

Keith Terrence Miller
PAST PRESIDENT
VA. STATE UNIVERSITY

PRESIDENT EMERITUS
LOCK HAVEN UNIVERSITY

CONTACT INFORMATION

[REDACTED]

Chester, VA 23836

[REDACTED]

[REDACTED]

EDUCATION

Ph.D.
Master Public Administration
B.S.

University of Arizona
University of Arizona
University of Arizona

AWARDS/HONORS

GOVERNOR'S INNOVATION AWARD
COMMUNITY IMPACT AWARD
ENTREPRENEUR OF THE YEAR
CHAIRMAN, THE COMMONWEALTH OF VIRGINIA ASSOCIATION OF
UNIVERSITY AND COLLEGE PRESIDENTS
CRISIS COMMUNICATION AWARD
NINE EMMY AWARDS

GOVERNOR'S REPRESENTATIVE TO THE VA. HIGHER EDUCATION
COMMISSION
FACULTY, AASCU NEW PRESIDENTS ACADEMY

ACADEMIC APPOINTMENTS

ASSOCIATE/CONSULTANT – AASCU/Penson Center for Professional Development (University Presidents), 2015 - Present

FULL PROFESSOR – VA State University, Educ. Leadership, Doctoral Program, 2015 – Present

PRESIDENT EMERITUS – Lock Haven University of PA. 2010 – Present

PRESIDENT – Virginia State University, 2010 - 2014

President of a comprehensive, land grant university, with a mix of programs from engineering to the liberal arts, and from associate to doctoral degrees. Extension sites exist in virtually every county of the state and the President was committed to their distinctiveness. Technology is integrated throughout the curriculum as well as transformative experiential education opportunities such as study abroad, service learning, internships and undergraduate/graduate research. A growing number of honors students, students from underrepresented groups and first generation students comprise the student body. Additionally, students from California to New York, as well as students from a handful of foreign countries attend VSU. Through the years, President Miller has been a leader in international education, study abroad and global alliances expanding each of these areas. His team elevated the university reputation through marketing as noted by the American Academy of the Arts. He brings with him excitement, commitment and a strong network of professional support within and outside the United States.

VSU is a founding member of one of the premier public/private partnerships in the United States, the Commonwealth Center for Advanced Manufacturing. He has been a member of several alliances in different cities and states. Operating as a higher education advocate, President Miller was among the best at navigating the political environment. He helped create win/win situations for the university, the Governor, various senators and delegates. As Chairman of the Council of Presidents, he led and supported collaborative efforts between all university presidents in the Commonwealth of Virginia.

President Miller and his teams have been stalwarts for academic excellence, very knowledgeable about higher education trends. They have established learning communities in residence halls, first year experience programs, mentoring programs, peer tutoring programs, academic early warning programs and others. These programs have increased retention and graduation rates. He has almost doubled the research capacity moving the institution toward becoming a “Carnegie

1, Research Intensive University.” Dr. Miller was using prototypes from the University of Arizona and Arizona State University who are both in the highest research category, Carnegie Research 1 (R1).

As a civic leader he has been the Governor’s Representative to the Virginia Higher Education Council. He has also been a university representative to the United Nations Commission on Peace and Conflict. He has built a reputation for communication and engagement. He has consistently prioritized workforce and economic development as well as his focus on growing an educated citizenry. President Miller has challenged assumptions and implemented strategic plans. As a staunch advocate for shared governance, he genuinely cherishes differing points of view and perspectives. He listens and lets all voices be heard. Through his servant leadership style, he exercises courage and discernment in decision making when necessary. He has turned challenging situations into positive moments. President Miller has developed a demonstrable record as an entrepreneurial, servant leader able to lead institutions of considerable complexity. His collaborative approach to leadership has led to the sampling of accomplishments below. Additionally, he has taught these and other strategic planning and leadership techniques to more than seventy university presidents.

Major Accomplishments

- a. Consistently has had a national and international visibility in higher education policy development and higher education trend analysis. He has been involved with leaders in Washington, DC and beyond.
- b. Research and contract success rate almost doubled including that of air, water and land research.
- c. Significantly advanced the reputation of the university, as noted by the American Academy of the Arts, with a robust and very successful marketing campaign.
- d. Two-year colleges; 20% growth in articulation agreements and partnerships.
- e. Two-year colleges; promoted significant growth in dual enrollment programming.
- f. Commissioned and evaluated a feasibility study for a medical school/healthcare programs and a law school.
- g. Fundraising 3 year annual average; \$3 million in traditional contributions.
- h. Fundraising 3 year annual average; \$34 million in-kind contributions.
- i. Fundraising 3 year annual average; \$17 million grants and contracts.
- j. Fundraising 3 year annual average; \$25 million government targeted projects. Total Annual Fundraising: \$79 million.
- k. Board relationship was very close, particularly with establishing, attaining and evaluating goals.

- l. Among the leaders of the Governor's Economic and Workforce Development Plan in Virginia.
- m. Positive financial audit opinion letters four years in a row.
- n. Selected to the United States President's Honor Roll for Service.
- o. Received nine Emmy awards from the American Academy of the Arts.
- p. More concurrent enrollment students than any university in Virginia.
- q. VSU Cares served 400 patients; \$900,000 of free dental care.
- r. Has grown the "high tech" presence in the region as a founding member of the Commonwealth Center for Advanced Manufacturing a high profile public/private partnership.
- s. Eighty-three percent growth in research in three years.
- t. Implemented Local Open Online Courses (LOOCS).
- u. All academic buildings and residence halls are wireless.
- v. #1 Business School among HBCUs in the country.
- w. Among the fastest growing honors programs in Virginia.
- x. Forty to Fifty thousand hours of student volunteer work each year.
- y. \$150 million of capital projects planned or completed.
- z. Implemented separately incorporated research foundation.
- aa. Listed in U.S. top 10 of town/gown relationships.
- bb. Seven percent growth per year, on-line offerings.
- cc. In the top third in state of using women and minority contractors.
- dd. Increased use of statewide procurement opportunities.
- ee. Consistent reductions of under-enrolled academic programs.
- ff. One of the larger aquaculture programs in the eastern U.S.
- gg. Virtually all professional programs are separately accredited.
- hh. Cloud technology was implemented.
- ii. Technology apps to download schedules, calendar, etc.
- jj. Created three year academic programs.
- kk. Increased incoming STEM students by 10 percent.
- ll. Top 100 Art and Design programs in the United States.
- mm. #4 graduation rate among public HBCUs.
- nn. #84 among U.S. News top 100 Regional Universities.
- oo. One of the top military friendly universities in the United States.
- pp. Built the first green residence hall in Virginia.
- qq. Designed and implemented strategic and master plans for the institution.
- rr. Led collaborative efforts among presidents in Virginia such as workforce, research, and libraries.
- ss. Among the first universities to use significant numbers of digital textbooks in the U.S.

SELECT RECENT PROFESSIONAL SERVICE

Niagara University – Board of Trustees – Vice Chair, Academic Affairs Committee

New President's Academy – One of five faculty members in the Academy designed to work with new presidents and chancellors. I have worked with approximately 70 presidents and chancellors.

Millineum Leadership Institute – Former Chairman of the selection committee for those aspiring to become university presidents or chancellors.

International Association of University Presidents/United Nations Committee on Peace and Conflict Resolution, Executive Board

Sovereign Bank – Regional Advisory Board Member

Three Virginia Gubernatorial Board Appointments

NCAA President's Council

PRESIDENT - Lock Haven University of Pennsylvania, 2004 – 2010

President Miller developed a reputation as one of the more forward-thinking, creative and open-minded presidents in the Pennsylvania System. He led a number of partnerships with business, government, and educational entities. A culture of change and academic excellence was created and maintained. He added business sense, stabilized finances, diversified revenue and implemented strategic plans as a team environment was created between the board, the president and the staff.

Lock Haven University became one of the fastest growing universities in a multi-campus setting in the Pennsylvania State System of Higher Education. Areas included in the core mission of LHU were technology, teacher education, international education, life-long learning, experiential educational opportunities, among others. There were service-learning, international and technological components to academic programs. Students were prepared for the 21st Century workforce and were also prepared to become global citizens. President Miller was a tremendous advocate for “P or K – 12” schools. Lock Haven University took pride in having a wide range of community and global partnerships.

Consistent with his servant leadership style, Dr. Miller embraced shared governance, valued listening, celebrated dissent and led the university based on its inclusive mission. He quickly developed a reputation for being “fair.” Recruitment and retention of diverse faculty, staff and students was a priority; each category

grew by 10% or more. The president enthusiastically reached out to diverse people and groups to form open lines of communication and strong relationships as he held himself and his cabinet accountable for attaining university and system-wide goals. He and his staff made various presentations to the System Board and to System staff as they advanced the Board's agenda according to the strategic plan and the master plan.

Major Accomplishments

- a. Demonstrated support and development of system-wide objectives such as accountability measures and allocation methodologies
- b. Very active role with Pennsylvania economic and workforce development agencies, committees and commissions.
- c. Provided input for the Geisinger Commonwealth School of Medicine, Scranton, PA. Founded in 2008 with 400 students currently.
- d. Increased faculty with terminal degrees from 61% to 80%
- e. Six year graduation rate 54.9%; peer rate was 44.5%
- f. Online course enrollments increased by 40%
- g. Ethnic minority students went from 2% to 12%
- h. Increased the number of transfer students by approximately 8%
- i. Excellence in the arts: music program gained "All Steinway" status
- j. Four sites for the Physician Assistants Program
- k. Nanotechnology program noted as one of the best in the state
- l. All new faculty participated in study abroad program
- m. \$60 million in new and renovated academic buildings
- n. 98% Praxis pass rate for teacher education
- o. The university ranked third among public universities in Pennsylvania regarding energy efficiency
- p. The university Small Business Development Corporation assisted clients in receiving approximately \$6 million per year in funding
- q. U.S. President's Honor Roll for Service
- r. 1800 students per year enrolled in service learning courses
- s. More study abroad participation per capita than any public university in Pennsylvania
- t. Attained president emeritus status
- u. Graduated one of the larger number of students of color ever at the university
- v. Increased partnerships, alliances and articulation agreements by over 20%
- w. Founded one of the larger collaborative student/faculty research programs in the state
- x. Designed and implemented strategic plans and university master plans

- y. Established partnerships with technical colleges, community colleges, and universities throughout the state respecting the value and uniqueness of each
- z. Led and supported shared governance efforts, empowering faculty and staff throughout the institution in a transparent environment
- aa. A leader on statewide commissions and agencies particularly related to workforce and economic development

PROVOST & VICE CHANCELLOR – University of Wisconsin Oshkosh, 2001 - 2004

As Provost, working with the Chancellor in linking academic activities to all other internal and external operations was paramount. A student-centered approach provided the framework from which Dr. Miller led the unit. Dr. Miller empowered faculty, staff and students as they implemented shared governance and transparency techniques. Academic excellence was the focus within the student-centered approach. Involvement in addressing the need for attaining an appropriate share of state support, participating in alumni activities, forging relationships with the private sector, and providing leadership in linking campus innovations to community needs created synergy. A “domestic study abroad” program was founded. Additionally, from the scholarship of discovery to the scholarship of outreach faculty were active on almost every continent. Dr. Miller was one of the provosts called upon to give presentations at state-wide Board meetings. All successes including the sampling of accomplishments listed below are the result of teamwork. The hope is that he promoted an inclusive leadership style that helped build a shared sense of unity and purpose among all University constituencies.

Major Accomplishments

- a. 20 million dollar student union renovation
- b. 21 million dollar health and wellness center
- c. 16 million dollar science building renovation
- d. 100 million dollar student support services program
- e. Faculty Development Program expansion in services
- f. Restructured Academic Affairs Division to focus on faculty support, learning outcomes, and curricular innovation
- g. Expanded faculty student collaborative research activities
- h. Model United Nations Program continued to flourish
- i. Emeritus College being developed for retired or retiring faculty
- j. Faculty development proposals funded in three years was 428
- k. External grant proposals funded in 3 years was 201

- l. More than 200 courses per year include web-based instruction
- m. A Teaching and Learning Office was created
- n. Four new majors were approved by the University of Wisconsin System Board of Regents
- o. A leadership training series for department chairs was created
- p. Growth in use of software options such as "Blackboard" and "Desire2Learn"
- q. An Enrollment Management Team was created
- r. Virtually all departments are implementing some form of student pre- and post-testing for assessment purposes
- s. In 2003, there was a more than 30% increase in incoming students of color
- t. Five new international collaborative agreements were finalized
- u. Multiple articulation agreements with technical colleges were signed
- v. Founding member of the American Democracy Project
- w. Collaborative and/or online business, nursing, and social work programs flourish
- x. A champion of shared governance empowering staff and faculty

These accomplishments highlight the time, energy, and effort of many faculty and staff. In many instances, my role has been extremely instrumental, but it has been the ability to work together as colleagues that has made the difference.

DEAN, College of Business Administration - Niagara University, 1994 - 2001

Chief executive officer of the largest professional academic unit in the university. The college is composed of two departments, Accounting and Commerce. The commerce department contains most functional areas in business such as marketing and management, but also includes transportation and logistics, and human resources management. Accounting offerings enable students to focus on managerial, public, or not for profit accounting. The dean became keenly aware of the Vincentian mission as it relates to poor and underprivileged people. He was culturally competent and reached out to diverse groups of people. The Dean successfully positioned this unit to serve at the highest level of quality. The Dean became one of the more visible and entrepreneurial administrators at the university.

Major Accomplishments

- a. Achieved AACSB accreditation

- b. Developed niches in Transportation and Logistics, and Human Resource Management with faculty.
- c. Hosted a business related television talk show.
- d. Internationalized the Advisory Council and the curriculum.
- e. Significant role in fundraising efforts; scholarships, equipment, etc.
- f. Implemented five-year strategic plan.
- g. Expanded alumni and student recruitment activity.
- h. Approximately a twenty percent increase in incoming students.
- i. Sponsored several business related events.
- j. Implemented various student retention activities; such as wilderness experience, first year courses.
- k. Participated in a successful 20 million dollar capital campaign
- l. Ninety percent of business core courses use some form of technology
- m. Federal Reserve Bank Student Scholarships
- n. Native American Student Scholarships
- o. Small Business Seminars
- p. Teacher and Researcher of the Year Awards
- q. Community College Faculty Open Houses
- r. High School Counselor Luncheons
- s. Faculty Research Luncheons
- t. Canadian/ American Advisory Council was created
- u. Twelve percent increase in internships and co-ops
- v. Business Consulting Institute was created (Center for Joy)
- w. Developed the Center for Transportation and Logistics
- x. Developed the Center for International Accounting
- y. Secured grants from M&T Bank, Occidental Chemical, and Key Bank

ASSOCIATE DEAN, School of Business - Quinnipiac College - Hamden, CT, 1991-1994

Administered the programs of instruction. Chaired the graduate and undergraduate curriculum committees. Oversaw the quality of instruction and the adequacy of student advisement. Coordinated faculty recruitment and assisted in professional development and research. Assisted the dean and faculty in developing grant proposals and other efforts to secure external funding. Directed preparation of the budget and approved expenditures. Worked with the dean in representing the business school to its many publics.

Major Accomplishments

- a. Achieved AACSB Accreditation Candidacy Status.
- b. BA handbook finalized.
- c. More internship placements than any other unit in the university.

- d. Implemented adjunct faculty orientation program with the dean.
- e. Expanded community/technical college recruitment: percentage of transfers as admitted students; 1991 - 22%, 1992 - 23%, 1993 - 28%.
- f. Planned and chaired two community college conferences.
- g. Helped coordinate the very successful "student of color" workshop.
- h. Implemented a "wilderness component" to the MBA curriculum.
- i. Initiated a "Special Topics Speaker Series".
- j. Engineered academic partnership between Cheshire High School and QC.
- k. Successfully won faculty approval of an MBA Integrative Introductory Course
- l. Initiated Adjunct Faculty Awards Luncheon.
- m. Expansion of 2+2 Community College Agreements
- n. Assisted in the design of the Lender School of Business building

M.B.A. PROGRAM DIRECTOR - Fairleigh Dickinson University - Teaneck, New Jersey, 1988 -1991

Fairleigh Dickinson University is the largest private university in New Jersey. According to an American Assembly of Collegiate Schools of Business (AACSB) survey F.D.U., on its three campuses, has the third largest MBA program in the country. Duties included facilitating continuous workshops and open houses on graduate business school admission and education, working with deans, department chairs, and faculty in achieving the overall mission of the college of business administration, and ensuring implementation of AACSB accreditation criteria as it pertained to the student population.

INTERIM CAMPUS CHAIRPERSON - Fairleigh Dickinson University, Management & Marketing Dept., Teaneck Campus, 1990-1991.

Supported the planning and coordination of current and future academic programs. Directed activities that help faculty to become more involved with students and colleagues. Ensured that students receive optimal academic preparation when taking courses in the department.

ASSISTANT PROFESSOR - Management & Marketing Department, Teaneck Campus, 1987-1991.

Internationalized the management curriculum. Coordinated the Human Resources Management "Working Paper Series". Taught in the areas of management, labor relations, compensation, and human resource management using an approach that exposes students to business practices through student/practitioner interaction,

case studies, and research projects. A major focus was to develop problem-solving ability and analytical skills. Student and peer evaluations were consistently high.

TEACHING EXPERIENCE (UNDERGRADUATE AND GRADUATE)

- Management Principles
- Human Resources Management
- Labor Relations
- Corporate Communications
- Strategic Management
- Organizational Development
- Organizational Behavior
- Operations Management
- Management Executive Seminars
- Public Finance and Planning
- Quantitative Research

PRACTITIONER APPOINTMENTS

1987 Board of Directors - Marketing & Sales Professionals of Philadelphia, PA.

This organization trained and placed marketing and sales people.

1984-85 Sales Executive - Omnistaff Corp., Dallas, TX.

Marketed and sold a product called "employee leasing." Established MBO and ZBB in franchise offices. Trained administrative and sales personnel in franchises.

1983-84 Account Executive - Procter and Gamble, New York

Responsible for systematically selling and implementing cost effective use of products in public and private health care facilities as well as consumer products outlets. At this time, the product being sold was "Attends". Achieved 5 percent over quota.

1981 Management Intern - Pennsylvania Power and Light Inc. Lancaster, PA.

1979-80 Deputy Director - Portable Practical Educational Prep., Inc., Tucson, AZ.

1979 Administrator - MBFA, Foundation, Lubbock

1978 Assistant Administrator - Tanner Inc., Phoenix, AZ

PUBLICATIONS - ARTICLES

Numerous articles have been published from the 1990's - present, averaging approximately one per year.

"Physical Therapists as Entrepreneurs." Physical Therapist Today. May 1994 with Ron McMullen.

"Merit Pay: The Perceptual Difference of Faculty." The College and University Personnel Association Journal. Spring 1992.

"Help Wanted: Colored Folks Welcome." Journal of Business and Economic Studies. Grambling State University, Winter/Summer 1992.

"An MBA is Still the Degree", Graduate Studies Directory. ELS Communication, Inc., January 1992.

Gavel C., Miller K., Twomey R., "Diversity in the Workplace: A Human Resource Management Challenge", Proceedings of the Council on Employee Responsibilities and Rights 1991 Annual Conference. Virginia Beach, October 1991.

"Black Workers/White Unions: The More We Lag Behind." The Journal of Business and Economics. Grambling University. Spring 1991.

"The Transformation of the Marketing Curricula", Marketing Review, American Marketing Association, New York, October 1991.

"Locating and Retaining Minorities; It's a Matter of Philosophy." Minority Voices. Penn State University. Spring, 1991.

"Globalizing the Business School Curriculum." The International Journal of Management. Spring 1991.

"Who Gets Social Security...And Will We"? American International University Journal of Management. Spring 1991.

"Merit Pay: Is It Coming or Going?" Western Illinois University Journal of Management. Spring 1991.

"The Formulae for Success: Minorities Succeeding in Academe." College and University Personnel Association Journal. Spring, 1991.

"The Myth of Meritocracy." National Association for Equal Opportunity in Higher Education Conference Proceedings. Washington, D.C., Spring 1991.

Lucas, A., Miller, K., Ottaway R., and Twomey, D. "Human Resource Management of the 1990's." Academy of Management Proceedings. Spring 1990.

"Nurses: Their Perception of Pay." The International Journal of Management. Winter, 1989.

"Consulting: The New Collegiate Challenge." The International University Journal of Management. Winter 1989.

"Selling the Business School: The Necessity of Having a Market Orientation." International Council on Innovation in Higher Education Conference Proceedings. Vancouver, December 1989.

"Formal, Informal, and Personal Employee Appraisals: A Concept for the '90s." International Personnel Management Association. Orlando, June 1989.

"Teaching Productivity." Faculty Update. Central Michigan University. Spring, 1989.

"Sales and Turnover in the '80s." American Marketing Association International Collegiate Meeting Proceedings. New Orleans, April 1989.

"History as it is Presented in Introductory Management Textbooks." Proceedings of the Midwest Business Administration Association. Chicago, March 1989.

"Corporate/Academic Partnerships: Educating to Suit." New Jersey Bell Journal. Fall, 1989.

"Productivity Through Commitment; Not Authority." MBA Magazine. February 1988.

PUBLICATIONS - EDITORSHIP

Editorial Board, Journal of Business & Economics Perspectives, University of Tennessee at Martin, 1993-2001.

Reviewer, International Journal of Organizational Marketing, University of Connecticut, 1994-2000.

Editorial Board, Council on Employee Responsibilities and Rights Conference Proceedings, George Mason University, 1992.

PUBLICATIONS - BOOK REVIEWS

Riccucci, Norma M. "Managing Diversity in Public Sector Workforces," Choice Magazine, 2002.

Beill, Peter and Richard Worth, "The Four Levels of Corporate Change," Choice Magazine, 1997.

Rothwell, William, "Beyond Training and Development: State of the Art Strategies for Enhancing Human Performance," Choice Magazine, 1996.

Cross, Elsie and Margaret White, "The Diversity Factor: Capturing the Competitive Advantage of a Changing Workforce," Choice Magazine, 1996.

Fink, Stephen, "High Commitment Workplaces," Choice Magazine, 1992.

Jackson, Susan, "Diversity in the Workplace: Human Resources Initiatives," Choice Magazine, 1992.

Jamieson D., and O'Mara J. "Managing Workforce 2000," Choice Magazine, 1991.

Rosen, Robert, "The Healthy Company," Choice Magazine, 1991.

Hopkins K., Nestleroth S., Bolick, C., "Help Wanted," Choice Magazine, 1991.

Heckscher, Charles, "The New Unionism," Choice Magazine, 1988.

Patten, Thomas, "Fair Pay," Choice Magazine, 1988.

Levering, Robert, "A Great Place to Work," Choice Magazine, 1988.

PUBLICATIONS - OTHER

"The Tucson Unified School District Strike of 1978: Personal Relationships Involving the Tucson Education Association." University of Michigan Press, Ann Arbor: 1983.

PRESENTATIONS - ACADEMIC (a select few)

There have been multiple higher education presentations, speeches and panels in the last decade. Scholarly participation has taken place at conferences sponsored by APLU, ACE, AASCU, and IAUP, among others.

"Implementing Your Vision." Niagara University, College of Business Administration. Niagara University, New York. August 2016.

"The Honor is Yours." Beta Gamma Sigma International Honor Society. Ettrick, VA. April 2013.

"STEM: An Entrepreneurial Approach." University of Wisconsin. Eau Claire, WI. July 2011.

"Building a Global University." International Association of University Presidents. New York, New York. July 2011.

"21st Century Aquaculture." Aquaculture Field Day. Ettrick, VA. October 2010.

"Retrenchment: A Guide to Restructuring the Provost Office" American Association of Schools Colleges and Universities (AASCU) Winter Meeting, Point Clear, Alabama, February 2003.

"The New Accreditation Regulations" American Assembly of Collegiate Schools of Business (AACSB) International, Annual Meeting, Minneapolis, MN, April 2000.

"Resource Management in a Constrained Environment." Small Schools Workshop AACSB Annual Meeting, Boston, MA, April 1997.

"Integrating Ethics into the Curriculum." St. John's, DePaul, Niagara Conference on Ethics, New York, NY, October 1996.

"Ethics in Academe." St. Johns, DePaul, Niagara Conference on Ethics, Chicago, IL, October 1995.

"Confronting Our Failure: Aptitude Tests for Undergraduates." National Congress of Black Faculty. Washington D.C., Fall 1993.

Gavel, Miller, and Twomey, "Diversity in the Workplace: An HR Challenge", (Chairperson), Council on Employee Rights Responsibilities Conference, Virginia Beach, VA, October 1991.

MBA Tri-Campus Dinner, Fairleigh Dickinson University, "Managing the Workforce 2000", Teaneck, NJ, February 1992.

"A Profile of Minorities Succeeding in Academe", National Association for Equal Opportunity in Higher Education, Network Research Seminar on Blacks in Higher Education, Washington DC, March 1992.

"Spy Glass into the Future", Looking in the Mirror: A Prejudice Reduction Conference, sponsored by Hamden High School Human Relations Club, QC, Hamden, CT, March 1992.

"One Stop Advisement", New England Transfer Articulation Association, Portsmouth NH, April 1992.

"Performance Appraisal: More Meaningful Measurements for Merit", International Personal Management Association Assessment Council Conference, Session Chair, Baltimore, MD, June 1992.

"The Faculty Side of Merit Pay." Eastern Academy of Management. Buffalo, NY, May 1990.

"The Myth of Meritocracy." National Association for Equal Opportunity in Higher Education. Washington, D.C., March 1990.

"An Overview of Merit Pay System in Academe." National Conference on Successful College Administration. Orlando, FL, March 1990.

"Formal, Informal, and Personal Employee Appraisals: a Concept for the '90s." International Personnel Management Association Assessment Council Conference. Orlando, FL, March 1990.

"Sales and Turnover Through the '80s." American Marketing Association International Collegiate Conference. New Orleans, LA, March 1989.

"The Economic Effects of Sanctions on South Africa." The Alpha Kappa Alpha Conference on South Africa. Paterson, NJ, October 1989.

"History as Presented in Introductory Textbooks." Midwest Business Administration Association. Chicago, IL, March 1989.

"Teaching with Style." American Marketing Association International Collegiate Conference. New Orleans, LA, March 1988.

"Dignity Among the Black Faculty." Georgia Conference on Blacks in Higher Education. Atlanta, GA, April 1988.

PRESENTATIONS - PUBLIC (a selected few)

"Paying it Forward." Richmond Federal Reserve Bank. Richmond, VA. February 2016.

"Reaching Out: Celebrating the Morrill Act." 100th Anniversary VSU Extension Program. Ettrick, VA. May 2014.

"The Strategic Issues and Initiatives of the Day." Virginia Legislative Black Caucus. Richmond, VA. 2014.

"Partnerships, Partnerships and More Partnerships." The Richmond Regional Industry Council. Chesterfield, VA. January 2014.

"Is the World Large or Small." International Student Forum. Ettrick, VA. September 2013.

"Voice of the People." Petersburg Rotary. Petersburg, VA. July 2013.

"Service Above Self." Rotary District 7600 Spring Assembly. Richmond, VA. April 2013.

"Indebted to You." Dinwiddie County Farm Bureau. September 2011.

"Viva El Latinos." Hispanic Youth Symposium. Ettrick, VA. July 2011.

"Opening the Flood Gates." Virginia Gateway Region Economic Development Organization. Colonial Heights, VA. April 2011.

"Business to Academe to Business." Chesterfield Chamber of Commerce Business Leadership Luncheon. Chesterfield, VA. March 2011.

"We Learn from You." Petersburg Kiwanis. March 2011.

"The Information Economy." Sun Trust Bank Economic Forecasting Breakfast. Ettrick, VA. November 2010.

"Education: The Key to Liberation." The Northeastern Wisconsin African Association. Menasha, WI. February 2003.

"Diversity and the Bottom Line: What are the Affects?" Kimberly Clark Finance Unit, Neenah, WI. June 2002.

"The New Entrepreneur." Main Street Business Association, Niagara Falls, NY. November 1997.

"Integrating Values, Character, and Goals." Niagara Falls Housing Authority Rites of Passage Program, Niagara Falls, NY. September 1997.

"Retirement: A New Educational Experience", Niagara Falls High School District Retirement Dinner, Niagara Falls, NY. Spring 1997.

"A Formula for Success", Dreamers Unlimited, Grand Island, NY. May 1997.

"About the Keynote Speaker." Niagara Falls High School District Parent and Partners Dinner, Niagara Falls, NY. May 1997.

"The Making of An Entrepreneur." Prison Fellowship Ministries, Attica Prison, NY. April 1997.

"Developing a Business Plan." Strategic Planning Workshop, Festival of Lights Inc., Niagara Falls, NY. February 1997.

"Accountants Have Charisma?" Institute for Management Accountants. Niagara Falls, NY. May 1996.

"Arbitration Issues of the New Millennium." Niagara County Human Resource Roundtable. Lockport, NY. February 1996.

"Creativity, Risk, Power, and Prejudice." Niagara Falls Improvement Association. Niagara Falls, NY. Spring 1995.

"Succeed Not Secede." Niagara Falls Alternative School. Niagara Falls, NY. Spring 1995.

"The Changing Business Climate." Rotary Club of Hamden. Hamden, CT. Spring, 1994.

"The Color of Success." Zion Club of Waterbury. Waterbury, CT. Spring 1994.

"Poetry." African American Read-In-Chain. QC, Hamden, CT. Spring 1994.

"Career Opportunities in the 90's." Bridgeport Harding High School. Bridgeport, CT. January 1993.

"Careers." Counselor Appreciation Day. with R. Strang, QC, Hamden, CT. May 1992.

"Organization Communication." Parent's Day. QC, Hamden, CT. October 1991.

"Multicultural Ethics?" Institute for Ethical Education's Course on Civil Rights: The Ethical Culture Society of Bergen County. Teaneck, NJ. September 1991.

"Achieving Your Goals." Minority Career Opportunities and Challenges Workshop. FDU, Teaneck, NJ. February 1991.

"Leadership into the 1990's." Leadership Development Series. FDU, Teaneck, NJ. Spring 1989.

CONFERENCE PARTICIPATION (a select few)

Participation in numerous conferences since the 1990s – present; averaging approximately three conferences per year.

"Virginia Chamber of Commerce Annual Economic Summit." Williamsburg, VA. November 2016.

"Process Mapping Seminar", Michigan State University, Toronto, Ontario, Canada, October 1997.

Malcolm Baldrige Conference on Quality, Washington, D.C., February 1996.

Canadian Conference on Industrial Relations, Brock University, St. Catherine's, Ontario, Canada, Spring 1996.

Western New York Roundtable, Council of Logistics Management, Rochester, NY. Spring 1995.

"Fundraising Seminar", American Assembly of Collegiate Schools of Business, Washington, D.C. Spring 1995.

Discussant, "DePaul, Niagara, St. John's, Conference on Ethics," Chicago, IL. Fall 1994.

"New Dean's Seminar." American Assembly of Collegiate Schools of Business, Salt Lake City, UT. Winter 1995.

Coordinator and Sponsor, "Marketing the CT Academic Institution," Workshop for Two-Year Institutions, QC, Hamden, CT. March 1994.

Participant, Greek Advisors/Presidents Roundtable, QC, Hamden, CT. Spring 1994.

Coordinator and Sponsor, "CT Business School Associate Deans" Luncheon, QC, Hamden, CT. April 1993.

Coordinator and Sponsor, "Expanding Opportunities," Workshop for Two-Year Institutions, QC, Hamden, CT. March 1993.

"Associate Deans Seminar." American Assembly of Collegiate Schools of Business, Phoenix, AZ. November 1992.

Economics Club of CT. Westport, CT. May 1992.

New England Colleges of Business Administration Deans Meeting, Boston, MA. October 1991.

Discussant, Trenton State College Conference on Diversity, Trenton, NJ. 1989.

Office of Professional and Organizational Development Workshop, FDU Teaneck, NJ. October 1987.

(Moderator) "The Winning Annual Collegiate Report." American Marketing Association International Collegiate Conference. New Orleans, LA. March 1989.

Planning Panel, Western Gerontological Society, Tucson, AZ. 1978.

University Representative, California Association of Homes for the Aged, Sacramento, CA. 1978.

Workshop Coordinator, American Association of Homes for the Aged, Phoenix, AZ. 1977.

UNIVERSITY LECTURES/DISCUSSIONS/VISITS (a select few)

- American Graduate School of International Management/Thunderbird
- Babson College
- Baruch College - City University of New York
- Bentley College
- Bryant College
- University of California, Los Angeles
- Central Connecticut State University
- University of Central Florida
- University of Connecticut
- University of Delaware
- DePaul University
- Howard University
- University Jagellonian
- Murray State University
- New York University
- Pennsylvania State University
- Rollins College
- St. John's University
- University of Paris
- American International University in London

- University of Texas El Paso
- University of Utah

COMMITTEE MEMBERSHIPS AND PROFESSIONAL SERVICE (a select few)

University

Several University-wide Committees including Accreditation, Athletics, and Academics, 1995 - present.

University, Academic Review Committee, Niagara University.

College of Business Advisory Council, Niagara University.

Executive Vice President Search Committee, 1995, Niagara University.

Dean's Council, Niagara University.

Strategic Planning Committee, Niagara University.

Curriculum Committee of the Academic Senate, Niagara University.

Advisor, TKE fraternal organization, Niagara University.

Director of Graduate Admissions Search Committee, 1993, QC.

Co-Advisor, TKE fraternal organization, QC.

United Way Coordinator, School of Business, Fall 1991, QC.

Chair, Business Graduate Curriculum Committee, QC.

Chair, Business, Undergraduate Curriculum Committee, QC.

Strategic Planning Commission, 1990-91, FDU.

Management and Marketing Departmental Policy Committee, 1990, FDU.

Center of Excellence in Human Resource Management, 1989-91, FDU.

Coordinator, Working Paper Series, Human Resource Management, 1989-91, FDU.

Business School Dean Search Committee, 1990, FDU.

Council on Diversity, 1989, FDU.

Advisor, MBA Graduate Assistant's Association, 1989-91, FDU.

Business School Curriculum Globalization Council, 1989, FDU.

Collective Bargaining Team, FDU Administration, Office and Professional Employees International Union, Local 153, AFL-CIO, 1989.

Advisor, American Marketing Association, Student Chapter, 1987-91.

Community

Participation on several boards, committees, etc. from 2000 – present.

Pennsylvania Campus Compact, Board of Directors, Vice Chair, 2008 - 2010

The Paine Museum, Board of Directors, 2003-2004.

Oshkosh Chamber Development Corporation, Board of Advisors, 2002-2004.

Learning for Life Youth Program, Chairman, 2002-2004.

Evergreen Retirement Community Advisory Council, 2002-2004.

Oshkosh Chamber of Commerce, Education Committee, 2002-2004.

American Assembly of Collegiate Schools of Business International, Board of Directors, 2001-2003.

Middle Atlantic Association of Colleges of Business Administration, Executive Board, 1997-2001. (The Northeast Regional Business School Association).

Niagara Falls Memorial Medical Center, Vice Chairman, Board of Trustees, 1997-2001.

Niagara Falls Memorial Medical Center Foundation, Chairman Capital Campaign, 1997 (The goal was \$375,000, actually reached \$480,000)

Niagara Falls High School District, Executive Quality Council - Chairperson, 1997-2001. (The largest school district's TQM arm.)

Festival of Lights Incorporated, Board of Directors, 1997-2001.

United Way of Niagara, Director of the Loaned Associates Program, 1997.

YMCA of Niagara Falls, Board of Directors, 1996-2001.

Artpark Incorporated, Board of Directors, 1996-2001.

Police Athletic League, Scholarship Committee, 1995-2001.

Niagara Frontier Boy Scouts, Executive Board, 1995-1998.

Niagara Falls High School District Shared Decision Making Committee, 1995-1997.

Niagara Falls Memorial Medical Center, Board of Directors, 1994-2001.
(Continuous Quality Improvement team)

Business School Evaluation Team, Sanctioned by the Massachusetts Department of Higher Education. MBA program proposal at Fitchburg College, Fitchburg, MA. Spring 1994.

Diversity Committee, Girl Scouts of Connecticut. 1992-94.

Selection Committee, Community Volunteer Service Awards, The Volunteer Action Center of Greater New Haven, Inc. Spring, 1992.

Board of Directors, Tucson Urban League, 1977-78.

Big Brothers Association, 1975-77.

SPECIAL EVENTS (a selected few)

Numerous speaking engagements 2000 – present.

Speaker, "Liberty through Education", African Heritage Inc. Menasha, WI. 2003.

Speaker, Diversity Conference: Financial Managers, Kimberly Clark Corp. Neenah, WI. 2002.

Speaker, "Leadership", Omro Kiwanis, Omro, WI. 2002.

Judge, "Fed Challenge," Federal Reserve Bank, Buffalo, NY. 1996, 97.

University Representative, "ROTC Excellence in Leadership Camp," Fort Bragg, NC. 1996.

Panelist, Niagara Gazette, "Niagara County 2005," Niagara Falls, NY. Spring 1995.

Master of Ceremonies, Niagara County Council of Governments. "Working Together in Niagara" Symposium, Lewiston, NY. Spring 1995.

Commencement Speaker, Intercounty Business and Technical Institute, Queens, New York, August 1992.

Speaker, Several Open House Sessions and Award Ceremonies, QC, Hamden, CT. 1991-1994.

Master of Ceremonies, American Marketing Association, New Jersey, MBA Banquet, "Third Annual Chapter Dinner and Collegiate Awards Presentations," Saddlebrook, NJ. Spring 1990.

Presenter, FDU Honor Society Induction and Campus Awards Ceremony, Teaneck, NJ. April 1989.

Co-Speaker, Minority Graduation Reception, University of Arizona. Tucson, AZ. Spring 1979.

Master of Ceremonies, North Central Association Fall Conference, "Youth in Crisis," Tucson, AZ. 1977.

PROFESSIONAL AFFILIATIONS (a select few in years past)

- The Executive Committee
- National Alliance of Business Executives
- American Marketing Association
- American Arbitration Association
- National Association of Black Faculty
- National Association of MBA Executives
- Western Gerontological Society

ACADEMIC TRAVEL

Belgium, Canada, Columbia, Czech Republic, England, Ethiopia, France, Germany, Italy, Japan, Mexico, Morocco, Republic of China, Poland, Spain, Tunisia, Turkey