

Olufunke A. Fontenot

Associate Provost and Associate Vice President for Academic Affairs, Albany State University, Albany, Georgia

SUMMARY OF QUALIFICATIONS

Administrative Experience:

Over 20 years of administrative and leadership experience at the college level, including:

- Associate provost/associate vice president for academic affairs;
- Interim provost and vice president for academic affairs;
- Interim dean;
- Associate dean;
- Four department chair positions;
- Affirmative action/equal employment officer;
- Leading change, with strategic planning experience both at the institutional level and in work with professional associations;
- Budget and personnel management;
- International programming for faculty and students;
- Diversity and inclusive excellence;
- Program development, program review, assessment, and accreditation.

Teaching:

36 years of full time teaching experience at the college level in a diverse range of institutions, including 10 years at an overseas institution, 12 years at Historically Black Colleges, and 14 years at a state public liberal arts university as a tenured full professor of criminal justice.

EDUCATION

University of Pennsylvania Philadelphia, PA

- Ed.D. (Higher Education Management). 2016.

Yale Law School New Haven, CT

- LL.M. (Concentration in International Law). 1990

Cambridge University Cambridge, England

- M.LITT. (Masters of Letters in Law). 1982

Nigerian Law School. Lagos, Nigeria

- B.L. (Barrister at Law). 1976

University of Ife (Now Obafemi Awolowo University), Ile-Ife, Nigeria

- LL.B. 1975
- Graduated with Honors.

ADDITIONAL PROFESSIONAL DEVELOPMENT

- Becoming a Provost Academy (BAPA): The American Academic Leadership Institute. 2014-2015.
- Southern Association of Colleges and Schools Commission on Colleges Summer Institute on Quality Enhancement Accreditation. 2013.

- Continuing Education Program, Institute on Diversity and Global Engagement: “What Happens When The Two Come Together?” National Conference of Race and Ethnicity, University of Oklahoma. New York, 2012.
- Council of Colleges for Arts and Sciences, Workshop on Conflict Management for Deans. 2010.
- Nehru-Fulbright Fellowship (United States-Indian Educational Foundation) Higher Education Administrators Seminar (India). 2009.
- American Association of State Colleges and Universities’ (AASCU) Millennium Leadership Initiative (MLI). MLI is a leadership development program that provides individuals traditionally underrepresented in the highest ranks of higher education the opportunity to develop skills, gain a philosophical overview and build the network needed to advance to the presidency. 2008.
- Higher Education Resource Services (HERS) Bryn Mawr Summer Institute for Women in Higher Education Administration. The institute is a highly selective intensive four-week program for women in higher education administration. The curriculum covered a wide range of issues in higher education, including curriculum development, accountability, and assessment, financing higher education, access and diversity, fund raising and alumni relations, and leading change. 2007.

PROFESSIONAL EXPERIENCE

- Experience in program and curriculum development and assessment;
- Knowledge and experience in administering affirmative action/equal employment opportunities laws and policies;
- Working with a diverse student population, and a demonstrated commitment to diversity, access, and equity;

- Program and curriculum development, assessment, and accreditation;
- Experience with accreditation, in particular, the Southern Association for Colleges and Schools (SACS) policies and procedures, having been part of the campus leadership on successful SACS reaccreditation at two institutions;
- Developing and leading study abroad programs for students and faculty development programs focused on internationalization;
- Working in shared governance with faculty, staff, students and other administrator;
- Noted as a strategic turnaround administrator, with a record of accomplishments in successive secondary assignments at past institutions.

Administrative

Albany State University, Albany, GA

November 1, 2016- Present

Associate Provost and Associate Vice President for Academic Affairs.

Direct reports include:

- Office of International Education ;
- Distance education and online learning center;
- Honors program;
- Center for Undergraduate Research;
- Library Services;
- Center for faculty Excellence;
- Provost Faculty Fellow

Albany State University, Albany, GA

July 1, 2016- October 30, 2016

Interim Provost and Vice President for Academic Affairs (as an executive on loan from Georgia College & State University).

Selected Accomplishments:

- As Provost and Vice President of two institutions in the process of consolidation, worked with the various stakeholders in leading the academic affairs units through the transition;
- Compelled by the financial exigencies created by enrollment decline and reduced state funding, oversaw the difficult process of “right sizing” and the resulting reduction in force. My accomplishment here was in approaching this difficult task with empathy and compassion, giving up vacant positions and only as a last resort letting people go;
- Working with a committee on the prospectus submission for the new institution to the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)—Due date, September 15, 2016;
- Oversight for organizational restructuring of the academic units, as well as program review and alignment;
- Launched a search for deans of four of the five colleges in the consolidated Albany State University;
- Working on the reorganization of the enrollment management units to help address enrollment decline and student retention;
- Submitted an initial enrollment management plan that includes strategies for recruiting international students and plans for extended articulation agreements with Community Colleges in the “boarder” states (Florida and Alabama).

Georgia College & State University, Milledgeville, GA

July 2002-June 2016

Georgia College is the public liberal arts university for the state of Georgia, with a current enrollment of about 6,800 full-time and part-time students (6000 undergraduates and 800 graduates), and 300 full-time faculty. The college is a member of the Council of Public Liberal Arts College (COPLAC), among only 26 member colleges and universities throughout the United States.

Selected Accomplishments:

- Served on the University Quality Enhancement Plan Committee as part of the 2014 SACS Accreditation visit. The QEP adopted was community engagement;
- As Chair of the President's Commission on Diversity, helped developed the University's Diversity Action Plan;
- Provided campus leadership in institutional diversity initiatives, including serving as co-chair of the University's first Diversity Taskforce that set the groundwork for subsequent diversity efforts and programs.

Interim Dean, John H. Lounsbury College of Education September 2013-December 2014

The John H. Lounsbury College of Education at Georgia College & State University is accredited by the National Council for Accreditation of Teacher Education (NCATE), www.ncate.org. This accreditation covers initial teacher preparation programs and advanced educator preparation programs at the Milledgeville and Macon campuses. The college is NCATE/CAPE accredited.

Selected Accomplishments:

- Launched the Call Me Mister Program (the only one in the state of Georgia) and reallocated funds to hire a Director and established an Advisory Board. The Call Me Mister (Mentors Instructing Students Toward Effective Role Models) program is geared to recruiting, training, and graduating students from underrepresented groups into the teaching profession;
- Worked with faculty to reorganize the college into two departments, and established new governance structures and bylaws;
- Developed internal policies and processes for the college, and worked with the faculty and the interim associate dean to ensure that the college followed established university policies;
- Worked with faculty on programmatic changes; reviewed graduate programs with low enrollment and launched online offerings for programs that did not have them;
- Fostered greater collaboration with our school community partners in Baldwin, Bibb and Washington counties.

Associate Dean, College of Arts and Sciences

March 2008 –June 2016

The College of Arts and Sciences is the largest college in the University, with approximately 3,000 students and over 150 faculty in 13 academic departments that include the natural and social sciences, fine arts and performing arts, humanities, as well as interdisciplinary studies programs. The College has an annual budget of around 16 Million Dollars.

- Worked with the Dean on college budget and resource allocation, and facilities planning;

- Served on the Chairs Council (the representative leadership group for the College of Arts and Sciences);
- Represented the college and had signatory authority on assigned areas of responsibility and on all matters in the absence of the Dean;
- Worked with the Dean on personnel matters, including meeting with and interviewing all candidates for faculty positions invited for campus interview.

Specific areas of responsibility for my position as Associate Dean included:

- Program assessment and periodic program review processes;
- Oversight responsibility for personnel search process for the College;
- Chaired the College Curriculum and Instructions Committee, with oversight responsibility for curriculum and program development and revisions change;
- Decanal level review of student petitions, grade appeals, and student grievances.
- Grant proposal approval for the College;
- Summer School budget and payroll;
- Office staff manager;
- Coordinator of the Graduate program.

Selected Accomplishments:

- Worked with department chairs of the college of Arts and Sciences and search committees on improving search processes for faculty and staff hires, including providing search workshops and better oversight of the search process;

- Worked with departments on revision of the curriculum and managed the college effort to achieve curricular relevance, coherence and efficiencies;
- Worked with the Senior Associate Provost on developing strategies for growing the graduate programs in the College of Arts & Sciences;
- Shaped and managed the College's efforts at recruiting, mentoring and retention of diverse faculty and staff. The college has the most diverse faculty of the four colleges;
- Shaped the college's practice on the allocation and redistribution of "profits" from the summer school sessions. In addition to the per capita distribution to all faculty for faculty development, individuals who taught summer school were given additional funds for having helped generate the income.

Interim Chair, Department of Government & Sociology July 2011-December 2012

The department houses four academic disciplines offering three undergraduate major degrees (Political Science, Criminal Justice and Sociology), one minor (Anthropology); as well as a well-regarded three-campus MPA program. With twenty-six full time faculty, six-eight part time faculty, and two administrative staffs, it is one of the largest of the thirteen departments in the College of Arts & Sciences.

Selected Accomplishments:

- Led the MPA faculty in restructuring the MPA program offerings, and secured an additional faculty line to facilitate diversity in course offerings;
- Oversaw the reaccreditation of the MPA program by NASPAA;
- Managed the search and hire of a new department chair.

Interim Chair, Department of Modern Languages & Cultures July 2009-August 2011

The department, with twelve full time faculty, a couple of part time faculty and one administrative staff is one of thirteen departments in the College of Arts & Sciences. However, neither my disciplinary area nor academic home, I worked closely with the Dean in addressing critical leadership issues facing the department for the most part of the 2008/09 academic year. It was with that knowledge and experience that I was asked to serve as interim chair, and help move the department forward and prepare it for a critical national search for a new Chair.

Selected Accomplishments

- Worked with faculty on a strategic refocusing for the department;
- Worked with faculty on a Comprehensive Program Review for the French and Spanish programs;
- Launched new promotional materials for the department, including revamping web-site content to better highlight the strength of the department;
- Created new recruitment brochures for the department and the two language programs (French and Spanish) to help increase number of majors in the programs;
- Began full implementation of the language placement test;
- Managed the process for the revision of the Department Tenure and Promotion and the annual evaluation documents;
- Managed the search and hire of a new chair for the department.

Assistant Dean, School of Liberal Arts and Sciences

July 15, 2002- March 2008

Selected Accomplishments

Successfully collaborated with a senior professor in the Department of English to propose a new minor and a certificate program in African Diaspora Studies with two tracks—Africana Studies and Black Studies. We began offering the program in fall 2003.

Savannah State University

Savannah, GA.

Savannah State is a Historically Black College serving about 3000 students. Its approximately 150 faculty is one of the most diverse among the 32 institutions that make up the university system of Georgia.

Assistant Dean, College of Liberal Arts and Social Sciences

August 2000-December 2001

Selected Accomplishments

Led the launching of a student advisement center and the implementation of other retention initiatives for the college. The center provided a “one-stop shop” for student services in the college

Interim Chair, Department of Social & Behavioral Sciences

August 1999- August 2001

- Supervised an eclectic mix of 19 full time faculty, 5 adjuncts, and a secretarial staff;
- Responsible for all personnel and budgetary matters for the department;
- Conducted annual evaluation of faculty and staff;
- Formulated and executed departmental policies in consultation with the department;

- Prepared, in consultation with the Dean, the annual budget for the department;
- Prepared an annual report for inclusion in the President's report to the Board of Regents of the University System of Georgia.

Selected Accomplishments

I was appointed to the position of Interim Chair of the department at a time of tension and turmoil in the department. My accomplishments included:

- Facilitated the hire of a permanent chair for the department;
- Improved faculty and staff morale and created an environment conducive for the success of my successor;
- Improved the academic quality of the programs in the department;
- Secured funding for a national search for Director of the new major in African/African-American Studies;
- Led the department through a successful SACS reaccreditation (as part of the University-wide reaccreditation).

Affirmative Action/Equal Employment Opportunity Officer 1996–2002

- Reported directly to the President of the Institution;
- Investigated and processed complaints from student, faculty and staff;
- Served as campus liaison to local and state equal employment opportunity offices, working with them in instances where complaints have been filed against the institution;

- Worked closely with the university counsel and the office of the vice chancellor for legal affairs of the university system of Georgia to prepare responses to employment related legal actions filed against the institution;
- Prepared an annual Affirmative Action/Equal Opportunity Report for submission to the Board of Regents of the University System of Georgia;
- Served as program chair and host to the bi-annual meeting of the University System of Georgia AA/EEO Officers' Conference, after only one year as a member of the group.

Selected Accomplishments

- Collaborated with the Office of Human Resources to establish guidelines and protocols for processing and investigating AA/EEO-related complaints;
- Established regular training for supervisors on evaluation, progressive discipline and sexual harassment;
- Facilitated the establishment of transparent processes for addressing students' sexual harassment complaints against faculty and staff. Prior to my tenure as AA/EEO Officer, there was a prevailing sense of lack of trust in the system.

Claflin College

Orangeburg, SC

Claflin College is a United Methodist-affiliated private HBCU

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| Chair, Department of History and Sociology | 1992 |
| Coordinator, African Heritage Core Curriculum Program | 1991-1992 |
| Campus Liaison for Fulbright Scholar Exchange Program | 1991 |

Teaching

Georgia College & State University Milledgeville, GA

Professor of Criminal Justice

July 2002 –Present (Tenured-2004)

Savannah State University

Savannah, GA

Tenured Associate Professor of Criminal Justice

1997–July 2002

Claflin College

Orangeburg, SC

Instructor

1990-1992

University of Lagos

Lagos, Nigeria

Professor of Law

1979-1989

SELECTED PUBLICATIONS

BOOK

You and the Law: A General Guide to Civil Rights and Liabilities (Lagos, Nigeria: M.I.J. Publishers, 1986).

Contributions to Books

Constitutional and Other Provisions on Human Rights, in M.Ayo Ajomo and I.E. Okagbue, ed., **Human Rights and the Administration of Justice in Nigeria**. (Lagos, Nigeria: Nigerian Institute of Advance Legal Studies, 1991).

An Operational Assessment of the Nigerian Legal Aid Scheme, in J.A. Omotola and A.A. Adeogun, ed., **Law and Development in Nigeria** (Lagos, Nigeria: University of Lagos Press, 1986).

The Code of Conduct Provisions in the Constitution of the Federal Republic of Nigeria, 1979", in J.A. Omotola ed., **Essays in Honor of Judge T.O. Elias** (Lagos, Nigeria). University of Lagos Press, 1986).

The Role of Private Citizens in the Enforcement of Environmental Laws, in J.A. Omotola ed., **Environmental Laws in Nigeria** (Lagos, Nigeria: University of Lagos Press, 1989).

Reflections on Federalism under the Constitution of the Federal Republic of Nigeria, 1979 (Occasional Papers Series, Faculty of Law, University of Lagos, Lagos, Nigeria).

Articles in Refereed Journals

"Contributions to the Legal Aid Funds." Legal Aid Journal Seminar Edition (1989).

"Liberty, Fairhearing and the New Military Decree." Journal of Private and Property Law 4 (1985).

"Legal Aid: Its Basis and Rationale." Nigeria Bar Journal, XIV no.2 (1983).

Manuscript Review

American Journal of Criminal Justice.

African Journal of Criminology and Justice Studies.

Conference Papers

"Judicial Independence: What it is, Why it Matters, and How to Secure it." 31st Annual Meeting of the Association of Third World Studies scheduled for Chennai, India. December 28-30, 2013.

"The Constitution, Legal Pluralism, and Sharia Law in Nigeria." International Conference on "Land, Culture, and People: The Atlantic and Mediterranean Spaces." Marrakech, Morocco. June 18-20, 2013.

(With Rosalie Richards, Veronica Womack, Dan Bauer, and Tsu-Ming Chiang) *"Navigating Southern Capitals, Greek Columns, and Antebellum Culture: The Challenges of a Transformative Liberal Arts Education."* 26th Annual National Conference on Race & Ethnicity in American Higher Education (NCORE), New Orleans, LA. May 28 -June 1, 2013.

"The Seven Habits of Highly Effective Assistant and Associate Deans," CCAS Annual Meeting, Chicago, Illinois. November 2007.

"Georgia Indigent Criminal Defense Systems: Recent Efforts at Reform," 43rd Annual Meeting of the Academy of Criminal Justice Sciences, Seattle, Washington. March 13-17, 2007.

"Concerns, Support and Professional Development for Assistant Deans," CCAS Annual Meeting, Vancouver, Canada. November 2005.

(With Veronica Womack and Beauty Bragg) *"Beyond Admissions: Defining the Multifaceted Attack on Minority Access to Education,"* Still Not Equal, *Global Societies Conference*, the Frederick Patterson Research Institute of the United Negro College Fund, Washington DC. October 2004.

Grants

Ronald E. McNair Post Baccalaureate Achievement Program Grant. Co-author. \$238,292. U.S. Department of Education 2007 (Not Awarded)

Weir Mini Grant for \$1500 to develop a study abroad program, "Culture, Politics, Law and Society in the Caribbean," to Trinidad, Tobago, and Grenada. 2006. (Awarded)

Weir Grant for \$1500 to Develop a Summer Study Abroad to Senegal, West Africa. 2003 (Awarded)

Georgia Department of Children and Youth Service Grant for \$75,000 (With Russell L. Dawkins) to provide alternative services to delinquent/ unruly juveniles under a Student Enrichment Training-Chatham Area Project (SET-CAP). 1993-1975 (Awarded)

Other Projects

Joint Program Coordinator, Judicial Reform Training Program. Clark Atlanta University, in cooperation with Savannah State University conducted a training program in Judicial Law Reform for judges and other jurists from Turkmenistan. October 1996.

Joint Program Coordinator, Judicial Reform Training Program. Clark Atlanta University in cooperation with Savannah State University conducted the training program on Judicial Law Reform for judges and other jurists from Tajikistan and Uzbekistan. Funded by NIS Exchanges and Training Project Academy for Educational Development. September 1996.

"Summary and Arbitrary Executions: An Evaluation of the Works of the United Nations Special Rapporteur 1982-1989." Study done for the International League for Human Rights under the auspices of Yale Law School, Allard K. Lowenstein, International Human Rights Project. 1990.

Member, Advisory Panel and Contributor, "Report on Human Rights and the Administration of Justice in Nigeria." Project Funded by a Ford Foundation Grant to the Nigerian Institute of Advanced Legal Studies. 1988-1989.

Workshops / Seminars/Invitational Lectures

"American by Choice, Nigerian at Heart: The Push and Pull of Life in the Diaspora." Lecture Delivered at the 51st Independence Anniversary Celebration hosted by the Nigerian Organization in Middle Georgia. October 2011.

"American by Choice: Paths to Citizenship and What it means to be an American." Oklahoma City University. April 2008.

"Affirmative Action in the United States," a two-week, seven city seminar/workshop in Germany at the invitation of the US State Department/American Embassy. February 2004

LEADERSHIP IN PROFESSIONAL ASSOCIATIONS

Treasurer, Association of Third World Studies. November 2015-2018

Chair, University System of Georgia Africa Council. 2014- Present

Executive Council Member, Association of Third World Studies. October 2012-2015.

Co-Director, University System of Georgia Faculty Development Seminar to Morocco. June 8-18, 2012.

Vice Chair, University System of Georgia Africa Council. May 2012-2014.

Board member, Council of Colleges of Arts & Sciences (CCAS)-the national organization for arts and sciences deans, 2006 (elected to a three-year term). Reelected to a second three-year term (2009-2012) at the 2009 annual meeting in Baltimore.

Member, Editorial Board, the African Journal of Criminology and Justice Studies, 2007-Present.

Directed the University System of Georgia Africa Council faculty development seminar to Nigeria, "Artistic Expression of Culture: Literary, Visual and Performing Arts of Nigeria." May 2008.

Georgia College representative on the University System of Georgia Council on International Education's Faculty & Curriculum Committee, 2007.

Program Committee, Council of Arts & Sciences Annual Conference, 2012, 2011, 2010, 2009, 2008, and 2007.

Editor, University System of Georgia African Council Newsletter, 2006-2010.

Directed the University System of Georgia African Council faculty development seminar "Africa: Intersections between Tradition and Modernity-Politics, Culture, Education, Science, Technology and the Environment," to Nigeria and Cameroon. July 2006.

Assistant/Associate Deans' Committee, Council of College of Arts & Sciences, 2004-2006.

Program Committee, Council of Arts & Sciences Annual Conference, 2012, 2011, 2007, 2004.

President, University System of Georgia Affirmative Action/Equal Employment Officers Association, 2003.

LEADERSHIP IN COMMUNITY ORGANIZATIONS

Secretary, Nigerian Organization of Middle Georgia 2011-Present

Yale Alumni School Committee. Host local informational fare, and assists with interview
Local applicants to Yale University. 2003-Present

Board Member and Chair of the Personnel Committee, Oglethorpe Academy (First Charter
School in Savannah, Georgia). As chair of the personnel committee, was responsible,
along with committee members, for hiring and other personnel decisions of teachers
and administrative staff for the school. 1999-2000

American Red Cross, Savannah Chapter, Board of Directors. 1996-2002

Chair, SD-21 and Diversity Committee, American Red Cross 1999-2001

Community Review Board, CommunityAlternative to Detention. 1996-1999

Court Appointed Special Advocate for Children Chatham County Juvenile
Court Savannah, GA. 1993-1996

UNIVERSITY AND COLLEGE SERVICE (GEORGIA COLLEGE)

Georgia College

Strategic Enrollment Management Committee.

First Year Convocation Committee.

Editor, College of Arts and Sciences' E-Newsletter.

Member, President's Committee on Diversity Strategic Action Plan. 2013-Present

Chair, Viability and Vitality Subcommittee of the Diversity Strategic Action Plan Committee.
2013

Member, Vision and Quality Enhancement Committee. 2013-2015

Member, Quality Enhancement Program Research and Writing Team (Working on the QEP for
the 2014 SACS Reaccreditation Visit). 2013-2014.

Member, Educators' Preparation Council (EPC), 2010-Present. EPC is the executive body
responsible for all issues related to educator preparation and certification at Georgia College.
*Its responsibilities include the approval of courses, programs, and degree requirements;
authority to evaluate programs and to oversee the articulation of various teacher certification*

programs on campus within the terms of the National Council for the Accreditation of Teacher Education, the Professional Standards Commission, the Board of Regents, and other standard setting bodies appropriate to each discipline.

Chair, President's Diversity Commission, 2005-2009; (Re) appointed, Co-Chair of the Commission, May 2012.

Member, President's Diversity Commission, 2005-2016.

Chair, Curriculum and Instructions Committee, College of Arts & Sciences, 2005-present.
Member, Senate Academic Policy Committee, 2008 and 2011.

Member, International Education Committee, 2002-2011

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

International Society of Social Defense and Humane Criminal Policy

Council of Colleges of Arts & Sciences

African Network of Constitutional Lawyers

Academy of Criminal Justice Sciences

Association of Third World Studies