-year students and high school seniors.

**Assistant Director (Interim), Student Activities
Graduate Associate for Leadership Development**

Ohio University

1987-1989

Advised National Pan-Hellenic Council. Assisted with registration of 200 student organizations.

Faculty Experience (Teaching and Research)

Graduate School Level

2024

Dissertation Committee

Ariana Aparicio Augilar (Graduate Student)

Dissertation Title: A Critical Discourse Analysis of the Family Educational Rights and Privacy Act of 1974 (FERPA) and Other State and Federal Policies: Exploring How Higher Education Practitioners in California Protect DACA Students

2002-2005

Assistant Professor, Higher Education Administration Program-Graduate School
Florida International University, College of Education

Course Taught: Legal Issues in Higher Education

Law and Higher Education-EDA 7236

Advised graduate students in the higher education program

Undergraduate Level

2022-Current Associate Adjunct Professor, School of Education
University of California, Riverside

Course: First-Year Seminar

Advised students transitioning to the university

2001-2005

Adjunct Instructor, Undergraduate Education
Florida International University, Undergraduate Education

Course Taught: Introduction to the University

The First Year Experience- SLS 1501

Advised undeclared undergraduate students

Areas of Research Interest

Current Issues in Higher Education-Data Driven Decision Making and Assessment.

The Student Affairs Profession-History of Higher Education.

Education

- 1991 Ph.D., Ohio University, Athens, Ohio
Degree-Higher Education
- 1987 M.S., Ohio University, Athens, Ohio
Degree-Physical Education
- 1986 B.A., The Ohio State University, Columbus, Ohio
Degree-History

Continuing Education

- 2019 Association of Governing Boards of Universities and Colleges (AGB)
Institute for Leadership & Governance in Higher Education
- 2012 American Association of State Colleges and Universities (AASCU)
Millennium Leadership Initiative
- 2009 Harvard University Graduate School of Education
Institute for Educational Management (IEM)

Experience Overview

- 2018-Present Vice Chancellor for Student Affairs
Adjunct Associate Professor-School of Education
University of California, Riverside; Riverside, California
- 2013-2018 Vice President for Student Affairs
California State University, San Bernardino; San Bernardino, California
- 2005-2013 Vice President for Student Affairs and Dean of Students
Clayton State University; Morrow (Atlanta), Georgia
- 2000-2005 Assistant Vice President for Student Affairs
Assistant Professor, Higher Education Graduate Program
Instructor, Undergraduate Education
Florida International University; Miami, Florida
- 1999-2000 Director of Student Affairs
State University System of Florida, Florida Board of Regents (now Board of
Governors); Tallahassee, Florida
- 1992-1999 Assistant Vice Chancellor for Student Life, Director of Minority Student Affairs
East Carolina University; Greenville, North Carolina
- 1991-1992 Assistant Dean for Intercultural Advancement
Gettysburg College; Gettysburg, Pennsylvania
- 1990-1991 Coordinator Minority Student Services, College of Health and Human Services
Ohio University; Athens, Ohio
- 1989-1990 Assistant Coordinator, Health Careers Opportunity Program
College of Health and Human Services, Ohio University; Athens, Ohio
- 1987-1989 Assistant Director (Interim), Student Activities
Ohio University; Athens, Ohio

Professional Activities (Selected)

NASPA-Student Affairs Administrators in Higher Education

2016-2019 Member, Foundation Board
2012-2013 Region III Public Policy Representative
2011-2012 Member, Ethics Task Force
2010-2014 Member, Advisory Board, James E. Scott Academy for
Leadership and Executive Effectiveness
2010-2014 Member, Editorial Board, Leadership Exchange Solutions for Student
Affairs Management
2010-2012 State Director, Region III, State of Georgia
2010-2011 Chair, Region III Campus Safety Knowledge Community
2006-Present Voting Delegate
2001-2002 State Director, Region III, State of Florida
2000-2002 Reviewer, General Conference Programs

ACPA-College Student Educators International

2010-Present Voting Delegate
1998-1999 Chair, Standing Committee on Multicultural Affairs
1995-1997 Membership Chair, Standing Committee on Multicultural Affairs

Student Affairs Today Journal

2009-Present Member, Editorial Board

APLU-The Association of Public and Land-Grant Universities

2022-Present Member, Council on Student Affairs, Executive Committee
2019-Present Member, Council on Student Affairs

Grant Acquisition

Directly and indirectly involved with grant acquisitions totaling in excess of \$45M.

University of California, Riverside

(PI). Inland Empire Regional K-16 Collaborative, Governor's Office K-16 Education Collaboratives, \$18.1M, August 2022-July 2026.

Involved in the acquisition and management of the 2022 CaliforniansForAll College Fellowship grant totaling \$2.2M.

(PI). Black Student Success Initiative, University Innovation Alliance; \$25,000, August 2022-August 2024.

Involved in the acquisition and management of the Ronald E. McNair TRIO grant: \$1,361,820; October 1, 2023 through September 30, 2028.

California State University, San Bernardino

(Co-PI). ADT Pathways Grant, College Futures Foundation; \$60,000, Fall 2017-Spring 2018. Involved in the acquisition and management of all Division of Student Affairs grants. Funded grants included: GEAR-UP, Upward Bound, and Educational Talent Search. Total grant funding in excess of \$20M.

Clayton State University

Involved in the acquisition and management of all Clayton State University Division of Student Affairs grants. In 2009, the Division was awarded \$544,767 for the AmeriCorps State Grant. This award was the first Division of Student Affairs funded grant proposal.

Involved in the acquisition and management of the Georgia Governor's Office of Highway Safety Grant (\$4,500).

Florida International University

Involved in the acquisition and management of approximately \$5M of program grants in the Division of Student Affairs. Annually from 2002-2005, responsible for \$1.4M of grant funds. Funded grants included: Upward Bound, College Reach Out; Student Support Services; Centers of Excellence National Achievers; Partners in Progress; College Board Summer Program; Educational Talent Search; and the Ronald E. McNair Post-Baccalaureate Achievement Program.

Scholarly Activity

Presentations

Haynes, B.L., Gonzalez, G., Keeling, R.P., & Narburgh, E. (2023, April). Making Your Student Affairs Strategic Plan a Campus-Wide Success Plan. Presentation at 105th National Association of Student Personnel Administrators Conference, Boston, Massachusetts.

Harris, H., & Haynes, B.L. (2023, April). Creating a Culture of Equity-Minded Assessment in Student Affairs: Supporting Ethnic and Gender Resource Centers. Presentation at 105th National Association of Student Personnel Administrators Conference, Boston, Massachusetts.

McMahan, S. & Haynes, B.L. (2018, July). We Define the Future: A Collaborative Approach to the Changing Landscape at CSUSB. American Association of State Colleges and Universities, Academic Affairs Summer Meeting, Seattle, Washington.

Burgess, A., Haynes, B.L., Patton, M., & Satterlund, A. (2018, March). Planning a Union Facility Transformation: Garnering Campus-Wide Support Using the Comprehensive Alternative Consultation Process. Presentation at 98th annual Association of College Unions International Conference, Anaheim, California.

Paine, G.E., Haynes, B.L., & Narburgh, E.M. (2018, March). Strategic Thinking for Student Affairs Leaders. Presentation at 99th annual National Association of Student Personnel Administrators Conference, Philadelphia, Pennsylvania.

Haynes, B.L. & Jaworski, B. (2016, November). A Model Behavioral Intervention Program: The Campus Assessment, Response & Education Team. Presentation at NASPA Western Regional Conference, Seattle, Washington.

Haynes, B.L., Vasquez, S., Andrade, A., Juntunen, D., & Hinkle, J. (2016, June). Panel Moderator. Case Management Reflections on Post Incidence Response. Higher Education Case Managers Association, 8th Annual Roundtable, Orlando, Florida.

Haynes, B.L., Shabazz, R., Bishop, E., Foster, D., & Mitchell, K. (2016, January). Invited Panelist. Prominent & Influential Black Educators of the Inland Empire. Inland Empire Alliance of Black School Educators, Azusa Pacific University, San Bernardino, California.

Haynes, B.L. (2011, October). Invited Keynote Speaker. Education Ethics: Improving Diversity and Reducing Inequity from Elementary to Graduate School. Educational Ethics Conference, Shepherd University, Shepherdstown, West Virginia.

Conneely, J.F., Keppler, K.J., Haynes, B.L., & Faust, D. (2010, June). Invited Panelist. Senior Student Affairs Officers Reflections on Our Practices. NASPA Region III Symposium, Jacksonville, Florida.

Haynes, B.L. (2010, May). Keynote Speaker. Charting Your Future. Clayton County Chamber of Commerce Youth Leadership Institute Graduation Ceremony, Morrow, Georgia.

Haynes, B.L. (2009, April). Keynote Speaker. Clayton State University Greek Council Recognition Program Ceremony, Morrow, Georgia.

Haynes, B.L. (2007, October). Transforming a campus: From commuter to residential. Invited presentation. 12th Annual Board of Regents Facilities Officers Conference, Young Harris, Georgia.

Haynes, B.L. (2004, March). In search of dollars: Development in student affairs. Presentation at 86th annual National Association of Student Personnel Administrators Conference, Denver, Colorado.

Haynes, B.L. & Paige, L. (2000, March). A system-wide approach to parental notification. Pre-Conference Presentation at 82nd annual National Association of Student Personnel Administrators Conference, Seattle, Washington.

Haynes, B.L. (1996, July). Keynote Speaker. Edgecombe Community College Annual Diversity Conference, Rocky Mount, North Carolina.

Haynes, B.L. (1996, November). African-American student organizations: A key component to retention. Presentation at 12th annual National Conference on Higher Education, New Orleans, Louisiana.

Haynes, B.L. (1995, March). Measuring and managing student awareness of diversity. Presentation at 71st Annual American College Personnel Association Conference, Boston, Massachusetts.

Haynes, B.L. & Emmerling, D. (1994, March). Assessing and managing diversity and the enhancement of the corporate culture. Presentation at 70th Annual American College Personnel Association Conference, Indianapolis, Indiana.

Haynes, B.L. (1992, October). The Minority Youth Educational Institute: A practical approach to early intervention and recruitment. Presentation at the Minority Student Today Conference, San Antonio, Texas.

Haynes, B.L. (1992, September). The Minority Youth Educational Institute at Gettysburg College: A practical approach to early intervention. Presentation at Minority Student Conference, Kokomo, Indiana.

Haynes, B.L. (1992, June). Support services for diverse populations. Presentation at Pennsylvania Association of Secondary School and College Admissions Counselors Conference, Hershey, Pennsylvania.

Publications

Haynes, B.L. (2006). Black undergraduates in higher education: An historical perspective. Journal of Metropolitan Universities, 17(2), 8-22.

Haynes, B.L. & Stewart, G. (1999). Struggle for recognition in the academy. Net Results: The NASPA Leadership and Strategy Magazine. National Association of Student Personnel Administrators.

Stewart, G., Wright, D., & Haynes, B.L. (1998). The African-American student organization: Positive peer support. Ohio College Student Development Journal, 1, (1), 27-35.

Stewart, G., Haynes, B.L., Brown-Wright, D., & Anderson, D. (1996). African-American student association: Misunderstood, but critical to retention. Access, IV, (V), 4-5.

Book Review

Haynes, B.L. (1999). Grass roots and glass ceilings: African-American administrators in predominantly white colleges and universities. Harvey, W.B. (ed) Albany: State University of New York Press. In College Student Affairs Journal, 19, (1), 107-108.

University/Academic Service (Selected)

University of California, Riverside

2022-Present Co-Liaison, University Innovation Alliance

2021-Present Member, Campus Finance Committee

2021-Present Member, Provost's Cabinet

2021-Present Chair, Commencement Task Force

2022-2023 Chair, Carnegie Community Engagement Committee

2021-2022 Chair, Vice Chancellor for University Advancement Search Committee
2021 Chair, Director of Intercollegiate Athletics Search Committee
2020-2021 Chair, Athletics Working Group
2020-2021 Chair, Student Services Workgroup
2019-2021 Chair, Ad-Hoc North District Naming Committee
2019-2021 Member, Steering Group, Strategic Planning Committee
2018-Present Chancellor's Chicano Latino Advisory Committee
2018-Present Chancellor's Dr. Barnett & Eleanor Jean Grier Concerned Citizens Committee
2018-Present Chancellor's Native American Advisory Committee
2018-Present Member, Chancellor's Executive Cabinet
2018-Present Member, Emergency Management Policy Group
2018-Present Member, Chancellor's Free Speech Workgroup
2018-Present Member, Communications and Policy Coordination Group
2018-Present Member, IT Governance Committee

University of California (System-Wide)

2022-Present Member, UC SHIP Executive Oversight Board
2021-2022 Member, UC Systemwide Vaccination Implementation Workgroup
2018-Present Member, Council of Vice Chancellors for Student Affairs

California State University, San Bernardino

2018 Member, Native American Student Recruitment and Retention Task Force
2017-2018 Co-Chair, African American Student Recruitment and Retention Task Force
2017-2018 Co-Chair, Graduation Initiative 2025 Steering Committee
2017-2018 Member, Administrative Action Team
2016 Member, Provost and Vice President for Academic Affairs Search Committee
2015-2016 Member, Executive Committee, Strategic Planning Committee
2015 Member, Dean, College of Social and Behavioral Sciences Search Committee
2015 Member, Associate Dean Undergraduate Studies Search Committee
2014 Chair, Search Committee for Vice President for Administration and Finance
2013-2018 Co-Chair, Assistive Technology Initiative Committee
2013-2018 Member, Foundation Philanthropic Board
2013-2018 Member, University Enterprises Corporation Board of Directors
2013-2018 Member, University Budget Advisory Committee
2013-2018 Co-Chair, Enrollment Management Committee
2013-2014 Member, Executive Steering Committee, WASC Reaccreditation

California State University (System-Wide)

2016-2018 Co-Chair, CSU Council of Student Affairs Vice Presidents
2015-2016 Member, CSU, African-American Initiative Committee
2014-2016 Chair, CSU Advisory Council on Students with Disabilities
2014-2018 Member, CSU, Admissions Advisory Council
2014-2015 Member, CSU, Campus Safety Working Group

Clayton State University

2012-2013 Chair, USG Regents Advisory Council for Student Affairs

2012-2013 Member, Advisory Board, USG Learning Management System
2011-2013 Chair, University Diversity Team
2011-2013 Member, Executive Steering Committee, SACS Reaccreditation
2011-2012 Chair, Director of Intercollegiate Athletics Search Committee
2011 Chair, University Title IX Response Committee
2009-2011 Co-Chair, University Strategic Enrollment Management Committee
2009-2011 Member, Steering Committee, University Strategic Planning Committee
2009-2010 Member, Executive Committee, Facilities Master Planning Group
2007-2009 Chair, University Safety Task Force
2007 Chair, Dean for College of Professional Studies Search Committee
2006-2013 Member, University Planning and Budget Council
2006-2007 Chair, University Housing Implementation Committee
2006 Chair, Student Health Insurance Program Implementation Committee

Florida International University

2004-2005 Member, University Marketing Task Force
2004 Member, University Food Service Contract Selection Committee
2003-2005 Member, Division of Student Affairs Fund Raising Committee
2003 Member, Assistant Vice President for Human Resource Search Committee
2002-2005 Chair, Division of Student Affairs Staff Development Committee
2002-2005 Chair, Division of Student Affairs Director's Planning Session Committee
2002 Chair, Director of Wolfe University Center Search Committee
2000-2005 Member, Editorial Board, Diversity Magazine
2000-2001 Member, Millennium Strategic Planning Council (10-year strategic plan)
2000-2005 Member, Emergency Preparedness Committee

State University System of Florida-Board of Regents (Now Board of Governors)

2000 Member, Advisory Board, College Reach-Out Program
2000 Member, Legal Education Advisory Council
1999-2000 Chair, State University System Council of Student Affairs Vice Presidents
1999-2000 Member, Florida Council of Financial Aid Advisors
1999-2000 Member, Advisory Board, Florida Center for Advising and Academic Support

East Carolina University

1997-1999 Member, Executive Council, Division of Student Life Fundraising Committee
1998 Member, Advisory Committee, University Academic Standards
1998 Member, Director of Affirmative Action Search Committee
1997-1998 Facilitator, Division of Student Life Customer Service Training Program
1996 Member, Director of University Unions Search Committee
1995 Member, Director of Intercollegiate Athletics Search Committee
1994-1996 Member, University Ad-Hoc Committee on Campus Diversity
1994 Member, Assistant Vice Chancellor Assessment and Testing Search Committee
1994 Member, Advisory Committee, University Strategic Planning
1993 Member, Director of Planning and Institutional Research Search Committee
1993 Member, Assistant Vice Chancellor Human Resources Search Committee
1992-1999 Member, Minority Presence Initiative

Honors, Awards and Recognitions

Recipient, Excellence in Education Award, Inland Valley News, 2018.

Recipient, Tom Bradley Community Service & Distinguished Citizen Award, Kappa Alpha Psi Fraternity, Incorporated, 2018.

Recipient, Pillar of the Profession Award, NASPA, Student Affairs Administrators in Higher Education, 2017.

Recipient, Inland Empire “Public Servant” Award, 2017.

Honorary initiate, Alpha Lambda Delta (National Academic Honor Society for First-Year Students), 2012.

Featured in Student Affairs Today, Leaders and Innovators, Volume 12 (9), 12 (2009).

Featured in Atlanta Tribune the Magazine, article titled “Fortune Found,” Volume 22 (5), 51 (2008).

Honorary member, Golden Key International Honor Society, 2007.

Honorary member, Sigma Beta Delta Honor Society (business, management and administration), 2006.

Recipient, Operational Excellence Award. Florida International University, 2004 and 2005.

Selected participant in “Advanced Camp,” a three-day United States Army training exercise held at Fort Lewis, Washington, 1997.

Select Community Service

Chaffey Joint Union High School District, Rancho Cucamonga High School, African American Parents Council, 2020-Present. Vice President 2022-2023.

Riverside Mayor’s Office, Campus Riverside Initiative, Steering Committee 2021-2022.

Greater Riverside Chamber of Commerce, 2018-Present.

Inland Valley News, Advisory Board, 2016-2018.

Clayton County Public School System, Principal Partners Program, 2012-2013.

Crumbly Estates Homeowners Association, Board Member, 2010-2013.

Leadership Circle of the United Way of Miami-Dade County, 2000-2005.

Pitt/Greenville (North Carolina) Chamber of Commerce, Leadership Institute Steering Committee, 1995-1999; Chairperson, Small Group Project Subcommittee, 1997-1999.

Mayor's (Greenville, North Carolina) Anti-Drug Task Force, 1996.

City of Greenville (North Carolina) Historic Preservation Committee, 1996.

Pitt County (North Carolina) United Way; Education Committee, 1994-1995; Allocations Committee, 1994-1995.

Recipient, Outstanding Community Contribution Award, East Carolina University, Division of Student Life, 1996.

Recipient, Certificate of Recognition, the Greenville alumna chapter of Delta Sigma Theta Sorority, Incorporated for Dedicated, Untiring, Efficient Service in the Greenville, North Carolina Community, 1996.

Member, Omicron Delta Kappa (national leadership fraternity), 1995-Present.