

Tyjuan A. Lee Bio

Tyjaun A. Lee serves as the Vice Chancellor for Administrative Services at Metropolitan Community College. In this position, she is responsible for facilities, finance and Workforce, and Economic Development. Before this role, she served as campus president of the Penn Valley campus at Metropolitan Community College. Where she was responsible for all campus operations including the Health Sciences Institute and Advanced Technical Skills Institute, which encompasses over thirteen health sciences programs. She is also responsible for all academic and student services on the Penn Valley Campus. Prior to arriving at MCC Penn Valley, she served as Vice President for Student Services at Prince George's Community College. In that role, she was responsible for managing administrative units, programs, and student services including recruitment, enrollment, student development, retention, marketing, athletics, and the coordination of the operational oversight of auxiliary services for students.

She was appointed by Mayor Quintin Lucas to serve on the Kansas City Transit Authority, where she serves as Chair of the Economic Development and Real Estate Committee. She is a Board member of the National Alliance of Community and Technical Colleges. Finally, she happily serves as a Board member of the Community College Survey of Student Engagement. She is also the past president of the American Association of Women in Community Colleges, an affiliate council of the American Association of Community Colleges. Most recently, she received the Phi Theta Kappa New President's Paragon Award from the Phi Theta Kappa International Honors Society. Recently, she received the Education Awards from Phi Beta Sigma Fraternity Incorporated, Southwestern Region.

The Ohio University School of Education also appointed Lee as the Holmes Scholar, a notable recognition. Adding to her achievements, Lee was recently celebrated by the Kansas City Business Journal in August 2023 as one of the Women Who Do Business. Lee, a Cleveland native, completed her undergraduate and graduate programs at Ohio University in Athens, Ohio, where she received her Doctorate in Educational Leadership.

Tyjaun A. Lee, Ph.D.

February 21, 2024

Roxbury Community College
1234 Columbus Ave.
Boston, MA 02120

Dear Presidential Search Committee:

Please accept this letter and attached curriculum vitae as an expression of my desire to serve as the next President of Roxbury Community College. After reviewing the position prospectus and other information available online, I am excited to demonstrate how my qualifications and experience directly relate to the requirements for the position.

A role as significant as this demands a candidate boasting solid educational qualifications demonstrated expertise across various tiers of higher education, a forward-thinking and inventive outlook, adept decision-making abilities, and robust emotional intelligence. As President, I consistently engaged with the campus community, maintaining a visible and engaged presence within the broader community. Additionally, I actively contributed to numerous community initiatives and currently hold positions on diverse local and national boards, committees, and professional organizations. As an advocate for the institution and campus, I enthusiastically champion and continue to advance the College's vision and promote the institution to be the first choice to access higher education and workforce training, all the while promoting values and measuring learning outcomes that are aimed at engendering the highest standards of excellence.

As President of the MCC Penn Valley Campus, the largest campus within the MCC District, I oversaw the daily operations of the campus, which included campus planning, facility management, fiscal development and oversight, capital projects, student services, enrollment management, academic administration of the four divisions and institutes, program and curriculum development and assessment. I worked closely with the vice president of instruction and student services, dean of instruction, dean of health sciences and site administrator for the Health Sciences Institute, dean of career and technical education and site administrator for the Advanced Technical Skills Institute academic, department chairs, faculty, and staff to develop new academic and career programs, strengthen our community outreach, recruitment, and retention efforts and established strong working relationships with local high schools, four-year colleges and universities, and business and industry. With more than two decades of higher education experience, the diverse roles and responsibilities I have held have provided me with a solid foundation to lead an institution. My extensive experience in policy development, strategic planning, and leadership, combined with my commitment to student success and diversity, make the insight, and energy necessary to lead Roxbury Community College to the next level of excellence in community college education.

Leadership Philosophy of Engagement and Vision

My extensive leadership experience includes managing large bond projects and executing inclusive facility planning, managing large budgets, and ensuring that the college has sufficient resources in the future for its fiscal health and sustainability. As the President of MCC Penn Valley, I led the planning and design for two new state-of-the-art facilities, the Engineering Technology Building (10,000 square feet) and the Advanced Technical Skills Institute (100,000 square feet).

In addition, I developed a comprehensive enrollment management plan for both the Maple Woods and Penn Valley campuses. Both plans aggressively targeted growth opportunities and proactively responded to the critical threats within the community we serve. During my tenure, both campuses saw a 2% increase in full-time equivalents. Programmatically, I successfully launched the Hospitality Management Business Program to

address the hospitality industry's needs in Kansas City. I have developed and maintained critical partnerships throughout the region and state, including industries, K-12, other higher educational institutions, not-for-profit organizations, and other career-oriented organizations. One of my major accomplishments was the creation and implementation of the Middle College Program (a partnership between Kansas City Public Schools, Full Employment Council, and Penn Valley MCC) which exists to provide comprehensive programming services to strengthen the academic skills, knowledge, and occupational skills of eligible out-of-school youth between the ages of 16-24 years of age.

Enriching the Student Experience

My emotional intelligence and dedication have fostered a collegial environment that enhances faculty and staff morale. I am committed to ensuring that solid evidence/data on student outcomes and the college's effectiveness are collected and acted upon, and I have a strong commitment to improving student access and success by establishing comprehensive wrap-around services and support programs. My commitment to student access, success, and equity has been a key component of my dedication to higher education and can be evaluated in the following ways: I care about the development of the whole student - realizing that students come to college at different ages and with varied economic challenges, educational backgrounds, and levels of preparation. I am committed to providing opportunities for students to succeed and accomplish their educational, career, and professional goals. Throughout my tenure in higher education, I have taught at least one course per year to stay engaged with student learning and classroom instruction. I place learning first and provide the essential learning tools and instruction to strengthen and increase student success. In addition to teaching, I have also redesigned the curriculum so that it aligns with competencies within the institution. I emphasize academic excellence and quality instruction in all areas of the teaching-learning environment. In addition, I am a long-time proponent of information and instructional technologies. I believe that when used appropriately, such technologies positively contribute to student learning, and enhance the content and delivery of instruction and the overall effectiveness of college operations.

Expanding Revenues and Strategic Planning

Workforce development is crucial for fostering economic growth, reducing unemployment, and enhancing overall societal well-being. MCC continues its dedication to meeting the dynamic workforce demands of the Kansas City region through customized training programs, industry alliances, and adaptable educational endeavors designed to equip individuals for high-demand professions. I've collaborated with colleagues to strategically expand revenue streams through annexation initiatives, targeting new markets and broadening our geographical footprint. Furthermore, I have collaborated with colleagues to introduce innovative academic programs that have attracted diverse student demographics, contributing to increased enrollment and revenue growth.

Strategic planning is a crucial process for any organization, and it is particularly important for Roxbury Community College. I understand that the strategic planning process can be complex and time-consuming, but it is essential for ensuring that Roxbury Community College can achieve its goals and meet the needs of its students and the community. Metropolitan Community College recently launched a 10-year strategic plan which includes each campus and unit having its plans. Working with our campus faculty and staff, our campus was able to create a campus plan that includes a mission statement, goals that align with MCC's Balanced Scorecard, and key performance indicators. This plan helps to guide the campus decisions and resource allocation, ensuring that we're using our resources effectively and efficiently. In my capacity as Vice President, I've collaborated with the team to pinpoint strategies aimed at streamlining and propelling the unit's identified goals forward. The strategic planning process can be challenging, especially when dealing with competing priorities and stakeholders. However, with the right approach, tools, and resources, that process can be more manageable and effective. Whether you are conducting surveys, focus groups, or other forms of data gathering, it's important to stay open-minded, flexible, and responsive to the feedback and insights you receive. Overall, I believe that strategic planning is an essential process for any community college. By taking a proactive and

strategic approach to our goals and objectives, we can position the college for success and make a positive impact on the lives of your students and the community you serve.

Leadership and Collaboration

Throughout my career, as I have advanced through progressively responsible positions, I have made it a priority to put into practice authentic leadership built on the hallmarks of collaboration and transparency. That style, along with my administrative and teaching experience, has allowed me to develop a rapport and to communicate effectively with various internal and external stakeholders for the institution. Additionally, I have also found that clear and consistent communication is imperative to leading authentically. I would eagerly embrace the opportunity to continue to shape the culture at Roxbury Community College, while at the same time seeking ways to integrate the college's legacy within an atmosphere of innovation and growth in new and engaging directions. Not only do I possess the ability to listen and develop a clear understanding, but I also possess the knowledge and experience in strategic development that will help shape the culture within the context of the current challenges facing higher education. I seek to be intentional in the way I lead and interact with my team. I take seriously the development and growth of those I lead. To ensure the greatest possible impact, I employ a coaching leadership style where team members are challenged to achieve aspirational goals in a supportive and growth-minded environment.

I have a demonstrated ability to build a culture of collaboration, communicate effectively with diverse stakeholders, and develop critical partnerships throughout the region and state. My extensive experience, skills, and achievements make me an ideal candidate for this role. I am committed to creating an engaging and stimulating experience and environment for students, fostering a high-level collegiate experience, and supporting the institution's continued development. Throughout my professional career, I have developed a passion for and commitment to, the mission of higher education. Being a first-generation college student myself, I know personally the impact higher education can have. It was a desire to do for others that which had been done for me, that led me to a career in higher education in the first place. Additionally, much of my career has been at institutions where many of my roles focused on increasing access and equity. The successful President of Roxbury Community College will be one who can build upon the tradition of a successful and enduring institution that will provide technical and academic programming, and inspire the faculty, staff, and students with a clear sense of the institution's potential. I am dedicated to actively discerning the essential skills vital for our students' success. By enhancing connections with both local and global employers, nurturing faculty and staff growth, and ensuring our strategic direction aligns with the institution's mission, I aim to motivate students to re-engage with our college environment, fostering innovative and equitable learning opportunities. As challenges evolve, leaders must embrace change while upholding the standards crucial for student achievement across various learning methods. My vision is to advocate for the transformative potential of community colleges and collaborate with partners to extend access to our communities.

I appreciate your consideration and welcome the opportunity to discuss my interest in the candidacy.

Professionally yours,

Tyjaun A. Lee

Tyjaun A. Lee, Ph.D.

Education:

Doctorate of Philosophy, Ohio University

Master of Education, Ohio University

Bachelor of Specialized Studies, Ohio University

Professional Experience:

METROPOLITAN COMMUNITY COLLEGE (August 2017 - present)

Metropolitan Community College is the oldest community college in the region and the first in Kansas City, Missouri. Metropolitan Community College offers hundreds of courses and dozens of degree and certification programs to some 17,000 individual students a year in credit and non-credit programs; a \$147 million total general fund budget; 1,500 full-time and adjunct faculty, and 400 support and administrative staff; and a geographical services area covering five counties in the Kansas City, Missouri region (Blue River, Longview, Maple Woods, Online, Penn Valley).

Metropolitan Community College, Interim Vice Chancellor, Administrative Services (August 2023- Present)

Primary Responsibilities:

- Represents the District on appropriate District, college, state, and other committees in areas of responsibility.
- Leads the development and implementation of the District budgets, long-range Fiscal and Staffing Plan, and fiscal and staff replacement authorization processes.
- Plans, organizes and directs the District's business activities, including budget, accounting, grants, payroll, investments, banking, employee benefits, purchasing, property and contract management, inventory control, bookstore and food service operations, and auxiliary services, duplicating, mail, and printing services.
- Coordinates environmental compliance and safety programs and the maintenance and enhancements to internal control processes and procedures and internal and external audits.
- Leads District-wide facility planning activities, including new construction, remodeling or renovation, bid development, funding requests, development, and implementation of facility planning guidelines and criteria.
- Oversees State funded District construction, remodeling, and site improvement projects.
- Coordinates the development of college capital outlay priorities; submits funding requests for building construction, maintenance projects, and related equipment.
- Serves as liaison for the District Staff Council.
- Coordinates and executes a strategic plan for workforce and economic development that aligns with MCC's overall vision, mission, and strategic goals.

- Collaborates with community partners, businesses, and government agencies to identify workforce needs and economic development opportunities.
- Oversees the budgeting and financial management of workforce and economic development programs and initiatives.
- Leads the development and implementation of innovative workforce training and development programs.
- Promotes MCC's role as a catalyst for economic growth and workforce development in the region.
- Collaborates with local employers to establish apprenticeship programs, internships, and other workforce development partnerships.
- Promotes lifelong learning and skill development to enhance employment opportunities for community members

Major Accomplishments:

- Improved the communication between Administrative Services and Campuses.
- Successful implementation of new food services contract.
- Reimagined the organizational structure for the Workforce and Economic Development Division.
- Effectively coordinated and executed strategic plans for workforce and economic development, aligning with MCC's vision and goals.
- Improved efficiencies between campuses and administrative services.
- Led a successful financial audit.
- Led the development and implementation of the District's budgets.
- Led District-wide facility planning activities, which includes managing new construction, remodeling, and renovation projects.

Metropolitan Community College- Penn Valley Campus, Campus President (August 2017 – August 2023)

Primary Responsibilities:

- Builds, advocates, and oversees campus budget.
- Makes decisions based on Board policies, district goals, and the chancellor's vision for MCC and participates as a member of the chancellor's senior leadership team for the district.
- Provide day-to-day leadership of the campus.
- Serves and leads 75 full-time faculty, 200 plus adjunct faculty.
- Supports the district's fiscal management, resource development, community relations, and strategic goals.
- Provides leadership in developing and maintaining academic operations.
- Oversees campus enrollment services and student development staff and functions, working with the other campuses and the district to ensure a high level of service that meets the needs of the students.
- Provides the leadership required to maintain appropriate accreditation or licensing of instructional programs.
- Maintains a system of shared college governance, which complements the district's governance system, and ensures adequate internal communication.
- Serves on committees and councils as directed by district policies or by the chancellor.

- Promotes engagement and effective working relationships with faculty, students, and staff, as well as other MCC campuses and regional educational institutions.
- Leads the Placement Committee Taskforce.
- Provides leadership, key institutional advancement, alumni, and fundraising responsibilities as part of the district's strategic advancement team supporting the mission of the MCC Foundation as led by the Associate Vice-Chancellor of Advancement.

Major Accomplishments:

Penn Valley Campus

- Led the development and implementation of the Middle College Program, a partnership between Metropolitan Community College, Kansas City Public Schools, and the Full Employment Council.
- Led the development of the Campus Strategic Action Plan.
- Co-led the creation of the Campus Governance Structure (President's Advisory Council, Strategic Planning Council, Diversity, Equity and Inclusion Council, Budget Committee, and Facility Committee).
- Co-led the creation of the Student Services Staffing Model (District-Wide).
- Led the expansion of the Evening and Weekend Programs.
- Led the creation of the President's Community Advisory Council.
- Led the development and implementation of the library staffing model (District-Wide).
- Led the development of the campus's strategic marketing plan.
- Led the improvement of the campus's image in the community.
- Led the development of the campus enrollment management plan.
- Led the relocation of Career and Technical programs from the Business and Technology Campus to the Urban Core.
- Led the development and implementation of the Campuses Signature Fundraiser – Jazz in the Valley.
- Led the creation of the Campus Plan that aligns with the District Strategic Plan.
- Led the expansion of the Guadalupe Center Early College Academy.
- Instituted mobile advising, advising weeks in the division offices.
- Led the creation of the Metropolitan Community College Penn Valley Campus Employee Honors Program.
- Co-led the development and implementation of the Respiratory Care Program.
- Led the expansion of Dual Credit and Dual Enrollment.
- Led the restructuring of the Health Sciences Institute.
- Led the design and implementation of the Metropolitan Community College Penn Valley Resource Room: Powered by Whataburger
- Created the What's on the Table Program that focuses on equity and inclusion.
- Led the design and implementation of MCC Can CODE: Powered by Apple Partnership.
- Led the development of a 2+2+2 program with Avila University (District-Wide).
- Led the expansion of the Henry Bloch Scholars Program.

Metropolitan Community College- Maple Woods Campus, Campus President (July 2018-May 2020)

- Builds, advocates, and oversees a \$15 million dollar budget.

- Makes decisions based upon Board policies, district goals, and the chancellor's vision for MCC and participates as a member of the chancellor's senior leadership team for the district;
- Provides day-to-day leadership of the campus;
- Serves and leads 55 full-time faculty, 100 plus adjunct faculty
- Supports the district's fiscal management, resource development, community relations, and strategic goals;
- Provides leadership in developing and maintaining academic operations;
- Oversees campus enrollment services and student development staff and functions, working with the other campuses and the district to ensure a high level of service that meets the needs of the students;
- Provides leadership required to maintain appropriate accreditation or licensing of instructional programs;
- Maintains a system of shared college governance, which complements the district governance system, and insures adequate internal communication;
- Serves on committees and councils as directed by district policies or by the chancellor;
- Promotes engagement and effective working relationships with faculty, students, and staff, as well as other MCC campuses and regional educational institutions;
- Provides leadership key institutional advancement, alumni, and fundraising responsibilities as part of the district's strategic advancement team supporting the mission of the MCC Foundation as led by the Associate Vice-Chancellor of Advancement.
- Instituted mobile advising, advising weeks in the division offices.

Major Accomplishments:

Maple Woods Campus

- Led the development and implementation of the Hillyard St. Joseph Center.
- Led the renovations of the campus student center.
- Led the creation of the President's Community Advisory Council.
- Led the development of the Campus enrollment management plan.
- Led the expansion of Dual Credit and Dual Enrollment.
- Led the creation of the Metropolitan Community College Maple Woods Campus Employee Honors Program.

PRINCE GEORGE'S COMMUNITY COLLEGE (August 2009 - August 2017)

Prince George's Community College is the fourth largest, comprehensive, urban, multi-campus institution in the state of Maryland. Prince George's Community College offers hundreds of courses and dozens of degree and certification programs to some 44,061 individual students a year in credit and non-credit programs with an estimated 7,750 annual student credit FTE; 121 million total general fund budget; 1,200 full-time and adjunct faculty, and 900 support and administrative staff; and a geographical services area covering Prince George's County.

Vice-President for Student Affairs

Primary Responsibilities:

- Built, advocated, and oversaw a \$10 million dollar budget.
- Led and motivated a Student Services team of 275 full and part-time employees.
- Provided strategic area leadership for the achievement of the college's strategic vision, mission, goals, and institutional priorities.

- Increased division of resources through entrepreneurship strategies.
- Facilitated and planned major division construction projects.
- Supported the continued development of an engaged and stimulating experience and environment for the student inside and outside of the classroom.
- Fostered a high-level collegiate experience coupled with accountability for institutional standards.
- Provided leadership in the areas of Enrollment Services, Student Development Services, College Life Services, Marketing and Creative Services, Information Center, Diverse Male Student Initiatives, and Athletics.
- Promoted and invigorated the student/institutional culture of excellence and advocated for students.
- Identified and led the implementation of procedures associated with policies and processes relative to the Prince George's Community College Code of Conduct.
- Led overall coordination of the college's marketing functions and Creative Services.
- Oversaw the identification and implementation of grants to meet college/area goals and objectives.
- Acted in an appellate capacity to resolve student and employee concerns related to the Code of Conduct.
- Developed strategies and implementation plans for appropriate learning-centered activities in support of the college's vision, mission, and strategic plan.
- Identified customer service standards and implemented appropriate activities in support of the college's vision, mission, and strategic plan.
- Recommended to the president, policies, and procedures in the areas of delegation within stated goals and objectives.
- Served as Title IX Coordinator and ensured College is in compliance with state and federal regulations.
- Implemented in cooperation with the affirmative action officer, Affirmative Action Guidelines pertinent to personnel in areas of responsibility.
- Ensured active participation by staff with public and private schools (K-12), senior institutions, and community agencies/ organizations.
- Promoted staff development and cross-training across Student Services.
- Coordinated the college's biennial academic/staff holiday calendar each year with the Vice President for Instruction.
- Led the day-to-day operation of the college auxiliary services, including an outsourced dining hall and bookstore services.
- Provided leadership in meeting approved goals and objectives.

Major Accomplishments:

- Co-Led the implementation of the Pathways Initiative.
- Led the creation and implementation of Creating, Opportunities for Academic, Success, and Transfer.
- Led the creation and implementation of the Dual to Degree Program.
- Led the creation of the College's community service program.

- Led the creation of the following institutional policies: Posthumous Degree; Faculty, Staff, and Student Relationship; revision of the Sexual Harassment Misconduct; revision of the Q grade; revision of the Veterans Tuition Residency.
- Led the reverse transfer program implementation with the University System of Maryland.
- Improved student spaces to enhance a collegial, safe, and comfortable learning environment.
- Co-led the implementation of the College and Career Completion Act.
- Led the implementation of the Integrated Planning and Advising System.
- Designed and implemented Diverse Male Student Initiative.
- Led the design and implementation of Owl Success Track: First Year Experience Program.
- Led the reorganization and streamlined the registration process for students.
- Reinstated the Division's Excel Mini-Grants, which allows staff members to receive funding for special projects.
- Reinstated Cracker Jack Awards, which allows employees to be recognized for exemplary performance throughout the year.
- Led the creation and organization of a Women's Summit to advance the development of the young women at the institution.
- Identified scholarships for Workforce Development and Continuing Education (WDCE) students who have completed their GED and/or seek to continue their studies within WDCE, but are unable to obtain financial aid.

TIDEWATER COMMUNITY COLLEGE (August 2005 - July 2009)

Tidewater Community College is the second largest, comprehensive, urban, multi-campus institution in the Commonwealth of Virginia. Tidewater Community College offers hundreds of courses and dozens of degree and certification programs to some 37,761 individual students a year in credit and non-credit programs with an estimated 13,403 annual student credit FTE; 90 million total general fund budget; 1,600 full-time and adjunct faculty, and 400 support and administrative staff; and a geographical services area covering four cities (Chesapeake, Norfolk, Portsmouth, Virginia Beach).

Associate Vice President for Enrollment Management & Student Services, Professor

Primary Responsibilities:

- Provided college-wide leadership and operational oversight for the Quality Enhancement Plan (QEP).
- Provided college-wide leadership and operational oversight for planning and implementing activities and functions related to student enrollment and all student services within Tidewater Community College.
- Supervised the following college-wide offices: Central Records Office, Disability Services, College-Wide Student Activities, and Open Door Project.
- Managed a \$2.6 million dollar budget.
- Served as College Ombudsmen for "Ask the President" questions.
- Served as college-wide coordinator for TCC's commencement.

- Provided strategic college-wide leadership and operational oversight for all enrollment and student services activities.
- Served as a college-wide coordinator for the Freshmen Orientation Centered Upon Success program (FOCUS).
- Served as college-wide coordinator for Testing and Assessment Centers.
- Provided college-wide leadership for the intramural sports program.
- Provided college-wide leadership for completing the student handbook.

Major Accomplishments:

- Assisted with the expansion of online student services.
- Collaborated with Human Resources Training Office to design and implement professional development and training opportunities for student service personnel.
- Improved the scholarship application and award process.
- Developed training and professional development opportunities for all student service employees.
- Improved the relationship between academic and student affairs.
- Improved process for completing schedule book and student handbook.
- Designed and implemented reporting format for College-Wide programs.
- Designed and implemented a variety of procedures that enabled students to succeed.
- Designed and implemented a variety of procedures that improved the processes within student services.
- Collaborated with the deans of Students Services to revise all of the forms used in student services. Forms that are used in Student Services, from other areas were returned with recommended revisions suggested.
- Collaborated with the Director of Title III to identify the level of competency for admission to TCC.
- Revised Tidewater Community College's Career Website.

CUYAHOGA COMMUNITY COLLEGE (January 2001 - June 2005)

Cuyahoga Community College is a large, comprehensive, urban, multi-campus, single community college located in Cleveland, Ohio; serves 55,000 individual students a year in credit and non-credit programs with 16,792 annual student credit FTE; 145 million total general fund budget; 1, 600 full and adjunct faculty, and 800 support and administrative staff; four collective bargaining unions; and a geographical services area of 459 square miles.

Director of Counseling III

Primary Responsibilities:

- Prepared and monitored the department budget.
- Supervised faculty and staff in the counseling department
- Provided student counseling, academic advising, and career planning.
- Provided guidance in planning the new student orientation.
- Conducted training for new counselors and other employees.
- Developed and implemented a program for students academically at risk.
- Managed over a \$2.0 million dollar budget.

- Selected appropriate textbooks for courses.
- Selected faculty to teach general studies courses.
- Coordinated all programs and services internally and externally.
- Served as College Affirmative Action and Sexual Harassment Representative

Major Accomplishments:

- Designed and implemented the Make the Change for the Better Program.
- Obtained external funding in the amount of \$18,000 to expand counseling services.
- Improved internal and external collaborations.
- Improved quality and level of counseling services offered by the department.
- Implemented screenings for students to identify mental health issues.
- Collaborated with the Associate Dean of Health Careers to create a line assessment tool for students wanting to major in a health career profession.
- Improved and enhanced transfer opportunities for Metropolitan Campus students.

CUYAHOGA COMMUNITY COLLEGE (January 2000 - December 2001)
National Director, Science, Engineering, Mathematics and Aerospace Academy (SEMAA)

Primary Responsibilities:

- Monitored and evaluated sixteen SEMAA replication sites.
- Managed a \$16-million-dollar NASA contract.
- Supervised national office staff.
- Prepared monthly, quarterly, and annual reports for NASA Glenn Research Center.
- Prepared annual Standard Operating Plan for NASA Glenn Research Center.
- Coordinated annual director's meeting.
- Coordinated and monitored the SEMAA web page.
- Developed SEMAA briefing package.
- Coordinated SEMAA curriculum revisions.
- Coordinated training for new SEMAA sites
- Coordinated the annual National SEMAA Conference
- Collaborated with internal and external constituencies in order to keep the program abreast of the many changes in education.

Major Accomplishments:

- Designed and implemented consistent reporting for all SEMAA sites.
- Designed and implemented new site training.
- Developed SEMAA website and online reporting for all SEMAA sites.
- Improved communication between NASA Glenn Research Center, SEMAA sites, Cuyahoga Community College, National Office, and political representatives.

MYERS UNIVERSITY (October 1997 - December 2000)

Myers University was a small, urban, multi-site, private university; that served 1,033 individual students a year in credit bachelor and master programs; 200 full and adjunct faculty, 35 support

and administrative staff; one collective bargaining union; and a geographical services area of 200 square miles.

Director, College Achievement Program

Primary Responsibilities:

- Prepared and administered a federally funded \$498,000 TRIO program.
- Prepared and administered the program budget.
- Supervised program staff.
- Served on the Admissions Review Committee.
- Registered and advised new and continuing students.
- Chaired Faculty Advisory Board.
- Served on Academic Review Board.
- Served on Academic Dismissal Committee.
- Served on Ad Hoc Faculty Evaluation Committee.
- Coordinated New Student Orientation.
- Chaired Mind, Body, & Soul workshops.
- Coordinated New Student Open Houses.
- Made admission, probation, and dismissal decisions for all College Achievement Program (CAP) participants.
- Evaluated course curriculum for recommended changes.
- Selected appropriate textbooks for courses.
- Selected faculty to teach developmental courses.
- Served on the NCA Self-Assessment team.
- Developed a program that assisted students with career choices.

Major Accomplishments:

- Designed and Implemented the Make the Change for the Better Program.
- Changed department name from Student Support Services to College Achievement Program.
- Implemented Graduate School Visitation.
- Designed and implemented a recognition ceremony for program participants.
- Implemented supplemental instruction program for courses, program participants were enrolled.

OHIO UNIVERSITY (June 1996 - June 1997)

Ohio University is a large, rural, multi-campus, Research II institution; serves 20,000 individual students a year in credit bachelor and master programs with 16,792 annual student credit FTE; over 500 million total general fund budget; 2,500 full and adjunct faculty, and 1,000 support and administrative staff; four collective bargaining unions; and a geographical services area of 1,000 square miles.

Program Coordinator, Office of Graduate Student Recruitment

Primary Responsibilities:

- Recruited minority graduate students into Ohio University's graduate programs.
- Supervised six recruiting associates.

- Presented and interpreted objectives, purposes, and programs of the Office of Minority Graduate Student Recruitment.
- Coordinated retention programs for graduate and undergraduate students.
- Organized annual Minority Graduate Visitation Weekend.
- Developed and implemented activities, programs, and projects relevant to graduate students.
- Prepared reports and evaluated activities, programs, and projects for the Office of Minority Graduate Student Recruitment.
- Designed and implemented a recruiting associate manual.

Major Accomplishments:

- Improved relationships between departments on campus
- Designed a training manual for all new recruiters
- Implemented a tracking system for recruiters of new and potential graduate students
- Improved the campus visitation day to include current graduate students and faculty across colleges.

Faculty/Teaching Experience:

CONCORDIA UNIVERSITY

May 2015 –April 2020

Adjunct Faculty Member School of Education

Subject: Critical Issues in Higher Education; Higher Education Law; Higher Education Issues: Accountability & Administration

CAPELLA UNIVERSITY

October 2002- December 2020

Adjunct Faculty Member School of Education

Subjects: Teaching and Learning with Diverse Populations, Cultural & Societal Change, Curriculum Development, Foundations in Theory and Practice in Master Studies, and Dissertation Course

MYERS UNIVERSITY

December 1998 – June 2002

Adjunct Faculty Member

Subjects: College Survival Skills, Development of English, and Human Resource Management

CUYAHOGA COMMUNITY COLLEGE

March 1997 – June 1997

Adjunct Faculty Member

Subject: College Survival Strategies

Fundraising Accomplishments:

2022 Downtown Minority Development \$500,000

2022 American Jazz Museum, Metropolitan Community College, \$2,500

2017-2022 The H&R Block Foundation, Metropolitan Community College, \$165,000

2022 Brisley Scholarship Trust, Metropolitan Community College \$14,000

2022 Irven E. & NeVada P. Linscomb Foundation, \$4,000

2022 GEICO, Metropolitan Community College, \$10,000

2022 Whatabrands, LLC, Whataburger, \$25,000

2022 Ewing Marion Kauffman Foundation, \$100,000

2021 Assistance League of Kansas City, Metropolitan Community College, \$16,000

2021 Bank of America, Metropolitan Community College, \$4,000

2020 Jacobs-Ulrich Family Trust, Metropolitan Community College, \$10,000

2017 Student Success Center, Private Donor, Metropolitan Community College \$5,000

2016 Follett Bookstore Scholarship, Prince George's Community College \$10,000

2014 Veterans Center, Prince George's Community College \$30,000
United Way of the National Capital Area

2013 Prince George's Community College Cares \$100,000
Brothers for a Cause

Grant Accomplishments:

2023 Health Forward Foundation Metropolitan Community College, \$150,000

2023 Missouri Department of Economic Development Workforce Training,
Biomanufacturing, Metropolitan Community College, \$175,000

2023 Health Resources and Services Administration
U.S. Department of Health and Human Services
Community Project Funding/Congressionally Directed Spending Grant,
Metropolitan Community College, \$2,000,000

2022 Missouri EXCELS, Department of Higher Education and Workforce and
Economic Development, Metropolitan Community College, \$9,000,000

2021 Student Support Services Program, Department of Education, Metropolitan
Community College, \$500,000

- 2021 Pre-School Development Grant (B-5) Workforce Development, Missouri Department of Elementary & Secondary Education, Metropolitan Community College, \$40,000
- 2020 Missouri Space Grant Consortium Grant, NASA, Missouri University Science and Technology, Metropolitan Community College, \$61,000
- 2020 Kansas City, Urban Renew Engineering (KURE) Fellows, National Science Foundation, University of Missouri Kansas City, Metropolitan Community College \$41,000
- 2019 Storytelling 2019-2020 Missouri State Council of the Arts, Metropolitan Community College, \$9,000
- 2018 Missouri State Council on the Arts, Metropolitan Community College, Missouri Arts Council, Metropolitan Community College, \$9,987.00
- 2018 Foundation Early Childhood Education, Pathways to Preparing Early Childhood Educators, Metropolitan Community College \$5,250.00
- 2018 The City of Missouri Neighborhood Tourist Development Fund, Metropolitan Community College, \$1,000
- 2017 Prince George's Community College, Domestic Violence Grant Prince George's County Council \$120,000
- 2017 Prince George's Community College Cares Grant, Helping Children Grow Incorporated, Washington, D.C. Prince George's Community College \$5,000
- 2015 Women of Wisdom Program: Stepping Stones Grant, The Women's Foundation, Washington D.C. Prince George's Community College \$40,000
- 2013 Violence against Women, Department of Justice, \$500,000 Prince George's Community College
- 2013 Prince George's Community College Women of Wisdom Program \$25,000 Women's Foundation Board Stepping Stone Grant
- 2013 Integrated Planning & Advising Services (IPAS), Bill and Melinda Gates Foundation \$100,000 Prince George's Community College
- 2012 Bluebird Blues Festival \$5,000, Prince George's Arts Council Prince George's Community College

2013 Associate Degree Award for Pre-degree Transfer Students \$5,000
Maryland Higher Education Commission
Prince George's Community College

2012 U. S. Department of Education \$1,250,000
Prince George's Community College, Veterans Upward Bound/TRIO

2012 Prince George's Community College Cares \$16,000
Prince George's Community College Foundation

2012 Student Support Services Program \$4,000.00
Southeast Business and Professional Women's Club
Prince George's Community College

2011 Prince George's Art Council \$4,500
Prince George's Community College, Bluebird Blues Festival

2011 CITI Foundation \$25,000
Prince George's Community College

2011 Maryland Higher Education Commission, Maryland College Access Challenge
Grant Program \$78,000
Prince George's Community College

2011 Prince George's County Department of Family Services \$25,000
Prince George's Community College

2010 U.S. Department of Education, Upward Bound Program \$250,000
Prince George's Community College

2010 Maryland Higher Education Commission, Department of Disabilities \$46,000
Prince George's Community College

2010 Prince George's Art's Council, Bluebird Blues Festival \$2,500
Prince George's Community College

2010 Prince George's County, Bluebird Blues Festival \$15,000
Prince George's Community College

2010 U.S. Department of Education, Student Support Services \$377,018
Prince George's Community College

2009 Maryland Higher Education Commission, The H.A.W.K.S Nest College Prep
Program \$59,087 Prince George's Community College

- 2005 City of Cleveland, Neighborhood Equity Fund, Village Basketball League \$10,000, Cuyahoga Community College,
- 2004 United Black Fund, Pathways to Success: New Life Community \$8,000 Cuyahoga Community College
- 2003 United Black Fund, Cleveland Leadership Development Academy \$10,000 Cuyahoga Community College
- 2002 City of Cleveland, Neighborhood Equity Fund, Cleveland Leadership Development Academy for Young Adults \$85,000 Cuyahoga Community College
- 2000 U.S. Department of Education, Student Support Services \$500,000 Myers University

College, University, & State Experience:

Chair Fiscal Stewardship Governance Council – Metropolitan Community College – August 2023 – Present

Chair Campus Governance Councils- Metropolitan Community College – July 2018 – August 2023

President’s Advisory Council, Equity and Inclusion Council, Strategic Planning Council, Budget Council

Chair, Presidents Community Advisory Council – Metropolitan Community College Penn Valley Campus September 2018- August 2023

Committee Member – Metropolitan Community College – Pathforward Capital Campaign Cabinet– Foundations Sub-Committee March 2021 – May 2022

Chair, Library Staffing Model – Metropolitan Community College October 2018 – June 2021

Co-Chair District Student Services District Staffing Model – Metropolitan Community College, August 2017 – December 2017

Co-Chair College Wide Forum – Prince George’s Community College, January 2017 – August 2019

Resource Person – Prince George’s County Promise Task Force, August 2016- December 2016

Co-Chair Pathways CORE Team – Prince George’s Community College, October 2016

Committee Member, Philanthropy Committee, Prince George's Community College Foundation,
June 2016

Committee Member- Pathways Implementation Team- Prince George's Community College
January 2016

Committee Member – Academic Master Plan Task Force – Prince George's Community College
January 2015

Chair – College Wide Communication Committee – SB 740 College and Career Readiness Act
July 2013 – August 2015

Committee member - Maryland Association of Community Colleges, COMAR Task Force
May 2013

Co-Chair, Integrated Planning and Advising System (IPAS)
May 2013 – June 2015

Co-Chair, Student Success, and College Completion Committee
Prince George's Community College
August 2012 – June 2015

Co-Chair, Envision Success Committee
Prince George's Community College
February 2011 – June 2016

Convener, Women's Summit Planning Committee
January 2011 – Present
Prince George's Community College

Policy and Coordinating Council Student Services and Marketing Committee
Chair August 2011 – June 2014
Laurel College Center
Prince George's Community College

Chair, Planning Advisory Committee
July 2014 - Present

Committee Member, Planning Advisory Committee
September 2009 – June 2014
Laurel College Center
Prince George's Community College

Chair, Diverse Male Student Academy Advisory Board
October 2009 – November 2010

Prince George's Community College

Co-Chair, Policy and Coordinating Council Student Services and Marketing Committee

August 2010 – July 2011

Laurel College Center

Prince George's Community College

Chair, Student Commencement Speaker Selection Committee

September 2009 – June 2010

Prince George's Community College

Co-Chair, Martin Luther King Jr. Dinner

November 2008 – January 2009

District Wide, Tidewater Community College

Civic Engagement Advisory Board

January 2008 – July 2009

District Wide, Tidewater Community College

Virginia Community College System (VCCS)

May 2006 – June 2007

Chair, Student Services Committee

Richmond, Virginia

Virginia Community College System

Intercollegiate Athletic Board

October 2005 – August 2008

Richmond, Virginia

College-Wide Recruitment Committee

July 2006 – July 2009

District Wide, Tidewater Community College

Quality Enhancement Plan Steering Committee

January 2007 – July 2009

District Wide, Tidewater Community College

Quality Enhancement Plan Committees

Core Team, Literature Review Committee, Strategies Committee, Assessment Committee

January 2006 – July 2009

District Wide, Tidewater Community College

Council of Deans of Student Services, Chair

September 2005 – July 2009

District Wide, Tidewater Community College

Council of Academic Deans
Member
September 2005 – July 2009
District Wide, Tidewater Community College

Ex-Officio Member, Student Success Governance Committee
January 2006
District Wide, Tidewater Community College

Member, Student Success Task Force
March 2005
District Wide, Cuyahoga Community College, Cleveland, Ohio

Co – Chair, Poverty Summit
January 2005
Cuyahoga Community College, Metropolitan Campus, Cleveland, Ohio

Member, Academic Advising Task Force
November 2004
District Wide, Cuyahoga Community College, Cleveland, Ohio

Member, Student Success Initiative Committee
August 2004
District Wide, Cuyahoga Community College, Cleveland, Ohio

Chair, Crisis Management Team
January 2004
Cuyahoga Community College, Metropolitan Campus, Cleveland, Ohio

Co-Chair, New Student Orientation
September 2003
Cuyahoga Community College, Metropolitan Campus, Cleveland, Ohio

Co-Chair, Noel Levitz Task Force
September 2003
Cuyahoga Community College, Metropolitan Campus, Cleveland, Ohio

Co-Chair, Freshmen Integrated Tracking System, District Wide
March 2003 – July 2005
Cuyahoga Community College, Metropolitan Campus, Cleveland, Ohio

Co-Chair, Focus on Learning Core Team
April 2002 – July 2005
Cuyahoga Community College, Metropolitan Campus, Cleveland, Ohio

Academic Presentations & Publications:

Presentations

October 2022 for Workforce Education	Building Capacity to Serve a Community, The National Council
October 2022	From Council member to Board Member: Navigating the political sphere – American Association of Community College Trustees
February 2022	The Working Learner: What We Need to Know to Help Them Succeed, Achieving the Dream – DREAM 2022
March 2019	Implementing a Shared Governance Model at a Multi-Campus Institution, American Association for Community Colleges
March 2018	Pathways to the Top: Preparation of CSAO’s for the Community College Presidency, National Association of Student Personnel Administrators
June 2017	The Road to the Presidency, National Council on Student Development, Walter Bumphus Leadership Institute
March 2017	What the World Needs Now in Leaders League of Innovation Conference
December 2016	Two-Year Student Affairs Practitioner’s Impact on the Completion Agenda ACPA College Student Educators International
April 2016	So you want to be a Leader? Nerdnation Phi Theta Kappa Annual Student Conference
April 2015	Is the IPAS Solution Effective or Just another Resource Consuming Diversion to Improve the Student Planning and Advisement Process American Association of Community Colleges Annual Convention
April 2015	So You Want To Be A Leader? Nerdnation Phi Theta Kappa Annual Student Conference
April 2014	Leveraging Technology to Support Advising Re-Design for Improving Student Success, Completion, and Student Self Sufficiency American Association of Community Colleges Annual Convention

December 2013	The View from Both Sides: Implementing SB 740 Dual Enrollment Mary Association of Community College's Summit
June 2012	Breaking New Ground: New Professionals & Student Affairs Competencies National Association of Student Personnel Administrators Region II New Professional Pre-Conference
June 2012	Charting the Course to Two-Year Community & Technical Colleges: Practical Techniques for Transitioning From Four Years National Association of Student Personnel Administrators Region II Conference
December 2011	Mentoring Diverse Males: A Purposeful Path from Self-Knowledge to Graduation Maryland Association of Community College's Summit on Completion Summit, Community College of Baltimore County, Baltimore, Maryland
March 2008	Transitioning from a four-year institution to a two-year institution National Association of Student Personnel Administrators National Conference, Boston Massachusetts
April 2006	High Five: The Magic of Working Together IOTA State Organization The Delta Kappa Gamma Society International Portsmouth, Virginia
May 2006	Towards the Future Vitality of Student Development: Redefining the Legacy of Student Development Virginia Community College System New Horizons Conference Roanoke, Virginia
June 2005	Maintaining an A+ Transfer Program Ohio Transfer Council Spring Conference, Columbus Ohio
March 2005	Towards the Future Vitality of Student Development: Redefining the Legacy of Student Development National Association of Student Personnel Administration

National Conference, Tampa, Florida.

October 2004 The Current State of Counseling on Community Colleges as it
relates to First-Year Experience and the Role the Department Plays
in the Process
Ohio First-Year Summit
University of Akron, Akron Ohio

April 2003 Getting In, Staying In, & Getting Out: Things You Need to Know
About Graduate School
Office of Multicultural Affairs
Cleveland State University, Cleveland Ohio

Publications

Lee, T.A. (2022). Combating Enrollment Declines. *Diverse Issues in Higher Education*. October 10, 2022. <https://www.diverseeducation.com/from-the-magazine/article/15301178/the-roueche-center-forum-combating-enrollment-declines>

Lee, T.A., Poston Farmer, C & Wilson, Y (2021, Spring). How are women who work at community colleges faring during COVD? *Community College Daily American Association of Community Colleges*.

Lee, T.A. (2011, Fall). The Entering Student Success Institute: A Renaissance for Prince George's Community College. *Prince George's Community College Instructional Forum: The Academic Affairs Area Journal*, Volume 27, 1.

Lee, T.A. & Forman, S.W. (2011, Summer). Completion and Transfer: Partners in Success. *iJournal: Insight into Student Services*, 27.

Lee, T.A. & Smith, M.D. (2008, February). The Importance of Mentoring African American Doctoral Students. *iJournal: Insight into Student Services*, 18.

Lee, T. A. & Fullerton, F. Eds. (November 2006). The NCSD 500: Winning the Race. Seventh Annual National Council on Student Development Conference. ACT: USA.

Lee, T. A. (2005). Online new-student orientation - is it a worthwhile way to go? Community College Week.

Lee, T. A. & Dukes, C Eds. (2005). Keeping the Magic in Community College Student Development. Summary Report of the Sixth Annual National Council on Student Development Conference. ACT: USA.

Lee, T.A, Stoval, T, et. al. (2004). Future Role of Counseling in the Community Colleges. In Toward the Future Vitality of Student Development Services: Redefining the Legacy in 2004. National Council of Student Development. Website:
<http://www.nationalcouncilofstudentdevelopment.org>.

Lee, T.A., & Costin A. (2004). Focus on Learning: A Community College Center Responds (September 2004). League for Innovation Learning Abstract.

Lee, T.A. (1998). The Role of Four African American Women on Predominately White Institutions. Dissertation. Unpublished.

Editorial Boards

September 2016 –August 2020 Board Member
Community College Research and Practice

Professional & Community Activities/Awards/Fellowships:

Professional Activities:

Higher Education Research and Development Institute Board Member April 2022 - Present

Center for Community College Student Engagement Board Member January 2022 – Present

National Alliance of Community and Technical Colleges May 2021 – Present

American Association of Women in Community Colleges President July 2019 – June 2021

Immediate Past President June 2021 – June 2023

Member-at-Large July 2023 - Present

Higher Learning Commission – Peer Reviewer

October 2018 – Present

Southern Association of Colleges and Schools – External Reviewer

March 2023 – Present

American Association of Community Colleges, Commission- Diversity, Equity, and Inclusion
August 2020 - Present

Grant Reviewer

Department of Education, Washington D.C.

Educational Talent Search (2011); Veteran’s Services (2010); Hispanic Serving Institutions
(2015)

American Association of Community Colleges, Commission on Public Relations Advocacy and
Advancement
August 2018 – June 2020

National Council on Student Development (NCSD)

July 2017- Past President and Chair 2018 Walter Bumphus Leadership Institute

July 2014 – President and Chair 2015 Leadership Institute

July 2012 – Present President-Elect, Chair 2014 National Conference, Chair 2014 Leadership
Institute

July 2011- June 2012 – Board Secretary

January 2001 – Member

American Association of Community Colleges, Commission on Academic, Student, and
Community Development
July 2014 – August 2018

American Association of University Women (AAUW)
Member

September 1998 – June 2017

Northeastern Ohio Leadership Association (NEOLA)
Committee Member Student Leadership Conference
September 1998 – December 2002

National Association of Student Personnel Administrators (NASPA)

2012 NASPA New Senior Student Affairs Officers Faculty Member

2011 NASPA Co-Director Excellence Awards

2011 NASPA Region II New Professionals Conference Planning Committee Member

2011 NASPA Community College Institute Planning Committee Member

2010 NASPA Excellence Awards Category Coordinator

2009 NASPA Excellence Awards Category Coordinator

Community Activities

Board Member

Executive Women Leadership Council

Kansas City Chamber of Commerce

January 2023 – Present

Board member

Girl Scouts of Northeast, Kansas & Northwest Missouri
October 2022 – Present

Board Member

Connections to Success
November 2022 – Present

Commissioner

Kansas City Area Transit Authority
October 2021 – Present

Vice Chair- Governance and Audit Committee

Kansas City Area Transit Authority
March 2022 – Present

Chair, Economic and Real Estate Development Committee

Kansas City Area Transit Authority
August 2023 - Present

Board Member

Assistive League of Kansas City
May 2020 - Present

Board Member

Broadway Westport Council
December 2017 – August 2023

Member

Maincor Council
September 2017 – August 2023

Member

Penn Valley Parks Conservancy
September 2019 – August 2023

Board Member

Connections to Success
August 2018 – June 2021

Member

Kansas City Area Development Council
December 2020 – January 2022

Member
St. Joseph Chamber
January 2020 – June 2020

Board Member
Kansas City Public Schools Strategic Planning Advisory Board
“Blueprint 2030”
April 2021- October 2022

Member
Big Brother Big Sisters – Diversity & Inclusion Advisory Board
February 2020 – July 2021

Member
Northland Chamber
July 2019 – June 2020

Board Member
Literacy KC
August 2018 – December 2020

Member, National Congress of Black Women, Kansas City Chapter
January 2018- August 2022

Board Member
Urban Ranger Corp.
March 2018 – January 2022

Board Member
Boys & Girls Club of Greater Washington
December 2011 – August 2019

Committee Member
Prince George’s County Homeless Youth Group
December 2011 – August 2019

Co-Chair Department of Public Works and Transportation
Prince George’s County, Maryland
January 2012 – August 2019

American Association of Retired Persons
Women’s Scholarship Program Reviewer
May 2012

Vice-Chairperson
Cooperating Hampton Roads Organization for Minorities in Engineering (CHROME)

Norfolk, Virginia
July 2007 – August 2009

Board Member,
Cooperating Hampton Roads Organization for Minorities in Engineering (CHROME)
Norfolk, Virginia
September 2006 – July 2007
Norfolk, Virginia

Committee Member
August 2003 – September 2005
Collaborative for Organizing Mt. Pleasant, Inc. Cleveland, Ohio

Committee Member
December 2003 – September 2005
Public Policy Committee, National Association for the Advancement of Color People,
Cleveland, Ohio
Chapter, Commission on AIDS

Awards

- May 2023 Women Who Mean Business, Kansas City Business Journal
- April 2021 National Society of Leadership and Success
- April 2018 Phi Theta Kappa, Hall of Honor, Distinguished President Award
- March 2017 American Association for Women in Community Colleges an affiliate council of
the American Association of Community Colleges
Model Program of the Year – Prince George’s Community College
Women of Wisdom program
- January 2006 United Who’s Who Empowering Executives & Professionals,
Certificate of Achievement
Delray Beach, Florida
- March 2006 Federal Bureau of Investigation, Women’s History Awardee
Norfolk, Virginia
- May 2004 National Institute for Staff and Organizational Development Excellence Award,
Austin, Texas
- March 2004 KALEIDOSCOPE Magazine 40/40 Club Inductee, Cleveland, Ohio
- June 2003 High Tech Academy Partner Appreciation Award, Cleveland, Ohio
- March 2003 Congressional Recognition, Honorable Stephanie Tubbs-Jones, Cleveland, Ohio

March 2003 NSOROMA Award for Education, National Technical Association, Cleveland Chapter, Cleveland, Ohio

Fellowships

September 1996- June 1997 Nancy B. Woolridge Graduate Fellow, Zeta Phi Beta Sorority Incorporated, Washington D.C.

September 1993 – June 1997 Holmes Scholar, Ohio University, College of Education, Athens, Ohio