

CURRICULUM VITAE

Roderick J. McDavis

29 Park Place • Athens, OH 45701 • (740) 593-1303

**Current
Position**

President
Ohio University
Cutler Hall 108
Athens, OH 45701
(740) 593-1804

**Date and
Place of Birth**

October 17, 1948; Dayton, OH

Race

African-American

Marital Status

Married, two adult sons

Education

B.S., Ohio University, 1970
Major: Social Sciences in Secondary Education

M.S., University of Dayton, 1971
Major: Student Personnel Administration

Ph.D., University of Toledo, 1974
Major: Counselor Education
Minor: Higher Education Administration

**Teaching
Experience**

Assistant Professor of Education, Graduate Division, Siena Heights College,
Adrian, Michigan, 1973-74

Assistant Professor of Education, Department of Counselor Education, College of
Education, University of Florida, Gainesville, Florida, 1974-79

Associate Professor of Education, Department of Counselor Education, College of
Education, University of Florida, Gainesville, Florida, 1979-82

Visiting Professor of Education, Department of Counselor Education and Human
Services, Graduate School of Education, University of Dayton, Dayton, Ohio,
Summer, 1979-83 and 1992

Professor of Education, Department of Counselor Education, College of
Education, University of Florida, Gainesville, Florida, 1982-89

Professor of Counselor Education, Department of Educational Leadership, Counseling, and Foundations, College of Education, University of Arkansas, Fayetteville, Arkansas, 1989-94

Professor of Education, Department of Counselor Education, College of Education, University of Florida, Gainesville, Florida, 1994-99

Professor of Education, Division of Educational Studies, School of Education, Virginia Commonwealth University, Richmond, Virginia, 1999-2004

Professor of Education, Department of Counseling and Higher Education, College of Education, Ohio University, Athens, Ohio, 2004-present

Administrative Experience

Coordinator, African and Afro-American Studies Program, University of Dayton, Dayton, Ohio, 1970-71

Director, Center for Afro-American Affairs, University of Dayton, Dayton, Ohio, 1971-72

Coordinator, Practicum and Internship, Department of Counselor Education, College of Education, University of Florida, Gainesville, Florida, 1975-79

Coordinator, Student Personnel in Higher Education Faculty, Department of Counselor Education, College of Education, University of Florida, Gainesville, Florida, 1976-79

Acting Assistant Dean for Graduate Studies, Graduate School, University of Florida, Gainesville, Florida, 1984-85

Associate Dean of the Graduate School and Minority Programs, Graduate School, University of Florida, Gainesville, Florida, 1986-89

Dean, College of Education, University of Arkansas, Fayetteville, Arkansas, 1989-94

Director, Arkansas Academy for Leadership Training and School-Based Management, College of Education, University of Arkansas, Fayetteville, Arkansas, 1992-94

Dean, College of Education, University of Florida, Gainesville, Florida, 1994-99

Provost and Vice President for Academic Affairs, Virginia Commonwealth University, Richmond Virginia, 1999-2004

President, Ohio University, Athens, Ohio, 2004-present

**Other
Professional
Experience**

Co-host, "The Black Family" Program, WJCT-TV, Channel 7, Jacksonville, Florida, 1977-89

President, Caucus of Black Faculty and Staff, University of Florida, Gainesville, Florida, 1976-77

President, Florida Association for Non-White Concerns in Personnel and Guidance, 1978-79

President, Board of Directors, Big Brothers/ Big Sisters, Inc., Greater Gainesville, Florida, 1981-83

Editor, *FANWC Newsletter*, Florida Association for Non-White Concerns in Personnel and Guidance, 1980-83

Consultant/Counselor, Upward Bound/Special Services Programs, University of Florida, Gainesville, Florida, Summer, 1978

Chairperson, Arkansas Middle Grade Policy and Practice Task Force, 1990-93

Chairperson, Editorial Advisory Board, *American Counselor*, American Counseling Association, 1991-92

Chairperson, Act 236 Advisory Committee, Arkansas Department of Education, 1991-94

Chairperson, Interim Board of Directors, Florida Fund for Minority Teachers, Inc., 1996-97

Chairperson, Board of Directors, Florida Fund for Minority Teachers, Inc., 1997-99

Chairperson, Board of Directors, American Association of Colleges and Teacher Education, 2000-01

Co-Chair, Full Committee for Common Prerequisites and Course Leveling Project in Education, 1995-99

Co-Chair, Education Committee, Richmond Renaissance, Richmond, Virginia, 2001-2004

Member, Board of Directors, Corner Drugstore, Inc., Gainesville, Florida, 1977-82

Member, Executive Board, Florida Personnel and Guidance Association, 1978-79

Member, Board of Directors, Big Brothers/Big Sisters, Inc., Greater Gainesville, Florida, 1979-87

Member, Editorial Board, *Journal of Multicultural Counseling and Development*, 1983-87

Member, Alachua County United Negro College Fund Committee, Gainesville, Florida, 1985

Member, Board of Directors, Gainesville/Alachua County Center of Excellence, Gainesville, Florida, 1985-89

Member, Board of Directors, Alachua County Public Schools Foundation, Inc., Gainesville, Florida, 1987-89

Member, Arkansas Coalition for Diversity Education, 1989-94

Member, Advisory Committee, Teacher Education Grant, Arkansas Department of Education, 1990-92

Member, Task Force on the Preparation of Teacher Educators, Association of Colleges and Schools of Education in State Universities and Land Grant Colleges, 1990-92

Member, Committee on Multicultural Education, American Association of Colleges for Teacher Education, 1990-93

Member, Board of Directors, Arkansas State Council of Economic Education, 1990-93

Member, Executive Board, South Central Region Holmes Group, 1990-94

Member, Board of Directors, The Holmes Group, 1990-95

Member, Professional Standards Committee, Association for Multicultural Counseling and Development, 1990-95

Member, Advisory Board, Bi-Racial Undergraduate Learning Experience Program, Louisiana State University in Shreveport, 1990-95

Member, Board of Directors, Arkansas Association of Colleges for Teacher Education, 1991-94

Member, Unit Accreditation Board, National Council for Accreditation of Teacher Education, 1991-94

Member, Advisory Council, Arkansas Business and Education Alliance, 1991-94

Member, Board of Directors, The Arkansas Institute –A Center for Public Policy Research, 1991-94

Member, Executive Committee, Southern Regional Consortium of Colleges of Education, 1991-95

Member, Board of Directors, The Fayetteville Public Education Foundation, Inc., Fayetteville, Arkansas, 1992-94

Member, American Association of Colleges for Teacher Education 1994 Annual Meeting Planning Committee, 1992-94

Member, Board of Directors, American Association of Colleges for Teacher Education, 1992-95

Member, Executive Committee, American Association of Colleges for Teacher Education, 1993-95

Member, Florida Education Standards Commission, 1994-99

Member, Educator Preparation and Certification Task Force, 1995-96

Member, Florida Commission on Education Reform and Accountability, 1995-97

Member, Florida Teacher Education Program Approval Board, 1995-99

Member, Board of Directors, Florida Council on Economic Education, 1995-99

Member, American Association of Colleges for Teacher Education 1998 Annual Meeting Planning Committee, 1996-97

Member, Board of Directors, Florida Education Fund, 1996-98

Member, McKnight Doctoral Fellowship Review Committee, Florida Education Fund, 1996-99

Member, National Council for Accreditation of Teacher Education's Drafting Committee for the New Professional Teacher Standards Development Project, 1996-99

Member, Advisory Board, Florida Institute of Education, 1996-99

Member, Executive Committee, Association of Colleges and Schools of Education in State Universities and Land Grant Colleges and Affiliated Private Universities, 1996-99

Member, Third-Year Review Audit Committee, National Council for Accreditation of Teacher Education, 1998-99

Member, Board of Directors, American Association of Colleges for Teacher Education, 1998-01

Member, Board of Directors, Alachua County Public Schools Foundation, Inc., Gainesville, Florida, 1999

Member, Committee on Accreditation, American Association of Colleges for Teacher Education, 1999-01

Member, Executive Committee, Council on Academic Affairs, National Association of State Universities and Land-Grant Colleges, 2001-04

Member, Working Group, American Association of State Colleges and Universities/National Association of State Universities and Land-Grant Colleges Joint Task Force on Urban/Metropolitan Schools, 2001-04

Member, Planning Committee for New High Schools, Chesterfield County Public Schools, Chesterfield, Virginia, 2003-04

Member, Board of Trustees, World Affairs Council, Richmond, Virginia, 2003-04

Trustee, The Ohio University Foundation, 2004-present

Member, Board of Trustees, Ohio Aerospace Institute, 2004-07

Member, Commission on International Initiatives, American Council on Education, 2004-present

Member, Board of Directors, The Athens Foundation, 2004-present

Member, Advisory Board, Children's Defense Fund-Ohio, 2006-present

**University
Service**

Department

Chairperson, Doctoral Qualifying Examination Committee, 1975-76

Chairperson, Search Committee for Assistant Professor, 1976

Chairperson, Doctoral Admissions Committee, 1977-78 and 1982-83

Chairperson, Salary Committee, 1980-81

Member, Student Personnel in Higher Education Faculty, 1974-89

Member, Counseling Psychology Faculty, 1976-89

Member, Counseling Psychology Admissions Committee, 1977-78

Member, Counseling Psychology Curriculum Committee, 1982-84

Member, Search Committee for Assistant Professor in Counselor Education, 1985

College

Senator, 1977-79 and 1984-86

Member, Graduate Committee, 1975-76 and 1979-83

Member, Tenure and Promotion Committee, 1976, 1977, and 1980

Member, Dean's Search and Screen Committee, 1977-78

Member, Protech Admissions and Recruitment Committee, 1982-85

Member, Search Committee for Professor in Educational Leadership, 1986

Member, Advisory Board, National Youth Sports Program, 1990-94

University

Chairperson, Affirmative Action Advisory Council, 1981-84

Chairperson, Advisory Council for Black Graduate Student Programs, 1984-85

Chairperson, Search Committee, Dean of the School of Architecture, 1990-91

Chairperson, Search Committee, Director of Affirmative Action, 1993-94

Chairperson, Task Force on Minority Graduate Student Recruitment and Retention, 1995-98

Chairperson, NCAA Athletics Certification Steering Committee, 1996-98

Chair, Steering Committee, University of Florida Community Campaign, 1997

Chairperson, Dean's Retreat Planning Committee, 1998

Chairperson, Council on Affirmative Action, 1998-99

Co-Chair, Steering Committee, University of Florida Community Campaign, 1996

Co-Chair, Search Committee, Dean of the School of Business, 1999-00

Co-Chair, Search Committee, Vice President for Research, 2000-01

Co-Chair, Search Committee, Dean of the School of Education, 2001-02

Co-Chair, Search Committee, Dean of the School of Graduate Studies, 2001-02

Member, Admissions Committee, 1975-79

Member, Selection Committee for Assistant Dean for Minority Affairs, 1976

Member, Selection Committee for Minority Fellowships, 1976-81

Member, Senate Constitution Committee, 1977-79

Member, Intergroup Relations Committee, 1979-89

Member, O'Connell Center Advisory Board, 1980-82

Member, Selection Committee for Assistant Dean for Graduate Studies, 1981

Member, Affirmative Action Advisory Council, 1981-89

Member, Search Committee for Coordinator of the Department of Conferences, Division of Continuing Education, 1982

Member, Presidential Search Advisory Committee, 1982-83

Member, Search Committee for Director of Research, State and Federal Programs in the Division of Sponsored Research, 1984-85

Member, Minority Recruitment and Retention Council, 1984-89

Member, Board of Directors, University Athletic Association, 1985-86 and 1988-89

Member, Advisory Committee, Department of Rehabilitation Counseling, 1986-89

Member, Consultant Group on University Relations, College of Dentistry, 1986-89

Member, Search Committee for Director of the Florida Journalism Scholarship Center, College of Journalism & Communications, 1987

Member, Search Committee for Director of the Division of Human Resources, 1989

Member, Search Committee for Head Football Coach, 1990 and 1992

Member, Advisory Group, Department of Human Resources, 1991-92

Member, User Group Committee, University Center, 1991-92

Member, Advisory Group, Office of Government Relations, 1991-94

Member, Search Committee for Vice Chancellor for Finance and Administration, 1993-94

Member, Search Committee for Vice President for Development and Alumni Affairs, 1994

Member, Search Committee for Director of the Office for Instructional Resources, 1995

Member, Search Committee for Dean of the College of Veterinary Medicine, 1996

Member, Search Committee for Provost/Vice President for Academic Affairs, 1996

Member, Planning Committee, University of Florida Community Campaign, 1996-97

Member, Sponsored Research Policy Board of Directors, 1996-98

Member, Council on Affirmative Action, 1996-99

Publications

Chapters in books

- McDavis, R. (1980). The black client. In N. Vacc & J. Wittmer (Eds.), *Let me be me: Special populations and the helping professional* (pp. 151-174), Muncie, Indiana: Accelerated Development, Inc.
- McDavis, R. & Parker, M. (1981). A course on counseling ethnic minorities: A model. In R. Dana (Ed.), *Human services for cultural minorities* (pp. 157-161). Baltimore, Maryland: University Park Press. (Reprinted from *Counselor Education and Supervision*, 1977, 17, 146-149)
- McDavis, R. (1983). Counseling black clients effectively: The eclectic approach. In D. Atkins, G. Morten, & D. Sue (Eds.), *Counseling American minorities: A cross-cultural perspective* (2nd ed.) (pp. 167-172). Dubuque, Iowa: William C. Brown Company Publishers. (Reprinted from *Journal of Non-White Concerns in Personnel and Guidance*, 1978, 7, 41-47)
- McDavis, R., & Parker, W. (1988). Counseling black people. In N. Vacc, J. Wittmer, & S. DeVaney (Eds.), *Experiencing and counseling multicultural and diverse populations* (2nd ed.), (pp. 127-150). Muncie, Indiana: Accelerated Development, Inc.
- McDavis, R., Parker, W. M., & Parker, W. J. (1995). Counseling African Americans. In N. Vacc, S. DeVancey, & J. Wittmer (Eds.), *Experiencing and counseling multicultural and diverse populations* (3rd ed.), (pp. 217-250). Bristol, PA: Accelerated Development, Inc.

Monographs

- McDavis, R., & Parker, W. (1979). *Using self-awareness and effective communication for helping ethnic minorities with career guidance*. Palo Alto, California: American Institutes for Research.
- Parker, W., & McDavis, R. (1979). *Using four career guidance strategies with ethnic minorities*. Palo Alto, California: American Institutes for Research.
- McDavis R., & Parker, W. (1986). *Working with black students: A resource manual for elementary counselors*. Miami, Florida: Dade County Public Schools.
- McDavis, R. (1993). *Your customer/employee in the year 2000: Diversity is his/her name*. Oberlin, Ohio: College Stores Research & Educational Foundation.

Articles in referred journals

- McDavis, R. (1976). The development and field testing of an instrument to evaluate student personnel programs. *Journal of College Student Personnel, 17*, 100-104.
- McDavis, R., & Parker, W. (1977). A course on counseling ethnic minorities: A model. *Counselor Education and Supervision, 17*, 146-149.
- Greco, M., & McDavis, R. (1978). Cuban-American college students: Needs, cultural attitudes, and vocational development program suggestions. *Journal of College Student Personnel, 19*, 254-258.
- Loesch, L., & McDavis, R. (1978). A scale for assessing counseling orientation preferences. *Counselor Education and Supervision, 17*, 262-271.
- McDavis, R. (1978). Counseling black clients effectively: The eclectic approach. *Journal of Non-White Concerns in Personnel and Guidance, 7*, 41-47.
- Parker, W., & McDavis, R. (1979). An awareness experience: Toward counseling minorities. *Counselor Education and Supervision, 18*, 312-317.
- McDavis, R., Mingo, G., Stewart, B., & Hough, T. (1980). A summer orientation program for students in special services programs: A coordinated approach. *Journal of College Student Personnel, 21*, 88-89.
- Zahner, C., & McDavis, R. (1980). Moral development of professional and paraprofessional counselors and trainees. *Counselor Education and Supervision, 19*, 243-251.
- de Armas, C., & McDavis, R. (1981). White, Black, and Hispanic students' perceptions of a community college environment. *Journal of College Student Personnel, 22*, 337-341.
- McDavis, R., & Parker, W. (1981). Strategies for helping ethnic minorities with career development. *Journal of Non-White Concerns in Personnel and Guidance, 9*, 130-136.
- McDavis, R., Nutter, R., & Lovett, P. (1982). Counseling needs of handicapped students and their parents. *School Counselor, 29*, 232-238.
- Miles, G., & McDavis, R. (1982). Effects of four orientation approaches on disadvantaged black freshman students' attitudes toward the counseling center. *Journal of College Student Personnel, 23*, 413-418.

- Parker, W., & McDavis, R. (1983). Attitudes of blacks toward mental health agencies and counselors. *Journal of Non-White Concerns in Personnel and Guidance, 11*, 89-98.
- McDavis, R., & Tucker, C. (1983). Community outreach through public television. *Journal of Non-White Concerns in Personnel and Guidance, 12*, 7-12.
- McDavis, R., & Martin, A. (1984). Survey of student personnel objectives: A factor analysis. *Journal of College Student Personnel, 25*, 122-127.
- Nutter, R., McDavis, R., & Boone, R. (1985). Counseling interventions used with exceptional students: A statewide assessment. *School Counselor, 32*, 224-230.
- McDavis, R., & Molden, I. (1986). Visitation programs: A tool for recruiting black graduate students. *Journal of College Student Personnel, 27*, 560-562.
- Parham, T., & McDavis, R. (1987). Black men, an endangered species: Who's really pulling the trigger? *Journal of Counseling and Development, 66*, 24-27.
- Parker, W., & McDavis, R. (1989). A personal development model for black elementary school students. *Elementary School Guidance & Counseling, 23*, 244-253.
- McDavis, R., Molden, I., & Wilson, S. (1989). Summer programs: A method for retaining black graduate students. *Journal of College Student Development, 30*, 272-274.
- Kern, S., Digby, A., & McDavis, R. (1991). A professional development school: Getting started. *GATEways to Teacher Education, 4*(1), 13-19.
- Sue, D., Arredondo, P., & McDavis, R., (1992). Multicultural counseling competencies and standards: A call to the profession. *Journal of Counseling & Development, 70*, 477-486.
- McDavis, R. (1992). Teachers and counselors: Partners in education. *KASCD Record, 10*(2), 10-17.

Reprints of journal articles

- McDavis, R. (1979, March). Counseling black clients effectively: The eclectic approach. *Aerospace Defense Command Social Actions Journal*, pp. 27-

33. (Reprinted from *Journal of Non-White Concerns in Personnel and Guidance*, 1978, 7, 41-47)

Non-refereed articles

McDavis, R. (1977). Needs of minority college students in the year 2000. *Student Affairs Quarterly*, 3(1), pp. 5&7.

McDavis, R., (1978, September). “The Black Family” examines racism. *The Public Broadcasting News*, p. 9.

McDavis, R. (1978). FANWC: A new division of FPGA. *FPGA Guidelines*, 23(2), pp. 1 & 6.

McDavis, R. (1979, January). January’s “Black Family” line-up. *The Public Broadcasting News*, p. 4.

McDavis, R. (1979). President’s Corner. *FANWC Newsletter*, 1(1), pp. 1 & 3.

McDavis, R. (1979, May). “The Black Family” in May. *The Public Broadcasting News*, p. 15.

McDavis, R. (1979, November). “The Black Family” in November. *The Public Broadcasting News*, p. 15.

McDavis, R. (1980). Shootin’ the breeze {editorial}. *FANWC Newsletter*, 2(1), p. 4.

McDavis, R. (1980, July). “The Black Family” in July. *The Public Broadcasting News*, p. 2.

McDavis, R. (1980). What’s in a name? *FANWC Newsletter*, 2(2), p. 4.

McDavis, R. (1981). Shootin’ the breeze {editorial}. *FANWC Newsletter*, 2(3&4), p. 4.

Tucker, C., & McDavis, R. (1982, October). “The Black Family”: A celebration. *The Public Broadcasting News*, p. 16.

McDavis, R. (1989). African-Americans in graduate programs. In *Jacksonville Urban League, Inc. Twenty-Fifth Annual Report: The Status of Blacks in Jacksonville – Education: Priority Number One* (pp. 3-7). Jacksonville, Florida: Urban League, Inc.

McDavis, R. (Spring 1994). Tomorrow’s student, *Arkansas ASCD Directions Newsletter*, p. 1.

- McDavis, R. (1997, October 11). Voluntary national tests: The time has come. *The Gainesville Sun*, p. 9A.
- McDavis R. (1999, June 13). How are we preparing teachers for tomorrow's schools? *The Gainesville Sun*, p. 3G.
- McDavis, R. (2000). Building on the momentum. *Briefs*, 21(4), p. 2.
- McDavis, R. (2000). Professional development in the 21st century. *Briefs*, 21(6), p. 2.
- McDavis, R. (2000). Unveiling NCATE 2000. *Briefs*, 21(8), p. 2.
- McDavis, R. (2000). The board's 2000-2001 agenda. *Briefs*, 21(10), p. 2.
- McDavis, R. (2000). Each one, get one. *Briefs*, 21(12), p. 2.
- McDavis, R. (2000). Promoting teacher education. *Briefs*, 21(14), p. 2.
- McDavis R., (2000). Recruiting tomorrow's teachers. *Briefs*, 21(16), p. 2.
- McDavis, R. (2001). Reflections and projections. *Briefs*, 22(2), p. 2.
- McDavis, R. (2001). Chair's report. *2000 Annual Report of the American Association of Colleges for Teacher Education*, 3-4.
- Kasten, K., & McDavis, R. (2005). Building capacity for teaching and learning in Florida. In *Educational Accountability and Assessment in Florida: Informing the Debate* (pp. 79-100). Jacksonville, Florida: Florida Institute of Education Policy Briefs.

Book reviews

- McDavis, R., & McDavis, D. (1997). [Review of *The fruits of integration: Black middle-class ideology and culture, 1960-1990*]. *African American Review*, 31, 314-316.

Reprints of book reviews

- McDavis, D., & McDavis, R. (1997). A legacy varied and rich. [Review of *The fruits of integration: Black middle-class ideology and culture, 1960-1990*]. *The Santa Fe Review*, 8, 34-37. (Reprinted from *African American Review*, 1997, 31, 314-316)

**Papers
Presented**

“An instrument to evaluate student personnel programs in colleges and universities,” American College Personnel Association convention, Atlanta, Georgia, March, 1975

“Evaluating student personnel programs: Methods and instruments,” Florida Personnel and Guidance Association convention, Tampa, Florida, November, 1975

“Counseling ethnic minorities: Approaches and programs,” Florida Personnel and Guidance Association convention, Tampa, Florida, November, 1975

“Collective bargaining – Impact on students,” American Personnel and Guidance Association convention, Chicago, Illinois, April, 1976

“Counseling ethnic minorities: Procedures and programs,” American Personnel and Guidance Association convention, Chicago, Illinois, April, 1976

“A skill development program for counseling minorities: An overview,” Florida Personnel and Guidance Association convention, Orlando, Florida, November, 1976

“Counseling ethnic minorities,” New Frontiers in Counseling conference, Gainesville, Florida, February, 1977

“A skill development program for counseling minorities: An overview,” American Personnel and Guidance Association convention, Dallas, Texas, March, 1977

“The awareness group experience: A first step for counseling minorities,” Florida Personnel and Guidance Association convention, Tampa, Florida, November, 1977

“Counseling psychology and counselor education: The odd couple,” Florida Personnel and Guidance Association convention, Tampa, Florida, November, 1977

“The awareness group experience: A first step for counseling minorities,” American School Counselor Association Elementary Day – American Personnel and Guidance Association convention, Washington, DC, March, 1978

“A course on counseling ethnic minorities: A model,” American Personnel and Guidance Association convention, Washington, DC, March, 1978

“The awareness group experience: A first step for counseling minorities,” American Personnel and Guidance Association convention, Washington, DC, March, 1978

“Counseling systems for urban schools,” National Association of College Admissions Counselors conference, Miami, Florida, October, 1978

“Counseling black clients effectively: The eclectic approach,” Florida Personnel and Guidance Association convention, Orlando, Florida, November, 1978

“Counseling ethnic minorities: A swap shop,” Florida Personnel and Guidance Association convention, Orlando, Florida, November, 1978

“Counselor trainee preparation for counseling ethnic minorities,” Southern Association for Counselor Education and Supervision convention, Daytona Beach, Florida, October, 1979

“Counseling ethnic minority families in the year 2000,” American Personnel and Guidance Association convention, Atlanta, Georgia, March, 1980

“Strategies for counseling black teenagers,” American Personnel and Guidance Association convention, Atlanta, Georgia, March, 1980

“Teacher center projects: Alternative for school counselor in-service training,” Florida Personnel and Guidance Association convention, Orlando, Florida, November, 1980

“Strategies for counseling black teenagers,” Florida Personnel and Guidance Association convention, Orlando, Florida, November, 1980

“The solvent black family,” Third Annual “Black Women Against the Odds” conference, Gainesville, Florida, January, 1981

“Bridging the communication gap with minority students,” North East Florida Educational Consortium Teacher Mini-Convention, Palatka, Florida, March, 1981

“Strategies for increasing black clients use of mental health services,” American Personnel and Guidance Association convention, St. Louis, Missouri, April, 1981

“Mental health and the black family,” Annual Mental Health Association Spring Forum, Gainesville, Florida, May, 1981

“Transcultural counseling: An eclectic approach,” Symposium on Transcultural Psychiatry, Macau, China, September, 1981

“Counseling in inner-city schools: Different groups for different needs,” Florida Personnel and Guidance Association convention, Orlando, Florida, November, 1981

“Transcultural counseling: International perspectives,” Florida Personnel and Guidance Association convention, Orlando, Florida, November, 1981

“Impact of stress on black families,” Fourth Annual “Black Women Against the Odds” conference, Gainesville, Florida, January, 1982

“Life styles and relationships,” Fourth Annual “Black Women Against the Odds” conference, Gainesville, Florida, January, 1983

“Transcultural counseling: Preparation for helping a multiethnic populace,” “The Flagship Conference,” Association for Counselor Education and Supervision, Orlando, Florida, April, 1983

“Nontraditional careers in agriculture for minorities,” American Personnel and Guidance Association convention, Washington, DC, March, 1983

“Minority expectations about counseling,” Florida Association for Counseling and Development convention, Daytona Beach, Florida, November, 1983

“Transcultural counseling: What’s new?,” Florida Association for Counseling and Development convention, Daytona Beach, Florida, November, 1983

“Helping minority students prepare for standardized tests,” Florida Association for Counseling and Development convention, Jacksonville, Florida, November, 1984

“Transcultural counseling: An eclectic approach,” American Association for Counseling and Development convention, Los Angeles, California, April, 1986

Transcultural counseling: An eclectic approach,” Fifth Annual Cross Cultural Counseling and Communication conference, Syracuse, New York, December, 1986

“Retention strategies for minority students,” Arkansas College Personnel Association annual conference, Fayetteville, Arkansas, November, 1989

“Strategies for recruitment and retention of minority students,” Nineteenth Annual Conference of Southern Graduate Schools, Tuscaloosa, Alabama, February, 1990

“Application of enrollment management for minority students,” Arkansas College Personnel Association spring workshop, Little Rock, Arkansas, March, 1990

“The Arkansas Education Renewal Consortium: Partners in restructuring,” Association of Teacher Educators convention, New Orleans, Louisiana, February, 1991

“Arkansas: Initiatives for the 21st century,” American Association of Colleges for Teacher Education annual meeting, Washington, DC, February, 1995

“Influencing education leaders,” American Association of University Women convention, Orlando, Florida, June, 1995

“Major forum: Deans and major gifts fundraising,” American Association of Colleges for Teacher Education annual meeting, Chicago, Illinois, February, 2000

“Deans and major gift fundraising follow-up session,” American Association of Colleges for Teacher Education annual meeting, Chicago, Illinois, February, 2000

“Caring, competent educators: A common p-16 goal, a shared responsibility at the University of Georgia,” American Association of Colleges for Teacher Education annual meeting, Dallas, Texas, February, 2001

“Shared responsibility for educational policy and leadership: How can SCDEs develop a shared vision of teacher education policy with state departments of education, legislators, central university administrators, and public school personnel,” American Association of Colleges for Teacher Education annual meeting, Dallas, Texas, February, 2001

“Embracing diversity in a flat world: A mandate for presidents and boards of trustees,” National Conference on Race & Ethnicity in American Higher Education annual conference, San Francisco, California, May, 2007

“Demystifying the dilemma: When trustees hire presidents of color,” National Conference on Race & Ethnicity in American Higher Education annual conference, Orlando, Florida, May, 2008

Consultations

Consultant, Project EMERGE, conducted an in-service workshop on community involvement for the professional staff of the program, Dayton City School District, Dayton, Ohio, February, 1971

Consultant, Urban/Rural School Development Program, conducted a workshop on planning and needs assessment for teachers in the program, Bergamo Center, Dayton, Ohio, February, 1972

Consultant, Criminal Justice Center, developed a training program for black officers, Dayton Police Department, Dayton, Ohio, July, 1972

Consultant, Student Development Program, conducted an in-service workshop on peer counseling: A helping relationship for the professional staff and peer counselors in the program, University of Toledo, Toledo, Ohio, January, 1974

Consultant, Office of Minority Affairs, conducted an evaluation of the Student Development Program, University of Toledo, Toledo, Ohio, January-March, 1974

Consultant, Race and Culture in Alachua County Schools Project, conducted an in-service workshop on discipline and behavior in the elementary school for the professional staff of Metcalfe Elementary School, Gainesville, Florida, January, 1975

Consultant, Race and Culture in Alachua County Schools Project, conducted an in-service workshop on behavior, background, and cultural influences of the rural student for the professional staff of High Springs Elementary School, High Springs, Florida, February, 1975

Consultant, Race and Culture in Alachua County Schools Project, discussed intelligence and aptitude testing with people from ethnic minority groups on WUFT "Color Us Black" program, Gainesville, Florida, April, 1975

Consultant, School Board of Brevard County, conducted two in-service workshops on group techniques in counseling for counselors and occupational specialists in the county, Cocoa, Florida, August and October, 1975

Consultant, School Board of Marion County, conducted an in-service workshop on skills in understanding and managing problem behavior for the professional staff of Madison Street Elementary School, Ocala, Florida, October, 1975

Consultant, Human Services Program, conducted a workshop on counseling ethnic minority clients for students in the program, Santa Fe Community College, Gainesville, Florida, February, 1976

Consultant, School Board of Bay County, conducted an in-service workshop on counseling ethnic minority students for counselors, teachers, and administrators in the county, Panama City, Florida, October, 1976

Consultant, Human Services Program, conducted a workshop on counseling ethnic minority clients for students in the external degree program, Santa Fe Community College, Gainesville, Florida, January, 1977

Consultant, Human Services Program, conducted three in-service workshops on counseling ethnic minority clients for staff and students in the program, Santa Fe Community College, Gainesville, Florida, February and March, 1977

Speaker, Bloomsburg State College, presented papers on counseling ethnic minorities as part of the Psychology Department's Human Relations Speaker Series, Bloomsburg, Pennsylvania, April, 1977

Consultant, University of North Florida, conducted an in-service workshop on counseling ethnic minority students for the student affairs staff, Jacksonville, Florida, June, 1977

Consultant, Edward Waters College, conducted an evaluation of the Title III Thirteen College Curriculum Program, Jacksonville, Florida, June, 1977

Consultant, North East Florida Educational Consortium and Teacher Education Center, conducted an in-service workshop on understanding and reaching minority students in the Title I program for teachers and teacher aides in the county, Putnam County District School Board, Palatka, Florida, August, 1977

Consultant, Student Services Institute, conducted a workshop on student leadership development, student activities and communication skills for student leaders and student affairs with staff at Edward Waters College, Jacksonville, Florida, September, 1977

Consultant, Putnam County District School Board, conducted an in-service workshop on facilitative techniques to improve students' self-concept for teachers and teacher aides in the Title I program, Palatka, Florida, September, 1977

Speaker, Southeast Missouri State University, presented a lecture and a workshop on counseling ethnic minorities as part of the College of Education's Human Potential Workshop Series, Cape Girardeau, Missouri, October, 1977

Consultant, Miami/Dade Community College/South Campus, conducted a two-workshop on counseling ethnic minority students for the career planning and advisement staff, Miami, Florida, February, 1978

Speaker, Southern Illinois University, presented papers on counseling ethnic minorities as part of the Psychology Department's Colloquium Series, Carbondale, Illinois, April, 1978

Consultant, American Institutes for Research, conducted a field test of a module entitled "Using Awareness and Effective Communication for Helping Ethnic Minorities with Career Guidance" with teachers, counselors, and administrators in Broward County, Ft. Lauderdale, Florida, May, 1978

Consultant, School of Palm Beach County, conducted an in-service workshop on counseling ethnic minority students for counselors, administrators, and occupational specialists in the south area of the county, Boynton Beach, Florida, June, 1978

Consultant, Miami/Dade Community College/South Campus, conducted a two-day workshop on communication skills and problem solving skills for the

correctional officers at the Women's Detention Center, Career Development for Women Offenders Program, Miami, Florida, July, 1978

Consultant, Miami/Dade Community College/South Campus, conducted an evaluation of the Career Development for Women Offenders Program, Miami, Florida, August, 1978

Consultant, Putnam County District School Board, conducted an in-service workshop on modern students: Television v. the classroom for teachers and teacher aides in the Title I program, Palatka, Florida, February, 1979

Consultant, North East Florida Educational Consortium and Teacher Education Center, conducted a workshop on group counseling skills at the Guidance and Counseling Conference for counselors, district staff personnel, occupational specialists, and other guidance staff personnel, Palatka, Florida, February, 1979

Speaker, Edward Waters College, presented a speech entitled "Careers for Blacks in the Year 2000," to a group of college students as part of the Career Expo Day, Jacksonville, Florida, February, 1979

Keynote Speaker, Ohio Conference on Teacher Education, presented the keynote address entitled "Human Relations: An Overview" to a group of Ohio teacher educators, Columbus, Ohio, April, 1979

Keynote Speaker, National Council of Negro Women – Jacksonville Section Community Seminar, presented the keynote address entitled "For A Brighter Tomorrow, Become an Informed and Involved Citizen" to a group of Black youth, Jacksonville, Florida, June, 1979

Consultant, Bradford-Union Guidance Clinic, conducted an in-service workshop on counseling ethnic minority clients for the professional staff, Starke, Florida, July, 1979

Consultant, The School Board of Osceola County, conducted an in-service workshop on counseling ethnic minorities for counselors in the county, Kissimmee, Florida, October, 1979

Consultant, North East Florida Educational Consortium and Teacher Education Center, conducted a workshop on working with minority students at the Guidance and Counseling Conference for counselors in the region, Palatka, Florida, December, 1979

Consultant, Suwannee Presbytery and Synod of Florida, served as team leader for group facilitators at the consultation on ethnic minority concerns, Jacksonville, Florida, January, 1980

Consultant, Dade County Division of Student Services and Teacher Education Center, conducted a series of three workshops on counseling ethnic minorities for counselors in the county, Miami, Florida, November, 1979 and January and March, 1980

Consultant, Hillsborough County Teacher Education Center, conducted a workshop on counseling ethnic minority students for counselors from Hillsborough County, Gainesville, Florida, May, 1980

Consultant, University Year for Action Program, conducted a workshop on organizing community organizations for students in the program, Santa Fe Community College, Gainesville, Florida, May, 1980

Consultant, Southern Illinois University, conducted a two-day workshop on counseling ethnic minority students for staff and interns in the Counseling Center and Student Services, and faculty and students in Counseling Psychology and Guidance and Educational Psychology, Carbondale, Illinois, November, 1980

Consultant, Volusia County Teacher Education Center, conducted an in-service workshop on counseling ethnic minority students for counselors in the county, Daytona Beach, Florida, December, 1980

Consultant, Jacksonville Area Chamber of Commerce, served as a panel member and discussed the effects of poverty as part of the Leadership Jacksonville Poverty Day Program, Jacksonville, Florida, March, 1981

Consultant, Dade County Department of Student Development Services and Teacher Education Center, conducted an assessment of the skill needs of counselors in inner-city schools, conducted three workshops on counseling ethnic minorities for counselors in the county, and conducted two workshops on counseling in inner-city schools for counselors in these schools, Miami, Florida, February, March and May, 1981

Consultant, University of Florida Bilingual Multicultural Training Project for School Service Personnel, conducted a three-day seminar on understanding and counseling ethnic minority students for school psychologists and school counselors in Florida, Tampa, Florida, April, 1982

Consultant, University of Florida Bilingual Multicultural Training Project for School Service Personnel, conducted a three-day seminar on understanding and counseling ethnic minority students for school psychologists and school counselors in Florida, Miami, Florida, May, 1982

Consultant, University of Florida Bilingual Multicultural Training Project for School Service Personnel, conducted ethnic a one-day follow-up seminar on

understanding and counseling ethnic minority students for school psychologists and school counselors in Florida, Tampa, Florida, May, 1982

Consultant, University of Florida Bilingual Multicultural Training Project for School Service Personnel, conducted a one-day follow-up seminar on understanding and counseling ethnic minority students for school psychologists and school counselors in Florida, Miami, Florida, June, 1982

Consultant, School Board of Orange County, presented a speech entitled "Making Education a Family Affair" to the parents of children in the Carver/Wheatley Model Home Intervention Program, Apopka, Florida, August, 1982

Consultant, Seminole County Teacher Education Center, conducted a workshop on leadership and communication skills for administrators at Lake Howell High School, Maitland, Florida, September, 1982

Consultant, University of Florida Bilingual Multicultural Training Project for School Service Personnel, conducted a three-day seminar on understanding and counseling ethnic minority students for school psychologists and school counselors in Florida, Gainesville, Florida, October, 1982

Consultant, School of Board of Orange County, presented a program on traditional and nontraditional careers to students in the Carver/Wheatley Model Home Intervention Program, Apopka, Florida, December, 1982

Consultant, University of Florida Bilingual Multicultural Training Project for School Service Personnel, conducted a three-day seminar on understanding and counseling ethnic minority students for school psychologists and school counselors in Florida, Boca Raton, Florida, February, 1983

Consultant, Dade County Public Schools, conducted a three-day seminar on counseling ethnic minority students for school counselors in the county, Miami, Florida, March, 1983

Consultant, Duval County School Board, conducted a one-day seminar on counseling ethnic minority students for school counselors in the county, Jacksonville, Florida, March, 1983

Expert Witness, Debra P. v. Ralph Turlington, testified regarding the effects of the vestiges of segregation on Black students' performances on the Florida functional literacy test, U.S. District Court, Tampa, Florida, April, 1983

Consultant, Seminole County Teacher Education Center, conducted a follow-up workshop on leadership and communication skills for administrators at Lake Howell High School, Maitland, Florida, May, 1983

Consultant, Dade County Public Schools, Department of Career Education, conducted a career development needs assessment in four elementary schools in the county, Miami, Florida, December, 1983

Consultant, Seminole Community College, conducted a two-day seminar on transcultural counseling for the counseling staff in the Student Development Office, Sanford, Florida, April, 1984

Consultant, University of Dayton's Department of Counselor Education and Human Services and Dayton Public Schools' Division of Counseling and Guidance Services, conducted one-day seminar on transcultural counseling for school counselors in the Dayton area, Dayton, Ohio, June, 1984

Consultant, Veterans Administration, conducted a seminar on transcultural counseling for participants in the VA Southeastern Regional Medical Center and Region III Vietnam Veterans Outreach Program's Conference, "New Directions in Readjustment Counseling Services," Daytona Beach, Florida, August, 1984

Consultant, The Management Center, University of Florida, conducted a half-day seminar on improving communication skills for mid-managers participating in the Mid-Management Program, Gainesville, Florida, October, 1984

Consultant, Dade County Public School, Division of Student Services, conducted a two-day needs assessment of the counseling programs in three elementary schools for the purpose of developing a resource manual for counselors who work with Black-American students in the elementary schools, Miami, Florida, December, 1984

Consultant, Valencia Community College, conducted a two-day seminar on transcultural enrichment for administrators, faculty, and staff, Orlando, Florida, January, 1985

Consultant, Florida Junior College, conducted a half-day seminar on classroom strategies for retention with special emphasis on the minority student for administrators, faculty, and staff, Jacksonville, Florida, March, 1985

Consultant, Mental Health Services, Inc., of North Central Florida, conducted a one-day seminar on counseling minorities for the professional staff, Gainesville, Florida, July, 1985

Consultant, Newberry High School, conducted a half-day seminar on counseling minority students for faculty and staff in the Teachers as Advisors Inservice Program, Newberry, Florida, August, 1985

Consultant, Florida Junior College, conducted a one-day seminar on recruitment and retention strategies for faculty, Jacksonville, Florida, August, 1985

Consultant, Jacksonville Area Chamber of Commerce, conducted a seminar on the history of poverty programs as part of the Leadership Jacksonville Poverty Program, Jacksonville, Florida, March, 1986

Consultant, Florida Junior College, conducted a seminar on opportunities for Black students in higher education for Black high school students in FAME project, Jacksonville, Florida, March, 1986

Consultant, Dade County Public Schools, Division of Student Services, developed and wrote a manual entitled “Working With Black Students: A Resource Manual for Elementary Counselors,” Miami, Florida, December, 1985 – May, 1986

Consultant, The Anglican Church Diocese of Nassau and the Bahamas, conducted a one-day seminar on single parent families for members of the Diocese, Nassau, Bahamas, June, 1986

Consultant, Louisiana Association for Multicultural Counseling and Development, conducted a one-day seminar on the plight of the Black male: issues and strategies for members of the association and Black community, New Orleans, Louisiana, July, 1986

Consultant, Jacksonville Area Chamber of Commerce, conducted a one-day seminar on race relations and prejudice as part of the 1987 Leadership Jacksonville Opening Retreat, St. Augustine, Florida, September, 1986

Consultant, Dade County Public Schools, Division of Student Services, conducted a two-day seminar to train elementary school counselors in the county to use a resource manual entitled “Working with Black Students,” Miami, Florida, October, 1986

Consultant, Florida Association of Community Colleges, Student Development Commission, facilitated a seminar on issues and strategies in transcultural counseling and teaching as part of the Florida Association of Community Colleges convention, Clearwater Beach, Florida, November, 1986

Speaker, United States Department of Agriculture – Agriculture Research Service, presented a speech entitled “Contributions of Black Americans” to staff members as part of their Black History Month program, Gainesville, Florida, February, 1987

Consultant, Daytona Beach Community College, facilitated a seminar entitled “Career Decisions for Ethnic Minority Students: Issues and Strategies: as part of the Career Planning for Our Changing Times conference, Daytona Beach, Florida, February, 1987

Keynote Speaker, Southern Illinois University, presented a speech entitled “Minorities and Graduate School” to minority undergraduate students as part of the Minority Experience in Graduate and Professional Schools workshop, Carbondale, Illinois, March, 1987

Consultant, Florida Community College at Jacksonville, conducted a seminar on opportunities for Black students in higher education for Black high school students in the FAME project, Jacksonville, Florida, March, 1987

Consultant, Dade County Public Schools, Division of Student Services, conducted a one-day workshop with elementary school counselors in the county to evaluate a resource manual entitled “Working with Black Students,” Miami, Florida, May, 1987

Consultant, Florida Association of Community Colleges, Student Development Commission, facilitated a seminar on creating a positive college environment for minority students as part of the Student Development Commission Spring conference, Gainesville, Florida, May, 1987

Consultant, Jacksonville Area Chamber of Commerce, conducted a half-day seminar on racial prejudice as part of the 1988 Leadership Jacksonville Opening Retreat, St. Augustine, Florida, September, 1987

Consultant, St. Petersburg Junior College, conducted a half-day seminar on mentoring minority college students for the administrators, faculty, and staff of Project Success, St. Petersburg, Florida, October, 1987

Keynote Speaker, The Crom Corporation, presented a speech entitled “Be All That You Can Be” to employees at the annual Superintendents’ Meeting of the corporation, Gainesville, Florida, December, 1987

Consultant, Juvenile Welfare Board of Pinellas County, conducted a workshop on understanding and counseling Black youth for mental health counselors in the county, St. Petersburg, Florida, January, 1988

Consultant, The Meadows Foundation, participated in meetings with several groups of Black male community leaders and representatives of The Meadows Foundation to help plan a conference on the status of Black males in Dallas County, Dallas, Texas, February, 1988

Consultant, St. Petersburg Junior College, conducted a half-day seminar on mentoring minority college students for the administrators, faculty, and staff of Project Success, Clearwater, Florida, February, 1988

Consultant, Florida Community College at Jacksonville, conducted an evaluation of the minority recruitment programs and the need for a Black student affairs center, Jacksonville, Florida, February, 1988

Consultant, Florida Community College at Jacksonville, conducted a seminar on opportunities for Black students in higher education for Black high school students in the FAME project, Jacksonville, Florida, March, 1988

Consultant and Keynote Speaker, The Meadows Foundation, served as a consultant and presented a paper on Black males at a conference entitled “Black Men, An Endangered Species: Alternatives to the Dilemma,” Dallas, Texas, April, 1988

Consultant, Juvenile Welfare Board of Pinellas County, conducted a workshop on clinical interventions for Black youth and families for mental health counselors in the county, St. Petersburg, Florida, June, 1988

Consultant, Jacksonville Area Chamber of Commerce, conducted a half-day seminar on racial prejudice as part of the 1989 Leadership Jacksonville Opening Retreat, St. Augustine, Florida, September, 1988

Keynote Speaker, Mental Health Association of Marion County, Inc., presented a speech entitled “Children at Risk – Self-Determination for the Minority Child” to the participants at a conference entitled “Dropout Prevention: Meeting the Challenge 1988,” Ocala, Florida, October, 1988

Keynote Speaker, Florida Association for Counseling and Development convention, presented a paper entitled “Celebrating Cultural and Ethnic Diversity in Clients: A Challenge for Tomorrow’s Counselors” to the participants, Orlando, Florida, November, 1988

Consultant, Juvenile Welfare Board of Pinellas County, conducted a workshop on Black male/female relationships for mental health counselors in the county, St. Petersburg, Florida, December, 1988

Consultant and Keynote Speaker, African American Men – An Endangered Species, Inc., served as a consultant and keynote speaker for a symposium entitled “The African American Male – A Human Resource Factor,” Dallas, Texas, January, 1989

Keynote Speaker, Edward Waters College, presented a speech entitled “What Will You Do With Tomorrow?” to the student body as part of the Career Emphasis Week Chapel Program, Jacksonville, Florida, February, 1989

Consultant, The Graduate School – University of Alabama at Birmingham, discussed programs and activities for recruiting and retaining Black graduate

students with the staff of the Graduate School and faculty in graduate programs, Birmingham, Alabama, February, 1989

Consultant, Florida Community College at Jacksonville, conducted a seminar on opportunities for Black students in higher education for Black high school students in the FAME project, Jacksonville, Florida, March, 1989

Keynote Speaker, Zeta Phi Beta Sorority/Phi Beta Sigma Fraternity's First Joint State Leadership Conference, presented a speech entitled "The Future of the Black Family" to the participants and guests at the public banquet, Orlando, Florida, March, 1989

Keynote Speaker, Florida Community College at Jacksonville, presented a speech entitled: "Commitment + Leadership = Success" to participants of the First National Conference on "Enhancing Black Student Participation and Success in the Community College," Jacksonville, Florida, July, 1989

Speaker, National Medical Association Annual Convention and Scientific Assembly, presented a speech entitled "The Black Family: Lifestyles and Health" to the participants in the family practice area of the association, Orlando, Florida, July, 1989

Speaker, Florida Endowment Fund, presented a speech entitled "Keep Your Eyes on the Prize" to the participants of the Fifth Annual McKnight Fellows Meeting, Tampa, Florida, October, 1989

Keynote Speaker, Arkansas Department of Education, presented a speech entitled "Education: The Years Ahead" to the participants of the Third Annual Governor's Restructuring Conference, Little Rock, Arkansas, November, 1989

Speaker, Collegiate Conferences and the Student Affairs Division of the University of California – Irvine, presented a speech on "Models and Methods of Multi-Cultural Curriculum Diversification" to the participants of the Sixth Annual Creative Management in Higher Education Conference, Newport Beach, California, December, 1989

Guest Lecturer, College of Education – Louisiana State University in Shreveport, presented a paper entitled "Educating Culturally Diverse Students" to the faculty, students, and citizens from the community who attended the public lecture, Shreveport, Louisiana, February, 1990

Consultant, Arkansas Association for Multicultural Counseling and Development, conducted a seminar on understanding and counseling multicultural students for the participants at the Multi-Cultural Counselor's Workshop, Little Rock, Arkansas, June, 1990

Guest Speaker, University of Florida, presented a speech entitled “What Will You Do With Tomorrow?” to students and parents who were participating in the 1990 High School Scholars Program for Black Students, Gainesville, Florida, July, 1990

Speaker, Florida Endowment Fund, presented a speech entitled “Faculty Development Through Mentoring and Networking” to participants of the Sixth Annual McKnight Fellows Meeting, Tampa, Florida, October, 1990

Guest Speaker, Arkansas Association of Elementary School Principals, presented a speech entitled “Leadership for Tomorrow’s Schools” to the participants of the 20th Annual Fall Conference of the Arkansas Association of Elementary School Principals, Little Rock, Arkansas, October, 1990

Consultant, Leadership Fort Smith, facilitated a seminar on the value of diversity as part of the 1990-91 Leadership Fort Smith Program, Fort Smith, Arkansas, November, 1990

Speaker, Southern Association of Colleges and Schools – Commission on Colleges, presented a speech on “The Faces of Prejudice” to the participants of the 1990 Annual Meeting, Atlanta, Georgia, December, 1990

Consultant, Hendrix College, conducted a seminar on understanding and working with minority students for administrators, faculty, and staff, Conway, Arkansas, September, 1991

Keynote Speaker, National Association of College Stores Annual Meeting, presented a speech entitled “Your Customer/Employee in the Year 2000: Diversity is His/Her Name” to the participants, New Orleans, Louisiana, April, 1992

Keynote Speaker, Florida Endowment Fund, presented a speech entitled “Tips for Success in Doctoral Programs” to the 1992-93 Class of McKnight Doctoral Fellows at the Orientation Meeting, Tampa, Florida, June, 1992

Guest Speaker, School of Education, Harding University, presented several speeches on restructuring K-12 public schools and teacher education programs to faculty, teachers, administrators, and business leaders in the Searcy area, Searcy, Arkansas, November, 1992

Consultant, School of Education, Baylor University, facilitated a two-day retreat for faculty, administrators, students, public school personnel, and other members of Commission 21 to develop a new mission statement for the School of Education, Waco, Texas, February, 1993

Guest Speaker, Indiana University East, presented several speeches on improving cultural diversity on campus to administrators, faculty, students, and community persons, Richmond, Indiana, April, 1993

Consultant, Camden Fairview Public Schools, conducted a one-day pre-school staff development workshop on restructuring and school improvement for teachers, counselors, principals, and central office administrators in the district, Camden, Arkansas, August, 1993

Guest Speaker, Pittsburg State University, presented several speeches on “Communicating Effectively with Culturally Diverse Students” to administrators, faculty, staff, and students, and conducted a seminar on multicultural education for student teachers, Pittsburg, Kansas, October, 1993

Panelist, Council of Chief State School Officers, presented a speech on the middle level teacher education program and Center for Middle Level Education, Research and Development at the University of Arkansas to participants at the Carnegie Corporation’s Middle Grade School State Policy Initiative Conference, Austin, Texas, January, 1994

Keynote Speaker, Florida Education Fund, presented a speech entitled “Teaching as the Noble Profession” to participants of the Tenth Annual McKnight Fellows Meeting, Tampa, Florida, October, 1994

Keynote Speaker, College of Education, University of Arkansas, presented a speech entitled “It Takes a Whole Village to Educate a Child” to the participants of the Fifth Annual African-Americans: Future Educators of Arkansas Conference, Little Rock, Arkansas, November, 1994

Keynote Speaker, College of Education, University of Central Florida, presented a speech entitled “Partnering for Tomorrow’s Teachers” at the Teacher Education for American’s Minorities Program’s Sixth Annual Recruitment and Retention Strategies Conference, Orlando, Florida, May, 1995

Keynote Speaker, Mississippi State University, presented a speech entitled “Development for Academic Deans” to deans and department chairs at the Academic Fund-Raising Seminar, Mississippi State, Mississippi, June, 1995

Keynote Speaker, University of South Carolina, presented a speech entitled “Tips for Fundraising” to deans and development officers at a Fund-Raising Seminar, Columbia, South Carolina, November, 1995

Guest Speaker, University of West Florida, facilitated a seminar on “Ethics in Leadership” to participants of the Educational Leadership Enhancement Grant Consortium Workshop, Pensacola, Florida, January, 1997

Guest Speaker, Florida Community College at Jacksonville, conducted a seminar on opportunities for Black students in higher education for Black high school students in the FAME project, Jacksonville, Florida, February, 1997

Guest Speaker, Texas Association of Colleges for Teacher Education, presented a speech on the Florida Minority Teacher Education Scholarship Program to the Texas Deans of Education, Fort Worth, Texas, May, 1997

Facilitator, Central Florida Community College, facilitated a community meeting on the future of the Hampton Center with community leaders, Ocala, Florida, June, 1997

Keynote Speaker, Santa Fe Community College, presented a speech entitled “How Can We Keep the Dream Alive?” to participants at the Martin Luther King, Jr. Observance Day Celebration, Gainesville, Florida, January, 1998

Consultant, SchoolMatch, conducted an audit of educational effectiveness for the Marion County School District, Ocala, Florida, December, 1998

Keynote Speaker, University of South Carolina, presented a speech entitled, “Tips for Fundraising” to deans, department chairs, and development officers at a Fundraising Retreat, Columbia, South Carolina, January, 1999

Guest Speaker, Quantum Foundation, Inc., presented a speech entitled “Evaluating the Effectiveness of Out-of-School Programs” to the members of the Palm Beach County Out-of-School Consortium, West Palm Beach, Florida, January, 1999

Consultant, SchoolMatch, presented the commendations and recommendations sections of the Marion County School District Final Audit Report to the participants of the Ocala/Marion County Chamber of Commerce Business Education Forum, Ocala, Florida, January, 1999

Keynote Speaker, Valencia Community College, presented a speech entitled “Teacher Education in the 21st Century” to the participants of the Education, Diversity, and Technology Conference, Orlando, Florida, March, 1999

Consultant, Marion County Business/Professional Education Alliance, presented the results of the SchoolMatch Marion County School District Final Audit Report to audiences of town hall meetings at five public schools in Marion County, Ocala, Florida, April-May, 1999

Keynote Speaker, College of Education, University of Arkansas, presented a speech entitled “Who Will Teach Your Children?” to participants of the Tenth Annual African-Americans’ Future Educators of Arkansas Conference, Little Rock, Arkansas, November, 1999

Consultant, SchoolMatch, conducted an audit of educational effectiveness for the Manchester School District, Manchester, New Hampshire, December, 1999

Keynote Speaker, Virginia Community College System, presented a speech entitled “Expanding Teacher Preparation at Two-Year Colleges: Making Connections” to the participants of the First Steps in Teacher Preparation Colloquium, Richmond, Virginia, April, 2000

Consultant, University of Dayton, conducted an evaluation of the tenure and promotion papers for a faculty member in the School of Education and Allied Health Professions, Dayton, Ohio, May, 2000

Keynote Speaker, MCV Foundation, presented a speech entitled “VCU’s Strategic Initiatives for the Future” to participants of the School of Dentistry’s The Best of Dentistry Awards Dinner, Richmond, Virginia, October, 2000

Guest Speaker, Mississippi State University, presented a speech entitled “Diversity in Teacher Education” to the faculty in the Department of Curriculum and Instruction, Mississippi State, Mississippi, January, 2001

Guest Speaker, SchoolMatch, presented a speech entitled “Improving Accountability in Public Schools” to participants of the SchoolMatch Educational Accountability: Benchmarking for Success Institute, Heathrow, Florida, January, 2001

Keynote Speaker, Southern Holmes Regional Partnership, presented a speech entitled “Building a 21st Century Agenda in Colleges of Education” to the participants of the 2001 Southeastern Holmes Regional Partnership Conference, Myrtle Beach, South Carolina, March, 2001

Consultant, The City University of New York, conducted an evaluation of the President of Lehman College with two other consultants, New York, New York, April, 2001

Keynote Speaker, Florida Fund for Minority Teachers, Inc., presented a speech entitled “Who Will Teach Our Children?” to the participants of the 5th Annual Recruitment and Retention Conference, Jacksonville, Florida, April, 2001

Consultant, SchoolMatch, conducted an audit of educational effectiveness for Chesterfield County Public Schools, Chesterfield, Virginia, May, 2001

Consultant, SchoolMatch, presented the commendations and recommendations sections of the Chesterfield County Public Schools Audit of Educational Effectiveness Report to the Chesterfield County School Board and audience at a Chesterfield County School Board Meeting, Chesterfield, Virginia, August, 2001

Keynote Speaker, Southwest Virginia Multicultural Educators Coalition, presented a speech entitled “Working with Culturally Diverse Students” to the participants of the First Annual Southwest Virginia Multicultural Educators Conference, Roanoke, Virginia, September, 2001

Guest Speaker, University of South Carolina, presented a speech entitled “School University Partnerships: Building Bridges that Work” to participants of the College of Education’s Professional Development School Leadership Academy, Columbia, South Carolina, September, 2001

Consultant, SchoolMatch, conducted an audit of educational effectiveness for the School District of Osceola County, Kissimmee, Florida, January, 2002

Consultant, Southern Association of Colleges and Schools, Inc., conducted an evaluation of the research management section of the self-study enhancement report for East Carolina University, Greenville, North Carolina, March, 2002

Consultant, SchoolMatch, presented the commendations and recommendations sections of the School District of Osceola County Audit of Educational Effectiveness Report to the Osceola County Chamber of Commerce and audience, Kissimmee, Florida, April, 2002

Keynote Speaker, Association of Teacher Educators, presented a speech entitled “Teacher Educators: Issues and Challenges” to the participants of the 2002 ATE Summer Conference, Williamsburg, Virginia, August, 2002

Keynote Speaker, Virginia School Counselor Association, presented a speech entitled “Change Agents Adjusting to Change” to the participants of the 2003 Virginia School Counselor Association Conference, Richmond, Virginia, March, 2003

Keynote Speaker, Chesterfield County Public Schools, presented a speech entitled “Qualities of Successful Educational Leaders” to the participants of the 2003 Leadership Conference, Midlothian, Virginia, August, 2003

Consultant, SchoolMatch, conducted an audit of educational effectiveness for Guilford County Schools, Greensboro, North Carolina, September, 2003

Consultant, Guilford County Schools, presented the commendations and recommendations sections of the Guilford County Schools Audit of Educational Effectiveness Report to the members of Action Greensboro, Greensboro, North Carolina, February, 2004

Faculty Leader, Association of Governing Boards of Universities and Colleges, facilitated a pre-conference workshop entitled “The Changing Role of the

Committee on Academic Affairs” for the participants of the National Conference on Trusteeship, New Orleans, Louisiana, March, 2004

Keynote Speaker, University of Dayton, presented a speech entitled “The Value of Student Scholarship and Academic Excellence” to the participants of the 2005 Stander Symposium in the School of Education and Allied Professions, Dayton, Ohio, April, 2005

Consultant, Florida Institute of Education at the University of North Florida, co-authored a policy brief entitled “Building capacity for teaching and learning in Florida,” Jacksonville, Florida, June, 2005

Keynote Speaker, University of Alabama at Birmingham, presented a speech on celebrating diversity at the Diversity Awards Banquet sponsored by the Division of Student Affairs and the Office of Equity and Diversity, Birmingham, Alabama, January, 2006

Commencement Speaker, South Carolina State University, presented the commencement address to the Class of 2006 at the Spring 2006 Commencement Convocation, Orangeburg, South Carolina, May, 2006

Consultant, Association of Governing Boards of Universities and Colleges (AGB), served as the secondary consultant for the AGB Presidential and Board Assessment Service for Spelman College, Atlanta, Georgia, February-June, 2006

Keynote Speaker, the Annual Emancipation Celebration Day, Inc., presented a speech on the status of civil and human rights in 2006 to the participants of the 137th Emancipation Proclamation Celebration Day at the Gallia County Fairgrounds, Gallipolis, Ohio, September, 2006

Keynote Speaker, Omega Psi Phi Fraternity, Inc.-Zeta Omega Chapter, presented a speech on family, fraternity, and friendship to the participants of the Sixth Annual Russell T. Adrine Achievement Week Awards Dinner, Warrensville Heights, Ohio, November, 2006

Consultant, The City University of New York, conducted an evaluation of the President of Queens College with two other consultants, Flushing, New York, March, 2007

Keynote Speaker, Northwest Arkansas MLK Planning Committee, presented a speech on living the dream in the 21st century to the participants of the 12th Annual Dr. Martin Luther King, Jr. Recommitment Community Banquet, Fayetteville, Arkansas, January, 2008

Awards

Personalities of South (1975-76)

Outstanding Young Men of America (1978)

Distinguished Service Award for Community Outreach Through TV Media,
Florida Association for Counselor Education and Supervision (1978)

Appreciation Plaque for Outstanding Service as President of the Association,
Florida Association for Non-White Concerns in Personnel and Guidance (1978-
79)

Presidential Citation for Exemplary Service to the Association and the Concerns
of Minorities in the Field of Counseling and Guidance, Association for Non-
White Concerns in Personnel and Guidance (1979)

Certificate of Appreciation in Recognition of Outstanding Service to the Section
and the Jacksonville Community, The Jacksonville Section – National Council of
Negro Women (1980)

Appreciation Plaque for Outstanding Contributions to Human Understanding and
Counseling through Television and Other Professional Activities, Counselor
Education Department, University of Florida (1980)

Appreciation Plaque for Exceptional Contributions to Children, and Outstanding
Leadership as President of the Board of Directors, Big Brothers/Big Sisters of
Greater Gainesville (1981)

Young Leaders in Education, Honorable Mention, Phi Delta Kappa (1981)

Appreciation Plaque for Outstanding Support as President of the Board of
Directors, Big Brothers/Big Sisters of Greater Gainesville (1982)

27th Annual Media Award, Honorable Mention, In Recognition of Outstanding
Journalism Aimed at Increasing Public Understanding of the System of Law, The
Florida Bar (1982)

Appreciation Plaque for Successful Accomplishment as President in Organizing
the Board of Directors, Big Brothers/Big Sisters of Greater Gainesville (1983)

Certificate of Recognition for Active and Cooperative Participation as a Co-Host
of “The Black Family” Television Series, “TV Production of the Year Award” –
Black History Research Council, Jacksonville, Florida (1983)

Appreciation Plaque for Distinguished Services to the Counseling Profession,
Counselor Education Department, University of Florida (1984)

Presidential Citation for Exemplary Service to the Association and the Concerns of Minorities in the Field of Counseling and Guidance, Association for Non-White Concerns in Personnel and Guidance (1985)

Appreciation Plaque for Outstanding Contributions to Black Graduate Students at the University of Florida and the Black Community at Large, Black Graduate Students (1985)

Appreciation Plaque for Outstanding Leadership as a Member of the Board of Directors, University of Florida Athletic Association (1985-86 and 1988-89)

Appreciation Plaque for Commitment, Leadership and Service to Minority Education, Office of Minority Relations, College of Medicine, University of Florida (1986)

Presidential Citation for Exemplary Service to the Association and the Concerns of Persons from Diverse Cultural Backgrounds in the Field of Counseling and Human Development, Association for Multicultural Counseling and Development (1986)

Appreciation Plaque for Commitment and Service to Black Graduate Students, First Annual Martin Luther King, Jr. Awards Banquet, Black Graduate Student Organization – University of Florida (1987)

Certificate of Recognition for Service as a Devoted and Invaluable Member of the Gainesville Community, Fourth Annual Ebony Appreciation Banquet, Citizens Against Criminal Environment – Gainesville Police Department, Gainesville, Florida (1987)

Certificate of Recognition for Distinguished Leadership and Achievement in Fostering and Promoting Activities Designed to Improve the Welfare of Humanity, Alpha Phi Alpha Fraternity, Inc. – Nu Eta Lambda Chapter, Gainesville, Florida (1987)

Appreciation Plaque for Support Given to Black Graduate Students at the University of Florida, Second Annual Martin Luther King, Jr. Awards Banquet, Black Graduate Student Organization (1988)

Key to the City, In Recognition of Outstanding Contributions to the University of Florida and the City of Gainesville, City Commission, Gainesville, Florida (1988)

Appreciation Plaque for Many Years of Devoted Service and Unselfish Giving to the University of Florida's Affirmative Action Program Advisory Council, University of Florida (1989)

Appreciation Plaque for Outstanding Support of the Minority Engineering Program, Minority Affairs Office, College of Engineering, University of Florida (1989)

Appreciation Plaque for Endless Devotion to the Advancement of African-Americans, McKnight Fellows, University of Florida (1989)

Proclamation – Roderick J. McDavis Day – July 27, 1989, City of Gainesville, Florida (1989)

Appreciation Plaque for Outstanding and Dedicated Service as Associate Dean of the Graduate School, Graduate School, University of Florida (1989)

Appreciation Plaque for 12 Years of Dedicated Service to the Jacksonville Community as Co-Host of “The Black Family,” WJCT - Channel 7, Jacksonville, Florida (1989)

Appreciation Plaque for Creative Leadership and Significant Service to the Association’s Program for the Improvement of Teacher Education, Member of the Board of Directors March 1992 - February 1995, American Association of Colleges for Teacher Education (1992)

Appreciation Plaque for Creative Leadership and Significant Service to the Association’s Program for Improving Teacher Education, AACTE Representative on the NCATE Unit Accreditation Board 1992-94, American Association of Colleges for Teacher Education (1994)

Roderick McDavis Middle Level Education Leadership Award for Outstanding Contributions to Middle Level Education in Arkansas, Arkansas Association for Middle Level Education (1994)

Appreciation Plaque for Outstanding Service to the University of Arkansas, Service to Students, Faculty and Alumni, and Commitment to the Development Effort in the College of Education, Office of the Vice Chancellor for University Advancement and Office of the Director of Development (1994)

1995 Person of the Year in Education, *The Gainesville Sun*, Gainesville, Florida, (1995)

Outstanding Alumnus Award, Society of Alumni and Friends, College of Education, Ohio University (1996)

Post-Secondary Outstanding Educator Award, North Central Florida Chapter of Phi Delta Kappa (1996)

Black Achiever's Award in Education, The Florida Conference of Black State Legislators, Tallahassee, Florida (1997)

1997 Citizen of the Year, Omega Psi Phi Fraternity, Inc., Gainesville, Florida (1997)

Appreciation Plaque for Vision for the Minority Teacher Education Scholarship Program and Efforts in Promoting Diversity in Florida's Schools, Board of Directors, Florida Fund for Minority Teachers, Inc. (1999)

Appreciation Plaque for Dedicated Service to the Children and Education Profession of the State of Florida (October 1994 – May 1999), Florida Education Standards Commission (1999)

Appreciation Plaque in Celebration of Distinguished Service as Chair of the AACTE Board of Directors March 2000 – February 2001, American Association of Colleges for Teacher Education (2002)

Distinguished Alumnus Award, College of Health and Human Services, University of Toledo (2004)

Outstanding Alumni Award, University of Toledo Minority Alumni Affiliate and the Alumni Association (2005)

Certificate of Recognition as an Honoree in Reflections in Black History: "Homegrown Heroes," Macedonia Missionary Baptist Church, Dayton, Ohio (2006)

2006 African-American Role-Model Award, Phi Beta Sigma Fraternity, Inc.-Beta Omicron Sigma Chapter, African-American Male High School Leadership Program, Columbus, Ohio (2006)

2007 Leadership Ohio Think Tank Award of Excellence in Education, Leadership Ohio (2007)

Certificate of Excellence for Outstanding Performance and Lasting Contribution to Higher Education, Columbus Post, Columbus, Ohio (2008)

Professional Memberships

American College Personnel Association

National Alliance of Black School Educators

Phi Beta Kappa

Phi Delta Kappa

Phi Kappa Phi

References

Mr. C. Robert Kidder, Chair, Board of Trustees, Ohio University, Columbus, Ohio (614) 246-2445

Dr. Karen A. Holbrook, President Emeritus, The Ohio State University, and Vice President for Research & Innovation, University of South Florida, Tampa, Florida (813) 974-5481

Dr. John V. Lombardi, President, Louisiana State University System, Baton Rouge, Louisiana (225) 578-2111

Dr. Eugene Moulin, Professor, Department of Counselor Education and Human Services, University of Dayton, Dayton, Ohio (937) 229-2325

Dr. Donald O. Pederson, Vice Chancellor for Finance and Administration, University of Arkansas, Fayetteville, Arkansas (479) 575-5828

Dr. W. Baxter Perkinson, Jr., Former Rector, Board of Visitors, Virginia Commonwealth University, Richmond, Virginia (804) 794-9789

Dr. Andrew A. Sorensen, President Emeritus, University of South Carolina and Vice Chairman, Loree Newmyer Sulkowicz, LLC (803) 661-8725

Dr. B. Alan Sugg, President, University of Arkansas System, Little Rock, Arkansas (501) 686-2505

Dr. Eugene P. Trani, President Emeritus and University Distinguished Professor, Virginia Commonwealth University, Richmond, Virginia (804) 827-1121

Mr. Robert Walter, Former Chair, Board of Trustees, Ohio University, Columbus, Ohio (614) 757-7700

Dr. Nancy L. Zimpher, Chancellor, State University of New York, Albany, New York (518) 443-5355