

# DR. GREGORY J. VINCENT

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## PROFESSIONAL-ACADEMIC EXPERIENCE

### National Diversity Council, Houston, Texas:

2018-Present Senior Counsel

- **Serve as a nation subject matter expert** to advise corporations, colleges and universities, not for profit institutions and governmental agencies on complex diversity, equity and compliance issues
- **Research and make presentations** to council members on best practices in successfully implementing diversity strategies and executing effective workplace equity initiatives
- **Advise** colleges and universities on strategies to improve campus culture and recruit a more diverse faculty, staff and student body

### Sigma Pi Phi Fraternity Inc., Atlanta Georgia:

2018-Present 48<sup>th</sup> Grand Sire Archon, Sigma Pi Phi Fraternity

- **Serve as Chief Executive** and Chairman of Sigma Pi Phi Fraternity established in 1904 as an International Professional Fraternity dedicated to education, social action, and community service
- **Set** the strategic direction for the fraternity as Chairman of the Executive Committee
- **Lead** a staff of 10 with a budget of more than \$7 million dollars

### Hobart and William Smith Colleges, Geneva, New York:

2017-2018 President, 27<sup>th</sup> President of Hobart College and 16<sup>th</sup> President of William Smith College

- **Served** as the chief executive officer of the Colleges.
- **Managed** a budget of \$110 million.
- **Led** an institution comprised of 700 faculty and staff with a student enrollment of 2200.
- **Developed** the "Path Forward" Strategic Plan adopted by the Board of Trustees (February 2018) to increase student enrollment to 2400, reallocate the budget to key strategic initiatives, and reduce administrative costs.
- **Raised** close to \$10 million in external funding during a nine-month period.

### The University of Texas at Austin:

2005 - 2017 Vice President - Diversity and Community Engagement

2005- Vice Provost, promoted to Vice President June 1, 2006

- **Served** as an executive officer and the chief diversity and community engagement officer of the university.
- **Created** the infrastructure and provided the strategic direction of the newly formed division that includes 20 offices; 2 research centers; one of the nation's largest foundations devoted to mental health with assets of \$175 million; outreach centers in Dallas, Houston, Austin, San Antonio, and McAllen; the University of Texas-University Charter School System, which includes 13 residential schools across the state that meet the needs of diverse learners; and the University Interscholastic League, the statewide organization manages the academic, artistic, and athletic competitions for all public high schools in the state of Texas.
- **Directed** a staff of 500 and as well as a cohort of 13 direct reports, including eight associate vice presidents (Academic Diversity Initiatives and Student Engagement, Community and External Relations, Development, Institutional Equity and Workforce Diversity, UT-University Charter School System, Campus Diversity and Strategic Initiatives, University Interscholastic League, Hogg Foundation for Mental Health).
- **Managed** a budget of approximately \$50 million.
- **Directed** the activities of all DDCE units including the Hogg Foundation for Mental Health, University Interscholastic League, Neighborhood Longhorns, Community and School Relations, University Outreach, Pre-College Youth Development, The Texas Center for Education Policy, Diversity Education Institute—in collaboration with the School of Social Work, Multicultural Engagement Center, Services for Students with Disabilities, the Gender and Sexuality Center, Academic Enrichment Services, the Volunteer and Service Learning Center, and the University of Texas-University Charter School System, which includes UT Elementary School.
- **Directed** a Thematic Faculty Hiring Initiative responsible for hiring over 50 faculty from underrepresented groups since 2005 and over 30 faculty fellows.
- **Served** as Principal Investigator of "Affirmative Action in a Post-*Grutter* Era: Defining and Addressing Immediate and Long-Term Challenges and Successes at UT" in partnership with the UCLA Civil Rights Project.
- **Served** as Principal Investigator to nine competitive federal grants totaling \$8,935,449.
- **Raised** \$23 million in external funding.
- **Earned** The University of Texas at Austin several of the highest national diversity and community engagement awards, including the Higher Education Excellence in Diversity (HEED) Award for four years running (2012, 2013, 2014, 2015), including designation as Diversity Champion in 2015, the President's Higher Education Community Service Honor Roll (2014, 2015) from the Corporation for National and Community Service, and the honor of being one of only six research universities to earn a Community Engagement Classification from the Carnegie Foundation in 2015.
- **Served** as university spokesperson for high profile issues, including the Supreme Court cases *Fisher v. University of Texas* (2014 & 2016) as well as the removal of the Confederate statuary on campus.

2007 – 2017 **W. K. Kellogg Professor in Community College Leadership**  
 2006. – 2017 **Professor – School of Law (Tenured)**  
**Courses Taught**

- Education Law
- Race and the Law

**2005 – 2017 Professor - Department of Educational Administration (Tenured)**

**Courses Taught**

- Equity and Access in Education (joint course with The College of Education and the Law School)
- Education Law

**2006 – 2009 Fellow, Sid W. Richardson Regents Chair in Community College Leadership**

**The University of Oregon, Eugene:**

**2003 – 2005 Vice Provost - Institutional Equity and Diversity**

- **Served** as the chief diversity officer, a member of the President’s Cabinet and the Dean’s Council.
- **Managed** the office of Institutional Equity and Diversity (OIED), the Office of Multicultural Academic Support, the Center on Diversity and Community, the Multicultural Center, and the Many Nations Long House.
- **Managed** a multi-million-dollar budget including a \$500,000 Minority Faculty Recruitment Fund.
- **Directed** a staff of 20 including 3 assistant vice provosts.
- **Established** the new office of Institutional Equity and Diversity that currently serves as the hub for all diversity initiatives on campus.

**Professor (participating) - Law School**

**Courses Taught and Developed**

- Employment Discrimination
- Education Law & Policy

**Law School Service:**

- Law School Diversity Committee
- Wayne Morse Center for Law & Politics

**Louisiana State University, Baton Rouge:**

**2000– 2003 Vice Provost - Academic Affairs & Campus Diversity**

**1999 - 2000 Vice Provost - Campus Diversity**

- **Served** as associate chief academic officer and senior advisor to the Chancellor and Provost on academic policies, including diversity, institutional equity, strategic planning, faculty and senior administrative hires, and budgets.
- **Served** on the Chancellor and Provost’s Executive Management Teams.
- **Represented** Office of Academic Affairs on the Athletic Council, University Planning Council, Academic Standards & Honors Committee and University Budget Committee.
- **Directed** the activities of the Division of Continuing Education, Division of International Programs, the Academic Center for Student-Athletes,

Fire and Emergency Training Institute, Office of Multicultural Affairs and the Women's Center.

- **Managed** approximately 230 full-time employees and 200 part-time employees with an annual budget of over \$68 million dollars.

**As Vice Provost:**

**Led** the University diversity efforts that have resulted in over 40 faculty hires, and six senior level administrative appointments of underrepresented group members and women, increased undergraduate minority student enrollment by 10%, and expanded and strengthened outreach efforts to countries in Asia, Africa and Latin America. Co-chaired the selection committee of the doctoral fellowship program that helped LSU become the leading producer of African American PhDs. *In Chemistry and English and 13<sup>th</sup> overall among research universities.*

**Directed** the activities, budget, and personnel for the Division of Continuing Education (DOCE) and served as Interim Division Head during the 2002-2003 Academic year. Formerly named LSU Extension, DOCE supports LSU A&M's land grant mission by providing educational opportunities to over 100,000 registrants annually in every parish in Louisiana, every state in the US and more than 80 countries. The DOCE employs 78 full-time employees, 200 LSU faculty and 192 part-time employees. The DOCE is self-funded and in 2002-2003 exceeded projections by returning over \$150,000 in program revenue, and \$10 million in indirect cost recovery from competitive federal grants and contracts to the university. DOCE also enhanced faculty salaries by nearly \$800,000 in additional compensation. Conducted successful program review for the entire division.

**Served** as the Principal Investigator and Director of the Louisiana State University federally funded Community Outreach Partnership Center (COPC) during the 2001-2002 academic year. Manage the \$1 million multidimensional project (\$440,000 HUD competitive grant \$600,000 University match) to revitalize the Old South Baton Rouge community. The project is divided into three initiatives: community organization, neighborhood revitalization and economic development. Involves over 1000 community members, 20 not for profit agencies, and 60 faculty and staff from nine colleges including the Colleges of Agriculture, Business, Veterinary Medicine, Engineering, Arts and Sciences, Design, Social Work, and the Agricultural and Law Centers. The activities include a free legal clinic, a small business incubator program, neighborhood beautification projects, urban gardens, a criminal justice initiative, an oral history project and the Feral Cat initiative.

**Completed** the successful integration of the four offices that now comprise the Division of International Programs. Conducted a comprehensive program review and developed sound fiscal practices and accountability systems for the division. Expanded the number of academic programs abroad from 12 to 24 and developed 37 international exchanges with 39 universities in 17 countries on 6 continents.

**Represented** the Chancellor and the Executive Vice Chancellor in all matters pertaining to the \$14 million renovation and expansion of 54,000 square foot Academic Center for Student Athletes in the Gym Armory. This involved development/fundraising opportunities, capital construction, and facility design. The new facility includes a 1000 seat auditorium, administrative offices, and a computer center for student athletes, learning center, public access computer lab, as well as over fifty classrooms, tutorial and meeting rooms.

**2000 – 2003 Law Professor (full-time tenure track faculty appointment with course release for administrative duties 2000-2003) - Paul M. Hebert Law Center**

**Courses Taught and Developed**

- Employment Discrimination
- Legal Issues in Higher Education
- Administrative Law
- Employee Benefits (ERISA)
- Evidence
- Education Law

**Law Center Service:**

- Chair - Law Center Transition Committee (2001-2002)
- Chair - Law Center Student & Academic Support Committee (2002-2003)
- Member - Law Center Admissions Committee (2001-2003)

**1999 -2003 Affiliate Professor - Women’s & Gender Studies**

**Affiliate Professor - Department of Educational Leadership, Research and Counseling**

*Taught graduate and doctoral level courses including the required K-12 and Higher Education Law Course*

**University of Wisconsin-Madison, Madison, Wisconsin:**

**1995 – 1999 Assistant Vice Chancellor - Academic Affairs and Director, Equity and Diversity Resource Center**

- **Served** as the campus-wide strategic planner and consultant for human capital planning, institutional equity leadership development, and workforce diversity.
- **Directed** the activities and staff of the Equity & Diversity Resource Center (EDRC). Led team that investigated all Title IX and Title VII Complaints
- **Provided** strategic and policy direction to the EDRC.
- **Served** on the Provost’s Staff.
- **Served** on the Provost’s Executive Committee that approves funding for the Faculty Strategic Hire Fund (Vision, Women in Science, Minority, and Spousal Hires) and the Anna Julia Cooper Minority Post-Doctoral Hire Fund.

**Successfully coordinated** the effort and worked with Faculty, Staff, and a Student Governance to create Equity and Diversity Committees in each School, College, and Administrative Division. These committees work in concert with the EDRC, Staff, Deans, and Directors to improve recruitment, retention, and promotion procedures through standardized and proactive human resources processes, institutional equity effective use of continuous improvement principles and collaborative partnerships.

**Created and directed** the UW-Madison Leadership Institute that annually provides an opportunity for 40 Faculty and Staff to create an individual professional development plan and study diverse theories of leadership in an academic environment.

**Chaired** the subcommittee for Human Resources and Diversity and served on the Executive Committee for *New Directions-The Reaccreditation Project-A Self Study*. (Please see <http://www.wisc.edu/newdirections/> website for the complete text.) The self-study report now serves as part of the comprehensive human resource and diversity strategic plan for the entire university.

#### **Lecturer - University of Wisconsin Law School**

Designed, developed, and taught advanced writing-intensive courses focusing on labor and employment issues. Helped revise labor law curriculum.

#### **Courses Taught and Developed**

- Advanced Equal Employment Opportunity Law
- Labor and Employment Law (core course in the Labor Law curriculum)
- Protective Labor Legislation
- Directed Reading (arbitration)

#### **1994 - 1995 Vice President & Lead Counsel, Bank One Cleveland, Cleveland, Ohio**

- **Represented**, as Lead Counsel, the bank in proceedings before the Equal Employment Opportunity Commission (EEOC), Ohio Civil Rights Commission (OCRC) and the Department of Labor Office of Federal Contract and Compliance programs (OFCCP).
- **Directed** staff in the employment, employee relations, compliance, and human resources information systems (HRIS) departments while under federal oversight.
  - **Directed** the diversity initiative.
  - **Approved** all terminations and disciplinary actions.
  - **Conducted** Code of Ethics training.

**Developed and implemented** a legal strategy that brought the bank into compliance and settled case with the US Department of Labor within thirteen months.

**Prepared** 1994-1995 Strategic Plans that doubled the number of minority officers and eliminated salary inequities and adverse impact in hiring, promotions and terminations.

**Improved** the Banks internal human resources ranking from Needs Improvement to Excellent.

**Led the effort** to automate the job tracking and human resources data-collection systems.

**Developed** an employee relation's handbook to standardize discipline and termination procedures.

**1991 - 1994    Regional and Legal Affairs Director, Ohio Civil Rights Commission, Cleveland, Ohio**

- **Managed** regional investigative and legal education programs; directed thirty-one staff members in the enforcement of Ohio Revised Code Section 4112, Ohio's Laws Against discrimination.
- **Trained** staff in investigative techniques, conciliations and report writing.
- **Served** as labor relations and human resources administrator for the region.
- **Helped** develop agency policies, procedures, and budgets as members of senior staff. Advised the Executive Director and Staff on legal matters.

**While directing the Cleveland region:**

**Developed and implemented** case management model that increased office productivity by 48 percent during fiscal year 1991-92.

**Improved** the regional ranking from last (sixth) to first during fiscal year 1991-92.

**Increased** office productivity an additional 10 percent and maintained number one ranking during fiscal years 1992-94.

**Named** an Equal Opportunity Enforcement Agency "success story" by the EEOC.

**Created and conducted** over 150 continuing legal education and state-wide training programs on Americans with Disabilities Act, sexual harassment, federal and state EEO Laws, diversity and human resources.

**1988 - 1991    Assistant Attorney General, Civil Rights Section, Ohio Attorney General, Columbus, Ohio**

- **Represented** the Ohio Civil Rights Commission in administrative hearings, trials, and appellate arguments before the Commission, common pleas/appellate courts and the Ohio Supreme Court.
- **Prosecuted** and argued progressively more complex civil rights cases before all levels of courts in Ohio.

**As an Assistant Attorney General:**

**Established** best win and settlement rate in the civil rights section. Won all cases argued on appeal.

**Successfully argued** before the Ohio Supreme Court the cases that set the standard for proving a Bona Fide Occupational Qualification (BFOQ) in Ohio and established the extraterritorial jurisdiction of the Commission.

**Secured** over two million dollars worth of settlements, conciliations and judgments for Ohio complainants.

**Promoted** to Cleveland Regional and Legal Affairs Director.

**1987 - 1988 Associate, Robinson & McElwee, Charleston, West Virginia**

Robinson & McElwee is a 40-person law firm that represents corporate clients ranging from Fortune 500 to medium-sized companies in labor, business, and environmental matters in Ohio, Virginia, West Virginia, and Kentucky.

**Fall 1986 Legal Research/Writing Seminar Instructor  
The Ohio State University, College of Law, Columbus, Ohio**

Instructed eighteen first year students in legal research and writing methods, composition, citation form and use of legal periodicals.

**Summer 1986 Summer Associate, Robinson & McElwee  
Charleston, West Virginia**

**EDUCATION**

**THE UNIVERSITY OF PENNSYLVANIA**

Philadelphia, Pennsylvania

**Doctor of Education May 2004**

Tuition and Expenses funded by Louisiana State University and the University of Oregon

*Dissertation – Community University Partnerships in Action: A Case Study of the Louisiana State University-Old South Baton Rouge Partnership*

**THE OHIO STATE UNIVERSITY COLLEGE OF LAW**

Columbus, Ohio

**Juris Doctor (J.D.) May 1987**

Ohio State University Academic Scholarship in Law (Full Tuition) (1984-1987)

(Selected by the Law Faculty to serve as a legal research and writing instructor)

**HOBART AND WILLIAM SMITH COLLEGES**

Geneva, New York



**Bachelor of Arts (B.A.) History-Economics May 1983**

- Dr. Martin Luther King, Jr., Leadership Award (1983)
- Hobart Chain Scholarship Award (1982-1983)  
(Awarded based on academic excellence, athletic achievement & campus leadership)
- New York State Regents Scholarship (1979-1983)
- Hobart College Academic Scholarship (Full Tuition and expenses) (1979-1983)

**THE BRONX HIGH SCHOOL OF SCIENCE**

New York City, New York

Regents Diploma with Honors (1979)

**PRINCIPAL INVESTIGATOR**

UT Advise TX, \$2,818,143 for 2014-2017.

DiscoverLaw Pre-Law Undergraduate Scholars (PLUS) Program, \$200,000 for 2015-2017.

Longhorn Link Program, \$1,619,960 for 2010-2020.

The Ronald E. McNair Post-Baccalaureate Achievement Program, \$1,095,094 for 2012-2017.

Desoto ISD, Gear-Up Program, \$25,000 for 2015-2021

The Texas High School Project (THSP) Grant from Communities Foundation of Texas and the Gates Foundation, \$200,000.

Central Texas Leadership Development Alliance (CTLDA), US Department of Education, \$2,097,252.

Student Support Services (Longhorn Link), \$880,000.

Louisiana State University Community Outreach Partnership Center (COPC, \$1,040,000.

**PUBLICATIONS**

“Black males in higher education: A multiple case study approach to success and retention at the University of Texas at Austin,” book chapter (in review) in *The Handbook of research on black males: Quantitative, qualitative and multidisciplinary*.

*As we saw it: The story of integration at the University of Texas at Austin.* Book, 2018, with co-editors.

“The work of a chief diversity officer: Leading and serving with conviction.” book chapter in *African American males in higher education leadership: Challenges and opportunities.* 2017

Mitigating racial battle fatigue by enhancing intragroup diversity post-Fisher. (2014) In K. Varner, K. Albert, R. Mitchell & C. Allen (Eds.) *Racial battle fatigue: Exposing the myth of post-racial America (197-206).* Lanham, MA: Rowman and Littlefield. with co-authors

Research studies in higher education: Educating multicultural college students. 2012, Foreword.

Transforming lives and communities: Case study of a diversity and community engagement portfolio at a flagship institution. (2012) In C. Clark, K. Fasching-Varner, & M. Brimhall-Vargas (Eds.) *Occupying the academy: Just how important is diversity in public higher education?* (61-70). Lanham, MD: Rowman and Littlefield. with co-authors

“Organizational structures.” *Journal of Higher Education Outreach and Engagement*, October 2012, with co-author.

“Transforming lives and communities: Case study of a diversity and community engagement portfolio at a flagship institution.” In C. Clark, M. Brimhall-Vargas, & K. Fasching-Varner (Eds.), *Occupying the Academy: Just how important is diversity in public higher education?* Lanham, MD: Rowman & Littlefield, 2012, with co-authors.

“Discerning Differences in Pre-College Information, Student Perception and Interactions with UT Austin: An Examination of Survey Responses from UT Freshmen and Admitted, Non-enrolled Students.” *UCLA Civil Rights Project Monograph*, 2008, with co-authors.

“Reviving The Land Grant Mission Through Community University Partnerships.” *SULC Review*. (Accepted as lead article for publication in Spring 2005 Ed).

“Community/University Partnerships” *Communiqué*, Spring 2002

“Employment Discrimination and the Burden of Proof: An Introduction to Problems of Proof (Symposium). 61:3 *Louisiana State University Law Review* 487 (Spring 2001), with co-author

“Should Colleges Conduct Criminal Background Checks Before Hiring Instructors? A Louisiana Court Says Yes”. 14:2 *Journal of Personnel Evaluation in Education* 193 (2000) With co-author

## **ACADEMIC PRESENTATIONS**

Keynote Speaker – *The Importance of African Americans in Times of War* – Horizon Blue Cross Blue Shield of New Jersey, Long Beach Island, NJ, 2018

Keynote Speaker – *Memory and Monuments in the Public Space* – Akron Roundtable, Akron, OH, 2018

Keynote Speaker – *Charlottesville: The Call for a More Civil Society* – University of Akron's Rethinking Race Series, Akron, OH, 2018

Presenter – *Fisher v. University of Texas and its Precedents* – Exec Doc Conference, The University of Pennsylvania, Philadelphia, PA, 2014.

Presenter – *Making the Case for Diversity in Higher Education* – Western Washington University, Bellingham, WA, 2014.

Presenter – *Diversity is a Compelling Interest* – Committee on Institutional Cooperation Graduate Deans and Senior Diversity Officers Meeting, Chicago, IL, 2014.

Presenter – *Making the Case for Diversity: Lessons Learned Through Fisher* – Texas Tech Diversity Seminar, Lubbock, TX, 2014.

Keynote – “Facing the Politics of Diversity in a Changing National Landscape: The Texas Experience – The Summit on Diversity in Graduate Education, Rackham Graduate School, University of Michigan, Ann Arbor, MI, 2013.

Presenter – *Diversity: A Compelling Interest – Progress at the University of Texas* – Texas Association of State Systems for Computing and Communications, Austin, TX, 2012.

Presenter – *Diversity: A Compelling Interest – Progress at the University of Texas* – Facebook Speaker Series, Austin, TX, 2012.

Presenter - *Beyond the Wall: Chief Diversity Officer Engagement with the Surrounding Community* – National Association of Diversity Officers in Higher Education (NADOHE) 5<sup>th</sup> Annual Conference, Washington, DC, 2011.

Plenary Speaker- *Diversity is a Compelling State Interest*- Texas Diversity Council- Dallas, Texas, 2006.

Panelist - *The Disappearing African American Male in Law Schools* - Law School Admissions Council Annual Meeting, Palm Springs, CA, 2005.

Plenary Speaker - *No Child Left Behind: An Analysis of Current Education Reform Initiatives*, Oregon Education Association Annual Meeting, Eugene, OR, 2005

Presenter - *The Legacy of Brown in Higher Education, Brown v. Board of Education Symposium* - Oregon State Bar Association, Portland OR. 2004.

Presenter - *Brown and Education Policy, Brown v. Board of Education Symposium* – University of Oregon Law School, Eugene, OR. 2004.

Presenter - *The Unfinished Legacy of Brown, Brown v. Board of Education Symposium* - Southern University Law Center. Baton Rouge, LA. 2004.

Speaker - *Reviving the Land Grant Mission Through Community University Partnerships* - Institute for Legal Studies, University of Wisconsin, Madison, WI. 2003.

Keynote Speaker - *Sustaining Diversity in a Post Grutter World* - International Association of Employee Assistance Professionals Annual Conference. New Orleans, LA. 2003.

Presenter - *Is Brown Dead at 50?* - Southeastern Association of Law Schools Annual Conference. Amelia Island, FL. 2003.

Fellow & Presenter - *Community University Partnerships, The Higher Education Law and Governance Institute* - University of Houston. Houston, TX. 2003.

Presenter - *“Constructing a Dignity Plus Analysis”* Civil Rights Symposium - Paul M. Hebert Law Center, Louisiana State University Baton Rouge, LA. 2003.

Presenter - *Faculty Pro Bono Engages the World* - American Association of Law Schools Annual Meeting, Washington D.C. 2003.

Presenter - *Evidence Seminar* - Louisiana Judicial College. New Orleans, LA -2002 & 2003.

Plenary Speaker - *Community - University Partnerships* - American Association of University Administrators. New Orleans, LA – 2001.

Presenter - *Integrating the Work of the Law Professor with the Legal Practitioner* - Law Professors Division, National Bar Association Annual Meeting. Dallas, TX. 2001.

Presenter - *Discrimination and the Burden of Proof*, Employment Discrimination Symposium. Paul M. Herbert Law Center Louisiana State University Law Center. Baton Rouge LA. 2001.

Presenter - *African American Participation in Graduate Education: An Imperative for the 21<sup>st</sup> Century* - 12<sup>th</sup> Annual Graduate Feeder/Planning/Evaluating Recruitment Conference. The Florida Agricultural and Mechanical University - 1998.

Presenter - *Conflict Resolution* - University of Wisconsin Medical School Faculty Mentoring Program - 1998.

Presenter - *The Role of Conservative Foundations in Shaping Educational Policy* - 11<sup>th</sup> Annual Graduate Feeder/Planning/Evaluating Recruitment Conference. The Florida Agricultural and Mechanical University - 1997.

Presenter - *Successful Diversity Models In Higher Education* - National Association of State Universities and Land Grant Colleges - Washington, DC - 1997.

Presenter - *Diversity in Higher Education After Hopwood and Proposition 209* - CIC Academic Leadership series, University of Wisconsin-Madison - 1997.

Presenter - *A Legal Analysis of Hopwood v. University of Texas* - CIC Academic Leadership Series, University of Iowa - 1996.

## **CONTINUING LEGAL EDUCATION PRESENTATIONS**

*Americans with Disabilities Act - Defending the Rights of Persons with HIV/Aids* - Presented twice - including Case Western Reserve University, College of Law - 1994 and the Cleveland Bar Association - 1993.

*The Law of Sexual Harassment* - presented six times - including the Ohio Attorney General's First Statewide Law Enforcement Conference - 1991-1994.

*Housing Discrimination and Equal Employment Opportunity Law* - Presented four times - including Cleveland Marshall College of Law - 1992-1994.

*Selected Topics in Equal Employment Opportunity Law* - Columbus Bar Association - 1991.

## **PROFESSIONAL LICENSES & CERTIFICATIONS**

Licensed to practice law in the State of Ohio

Attorney Registration Number 41714

Licensed to practice law in the State of West Virginia (inactive)

Certified Civil Rights Mediator

Certified Benchmarks - Skill Scope Facilitator - Center for Creative Leadership

Completed Advanced Facilitator Training - UW-Madison

## **PROFESSIONAL & COMMUNITY MEMBERSHIPS**

- Emeritus Trustee-The Ohio State University – National Council, Moritz College of Law

Grand Sire Archon-Elect – Sigma Pi Phi Boulé

Chair – Commission on Racial Justice, Alpha Phi Alpha (2016-present)

Trustee- Boulé Foundation

President – Standing Committee Episcopal Diocese of Texas (2013-2017)

Trustee – Bishop Quin Foundation (2013 – 2017)

Trustee- Hobart and William Smith Colleges (2016 – 2017)

Board Member- The Ohio State University – National Council, Moritz College of Law

Board Member- UT Executive Compliance Committee (ended 2017)  
 Board Member- Austin Chamber of Commerce (ended 2016)  
 Board Member- Bellwether Education Partners (ended 2016)  
 Board Member - Girl Scouts of Central Texas (ended 2017)  
 Board Member – TX Appleseed (2015-2017)  
 Board Member – Breakthrough, Austin (2015-2017)  
 Board Member – YMCA of Austin (2016-2017)  
 Board Member - Bishop Quin Foundation (2014-2017)  
 Board Member - Greater Asian Austin Chamber of Commerce (2014-2017)  
 Board Member - UT Charter School (2014-2017)  
 Board Member - Leadership Austin (2014-2017)  
 Board Member - Austin Chamber of Commerce (2013-2017)  
 Cultural Advancement, Diversity, and Inclusion Workgroup - Community Action Network (CAN) (2013-2017)  
 Board Member - Big XII Diversity Officers  
 Steering Committee - Central Health Connection  
 Board Member - Commission on Access, Diversity and Excellence (CADE)  
 Board Member - Skillpoint Alliance  
 Board Member - Texas Diversity Council  
 Board Member - The Research University Civic Engagement Network (TRUCEN)  
 Board Member - UIL  
 Chair, Professional Development Committee Taskforce - National Association of Diversity Officers in Higher Education (NADOHE)  
 Advisory Board Member – Big Brothers, Big Sisters of Central Texas  
 Advisory Board Member – Greater Austin Asian Chamber of Commerce  
 Board Member – National Association of Diversity Officers in Higher Education (NADOHE) (2011 – 2015)  
 Board Member - Commission on Access, Diversity and Excellence (CADE) (2010 – 2015)  
 President - 100 Black Men of America, Inc., Austin Chapter (2014-2015)  
 Health Equity Committee - American Heart Association, Southwest (2014-2015)  
 Board Chair - Oregon Diversity Institute (2004 - 2005)  
 Member Diversity Committee - Oregon State Bar Association (2004 - 2005)  
 Member American Association of Law Schools' Sections on: Evidence, Employee Benefits, Civil Rights, Administrative Law, Law & Education  
 Board Member - Executive Committee-Commission on Social Change and Human Resources  
 National Association of State Universities and Land Grant Colleges, (NASULGC) (2004-current)  
 Vice Chair - Law Professor's Division, The National Bar Association (2002-2003).  
 Member - Baton Rouge Bar Association (Law Professor Designation) (2001-2003).  
 Member - Louis Martinet Legal Society (2001-2003).  
 Sigma Pi Phi (The Boulé)

- Chair, Grand Social Action Committee
- Sire Archon Elect, Western Region, Chair, Regional Strategic Plan
- Sire Archon, Gamma Gamma Boulé, Austin, TX

Board Member - National Forum for Black Public Administrators, Central Texas Chapter (NFBPA, CTC)  
Anti-Defamation League, Hate Crimes Task Force (2010 - 2017)  
Advisory Board Chair, African American Men & Boys Harvest Foundation (2008 -2014)  
Advisory Council Member - Texas Campus Compact (2010 - 2017)  
Steering Committee Member - Central Health Connection (2010 - 2017)  
Chair - Western Region Public Policy Committee - Alpha Xi Boulé - Sigma Pi Phi Fraternity - (2010 - Present)  
Vestry Member - St. James Episcopal Church (2010 - Present)  
Board Member - Community Action Network (2009 - 2017)  
Board Chair - The UT Charter Elementary School (2007 - 2011)  
Immediate Past Chair - The Austin Area Urban League (2006 - 2017)  
Board Member - Communities in School (2006 - 2017)  
Board Member - Envision Central Texas (2006 - 2017)  
Board Member - The E3 Alliance (2006 - 2017)  
Member - Alpha Phi Alpha - Austin Gamma Eta Lambda Alumni Chapter (2005 - Present)  
Member - Alpha Xi Boulé - Sigma Pi Phi Fraternity - National Public Policy Committee (2002 - Present)  
Member - Board - Leadership Baton Rouge (2001 - 2003)  
Member - Vestry (Governing Board) of St. Michael's Episcopal Church (2001 - 2003)  
Member - Baton Rouge Downtown Rotary (1999 - 2003)  
Member - Baton Rouge Xi Nu Lambda Alumni Chapter - Alpha Phi Alpha Fraternity, Inc. (1999 - 2003)  
Member - Board- Capital Area Family Violence Intervention Center (2000 - 2001)  
Member - Board - Mid City Redevelopment Alliance (2000 - 2003)  
Vice President - Board - Teach for America (1999 - 2003)  
Member - Class of 2001 - Leadership Baton Rouge Program  
Member - Executive Committee - Madison Equal Opportunities Commission (1998 - 1999)  
Commissioner - Madison Equal Opportunities Commission (1998 - 1999)  
President - Madison Alumni Chapter - Alpha Phi Alpha Fraternity, Inc. (1998 - 1999)  
Member - Madison Downtown Rotary (1997 - 1999)  
Member - Executive Board - Madison Urban League; Chair - Human Resources Committee (1996 - 1999)  
Member - Executive Board - Madison Club - Roosevelt Society (1997 - 1999)  
First Vice-President - Board of Trustees African American Archives Auxiliary - Western Reserve Historical Society (Cleveland, Ohio 1993 - 1995)  
Legal Volunteer - Homeless Project, Columbus Bar Association (Columbus, Ohio 1989-1991)  
Associate Editor to the Sphinx, Columbus Alumni Chapter - Alpha Phi Alpha Fraternity, Inc. (Columbus, Ohio, 1989 - 1991)

## **COMMUNITY AWARDS & HONORS**

Penn GSE Educator of the Year, University of Pennsylvania. (2016)

Distinguished Service Award, Commission on Access, Diversity & Excellence. (2015)  
 Respect Award, First Tee of Greater Austin. (2015)  
 Merit of Achievement Award, Alpha Phi Alpha. (2014)  
 Whitney M. Young Legacy Award, Austin Area Urban League. (2014)  
 Archon of the Year Award, Sigma Pi Phi. (2014)  
 Warrior Award, International Colloquium on Black Males in Education. (2014)  
 Living Lives of Consequence, Hobart & William Smith Colleges Alumni Association. (2014)  
 Trailblazer Award, Texas Diversity Council. (2014)  
 Distinguished Citizen Award, Kappa Alpha Psi. (2014)  
 Excellence in Education Award, Phi Delta Kappa. (2014)  
 Community Hero Award, Metropolitan African Methodist Episcopal Church in Austin (2013)  
 Advocate of the Year Award, Capital City African American Chamber of Commerce. (2013)  
 Moritz College of Law Alumni Award for Community Service, The Ohio State University. (2012)  
 Dewitty/Overton Freedom Award, Austin Chapter of the NAACP. (2011)  
 Lifetime Achievement Award. Lifetime Membership. Prairie View Interscholastic League Coaches Association. (2011)  
 Mark of Excellence Award, National Forum for Black Public Administrators. (2011)  
 Multicultural Leadership Award. Texas Diversity Council conference. (2010)  
 Spirit of Giving Award. Austin Independent School District. (2010)  
 Spirit of Leadership Award. The Chicano/Hispanic Law Students Association at the University of Texas School of Law. (2009)  
 Community Leadership Award. Austin Area NAACP. (2009)  
 Circle of Influence Award. Austin Area Urban League. (2008)  
 Texas Exes Faculty Legacy Award. The Texas Exes Black Alumni Steering Committee. (2007)  
 Education Award. The Institute of Interfaith Dialogue. (2007)  
 Student Involvement Award. Almetris Marsh Duren Committee. (2007)  
 City of Austin. African American Men and Boys Conferences. (2006)  
 Diversity FIRST Award. Texas Diversity and Leadership Conference (2006)  
 Top Forty Under Forty. *The Greater Baton Rouge Business Report*. For outstanding community and professional service to the Baton Rouge community. (2001)  
 Top Forty Under Forty. Cleveland's *Kaleidoscope Magazine*. For outstanding community and professional service to the Cleveland Area community. (1994)

## **GOVERNANCE COMMITTEES**

### University of Texas

- Vice President's Council
- University Leadership Council

### University of Oregon

- President's Small Executive Staff (Cabinet)
- Council of Deans
- Wayne Morse Center on Law and Politics



- Enrollment Management Council
- Diversity Building Scholarship Oversight Committee

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Louisiana State University

- Commission on the Status of Women
- Faculty Representative - Louisiana State University Union
- Woman's Center Advisory Board,
- Chair, Advisory Council for the Academic Center for Athletes
- Co-Chair, Huel Perkins Doctoral Fellowship Selection Council
- Chair, Sports Agents Panel, Athletics Department

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University of Wisconsin

- Committee on Access and Instruction
- Committee on Women in the University
- Non-Resident Tuition Appeals Committee
- Commission on Fraternities and Sororities, Chair- National Pan-Hellenic Subcommittee

## **TASK FORCES**

University of Texas

- Chair: Diversity Action Plan
- Chair - Task Force on Historical Representation of Statuary
- Chair - Simkins renaming advisory group
- Co-Chair – Greater Austin Area My Brother's Keeper Taskforce

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Louisiana State University

- Rush Task Force
- K-12 Linkages Task Force
- Chair - African & African American Studies Program Development Subcommittee.
- Chair - Strategic Hire Program Committee
- Co-Chair - African American Cultural Center Task Force

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University of Wisconsin

- Member, Steering Committee - Reaccreditation Project
- Chair – Subcommittee Human Resources and Diversity Issues
- Member - Steering Committee, Chair - Subcommittee on Human Resources – Plan 2008 (10-year Student Diversity Plan)
- Co-Chair - Human Resources Working Group
- Advisor - Black Graduate and Professional Organization

University of Wisconsin System

- Committee on the Status of Women in the U.W. System
- Leadership Institute Development Committee - U.W. System