

# Kimberly Sinclair Holmes, Ph.D.

## Selected Executive Education/Leadership Development

- Society of College and University Planning's (SCUP) Strategic Planning Institute I, II, and III (2017)
- Presidents' and Millennium Leadership Initiative Graduates' Summit on Recruitment and Student Success hosted by American Association for State Colleges and Universities (2016)
- Presidents' Summit on STEM hosted by the National Science Foundation (2016)
- University System of Georgia Executive Leadership Institute (USG ELI) (2014-2015)
- American Association of State Colleges and Universities (AASCU)'s Becoming a Provost Academy (2014-2015)
- Harvard University, Kennedy School of Government: Women and Power Leadership Program (2012)
- National Grants Management Association Annual Training Conference (2012)
- American Association of State Colleges and Universities (AASCU)'s Millennium Leadership Institute (MLI) (2011-2012)
- Southern Region Education Board (SREB) Institute on Teaching and Mentoring (2009 – 2011)
- Community Development Block Grant Administrator Certification, Kentucky Dept. of Local Govt. (October 2011)
- 5-Day MBA, American Management Association (August 2011)
- Public Issues Leadership Development Conference (2010 and 2012)
- National Extension and Research Administrative Officers' Conference (2007-2012)
- National Extension Administrative Officers' Conference (2007-2011)
- Leadership Kentucky, Leadership Kentucky Foundation, Class of 2007
- Business Retention and Expansion Training, Business Retention and Expansion International (2007)

## Professional Experience

Albany State University (ASU): A recently consolidated four-year, state-supported, historically black university with an average enrollment of 6,300 students, 262 full-time faculty, over 500 employees total, and a \$97 million dollar budget.

- ☐ Vice President for Organizational Effectiveness & Strategic Initiatives and Director of Title III and Associate Professor of Public Administration and Accreditation Liaison (November 2016 to Present)
- ☐ Interim Chief Academic Officer – Consolidated Darton State College (August 2016 to October 2016)

### Responsibilities:

Serve on the Cabinet of ASU President; provides executive leadership to functional areas with responsibility for overall institutional continuous improvement. Reporting departments include Institutional Research, Planning & Assessment and Title III Programs.

- Leads new Office of Institutional Research, Planning and Assessment; oversees development of data for institutional reporting and systems for institutional assessment
- Leads Title III Programs; develops integrated proposals and ensures alignment of activities with institutional strategic goals
- Executive responsible for relationship building with external entities, including local government, local industry, regional leadership and state government
- Makes regular recommendations to Cabinet members regarding process and system improvements; provides data or other evidence to support decision-making

- Leads comprehensive institutional strategic planning for the newly consolidated university; works with stakeholders from various sectors and synthesizes inputs for alignment with vision, mission, core values and strategic priorities

Savannah State University (SSU): A four-year, state-supported, historically black university with an average enrollment of 4800 students, 153 full-time faculty, over 500 employees total, and a \$100 million dollar budget; Offers 27 bachelor's and master's degree programs.

- Interim Provost and Vice President of Academic Affairs (June 2015 to Present)

Responsibilities:

Second in command to University President; serves as her proxy in facilitation of executive meetings (Cabinet, etc.), serving as speaker at numerous internal and external events, and addressing challenges that impact achievement of strategic plan goals and objectives

- Leads Council of Deans, Department Chairs, and unit directors in the Division of Academic Affairs, including three Colleges, a School of Teacher Education, Asa Gordon Library, International Program Office, Institutional Research, Planning and Assessment, Office of Sponsored Programs, Radio station, Office of Graduate Studies, and Office of the Registrar
- Serves on the Executive Committee of Faculty Senate, collaborates in development of agenda for monthly Faculty Senate meeting; Presents to Faculty Senate as needed to drive innovation and improvement of academic program delivery
- Works collaboratively with faculty to remove barriers to efficiency and effectiveness as it relates to both faculty performance and student achievement; monitors data to drive decision-making for increased institutional effectiveness
- Leads innovation in curriculum and program development; drives departments to create additional opportunities for students to progress in a timely fashion
- Develops campus-wide initiatives that promote development of faculty and staff and improve campus climate
- Leads Campus-Wide initiatives related to retention, assessment and student success/completion
- Serves as Point of Contact for SSU for initiatives led by the University System of Georgia (USG) Chancellor's Office, including Regents Advisory Council on Academic Affairs (RACAA), New Academic Program Proposals, and Academic Policy Changes
- Participates with executive leadership team on budget discussions and budget presentations to USG leadership

- Associate Provost and Associate Vice President of Academic Affairs (June 2013 to Present)

Responsibilities:

- Second in command over all units in Academic Affairs, including three colleges, one school, graduate studies office, the library, international programs office, government affairs office, admissions office, and registrar's office
- Lead campus-wide assessment initiative to engage all divisions in continuous improvement toward achievement of institutional mission and goals
- Lead retention efforts for improved student performance and improvement of graduation rate
- Liaison to students, faculty and staff in removal of systemic barriers to progress
- Serve as proxy for the Provost and Vice President of Academic Affairs as needed
- Works with Deans on strategic plans and initiatives to increase portfolio of academic offerings
- Member of President's Senior Leadership Team charged with development of institutional strategic plan and other campus-wide initiatives; member of Campus Budget Committee

Kentucky State University (KSU): An 1890 Land Grant Institution with an average enrollment of 2,700 students, 155 full-time faculty, over 500 employees total, and a \$62 million dollar budget.

- Associate Vice President for Inclusion and Innovation, Director of Certified Public Manager Program and Assistant Professor of Public Administration (May 2011 – May 2013)
- Acting Director, Office of Sponsored Programs (September 2011 – September 2012)
- Interim Dean, College of Agriculture, Food Science and Sustainable Systems (July 2011 to September 2011)
- Associate Dean, College of Agriculture, Food Science and Sustainable Systems (September 2011 – July 2012)

Responsibilities:

- Serve as Chief Diversity Officer for the University and university representative to the Committee on Equal Opportunities (CEO) of the Council on Post-Secondary Education (CPE), the higher education coordinating group for the Commonwealth of Kentucky
- Develop and maintain a campus-wide Diversity Plan; recruit diverse faculty in strategic alignment with plan
- Revise the curriculum and coordinate set-up of the infrastructure to support the launch the a new Kentucky Certified Public Manager Program
- Develop new curriculum for undergraduate and graduate course in Research Methods for Public Administrators
- Seek and secure new funding for university through public and private partnerships as well as competitive grant opportunities; guide professional staff and faculty in proposal development and submission\
- Seek and secure partnerships focused on STEM programming for girls and women
- Provide reports as requested to University President, Provost, other university executives and the University Board of Regents, state officials, including state legislature, and federal officials, including Congressional staff.

Accomplishments:

- Led development of a campus-wide Diversity Plan and coordinated development of a Limited English Proficiency Plan. Diversity Plan was approved by CPE; Both were approved by KSU Board of Regents
- Provided overall leadership to the Office of Sponsored Programs; submitted proposals to funding agencies on behalf of university personnel- faculty and professional staff; supervised staff
- Provided overall leadership to the Office of Undergraduate Research; developed infrastructure that supports increased opportunities for undergraduate students to conduct research
- Reported to the President in her role as member of the US Department of Agriculture/1890 Task Force; serves as a member of the Executive Team that makes policy and program design recommendations to the Task Force
- Served as second-in-command to Dean and Director, College of Agriculture, Food Science and Sustainable Systems; handled daily operations management, procurement, allocation of resources and staff management
- Developed procedures that improve efficiency and effectiveness of the Office of Sponsored Programs, including pre-award and post-award action, communication with Project Directors on proposal/award status and generation of executive reports
- Prepared information/briefs for KSU President as she participated in USDA/1890 Task Force Meetings
- Delivered reports to University Board of Regents on Diversity Programming and members of State Legislature on impact and relevance of Extension and research programs and projects.
- Conducted several searches for professional staff capable of assisting Dean and Associate Dean with management of multi-million dollar accounts; ensuring compliance with federal terms and conditions
- Developed more than 10 new partnerships with non-governmental organizations, government agencies and local constituency groups that will assist the university in expansion of public service portfolio
- Allocated resources to four major divisions of the Land Grant College and assist Dean and Director with development of resource allocation plan for five divisions of the College of Agriculture

- Developed Recruiting Strategic Plan for College of Agriculture, Food Science and Sustainable Systems; provide briefings and strategic advising related to maintenance of existing relationships and opportunities for expansion
- Increased submission of Time and Effort reports by 26%; Facilitated submission of proposals totaling more than \$70 million

□ Interim Dean, College of Agriculture, Food Science and Sustainable Systems (CAFSSS) (July – August 2011)

Responsibilities:

- Oversee continued transition from a Land Grant Program to a College of Agriculture, Food Science and Sustainable Systems
- Lead daily operations, programs, budget allocation, procurement and supervision of personnel
- Work collaboratively with a broad range of internal and diverse constituencies including department chairs and directors, other schools and colleges, and outside stakeholders

Accomplishments:

- Successfully led over 125 faculty and professional staff in four departments: Cooperative Extension, Community Research, Aquaculture, Educational Outreach; a Research and Demonstration Farm, Environmental Education Center and several construction projects, while university engaged in search for permanent Dean and Director
- Launched several summer programs, Extension Programs and research projects during the period of performance.
- Represented new College of Agriculture at state and national meetings; strengthened collaborations with 1890 and 1862 partners, external state and federal agencies and private sector entities.

□ Acting Associate Research Director, Land Grant Program/CAFSSS (March 2010 – May 2012)

Responsibilities:

- Assisted in the selection, development, and review of Community Research and Aquaculture proposals, budgets, and publications
- Assisted in program evaluation and reporting to the US Department of Agriculture and the University as required
- Worked closely with the Research and Demonstration Farm Manager to ensure proper integration of projects with available farm resources
- Represented the university to governmental agencies, prospective funding agencies and individuals, prospective vendors, and/or a range of constituencies within the community at large
- Oversaw the supervision of research personnel, which includes work allocation, training, and problem resolution; evaluates performance and makes recommendations for personnel actions; motivates employees to achieve peak productivity and performance
- Oversaw the operation of the Atwood Research facility and others as needed
- Reviewed and approved proposals for competitive and non-competitive awards and required reports associated with grant awards

Accomplishments:

- Assisted with the development of new and innovative research programs and projects; monitors existing programs and projects for continuous progress; remove barriers as needed

- Provided daily supervision of research faculty, professional researchers and support staff, including performance evaluations of more than 10 professional researchers
- Represented research departments to various federal, state and local officials, as well as public and private partners
- Matched research personnel with various funding partners and funding opportunities on a regular basis
- Developed new procedures and strategies for evaluation of personnel and projects on a quarterly and annual basis
- Provided leadership in procurement of resources and hiring of staff for proper operation of research facilities

□ Acting Associate Extension Administrator, Land Grant Program (April 2007 – June 2012)

Responsibilities:

- Provided leadership to Extension and Educational Outreach staff (main campus and counties) in overall program design, development, delivery and evaluation; reviewed and approved proposals, monitored program impacts
- Supervised extension and outreach program staff (main campus and county), which includes work allocation, training, and problem resolution
- Prepared reports and documentation to the US Department of Agriculture and the University as required.
- Responsible for long-range Extension programming, ensures development of plans of work and annual performance plans by all professional staff in the unit, and monitors extension funds
- Worked harmoniously with State Extension Advisory Council and University of Kentucky Extension personnel to prevent duplication of effort and maximize use of available resources
- Built alliances with businesses, and state government agencies, community-based organizations and others at the local and state level; Seeks input and support from external organizations such as commodity groups, agriculture stakeholders, and industry stakeholders

Accomplishments:

- Supervised Extension and Outreach professionals and support staff across more than nine program areas
- Increased productivity and accountability of program specialists; set or modified performance standards and conducted appropriate oversight and evaluations
- Established sustainable policies and procedures for increased productivity of county Extension staff
- Developed partnerships and collaborations with other universities, and numerous local, state and federal entities to increase opportunities to compete nationally for sponsored research and public service programs.
- Successfully launched numerous Extension and Outreach programs, including the youth development initiative called Creating Opportunities for Leadership, Transformation and Scholarship (COLTS) to train and develop a new generation of leaders, researchers, and public servants
- Instituted new procedures for reporting accomplishments and impacts; led efforts to develop publications that document impact and relevance
- Instituted policy for professional development of professional and support staff and faculty to ensure that the proper skills were being applied in all work functions
- Reviewed and approved proposals for competitive and non-competitive awards and required reports associated with grant awards

□ Associate Director for Administration, Land Grant Program (April 2006 – June 2011)

Responsibilities:

- Managed daily operations of the Land Grant function and College of Agriculture Food Science and Sustainable Systems, including supervision of 125 faculty and staff, strategic decision-making, policy-development, hiring, performance management and evaluation, allocation of funds exceeding \$10 million dollars, and process improvement

- Made strategic decisions on allocation of over \$10 million dollars in annual formula grant and state match funds (research and extension/public service)
- Developed and submitted grant proposals and reports to USDA as needed; Includes 1890 Facilities Grant Program (\$1 million annually)
- Delivered reports to Congressional delegation from Kentucky and members of KY State Legislature on outputs, outcomes, and impacts of Cooperative Extension, Educational Outreach and Community Research programs funded through federal and state appropriations, respectively
- Reported to the President in her role as member of the Agricultural Development Board of the Governor's Office on Agricultural Policy; Served as proxy for the President when unable to attend the monthly meetings; reviews and votes on applications for funding
- Oversaw development of annual USDA Plan of Work for four departments and submission of annual reports to USDA

#### Accomplishments:

- Created policies and procedures that led to more efficient and effective operations in the departments in the areas of hiring, management of student workers, branding of programs and university, performance planning, reporting and evaluation, program implementation, and program evaluation
- Developed relationship with USDA/ Animal and Plant Health Inspection Service (APHIS) and introduced new grant-funded summer youth program for junior high school students interested in animal science and veterinary medicine.
- Increased productivity and accountability of program staff in five summer programs; led to increase in efficiency of program delivery and improved participant performance and satisfaction.
- Submitted successful proposals and reports for United States Department of Agriculture (USDA) Facilities Grant Program; leads to the release of an average of \$1 million dollars in annual grant funds
- Improved reputation of Land-Grant Program through implementation of strategies that increased visibility of effective programs, improved curriculum delivery and through delivery of oral presentations at local, and state conferences and/or meetings
- Improved partnerships and collaborations as a voting member of statewide, regional and national policy-making bodies: USDA/1890 Task Force Executive Team, City of Frankfort Riverfront Development, Association of Public and Land Grant Universities (APLU)/Extension Committee on Organization and Policy/Budget and Legislative Subcommittee, Southern Rural Development Center
- Implemented strategies that led to increases in average GPAs of undergraduate students who participated in special programs aimed at teaching students how to learn effectively
- Served as a member of the KSU Compliance Committee for Southern Assn. of Colleges and Schools (SACS) Review; contributed sections for Land Grant Program and reviewed sections from other academic units.
- Introduced training across all departments for faculty and staff to ensure compliance with administrative policies related to fraud and abuse and federal regulations related to award management.

University of Texas at Dallas: Public research university that offers 130 degree programs, with cutting edge curricula serving a variety of undergraduate and graduate student interests; annual enrollment of nearly 15,000 students. UTD is known for its roots in the high-technology economic of the North Texas region and boasts strong partnerships with Texas Instruments and hundreds of other high-technology companies.

- ☐ Assistant Dean of Student Enrollment then Doctoral Graduate Student, University of Texas at Dallas Richardson, Texas (March 2000-2004 and August 2004-2006)
- ☐ Doctoral Graduate Assistant in the School of Social Sciences (Fall 2004 – Spring 2006)

Responsibilities:

Conducted research on federal voting rights policy, minority representation on governing bodies, and implemented a project related to local government performance management Kimberly Sinclair Holmes

Accomplishments:

- Led team of graduate students on performance management consulting project for Plano, Texas, City Manager's administrative team; facilitated communication meetings, compiled team member contributions into a final report and presented findings to the City Managers' administrative team
- Served as substitute instructor for MPA and doctoral PA programs – Organization Theory, Human Resource Management, Survey of Public Affairs
- Created and executed publication of a monthly newsletter for the Public Affairs graduate programs in the School of Social Sciences
- Made recommendations on recruiting strategies to Department Chair that assisted with achievement of more than 100% increase in enrollment over three years.

Assistant Dean of Student Enrollment in the School of Engineering and Computer Science (Spring 2000 – Fall 2004) Member of the Dean's Administrative team charged with increasing overall enrollment of the School of Engineering and Computer Science

Responsibilities:

- Created and executed strategic plan for increasing student enrollment and increased student retention
- Served as Point of Contact and Liaison with general public, educational affiliates and high tech community;
- Managed relationships with representatives from dozens of high tech companies who recruited students for internships, and permanent employment
- Managed accounts for 60 high schools; Conducted assessments, cost/benefit analysis, productivity scheduling; maintenance of relationship, partnership building, career consulting
- Shared duty of budget planning and management for recruitment and retention (over \$200,000) and allocation of funds for scholarship program with control of accounts totaling \$500,000
- Managed scholarship and exchange student programs, including admission, registration, posting of scholarships on accounts, procurement of room and board, weekly tracking of cultural adaptation and tracking of academic progress of students

Accomplishments:

- Increased undergraduate enrollment by an average of 8% annually
- Wrote successful proposal for membership and served as UTD Diversity Representative on the Board of Directors of the National Consortium for Graduate Degrees for Minorities in Engineering and Science (The National GEM Consortium)
- Generated and published quarterly reports for executive administrators on campus and Texas Higher Education Coordinating Board in Austin
- Investigated and resolved large volume of complaints from students or prospective students (over 500 in four years)
- Trained faculty and staff on proper handling of communication with general public and/or prospective students and student records in internal systems
- Coordinated and successfully executed three Engineering and Computer Science Symposiums/Summits per year for five years; Set-up and managed registration, agenda, speakers, housing, meals, activities and evaluations; The conduct of these events contributed significantly to increases in undergraduate enrollment
- Provided academic and career consulting for hundreds of undergraduate and graduate students annually • Won national award for mentoring over 30 undergraduate Engineering and Computer Science students through graduation; approximately half of which were low-performing students who saw significant increases in GPA as a result of direction and guidance provided through mentoring

Delphi Delco Electronics Systems: Former Subsidiary of General Motors that provides automotive electronics for a number of models of General Motors vehicles. With a name changed to Delphi Automotive Systems, the company currently employs over 10,000 people around the world.

Product Systems Engineer, Delphi Delco Electronic Systems, Kokomo, Indiana (1993 to 2000)

Responsibilities:

- Managed process of integration of hardware and software into a fully functional Anti-Lock Brake and Traction Control (ABS/TCS) electronic controller using Motorola and Texas Instruments microprocessors
- Conducted short- and long-term validation planning and tests for prototypes prior to introduction into regular production
- Wrote and executed functional test procedures for final product systems checkout to ensure complete functionality of product before introduction into vehicle assembly plants
- Facilitated product cycle development meetings between customers, engineers, and managers

Accomplishments:

- Conducted systems checkouts which led to over 90% success rate in introduction of product onto assembly line in the production environment
- Managed relationships with customers at the vehicle assembly level, which contributed to awards of future business
- Earned Quality Performance Awards two consecutive years for work performed on a team that resolved design anomalies associated with a recall of the ABS Module in 1996 and 1997
- Served on recruitment teams that selected students for internships or cooperative employment and engineering candidates for permanent employment

Education

2006	PhD	University of Texas at Dallas	Public Affairs (Public Administration)
1995	MS	Georgia Institute of Technology	Electrical Engineering Major
1994	BS	Tuskegee University	Electrical Engineering

Faculty/Teaching Experience

Freshman Year Experience (FYE)  
 Human Resource Management  
 Organization Theory  
 Research Methods for Public Administrators (undergraduate and graduate)  
 Grant-Writing (graduate course in MPA program)

Publications

- 2012 Kentucky State University Diversity Institutional Self-Study Report submitted to Kentucky Council on Post-Secondary Education
- 2012 Kentucky State University Office of Sponsored Programs Annual Report
- 2011 Kentucky State University Campus-wide Diversity Plan submitted to Kentucky Council on Post-Secondary Education
- 2009 Kentucky State University Campus Environment Team Report submitted to Kentucky Council on Post-Secondary Education
- 2009 Co-Author, Final Report from the Executive Task Force on Biomass and Biofuels Development



- Kentucky, Office of the Governor
- 2008 Kentucky State University Campus Environment Team Report submitted to Kentucky Council on Post-Secondary Education
- 2007 Kentucky State University Campus Environment Team Report submitted to Kentucky Council on Post-Secondary Education
- 2006 Voting Rights Policy Implementation, Election Format and Local Minority Political Representation in Alabama from 1965-2000 (Dissertation)
- 2004-2006 Co-Editor, PA Frontline, Public Administration Newsletter, UT at Dallas (peer-reviewed)

#### Consulting Experience

- Dec 2014 National Science Foundation, Review Panel Member, National Mentoring Program for STEM graduate students
- June 2010 Higher Education for Development (HED), Member of review panel that evaluated proposals for a \$300,000 grant to be used to implement educational programs in Senegal, Africa.
- August 2009 Association of Public and Land Grant Universities (APLU) and United States Agency for International Development (USAID), Member of team charged with assessment of three universities in Senegal, Africa; created Communication Scorecard and contributed to final report on strategies to increase capacity to offer agricultural degree programs using a budget of \$15 million dollars.

#### Fundraising/Grant Awards

- 2012 Tri-Cities Television/NSF SciGirls Connect Partnership
- 2012 USDA/AgDiscovery Summer Program, \$40,000, Co-Principal Investigator
- 2011 AASCU Millennium Leadership Institute (MLI) Scholarship Fundraising Effort, \$10,000, Co-Leader
- 2011 USDA/Natural Resources Conservation Service, Outreach/Media Production Project, \$10,000, Principal Investigator
- 2009 University of South Carolina/Kellogg Foundation, Mobilizing Against Threats to Community Health (MATCH), \$27,000, Co-Principal Investigator
- 2008 University of South Carolina/Kellogg Foundation, Mobilizing Against Threats to Community Health (MATCH), \$20,000, Co-Principal Investigator
- 2006-2009 Animal Plant Health Inspection Service (APHIS) Ag Discovery Summer Program; Two awards of \$17,800 each; third award of \$14,999, Principal Investigator
- 2003 Sabre, Inc. Texas Pre-freshman Engineering Summer Program (TexPREP), \$15,000, Co-Principal Investigator

#### Selected Awards/Recognitions

- 2011 National Association for the Advancement of Colored People (NAACP), Frankfort/Franklin County Chapter, President's Award
- 2007 Commonwealth of Kentucky - Council on Post-Secondary Education, Certificate of Appreciation
- 2007 United States Department of Agriculture/Office of Civil Rights, Certificate of Appreciation
- Pi Alpha Alpha Honor Society (for Public Administrators - selected 2005)
- Dallas Women's History Month, Women of Achievement Award (2004)
- National Consortium for Graduate Degrees for Minorities in Engineering and Science, Inc. – Outstanding Achievement in Mentoring (2002)
- Delco Electronics Quality Performance Award (1996 and 1997)

#### External Appointments/Community Service

- Appointed Member, Downtown Albany Revitalization Steering Committee, Albany, GA (2017 - Present)

- Member, Fight Albany Blight Steering Committee, Albany, GA (2017 - Present)
- Appointed Member, Albany Works! Committee, Albany, GA (2017 - Present)
- Member, Governing Board, Oglethorpe Charter School, Savannah, GA (2015 - 2016)
- SSU Representative, Regents Advisory Council on Academic Affairs, University System of Georgia (2013 – 2016)
- Chair (2013), Commonwealth of Kentucky Environmental Quality Commission (2010 - 2013)
- Chair, 2011-2012, Board of Directors, Southern Rural Development Center (2008 - 2012)
- National Association for the Advancement of Colored People (NAACP) (2011 - Present)
- Advisory Board, Kentucky Agricultural Leadership Program (2009 - 2012)
- Governor's Executive Task Force on Biomass and Bio-fuels (2009)
- KSU Compliance Committee for Southern Assn. of Colleges and Schools (SACS) Review (2008)
- Budget and Legislative Subcommittee of the Extension Committee on Organization and Policy (ECOP) of the Association of Public and Land Grant Universities (APLU) (2008 – Present)
- Proxy Member for Kentucky State University President, Kentucky Agricultural Development Board, Governor's Office on Agricultural Policy (2007 - Present)
- Consolidated Missionary Baptist Church, Member (2007 – Present)
- Member, Pi Alpha Alpha (Public Administration) National Honor Society (2006-Present)
- Council on Post-Secondary Education/Committee on Equal Opportunities, Institutional Representative (2006 – Present)
- City of Frankfort, KY, Riverfront Development Committee (2006 – Present)
- Executive Team for the United States Department of Agriculture (USDA)/1890 Task Force (2006 – 2012)
- Board of Directors, The National GEM Consortium (2002-2004)
- Advisor, University of Texas at Dallas Student Chapter, Society of Women Engineers (2002-2004)
- Advisor, University of Texas at Dallas Student Chapter, Institute for Electronics and Electrical Engineers (2002- 2004)
- Advisor, University of Texas at Dallas Student Chapter, National Society of Black Engineers (2001-2004)
- Alpha Kappa Alpha Sorority, Incorporated (1997 – Present)

#### Selected Presentations/Seminars/Panels

- June 2017 Keynote Speaker, Paxen Program: GED Commencement, Albany, GA
- April 2016 Keynote Speaker, 11<sup>th</sup> Annual Legendary Tea, National Council of Negro Women, SSU Chapter, Savannah, GA
- April 2016 Speaker, 6<sup>th</sup> Annual Research Day, Savannah State University, Savannah, GA
- March 2016 Speaker, Honors Convocation, Savannah State University, Savannah, GA
- March 2016 A Roundtable Discussion on Georgia's Primary Results and the Role of the 1965 Voting Rights Act, Savannah State University, Savannah, GA
- Febr 2016 Academics 101: What It Really Takes to be Fabulous, Student Orientation Leaders Workshop, Savannah State University, Savannah, GA
- April 2015 The Challenge of Civility, Executive Leadership Initiative, University System of Georgia, Atlanta, GA
- Sept 2014 Does Academic Training in Public Affairs Prepare You for Academic Leadership? Seminal Questions, Experiences and Observations, 2014 South Eastern Conference for Public Administration (SECoPA), Co-Presenter, American Society for Public Administrators (ASPA), Atlanta, GA
- July 2014 The Freshman Academy: A Focus on Leadership Development, Progression, Graduation and Advancement, Co-Presenter, 2014 HBCU Student Success Summit, Association of Public and Land Grant Universities (APLU), Atlanta, GA
- Oct 2012 Welcome and Opening Remarks, African-American and Latino Relations Summit, Kentucky State University (KSU) and Kentucky Commission on Human Rights
- July 2012 Linking Seeds of Federal Policies to Production of Local Programs, Small Farm Field Day, College of Agriculture, Food Science and Sustainable Systems, KSU, Frankfort, KY
- June 2012 Introduction of Guest Speaker: Dr. Chavonda Jacobs-Young, Acting Director,

- USDA/NIFA Association of Extension Administrators System-wide Conference, Memphis, TN
- March 2012 STEM as a Career and in Everyday Life, Youth STEM Symposium, Bracktown Academy, Lexington, KY
- Sept. 2011 Overview of KSU Land Grant Programs, Third International PawPaw Conference, College of Agriculture, Food Science and Sustainable Systems, KSU, Frankfort, KY
- July 2011 KSU Priorities for Extension and Collaboration with University of Kentucky Extension, State Extension Advisory Council Annual Meeting, Lexington, KY
- March 2011 In the Box to the Left; A Model for Sister Success, Kentucky State University Women's Conference, KSU, Frankfort, KY
- Dec. 2010 Land Grant Program Overview, Kentucky State Legislature's Interim Joint Committee on Agriculture and Natural Resources,
- Feb 2009 Land Grant Program Overview and Diversity in Kentucky Agriculture, Kentucky Governor's Office on Agricultural Policy and Agricultural Development Board, Frankfort, KY
- Oct 2005 Strategies to Improve Voting Rights and Minority Political Representation: Forty Years in Perspective, Distinguished Lecture Series, School of Social Sciences, University of Texas at Dallas, Richardson, TX
- Oct 2005 Comparative Analysis of Forms of Local Government, Advocacy Forum, Women's Council of Dallas County, Dallas, Texas
- June 2002 Graduate School - When the B.S. Isn't Enough, National Society of Black Engineers Regional Conference, Dallas, Texas