

# Lawrence T. Potter, Jr.

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## *CURRICULUM VITAE*

**UPDATED: 01/2018**

## EDUCATION

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- Post-Doc** Purdue University  
West Lafayette, Indiana 2002  
Certificate of Completion
- Ph.D.** (with distinction) **English – Literature and Criticism**  
University of Missouri-Columbia  
Columbia, Missouri 1999  
Dissertation: *Harlem’s Forgotten Genius: The Life and Works of Wallace Henry Thurman*  
Primary Areas: American and African-American  
Secondary Areas: Critical Race Theory and Rhetoric
- M.A.** (with distinction) **English – Literature and Criticism**  
University of Missouri-Columbia  
Columbia, Missouri 1996
- B.A.** (*magna cum laude*) **English, Religion, Philosophy** (triple major)  
Stillman College  
Tuscaloosa, Alabama 1995

## EXECUTIVE MANAGEMENT PREPARATION

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**American Council on Education (ACE) Fellows Program, 2009-2010**

Offices of the President and Provost – DePaul University  
Chicago, Illinois

**IBM Executive Management Program, 2000**

Westchester County, New York

## ACADEMIC AND ADMINISTRATIVE WORK

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**2015-Present**

**University of La Verne, La Verne, CA** (private, doctoral-granting, comprehensive university; 8500 students)

***Dean and Professor, College of Arts and Sciences***

As Dean of the College of Arts and Sciences (CAS), I serve as chief academic and administrative officer for the largest academic college (of four colleges), reporting directly to the Provost and Vice President for Academic and Student Affairs. **I manage a broad portfolio:** 150 full-time tenured/tenure-track faculty, 200 part-time faculty, 30 classified and administrative professionals; seventeen department and academic programs with degree offerings at the B.A., B.S., M.S., MFT, and Psy.D. levels as well as

provide direct leadership and supervision for the Honors Program, Study Abroad, and the International Studies Institute. Additional responsibilities include faculty recruitment/retention/development; reappointment, tenure and promotion; strategic planning, academic program review; specialized accreditations for ARC-PA (M.S., Physicians Assistants Practice), APA (PsyD, Clinical Psychology), ABA (B.S., Legal Studies), CAATE (B.S, Kinesiology/Athletic Training; upcoming transition to M.S., Kinesiology/Athletic Training). Furthermore, I am responsible for the University's General Education review and approvals (in consultation with the GE Committee); undergraduate assessment of student learning outcomes; developing online/hybrid degree programs and academic innovations; space planning and utilization and renovations (for 6 facilities); upkeep/upgrades for science laboratories, art studios, photography studios, writing/language/communications labs; contracts for leased spaces (PA Program) and oversight for development of new facilities (Health and Sciences Building); and fundraising/friends-raising (currently in the quiet phase of a \$125M comprehensive campaign). Annual operational budget (including instruction, salaries/fringes, research, innovation) is more than \$30 million. **Direct reports included:** two associate deans, thirty-five department and/or program chairs, Director of the Honors Program, Director of Study Abroad, Executive Assistant to the Dean, Director of Development, and an Administrative Support Manager.

### **Major accomplishments:**

- Established first online degree programs in Information Technology (B.S.) and Criminology and Criminal Justice (B.S.) launched in fall 2017; additional online undergraduate degree programs in process;
- Established two professional masters-level programs: Masters in Physician Assistant Practice (seeking accreditation by ARC-PA) and Masters in Athletic Training Program (seeking accreditation by CAATE);
- Reallocated existing budgets to fund 18 tenure-track positions to support academic emphasis areas beginning in fall 2017; hired the most diverse faculty cohort in College's history (70% of 18 hires identify as racial/ethnic minorities; 60% identify as female);
- Oversight for ABA-reaccreditation for Bachelors of Science in Legal Studies, APA-reaccreditation for Doctorate in Clinical Psychology, and CAATE-reaccreditation for Bachelors of Science in Athletic Training;
- Secured \$2M funding (from Fletcher Jones Foundation) to establish second endowed chair in Computational Biology in fall 2016;
- In collaboration with University Advancement, secured major gifts and/or pledges: \$2M gift for establishing a Muslim student scholarship fund, \$250,000 from Cardenas Markets Scholarships for our Physician Assistant Practice Program, and growing the annual giving gifts to College of Arts and Sciences exceeding \$4M (as of 06/30/2017); hired a Director of Development for the College of Arts and Sciences; created College of Arts and Sciences giving priorities and gift opportunities organized into six broad categories: College Support, Academic Program Support, Support for Enhancing the Liberal Arts, Faculty Support, Undergraduate Student Support, Graduate Student Support;
- Established faculty development programs for: (1) new tenure-track and (2) new department chairs and program directors;
- Established Lyceum @ La Verne ([Laverne.edu/lyceum](http://Laverne.edu/lyceum)), a visual and performing arts and noted lectures series which has resulted in increased visibility, reputation and financial support to the College of Arts and Sciences and cultural arts in general;

- Rebranded the College, in partnership with Office of Strategic Communications, and produced new marketing and print collateral materials for advancing visual ethos in alignment with strategic priorities, program goals, and outcomes;
- Currently undergoing academic reorganization and revised academic program reviews for each academic department or program including administrative programs housed in the College of Arts and Sciences;
- Reorganized administrative structure for operational effectiveness and efficiencies through increased technology integration;
- Revised and established clear academic, budgetary, and operational policies designed to enhance and integrate key administrative and personnel processes within the College of Arts and Sciences;
- Implemented annual department and program chair performance evaluations;
- Created online submission process for annual faculty performance reviews (1<sup>st</sup>, 2<sup>nd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> years); streamlined pre-tenure/probation removal (3<sup>rd</sup>-year) and promotion and tenure review (6<sup>th</sup>-year) submissions;
- Oversight of college-wide review and new standards for discipline-specific promotion and tenure guidelines for all academic degree-granting departments and programs;
- Redirected appropriate resources and expanded student access to high demand classes which improved overall scheduling of courses into a multi-year schedule offering;
- Implemented a faculty teaching load reporting protocol to evaluate overall faculty workload activity.

## 2012-2015

**Jackson State University, Jackson, MS** (public urban, high-research activity; 9500 students)

### *Dean and Professor, College of Liberal Arts*

As Dean of the College of Liberal Arts (CLA), I served as chief academic and administrative officer of one of five academic colleges, reporting directly to the Provost and Senior Vice President for Academic and Student Affairs. I **managed a broad portfolio** of faculty-focused initiatives, ranging from recruitment and retention to resource allocation, faculty development and tenure and promotion, strategic planning, academic program review and specialized accreditation, Quality Enhancement Plan (QEP), student learning outcomes, online learning, accreditation, new degree programs, academic innovations and technology, space utilization, renovation and planning (for 8 facilities), and fundraising/friends-raising. I was responsible for a College with more than 17 academic units, 300 full-time faculty and professional staff, approximately 2500 undergraduate and graduate students, and an annual operational budget (instruction, salaries/fringes, research, innovation) of approximately \$20 million. **Direct reports included:** associate deans; executive director for faculty development, research and creative expression; ten department chairs; seven program directors; six professional and administrative support staff members.

### **Major accomplishments:**

- Reviewed all accredited programs within the College (ACEJMC, NASM, NASAD, APA COA, NCTE); facilitated the successful site team visits for Department of Psychology (APA/COA) and Department of Art (NASAD) with external accreditation visits during fall 2013;
- Worked with Office of Institutional Advancements to secure \$450,000 in private gifts and pledges for student scholarships, auditorium naming opportunity, and restricted funds to advance strategic priorities within the College of Liberal Arts;

- Reorganized administrative structure for operational effectiveness and efficiencies through increased technology integration;
- Revised and established clear academic, budgetary, and operational policies designed to enhance and integrate key administrative and personnel processes within the College;
- Completed strategic visioning process; established new mission and strategic priorities for the College, “*New Strategic Directions: Elevating Excellence, 2013-2018,*” to align with the University’s goals;
- Designed and launched faculty-led workshops with emphasis on innovation in teaching and learning via technology and technology-supported delivery systems;
- Developed a two-year, two-prong phase-in plan to increase online course offerings and full online degree programs in Liberal Arts;
- Established academic program review for undergraduate degree programs and completed academic planning and review for each undergraduate program;
- In collaboration with the Dean of the Graduate School, established graduate program review process and began cyclical review process for academic programs with external review teams addressing two graduate programs per annum for the next four years;
- Worked with Provost’s Office to develop and refine protocols and processes for enhancing faculty recruitment in targeted academic departments. As a result, we launched 9 tenure-track and five administrative support positions in Year 1 (2012-13) and 14 tenure-track searches in Year 2 (2013-14);
- Reviewed and evaluated College-wide administrative structure to determine best organizational needs. As a result, reorganized the College of Liberal Arts into a more efficient, customer-friendly organization which has yielded maximum customer service and operational excellence;
- Revised the annual faculty performance evaluation instrument in consultation with representatives from Faculty Senate;
- Created policy and processes for 3<sup>rd</sup>-year pre-tenure review;
- Completed college-wide review and set new standards for discipline-specific promotion and tenure guidelines for three schools that comprise the College: *School of Fine Arts, School of Humanities and Communications, and School of Behavioral and Social Sciences*;
- Worked with Office of the Vice President for Research and Federal Relations to develop and refine extramural funding in the College through increased faculty development and grant productivity. As a result, grant proposals increased by 100% (from 20 to 40) and external funding increased by 40% which had an impact on the College’s indirect cost recovery volume;
- Worked with the Office of Institutional Advancement to develop and refine fundraising goals and priorities for new advancement opportunities;
- Redistributed resources to create the College of Liberal Arts Professional Development Workshop Series with a focus on providing internal support for faculty through the early career years, especially pre-tenure, and to focus on cultivating good teacher-scholars through the praxis of teaching, scholarship, and creative activities;
- Created first-ever College of Liberal Arts *Visual and Performing Arts Series* (“Artistic Intensity”) in efforts to heighten educational awareness in the fine and performing arts as well as to generate a new revenue for College scholarships and general fund;
- Established the *Office of Success, Transition, Advising, and Retention Services* (STARS) to centralize recruitment, retention, and advising activities within the College and to enhance outreach with community organization and agencies as well as maximize collaboration with Admissions, Undergraduate Studies, and Community College Relations;

- Created Graduate Student-Faculty Colloquia Presentation Series to provide and promote an intellectual forum that would showcase student and faculty research;
- Established international partnerships and MOUs with four Chinese universities to improve study abroad opportunities, faculty exchange programs, and increased international student enrollment in Liberal Arts majors; funded first faculty-led study abroad program to Brazil (\$25,000);
- Redirected appropriate resources and expanded student access to high demand classes which improved overall quality of the undergraduate student experience in completing general education/core courses;
- Worked with appropriate CLA Chairs and other Academic Deans to develop new cross-college undergraduate interdisciplinary programs and graduate certificate programs, including: M.A. in Broadcast Meteorology (fall 2016), M.A. in Public History and Museum Studies (fall 2016), Certification in Digital Humanities (fall 2015), and Minor in Leadership Studies (fall 2015);
- Led undergraduate core curricular revision initiatives across the University and within the College of Liberal Arts;
- Revised release time policy and reassigned faculty based on work load and productivity;
- Authorized aggressive review of current marketing and public relations practices in order to enhance visibility and continuity of a “Liberal Arts” presence in print, social, and digital media forums across the University and external communities;
- Worked closely with student leadership to enhance the Student Advisory Council;
- In collaboration with Dean of Undergraduate Studies, completed institutional self-study report for Foundations of Excellence designation (through the John Gardner Institute) with a goal to promote greater student success and retention, and degree completion.

## **2010 – 2012**

**Allegheny College, Meadville, PA** (selective, private liberal arts and sciences; featured in “*40 Colleges that Change Lives*,” 2100 students)

***Associate Dean of the College and Professor of English  
Chief Diversity Officer/EEO Officer, Office of Institutional Diversity, Equity and Access (IDEA)***

As **Associate Dean of the College**, I served as member of the Provost’s Council with other senior leadership. My work specifically addressed faculty hiring and retention, faculty development and mentoring diverse junior faculty; reappointment, pre-tenure, promotion and tenure review; managing the faculty diversity scholar-in-residence/pre-doc dissertation fellowship program; curricular and co-curricular initiatives specifically first-year first-generation students of color and international students; staffing and assessing student success programs; monitoring academic progress of diverse students and initiating corrective actions; developing competitive grant applications to advance academic diversity and inclusion initiatives; and interpreting College policies for faculty, students, and other constituents.

As inaugural **CDO and EEO Officer**, I reported to President and served as member of the President’s Cabinet; created the Office of Diversity, Equity and Access (IDEA) as the College’s “hub” for diversity and inclusion leadership; responsible for oversight of all aspects of diversity and inclusion, equal opportunity, conflict resolution, non-discrimination and institutional compliance with all local, state and federal regulatory requirements.

## Major accomplishments:

- As a member of Executive Cabinet, worked with the President on Capital Campaign (\$200M) funding priorities, meetings, travel and meeting with potential donors and cultivating new relationships;
- Developed a successful white paper entitled “*Repositioning Diversity and Equity: A Framework for Institutional Transformation Driven by Diversity*” which outlined the vision, mission, core principles, and scope of diversity, inclusion and equity for the College;
- Reorganized essential diversity functions within the College to create efficiencies and use of limited resources across the College. This led to the development of a CDO portfolio which includes: The Center for Intercultural Advancement and Student Success, Office of Spiritual and Religious Life, Diversity Scholar-in-Residence, Council on Diversity and Equity, Pre-Doc Dissertation Fellows Program, Martin Luther King Jr. Celebration. Additional responsibilities;
- Direct supervision, development and evaluation of 9 professional staff and oversight for \$3 million-dollar budget;
- Created and staffed the Center for Intercultural Advancement and Student Success (CIASS) which serves as a natural bridge between academic affairs and student services. CIASS offers interdisciplinary curricular transformation seminars to faculty that focus on infusing diversity and cultural competence outcomes into course designs and the classroom. This innovative Center has been essential to assisting faculty members and academic advisors on how to shape first-year experience courses to be inclusive of co-curricular programming and how to recognize the importance of diverse learning styles and academic preparedness of first-generation and low-income students;
- Created and chaired Council on Diversity and Equity (CODE)—a college-wide body which brought together all aspects and representations of diversity and equity;
- Organized listening sessions and organized feedback in a report format, *Climate Steering Committee’s Recommendations*, to capture faculty, staff, students, and alumni reactions to campus-wide climate assessment;
- Created and chaired Diversity and Internationalization Implementation Team (DIIT) as part of the strategic planning process;
- Created ACCESS ALLegheny, a one-week experiential bridge-transition program for first-time first-year students; ACCESS included workshops on: the importance of managing academic rigor and expectations, social acclimation, peer mentoring, academic support resources and student services, time management, and community-building;
- Created NAVI-GATORS Peer Mentor Program focused on historically underrepresented and international student retention services for first-year, first-time students to Allegheny;
- Collaborated with Provost and Dean of the College and revised Faculty Search Tool Kit to include more diverse resources for faculty search committees and established institutional wide search committee training workshop;
- Revised boiler-plate language for faculty job advertisements to be more inclusive;
- Participated in various phases of the search process for administrative positions and assisted with the development of job descriptions, placing ads in diverse publications/online venues;
- Chaired Special Task Force (STF) to revise/separate discriminatory harassment and sexual harassment policies and enhance reporting protocols.

## 2005-2010

**University of St. Thomas, St. Paul-Minneapolis, MN** (selective Catholic research university; 12,000 students)

### ***Chief Diversity Officer/Executive Director of Institutional Diversity and Associate Professor Office of Institutional Diversity (OID)***

As inaugural CDO, I established the Office of Institutional Diversity within the Office of the President and reported to the President (and the Executive Advisor in the President's absence). The CDO served as senior diversity officer and provided internal leadership to the Senior Management Team and supervised several diversity-areas (academic and administrative) within the university.

#### **Major accomplishments:**

- Initiated, cultivated and secured \$350,000 private gift to establish/endow the LOFTUS Mini-Grant Diversity Program in the Office of Institutional Diversity to support faculty development, diversity education, and faculty-student research mentoring programs;
- Worked as President's Liaison on the Opening Doors Capital Campaign (\$500M) to assure diversity priorities were included in the campaign priorities; assisted Development Office with cultivating and securing \$7.5M in gifts for student diversity scholarships;
- Created blueprint for organizational realignment with input from campus stakeholders;
- Developed institutional vision and strategy for diversity working collaboratively with President's Senior Management Team;
- Developed university-wide *inclusive excellence* framework and worked with Senior Management Team on implementation efforts;
- Coordinated university-wide diversity strategic planning and implementation of the *Striking Balance: Our Commitment to Inclusive Excellence, 2008-2011*;
- Led the *2006-2007 Survey on Campus Climate Assessment* (both qualitative and quantitative phases) and collaborated with University Diversity Advisory Council to develop reports and presentations for disseminating results;
- Collaborated with all academic deans on developing faculty recruitment goals and retention action plans for six colleges and/or professional schools;
- Oversaw university-wide monitoring and progress reporting process for *Striking Balance: Our Commitment to Inclusive Excellence, 2008-2011*;
- Served as President's Office liaison for community organizations and government agencies in regards to diversity, equal opportunity, and access;
- Reviewed and revised, in consultation with Cabinet colleagues, all university documents to integrate diversity and inclusion principles;
- Worked with Chief Human Resources Officer to ensure employment policies and practices were in compliance with all relevant federal, state, and local law requirements for equal opportunity, non-discrimination, and affirmative action (including the ADA, Section 504, and Title IX);
- Served as President's Office liaison for informal and formal investigations related to discriminatory and sexual harassment/sexual assault, and reasonable accommodations;
- Established and chaired the University Diversity Advisory Council (UDAC);
- Convener for the President's Committee on African American Issues;
- Established the Diversity Leadership Awards annual recognition awards ceremony;
- Managed diversity budgets (operations, endowed funds, grant dollars) totaling \$2.6 million



- Increased St. Thomas' national visibility as a model institution for diversity among Catholic higher education and established the university as a charter institutional member of the National Association of Diversity Officers in Higher Education (NADOHE);
- Produced two diversity biennial reports (2007 and 2009);
- Co-chaired Taskforce on Hate Crimes and Bias-Motivated Incidents;
- Developed instrument to assess impact of the human diversity requirement (HDR) on student learning in the core curriculum and authored *Human Diversity Requirement Impact Study*;
- Established the *Diversity Education Series* which has three components:
  - Diversity Dialogues
  - Social Justice Seminars
  - Diversity Training Institute

***Program Director and Principal Investigator (PI)***  
***Ronald E. McNair Post Baccalaureate Achievement Program***

**Major accomplishments:**

- Authored \$1.25 federally-funded five-year grant McNair Scholars proposal from U.S. Department of Education;
- Served as principal architect for the development of an academic retention services model and graduate-preparatory program to increase the representation, retention, and degree completion of low-income, first-generation, undergraduate students underrepresented in graduate education through the doctoral level
- To date, four cohorts of twenty-five annually (or 100 students) have matriculated through the McNair Scholars. As of May 2012, 93 (or 93%) have been admitted to top-ranked graduate and/or joint-professional programs. The remaining 7 students elected to attend professional degree programs;
- Led search and selection process to recruit, train and on-board three professional staff to support program goals, objectives, and outcomes;
- Supervised and evaluated three professional staff members; oversaw daily program operations; managed annual grant budget of \$220,000 (2006-2010) and annual institutional contributions of \$100,000 (2006-2010);
- Recruited and oriented twenty-five faculty mentors annually from four institutions (St. Thomas, Macalester College, University of Minnesota, and Hamline University) to lead student-faculty collaborative research projects during summer institutes and academic year;
- Oversight for all academic and student development initiatives provided through the grant years, connecting students served to academic support units including the Registrar, Learning Resource Center, Student Disability Services, Internship and Career Services, Office of Undergraduate Academic Affairs and Student Research Opportunities;
- Completed annual progress reports (APR) and submitted to U.S. DoE;
- Edited *McNair Scholars Research Journal*.

## **2000-2005**

**Western Michigan University, Kalamazoo, MI** (public, research-university; 28,000 students)

***Department Chair, Africana Studies and Associate Professor of English (tenured, 2003)  
Assistant Professor (tenure-track, 2000-2003)***

Reported to Dean of the College of Arts and Sciences; chief administrative and academic manager for departmental personnel, budgets, curriculum, scheduling, fundraising, faculty recruitment and development, student complaints/resolution, space planning, renovations/growth.

### **Major duties:**

- Led regular department meetings with faculty and professional staff;
- Oversaw department's annual budget development and reconciliation processes;
- Oversaw implementation of academic policies, curricular revisions, and course scheduling;
- Communicated collective-bargaining decisions to faculty;
- Oversaw departmental tenure and promotion review process;
- Served as faculty liaison with study abroad programs in Ghana, Liberia, and Egypt;
- Chaired program review and student learning outcomes assessment committee;
- Oversaw revisions to undergraduate major, minor and graduate certificate;
- Revised the undergraduate student academic advising process;
- Mediated faculty conflicts and student grievances;
- Served as Arts and Sciences liaison to university-wide Committee on General Education and Committee on Academic Standards;
- Chaired Arts and Sciences Graduate Fellowship Selection Committee;
- Assisted with Arts and Sciences reappointment, promotion and tenure review of faculty;
- Chaired departmental self-study committee;
- Advised Dean on diversity recruitment and retention within the College of Arts and Sciences.

### **Major accomplishments:**

- Grew faculty size from 3 to 10 tenure lines (adding 7 new lines with some being joint-appointments in other departments);
- Coordinated space needs and renovations to house new faculty members, conference space, resource room, and office space for graduate assistants;
- Developed international faculty and student exchange programs with the University of Ghana-Legon, Kwame Nkrumah University for Science and Technology, and the University of Liberia;
- Initiated and completed program self-study and established learning outcomes for all departmental courses;
- Led first comprehensive academic program review and curriculum overhaul;
- Worked with new faculty to create major and revise minor degree requirements;
- Led a name-change initiative from Black Americana Studies Program to the Africana Studies Department;
- Increased undergraduate FTE enrollments by 30%;
- Awarded extramural funding from Kellogg Foundation (\$355,000) to enhance undergraduate student-faculty research collaborations, community outreach initiatives, and internships for majors and minors;
- Developed Africana Studies Culture Week and Research Symposium;

- Established Africana Studies Scholar-in-Residence Program to bring national scholars to WMU;
- Developed graduate certificate program as a new revenue stream and increased community-based curricular offerings at campus extension centers;
- Awarded Fulbright to teach in China (Hong Kong);
- Awarded \$225,000 grant from Kalamazoo Education Foundation to develop and offer cultural competency seminars to local K-12 school teachers and mentoring programs for middle and high school students.

***Founding Faculty Coordinator (2003-2005)  
Multicultural Student Achievement Programs***

Responsibilities as Founding Faculty Coordinator, collaborating with both the Provost/Vice President for Academic Affairs and Vice President for Student Affairs, and responsible to President's Task Force on Transforming the University, included creating a comprehensive pilot first-year, common-learning experience for domestic students of color scholarship recipients to increase retention and persistence to graduation. This role was responsible for coordinating four full-time assistant directors in Student Affairs and overseeing budget management and day-to-day operation as well as the administration of a comprehensive range of services under Academic Affairs.

**Major accomplishments:**

- Developed, implemented, and managed the "Get Connected Program"—a voluntary first-year/common learning experience (FY/CLE) program for 450 African American, Latino American, Native American/Indigenous Indian, Asian America, and multiracial scholarship recipients. This FY/CLE served as the blueprint program for Western's university-wide FY/CLE project that was established in fall 2005;
- Established and oversaw all "Get Connected Program" components: student orientation, advising, and registration; living-learning communities; clustered course (themed intensive-writing seminars and lecture); mandatory attendance to university lectures and co-curricular events; leadership development institutes; service learning, and experiential learning;
- Developed a comprehensive report on academic success and social acclimation of participants who successfully completed the "Get Connected Program" (using as a control group those first-year domestic students of color who were not a part of this program):
- Results showed 87% (or 392 of 450 surveyed) retention for students who participated and completed the "Get Connected Program" between freshman-to-sophomore enrollment years.
- Results for the control group showed 80% (or 360 of 450 surveyed) retention for students who did not participate or receive services from the "Get Connected Program".
- Data revealed 91% of students who participated in the "Get Connected Program" felt they were "better prepared for college" as a result of the first-year/common learning experience and 88% of the participants felt they "could be successful" in the current campus climate where they were a "minority".

**Kalamazoo Valley Community College (public, community college; 8000 students)**  
Kalamazoo, Michigan

*Instructor of English (2000-02)*

Taught: Introduction to Literary Criticism & Theory, Introduction to Literature, First-year composition and argumentation

## **1999-2000**

**Alma College (private-selective, liberal arts and sciences; 1500 students)**  
Alma, Michigan

*Assistant Professor of English (tenure-track, 99-00)*

Taught: Introduction to Literary Criticism & Theory, Introduction to African American Literature, Major Black Authors, Harlem Renaissance, Historical Literary Movements, American Literature Surveys I and II

**Mid-Michigan Community College (public, community college; 5000 students)**  
Harrison, Michigan

Taught: Introduction to Literature, First-year composition and argumentation

## **1996-1999**

**Central Missouri State University (public, teaching-university; 11,000 students)**  
Warrensburg, Missouri

*English Instructor and Coordinator of University Writing Program (97-99)*

**University of Missouri-Columbia (public, research-university; 32,000 students)**  
Columbia, Missouri

*Graduate English Instructor (96-99)*

*Director of Multicultural Affairs (96-98)*

## **PUBLICATIONS & WORK IN PROGRESS**

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Potter Jr., Lawrence T. "To Be Young, Gifted and Black: Higher Education's Diversity Challenge and Racial Backlash in 21<sup>st</sup> Century." New Century, New Leaders: Speaking Truth to Power. Sterling, VA: Stylus Publishing. (Manuscript under review.)

- Potter Jr., Lawrence T. *African American Males and Yearning: Respect, Responsibility, and Reciprocity in the Novels of Three Contemporary Writers*. Gainesville: University of Florida Press. (Manuscript under review).
- Potter Jr., Lawrence T. *Harlem's Forgotten Genius: The Life and Literary World of Wallace Henry Thurman*. Salt Lake City: University of Utah Press. (contract pending).
- Potter Jr., Lawrence T. "Still Invisible, Still Voiceless: Or, Still Too Taboo?" *Ain't Nobody Worryin': Maleness and Masculinity in Black America*. Ed. Alphonso Simpson, Jr. San Diego: Cognella Academic Press, 2011.
- Potter Jr., Lawrence T. "*Brother to Brother: Collected Writings by Black Gay Men*." *Encyclopedia of African-American Literature*. Ed. Wilfred Samuels. New York: The Facts on File, 2007.
- Potter Jr., Lawrence T. "*Bum Rush the Page: A Def Poetry Jam*." *Encyclopedia of African American Literature*. Ed. Wilfred Samuels. New York: The Facts on File, 2007.
- Potter Jr., Lawrence T. "E. Lynn Harris." *Encyclopedia of African-American Literature*. Ed. Wilfred Samuels. New York: The Facts on File, 2007.
- Potter Jr., Lawrence T. "*Go the Way Your Blood Beats: An Anthology of Lesbian and Gay Fiction by African American Writers*." *Encyclopedia of African-American Literature*. Ed. Wilfred Samuels. New York: The Facts on File, 2007.
- Potter Jr., Lawrence T. "*Invisible Life*." *Encyclopedia of African-American Literature*. Ed. Wilfred Samuels. New York: The Facts on File, 2007.
- Potter Jr., Lawrence T. "James Earl Hardy." *Encyclopedia of African-American Literature*. Ed. Wilfred Samuels. New York: The Facts on File, 2007.
- Potter Jr., Lawrence T. "Keith Boykin." *Encyclopedia of African-American Literature*. Ed. Wilfred Samuels. New York: The Facts on File, 2007.
- Potter Jr., Lawrence T. "*SHADE: An Anthology of Fiction by Gay Men of African Descent*." *Encyclopedia of African-American Literature*. Ed. Wilfred Samuels. New York: The Facts on File, 2007.
- Potter Jr., Lawrence T. "Wallace Henry Thurman" *Encyclopedia of African-American Literature*. Ed. Wilfred Samuels. New York: The Facts on File, 2007.
- Potter Jr., Lawrence T. "Literary Authenticity: Life, Reality, and Experience as Reflected in Black Literature" in *Contemporary Africana Theory, Thought and Action: A Guide to Africana Studies*. Ed. Clenora Hudson-Weems. Illinois: Third World Press, 2007.
- Potter Jr., Lawrence T. "Creating Space in a White (ness) Place: Blacks in Africana Studies at Predominantly White Colleges & Universities." in *Infusing the Dialogue: The State of the African-American Professoriate 2002*. Ed. Henry Vance Davis. New Jersey: Ramapo College, 2002.
- Potter Jr., Lawrence T. "Utah Native: Wallace Henry Thurman (1902-1934)." *African American*

## TEACHING AND COURSE DEVELOPMENT

Spring 2017	<i>ENG 385</i>	Ethnic American Literature, 1619-Present
Spring 2015	<i>ENG 505, ENG 419</i>	Graduate Seminar in Literary Criticism and Theory; Undergraduate Seminar in African American Literature
Fall 2014	<i>ENG 611 (GRAD/ENG 418</i>	Graduate/Senior Seminar Writings of Major Black Authors
Spring 2014	<i>ENG 505 (GRAD)</i>	Graduate Seminar Literary Theory and Criticism
Spring 2012	<i>ENG 490</i>	Critical Race Theory and Whiteness in Literature
Spring 2011	<i>ENG 190</i>	Special Topics: The Politics of Race, Sexuality and Struggle in African American Literature
Summers 2010, 2009 & 2008	<i>IDSC 498/ENG 698 (GRAD)</i>	Advanced Interdisciplinary Research and Writing
Fall 2007	<i>ENG 400</i>	Black American Writers and the Protest Traditions
Spring 2007	<i>ENG 111</i>	Academic Writing with a Research Focus
Fall 2006	<i>ENG 400</i>	The Harlem Renaissance and Black Arts Movements
Spring 2005	<i>ENG 700/Special Topics (GRAD)</i> <i>AFS 400/Senior Seminar</i>	Public Sphere, Theory, and Black Feminisms Africana Studies in the 21 <sup>st</sup> Century
Fall 2004	<i>ENG 700/Special Topics (GRAD)</i> <i>HNRS 499</i>	Theories of Blackness and Literary Whiteness Theorizing and Politicizing Hip Hop Culture and Rap Music (Graduate)
Spring 2004	<i>UNIV/ENG 150</i> <i>HNRS 499/ENG 709 (GRAD)</i> <i>ENG 610 (GRAD)</i>	Writing about Diversity (FYE Course) Seminar on James Baldwin and Toni Morrison Writing for Publication
Fall 2003	<i>AFS 380/Special Topics:</i> <i>AFS 400/Senior Seminar:</i>	HIV/AIDS (Re)Presentations in Black Fiction, Nonfiction, and Film Theorizing and Politicizing: Hip Hop Culture and Rap Music
Spring 2003	<i>ENG 555/Seminar (GRAD)</i>	Reading Race, Reading Culture in American Literature Richard Wright, James Baldwin, and Ralph Ellison
Fall 2002	<i>AFS 223</i> <i>AFS 360</i> <i>AFS 370</i>	Afro-American Literature, Criticism, and Culture Black Historical Movements/Moment Seminar on Harlem Renaissance
Spring 2002	<i>AFS 389</i>  <i>AFS 350</i>	The Black Woman: Historical Perspective/Contemporary Status Black Woman-Black Man Relationships
Fall 2001	<i>AFS 385/Research</i> <i>AFS 385/Research</i>	Contemporary Africana Theory and Thought Black Intellectual, Social, and Cultural Theories
Spring 2001	<i>AFS 200</i> <i>AFS 210</i>	Introduction to Black Studies in the Academy Black Nationalism and Social Protest Writing
Spring 2000	<i>English 181/381</i> <i>English 133</i>	The Harlem Renaissance Introduction to Literary Analysis

	<i>Pre-Term</i> <i>English 101</i>	In Living Color: The Question of Color in Writings by and about African American Authors Turbo Composition
Winter 2000	<i>English 367</i> <i>English 101</i>	African American Literature College Rhetoric II
Spring 1999	<i>English 2040</i> <i>English 1020</i> <i>English 1030</i>	American Literature Survey Composition I Composition II
Fall 1998	<i>English 20GH</i> <i>English 115</i>	Honors Composition Introduction to African American Literature

## SELECT SCHOLARLY PAPERS AND INVITED PRESENTATIONS

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- 06/18 New American Colleges and Universities Summer Institute, *Invited Keynote Speaker*  
Title: *“Language (and Meaning) Matters: Nurturing Civility and Inclusivity in ‘Uncivil’ Times”*
- 01/18 AAC&U/American Conference of Academic Deans Annual Meeting, *Pre-Conference Workshop Presenter*  
Title: *“Through the Looking Glass”: Leadership Lessons on Negotiating Race and Identity in the 21<sup>st</sup>-Century Academy”*
- 01/17 AAC&U/American Conference of Academic Deans Annual Meeting, *Presenter*  
Title: *“Drinking from the Firehose”: Two African-American Deans Reflect on Their Leadership at Private Colleges/Universities in the Midwest and Southern California”*
- 11/16 Council on Colleges of Arts and Sciences Annual Meeting, *Presenter*  
Title: *“Boutique Programs or Crucial Units: Developing and Sustaining Ethnic Studies Programs”*
- 11/16 Council on Colleges of Arts and Sciences Annual Meeting, *Presenter*  
Title: *“Leading from the Middle”*
- 04/16 Center for the Advancement of Faculty Excellence, *Invited Keynote*  
Title: *“Teaching and Learning from Claudia Rankine’s Citizen: Equipping Faculty with Tools to Addressing Race and Difference in the Classroom in the Era of Black Lives Matter and New Activism”*
- 03/15 American Council on Education Annual Meeting, *Panelist*  
Title: *“Higher Education and the Future of Diversity—Lessons Learned from Recruiting and Retaining Faculty of Color”*
- 01/15 AAC&U/American Conference of Academic Deans Annual Meeting, *Invited Keynote*  
Title: *“To Be Black and Blue: Challenges, Chokeholds, and Chance-Opportunities for Black Academics and Administrators”*
- 10/14 Transitioning to Writing Conference, University of Mississippi, *Invited Keynote*

- Title: "The Write Stuff: How Inclusive Practices, Intentional Support and Purposeful Planning Yield Student Success"*
- 04/14 College Language Association, *Presenter*  
*Title: "African American Males and Yearning: Respect, Responsibility, and Reciprocity"*
- 01/14 AAC&U/American Conference of Academic Deans Annual Meeting, *Workshop Leader*  
*Title: "Transforming the Liberal Arts at a Historically Black University in the Age of STEM"*
- 10/13 Mississippi Annual Advising Meeting, Jackson State University, *Invited Keynote Speaker*  
*Title: "Academic Advising and the Tenets of Success for 21<sup>st</sup> Students"*
- 03/13 American Council on Education Annual Meeting, *Workshop Leader*  
*Title: "Leadership Transitions for Faculty and Administrators of Color: A Case Study"*
- 01/13 AAC&U/American Conference of Academic Deans Annual Meeting, *Workshop Leader*  
*Title: "The Student Success Imperative: From Compliance to Commitment"*
- 06/12 UCLA, Diversity Research Conference—Beyond Counting, *Invited Panelist*  
*Title: "Why Faculty Diversity Makes a Difference in Student Success Rates"*
- 03/12 SUNY Cortland, Workshop for Senior Leaders, *Invited Keynote*  
*Title: "Excellence, Diversity, and Planning"*
- 03/12 American Council on Education/NADOHE Annual Meeting, *Panel Presentation*  
*Title: "Stalled in the Pipeline: Minority Doctoral Students and Unpredictability of Racism"*
- 01/12 AAC&U/American Conference of Academic Deans Annual Meeting, *Workshop Leader*  
*Title: "Liberal Arts Lessons and 21<sup>st</sup> Century Learning"*
- 01/12 Loyola Marymount University, CA, *Workshop Leader*  
*Theme: Workshop on Leadership and Change*
- 10/11 University of Michigan, Ann Arbor, MI, Global Leadership Conference, *Invited Address*  
*Title: "The Evolution of Higher Education Social Justice, Equity and Change"*
- 08/11 Lebanon Valley College-Annville, PA, *Invited Keynote*  
*Title: "Transforming a Liberal Arts Experience with Diversity from the Inside Out"*
- 03/11 American Association of Blacks in Higher Education, *Invited Keynote*  
*Title: "Cultural Diversity: Improving the Recruitment and Retention of Traditionally Underrepresented Faculty and Administrative Staff"*
- 02/11 Allegheny College Black History Month Series, *Invited Keynote*  
*Title: "Witnesses of History: Why We Are Not a Post-Racial Society"*
- 06/10 23rd National Conference on Race and Ethnicity, *Presenter*  
*Title: "The University Diversity Advisory Council: Methods for Improving Campus-Wide Diversity Initiatives"*



- 02/10 University of Chicago, Faculty and Graduate Student Diversity Conference, *Invited Presenter*  
*Title: "Diversifying Faculty for the Next Generation: Debunking the Myths"*
- 01/10 8<sup>th</sup> National Conference on Best Practices in Black Student Achievement, Clemson University  
*Invited Pre-Conference Speaker*  
*Title: "How to Develop a Comprehensive Institutional Diversity Plan and Assess the Impact on the Institution's Diversity Efforts"*
- 06/09 Upper Midwest Higher Education Recruitment Consortium, *Invited Keynote Speaker*,  
*Title: "Past as prologue; or lessons yet to be learned: Addressing Diversity Challenges, Competency and Recruitment Strategies in the 21<sup>st</sup> Century"*
- 03/09 Washington University-St. Louis, DuBois-Locke Humanities Lecture, *Scholar-in-Residence*  
*Title: "Using American Literature as Topography: Tracing the Legacy of Racism in the United States"*
- 08/08 Howard University Graduate School—Preparing Future Faculty Seminar, *Invited Presenter*  
*Title: "Academic Preparedness: Why Some Graduate Programs Fail at Preparing Future Faculty of Color"*
- 04/08 University of Connecticut-Storrs, Undergraduate Research Conference, *Speaker*  
*Title: "The Matrix Effect: Student to Scholar or Backpack to Briefcase: The Need for Underrepresented Students to Persist in Graduate Education"*
- 03/08 YWCA Greater Pittsburgh, "International Day of Eliminating Racism", *Keynote Speaker*  
*Title: "Witnesses of History: The Past as Prologue for the Present"*
- 02/08 Loras College, Diversity and the Catholic College Campus Symposia, *Keynote Speaker*  
*Title: "Bound By "Common Good": How to Become a Diversity-Competent Institution"*
- 02/08 University of Nevada-Las Vegas, National TRiO Training Institute, *Presenter*  
*Title: "Post-Baccalaureate Pandemonium: Sealing the Leaky Ph.D. Pipelines with Well-Prepared McNair Scholars"*
- 10/07 University of Minnesota, Keeping Our Faculties Conference, *Speaker*  
*Title: "Emerging Black Tenured Professors in Ivory Tower Administrations"*
- 07/07 International Conference on the First-Year Experience, *Presenter*  
*Title: "Meeting the Needs of Underprepared First-Year Students in College-Level Courses"*
- 02/07 American Council on Education Conference/National Association of Chief Diversity Officers in Higher Education Inaugural Conference, Washington, DC, *Presenter*  
*Title: "Comparative Frameworks for Advancing Diversity Initiatives"*
- 10/06 Association of American Colleges and Universities Conference, Philadelphia, PA,  
*Roundtable Presenter*  
*Title: "Hiring and Retaining Faculty of Color"*
- 07/06 International Conference on the First-Year Experience, *Presenter*  
*Title: "Meeting the Needs of First-Year Students through a Transformed Curriculum"*

- 06/06 National Conference on Race and Ethnicity, Chicago, IL, *Presenter*  
*Title: "No Excuse for Invisible Rosters: Hiring Faculty of Color at PWIs"*
- 02/06 Excelsior College, Albany, NY, Diversity Workshop, *Presenter*  
*Title: "Vision for the Future: Diversity as Practice, Not Policy"*
- 06/04 National Conference on Race and Ethnicity, Miami, Florida, *Presenter*  
*Title: "Strategies for Recruiting and Retaining Faculty of Color"*
- 05/04 African American Studies in the 21<sup>st</sup> –Century, Rice University, Houston, TX,  
*Invited Keynote Speaker*  
*Title: "The Necessity of African-Centered Theory, Pedagogy, and Practice"*
- 04/04 College Language Association (CLA) 62<sup>nd</sup> Annual Convention, Washington, DC, *Panelist*  
*Title: "Madness, Badness, Sex(uality), and Violence: De-centering the Master in His Own Home"*
- 03/04 Association of American Colleges and Universities, General Education and Assessment Meeting, Long Beach, CA, *Presenter*  
*Title: "Disaggregating Data about Diverse Student Populations"*
- 02/04 African Studies Association Conference, University of North Carolina-Chapel Hill  
*Keynote Speaker*  
*Title: "Deconstructing the Academy: Curriculum, Administration, and Politics"*
- 05/03 African American Studies in the 21<sup>st</sup> –Century, Rice University, *Keynote Speaker*  
*Title: "The Necessity of African-Centered Theory, Pedagogy, and Practice"*
- 04/03 College Language Association (CLA) 62<sup>nd</sup> Annual Convention, Washington, DC, *Panelist*  
*Title: "Madness, Badness, Sex (uality), and Violence: De-centering the Master in His Own Home"*
- 04/03 University of Texas-San Antonio, Gwendolyn Brooks Literary Conference, *Panelist*  
*Title: "Telling it Like It Is: Brooks' Maud Martha and Naylor's Women of Brewster Place"*
- 11/02 Norfolk State University, Black Issues in Higher Education Conference, *Moderator*  
*Panel: "Crisis in the Country: Black Americans and the HIV/AIDS Epidemic"*
- 08/02 Western Michigan University, Academic Convocation for First-Year Students, *Speaker*  
*Title: "Viewing a Historically White University from a Different Gaze: Respect, Responsibility, Reciprocity"*
- 10/02 Association of American Colleges and Universities, 4th Biennial Meeting, *Presenter*  
*Title: "Creating an Atmosphere for Successful Multicultural Student-Centered Learning"*
- 04/02 State of the African American Professoriate, Ramapo College, *Presenter*  
*Title: "In the Presence of Whiteness: Black Professors and Black Studies Programs"*

- 02/02 Schomburg Center for Research in Black Culture, *Faculty Scholar-in-Residence*  
*Black Authors Symposium Lecture: "In the Shadows of a Black Utopia: Living Life Underground and Wallace Thurman's Protest"*
- Harlem Renaissance Lecture: "Wandering in the Wasteland: Harlem's Niggerati Manor and the Black Literati Elite"*
- American Letters Lecture: "In My Father's House: Language, Representation and Whiteness from a Black Literate Culture's Gaze"*
- 02/02 National Endowment for the Humanities Black History Series, Washington, DC, *Lecturer*  
*Title: "Understanding Humanity and Response-ability in Toni Morrison's Fiction"*
- 01/02 Morehouse College, Martin L. King Jr. Day Convocation, *Keynote Speaker*  
*Title: "From Dream to Nightmare to Vision: Realizing the Potential of Dr. King's Dream Conversation in the New Millennium"*
- 10/01 Centers for Disease Control, Atlanta, Georgia, *Visiting Scholar*  
*Title: "The Art of Science in Literature: Using Black Novels and Film to Create Dialogue on HIV/AIDS in the Black Community"*
- 07/01 Fulbright Summer Institute, Western Michigan University, *Scholar-in-Residence*  
*Title: "Past as Prologue: Examining Race in American Literature"*
- 04/01 College Language Association (CLA) 61st Annual Convention, *Panelist*  
*Title: "Call for and Response to Black Aesthetics: Individual Talents, Collective Strengths, and Authentic Measurements"*
- 09/99 Alma College, New Faculty, Staff and Student Convocation, *Keynote Speaker*  
*Title: "ABC's of a Liberal Arts Education: Building Excellence Everyday"*

## GRANTSMANSHIP

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### 2017-2022

**Project Administrator** HHMI Inclusive Excellence Grant Collaborative  
 Cultivating Inclusive Excellence in Science Through Institutional Transformation: An HHMI/NAC&U Collaborative  
**Pending: \$5,054,257 (Award notification March 2018)**

### 2014

**Project Director** Lower Mississippi River Museum Knowledge Design Project  
 Awarded **\$20,000** Contract by U.S. Army Corps of Engineers  
 Vicksburg, Mississippi

**2013**  
**Project Director** Lower Mississippi River Museum Knowledge Design Project  
Awarded **\$22,659** Contract by U.S. Army Corps of Engineers  
Vicksburg, Mississippi

**2006-2011**  
**Principal Investigator** Ronald E. McNair Post Baccalaureate Achievement Program  
Awarded **\$1,250,000** by U.S. Department of Education  
University of St. Thomas, St. Paul-Minneapolis, Minnesota

**2005-2010**  
**Co-Principal Investigator** Louis Stokes Alliance for Minority Participation  
Awarded **\$4,798,655** by National Science Foundation  
Western Michigan University, Kalamazoo, Michigan  
Part of MI Higher Education Compact Grant  
(Released from grant responsibilities to accept new job)

**2006-2008**  
**Principal Investigator** Ford Partnership for Advanced Study (PAS) Project for Summer  
Outreach to Local High Schools  
Awarded **\$30,000** by Ford Motor Company

**2004-2005**  
**Principal Investigator** Ford Partnership for Advanced Study (PAS) Project  
for Summer Outreach to Local High Schools  
Awarded **\$20,000** by Ford Motor Company

**2004-2005**  
**Project Director** Africana Studies Community *re:SEARCH* Project  
Awarded **\$225,000** Kalamazoo Education Foundation  
Western Michigan University, Kalamazoo, Michigan

**2003-04**  
**Principal Investigator** Community Block Grant  
Awarded **\$355,000** by W. K. Kellogg Foundation  
Western Michigan University, Kalamazoo, Michigan

**1997-99**  
**Project Director** Wal-Mart Community Grant  
Awarded **\$900,000** by Sam Walton Foundation and Charities  
University of Missouri-Columbia, Columbia, Missouri

## **EVALUATION, PLANNING, AND DIVERSITY CONSULTANCIES**

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Harvey Mudd College, 2002; Wellesley College, 2002; Duke University, 1996; DePauw College, 2005; Eastern Michigan University, 2004; Grand Valley State University, 2005; Macalester College, 2006; George Mason University, 2007; Loras College, 2006; Davidson College, 2007; Virginia Tech University, 2008; Eastern Carolina University, 2008; Hobart and William Smith Colleges, 2008;

Grinnell College, 2008; Marquette University, 2008; University of Wisconsin-Milwaukee, 2009; Lebanon Valley College, 2010; Carnegie Mellon University, 2011; University of Texas-El Paso, 2011; University of Colorado-Denver, 2011; DePaul University, 2012; University of Alabama, 2012

## **BOARD SERVICE**

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Board of Directors, American Conference of Academic Deans (ACAD), January 2018-Present  
Board of Directors, San Bernardino Catholic Elementary Schools, December 2017-Present  
Member, Standing Committee on Private Institutions, Council of Colleges of Arts and Sciences, 2016  
Member, Standing Committee on Cultural Diversity, Council of Colleges of Arts and Sciences, 2016  
Chair, Center for Health of Minority Men Advisory Board, 2014-Present  
Myrlie Evers-Williams Institute for the Elimination of Health Disparities Board of Directors, 2014  
Vice President, Meadville Martin Luther King, Jr. Scholarship Corporation, 2011-2013  
Co-Chair, Campaign Committee, Meadville Martin Luther King, Jr. Scholarship Corporation, 2011  
Eastern Region Vice President, Stillman College National Alumni Board of Directors, 2009-2011  
Minnesota Future Doctors Advisory Board, University of Minnesota and Mayo Clinics, 2008-2012  
Minnesota Multicultural Living Arts Forum Board of Curators, May 2006-2010  
Multicultural Forum on Work Place Diversity Advisory Board, April 2006-2010  
Secretary, Stillman College National Alumni Association Board of Directors, 2006-2009  
Co-Chair, Kalamazoo County Commission on Healing Race and Racism, 2002-2004  
Douglass Community Center, Kalamazoo, MI, 2002-2004  
Lewis Walker Institute for Race and Ethnic Relations, WMU, 2002-2005

## **EDITORIAL BOARDS**

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*African American Review*, Ad Hoc Reviewer, 2009-2015  
*Western Journal of Black Studies*, Ad Hoc Reviewer, 2006-2010

## **COLLEGE AND UNIVERSITY SERVICE**

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### **Institutional Leadership Councils and Groups**

Provost's Council, ULV, 2015-Present  
Deans' Council, ULV, 2015-Present  
University Management Council, ULV, 2015-Present  
Provost's Leadership Group, JSU, 2012-2015  
Council of Academic Deans, JSU, 2012-2015  
Allegheny Executive Committee (President's Cabinet), Allegheny College, 2010-2012  
Deans' Leadership Council, Allegheny College, 2010-2012  
President's Executive Council (President's Cabinet), UST, 2005-2010  
Administrative Council, UST, 2005-2010  
College of Arts and Sciences Chairs' Council, WMU, 2000-2005

### **Chair**

Search Committee Chair, Vice President for University Advancement, ULV, 2016  
Search Committee, Associate Vice President for Strategic Communications, ULV, 2016  
"Artistic Intensity" Visual and Performing Arts Series, JSU, 2012-2013  
John Gardner Institute's Foundations of Excellence Learning Dimension, JSU, 2013-2014  
Fall Faculty and Staff Seminar, JSU, 2012-2013  
Task Force Center for Diversity and Democracy, Allegheny, 2011-2012  
Co-Council on Diversity and Equity (CODE), Allegheny, 2011-2012  
Special Task Force, Discriminatory and Sexual Harassment, Allegheny, 2010-2012  
North Central Association of Colleges and Schools Accreditation Self-Study Liaison, UST, 2008-2010  
University Diversity Advisory Council, UST, 2005-2010  
Final Draft Report Sub-Committee, Diversity and Multiculturalism, 2004-2005  
First-Year Experience Planning Group, WMU, 2003-2005  
General Education Review Committee, WMU, 2002-2003

### **Co-Chair**

Middle States Commission on Higher Education Accreditation Self-Study, Allegheny, 2010-2012  
Staff Mentorship Program Planning Team, UST, 2006-2007  
Task Force on Hate Crimes and Biased-Motivated Incidents, UST, 2006  
College of Arts and Sciences Promotion & Tenure Review Committee, WMU, 2003-2005  
Task Force for Creating a Multicultural Center, WMU, 2004  
President's Commission on Diversity and Multiculturalism, WMU, 2003-2005  
Graduate College, Thurgood Marshall Fellowship Committee, WMU, 2002-2004  
Arts and Sciences Academic Program Review and Assessment Committee, WMU, 2003-2005  
Co-Founder and Co-Chair, Arts and Sciences Faculty of Color Caucus, WMU, 2002-2005  
Task Force on Campus Communications, UST, 2009-2010

### **Committee Membership**

Dean's Council Representative, Grants Advisory Board, ULV, 2015-Present  
Dean's Council Representative, Budget Advisory Group, ULV, 2015-Present  
Honorary Degree Revision Committee, JSU, 2013  
Provost's Senior Leadership Team, JSU 2012-2014  
Deans Council, JSU, 2012-2014  
Graduate Council, JSU, 2012-Present  
Academics Standards Committee, JSU, 2013  
Graduate Council Faculty Credential Review, JSU, 2013  
Allegheny Administrative Council, Allegheny, 2010-2012  
PFund Scholarship Review and Award Committee, UST, 2008-2010  
Work-Group to Develop Plan for Online Learning, UST, 2008-2010  
Task Force on Controversial Issues, UST, July 2008-2010  
Search Committee, Human Resources Partner, UST, 2008  
Task Force on Off-Campus Travel, 2005-006  
Human Resources Advisory Committee, UST, 2005-2010  
Affirmative Action, UST, 2005-2010  
Dease Scholarship Committee, UST, 2005-2010  
Academic and Administrative Leadership Council, 2005-2010  
Academic Priorities and Standards Committee, WMU, 2002-2004  
Search Committee, Provost and Vice President of Academic Affairs, WMU, 2003-04  
Search Committee, Dean of Arts and Sciences, WMU, 2003-2004  
Search Committee, University President, WMU, 2002-2003

Faculty Executive Committee (Senate), WMU, 2002-2003  
Arts and Sciences Budget and Finance Committee, 2002-2004

### **Student Theses/Dissertations**

Committee Member, 4 Master's Theses, JSU  
Chair, 5 Ph.D. Dissertations, WMU  
Committee Member, 12 Master's Theses, WMU and UST  
Lead Faculty, 20 honors and/or senior theses, WMU and UST

### **Convener**

President's Ad Hoc Group on African American Issues, UST, 2006-2010  
African-American & African Alumni Partnership, UST, 2005-2010

### **Faculty Advisor**

Friendly Association of Multicultural Identifying GLBT Youth, Allegheny, 2011-2012  
Black Empowerment Student Alliance, UST, 2006-2010  
Legion of Black Collegians, University of Missouri-Columbia, 1997-1999

## **HONORS AND AWARDS**

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American Council on Education (ACE) Fellows Program, Washington, DC, DePaul University  
Chicago, IL, 2009-2010  
Facing Race Ambassador Award, St. Paul Foundation, St. Paul, MN, 2008  
William B. Malevich Faculty Teaching and Leadership Award, University of St. Thomas, St. Paul, MN,  
2007  
Lewis Walker Outstanding Junior Faculty Teaching Award, WMU, Kalamazoo, MI, 2003  
Fulbright-Hayes Lecturer, WMU -Hong Kong Shue Yan University, 2003  
National Literary Research Award, McMillan-Knight-Winfrey Foundation (\$10,000), 2003  
Purdue University Postdoctoral Award, West Lafayette, IN (\$12,000), 2002-2003  
Research Development Award, WMU (\$15,000), 2001-2003  
Research Award, Salt Lake City State Historical Society (\$3,000), 2000  
Younger Fellows Award, Yale and Oxford Universities (\$10,000), 1997  
Research Travel Award, University of Missouri-Columbia (\$2,500), 1997  
Travel Award, National Institute for the Humanities (\$3,500), 1996  
Research Grant Award, Yale-Bienecke Archive Council (\$2,000), 1996, 1999

## **PROFESSIONAL ORGANIZATIONS**

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Council of Colleges of Arts and Sciences (CCAS), 2012-Present  
American Conference of Academic Deans (ACAD), 2010-Present  
Liberal Arts Diversity Officers (LADO), 2011-2012  
Professional Development Committee (ACE), 2010-Present  
Council on Independent Colleges (CIC), 2006-Present  
Council for Opportunity in Education (COE), 2006-Present  
National Association of Diversity Officers in Higher Education (NADOHE), 2006-Present  
American Council on Education (ACE), 2005-Present

American Association for Affirmative Action (AAAA), 2005-Present  
College Language Association (CLA), 1999-Present  
Modern Language Association (MLA), 1999-Present  
Midwest Modern Language Association (MMLA), 1997-Present  
American Association of Blacks in Higher Education (AAABHE), 2000-Present  
Association for the Study of African American Life and History (ASAALH), 1998-Present

## **PROFESSIONAL REFERENCES**

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Available upon request only