

## **Elson S. Floyd, Ph.D.**

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### **Education:**

- Ph.D. Higher and Adult Education  
Division of Educational Leadership  
University of North Carolina at Chapel Hill, 1984
- M.Ed. Adult Education  
Division of Educational Leadership  
University of North Carolina at Chapel Hill, 1982
- B.A. Political Science and Speech  
College of Arts and Sciences  
University of North Carolina at Chapel Hill, 1978

### **Professional Experience:**

**President**  
**Washington State University**  
May 2007 - present

*Washington State University is the land-grant research university for Washington with more than 23,500 students statewide. WSU is classified among a select group of the nation's very high research institutions. Founded in 1890, the University's mission is to enhance the intellectual, creative, and practical abilities of the individuals, institutions, and communities it serves by fostering learning, inquiry, and engagement. The President is the chief executive officer of the university which has its historic main campus in Pullman, regional campuses in Spokane, the Tri-Cities, and Vancouver, and Extension and Distance Education programs statewide. The University has more than 5,800 faculty and staff, an annual operating budget of \$ 760 and endowments that total \$580 million.*

**President**  
**University of Missouri**  
January 2003 – 2007

*The University of Missouri is the first publicly supported institution of higher education established in the Louisiana Purchase territory. Established in 1839, UM currently enrolls more than 63,000 students and employs more than 25,321 faculty and staff. The mission of the University, as Missouri's only public land-grant research and doctoral-level institution, is to discover, disseminate, preserve, and apply knowledge. The president is the chief executive officer of the university with four campuses located in Columbia, Kansas City, St. Louis and Rolla, and an extensive Outreach and Extension Program. Its annual operating budget is approximately \$852 million, with total revenues of \$2.1 billion and an endowment of \$715 million.*

**President and Professor of Education**  
**Western Michigan University**

Department of Counselor Education and Counseling Psychology and the  
Department of Teaching, Learning and Leadership, College of Education  
August 1998 – January 2003

*Western Michigan University is the third largest university in Michigan, with an enrollment of 28,657 students and more than 3,300 faculty and staff. It was recently classified by the Carnegie Foundation for the Advancement of Teaching as a Doctoral/Research Extensive institution, one of only 102 public universities in the nation to receive this designation. The president is the chief executive officer of the university with seven regional campuses and sites throughout the state.*

**Executive Vice Chancellor and Clinical Professor of Education**  
**University of North Carolina at Chapel Hill**

Division of Educational Leadership, School of Education  
Chapel Hill, North Carolina  
August 1995 - August 1998

*The University of North Carolina at Chapel Hill is the flagship campus in the state of North Carolina. The executive vice chancellor is the chief administrative and operating officer for the university, with specific responsibility for business and finance, human resources, auxiliary enterprises, student affairs, information technology, university advancement, development, and enrollment management.*

**Executive Director**  
**Washington State Higher Education Coordinating Board**

Olympia, Washington  
July 1993 - August 1995

*The executive director is the chief executive officer of the board and agency responsible for statewide coordination, planning, oversight, policy analysis, and student financial aid programs for the Washington State post-secondary education system.*

**Executive Vice President**  
**Eastern Washington University**

Cheney and Spokane, Washington  
June 1992 - July 1993

*Eastern Washington University is a Master's university with an enrollment of 7,580 students. The executive vice president is the chief operating officer of the university with responsibility for business and finance, personnel, human resources, information systems, student services, physical plant, and strategic planning.*

**Vice President for Administration**

**Eastern Washington University**  
Cheney and Spokane, Washington  
July 1991 - June 1992

*The vice president for administration is the senior officer for student affairs, human services, personnel, and affirmative action.*

**Vice President for Student Services**  
**Eastern Washington University**  
August 1990 - July 1991

*The vice president for student services is the senior officer for student affairs and academic support services.*

**Assistant Vice President for Student Services**  
**The University of North Carolina System**  
Chapel Hill, North Carolina  
October 1988 - July 1990

*The University of North Carolina system has statutory responsibility for the governance of the sixteen public universities in North Carolina. The assistant vice president for student services is a senior officer with responsibility for the development and articulation of academic and student policies for the multi-campus system.*

**Associate Dean for Academic Services, College of Arts and Sciences and the General College**  
**The University of North Carolina at Chapel Hill**  
Chapel Hill, North Carolina  
November 1987 - October 1988

*The associate dean for academic services within the General College and the College of Arts and Sciences at University of North Carolina-Chapel Hill is the senior associate responsible for the development of policy and program administration for academic support and advising services.*

**Assistant Dean of the General College and the College of Arts and Sciences**  
**The University of North Carolina at Chapel Hill**  
Chapel Hill, North Carolina  
July 1986 - July 1987

*The assistant dean has responsibility for assisting in the administration of academic advising services for freshmen and sophomore students enrolled in the University.*

**Assistant Dean of the Division of Student Affairs and the General College**  
**The University of North Carolina at Carolina Chapel Hill**

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**President, Washington State University**  
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Chapel Hill, North Carolina  
August 1984 - July 1986

*The assistant dean is the liaison between the Division of Student Affairs, the College of Arts and Sciences and the General College.*

**General College Advisor**  
**The University of North Carolina at Chapel Hill**  
Chapel Hill, North Carolina  
July 1980 - August 1984

*The general college faculty advisor serves as an academic advisor for freshmen and sophomore students enrolled in the University.*

**Special Assistant to the Vice Chancellor and Dean, Division of Student Affairs**  
**The University of North Carolina at Chapel Hill**  
Chapel Hill, North Carolina  
October 1981 - April 1984

*The special assistant to the vice chancellor assists in policy development in the Division of Student Affairs.*

**Assistant Dean for Student Life and Judicial Programs Officer**  
**Division of Student Affairs**  
**The University of North Carolina at Chapel Hill**  
Chapel Hill, North Carolina  
May 1978 - October 1981

*The assistant dean for student life is the senior officer responsible for the administration of the student judicial system.*

**Selected Professional and Public Service:**

National Merit Scholarship Corporation Board of Directors (2005)

Oracle Education Industry Executive Advisory Board (2005)

American Council on Education (ACE) Commission on Leadership and Institutional Effectiveness (2004-present)

Nelson Atkins Museum of Art Board of Directors (2004-present)

Alexis de Tocqueville Society, United Way (2004-present)

Missouri Technology Corporation Board of Directors (2003-2007)

The Knight Commission on Intercollegiate Athletics (2003–present)

The Midwestern Higher Education Commission (2003–2007)

President George W. Bush's Advisory Board for the White House Initiative on Historically Black Colleges and Universities (2002-present)

Institute for the Humanities Advisory Board, University of North Carolina (2002-present)

Spelman College Presidential Search Committee (2001-2002)

Citizens Research Council of Michigan Board of Trustees (2001-2004)

Chair, Greater Kalamazoo United Way (2000-2001)

Southwest Region Advisory Board of Huntington National Bank (2001-2004)

Irving S. Gilmore International Keyboard Festival Board of Trustees (2001-2004)

Kalamazoo County American Heart Association Walk Corporate Chair (2000)

America's Walk for Diabetes Corporate Chair, Kalamazoo (2000)

Spartan Stores, Inc. Board of Directors (2000-2003)

Michigan Economic Development Corporation Corporate Board (2000-2003)

Borgess Metro Health Alliance Board, Kalamazoo (2000-2003)

Greater Kalamazoo United Way (1999-2002)

Kalamazoo Communities in Schools Partnership Steering Committee (1999-2002)

The Susan G. Komen Breast Cancer Foundation's Southwest Michigan Race for the Cure, Honorary Chair (1999)

Japan American Society of West Michigan Board (1999)

Kalamazoo County Child Abuse and Neglect Council's Fund Raising Drive (1999)

Greater Kalamazoo and Battle Creek U.S. Savings Bond Campaign Chair (1999)

Truman Scholarship Reviewer (1999)

Kalamazoo Symphony Board of Directors (1999 - 2002)

Kalamazoo Local Initiatives Support Corporation Board of Directors (1998-2000)

Regional EDGE Board of Directors (1998-2003)

National City Bank of Michigan/Illinois Board of Directors (1998-2000)

Economic Club of Grand Rapids Board of Directors (1999-2003)

cyberstate.org Board of Trustees (1998-2003)

Borgess Health Alliance Board of Trustees (1998-2003)

Wachovia Bank Community Board (1997)

Multiversity Editorial Board (1997)

Darlington School Board of Trustees, Rome, Georgia (1997-2000)

North Carolina Governor's Task Force on Distance Learning (1997)  
Chapel Hill YMCA Board of Directors (1996-1998)

Washington Governor's Council on School to Work Transition (1994)

Washington Commission on National and Community Service (1994)

Education Commission of the States (1993)

Western Interstate Commission for Higher Education, Executive Board (1993)

Rotary International (1992-present)

North Carolina State Director for the National Association of Student Personnel Administrators (1989-1990)

Lily Foundation Fellow, Colorado Springs, Colorado (Summer 1988)

The Young Executives Institute in Professional Management, School of Business Administration, University of North Carolina at Chapel Hill (1986)

**Selected Teaching Experience and Writings:**

Chapter Author, "*Leadership in Public Higher Education*," in CEO Benchmarks for Success, Aspatore Books, Boston, Massachusetts (pending publication 2006)

Classroom session, "Governance in Higher Education," Department of Higher Education Administration, University of Missouri-St. Louis (November 11, 2005)

Classroom session, "Leadership in Today's World," Department of Rural Sociology, University of Missouri-Columbia (October 19, 2005)

Classroom session, Strategic Management 4970, College of Business, University of Missouri-Columbia (October 11, 2005)

Chapter Author, *“Opportunity and Leadership: On Becoming a University President,”* in The Black Professional’s Guide to Career Success, Center for Faculty Research and Publishing, Ruston, LA (pending publication 2007)

Op-Ed, *“Public/private unity creates scholarships,”* Columbia Daily Tribune, Columbia Missourian, Springfield News Leader, The Southeast Missourian, Lake Sun News, Jefferson City News Tribune, Kansas City Star (March 11, 2005)

Op-Ed, *“Newly developed strategic plan will help university system move forward,”* Missouri State Post (December 16, 2004)

Op-Ed, *“Accessibility is university commitment,”* published in Kansas City Star, St. Louis Post-Dispatch, Columbia Missourian (August 11, 2004)

Op-Ed, *“Life sciences funding will ensure bright future,”* published in Kansas City Star, St. Louis Post-Dispatch, Columbia Daily Tribune, Columbia Missourian (February 17, 2004)

Op-Ed, *“University merger a progressive step for future success,”* published in Springfield News Leader, Kansas City Star, St. Louis Post-Dispatch, Columbia Daily Tribune, Columbia Missourian (May 6, 2003)

Co-Author, *“Faculty Development—Building University Programs that Capture Faculty Enthusiasm for Computers and Learning,”* MultiVersity (Winter 1999)

Editorial, *“Get Tough on Student Drinking—How to Sober Up the Campus and Reduce Alcohol Abuse,”* Detroit Free Press (September 10, 1999)

Foreword, The EDUCAUSE Monograph Series, *“Putting Students at the Center: A Planning Guide to Distributed Learning”* (1999)

Op-Ed, *“Access to Higher Education Determines Future of Students and the State,”* Tacoma News Tribune (February 21, 1995)

College Instruction 571: *“Survey of Post-Secondary Education,”* Eastern Washington University, 1993 Fall Quarter and 1993 Spring Quarter

Independent Study Seminar: *“Learning Strategies for Adult Students,”* The University of North Carolina at Chapel Hill, 1988 Fall Semester

Co-Author, *“Self-Study of the Division of Student Affairs,”* The University of North Carolina at Chapel Hill (1985)

Co-Author, *“Questions, Answers and Format: The Interview as a Research Method,”* presented at the American Educational Research Association, New Orleans, Louisiana (March 1984)

Co-Author, *“Evaluation of the Family Practice Medical Training Program,”* School of Medicine, The University of North Carolina at Chapel Hill (1983)

Co-Author, *“Evaluation of the Upward Bound Program,”* The University of North Carolina at Chapel Hill (1983)

**Selected Presentations and Activities:**

Welcome Address, National Science Foundation Design, Service & Manufacturing Grantees and Research Conference, *"The University of Missouri Mission: Economic Development & Research,"* Adams Mark Hotel, St. Louis, Missouri (July 25, 2006)

Keynote Address, Missouri Legislative Black Caucus Foundation Conference, *"Progress through Partnerships,"* Tan-Tar-A Resort, Osage Beach, Missouri (July 14, 2006)

Commencement Address, College of Agriculture and Natural Resources, University of Missouri-Columbia, Columbia, Missouri (May 13, 2006)

Keynote Address, EDUCAUSE Midwest Regional Conference, *"Looking Forward: The Role of IT in Higher Education,"* InterContinental Chicago, Chicago, Illinois (March 13, 2006)

Keynote Address, Missouri Association of County Commissions, *"The Partnership between University of Missouri Extension and County Commissions,"* Capital Plaza Hotel, Jefferson City, Missouri (February 1, 2006)

Keynote Speaker, Downtown Optimist Club, *"Bringing the Community Together,"* Columbia, Missouri (January 9, 2006)

Keynote Speaker, Texas Workforce Commission Annual Conference, *"Economic Development: The Fourth Mission of the University,"* Hilton Americas, Houston, Texas (November 3, 2005)

Speaker, College & University Professional Association for Human Resources National Conference and Expo 2005, *"Human Resources Functioning at the Officer Level,"* Coronado Springs Resort, Orlando, Florida (September 26, 2005)

Speaker, U.S. Department of Commerce and Penn State "Symposium for 21<sup>st</sup> Century Economic Development, *"University-Led Economic Development,"* Ritz Carlton Pentagon City, Arlington, Virginia (September 22, 2005)

Keynote Address, Missouri Economic Development Summit, *"Continuing to Build a Better Missouri,"* Capitol Plaza Hotel, Jefferson City, Missouri (August 25, 2005)

Keynote Address, Kansas City School District Opening Ceremony for Teachers and Administration, *"New Day,"* Hale Arena, Kansas City, Missouri (August 22, 2005)

Keynote Address, Columbia Public Schools' Fund for Academic Excellence Banquet, *"No Less than Excellence,"* Peachtree Banquet Center, Columbia, Missouri (April 21, 2005)

Keynote Speaker, Apple Digital Campus Leadership Institute, School of Journalism, University of Missouri-Columbia, Columbia, Missouri (April 6, 2005)

Keynote Address, Central Exchange CEO series, *"Creating the Future,"* Central Exchange Building, Kansas City, Missouri (February 23, 2005)

Keynote Address, Kalamazoo Branch NAACP Freedom Fund Banquet, Bernard Center at Western Michigan University, Kalamazoo, Michigan (November 13, 2004)

Keynote Address, Mid-Missouri Chapter of the Public Relations Society of America, *“Leading the Charge in Times of Change,”* Peachtree Banquet Center, Columbia, Missouri (November 4, 2004)

Keynote Speaker, West Plains Rotary, West Plains Civic Center, West Plains, Missouri (November 2, 2004)

Keynote Address, St. Louis NAACP Freedom Fund Banquet, Millennium Hotel, St. Louis, Missouri (October 17, 2004)

Keynote Address, International Economic Development Council, *“Higher Education and Economic Development,”* Hyatt Regency Hotel, Union Station, St. Louis, Missouri (September 21, 2004)

Keynote Address, National Society of Collegiate Scholars, *“Scholarship, Leadership, and Service,”* Jesse Auditorium, University of Missouri-Columbia, Columbia, Missouri (September 18, 2004)

Keynote Address, Missouri Economic Development Summit, *“Economic Development: The Fourth Mission of the University,”* Capitol Plaza Hotel, Jefferson City, Missouri (August 25, 2004)

Opening Remarks, Symposium on Nanotechnology for Defense Needs, University of Missouri-Rolla, Rolla, Missouri (August 18, 2004)

Keynote Address, Columbia-Boone County Community Partnership Conference, *“Creating Our Community’s Future Through Collaboration,”* Ramada Inn, Columbia, Missouri (July 16, 2004)

Keynote Speaker, Minority Introduction to Engineering Awards Banquet, College of Engineering, University of Missouri-Columbia, Columbia, Missouri (July 16, 2004)

Keynote Speaker, Laurie/Sunrise Beach Rotary Club, Ivor’s Laurie House Restaurant, Laurie, Missouri (June 24, 2004)

Keynote Address, *“Expanding Expectations for a University: Research, Teaching, Service and Economic Development,”* Wakonse Conference on College Teaching, Miniwanca Conference Center, Shelby, Michigan (May 28, 2004)

Commencement Address, Lake Michigan College, Benton Harbor, Michigan (May 2, 2004)

Closing Keynote Speaker, Missouri Association for College Admission Counseling Annual Conference, Lodge of the Four Seasons, Lake Ozark, Missouri (April 28, 2004)

Keynote Speaker, Missouri City Management Association Banquet, Lodge of the Four Seasons, Lake Ozark, Missouri (April 22, 2004)

Keynote Speaker, Rolla High School National Honor Society Induction, Rolla, Missouri

(April 15, 2004)

Keynote Address, St. Louis Forum, "*Higher Education in the State of Missouri*," St. Louis Club, St. Louis, Missouri (March 26, 2004)

Keynote Speaker, Rotary Club of Jefferson City, Capitol Plaza Hotel, Jefferson City, Missouri (March 22, 2004)

Keynote Speaker, Liberty Public Schools Academic Achievement Banquet, Liberty High School, Liberty, Missouri (March 18, 2004)

Panelist, Scenarios for the Future - A Government and Business Forum, Conference on Greening the Heartland 2004: Beyond Sustainability, Holiday Inn Select Expo Center, Columbia, Missouri (March 12, 2004)

Keynote Speaker, Missouri ACT Council Annual Conference (Opening Session), Stoney Creek Inn, Columbia, Missouri (March 12, 2004)

Keynote Speaker, Cambio de Colores State Conference, Millennium Student Center, University of Missouri-St. Louis, St. Louis, Missouri (March 10, 2004)

Keynote Speaker, Pathways to Student Success Conference, Missouri Department of Elementary and Secondary Education, Tan-Tar-A Resort, Osage Beach, Missouri (March 2, 2004)

Keynote Speaker, The African American Student Union Freedom Breakfast, University of Missouri-Kansas City, University Center, University of Missouri-Kansas City, Kansas City, Missouri (January 28, 2004)

Keynote Speaker, Rotary Club of Jefferson City, Capitol Plaza Hotel, Jefferson City, Missouri (January 26, 2004)

Keynote Speaker, 19<sup>th</sup> Annual Dr. Martin Luther King, Jr., Commemorative Breakfast, Marriott Pavilion Hotel, St. Louis, Missouri (January 19, 2004)

Keynote Speaker, 17<sup>th</sup> Annual Dr. Martin Luther King, Jr., Birthday Celebration, Second Baptist Church, Columbia, Missouri (January 19, 2004)

Keynote Speaker, Advanced Placement Scholars Reception, Hickman High School, Columbia, Missouri (December 18, 2003)

Keynote Speaker, Missouri Farm Bureau 89<sup>th</sup> Annual Meeting, Tan-Tar-A Resort, Osage Beach, Missouri (December 7, 2003)

Keynote Speaker, Alpha Phi Alpha, Epsilon Lambda Chapter, 84<sup>th</sup> Founders' Day and Awards Banquet, The Lawyers Club/Bar Association of Metropolitan St. Louis, St. Louis, Missouri (December 5, 2003)

Keynote Speaker, Missouri Quality Awards Banquet, Tan-Tar-A Resort, Osage Beach, Missouri (November 20, 2003)

Keynote Speaker, Regional Forum on Research Business Models, National Science and Technology Council, University of Minnesota, Twin Cities campus, Minneapolis, Minnesota (November 12, 2003)

Keynote Speaker, Midwestern Governors' Conference Annual Meeting, Renaissance Grand Hotel, St. Louis, Missouri (November 6, 2003)

Keynote Speaker, Washington Area Chamber of Commerce Business Meeting, Knights of Columbus Hall, Washington, Missouri (November 6, 2003)

Keynote Speaker, College of Business 15<sup>th</sup> Annual Davenport Society Awards Banquet, University of Missouri-Columbia, Reynolds Alumni Center, Columbia, Missouri (October 24, 2003)

Keynote Speaker, "What is a City?" Conference, Center for the Humanities, University of Missouri-St. Louis, J.C. Penney Conference Center, St. Louis, Missouri (October 23, 2003)

Keynote Speaker, Disability Mentoring Day, University of Missouri-Columbia, Columbia, Missouri (October 14, 2003)

Keynote Address, Columbia Northwest Rotary Club, *"Role of the Modern Research University,"* Columbia, Missouri (October 14, 2003)

Keynote Speaker, Niles Home for Children 120<sup>th</sup> Anniversary Luncheon, Marriott Downtown Hotel, Kansas City, Missouri (October 8, 2003)

Keynote Speaker, Annual NAACP (Fulton Branch) Banquet, William Woods University, Fulton, Missouri (October 4, 2003)

Keynote Speaker, Missouri 4-H Foundation Annual Scholarship and Award Banquet, Ramada Inn, Columbia, Missouri (October 3, 2003)

Keynote Address, Missouri Bar/Missouri Judicial Conference, *"Impact of Life Sciences on Society and the Law,"* Holiday Inn Select Executive Center, Columbia, Missouri (October 3, 2003)

Keynote Speaker, American Association for Affirmative Action Region VII Conference, Holiday Inn Select Executive Center, Columbia, Missouri (September 26, 2003)

Keynote Address, "Rotary Club of Springfield, *"What Kind of a State Do We Want to Be?"* Kentwood Hall, Springfield, Missouri (September 16, 2003)

Keynote Speaker, 38<sup>th</sup> Midwest Section Meeting of the American Society of Engineering Education, Centennial Hall, University of Missouri-Rolla, Rolla, Missouri (September 11, 2003)

Keynote Address, Missouri Education Summit, *"The K-12/Higher Education Connection,"* Truman Building, Jefferson City, Missouri (September 5, 2003)

Keynote Speaker, Islamic Center of Central Missouri 20<sup>th</sup> Anniversary, Memorial Union, University of Missouri-Columbia, Columbia, Missouri (September 4, 2003)

Keynote Speaker, Western Michigan University Centennial Celebration Gala and Presidential Inauguration, Kalamazoo, Michigan (September 3, 2003)

Keynote Speaker, Maryville Joint Civic Club Luncheon, Maryville, Missouri (August 28, 2003)

Keynote Speaker, UM-Columbia New Student Convocation, Columbia, Missouri (August 21, 2003)

Commencement Address, University of Missouri-St. Louis, St. Louis, Missouri (August 10, 2003)

Welcome Address, Greenley Memorial Research Center Field Day, Novelty, Missouri (August 7, 2003)

Keynote Speaker, Missouri Community College Association Presidents/Chancellors Council, Tan-Tar-A Resort, Osage Beach, Missouri (July 31, 2003)

Keynote Speaker, Missouri Summit on the Life Sciences, Tan-Tar-A Resort, Osage Beach, Missouri (July 17, 2003)

Moderator and Panelist, Missouri Summit on the Life Sciences, *"Economic Development and Government Policy,"* Tan-Tar-A Resort, Osage Beach, Missouri (July 18, 2003)

Keynote Speaker, St. Louis Civic Progress, The Bogey Club, Ladue, Missouri (June 23, 2003)

Keynote Address, MOKAN Dinner and Awards Banquet, *"Supporting Diversity, United We Stand,"* Renaissance Hotel, St. Louis, Missouri (June 6, 2003)

Commencement Speaker, Oak Park High School, Detroit Public School, Detroit, Michigan (June 5, 2003)

Keynote Speaker, Governor's Business Development Conference, Lodge of the Four Seasons, Lake Ozark, Missouri (May 29, 2003)

Commencement Speaker, North Gaston High School, Gastonia, North Carolina (May 24, 2003)

Keynote Speaker, St. Louis Metropolitan Clergy Coalition, St. Louis, Missouri (May 21, 2003)

Keynote Speaker, Forty-Under-Forty Business Leaders Banquet, Holiday Inn Executive Center, Columbia, Missouri (May 15, 2003)

Keynote Speaker, Missouri Associated Press Managing Editors/Missouri Society of Newspaper Editors, Quality Inn, Columbia, Missouri (May 2, 2003)

Keynote Speaker, Kansas City Chamber of Commerce, Commerce Tower, Kansas City, Missouri (April 28, 2003)

Keynote Speaker, Columbia Chamber of Commerce Board Retreat, Country Club Hotel and Spa, Lake of the Ozarks, Missouri (April 24, 2003)

Keynote Speaker, Boone County National Bank "Lunch 'N Learn," Ramada Inn, Columbia, Missouri (March 17, 2003)

Keynote Speaker, St. Louis Regional Business Council, St. Louis Club, St. Louis, Missouri (February 24, 2003)

Keynote Address, Show-Me Life Sciences Conference, "*Why Life Sciences Will Drive the Economy of the Future*," Ramada Inn, Jefferson City, Missouri (January 14, 2003)

Keynote Address, Cornerstone Alliance and the Stewards of Lake Michigan's Port of Opportunity, "*Education in Michigan's Great Southwest*," Brandywine Creek Training Facility, Covert, Michigan (November 20, 2001)

Keynote Address, Joint Battle Creek/Kalamazoo Rotary Meeting, "*The Importance of Regional Cooperation*," Augusta, Michigan (November 19, 2001)

Welcome Address, Economic Summit 2001, "*Empowering Innovation for Growth*," Western Michigan University, Kalamazoo, Michigan (November 12, 2001)

Keynote Speaker, Greek Organizations Assembly, Western Michigan University, Kalamazoo, Michigan (October 8, 2001)

Keynote Speaker, The Junior League of Kalamazoo Sustainers, Bravo Restaurant, Kalamazoo, Michigan (October 3, 2001)

Commencement Speaker, The Woodward School for Technology and Research Sixth Grade Graduation, Kalamazoo Public Schools, Kalamazoo, Michigan (May 29, 2001)

Welcome Address, Emergency Management for Institutions of Higher Education Workshop, Western Michigan University, Kalamazoo, Michigan (May 21, 2001)

Keynote Speaker, 2001 St. Joseph County Republican Party Lincoln Day Luncheon, Three Rivers High School, Three Rivers, Michigan (May 12, 2001)

Keynote Address, National Academic Advising Association, "*Academic Advising for Today's University*," Kalamazoo, Michigan (April 23, 2001)

Keynote Address, 2001 Annual Community Outreach Partnership Center Conference, U. S. Department of Housing & Urban Development, "*COPC, Race, Class and Community*," Denver, Colorado (April 20, 2001)

Keynote Address, Kalamazoo Rotary, "*The University's Role in Economic Development*," Kalamazoo, Michigan (March 26, 2001)

Keynote Address, Michigan Association for Adult and Continuing Education Conference, "*Today's University: Challenges and Opportunities*," Lansing, Michigan (March 21, 2001)

Keynote Address, E. Earl Wright Community Achievement Award Banquet, *"Celebrating Service,"* Kalamazoo, Michigan (February 20, 2001)

Address, State of the University, Faculty Senate Meeting, *"Initiatives for Sustained Excellence,"* Western Michigan University, Kalamazoo, Michigan (February 1, 2001)

Keynote Address, Black Police Officer's Association Banquet, *"Moving Beyond Traditional Roles,"* Kalamazoo, Michigan (October 7, 2000)

Keynote Speaker, Council of Michigan Foundations Annual Conference, *"From Digital Divide to Digital Opportunity,"* Grand Traverse Resort, Traverse City, Michigan (October 3, 2000)

Panel Participant, 6<sup>th</sup> Annual Governor's Education Summit, *"Shaping the Education Agenda for the Children of Michigan,"* Lansing Center, Lansing, Michigan (October 2, 2000)

Keynote Speaker, Professional Staff Opening Convocation, Portage Public Schools, Portage, Michigan (August 17, 2000)

Keynote Address, Prudential West Michigan Realtors, *"Impact of Western Michigan University on Our Community's Welfare,"* Kalamazoo Country Club, Kalamazoo, Michigan (June 21, 2000)

Keynote Address, Phi Kappa Phi North Central Region Mid-Triennial Conference, *"Building a Culture of Excellence,"* Kalamazoo, Michigan (June 10, 2000)

Panel Moderator, *"The Role of Information Technology in Higher Education Systems,"* 1st IEEE Electro/Information Technology Conference, Chicago Marriott O'Hare, Chicago, Illinois (June 9, 2000)

Keynote Address, Rotary International District 6360 Conference, *"Education... Our Future Depends On It,"* Kalamazoo, Michigan (May 6, 2000)

Keynote Address, Kalamazoo Academy of Medicine, *"The University of the Future,"* Kalamazoo, Michigan (April 18, 2000)

Welcome, YMCA Black Achievers Eleventh Annual Recognition Banquet, Kalamazoo, Michigan (April 15, 2000)

Keynote Speaker, Kalamazoo Central Basketball Banquet, Kalamazoo, Michigan (April 14, 2000)

Keynote Speaker, Initiation Ceremony, Honor Society of Phi Kappa Phi, Western Michigan University, Kalamazoo, Michigan (April 12, 2000)

Panelist, Advisory Committee on Student Financial Assistance (an independent committee created by Congress to advise on student aid policy), School of Management Executive Leadership Center, Boston University, Massachusetts (April 12, 2000)

Keynote Speaker, Kalamazoo County Association of Retired Personnel, Kalamazoo, Michigan (April 4, 2000)

Keynote Address, Center for the Study of Ethics in Society, *“Walking the Walk—The Reality of Ethics in the University,”* Western Michigan University, Kalamazoo, Michigan (April 3, 2000)

Keynote Address, Management Academy 2000 *“Dialogue on Management: Integrating Corporate Success,”* Muskegon, Michigan (March 29, 2000)

Keynote Speaker, Vicksburg Rotary Club, Vicksburg, Michigan (March 24, 2000)

Keynote Speaker, Issues in Education Forum, Western Michigan University College of Education, Kalamazoo, Michigan (March 16, 2000)

Keynote Address, African American Heritage Month Luncheon, *“Heritage & Horizons: The Legacy and the Challenges of the 21<sup>st</sup> Century,”* Battle Creek, Michigan (February 25, 2000)

Keynote Address, Portage Rotary Club, *“Partnerships and Technology,”* Portage, Michigan (February 23, 2000)

Keynote Address, Kalamazoo County Juvenile Home Ethnic Luncheon, *“Hope, Character and Seeing the Future,”* Kalamazoo, Michigan (February 22, 2000)

Keynote Speaker, Homebuilders Association of Greater Kalamazoo, Kalamazoo, Michigan (February 15, 2000)

Keynote Address, State of the University Address, *“A Time of Accomplishment,”* Western Michigan University, Kalamazoo, Michigan (February 8, 2000)

Speaker, Junior Achievement of Kalamazoo and Van Buren Counties Kick-Off of 2000 Annual Fund Campaign, Kalamazoo, Michigan (January 19, 2000)

Keynote Address, Battle Creek Area Chamber of Commerce, *“From Applied Research to Virtual Universities—Higher Education Responds to the Future Workforce and Technology Needs of Southwest Michigan,”* Battle Creek, Michigan (January 11, 2000)

Keynote Speaker, Second Missionary Baptist Church Sesquicentennial Celebration, Battle Creek, Michigan (November 19, 1999)

Keynote Address, Third Annual Joint Fellows Conference, *“How to Get, To Have, and To Hold a Job in Higher Education,”* Kalamazoo, Michigan (November 13, 1999)

Keynote Address, Annual Meeting of Mid-America College Health Association, Kalamazoo, Michigan (November 10, 1999)

Keynote Speaker, Homeless Awareness Month Kickoff Program, Kalamazoo, Michigan (November 9, 1999)

Panel Participant, American Studies Association Annual Convention, *“Conversation on Affirmative Action: The Shape of the River and the National Agenda,”* Montreal, Quebec (October 29, 1999)

Keynote Address, Kalamazoo Kiwanis Club, "*Report on Western Michigan University,*" Kalamazoo, Michigan (October 6, 1999)

Keynote Speaker, Southwest Michigan Quality Council Meeting, Kalamazoo, Michigan (September 3, 1999)

Keynote Address, Operation Resources Inc. Scholarship Fund Dinner, "*Education and Employment,*" Grand Rapids, Michigan (August 7, 1999)

Keynote Speaker, Benton Harbor/St. Joseph, Michigan Rotary Club, St. Joseph, Michigan (June 21, 1999)

Keynote Address, Western Michigan Nonprofit Leadership Brown-Bag Series, in cooperation with Western Michigan University, Nonprofit Alliance (Calhoun County) and The Forum for Kalamazoo County, "*Building Partnerships,*" Battle Creek, Michigan (June 15, 1999)

Speaker, Rising Star Program (A Summer Journalism Workshop for Minority Students), sponsored by the Kalamazoo Gazette, Kalamazoo, Michigan (June 12, 1999)

Keynote Address, Breaking Through the Barriers Summit, "*Regional Economic Impact from an Educational Perspective,*" Battle Creek, Michigan (May 22, 1999)

Keynote Address, Kalamazoo County Chamber of Commerce, "*Forming Public/Private Partnerships,*" Kalamazoo, Michigan (May 13, 1999)

Keynote Address, Alpha Beta Epsilon Recognition Ceremony, "*WMU Moving Toward Our Centennial,*" Kanley Chapel, Western Michigan University, Kalamazoo, Michigan (May 8, 1999)

Keynote Address, Climax Rotary Club, "*WMU Teacher Education Program and/or K-12 Public Education,*" Climax, Michigan (April 28, 1999)

Keynote Speaker, Gull Lake Community Foundation's Annual Tribute to Top Academic Students of Gull Lake High School, Richland, Michigan (April 22, 1999)

Keynote Address, Torch Club of Kalamazoo, "*The Future of Higher Education,*" Kalamazoo, Michigan (April 21, 1999)

Keynote Speaker, Oshtemo Rotary Club, Oshtemo, Michigan (April 16, 1999)

Keynote Speaker, Kalamazoo County Bar Association, Kalamazoo, Michigan (April 14, 1999)

Keynote Address, Institute of Management Accountants, "*WMU: What The Future Holds,*" Kalamazoo, Michigan (March 23, 1999)

Keynote Speaker, Phi Delta Kappa, Western Michigan University, Kalamazoo, Michigan (March 15, 1999)

Panel Participant, American Council on Education 81<sup>st</sup> Annual Meeting, "*Change, Complexity, and Lifelong Learning: Can Higher Education Provide What Society Needs?*" Washington, D. C. (February 15, 1999)

Keynote Address, Economic Club of Grand Rapids, *"The Role of the University in Economic Development,"* Grand Rapids, Michigan (February 8, 1999)

Keynote Speaker, Kalamazoo Association of Life Underwriters, Kalamazoo, Michigan (January 21, 1999)

Keynote Speaker, Northside Ministerial Alliance Celebration of the Life and Legacy of Dr. Martin Luther King, Jr., Kalamazoo, Michigan (January 17, 1999)

Keynote Speaker, Kalamazoo County School Officers Association, Kalamazoo, Michigan (January 13, 1999)

Keynote Speaker, The Fifth Great Lakes Symposium on Applied Statistics, Kalamazoo, Michigan (October 22, 1998)

Keynote Speaker, Grand Rapids Rotary Club, Grand Rapids, Michigan (October 1, 1998)

Keynote Speaker, Leadership Michigan Class, Michigan Chamber Foundation, Kalamazoo, Michigan (September 25, 1998)

Panel Participant, NACUBO, National Symposium on Enhancing Accountability in Public Higher Education Through More Effective Regulation (1997)

Host, National Online Learning Forum, The University of North Carolina at Chapel Hill, Chapel Hill, North Carolina (1997)

Panel Participant, Beyond Computing's 1997 Forum, *"Transforming Higher Education,"* IBM Corporation, Palisades, New York (1997)

Panel Participant, Association of Governing Boards of Universities and Colleges, *"Effective Governance in Times of Financial Constraints: The Need for Fiscal Autonomy"* (March 1995)

Address, *"The Future of Higher Education,"* Washington State Legislature (January 1994)

Keynote Address, Washington Education Association, *"Quality Indicators for K-12 and Public Higher Education,"* Spokane, Washington (November 1993)

Speaker, *"Current Trends: Higher Education in the State of Washington,"* Spokane, Washington (May 1992)

Keynote Address, *"The Status of Minority Participation and Education in the State of Washington,"* Spokane, Washington (January 1991)

Keynote Address, Whitworth College, *"Multi-Cultural Education: Issues and Challenges,"* Spokane, Washington (September 1990)

Keynote Address, *"Enhancing Minority Test Performance,"* Elizabeth City State University, Elizabeth City, North Carolina (June 1990)

Keynote Address, North Carolina Counselors Association, *"Improving North Carolina's SAT Scores,"* Raleigh, North Carolina (November 1989)

Panel Participant, North Carolina Council of Educational Opportunity Programs, *"The Trio Mission in a Multi-Cultural Society: The Critical Role Beyond 2000,"* Raleigh, North Carolina (November 1989)

Panel Participant, Substance Abuse Policy Development Seminar, North Carolina Alcoholic Beverage Control Commission (November 1989)

Speaker, Alumni Association of the University of North Carolina at Chapel Hill *"Internships for College Students,"* Chapel Hill, North Carolina (October 1989)

Speaker, North Carolina Placement Association, *"Career Counseling and Placement of Learning Disabled Students,"* Chapel Hill, North Carolina (May 1989)

**Academic and Personal Honors:**

2005 Communicator of the Year, Mid-Missouri Chapter of the Public Relations Society of America, Columbia, Missouri (2005)

Distinguished Alumni Award, University of North Carolina-Chapel Hill (2004)

Distinguished Alumni Award, Darlington School, Rome, Georgia (2004)

James C. Kirkpatrick Award, Northwest Missouri Press Association (2004)

The Honor Society of Phi Kappa Phi, Western Michigan University (2000)

Golden Key National Honor Society, Western Michigan University (2000)

Professional Staff Services Organization Support Award, Western Michigan University (2000)

The William Massey Award for Service (1997)

Employee Forum Excellence Award (1997)

Who's Who in the West (1991)

Doctoral Fellow, The Graduate School, The University of North Carolina at Chapel Hill (August 1981 - May 1984)

Outstanding Young Black American (1982)

Outstanding Young Man in America (1976)

**Professional Affiliations:**

Knight Commission

Midwestern Higher Education Compact

Missouri Higher Education Commission

American Association of State Colleges and Universities

State Higher Education Executive Officers

National Association of College and University Business Officers

American Association for Higher Education

American Educational Research Association

Association for the Study of Higher Education

National Association of Student Personnel Administrators

Association on Higher Education and Disability

American Council on Education

**References:**

Available upon request.