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EMPLOYMENT HISTORY

Director of Minority Affairs

April 1999-Present

Armstrong Atlantic State University (AASU)

AASU is a dynamic part of the University System of Georgia. Acclaimed for academic excellence since its founding in 1935, AASU offers undergraduate and graduate degrees in the College of Arts and Sciences, College of Education, College of Health Professions, and the School of Graduate Studies. The university community includes 7,000 students and 250 full-time faculty. The campus is located in Savannah, GA.

- Provide support services to assist minority students achieve educational goals
- Implement programming for the improvement or attainment of academic skills necessary to perform adequately in the classroom
- Promote and deepen minority students understanding of culture and heritage
- Educate the campus community on issues of diversity and multiculturalism
- Create avenues that allow majority students to gain an understanding of their unique culture and heritage
- Establish, maintain, and promote effective relations with relevant campus offices and external agencies
- Provide encouragement and support systems to assist minority students in their acclimation to the institutional culture
- Conduct student leadership, personal and social skills training for minority students
- Serve as an advocate for minority students
- Implemented the Minority Student Leadership Summit
- Plan and implement programs for celebratory months including Black History Month and Hispanic Heritage Month
- Assist with minority student recruitment as requested
- Supervise a graduate assistant and student workers
- Manage the student development budget

Accomplishments:

Established the Early Alert Support Environment (EASE) Program to provide mentoring relationships between faculty and students. Established the Tutoring Each Student for Academic Motivation (TEAM) Program to address academic problems. Established the Minority Academic Achievement Scholars (MACAS) Program to recognize and highlight the academic excellence of minority students.

Educational Coordinator**July 1997-April 1999**University of Minnesota Morris (UMM)

UMM is the undergraduate liberal arts campus of the University of Minnesota. UMM's mission is unique as an academically rigorous, public undergraduate liberal arts college. Since opening in 1960, UMM has repeatedly received national recognition for its distinctive mission and strong academic quality. The campus is located in Morris, MN.

- Planned, organized, implemented, and evaluated academic assistance for minority students.
- Assessed minority students' academic problems and worked in conjunction with the faculty and the Academic Assistance Center in selecting and arranging tutors
- Monitored academic progress of minority students
- Provided academic advising for all freshmen minority students
- Facilitated the transfer of second year students to faculty advisors in cooperation with the advising office
- Assisted in planning and implementing the Minority Student Program (MSP) orientation
- Worked with the Minority Experience Committee as a policy review board member
- Coordinated, maintained, and supervised the operation of the MSP computer room
- Supervised five student assistants
- Coordinated the Minority Mentorship Program and worked collaboratively with the coordinator of the Alumni Mentorship Program
- Served as Advisor to Black Student Union and IMANI, a support group for African American males
- Coordinated the Gateway Program, a summer enrichment initiative
- Managed and maintained the Gateway Program budget of \$45,000 per year
- Contracted with food services, housing, and plant services
- Conducted training sessions for student workers
- Planned cultural activities for new students in the Gateway program
- Developed academic strategies for Gateway students
- Administered and evaluated Summer Gateway programs

Accomplishments

Established the University of Minnesota Morris Gospel Choir. Coordinated receptions for students with outstanding academic credentials. Served as a role model for African American and other minority males. Assisted IMANI, (a Swahili word that means faith) an organization for men of color focusing on career goals, educational concerns, and long-range life planning.

Graduate Assistant**Office of Disability Services****August 1994 – August 1997**University of Southern Mississippi (USM)

USM, the state's only dual campus institution, is a comprehensive doctoral/research extensive university committed to uncompromising quality in teaching, service, research, economic development, and creative activity. This institutional focus enhances quality of life and stimulates economic development. Distinguished by its student-oriented, nurturing campus environments, on its residential and non-residential sites, the University affords its students abundant opportunities for community engagement, leadership, and personal growth beyond the traditional classroom. The campus is located in Hattiesburg, MS.

- Arranged test accommodations for students
- Coordinated activities for Disabilities Awareness Week
- Provided escort accommodation services to students
- Consulted with faculty members to assist with classroom accommodations
- Provided on-going evaluation and assessment of Disability Services effectiveness
- Coordinated tutoring services for students
- Coordinated student worker assignment schedule

Residence Life Assistant**August 1993 – August 1994**

- Organized and conducted floor meetings
- Developed appropriate programs according to student needs and desires within the living unit
- Contributed and assisted the Residence Hall Association representative with one hall-wide program
- Counseled and advised individual students and serve as a resource and referral agent
- Assisted Hall Director in ensuring accuracy of hall rosters by knowing who is assigned to the floor and making sure they are residing in their proper room assignments
- Handled administrative paperwork and procedures for residents checking in and out of the residence hall
- Acted as a liaison between the university administration and the students residing on the floor on all matters of mutual concern
- Assisted the Hall Director in maintaining key inventory for the building and to report discrepancies

EDUCATION

University of Southern Mississippi

Doctor of Philosophy

December 1997

Educational Administration with an emphasis in Higher Education

Dissertation: “A Comparative Analysis: African American Students’ Perspectives on Collegial Experiences in Historically Black and Historically White Colleges and Universities in Mississippi”

Master of Education

December 1994

Educational Administration and Leadership with an emphasis in Higher Education

Bachelor of Science

December 1992

Business Administration with an emphasis in Human Resource Management

UNIVERSITY SERVICE

- 2000-Present** Member, Institutional Review Board- Review all research projects with the authority to approve, disapprove, and require modification in all human subjects protocols under their purview
- 1999-Present** Member, Disabilities Committee-Address standards and criteria for accommodating students with disabilities (i.e. building codes & regulations)
- 1999-Present** Ex-Officio, Minority Affairs Committee-Serve as a resource in issues relative to minority student experiences
- 1999-Present** Member, Student Recruitment, Advisement, and Retention Committee- Provide information to campus community on best practices and strategies to enhance retention
- 1999-Present** Member, Pathways to Teaching Advisory Committee-Screen applications, evaluate student readiness to participate in Pathways and conduct student interviews to assist future teachers of underrepresented populations

ORGANIZATIONS AND AFFILIATIONS

- Board Member, African American Health and Information Board of Directors (2005- present)
- Participant, Mid-Managers Institute, NASPA Region III/SACSA (2004)
- Participant, Leadership and Mentorship Institute, AAHE Black Caucus (2003)
- Member, Southern Association for College Student Affairs (SACSA)
- Member, Multicultural Affairs Committee of SACSA
- Member, Georgia College Personnel Association (GCPA)
- Polemarch, Kappa Alpha Psi Fraternity, Inc, Savannah Alumni Chapter (2003-2005)

PROFESSIONAL PUBLICATIONS

Jackson, J. F. L., Snowden, M. T., & Eckes, S. E. (2002). Fordice as a Window of Opportunity: The Case for Maintaining Historically Black Colleges and Universities (HBCUs) as Predominantly Black Institutions. West's Educational Law Reporter, 161, 1-19.

Snowden, M. T., Jackson, J.F.L., and Flowers, L.A. (2002). The Fork in the Road in Mississippi: An Examination of the Efficiency of the Proposed Remedies and Settlement for Ayers 1: Based on a Study of Black College Students in Mississippi. NASAP Journal, 5, 7-20.

PROFESSIONAL PRESENTATIONS

“Cultural Competencies of Student Affairs Professionals: A Critical Examination and Discussion.” Southern Associations for College Student Affairs (November 4, 2006) Jacksonville, FL

“BGLO: Building Positive Campus Relations.” National Black Greek Letter Organization Conference (October 4, 2003) Clemson, SC

“Facilitating Diversity: Past Practices...Future Implication.” Southern Association for College Student Affairs (November 12, 2001) Orlando, FL

“Perception vs. Reality: The African American Dress Dilemma.....Names Across or Buttons Down.” 7th Annual National African American Student Leadership Conference 2001 – (January 12, 2001) Rust College, Holly Springs, MS

“It’s Not What You Call Me, But What I Answer To.” Southern Association for College Student Affairs (November 4, 2000) Savannah, GA

“The Gateway Program: Creating a Climate of Success.” Minnesota Indian Education Association (November 6, 1998) Fond Du Lac Tribal and Community College Fond Du Lac, MN

“The Gateway Program: Opening Doors to Academic and Social Success.” Minnesota Association of Educational Opportunity Program Personnel (April 2, 1998) College of St. Benedict St. Joseph, MN

KEYNOTE SPEECHES

“What’s My Motivation?” Beach High Step-team Induction Ceremony (October 27, 2006) Savannah, GA

“Making the Right Decision – Creating A Comfortable Culture.” 100 Black Men of Savannah College Program (May 24, 2003) Savannah, GA

“History of African American Education – A Pictorial Display.” African American History Month Program Thankful Missionary Baptist Church (February 24, 2002) Savannah, GA

“History of Gospel Music – A Framework for African American Christian Music.” African American History Month Program Thankful Missionary Baptist Church (February 18, 2001) Savannah, GA

“I’m Finished With High School, Now What.” Alternative Summer High School Commencement (August 3, 2000) Savannah, GA

“Pathway to Success.” Pathways Christmas Banquet (December 14, 2001) Savannah, GA

“Master of the Game.” 100 Black Men of Savannah Rites of Passage Program (May 21, 2000) Savannah, GA

AWARDS AND GRANTS

2003	AASU Outstanding Advisor Award
2002	AASU Student Government Association Student Service Award
2001	Kappa Alpha Psi Savannah Alumni Chapter Man of the Year
1998	Outstanding Young American
1997	American Express Minority Alumni Mentorship Program \$15,000
1996	USM Afro-American Student Organization Advisor’s Award