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Contact Information

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EDUCATION

Master of Business Administration	Business Administration, <i>May 2018</i> Webster University, Saint Louis, MO George Herbert Walker School of Business & Technology GPA: 3.96
Doctor of Philosophy	Higher Education (Administration), <i>December 2007</i> Morgan State University, Baltimore, MD School of Education and Urban Studies Department of Advanced Studies, Leadership and Policy Dissertation Title: <i>The Perceptions of Administrators Concerning the One Florida Initiative</i> GPA: 4.0
Master of Applied Social Science	Social Science (Public Administration), <i>August 2004</i> Florida A&M University, Tallahassee, FL College of Arts and Sciences Department of History, Political Science, Geography, and African American Studies GPA: 3.54
Bachelor of Arts	Business Administration (Finance), <i>Cum Laude, May 2003</i> Morehouse College, Atlanta, GA Division of Business Administration

ADDITIONAL COURSEWORK:

Johns Hopkins University, Carey Business School
Statistics, Fall 2008

Florida A&M University, College of Education
Educational Leadership, Twenty-seven hours of graduate coursework, 2004 – 2005

Carnegie Mellon University, H. John Heinz III School of Public Policy & Management
Quantitative Skills Summer Program, Summer 2004

Harvard Business School
Summer Venture and Management Program, Summer 2002

Clark Atlanta University, School of Business Administration
Personal Finance Course, Fall 2002

Georgia State University, J. Mack Robinson College of Business
Financial Accounting Course, Summer 2001

Business Courses Completed:

- Advanced Corporate Finance
- Strategy and Competition
- Finance
- Managerial Economics
- Management Accounting
- Corporate Responsibility and Society
- Operations and Project Management
- Marketing

Higher Education Courses Completed:

- Pro-Seminar in Higher Education
- Historical Foundations of Higher Education
- Higher Education Policy Analysis
- Quality Assurance and Accountability in Higher Education
- Diversity and Multiculturalism in Higher Education
- Organizational Theory and Administration/Management in Higher Education
- Leadership in Higher Education
- Student Development Theory

Educational Leadership Courses Completed:

- Leadership and Communication Technologies in Teaching and Learning Organizations
- Self and Interpersonal Contexts in Teaching and Learning Organizations
- Organizational Behavior in Educational Settings
- Curriculum and Public Policy
- Race, Class, and Gender: Policy Issues in Leadership
- School Finance and Educational Policy

Research Courses Completed:

- Qualitative Research Methods in Education
- Advanced Qualitative Research Methods
- Applied Social Research (Mixed Methods Research)
- Quantitative Data Analysis I

- Quantitative Data Analysis II
- Research Practicum in Higher Education

TEACHING EXPERIENCES

Fall 2023	<p>North Park University School of Business and Nonprofit Management Adjunct Faculty <i>Building and Sustaining a Culturally Competent and Inclusive Organizational Culture</i> SBNM 5055 ***I designed course using Canvas.</p>
Summer 2023	<p>Upper Iowa University Andres School of Education Adjunct Faculty <i>Teaching and Working in a Multicultural Setting</i> EDU – 531 – Online ***I co-designed course using Pearson LearningStudios.</p>
Spring 2023	<p>Lincoln University of Missouri School of Education Adjunct Faculty <i>Financial Management in Higher Education</i> HED – 520 – Online *** I designed course using Canvas</p>
Fall 2022	<p>Bellarmino University Annsley Frazier Thornton School of Education Adjunct Faculty <i>Introduction to Educational Research</i> HRED – 602 – Online</p>
Summer 2022	<p>Bellarmino University Annsley Frazier Thornton School of Education Adjunct Faculty <i>Ethics, Law and Social Justice in Higher Education</i> HRED – 656 – Online *** I designed course using Moodle</p>
Summer 2022	<p>Upper Iowa University Andres School of Education Adjunct Faculty <i>Teaching and Working in a Multicultural Setting</i> EDU – 531 – Online ***I co-designed course using Pearson LearningStudios.</p>
Spring 2022	<p>Fayetteville State University College of Education Adjunct Assistant Professor</p>

*Academic Programs in Colleges and Universities**ELHE 713 – Online***** I designed course using Canvas.*

Spring 2022

Upper Iowa University

Andres School of Education

Adjunct Faculty

*Teaching and Working in a Multicultural Setting**EDU – 531 – Online*****I co-designed course using Pearson LearningStudios.*

Fall 2021

Fayetteville State University

College of Education

Adjunct Assistant Professor

*The Administration of Student Services in Higher Education**ELHE 714 – Online***** I designed course using Canvas.*

Fall 2021

Lincoln University of Missouri

School of Education

Adjunct Faculty

*Introduction to HBCUs Trends, Issues and Assessment**HED – 500 – Online***** I designed course using Canvas*

Summer 2021

Bellarmine University

Annsley Frazier Thornton School of Education

Adjunct Faculty

*Multicultural Theory, Competencies, and Application**HRED – 620 – Online*

Summer 2021

Upper Iowa University

Andres School of Education

Adjunct Faculty

*Teaching and Working in a Multicultural Setting**EDU – 531 – Online*****I co-designed course using Pearson LearningStudios.*

Spring 2021

Western Carolina University

College of Education and Allied Professions

Adjunct Faculty

History, Role and Uses of HBCUs

Spring 2021

Bellarmine University

Annsley Frazier Thornton School of Education

Adjunct Faculty

*Leadership, Administration, and Governance in Higher Education**HRED – 805 – Online***** I designed course using Moodle.*

Fall 2020	North Park University School of Business and Nonprofit Management Adjunct Faculty <i>College Student Development & Administration</i> <i>SBNM 5742 – Online</i>
Fall 2020	Wilmington University School of Education Adjunct Faculty Assessment of Student Learning Outside of the Classroom <i>MHE –7302 – Online</i>
Summer 2020	Northeastern University College of Professional Studies Lecturer <i>Global and Historical Perspectives on Higher Education</i> <i>EDU – 7204 – Online</i>
Summer 2020	Lincoln University of Missouri School of Education Adjunct Faculty <i>Philanthropy and Higher Education</i> <i>HED – 525 – Online</i> <i>*** I designed course using Canvas</i>
Spring 2020	Wilmington University School of Education Adjunct Faculty Academic Research and Writing <i>MHE –7001 – Online</i>
Spring 2020	Lincoln University of Missouri School of Education Adjunct Faculty <i>Financial Management for Higher Education/</i> <i>HED – 520 – Online</i> <i>*** I designed course using Canvas</i>
Fall 2019	Northeastern University College of Professional Studies Lecturer <i>Global and Historical Perspectives on Higher Education</i> <i>EDU – 7204 – Online</i>
Fall 2019	North Park University School of Business and Nonprofit Management Adjunct Faculty <i>College Student Development and Administration</i> <i>SBNM – 5742 – Online</i>
Summer 2019	Upper Iowa University Andres School of Education

Adjunct Faculty
Teaching and Working in a Multicultural Setting
 EDU – 531 – Online
 ***I co-designed course using Pearson LearningStudios.

Summer 2019

Bellarmino University
 Annsley Frazier Thornton School of Education
 Adjunct Faculty
Ethics, Law and Social Justice in Higher Education
 HRED – 656 – Online
 *** I designed course using Moodle.

Spring 2019

Fayetteville State University
 College of Education
 Adjunct Assistant Professor
Academic Programs in Colleges and Universities
 ELHE 713 – Online
 *** I designed course using Canvas.

Spring 2019

Northeastern University
 College of Professional Studies
 Lecturer
Faculty, Curriculum and Academic Community
 EDU 6202 – Online

Fall 2018

Bellarmino University
 Annsley Frazier Thornton School of Education
 Adjunct Faculty
Leadership, Administration, and Governance in Higher Education
 HRED – 805 – Online
 *** I designed course using Moodle.

Fall 2018

Upper Iowa University
 Andres School of Education
 Adjunct Faculty
Teaching and Working in a Multicultural Setting
 EDU – 531 – Online
 ***I co-designed course using Pearson LearningStudios.

Summer 2018

Northeastern University
 College of Professional Studies
 Lecturer
Faculty, Curriculum and Academic Community
 EDU 6202 – Online

Summer 2018

Upper Iowa University
 Andres School of Education
 Adjunct Faculty
Teaching and Working in a Multicultural Setting
 EDU – 531 – Online

***I co-designed course using Pearson LearningStudios.

Spring 2018	Northeastern University College of Professional Studies Lecturer <i>Education Law, Policy and Finance</i> <i>EDU 6203 – Online</i>
Spring 2018	Upper Iowa University Andres School of Education Adjunct Faculty <i>Teaching and Working in a Multicultural Setting</i> <i>EDU – 531 – Online</i> *** I co-designed course using Pearson LearningStudios.
Fall 2017	Upper Iowa University Andres School of Education Adjunct Faculty <i>Teaching and Working in a Multicultural Setting</i> <i>EDU – 531 – Online</i> *** I co-designed course using Pearson LearningStudios.
Summer 2017	Upper Iowa University Andres School of Education Adjunct Faculty <i>Teaching and Working in a Multicultural Setting</i> <i>EDU – 531 – Online</i> *** I co-designed course using Pearson LearningStudios.
Spring 2017	Upper Iowa University Andres School of Education Adjunct Faculty <i>Multicultural Issues in Higher Education</i> <i>HEA – 542 – Online</i> *** I designed the course using Pearson LearningStudios.
Summer 2015	Upper Iowa University Andres School of Education Adjunct Faculty <i>Multicultural Issues in Higher Education</i> <i>HEA – 542 – Online</i> *** I designed the course using Pearson LearningStudios.
Summer 2014	Tiffin University School of Graduate and Distance Education Adjunct Faculty <i>Higher Education Finance and Budgeting</i> <i>EDU – 640 – Online</i>
Summer 2014	Upper Iowa University Division of Education Adjunct Faculty

Legal Implications for the Administrator
HEA – 522- Online

Spring 2014

Upper Iowa University
 Andres School of Education
 Adjunct Faculty
Multicultural Issues in Higher Education
HEA – 542 – Online
 *** I designed the course using Pearson LearningStudios.

Fall 2012

Upper Iowa University
 Division of General Studies
 Adjunct Faculty
Wellness Strategies (First Year Experience)
ID – 119

Summer 2012

Upper Iowa University
 Andres School of Education
 Adjunct Faculty
Special Topics in Higher Education: Multicultural Issues in Higher Education
HEA – 550 - Online
 *** I designed the course using Pearson LearningStudios.

Fall 2011

Upper Iowa University
 Division of General Studies
 Adjunct Faculty
Wellness Strategies (First Year Experience)
ID - 119

Summer 2011

University of Northern Iowa
 College of Education
 Adjunct Faculty
Seminar in Postsecondary Education: Diversity in Higher Education
170:289-04
 *** I designed the course.

Fall 2010

Upper Iowa University
 Division of Education
 Adjunct Faculty
Ethical Dilemmas of Higher Education
HEA - 506

Fall 2010

Upper Iowa University
 Division of General Studies
 Adjunct Faculty
Wellness Strategies (First Year Experience)
ID - 119

Summer 2010

Upper Iowa University

Division of Education
 Adjunct Faculty
Legal Implications for the Administrator
HEA - 522

Summer 2009

The Art Institute of Washington
 General Education
 Instructor
First Year Experience/Life Skills
AI 101 – LS095

Summer 2009

Clarion University of Pennsylvania
 Department of Education
 Frederick Douglass Teaching Scholar
Educational Psychology (Co-Taught)
ED 122 - Online

Spring 2009

The Art Institute of Washington
 General Education
 Instructor
Introduction to Microsoft Office

Fall 2008

Baltimore City Community College
 Department of Public Services, Education, and Social
 Sciences,
 Adjunct Faculty
Introduction to Philosophy PHI 101

November 2003 – May 2004

Leon County Public School System
 Alternate Teacher

Taught students on an interim basis at the elementary, middle, and high school levels.

RESEARCH CONCENTRATION

Minorities' Access and Achievement in Higher Education

- Affirmative Action
- Impact of Proliferation of Race Neutral Admission Policies
- African American Male Achievement Gap: The Causes and Remedies
- Relevance of Historically Black Colleges and Universities
- Recruitment and Retention of Students of Color in Higher Education

PROFESSIONAL EXPERIENCES

December 2023 – Present

**Director of Programs, Transition, and
 Youth Success Planning
 Washington Department of Children,
 Youth and Families**

- The Department of Children, Youth, and Families was created to be a comprehensive agency exclusively dedicated to the social, emotional, and physical well-being of children, youth, and families regardless of

race, ethnicity, sexual orientation, or other socioeconomic factors.

- I represent the Department of Children, Youth, and Families Juvenile Rehabilitation (JR) executive team and their Juvenile Rehabilitation programs across the JR continuum.

August 2023 – December 2023

**Associate Professor of Education
Southern University at New Orleans**

- Taught undergraduate-level courses in the College of Education and Human Development;
 - Courses included:
 - CDSF 453: Research Methods in Child Development
 - EDST 400: Foundations of Education Research
 - EDUC 110: Introduction to Teaching
- Developed and managed class syllabus and ensured that the content met college and accreditation standards;
- Planned and created lectures, in-class discussions and assignments;
- Assessed grades for students based on participation, performance in class assignments, papers, quizzes and examinations;
- Advised Master of Arts in Teaching students;
- Developed and managed class syllabus and assessments for Higher Education Administration Graduate Certification Program; and
- Collaborated with colleagues on course curriculum.

April 2021 – June 2023

**Vice Chancellor for Student Affairs and
Enrollment Management & Associate
Professor of Education
Southern University at New Orleans**

- Provided visionary and operational leadership for the Division of Student Affairs and Enrollment Management;
- Effectively managed divisional changes to meet the University's growth objectives and strategic plan benchmarks based on promising practices;
- Measured progress towards strategic objectives employing empirical data;
- Oversaw the development and coordination of enrollment processes, extra/co-curricular campus initiatives, student judicial processes, student services and activities to promote the overall academic, personal and professional development, and well-being of students;
- Oversaw the Division's strategic planning processes to attract, recruit, enroll and retain undergraduate and graduate students with a goal to increase overall student engagement, persistence and graduation rates; and
- Engaged in professional development and successfully coach staff to meet benchmarks.

May 2018 – April 2021

**Dean of Students & Diversity Officer
Seton Hill University**

- Provided strategic vision and leadership for an integrated unit that invigorates campus life; creating an engaged, inclusive and vibrant community dedicated to student success through campus engagement;
- Enhanced a student culture where diversity is honored and where students learned to respect differences, demonstrated campus pride and exercised leadership;
- Collected and interpreted student satisfaction, retention, and success data to inform the development of involvement opportunities and co-curricular programs;
- Ensured alignment of student learning outcomes for Student Affairs programming with the University academic learning outcomes;

- Ensured a comprehensive New Student Orientation program that served first year and transfer students, and their families;
- Served as a Title IX Deputy Coordinator;
- Reviewed and updated annually the Student Handbook;
- Assisted in the coordination and execution of university-wide events;
- Developed effective quantitative and qualitative assessment tools related to participation and quality of programs and initiatives;
- Provided leadership for the development, implementation and evaluation of policies and regulations pertaining to Student Affairs;
- Responsible for fiscal responsibility, budget oversight, and budget allocation in line with strategic priorities;
- Served as a member of the emergency on-call team;
- Served as a liaison between clubs/organization leadership and advisors;
- Collaborated with campus constituents to develop and implement a comprehensive enrollment, transition and retention plan for diverse student populations; and
- Created and implemented training for student leaders and staff emphasizing cultural competencies, awareness, diversity and inclusion.

January 2017 – April 2018

**Adjunct Assistant Professor
Webster University**

- Taught graduate-level courses in the George Herbert Walker School of Business & Technology;
 - Courses include:
 - BUSN 5000: Business
 - MNGT 5000: Management
 - MNGT 5650: Management and Strategy
 - MNGT 5670: Managerial Leadership
- Developed and managed class syllabus and ensured that the content met department and college standards;
- Planned and created lectures, in-class discussions and assignments;
- Assessed grades for students based on participation, performance in class assignments, papers, quizzes and examinations; and
- Collaborated with colleagues on course curriculum.

October 2016 – April 2018

**Director of Extended Campus, Myrtle Beach
Metropolitan
Webster University**

- Served as Chief Administrative Officer at the extended campus overseeing student recruitment, advising, financial aid, marketing, course planning and budgets;
- Assisted with the day-to-day operations of the extended campus;
- Provided direct supervision to assigned departments;
- Implemented programs and policies to achieve the overall enrollment goals and objectives of the University;
- Established relationships and interacted with various constituent groups to promote the University's goals, objectives and policies;
- Maintained excellent working relationships with the University's student services, development, global marketing and communications, other University officers, and the Veterans Administration;
- Delegated authority and responsibility to administrators to implement decisions on internal matters to accomplish the mission of the University; and

- Investigated and resolved conflicts and issues within the University.

January 2016 – July 2016

Chief of Staff & Executive Assistant to the President Grambling State University

- Assisted with the day-to-day operations of the President's Office;
- Provided direct supervision to assigned departments;
- Ensured that policies and procedures approved by the University Administration were implemented;
- Advised the President on strategies and methods to improve the University's operational effectiveness;
- Served as the President's liaison with university administration, faculty, staff and students and responded to requests for assistance from same;
- Served as liaison with college-wide councils and committees and the college community;
- Conferred with University governing boards to implement policies and procedures concerning the operation of the University and represented the University at Board meetings, as necessary;
- Interacted and negotiated with administrative officials, business executives, legislators, government officials, community and civic groups and alumni to promote the University's goals, objectives and policies as well as public service objectives;
- Delegated authority and responsibility to administrators to implement executive level decisions on internal matters to accomplish the mission of the University;
- Investigated and resolved conflicts and issues within the University; and
- Performed other duties as assigned by the President.

July 2014 – December 2015

Assistant Professor & Director, Higher Education Student Affairs Program (*formerly College Student Personnel Program*) Western Carolina University

- Taught graduate-level courses in the M.Ed. in Higher Education Student Affairs (*formerly College Student Personnel*) program;
 - Courses included:
 - HESA 530: (CSP 530): Diversity in Higher Education (formerly College Student Subcultures & Student Characteristics)
 - HESA 621 (CSP 621): Theories of College Student Development
 - HESA 630 (CSP 630): Legal & Ethical Issues for Higher Education Student Affairs
 - EDHE 650: Program Development and Evaluation
 - EDL 889: Disquisition in Educational Leadership
- Created admission criteria and adhered to them;
- Partnered with other units of the University (including Student Affairs, Academic Affairs and Public Relations/Marketing) in recruitment efforts;
- Engaged with other universities and colleges for the purposes of recruitment and career placement for graduates;
- Evaluated the potential for offering courses in hybrid or totally online formats;
- Reviewed course topics and sequencing and ensured that offerings are reliably planned and scheduled for students and full and part-time faculty;
- Benchmarked Program policies, curriculum and quality with comparable and aspirational student affairs programs; and
- Clarified funding sources and determined ways to create more consistent funding packages for students.

November 2012 – November 2013

Assistant Vice President for Inclusion

Initiatives
Grand Valley State University

- Worked with deans, colleges, departments/schools, and divisions to provide informational resources, consultation and other support that helped to enhance the University's inclusion work in various areas such as strategic plan implementation, program evaluation, pipeline issues, recruitment and retention initiatives for faculty, staff and students;
- Served as a liaison to the Office of Multicultural Affairs, Women's Center, and the Lesbian, Gay, Bisexual and Transgender Center; and
- Interfaced with Human Resources, Office of the Provost, Institutional Marketing, Admissions, Office of Development, the Padnos International Center, and the Office of Graduate Studies through collaborative projects and committee participation.

November 2010 – November 2012

**Executive Assistant to the President, Chief
Diversity Officer & Assistant Secretary to the
Board of Trustees
Upper Iowa University**

- Effectively supported and communicated the mission and vision of Upper Iowa University to diverse constituencies;
- Helped secure additional campus and external funding for programs and initiatives advancing diversity;
- Advised the President on diversity issues;
- Worked in partnership with the Office of Admissions to provide input that enhanced diversity within the student body;
- Served as a member of the Retention Committee and assisted with the development of initiatives that improved retention among diverse student constituencies;
- Regularly evaluated the level of diversity awareness, activity, and proficiency resulting from initiatives involving the University community;
- Assisted in developing programs that fostered intercultural dialogue and ensured the highest benefits from student diversity programs, community service and training;
- Assisted with the development and delivery of programming emphasizing diversity and inclusiveness;
- Provided assistance and served as a resource to administrators, staff, and Division Chairs as appropriate to help assure effective implementation of diversity initiatives including the hiring and retention of a diverse faculty and staff;
- Formulated goals and provided leadership in the implementation of plans that: promoted a campus culture that values diversity and inclusiveness and supported a campus community that was welcoming and supportive of all members;
- Demonstrated the ability to anticipate problems, critical issues and opportunities as they arise and advised the President and other senior officers of the University accordingly;
- Provided coordination and liaison with other members of the senior staff, the Board of Trustees and other constituencies both on and off the campus;
- Served as Assistant Secretary of the Board of Trustees and provided support for the Board in communications, logistics, planning, preparation of meeting materials, and special projects as

determined by the President and/or Board Chair;

- Exercised independent judgment in the negotiation of employment and vendor contracts on behalf of the University;
- Managed communications in and out of the President's office; reviewed incoming mail, drafted responses as needed, composed letters and reports, reviewed drafts and final copies of all correspondence, surveys, reports for the President's signature;
- Supported the President in fulfilling both community and professional service obligations;
- Assisted with the planning and coordination of special and University-wide events;
- Coordinated and researched/designed as well as helped prepare all major campus reports and surveys required by state and national organizations; and
- Prepared and managed the budget for the Office of the President and provided budget analysis and forecasting, expense tracking, and reconciling.

September 2009 – October 2010

**Executive Assistant to the President & Assistant
Secretary to the Board of Trustees
Upper Iowa University**

- Demonstrated the ability to anticipate problems, critical issues and opportunities as they arise and advised the President and other senior officers of the University accordingly;
- Provided coordination and liaison with other members of the senior staff, the Board of Trustees and other constituencies both on and off the campus;
- Served as Assistant Secretary of the Board of Trustees and provided support for the Board in communications, logistics, planning, preparation of meeting materials, and special projects as determined by the President and/or Board Chair;
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- Supported the President in fulfilling both community and professional service obligations;
- Assisted with the planning and coordination of special and University-wide events;
- Coordinated and research/design as well as help prepare all major campus reports and surveys required by state and national organizations; and
- Prepared and managed the budget for the Office of the President and provided budget analysis and forecasting, expense tracking, and reconciling.

July 2009 – August 2009

Public Policy Fellow

September 2007 – May 2009

Greater Baltimore Committee

- Prepared meeting agendas and minutes for Board of Directors meetings;
- Coordinated activities for the President and CEO's Advisory Council;
- Provided leadership in preparing testimony and position papers on behalf of the President and CEO and the Director of Government Relations for state legislative sessions;

- Prepared talking points, speeches, proclamations, and letters for the President & CEO;
- Prepared scripts for President and CEO for Issues and Answers, a public affairs program on regional cable channels;
- Researched and briefed President and CEO on various current affairs issues and events;
- Researched, developed, and presented testimony on community issues at public hearings on behalf of the organization;
- Reviewed RFPs for funding for the Baltimore Workforce Investment Board Youth Council on behalf of the President and CEO; and
- Marketed the Greater Baltimore Committee to businesses and non-profit organizations in the region to recruit new members.

June 2009 - July 2009

**Visiting Scholar
Clarion University of Pennsylvania
Office of the Provost and Vice
President for Academic Affairs**

- Drafted basic design for Master's and Educational Specialist programs in Higher Education Administration to be offered in the near future;
- Composed draft of joint five year Bachelor's and Master's program in Criminal Justice to be offered in the near future; and
- Assisted the Provost and Vice President for Academic Affairs in the recruitment efforts of talented undergraduate and graduate students.

December 2006 – August 2007

**Graduate Assistant
Morgan State University
Department of Psychology**

- Coordinated grant writing efforts for the new psychometrics program;
- Developed and implemented marketing and recruitment strategies in collaboration with the university's Office of Public Relations and Communications (OPRC), to increase program awareness and enrollment;
- Researched and directed the development of marketing materials in conjunction with personnel in the OPRC;
- Provided leadership to disseminate marketing materials and information to key colleges, universities, public schools and partnering state colleges and universities to attract and recruit the first cohort of students for the new psychometrics program;
- Provided leadership in developing a Memorandum of Understanding with Educational Testing Service;
- Worked collaboratively with the Graduate Council Curriculum Committee to develop an appropriate curriculum for the new psychometrics program;
- Served as the graduate student representative on the University Council;
- Served as president of the Morgan Graduate Student Association; and
- Served as a member of the institution's Graduate Student Concerns Committee.

October 2005 – November 2006

**Administrative Assistant
Morgan State University**

- As primary assistant to the chair, provided leadership in developing and editing the draft Middle States Self Study report for accreditation;
- Coordinated successful launch of the Master's in Higher Education program;
- Assisted students with orientation and advised students about their doctoral program plans;
- Provided oversight for the development and production of department's marketing brochures and handbook in conjunction university's OPRC; and
- Led the creation of a better system to track departmental budget. The new system allowed department leadership to follow expenditures and prevent over-spending.

July 2005 – August 2005

**Counselor
Tallahassee Community College
Counseling Center, Student Affairs**

- Developed and implemented two-year matriculation plans for students to transfer to area colleges and universities;
- Provided undergraduate students academic counseling and advising and assisted students with career planning; and
- Coordinated and implemented a variety of activities for new and transfer students to become acclimated with the campus community.

September 2004 – June 2005

**Legislative Analyst Intern
Florida Senate
Committee on Education**

- Researched and drafted bill analyses for senators;
- Prepared and edited legislative reports, proposed legislation, and amendments;
- Reviewed and researched constituent inquiries and concerns directed to senators; and
- Provided reports to legislators and tracked inquiries as well as worked to ensure accuracy of constituent responses.

September 2004 – May 2005

**Graduate Assistant
Florida A&M University
College of Education**

- Researched and drafted reports and presentations for professors for national and state level conferences;
- Provided data collection and analysis of National Council for Accreditation of Teacher Education accreditation procedures for professors;
- Led the effort to create marketing materials for the Master's of Educational Leadership program;
- Coordinated recruitment efforts for the Master's of Educational Leadership program; and
- Conducted research for the "Teacher for the New Era" grant, which explored best practices for teacher

training.

June 2004 – August 2004

**Research Assistant
Carnegie Mellon University
H. John Heinz III School of Public
Policy & Management
Institute for the Study of Information
Technology and Society (InSITEs)**

- Assisted with implementation of the Virtual Agora Project, a community engagement and research initiative designed to improve community involvement among citizens;
- Identified and processed human subjects to participate in the study; and
- Implemented research protocols for interdisciplinary research and teaching.

September 2003 – June 2004

**Graduate Assistant
Florida A & M University
Department of Housing**

- Coordinated programs, events, workshops, and professional development seminars for the residence hall tenants;
- Managed the resident assistants and utilized conflict resolution and time management skills within the residence hall to maintain environment conducive to healthful living and studying; and
- Developed and implemented an efficient and effective process to improve customer service and student satisfaction with their residence hall experience.

September 2002 - April 2003

**Student Research Assistant
Morehouse College
Department of Sociology**

- Facilitated the dissemination of correspondence for research studies and for interactions with human subjects; and
- Managed daily operations of the department in the absence of the Department Chair.

Summer 2001 & 2002

**UNCF Coca-Cola Scholar Intern
Coca-Cola Enterprises Inc.
Finance and Route Accounting**

- Researched and compiled financial data that was fundamental to the process of a corporate acquisition – a regional competitor;
- Performed audits of drivers for route accountants; and
- Conducted assessments of accounts and drivers and their routes as part of a review of company's daily operations.

September 2000 – May 2001

**Intern
Morehouse College
Office of Community Service
Emma Joe Adams Public Service Institute**

- Worked for positive change within the West-End Community by developing community's first newsletters;
- Provided oversight of the community meetings, drafting minutes and disseminating them to the community;
- Developed and implemented public relations strategies to help community effectively market its activities and events; and
- Utilized critical computer skills to enhance the efficiency and operations of the office.

Summer 2000**Intern
Guardian Life Insurance Company**

- Provided leadership in preparing draft financial statements for insurance and pension plans; and
- Employed quantitative skills by using Excel and Quicken Accounting Software to carry out the duties of the Accounting Division.

September 1998 – July 1999**Intern
Akerman, Senterfitt & Eidson, P.A.**

- Conducted research and compiled information for attorneys; and
- Coordinated daily correspondence for high profile cases.

Summer 1998**Clerk
United States Securities and Exchange Commission**

- Created Microsoft Excel spreadsheets used by attorneys in preparation for cases; and
- Researched and organized files for cases utilizing the commission's law library.

PROFESSIONAL DEVELOPMENT**June 2007 – March 2008****Vice President for Conference Affairs
National Black Graduate Student
Association, Inc.**

- Planned and directed the annual National Black Graduate Student Conference and chaired the National Conference Committee;
- Developed and disseminated marketing materials and press releases to the media and higher education institutions;
- Coordinated sponsorship activities which enhanced cost effectiveness of the conference;
- Provided leadership and implemented a strategic plan to increase conference attendance, enhance sponsorship support, and improve financials; and
- Developed and implemented a strategic plan to improve students, employers, and graduate schools' participation in the Annual Career and Graduate School Fair.

July 2005 – August 2005**Academic & Student Affairs Intern
Florida Board of Governors
State University System of Florida**

- Orchestrated special projects with staff, which included admission workshops and the Southern Regional Education Board's academic common market; and
- Organized review of new programs at state universities to ensure compliance with established approval and articulation criteria, which resulted in improvements and effectiveness in several critical areas.

May 2004 – June 2004

**Graduate Intern
City of Tallahassee, TalTran
Planning and Marketing Department**

- Analyzed routes and schedules to gain increased efficiency for this regional transportation system;
- Investigated and evaluated revenue intake through Microsoft Excel spreadsheets – developed spreadsheets; and
- Provided assistance with marketing materials for the Tallahassee Renaissance initiative to enhance ridership on the city's bus system – as well as awareness of the benefits of the system.

INSTITUTES & SEMINARS

HBCU Executive Leadership Institute, Clark Atlanta University, December 2023 – Present, Atlanta, GA

The HBCU Executive Leadership Institute aims to increase the quality and supply of qualified candidates to serve as HBCU presidents and other executive level leaders. The Institute supports leadership development which focuses on preparation of HBCU presidents and executive leaders. The program is a performance-based leadership preparation program in an extended learning network where opportunities for practice is present. This is a highly competitive program which has a rigorous selection process.

Minority Serving Institutions (MSIs) Aspiring Leaders (*Fourth Cohort*), Rutgers University, December 2023 – Present, New Brunswick, NJ

The program was developed by the Rutgers Center for MSIs in which the leaders from MSIs engage with mid-career aspiring leaders from education, non-profit, and business sections in an effort to prepare the next generation of MSI presidents. This is a highly competitive and selective process in which a cohort is admitted to the program. A two-day intensive leadership forum and a year and half of mentoring by a MSI leader takes place.

Advanced Investigations of Sexual Misconduct, D. Stafford & Associates, September 2018, Greensburg, PA

This three day intensive training class is designed for campus administrators and investigators as well as Conduct and Title IX Investigators who have responsibility for conducting and overseeing sex crimes investigations on their college campuses. Attendees learned how to investigate sex crimes in higher education from start to finish with special emphasis on complying with the *Clery Act* and Title IX regulations.

Waccama Chapter of the American Leadership Forum Fellow, Class V, August 2017 – January 2018 Myrtle Beach, SC

The American Leadership Forum is a highly competitive program designed to expose leaders to new processes of collaborative leadership with regional focus. The program provides a unique opportunity for communication across sectors by bringing together members of diverse groups. The American Leadership Forum is centered on the premise that good leadership depends upon cultivating a sense of civic responsibility, a climate of trust and open dialogue among divergent sectors and a positive vision, along with collaborative problem solving skills. The overriding goal of the program is to foster a sense of personal responsibility for change in the community and to provide a pivotal experience that enhances growth and development of each participant.

Higher Education Leadership Foundation Fellow, Leadership Institute, *Gamma Cohort*, June 2016 - Birmingham, AL

The Leadership Institute is a highly competitive program designed to expose participants to industry leaders who share best practices rooted in empirical research and experience while also providing opportunities for the personal and professional development of attendees. The Leadership Institute also addressed the role participants play as vital members in the decision-making processes at their respective institutions.

Association for the Study of Higher Education, Council for the Advancement of Higher Education Programs, Early Career Faculty Teaching Workshop, November 2015 – Denver, CO

The Early Career Faculty Teaching Workshop is a competitive program designed for pre-tenure faculty and administrators returning to the classroom participate in a special workshop focused on teaching and dissertation/thesis advising. Teaching content and pedagogy experts share their insights on teaching core subjects such as the history of higher education, organizational theory and administration, faculty issues, and gender and diversity. In addition, a panel of experienced dissertation/thesis advisors discuss this critically important task as well as subjects such as tactics for helping students select a topic and research methodology, keeping advisees on track to completion, and time management issues for faculty working with dissertation students.

Leadership Asheville 34 Participant, September 2015 – December 2015, Asheville, NC

Leadership Asheville strives to, “Enhance community leadership by developing, connecting, and mobilizing citizens throughout the region.” Each year, 30 leaders are chosen to participate in the highly coveted program. The leaders spend nine months learning about the community and working on collaborative projects. In addition, Leadership Asheville allows participants to introduce themselves and highlight the successes of their organizations during the various sessions that the participants engage in throughout the course of the year. Each session is an opportunity for individuals to listen, learn and act.

Association for the Study of Higher Education, The Council of Ethnic Participation’s Mentor-Protégé Program, November 2014 – Washington, DC

The Council on Ethnic Participation’s Mentor-Protégé Program (MPP) is a competitive program designed to give participants mutually beneficial mentoring relationships. To facilitate this process, protégés are paired with mentors based on primary scholarly and professional interests that will contribute to the personal and professional development of both protégé and mentor. The MPP highly encourages graduate students, post-doctoral fellows, administrators, student affairs personnel, as well as junior and senior faculty to participate in this mentoring program.

**7 Habits of Highly Effective People Workshop
September 2013**

In a full-day 7 Habits of Highly Effective People Workshop, participants learn principles that propel them toward greater self-fulfillment. Participants discover how to maximize performance and reach career goals by avoiding both dependence on others and independence, and moving on to where real success lies—being interdependent. This allows participants to experience first-hand the rewards of superb cooperation and collaboration.

**University Leadership 2013
Grand Valley State University
January – February 2013 – Allendale, MI**

The purpose of the program is to enhance emerging leaders at Grand Valley State University (GVSU) through a discussion of challenges confronting higher education and an examination of the values and goals that guide GVSU. Selected participant learned and engaged with other GVSU leaders through dynamic and interactive discussions on the following topics:

- Higher Education Issues and Trends
- Current Issues and Future Directions
- The Academic Program
- Inclusion & Equity
- University Development
- Finance and External Relations
- Students and Campus Life
- International Issues

American Educational Research Association, Committee on Scholars of Color in Education Research and Mentoring, April 2011 – New Orleans, LA

The Committee was formed to help foster relationships between junior and senior scholars and impact education research through collaborative work. Junior scholars are placed with tenured faculty members and senior scholars and researchers who participate in a formal mentoring program for one-academic year. These mentors and mentees continue to connect and/or collaborate on research and presentations.

William L. Boyd National Educational Politics Workshop, April 2011 – New Orleans, LA

This is a competitive workshop designed to give emerging scholars the opportunity to learn about current and promising research in the politics of education field, participate in break-out sessions related to their interests, and interact with leading scholars in educational politics relevant to their areas of interest.

American Association of Blacks in Higher Education, Leadership and Mentoring Institute Participant, July 2009 – Birmingham, AL

The 2009 Leadership & Mentoring Institute is highly competitive, consisting of very intense, week-long course work integrating projects along with other activities to help prepare individuals for senior leadership positions as faculty and/or administrators in higher education. The Institute includes opportunities for networking and collaborating.

Association for the Study of Higher Education, Institute on Critical Policy Research and Analysis Fellow, July 2009 – Boulder, CO

The very competitive Institute on Critical Policy Research and Analysis brought an impressive group of policy scholars and guest speakers together to discuss various issues related to policy research. The Institute supported the role of new capacity and a community of scholars to promote equity and critical policy analysis within and beyond the academy, pushing the boundaries to integrate more critical and equity-minded research to the field of higher education.

Pennsylvania Black Conference on Higher Education, Institute for Educational Management and Leadership Participant, June 2009 – University Park, PA

The Pennsylvania Black Conference on Higher Education, Institute for Educational Management and Leadership program, focuses on key issues affecting the future of higher education in Pennsylvania and provides input to various sectors of government, education and community that impacts the lives of underrepresented groups at Pennsylvania colleges and universities.

Johns Hopkins University, Carey Business School Leadership Development Program, Leadership Academy, August 2008

The Leadership and Development Program supports the advancement of high potential managers by offering education in management and leadership theory and practice. The program enhances leadership and career management skills.

Robert Wood Johnson Foundation, New Connections: Bringing Diversity to Robert Wood Johnson Foundation Grant Making and Increasing Secondary Data Analysis Seminar Participant, June 2008 - Washington, DC

The Robert Wood Johnson Foundation's (RWJF) New Connections Initiative is designed to expand the diversity of perspectives that inform RWJF programming and introduce new researchers and scholars to the work of the Foundation, while simultaneously helping to meet staff needs for data analysis that measures progress toward program objectives.

American Educational Research Association, The Asa G. Hilliard III and Barbara A. Sizemore Research Course on African Americans and Education Program Participant, March 2008 – New York, NY

This highly competitive course aims to advance the research skills and competencies of graduate students with an interest in the study of African Americans and education. The Asa G. Hilliard III and Barbara A. Sizemore course introduces students to the fundamentals of developing a research agenda and manuscripts for publication as well as mentoring.

American Educational Research Association, Division J Emerging Scholars Participant, April 2007 – Chicago, IL

This competitive program is designed to provide support in writing, grant activity, work life balance, and professional networking. The Emerging Scholars program supports advanced doctoral students as well as new faculty and higher education professionals and policy makers.

Finger Lakes Environmental Film Festival Fellow, Ithaca College, March 2007- Ithaca, NY

Eleven graduate students representing eight universities were accepted to attend Ithaca College's 10th annual Finger Lakes Environmental Film Festival (FLEFF). This fellowship program is directed toward emerging scholars of color interested in environmental and sustainability issues. The FLEFF fellowships provide full funding to attend the weeklong festival, join in classroom discussion with affiliated faculty, attend screenings and meet visiting artists, speakers and filmmakers.

Association for the Study of Higher Education, Graduate Student Policy Seminar Participant, November 2006 – Anaheim, CA

The Graduate Student Policy Seminar is a competitive opportunity for doctoral students to interact with researchers and policymakers who are knowledgeable about critical public policy issues that impact the study of higher education. This seminar educates advanced doctoral students about the different career paths in public policy and higher education as well as how researchers can make a difference with policy research.

College Leadership Florida Class VI, University of South Florida, January 2005

College Leadership Florida is a competitive program for approximately 50 undergraduate and graduate students within the State of Florida. The program allows the students exposure to many societal and economic issues facing the state. College Leadership Florida also provides leadership development sessions and mentoring by Florida's leaders.

Carnegie Mellon University, H. John Heinz III School of Public Policy & Management, Quantitative Skills Summer Program, July – August 2004

The Quantitative Skills Summer Program at the Heinz School is designed to prepare students for the quantitative nature of the field of public policy. The focus of the program was mainly on probability and its applications to public policy problems as well as algebraic approaches to structuring and solving word problems.

Harvard Business School

Summer Venture in Management Program, June 2002

The Harvard Business School's Summer Venture in Management Program is a competitive one week management training program designed to increase diversity and opportunity in business education. The program helps participants develop a broader understanding of the challenges business leaders face and the impact they can have on their community and the world through effective business leadership.

GRANT REVIEWER

Federal Grant Reviewer, 2022
National Science Foundation, Division of Human Resource Development
Historically Black Colleges and Universities – Undergraduate Program (HBCU-UP)

Federal Grant Reviewer, 2018
National Science Foundation, Division of Human Resource Development
Historically Black Colleges and Universities – Undergraduate Program (HBCU-UP)

RESEARCH GRANTS

Hilton, A.A. (2022). *Tools for Postsecondary Schools: Putting Evidence to Work for Student Supports*. A grant submitted to the MDRC. Role: Co-Principal Investigator. (Funded)

Hilton, A.A. (2020). *Two nights with August Wilson*. A grant submitted to Seton Hill University Caritas Mini-Grant Team. (\$1,000). Role: Principal Investigator. (Funded).

Hilton, A.A. (2019). *Life skills program for student-athletes*. A grant submitted to the Pennsylvania State Athletic Conference. (\$3,500). Role: Co-Principal Investigator. (Funded).

Hilton, A.A. (2018). *Student-athletes mentorship program*. A grant submitted to the Pennsylvania State Athletic Conference. (\$3,500). Role: Co-Principal Investigator. (Funded).

Hilton, A.A. (2017). *Within the experiences of African American male doctoral students at historically Black colleges and universities*. A research grant submitted to the Center for Minority Serving Institutions (CMSI) at the University of Pennsylvania. (\$5,000). Role: Principal Investigator. (Not Funded). (*Ranked within the top five grants submitted*)

Hilton, A.A. (2017). *Holistic strategies for student success: Moving into, through, and beyond college. Professional development grant application*. A grant submitted for travel to the Southern Association for College Student Affairs Regional Conference through the Webster Staff Alliance Professional Development Fund, Chattanooga, TN. (\$1,297.88). Role: Principal Investigator. (Funded).

Hilton, A.A. (2016). *An analysis of doctoral student retention at selected historically Black colleges and universities in the United States*. A research grant submitted for travel to the American Educational Research Association through the Professional Development Fund, Washington, DC. (\$814). Role: Principal Investigator. (Funded).

Hilton, A.A. (2015). *The governing structures of state supported Historically Black Colleges and Universities*. A research grant submitted for travel to the Association for the Study of Higher Education Conference through the Chancellor's Travel Fund, Denver, CO. (\$1,200). Role: Principal Investigator. (Funded).

Hilton, A.A. (2015). *Motivations to succeed: The voices of Black men in college*. A research grant submitted for travel to the North Carolina College Personnel Association Conference through the Professional Development Fund, Elon, NC. (\$386). Role: Principal Investigator. (Funded).

Hilton, A.A. (2015). *Within the experiences of African American male doctoral students at historically Black colleges and universities*. A research grant submitted to the Southern Association for College Student Affairs (SACSA). (\$1,500). Role: Principal Investigator. (Funded).

Hilton, A.A. (2014). *Persistence among African American men in the community college*. A research grant

submitted for travel to the University Council for Educational Administration Convention through the Chancellor's Travel Fund, Washington, DC. (\$1,200). Role: Principal Investigator. (Funded).

McCarville, K., & **Hilton, A.A.** (August 2011 – July 2016). *Iowa Illinois Nebraska STEM partnership for innovation in research and education*. A research grant submitted to the Louise Stokes Alliance for Minority Participation (LSAMP) program of the National Science Foundation. (\$50,000; Upper Iowa University). Role: Co-Principal Investigator. (Funded).

BOARD MEMBERSHIPS

AmeriCorps Advisory Board Member, Upper Iowa University, 2011

Association of Governing Boards, Board Professionals Leadership Group, Vice Chair of Program Committee, 2011 – 2012; Chair of Program Committee, 2012

Center for African American Research and Policy, Director, 2011 – 2014

Court Appointed Special Advocates of Westmoreland County Board of Directors, 2019 – 2021, Governance Committee Chair, 2020 – 2021

Westmoreland County Youth Commission Board Member, 2019 – 2021

Westmoreland Diversity Coalition Board Member, 2020 – 2021

Habitat for Humanity of Horry County Board of Directors, 2018

Myrtle Beach Area Chamber of Commerce, Business Diversity Council Member, 2018

Kappa Alpha Psi Fraternity, Incorporated, Grand Rapids Alumni Chapter, Historian and Reporter, 2013

Kappa Alpha Psi Fraternity, Incorporated, Iowa City-Cedar Rapids Alumni Chapter, Chair of the Executive Board & Fundraising Committee, 2010; Reclamation Chair, 2012

Kappa Alpha Psi Fraternity, Incorporated, Achievement Academy, Chair of the Education and Humanities Cluster, 2011 – 2013; Co-Chair of the Education and Humanities Cluster, 2010 – 2011, Director of Leadership Development, 2020 – Present

Kappa Alpha Psi Fraternity, Incorporated, Baltimore Alumni Chapter, Foundation Board, 2007 – 2009

Kappa Alpha Psi Fraternity, Incorporated, Thomasville Alumni Chapter, Historian, 2005 – 2006

Kutsche Office of Local History Advisory Council, 2013

Maryland Business Roundtable for Education, Speakers Bureau Advisory Board, 2008 - 2009

Miami-Dade County Public School African American Curricula, Advisory Board, 1998 -1999

National African American Student Leadership Conference, Advisory Board, 2005 – 2010

National Association for Presidential Assistants in Higher Education, National Board Member, Treasurer, 2011

RESEARCH AFFILIATION

Affiliate, Center for Minority Serving Institutions, Rutgers, The State University of New Jersey, 2014 – Present
The Center for Minority Serving Institutions at Rutgers University embodies many years of work on Minority Serving Institutions and aims to promote an environment in which scholars—new and more established—can pursue their research focused on Historically Black Colleges and Universities, Tribal Colleges and Universities, Hispanic Serving Institutions, and Asian American and Pacific Islander Serving Institutions.

FACULTY AFFILIATION

Faculty Affiliate, Minority Male Community College Collaborative, San Diego State University, 2014 – Present

The Minority Male Community College Collaborative (M2C3) at San Diego State University is the hub of knowledge, research and promising practices for advancing the success of men who attend community colleges. M2C3 seeks to eradicate disparities related to achievement, socioeconomic status, identity, mental health disability, and racial/ethnic heritage and other salient issues in the male community college experience. One of the primary functions of M2C3 is to conduct institutional-level needs assessments to examine the experiences of men who have been historically underrepresented and underserved in education.

HONORS AND AWARDS

Literati Award Recipient for Outstanding Author Contribution, Emerald Publishing 2022

Ten HBCU And PBI Alumni In Leadership That You Should Know, HBCU Campaign, 2022

30 Under 40 Award Recipient, Pan African Network, ACPA 2021

40 Under 40 Award Recipient, The Pittsburgh Magazine, 2020

Outstanding Dedication and Service for Teaching Award, North Park University School of Business and Non-Profit Management, 2020

BE Modern Man of Distinction, Black Enterprise Magazine, 2019

Fab 40 Award, The New Pittsburgh Courier, 2019

Outstanding Contribution to the Profession Award, Pennsylvania College Personnel Association, 2019

40 Under Forty, The Network Journal, 2018

Champion of Diversity Individual Award, Myrtle Beach Area Chamber of Commerce, 2018

Albert Nelson Marquis Lifetime Achievement Award, Marquis Who'sWho Publications, 2018

Who's Who in America, Marquis Who'sWho Publications, 2018

Francis P. Bunnelle Foundation Scholarship Recipient, Waccamaw American Leadership Forum, 2017

Senior Scholar Mentor, Black Male Doctoral Students Research BootCamp, Sisters of the Academy, 2017

Top 20 Under 40, South Carolina Black Pages, 2017

Hilda F. Owens Contribution to Knowledge in the Field Award, South Carolina College Personnel Association, 2016

Harry Canon Outstanding Professional Award, ACPA Coalition on Men & Masculinities, 2016

Newly Published Research Award, NASPA Men and Masculinities Knowledge Community, 2016

Professional Development Grant Recipient, Western Carolina University, 2016

Chancellor's Travel Fund Recipient, Western Carolina University, 2015

Melvne Draheim Hardee Award, Southern Association for College Student Affairs, 2015

Research Grant Award, Southern Association for College Student Affairs, 2015

Professional Development Grant Recipient, Western Carolina University, 2015

Male Alumnus of the Year (Finalist), HBCU Awards, 2015

Who's Who in America, Marquis Who'sWho Publications, 2015

Sadie M. Yancey Professional Service Award, National Association of Student Affairs Professionals, 2015

Outstanding Professional Contribution & Distinguished Scholar Award, North Carolina College Personnel Association, 2015

Chancellor's Travel Fund Recipient, Western Carolina University, 2014

Brother of the Month (September 2014), Kappa Alpha Psi Fraternity, Incorporated, Asheville Alumni Chapter, 2014

Alumni On The Move, HBCUCONNECT.COM, 2014

Male Alumnus of the Year (Finalist), HBCU Awards, 2014

Michael A. Powell, Esq. Service Award, National Black Graduate Student Association, 2013

Joseph H. Silver, Sr., Leadership and Mentoring Initiative Alumni Award, American Association of Blacks in Higher Education, 2013

Outstanding Alumni of the Quasquicentennial Award, Florida A&M University, 2012

Dr. Carlos J. Vallejo Memorial Award for Exemplary Scholarship, American Educational Research Association, Multicultural/Multiethnic Special Interest Group, 2010

Who's Who in America, Marquis Who'sWho, 2010

Outstanding Research Award, American College Personnel Association Standing Committee for Men, 2009

Top Young Leaders Under 30, *Ebony* magazine, 2009

Doctoral Student Dissertation Award, Second Place Recipient, American Association of Blacks in Higher Education, 2009

Top 40 InSpirers of the Year, *InSpire* magazine, 2009

Educator of the Year, Kappa Alpha Psi Fraternity, Incorporated, Baltimore Alumni Chapter, 2008

Paper of the Year, First Place (Social Science Category), National Black Graduate Student Conference, 2008

National Scholars Honor Society, Morgan State University, 2007

Delores A. Auzenne Fellowship, Florida A&M University, 2005

Kappa Delta Pi International Honor Society in Education, Florida A&M University, 2005

Medgar W. Evers Leadership Award, National Association for the Advancement of Colored People, 2005 & 1999

Alpha Kappa Mu Honor Society, Florida A&M University, 2004

Distinguished Collegian Award, National Association of Black Accountants, 2003

State University System of Florida Fellowship, School of Graduate Studies & Research, Florida A&M University, 2003

Coca-Cola Scholar, United Negro College Fund, 2001-2003

Daimler-Chrysler Scholar, United Negro College Fund, 2001-2003

Election Committee Award Recipient, Student Government Association, Morehouse College, 2003

Golden Key International Honour Society, Morehouse College, 2002

National Society of Collegiate Scholars, Morehouse College, 2001

Miami-Dade County Fair & Exposition Scholarship, Miami-Dade County Public Schools, 2000

Music Talent Grant Recipient, Department of Music, Morehouse College, 1999-2002

Fannie Mae and the National Academy Foundation Scholar, National Academy Foundation, 1999

Dade Community Foundation Scholarship, Dade Community Foundation, 1999

Kappa Alpha Psi Fraternity, Incorporated Scholarship, Miami-Dade Alumni Chapter of Kappa Alpha Psi, Fraternity, Incorporated, 1999

McKnight Achievers Scholarship, South Florida Center of Excellence, Florida International University, 1999

CONSULTANCIES

Spring 2021 – Present Delaware State University

Provide consulting services to doctoral students completing their dissertations employing qualitative, quantitative, and mixed methods approaches. In addition, continue to serve as a member of their doctoral dissertation supervisory committee.

Summer 2023 – Present Johnson C. Smith University

Provide consulting services for a federal grant where I serve as the external evaluator. The goal of the grant is to increase minorities in STEM fields. As a result of my leadership, I developed a host of instruments as well as conducted varied focus groups for the review. In addition, I submitted a report for the evaluation.

Summer 2023 North Park University

Provided consulting services to the School of Business and Nonprofit Management as the School developed their executive certificate in diversity, equity, and inclusion. I developed a course titled: Building and Sustaining a Culturally Competent and Inclusive Organizational Culture (SBNM 5055) and the course was examined by Quality Matters experts. The course is now a Quality Matters-Certified Course as a result of my leadership.

Spring 2021 – Spring 2022 Tulane University

Provided consulting services to the Vice President for Diversity, Equity and Inclusion and the Senior Vice President, University Leadership Council and the Provost's Leadership Team. These sessions were centered around anti-racism with the intent to develop the University's Anti-racism Leadership Development Program to dismantle and reduce systematic oppression at Tulane University.

Fall 2020 The University of Arkansas – Fayetteville

Provided consulting services, in tandem with Dr. Michael Williams, to the Associated Student Government leadership team. These sessions were conducted virtually, and the nature of the consultancy centered around anti-racism with the intent to develop goals to dismantle and reduce systematic oppression at the University of Arkansas - Fayetteville.

Summer 2020 The University of Tennessee – Knoxville

Provided consulting services, in tandem with Dr. Corliss Brown Thompson, to the University Leadership Council and the Provost's Leadership Team. These sessions were conducted virtually, and the nature of the consultancy centered around anti-racism with the intent to develop goals to dismantle and reduce systematic oppression at the University of Tennessee – Knoxville.

Summer 2013 National Association of Diversity Officers in Higher Education

Research project examining the perceptions of membership benefits, suggestions for conference improvement, and recommendations for future issues that the organization can address

Summer 2009 Kappa Alpha Psi Fraternity, Inc.

Research project examining proposed change to organizational bylaws to accept graduates of regionally accredited proprietary schools for full membership

MEDIA INTERVIEWS

- Harris, N. & Stephens, S. (2023, April 22). At many HBCUs, just 1 in 3 students are men. Here's why that matters. *The Washington Post*, Available at <https://www.washingtonpost.com/education/2023/04/22/hbcus-black-men-enrollment/>
- Herder, L. (2021, November 3). Breaking down inequitable barriers for students. *Diverse Issues in Higher Education*, Available at <https://www.diverseeducation.com/institutions/hbcus/article/15280952/breaking-down-inequitable-barriers-for-students>
- Lopez, K. (2021, August 16). Southern University at New Orleans returns to face-to-face learning this school year. WGNO, Available at <https://wgno.com/news/louisiana/southern-university-at-new-orleans-returns-to-face-to-face-learning-this-school-year/>
- Weissman, S. (2021, May 25). Can coaching bring students back to HBCUs. *Inside Higher Ed*, Available at <https://www.insidehighered.com/news/2021/05/25/new-initiative-re-enroll-thousands-hbcu-students>
- Hilton, A.A. (2019, July 6, 2:23 p.m. EST). The future of HBCU culture. *HBCU Digest*. Available at https://www.patreon.com/posts/listen-adriel-of-28181214?utm_medium=post_notification_email&utm_source=post_link&utm_campaign=patron_engagement
- Lynch, M. (2014, June 24). Diverse conversations: In teaching higher education, the difference between diversity and equity. *Diverse Issues in Higher Education*. Available at <http://diverseeducation.com/article/65149/>
- a. Interview reprinted in the *Huffington Post*, July 18, 2014. Available at http://www.huffingtonpost.com/matthew-lynch-edd/diverse-conversations-tea_b_5600011.html
- Hilton, A.A. (2013, July 25, 4:00 p.m. CST). *The relevance of Historically Black Colleges and Universities*. Wisconsin Public Radio. <http://wpr.org/ideas/programnotes.cfm>

PUBLICATIONS

Articles (Refereed)

- Hilton, A.A.**, Howard, S., Bryant, C.J., & Beale, T.J. (Under Review). The relevance of historically Black colleges and universities: From a Critical Race Theorist standpoint. *Peabody Journal of Education*.
- Jackson, M.J., **Hilton, A.A.**, & McClain, K.S. (In Press). Embracing diversity: A driven and determined approach in higher education. *Journal of Research Initiatives*.
- Outen, D.L., **Hilton, A.A.**, & Collins, E.L. (In Press). A model for educational, occupational, and employability training: Identifications and institutionalization of effective practices. *The Journal of Research Initiatives*.
- Thomas, M., **Hilton, A.A.**, & Gasaway, M. (In Press). Campus climate for Lesbian, Gay, Bisexual and Transgender college students. *NASAP Journal*.
- Couch, M.A. II, Frost, M., Santiago, J., & **Hilton, A.A.** (2021). Rethinking standardized testing from an access, equity and achievement perspective: Has anything changed for African American students? *Journal of Research Initiatives*, 5(3), article 6.

- Beale, T.J., Charleston, L.J., & **Hilton, A.A.** (2019). Black male college persistence: A phenomenological collective of familial and social motivators. *Journal of Research Initiatives* (*Lead article in the issue), 4(3), p. 1 – 18.
- Perry, A.L., Dean, S.R., & **Hilton, A.A.** (2019). New faculty transitions and obstacles: An auto-ethnographic exploration. *Journal of the Professoriate*, 10(2), p. 43 – 72.
- Hilton, A.A.**, McClain, K.S., & Outten, D.L. (2018). The industrial revolution of higher education. *Journal of Research Initiatives*. 3(3), article 12, p. 1 – 9.
- Logan, S.R., **Hilton, A.A.**, Watson, D.C., & Kirkland-Holmes, G. (2018). African American history and culture: What White teachers should know. *Journal of Educational Foundations*, 31(3 & 4), p. 7 – 26.
- Hilton, A.A.**, & Bonner, F.A. (2017). Today's urban Black male: The importance of finding the right college to realize maximum success. *Urban Education*, 52(9), 1051 – 1056.
- Ogaldez, T.J.M., & **Hilton, A.A.** (2017). Faculty expectations of administrative leaders' behavior of the department of chairs: The University of Belize. *Journal of Research Initiatives*, 3(1), 1 – 15. (article 3)
- Platt, C.S., & **Hilton, A.A.** (2017). Why so much Blackness? Race in the dissertation topics and research of Black male doctoral students. *Spectrum: A Journal on Black Men*, 5(2), p. 23 – 44.
- White, K., & Hilton, A.A. (2017). Introduction to special issue: From #BlackLivesMatter to #BlackMindsMatter. *Journal of African American Males in Education*, 8(2), p. 1 – 4.
- Borum, V.O., **Hilton, A.A.**, & Walker, E.N. (2016). The role of Black colleges in the development of mathematicians. *Journal of Research Initiatives*. 2(1), 1-15. (article 6)
- Bryant, C.J., **Hilton, A.A.**, & Green-Powell, P.A. (2016). Mentoring as professional development for African American Ph.D. students pursuing the professoriate. *The Western Journal of Black Studies*, 40(1), 61-71.
- Farmer, E.D., **Hilton, A.A.**, & Reneau, F.H. (2016). Variables that contribute to retention and graduation of Black American females at an historically Black university. *Negro Educational Review*, 67(1-4), 133 – 148.
- Goings, R.B., Mitchell, D., Jr., & **Hilton, A.A.** (2016). Embracing a multicultural perspective in science, technology, engineering, and mathematics (STEM) higher education: From talk to action. *Journal for Multicultural Education*, 10(2), 102-106.
- Hilton, A.A.**, Freeman, S., Lee, J.M., Jr., & McClain, K.S. (2016). The governing structures of state supported historically Black colleges and universities. *The Journal of HBCU Research + Culture*. 1(1), 1 – 13. (*Lead article in issue)
- Ingram, T.N., Williams, L., Coaxum, J., **Hilton, A.A.**, & Harrell, I.L. II. (2016). Motivational factors of African American men enrolled at selected community colleges. *Journal of Research Initiatives*. 2(1), 1-17. (article 8)
- Thomas, M., & **Hilton, A.A.** (2016). Inclusive learning environments: A focus on learning styles, gender and personality types. *Teacher-Scholar: The Journal of the State Comprehensive University*, 7(1), 63-79.

- Williams, K., Burt, B., & **Hilton, A.A.** (2016). Math achievement: A role strain and adaptation approach. *Journal for Multicultural Education, 10*(3), 368-383.
- Bryant, C. J., **Hilton, A.A.**, & Green-Powell, P.A. (2015). African American doctoral scholars' and fellows' professional development mentoring experiences toward higher education professorship. *Journal of Research Initiatives, 1*(3), 1-10. (*Lead article in issue)
- Hilton, A.A. (2015). Editor's introduction: Black men and non-cognitive factors influencing their success in college. *Western Journal of Black Studies, 39*(1), 1-2.
- Hilton, A.A.**, & Ray, C.A. (2015). [Review of the book Black male collegians: Increasing access, retention, and persistence in higher education, by R.T. Palmer, J. Luke Wood, T. Elon Dancy II, T.L. Strayhorn] *Journal of College Student Development, 56*(4), 414-416. (with current student in HESA program)
- Wood, J.L., **Hilton, A.A.**, & Nevarez, C. (2015). Faculty of color and White faculty: An analysis of service in Colleges of Education in the Arizona Public University System. *Journal of the Professoriate, 8*(1), 85-109.
- Hilton, A.A.**, & McClain, K.S. (2014). HBCUs can maximize minority student achievement and success. *International Journal of Humanities, Social Sciences and Education, 1*(12), 56-59. (with current student in HESA program)
- Knight, L., Davenport, E., Green-Powell, P., & **Hilton, A.A.** (2014). An analysis of historically Black colleges and universities student retention and attrition efforts. *International Journal of Humanities Social Sciences and Education, 1*(8), 123-138.
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Book Chapters

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- Boykin, T.F., **Hilton, A.A.**, & Palmer, R.T. (2017). Professional education at historically Black colleges and universities: Trends, experiences and outcomes. In T.F. Boykin, A.A. Hilton, & R.T. Palmer (Eds.). *Professional education at Historically Black Colleges and Universities: Past trends and future outcomes*, (p. 1 – 12). New York, NY: Routledge
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- Hilton, A.A.**, Boykin, T.F., & Palmer, R.T. (2017). Emerging themes, questions, and implications for professional education at historically Black colleges and universities. In T.F. Boykin, A.A. Hilton, & R.T. Palmer (Eds.). *Professional education at Historically Black Colleges and Universities: Past trends and future outcomes*, (p. 155 – 164). New York, NY: Routledge
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- Williams, R.C., & **Hilton, A.A.** (2015). Mentoring matters: A proactive approach for mentoring Black men for collegiate success. In Lillian Drakeford (Ed.), *The race controversy in American Education* (p. 399 – 414), Volume 1: Sections I to V. Santa Barbara, CA: Praeger. ABC-CLIO, LLC.
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- Wood, J. L. & **Hilton, A. A.** (2012). Enhancing success in the community college: Recommendations from African American male students. In T. Hicks & A. Pitre (Eds.), *Research studies in higher education: Educating multicultural college students* (p. 69 – 85). Lanham, MD: University Press of America.
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- Wood, J.L., & **Hilton, A.A.** (2012). Community colleges - A meta-synthesis of literature on Black males: An overview of forty years of policy recommendations. In Adriel A. Hilton, J. Luke Wood, and Chance W. Lewis. (Eds.). *Black males in postsecondary education: Examining their experiences in diverse institutional contexts*. Charlotte, NC: Information Age Publishing.
- Goodman, G.S., & **Hilton, A.A.** (2010). Urban dropouts: Why persist? Shirley R. Steinberg (Ed.), *19 Urban Questions*. New York: Peter Lang Publishing.
- a. Chapter reprinted in G. Goodman (Ed.). (2010). *Educational psychology reader: The art and science of how people learn*. New York: Peter Lang Publishing.
 - b. Chapter reprinted in R. Brock & G. Goodman (Eds.). (2013). *School sucks! Arguments for alternative education*. New York: Peter Lang Publishing.
 - c. Chapter reprinted in G. Goodman (Ed.). (2014). *Educational psychology reader: The art and science of how people learn*. New York: Peter Lang Publishing.

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PRESENTATIONS

International Presentations (Refereed)

Ingram, T.N., Coaxum, J., & **Hilton, A.A.** (October, 2015). *The psychosocial educational experiences of Black men in college*. Paper presented at the 4th Annual International Colloquium on Black Males in Education, Kingston, Jamaica.

Hilton, A. A., Turnipseed, I. B., & Summers, E. (June, 2012). *The role of diversity leadership executives in promoting campus inclusion*. Paper presented at the Twelfth International Conference on Diversity in Organizations, Communities and Nations, Vancouver, Canada.

Summers, E., **Hilton, A. A.**, & Turnipseed, I. B. (June, 2012). *Diversifying the academy*. Paper presented at the Twelfth International Conference on Diversity in Organizations, Communities and Nations, Vancouver, Canada.

Turnipseed, I. B., **Hilton, A. A.**, & Summers, E. (June, 2012). *Embracing diversity and avoiding a CRASH by calling spades, progressing syntaxes, and affirming actions, and progressing syntaxes*. Paper presented at the Twelfth International Conference on Diversity in Organizations, Communities and Nations, Vancouver, Canada.

Knight, L., Davenport, E., Green-Powell, P., & **Hilton, A.A.** (January, 2011). *An analysis of graduate student retention and attrition efforts at selected historically Black colleges and universities in the southern region of the United States*. Paper presented at the Hawaii International Conference on Education, Honolulu, HI.

Knight, L., Davenport, E., Green-Powell, P., & **Hilton, A.A.** (January, 2011). *The role of HBCUs in today's higher education landscape*. Paper presented at the Hawaii International Conference on Education, Honolulu, HI.

Joseph, C.L., Green-Powell, P., & **Hilton, A.A.** (March, 2010). *Mentoring African Americans toward the professoriate*. Paper presented at the International Mentoring Association Conference, Orlando, FL.

Hilton, A.A., Green-Powell, P., Joseph, C.L., & Knight, L.G. (January, 2010). *An analysis of one state's use of race neutral policies to achieve diversity*. Paper presented at the Hawaii International Conference on Education, Honolulu, HI.

National Presentations (Refereed)

Johnson, Z.D., & **Hilton, A.A.** (March, 2023). *Student success as a fiscal strategy*. Wesley Peachtree Institute HBCUForum, virtually.

- Bullard, R., **Hilton, A.A.**, Walton, F.C., & Wright, C. (March, 2022). The chief student affairs officer: A panel discussion. National Association for Student Affairs Professionals Conference, New Orleans, LA.
- Hilton, A.A. (March, 2022). *Publishing as a student affairs professional*. National Association for Student Affairs Professionals Conference. New Orleans, LA.
- Williams, M.R., & **Hilton, A.A.** (March, 2022). *Commensurate with experience: The understudied compensation discrimination*. Conference of Minority Public Administrators, virtually.
- Hilton, A.A.**, & Velasco, D., (March, 2021). *Black and brown population growth and re-imagining*. Wesley Peachtree Institute HBCUForum, virtually.
- Beale, T., McClean, C., Rudham, G., **Hilton, A.A.**, Cameron, H.A., McCunney, D., Gray, A.L. (November, 2020). *Integrating diversity, equity, and inclusion into your workplace culture as an inclusive leader*. The Circle of Change Leadership Conference, virtually.
- Taylor, S., Hutton, D., & **Hilton, A.A.** (November, 2020). *If not now, when? Change through the power of diverse voices*. Paper presented at The Charleston Conference, virtually.
- Hilton, A.A.**, & Williams, M.R. (February, 2020). *Publishing as a student affairs professional*. Presentation presented at the National Association of Student Affairs Professional Conference, Charlotte, NC.
- Hilton, A.A.**, & Williams, M.R. (February, 2020). *Driving divisional and institutional effectiveness towards students, community, and cultural capital*. Paper presented at the National Association of Student Affairs Professional Conference, Charlotte, NC.
- Hunter Davis, C., **Hilton, A.A.**, & Outten, D. (February, 2019). *On diversity, equity and inclusion at Historically Black Colleges and Universities: Interrupting patterns of invisibility*. Paper presented at the National Association of Student Affairs Professional Conference, Atlanta, GA.
- Whitaker, R., & **Hilton, A.A.** (February, 2019). *All eyes on me: Culturally responsive approaches to engaging revenue playing Black male student-athletes who attend PWIs*. Paper presented at the National Association of Student Affairs Professional Conference, Atlanta, GA.
- Whitaker, R., & **Hilton, A.A.** (November, 2018). *Beyond the veil: Truly seeking and supporting minority students who attend predominately White institutions*. Paper presented at the Greater Pittsburgh Higher Education Diversity Consortium Professional Development Conference, Pittsburgh, PA.
- Thomas, M., McClain, K., Outten, D., & **Hilton, A.A.** (February, 2018). *Black masculinity, pop culture, media, and higher education*. Paper presented at the annual National Association of Student Affairs Professionals Conference, Charleston, SC.
- Thomas, M., Boykin, T.F., **Hilton, A.A.**, & Palmer, R.T. (February, 2018). *Professional education at historically Black colleges and universities: Trends, experiences and outcomes*. Paper presented at the annual National Association of Student Affairs Professionals Conference, Charleston, SC.
- Platt, C.S., & **Hilton, A.A.** (February, 2018). *We came to win: Doctoral students of color and completing the Ph.D.* Paper presented at the annual National Association of Student Affairs Professionals Conference, Charleston, SC.
- Boykin, T.F., **Hilton, A.A.**, & Palmer, R.T. (June, 2017). *Professional education at historically Black colleges and universities: Trends, experiences and outcomes*. Paper accepted for the NASPA Closing the

Achievement Gap: Student Success in Higher Education Conference, Washington, D.C.

- Chambers, C.R., **Hilton, A.A.**, & McClain, K. (April, 2017). *Post-racial already? Desegregation and interest divergence in a small liberal arts college, 1990-2010*. Paper presented at the annual American Educational Research Association Conference, San Antonio, TX.
- Thomas, M., Harris, R., Covington, M., & **Hilton, A.A.** (March, 2017). *Creating inclusive learning environments: A focus on Hispanic students*. Paper presented at the annual American College Personnel Association Convention, Columbus, OH.
- Ray, C.A., **Hilton, A.A.**, Wood, J.L., & Hicks, T. (February, 2017). *Motivational factors for academic success: Perspectives of African American males at historically Black colleges and universities*. Paper presented at the annual National Association of Student Affairs Professionals Conference, Raleigh, NC.
- Charleston, L., Platt, C.S., **Hilton, A.A.**, & Warmack, D. (April, 2016). *Navigating the paradox of doctoral socialization: Black males experiencing success in diverse doctoral programs*. Paper presented at the annual American Educational Research Association Conference, Washington, D.C.
- Felder, P.P., & **Hilton, A.A.** (April, 2016). *An analysis of doctoral student retention at selected historically Black colleges and universities in the United States*. Paper accepted at the annual American Educational Research Association Conference, Washington, D.C.
- Ingram, T.N., Greenfield, D., Carter, J.D., & **Hilton, A.A.** (April, 2016). *Examining the significance of historically Black colleges and universities and their inclusive climate*. Paper presented at the annual American Educational Research Association Conference, Washington, D.C.
- Moore, C., Thomas, M., & **Hilton, A.A.** (April, 2016). *Universal design instruction: How faculty employ inclusive teaching strategies*. Paper presented at the annual American Educational Research Association Conference, Washington, D.C.
- Bryant, C.J., **Hilton, A.A.**, & Green-Powell, P. (March, 2016). *Professional development through mentoring: Preparing African Americans for the professoriate*. Paper presented at the annual American College Personnel Association Convention, Montreal, B.C.
- Ward, K.R., Burney, M., **Hilton, A.A.**, & James, T. (March, 2016). *Everyone's favorite "R" word: Retention!* Paper presented at the annual American College Personnel Association Convention, Montreal, B.C.
- Ward, K.R., Burney, M., **Hilton, A.A.**, & James, T. (March, 2016). *Diversity is being asked to the party: Inclusivity is being asked to dance*. Paper presented at the NASPA – Student Affairs Administrators in Higher Education Annual Conference, Indianapolis, IN.
- Farmer, E., **Hilton, A.A.**, & Reneau, F.H. (February, 2016). *Variables to academic retention and graduation for African American females at an HBCU*. Paper presented at the National Association of African American Studies National Conference, Baton Rouge, LA.
- Farmer, E., **Hilton, A.A.**, & Reneau, F.H. (February, 2016). *Success factors that influence academic retention and graduation for African American females at an HBCU*. Paper presented at the National Association of Student Affairs Professionals Annual Conference, Houston, TX.
- Hilton, A.A.**, Freeman, S., Lee, J.M., & McClain, K.S. (November, 2015). *The governing structures of state supported Historically Black Colleges and Universities*. Paper presented at the Association for the

Study of Higher Education Conference, Denver, CO. (*funded through the Chancellor's Fund*)

- Perry, A.L., **Hilton, A.A.**, & Dean, S. (November, 2015). *New faculty transitions and obstacles: An auto-ethnographic exploration*. Paper presented in a roundtable format at the Association for the Study of Higher Education Conference, Denver, CO. (*funded through the Chancellor's Fund*)
- Thomas, M., **Hilton, A.A.**, & Ingram, T.N. (November, 2015). *Campus environments: Their importance and impact*. Paper presented at the Association for the Study of Higher Education Conference, Denver, CO. (*funded through the Chancellor's Fund*)
- Harrell, I.L., **Hilton, A.A.**, & Ingram, T.N. (March, 2015). *African American men at community colleges: Navigating their success*. Paper presented at the NASPA – Student Affairs Administrators in Higher Education Annual Conference, New Orleans, LA.
- Ingram, T.N., Coaxum, J., **Hilton, A.A.**, & Harrell, I.L. (November, 2014). *Persistence among African American men in the community college*. Paper presented at the University Council for Educational Administration Convention, Washington, DC. (*funded through the Chancellor's Fund*)
- Whitaker, R.W., **Hilton, A.A.**, & Hopson, R.K. (April, 2014). *Beyond the touchdowns and slam dunks: A critical examination of how revenue-playing African American male student athletes at predominately White institutions experience and perceive the climate on their campus*. Paper presented at the American Educational Research Association Conference, Philadelphia, PA.
- Palmer, R.T., & **Hilton, A.A.** (November, 2013). *Black graduate education at Historically Black Colleges and Universities: Trends, experiences, and outcomes*. Paper presented at the Association for the Study of Higher Education Conference, St. Louis, MO.
- Outten, D.L., & **Hilton, A.A.** (April, 2013). *How to identify, recruit and retain faculty of color in critical shortage teaching areas, when some administrators say they can't find qualified minorities*. Paper presented at the Keeping Our Faculty of Color Symposium, Minneapolis, MN.
- Outten, D.L., & **Hilton, A.A.** (March, 2013). *How to identify, recruit and retain faculty of color in critical shortage teaching areas, when some administrators say they can't find qualified minorities*. Paper presented at the 5th Annual University of Cincinnati Diversity Conference, Cincinnati, OH.
- Walker, E.N., Borum, V., & **Hilton, A.A.** (April, 2012). *The role of Black colleges in the development of mathematicians*. Paper presented at the American Educational Research Association Conference, Vancouver. British Columbia, Canada.
- McGaskey, F., **Hilton, A.A.**, & Ingram, T.N. (April, 2012). *Factors affecting the research productivity of Black Ph.D. students at predominantly White institutions*. Paper presented at the American Educational Research Association Conference, Vancouver. British Columbia, Canada.
- Carter, J., **Hilton, A.A.**, Hirt, J., Palmer, R. T., & Saddler, T. (March, 2012). Using research on historically Black colleges and universities (HBCUs) to create possibilities for the future Symposium presented at the annual American College Personnel Association Convention, Louisville, KY.
- Summers, E., & **Hilton, A.A.** (March, 2012). *Students and the 21st century: Changes and need to provide more*. Proposal presented at the National Association of Presidential Assistants in Higher Education conference, Los Angeles, CA.

- Hilton, A.A.**, Gasman, M., & Wood, J.L. (November, 2011). *The impact on the One Florida Initiative on Florida law schools: A critical race theory analysis*. Paper presented at the Association for the Study of Higher Education Conference, Charlotte, NC.
- McGaskey, F., **Hilton, A.A.**, & Ingram, T.N. (November, 2011). *Uneven playing fields: Using Bourdieu's social field theory to examine the experiences of Black male doctoral students in higher education programs*. Paper presented at the Association for the Study of Higher Education Conference in a roundtable format, Charlotte, NC.
- Williams, K., Burt, B., & **Hilton, A.A.** (November, 2011). *Fixing the leaky pipeline to STEM major choice: Identifying the factors that influence early achievement in math and science*. Paper presented at the Association for the Study of Higher Education Conference, Charlotte, NC.
- Wood, J.L., **Hilton, A.A.**, & Harrell, I.L. (April, 2011). *African American males and the community college: Peer relationships and academic success*. Paper presented at the annual Council for the Study of Community Colleges Conference, New Orleans, LA.
- Lee, J. M., Daniels, B.D., Harrell, I.L., **Hilton, A.A.**, & Palmer, R.T. (April, 2011). *Voice of African American male PhD recipients: Strategies for supporting African American men to completion*. Research proposal presented at A Dream Deferred: The Future of African American Education Meeting – The College Board, Philadelphia, PA.
- Gasman, M., & **Hilton, A.A.** (April, 2011). *Mixed motivations, mixed results: A history of law, interest convergence and historically Black colleges and universities*. Paper presented at the annual American Educational Research Association Conference, New Orleans, LA.
- Gasman, M., & **Hilton, A.A.** (April, 2011). *A 25-year history of the American Association of University Professors' perspective on shared governance at historically Black colleges and universities*. Paper presented at the annual American Educational Research Association Conference, New Orleans, LA.
- Wood, J.L., Palmer, R.T., Lee, J.M., Ingram, T.I., **Hilton, A.A.**, & Stephans, N. (April, 2011). *African American males in higher education: Examining their experiences in diverse contexts*. Paper presented at the annual American Educational Research Association Conference, New Orleans, LA.
- Carter, J., **Hilton, A.A.**, Palmer, R.T., Saddler, T., & Strayhorn, T. (March, 2011). *Using HBCU research to 'be more' effective in working with students*. Symposium presented at the annual American College Personnel Association Convention, Baltimore, MD.
- Hallam, J., Larkin, W.D., & **Hilton, A.A.** (March, 2011). *President's office manual: Dissecting the complexities of a president's office*. Session presented at the annual National Association of Presidential Assistants in Higher Education Conference, Washington, DC.
- Hilton, A.A.**, & Summers, E. (March, 2011). *Promoting campus inclusion as a presidential assistant*. Proposal presented at the annual National Association of Presidential Assistants in Higher Education Conference, Washington, DC.
- Daniels, B.D., Lee, J.M., Harrell, I.L., **Hilton, A.A.**, Ingram, T.N., & Palmer, R.T. (October, 2010). *From high school to higher education: Supporting African American males*. Research symposium presented at the annual College Board National Forum, Washington, DC.
- Daniels, B.D., Harrell, I.L., **Hilton, A.A.**, Ingram, T.N., Lee, J.M., & Palmer, R.T. (March, 2010). *Voices from the ebony and ivory tower: The stories of persistence of Black male PhD recipients*. Symposium

presented at the annual American Association of Blacks in Higher Education Conference, Atlanta, GA.

- Ingram, T.I., & **Hilton, A.A.** (November, 2009). *Strategies for success: Examining social capital among African American male doctoral students at predominantly White institutions*. Paper presented at the annual Association for the Study of Higher Education Conference, Vancouver, BC.
- Hilton, A.A. (March, 2009). *The perceptions of administrators concerning the One Florida Initiative*. Paper presented at the annual meeting of the American Association of Blacks in Higher Education, Atlanta, GA.
- Palmer, R. T., **Hilton, A.A.**, Harrell, I.L., & Jackson, T. (March, 2009). *Highlighting exemplary STEM initiatives promoting the success of minority students*. Paper presented at the annual meeting of the American College Personnel Association, Washington, DC.
- Palmer, R. T., **Hilton, A.A.**, & Jackson, T. (March, 2009). *The impact of remedial education on the academic success of Black males*. Paper presented at the annual meeting of the American College Personnel Association, Washington, DC.
- Green-Powell, P., **Hilton, A.A.**, & Joseph, C.L. (February, 2009). *The impact of community relations and partnerships on low performing schools*. Paper presented at the National Association of African American Studies, Baton Rouge, LA.
- Palmer, R.T., **Hilton, A.A.**, & Green-Powell, P. (October, 2008). *Using a tenet of critical theory to explain the African American male achievement disparity*. Paper presented at the 3rd Annual Brothers of the Academy Think Tank for African American Progress, Memphis, TN.
- Hilton, A.A.**, Green-Powell, P., & Palmer, R.T. (October, 2008). *An analysis of one state's use of race neutral policies to achieve diversity*. Paper presented at the 3rd Annual Brothers of the Academy Think Tank for African American Progress, Memphis, TN.
- Palmer, R. T., Davis, R. J., McClendon, S. A., & **Hilton, A. A.** (March, 2008). *Remediation under siege: Threatening access to higher education for Black male students*. Paper presented at the American Education Research Association annual meeting, New York, NY.
- Palmer, R. T., & **Hilton, A.A.** (March, 2008). *The impact of the synergy created by a Black college community and its influence on challenging acting White*. Paper presented at the 20th Annual National Black Graduate Student Conference, Chicago, IL.
- Palmer, R.T., & **Hilton, A.A.** (March, 2008). *New conceptualization of the African American male achievement disparity*. Paper presented at the annual National Association of Student Personnel Administrators Annual Meeting, Boston, MA.
- Hilton, A.A.**, & Green-Powell, P. (February, 2008). *The perceptions of law school administrators concerning the One Florida Initiative*. Paper presented at the annual National Association of African American Studies Conference, Baton Rouge, LA.
- Palmer, R.T., & **Hilton, A.A.** (May, 2007). *Achieving success in college: Against all odds*. Paper presented at the American College Personnel Association Institute for College Male: Creating and Achieving Successful Outcomes, Atlanta, GA.
- DeSousa, D.J., Palmer, R.T., & **Hilton, A.A.** (April, 2007). *Student engagement and African American*

college men. Paper presented at the National Association of Student Personnel Administrators and the American College Personnel Association Joint Meeting, Orlando, FL.

Palmer, R.T., & **Hilton, A.A.** (March, 2007). *Affirmative action: Implications for higher education from a critical race theorist perspective*. Paper presented at the annual National Black Graduate Student Conference, Baltimore, MD.

Hilton, A.A., & Palmer, R.T. (February, 2007). *HBCUs: Key factors that promote academic achievement for Black males*. Paper presented at the annual National Association of Student Affairs Professionals Conference, Savannah, GA.

Hilton, A.A., & Palmer, R.T. (January, 2007). *HBCUs: Factors promoting student retention*. Paper presented at the annual National African American Student Leadership Conference, Holly Springs, MS.

Hilton, A.A., & Palmer, R.T. (January, 2006). *Strategy for success: Morgan M.I.L.E.* Paper presented at the annual National African American Student Leadership Conference, Holly Springs, MS.

Hilton, A.A. (January, 2005). *How changes in affirmative action have impacted public management?* Paper presented at the annual National African American Student Leadership Conference, Holly Springs, MS.

Regional Presentations (Refereed)

Boykin, T.F., **Hilton, A.A.**, & Palmer, R.T. (October, 2017). *Professional education at Historically Black Colleges and Universities: Past trends and future outcomes*. Paper presented at the Southern Association for College Student Affairs Conference, Chattanooga, TN.

Burke, M.G., & **Hilton, A.A.** (October, 2017). *What you don't know could hurt you: The top skills entry-level professionals should have in their professional toolbox*. Paper presented at the Southern Association for College Student Affairs Conference, Chattanooga, TN.

Perry, A.L., Perry, L., & **Hilton, A.A.** (October, 2017). *Holistic strategies for student success: Moving into, through, and beyond college*. Paper presented at the Southern Association for College Student Affairs Conference, Chattanooga, TN. (*funded through the Webster Staff Alliance Professional Development Fund*)

Boykin, T.F., & **Hilton, A.A.** (November, 2016). *Legal aspects of student affairs practice: The role of "first responders" in compliance*. Paper presented at the Southern Association for College Student Affairs Conference, Jacksonville, FL.

Charleston, L.J., Boykin, T.F., **Hilton, A.A.**, Farmer, E.D., & Couch, M. (November, 2016). *Within the experiences of African American male doctoral students at HBCUs*. Paper presented at the Southern Association for College Student Affairs Conference, Jacksonville, FL. (*funded through SACSA Research Grant*)

Farmer, E.D., **Hilton, A.A.**, & Reneau, F.H. (November, 2016). *Academic retention and graduation success for African American females at an HBCU*. Paper presented at the Mid-South Educational Research Association, Mobile, AL.

Burke, M.G., Cannonier, C., Carter, J.D., **Hilton, A.A.**, & Mutakabbir, Y. (November, 2015).

Considering the complexities: An examination of diversity on historically Black college and university campuses. Paper presented at the Southern Association for College Student Affairs Conference, Greenville, SC.

Hilton, A.A., & Burke, M.G. (November, 2015). *Navigating the field of student affairs: Building your professional portfolio.* Paper presented at the Southern Association for College Student Affairs Conference, Greenville, SC.

Ray, C.A., **Hilton, A.A.,** Adams-Dunford, J., & Burton, C. (November, 2015). *Creating a collaborative campus climate through the application of an interdisciplinary, institutional theme.* Paper presented at the Southern Association for College Student Affairs Conference, Greenville, SC. (with current student in HESA program)

Ward, K., **Hilton, A.A.,** & Childs, J.L. (November, 2015). *How do we retain them?: A theoretical framework of best practices employed for African American and Hispanic males at a Predominantly White Institution.* Paper presented at the Southern Association for College Student Affairs Conference, Greenville, SC.

Joseph, C.L., Green-Powell, P., & **Hilton, A.A.** (October, 2009). *Mentoring as professional development toward the professoriate.* Paper presented at the annual Southern Regional Council of Educational Administration Conference, Atlanta, GA.

Hilton, A.A., & Green-Powell, P. (February, 2008). *The perceptions of law school administrators concerning the One Florida Initiative.* Paper presented at the annual Southeast Evaluation Association Conference, Tallahassee, FL.

Hilton, A.A., & Green-Powell, P. (November, 2007). *The perceptions of law school administrators concerning the One Florida Initiative.* Paper presented at the annual Southern Regional Council on Educational Administration Conference, Kansas City, MO.

Coleman, C.R., & **Hilton, A.A.** (November, 2006). *Using public relations to maximize your student organization's goals.* Paper presented at the American College Unions International Region 4 Conference, Baltimore, MD.

State Presentations (Refereed)

Congleton, R., Mallory, J., & **Hilton, A.A.** (March, 2021). *PERSISTENCE!: Barriers and best practices for students of color at PWIs.* Pennsylvania Black Conference on Higher Education, virtually.

Hilton, A.A., & Platt, C.S. (September, 2017). *Building a professional portfolio.* South Carolina College Personnel Association Conference, Clemson University, Clemson, SC.

Hilton, A.A. (October, 2015). *Motivations to succeed: The voices of Black men in college.* North Carolina College Personnel Association Conference, Elon University, Elon, NC. (funded through the Professional Development Grant)

Ogaldez, T.J.M., Covington, M., & **Hilton, A.A.** (October, 2015). *Undergraduate research experiences as an approach to engaging students.* North Carolina College Personnel Association Conference, Elon University, Elon, NC. (with current student in HESA program)

Ward, K.R., Burney, M., **Hilton, A.A.**, & James, T. (October, 2015). *The two key factors: Retention and race*. North Carolina College Personnel Association Conference, Elon University, Elon, NC.

Ward, K.R., Burney, M., **Hilton, A.A.**, & James, T. (October, 2015). *What is diversity without majority?* North Carolina College Personnel Association Conference, Elon University, Elon, NC.

Invited Presentations and/or Keynotes

Hilton, A.A. (November, 2023). *Understanding student success vs. Black student success*. Central State University, Wilberforce, OH. (Keynote).

Hilton, A.A. (April, 2023). *From participant to presenter*. The Asa G. Hilliard III and Barbara Sizemore Research Course on African Americans and Education, American Educational Research Association Annual Conference, Chicago, IL. (Panelist).

Hilton, A.A. (July, 2022). *HBCUs: Health related items within the BIPOC communities*. Beyond the Divide Summit, New Orleans, LA. (Panelist).

Johnson, C., & **Hilton, A.A.** (June, 2022). *The achievement academy: Preparing for graduate and professional schools*. Kappa Leadership Klass, Charlotte, NC. (Panelist).

Hilton, A.A. (June, 2022). *College experience and completion: Increasing changemakers and thought leaders*. Ideation, innovation, and collaboration: The future of HBCUs, Charlotte, NC. (Panelist).

Hilton, A.A. (November, 2021). *The state of student affairs at HBCUs*. NASPA HBCU Division. Virtual (Keynote).

Hilton, A.A. (November, 2021). *A national reckoning: Exploring racial justice in higher education*. The Hope Center, Temple University. Virtual. (Panelist).

Hilton, A.A. (August, 2021). *Black Lives Matter: Discussion on the state of Black America*. MAC 49th Annual Session. Virtual. (Keynote).

Hilton, A.A. (June, 2021). *Branding 101: How to develop an effective personal brand*. Rising Leaders Institute, American Association for Blacks in Higher Education. Virtual. (Keynote).

Hilton, A.A. (February, 2021). *How to be authentically yourself in a predominantly White environment*. Indiana University of Pennsylvania's LEAD@IUP Conference. Virtual. (Keynote).

Hilton, A.A. (July, 2020). *Leveraging resources to navigate careers in White spaces*. Greater Pittsburgh Higher Education Diversity Consortium and Pennsylvania Black Conference on Higher Education, Professional Development Retreat. Virtual. (Panelist).

Hilton, A.A. (July, 2020). *Theatre of the oppressed*. Musical Theatre Education Association's Race, Equity and Inclusion Session. Virtual. (Keynote).

Hilton, A. A. (July, 2019). *How to disseminate your dissertation or master's thesis findings?* Northeastern University Graduate School of Education, Boston, MA. (Keynote).

Hilton, A.A. (May, 2019). *Approaches and strategies to addressing diversity, equity and inclusion issues in*

higher education. Wiley Publishing, The Learning House, Louisville, KY. (Keynote).

- Hilton, A.A. (April, 2019). *An objective approach to a collaborative effort*. Presented at the Undergraduate Research Conference, Seton Hill University, Greensburg, PA. (Keynote).
- Hilton, A.A. (April, 2019). *The all in approach for student success*. Presented at Carlow University, Pittsburgh, PA. (Keynote).
- Hilton, A.A. (March, 2019). *Navigating the field of higher education: How to climb the ladder*. Presented at Indiana University of Pennsylvania. (Keynote).
- Hilton, A.A. (November, 2018). *Engaging African American males in community college*. Presented at the Book signing at Sister's Uptown Bookstore, New York, NY. (Panelist).
- Hilton, A.A. (July, 2018). *A time for renewal: Eagles soaring as champions*. Presented at the Biannual Scott Branch High School Alumni Reunion, Miami, FL. (Keynote).
- Hilton, A.A. (February, 2018). *Writing academic opinion articles and blogs*. Presented at the University of Idaho's Writing for Publication course, Moscow, ID. (Keynote).
- Hilton, A.A. (June, 2017). *Beyond the BootCamp: Career trajectories and success in the academy*. Presented at the Black Male Doctoral Research BootCamp, Florida State University, Tallahassee, FL. (Panelist).
- Hilton, A.A. (June, 2017). *Publishing your research*. Presented at the Black Male Doctoral Research BootCamp, Florida State University, Tallahassee, FL. (Keynote).
- Hilton, A.A. (April, 2017). *Panel discussion on the Asa G. Hilliard III and Barbara A. Sizemore Research Course on African Americans and Education Alumni*. Presented at the American Educational Research Association Annual Meeting. (Panelist).
- Hilton, A.A. (April, 2016). *The evolution of accounting: How the accounting profession has fared in the past, opportunities available to students who enter into the accounting profession, and how the accounting profession will shape the future of businesses*. Presented at the annual National Association of Black Accountants banquet, Grambling State University, Grambling, LA. (Keynote).
- Hilton, A.A. (April, 2016). *The governing structures of state supported historically Black colleges and universities*. Presented at Texas Southern University, Seminar on Governance in Higher Education (EDHI 942), Houston, TX. (Keynote).
- Hilton, A. A., & Covington, M.** (January, 2016). *Racism Module*. Presented at the Social Justice Institute at Western Carolina University, Cullowhee, NC. (Panelist) (*with current student in HESA program*)
- Covington, M., & **Hilton, A.A.** (October, 2015). *Reaching students not like you*. The College of Education & Allied Professions, Office of Field Experiences, Professional Development Day. Western Carolina University, Cullowhee, NC. (Panelist). (*with current student in HESA program*)
- Hilton, A.A. (September, 2015). *Hats Off!* Jackson County Chapter of the National Association for the Advancement of Colored People, Humanitarian Awards Celebration, Dillsboro, NC. (Keynote).
- Hilton, A.A. (September, 2015). *Ferguson: A report from occupied territory*. Western Carolina University, Cullowhee, NC. (Panelist).

- Hilton, A.A. (April, 2015). *Resiliency: Factors leading to success for Latin@ students*. 2015 Latin@ Appreciation Student Organization RACIES event, Western Carolina University, Cullowhee, NC. (Keynote)
- Hilton, A.A., & McClain, K.S.** (March, 2015). *Racism*. College of Education & Allied Professions Diversity Dialogue Series, Western Carolina University, Cullowhee, NC. (Panelist) (*with current student in HESA program*)
- Ray, C.A., & **Hilton, A.A.** (February, 2015). *What would you sit-in for?* Tar Heel Tour. Cullowhee, North Carolina. (Panelist) (*with current student in HESA program*)
- Ray, C.A., McClain, K.S., & **Hilton, A.A.** (February, 2015). *What is leadership?* WheelLead Conference. Cullowhee, North Carolina. (Panelist) (*with current students in HESA program*)
- Hilton, A.A., & McClain, K.S.** (January, 2015). *Racism*. Social Justice Institute, Western Carolina University, Cullowhee, NC. (Panelist) (*with current student in HESA program*)
- Hilton, A.A. *Why Western Carolina University?* (January, 2015). Kappa Sigma of Kappa Alpha Psi Fraternity, Inc. Retreat, Western Carolina University, Cullowhee, NC. (Keynote).
- Hilton, A.A. (October, 2014). *Unarmed: Ferguson, MO*. Organization of Ebony Students event, Western Carolina University, Cullowhee, NC. (Panelist)
- Hilton, A.A. (October, 2014). *African American males in the academy*. Guest scholar for the Aztec Research Fellowship Program, San Diego State University, San Diego, CA. (Keynote).
- Hilton, A.A. (September, 2014). *Creating your significance: Are you ready to be a brand*. Georgia Leadership Conference, Emory University, Atlanta, GA. (Panelist)
- Hilton, A.A. (August, 2014). *Resiliency: Factors leading to success in college*. 2014 Project C.A.R.E. Retreat, Western Carolina University, Cullowhee, NC. (Keynote)
- Hilton, A.A. (July, 2014). *Building the brand of the HBCU researcher: Translating scholarship into media influence*. 2014 HBCU Media Summit, Dillard University, New Orleans, LA. (Keynote)
- Hilton, A.A. (April, 2014). *Black males in postsecondary education: Examining their experiences in diverse institutional contexts*. *HBCUs Can Maximize Minority Student Achievement and Success*. “Roc The Mic” Program, Bethune-Cookman University, Daytona Beach, FL. (Keynote)
- Hilton, A.A. (November, 2013). *Real talk: What you really need to know to be successful*. Vanderbilt University, Enhancing Diversity in Graduate Education program, Nashville, TN. (Panelist)
- Hilton, A.A. (November, 2013). *To the PhD and beyond: Celebrating diversity now and throughout your career*. Vanderbilt University, Enhancing Diversity in Graduate Education program, Nashville, TN. (Panelist)
- Hilton, A.A. (October, 2013). *Diverse, driven and determined*. Annual Michigan College Personnel Association Meeting, Grand Rapids, MI. (Keynote)
- Hilton, A.A. (October, 2013). *Last tango in halifax screening - WGVU*. Grand Rapids, MI. (Panelist)
- Hilton, A.A. (October, 2013). *The art of networking*. Women! Let’s hear it from the men conference,

Grand Rapids, MI. (Panelist)

Hilton, A.A. (October, 2013). *Local best practices on retaining students of color*. West Michigan Presidents' Compact Committee Professional Development Day, Grand Rapids, MI. (Panelist)

Hilton, A.A. (October, 2013). *Mobilizing the whole community to maximize minority student achievement and success*. 2nd Annual African American Male Student Achievement and Success Symposium, Houston, TX. (Keynote)

Hilton, A.A. (September, 2013). *Diversity begins with Upper Iowa University*. Upper Iowa University's Diversity Series, Fayette, IA. (Keynote)

Hilton, A.A. (March, 2013). *Black males in postsecondary education: Examining their experiences in diverse institutional contexts*. 16th Annual Regional HBCU Summit on Retention, Ocean City, MD. (Keynote)

Carter, T., Clark, I., **Hilton, A.A.**, & Johnson, B. (March, 2013). *Leadership and Mentoring Institute* panel discussion. American Association of Blacks in Higher Education Annual Meeting, Atlanta, GA. (Panelist)

Palmer, R.T., **Hilton, A.A.**, & Fountaine, T.P. (February, 2013). *Black graduate education at Historically Black Colleges and Universities: Trends, experiences, and outcomes*. Council of Historically Black Graduate Schools Conference, Greenville, SC.

Hilton, A.A. (April, 2012). *Building relationships within the Board*. Association of Governing Boards, Workshop for Board Professionals, National Harbor, MD.

Hilton, A.A. (April, 2012). *Life after board professional*. Association of Governing Boards, Workshop for Board Professionals, National Harbor, MD.

Hilton, A.A. (March, 2012). *Working with Boards for Trustees*. National Association of Presidential Assistants in Higher Education conference, Los Angeles, CA.

Hallam, J.A., **Hilton, A.A.**, & Larkin, W.D. (March, 2012). *The President's Office Manual*. National Association of Presidential Assistants in Higher Education conference, Los Angeles, CA.

Hilton, A.A. (November, 2011). *The path to the Ph.D.* Vanderbilt University, Enhancing Diversity in Graduate Education program, Nashville, TN. (Panelist)

Hilton, A.A. (November, 2011). *Career choices for Ph.D.s*. Vanderbilt University, Enhancing Diversity in Graduate Education program, Nashville, TN. (Panelist)

Hilton, A.A. (October, 2011). *Capturing the educational experiences of young men of color*. The College Board Forum, New York, NY. (Panelist)

Hilton, A.A. (October, 2011). *The importance of the student affairs profession*. Iowa Student Personnel Association Conference, Waverly, IA. (Keynote)

Hilton, A.A. (October, 2011). *Navigating the field of higher education: How to climb the ladder?* Iowa Student Personnel Association Conference, Waverly, IA.

Hilton, A.A. (April, 2011). *Doing more with less in the Board Office*. Association of Governing Boards,

Board Professional Workshop, Los Angeles, CA.

Kipp, M., DiJohn, A., & **Hilton, A.A.** (October, 2010). *What is leadership?* Upper Iowa University, Office of Student Development, Fayette, IA.

Hilton, A.A. (October, 2010). *Diversity in the classroom.* Upper Iowa University, Division of Education and Health, Physical Education, and Recreation, Fayette, IA.

Hilton, A.A. (September, 2010). *White privilege, Critical Race Theory, and interest convergence in the 21st century.* Upper Iowa University, Division of Education and Health, Physical Education, and Recreation, Fayette, IA.

Hilton, A.A. (March, 2010). *Managing the President's calendar.* National Association of Presidential Assistants in Higher Education 23rd Annual National Conference, Phoenix, AZ.

Hilton, A.A. (June, 2009). *The power of the vote: Change.* Clarion University of Pennsylvania, 7th Annual Juneteenth Celebration. Clarion, PA. (Keynote)

Hilton, A.A. (June, 2009). *The perceptions of administrators concerning the One Florida Initiative.* Clarion University of Pennsylvania, Clarion, PA.

Hilton, A.A. (June, 2009). *The perceptions of administrators concerning the One Florida Initiative.* Clarion University of Pennsylvania, Venango Campus, PA.

Harrell, I.L., & **Hilton, A.A.** (May, 2009). *How to get the job?* The Art Institute of Washington Career Services Division, Alexandria, VA.

Hilton, A.A. (April, 2009). *Brother, sister beware: Negotiating challenges to African American academic success, social responsibility, and civic leadership.* Coppin State University Black Male Initiative and African American History Month Committee, Baltimore, MD. (Panelist)

Hilton, A.A., & Turnipseed, I.B. (November, 2008). *Dissertation and thesis writing: How to get over the slump and just get it done.* National Black Graduate Student Association Northeastern Regional Conference, Bloomsburg University, Bloomsburg, PA.

Hilton, A.A. (August, 2007). *Peer advising on the graduate level.* Morgan State University Faculty Institute, Baltimore, MD.

Hilton, A.A. (July, 2007). *Factors leading to success in college.* The Pre-College Program at Morgan State University, Baltimore, MD. (Keynote)

Hilton, A.A. (September, 2006). *The challenges of a graduate student.* Morgan State University Graduate Student Orientation, Baltimore, MD.

Hilton, A.A., & Davenport, E.K. (February, 2005). *Is affirmative action still needed and its influence on public management: One Florida Initiative?* The Florida Senate, Tallahassee, FL.

Hilton, A.A. (October, 2004). *What is the experience of a graduate student?* Florida A&M University Graduate Feeder Seminar, Tallahassee, FL.

Hilton, A.A. (July, 1999). *Civil rights activist: Highlighting the life of Medgar Wiley Evers.* The National Association for the Advancement of Colored People National Convention, New York, NY. (Keynote)

Poster Presentations (Refereed)

Hilton, A.A., McClain, K.S., Ray, C.A., & Childs, J.L. (March, 2016). *HBCUs Can Maximize Minority Student Achievement and Success*. Poster presented at the annual American College Personnel Association Convention, Montreal, B.C. (with current student in HESA program)

Ray, C.A., **Hilton, A.A.**, Wood, J.L., & Hicks, T.L. (March, 2016). *Motivational factors for academic success: Perspectives of African American males at historically Black colleges and universities*. Poster presented at the annual American College Personnel Association Convention, Montreal, B.C. (with current student in HESA program)

Ward, K.R., Davis, D.J., & **Hilton, A.A.** (November, 2015) *How do we retain them? A theoretical framework of best practices employed for African American and Hispanic males at a Predominately White Institution*. Poster presented at the Association for the Study of Higher Education Conference, Denver, CO. (with current student in HESA program)

Hilton, A.A. (September, 2007). *The perceptions of administrators concerning the One Florida Initiative*. Poster presented at the National Black Graduate Student Association Northeastern Regional Conference, University of Maryland College Park, MD.

UNIVERSITY SERVICE

Southern University at New Orleans Master of Arts in Teaching Graduate Advisor, 2023

Southern University at New Orleans Chancellor's Cabinet Member, 2021 – 2023

Southern University at New Orleans COVID-19 Committee Member, 2021 – 2023

Southern University at New Orleans Homecoming Committee Member, 2021 – 2023

Southern University at New Orleans Athletic Taskforce Committee Member, 2021 – 2023

Southern University at New Orleans Commencement Committee Member, 2022 – 2023

Southern University at New Orleans Director of Housing and Residential Life Search Committee Member, 2022

Southern University at New Orleans Vice-Chancellor for Administration and Finance Search Committee Member, 2023

Southern University at New Orleans Vice-Chancellor for Academic Affairs Search Committee Member, 2021

Southern University at New Orleans Chair of Nursing Search Committee Member, 2021

Southern University at New Orleans Men's Head Basketball Coach and Athletic Director Search Committee Member, 2021

Southern University at New Orleans Women's Head Basketball Coach Search Committee Member, 2021

Seton Hill University, Charity Formation Participant, 2018 – 2021

Seton Hill University, Health Benefits Working Group, 2019 – 2021

Seton Hill University, Mission and Identity Committee, 2018 – 2021

Seton Hill University, Student Affairs Leadership Team, 2018 – 2021

Seton Hill University, Title IX Deputy Investigator, 2018 – 2021

Seton Hill University, Presidential Task Force for Diversity, Equity and Inclusion, Co-Chair, 2020 – 2021

Seton Hill University, CARE Team Member, 2018 – 2021

Seton Hill University, Policy Committee, 2020 – 2021

Seton Hill University, Class of 2022 Co-Advisor, 2018 – 2021

Seton Hill University, Greater Pittsburgh Higher Education Diversity Consortium Professional Development Meeting, Moderator, 2019

Seton Hill University, Assistant Professor of Nursing, Search Committee Member, 2020

Seton Hill University, Nurse, Search Committee Member, 2020

Seton Hill University, Graduate and Professional and Adult Programs Counselor, Search Committee Member, 2019

Seton Hill University, Director of Graduate and Professional and Adult Programs, Search Committee Member, 2018

Seton Hill University, Director of the Math Enrichment Center, Search Committee Member, 2019

Webster University, Proctored National Counselor Examination for Licensure and Certification (NCE), 2017

Webster University, Department of Professional Counseling, Advisory Board Member, 2017 – 2018

Grambling State University, President's Cabinet Member, 2016

Grambling State University, President's Extended Cabinet Member, 2016

Grambling State University Athletic Director Search Committee Member, 2016

Grambling State University Strategic Planning Committee, Co-Chair, 2016

Grambling State University Commencement Committee Member, 2016

Grambling State University Emergency Response Committee Member, 2016

Grambling State University Bayou Classic Committee, Co-Chair, 2016

Clemson University Best Practices Conference Advisory Board Member, 2012 – 2013

Morehouse College HBCU-UP Education Research External Advisory Committee Member, 2011 – 2012

North Carolina College Personnel Association, Mock Interview Team Member (for Graduate Students), 2015

Western Carolina University, First Generation College Student Advisory Board Member, 2015

Western Carolina University, Homecoming Interview Selection Panel, 2015

Western Carolina University, Fraternity and Sorority Life Pillars of Excellence Committee, 2015

Western Carolina University, Chief Diversity Officer Search Committee Member, 2015

Western Carolina University, Assistant Professor of Educational Research Search Committee Member, 2015

Western Carolina University College of Education & Allied Professions, Advancement Council Member, 2015

Western Carolina University College of Education & Allied Professions, Co-Chair Diversity Committee, 2014 - 2015

Western Carolina University College of Education & Allied Professions, Department of Human Services, Curriculum Committee Member, 2014 – 2015

Western Carolina University College of Education & Allied Professions, Department of Human Services, Administrative Support Associate Search Committee Member, 2014

Western Carolina University College of Education & Allied Professions, Department of Human Services, Department Chair Search Committee Member, 2015

Western Carolina University Division of Student Affairs, Director of Intercultural Affairs, Search Committee Member, 2015

Western Carolina University Division of Student Affairs, Associate Director of Intercultural Affairs, Search Committee Member, 2015

Western Carolina University Division of Student Affairs, Associate Director for Fraternity and Sorority Life, Search Committee Member, 2015

Western Carolina University First Generation Mentoring Program, Mentor, 2014 – 2015

Western Carolina University, Kappa Sigma Chapter Co-Advisor, Kappa Alpha Psi Fraternity, Inc., 2014; Advisor, 2015

Western Carolina University, University Club Member, 2015

Western Carolina University, Participant, Fall Commencement, 2014

Western Carolina University, Participant, Spring Commencement, 2015

Western Carolina University, Participant, Fall Convocation, 2014, 2015

Grand Valley State University, Rho Xi Chapter Co-Advisor, Phi Mu Alpha Sinfonia Fraternity of America, Inc., 2012 - 2013

Grand Valley State University Latino/a Initiative Committee Member, 2012 – 2013

Grand Valley State University WGVU Engage, Inclusion Committee, Member 2012 – 2013

Grand Valley State University Freshman Academy Committee Member, 2012 - 2013

Grand Valley State University, Inclusion Champion, 2012 - 2013

University of Northern Iowa, Nu Kappa Chapter Co-Advisor, Kappa Alpha Psi Fraternity, Inc., 2010 - 2012

Upper Iowa University, President's Society Member, 2011

Upper Iowa University Carnegie Community Engagement Classification Application, Principal Investigator, 2010

Upper Iowa University, AACRAO Program Advisory Team Member, 2011

Upper Iowa University, Stadium Design Committee Member, 2011

Upper Iowa University, Administration and Staff Handbook Committee Member, 2011

Upper Iowa University, Diversity Council Chair, 2011

Upper Iowa University, Homecoming Committee Member, 2011

Upper Iowa University, Assistant Director of Residence Life and Coordinator for Educational Initiatives Search Committee Member, 2011

Upper Iowa University, Vice President for International Programs Search Committee Member, 2011

Upper Iowa University, Editorial Services Director Search Committee Member, 2012

Upper Iowa University, Assistant Dean/Director of Counseling Services Search Committee Member, 2011

Upper Iowa University, Assistant Professor of Geosciences Search Committee Member, 2012

Upper Iowa University, Director of Planned Giving Search Committee Member, 2012

Upper Iowa University, Director of Corporate Foundations Search Committee Member, 2012

Upper Iowa University, Director of Annual Giving Search Committee Member, 2011 Upper Iowa University President's Cabinet, Member, 2009 – 2012

Upper Iowa University Enrollment Management Steering Committee, Member, 2010 – 2012

Upper Iowa University Career Development AQIP Committee, Member, 2011 - 2012

Upper Iowa University Food Service Selection Committee, 2010

Upper Iowa University Commencement Committee Member, 2009 – 2012

Upper Iowa University Peacock Connection (Book Store) Advisory Committee, 2009 – 2010

Upper Iowa University Ribbon Cutting Committee, 2010

Upper Iowa University Honors and Awards Committee, 2010 – 2012

Upper Iowa University Black Student Union, Co-Advisor, 2009 – 2010

Upper Iowa University Web-Team, Member, 2009 – 2012

Upper Iowa University, Assistant Professor of Chemistry, Search Committee Member, 2010

Upper Iowa University, Interim Vice President of Marketing and Communications, Search Committee Member, 2009

Upper Iowa University, Executive Director of Marketing and Communications, Search Committee Member, 2009

Upper Iowa University, Academic Quality Improvement Program of the Higher Learning Commission - North Central Association of Colleges and School Reviewer, 2009

Maryland State Department of Education DECA Competition, Judge, 2009

Morgan State University, Middle States Self Study Review Team, 2006 – 2008

Morgan State University Counseling Center, Proctored Praxis, National Board
 Certifications and LSAT examinations, 2006 - 2007
 Morgan State Graduate Student Association, President, 2006 - 2007
 Morgan State University Council, Graduate Student Representative, 2006 - 2007
 Morgan State University Council, Academic and Student Affairs Committee, 2006 - 2007
 Morgan State University Graduate Student Concerns Advisory Committee, 2006 - 2007
 Morgan State University Judicial Board, Member, 2005 – 2007
 Morgan Male Initiative on Leadership & Excellence, Senior Mentor, 2005 – 2007

Florida A&M University Graduate Student Association, Treasurer, 2004 - 2005
 Florida A&M University Graduate Class Cabinet, Parliamentarian, 2004 – 2005

Morehouse College Student Government, Elections Committee Member, 2002 – 2003
 Morehouse College Senior Class, Secretary, 2002 – 2003
 Atlanta University Center Council, Member, 2001 - 2002
 Morehouse College Junior Class, Secretary, 2001 – 2002
 Morehouse College Executive Mentorship Program, Participant, 2001 - 2002
 Morehouse College Student Government Association, Deputy Director of Community
 Service, 2000 – 2001

DISSERTATION/DISQUISITION/THESIS COMMITTEES

Nova Southeastern University

September 2023 Lawanna M. Hair, *Navigating the college admission process roadmap from high school to college with limited resources for first-generation/low income students.*
 Ed.D., Organizational Leadership (Committee Member)

Northeastern University

December 2022 Omega A. Honeywood, *The role of student support services in the persistence of first-generation, low-income Black students at a predominantly White community college.*
 Ed.D., Higher Education (Committee Member)

Delaware State University

September 2022 Lingtao Guan, *Demotivation and remotivation of Asian university students in English learning and the interplay of sociocultural factors: A meta-synthesis.*
 Ed.D., Educational Leadership in Higher Education (Committee Member)

Nova Southeastern University

August 2022 Christopher J. Withers, *African American male retention within Historically Black Colleges and Universities.*
 Ed.D., Organizational Leadership (Committee Member)

Delaware State University

July 2022 Yu Sun, *Character education for whole-person development in the U.S. colleges: A qualitative meta-synthesis.*

Ed.D., Educational Leadership in Higher Education (Committee Member)

Delaware State University

July 2022 Yanwen Geng, *An interpretative analysis of systemic educational equity, educational policies, educational determinants, and equity leadership as they affect performance excellence at Chinese higher education institutions.*
Ed.D., Educational Leadership in Higher Education (Committee Member)

Delaware State University

July 2022 Wei Wei Yue, *A comparative case study analysis of the effects of a flipped classroom model on a college foreign language course.*
Ed.D., Educational Leadership in Higher Education (Committee Member)

Delaware State University

July 2022 Meng Sun, *Academic procrastination and college students' learning-antecedents consequences and interventions: A meta-synthesis analysis.*
Ed.D., Educational Leadership in Higher Education (Committee Member)

Delaware State University

July 2022 Xiaoyan Jiang, *Effect of servant leadership and service-learning program on student leadership development at universities in China: A comparative case study.*
Ed.D., Educational Leadership in Higher Education (Committee Member)

Delaware State University

July 2022 Lili Cheng, *What makes them stronger: A qualitative meta-synthesis of first-generation college students' success in the U.S.*
Ed.D., Educational Leadership in Higher Education (Committee Member)

Delaware State University

July 2022 Wenna Xu, *Impact of peer review of teaching to improve teaching quality in U.S. higher education: A comparative case study analysis.*
Ed.D., Educational Leadership in Higher Education (Committee Member)

Delaware State University

July 2022 Zhang Ying, *A mixed-method study on sense of belonging in a synchronous online learning environment.*
Ed.D., Educational Leadership in Higher Education (Committee Member)

Delaware State University

June 2022 Hong Zhu, *Career aspiration, career advancement, identity, representation and leadership dilemma of female teachers in higher education in China.*
Ed.D., Educational Leadership in Higher Education (Committee Member)

Delaware State University

June 2022 Fei Li, *Academic capitalism of higher education in the context of neoliberal globalization: Perspective of Chinese international students*.
Ed.D., Educational Leadership in Higher Education (Committee Member)

Delaware State University

June 2022 Wei Yang, *Social media and higher education: A comparative case study analysis upon social media integration into instruction*.
Ed.D., Educational Leadership in Higher Education (Committee Member)

Delaware State University

June 2022 Han Fang, *Exploring the dynamics of internalization of Chinese students in higher education: Identifying factors motivating the students' decision making and career aspirations*.
Ed.D., Educational Leadership in Higher Education (Committee Member)

Wilmington University

April 2022 Nicole M. Paternoster, *Black males and sense of belonging at a Northeastern community college*.
Ed.D., Higher Education (Chair)

Arizona State University

November 2021 Craig L. Jackson, Jr., *Social unrest and the march toward equality: Preparing managers to enact diversity and inclusion policies*. Ed.D., Higher Education (Committee Member)

Northeastern University

March 2021 Lafayette L. Hood, *Hiding behind faith: An interpretive phenomenological analysis of the experiences of Black leaders at a catholic PWI*. Ed.D., Higher Education (Committee Member)

Northeastern University

December 2020 Kam Wing Chow, *An interpretative phenomenological analysis of the lived experiences of successful startup leaders and their perception on identity*. Ed.D., Organizational Leadership Studies (Chair)

The University of New Orleans

August 2020 Kevin S. McClain, *Get rich or die tryin': Media and Black male academic identity development*. Ph.D., Educational Administration (Higher Education) (Committee Member)

The University of Pittsburgh

- August 2020 Tracy Bowman, *Improving health programs for Seton Hill University first-generation college student-athletes*. Ed.D., Health and Physical Activity (Committee Member)
- Northeastern University
- June 2020 Eric H.C. Chow, *Effectiveness of introductory coding education on the self-efficacy beliefs of Hong Kong liberal arts students: A case study*. Ed.D., Organizational Leadership Studies (Chair)
- Northeastern University
- June 2020 Michael A. Pinnock. *Any port in a storm: How African American men use relationships to navigate corporate America*. Ed.D., Organizational Leadership Studies (Chair)
- Northeastern University
- March 2020 Shannon Joseph Fairley-Pittman. *Understanding the motivation behind the success of first-generation college students*. Ed.D., Organizational Leadership Studies (Chair)
- 2021 Outstanding Dissertation Award Recipient, National Association for Diversity Officers in Higher Education*
- Northeastern University
- March 2020 Locksley Knibbs. *Characteristics, attributes, and qualifications public institutions of higher education seek in presidential candidates*. Ed.D., Higher Education Administration (Committee Member)
- Rowan University
- February 2020 Ajeenah Nuriddin-Little. *The forgotten voices: African American male adult learners and their experiences in higher education*. Ed.D., Educational Leadership (Committee Member)
- Northeastern University
- July 2019 Katherine Lynch. *Financial Aid Award Notification Design: Understanding Student Social and Cultural Capital to Improve Transparency of College Costs*. Ed.D., Higher Education Administration (Chair)
- Northeastern University
- June 2019 Field Chakudzidwa Ruwe. *Demystifying African American entrepreneurial gap: A phenomenological approach*. Ed.D., Organizational Leadership Studies (Chair)
- Northeastern University
- June 2019 Anna-Theresa C. Wise. *Stress of intercultural communication and international student participation in student organizations*. Ed.D., Higher Education Administration (Chair)
- Northeastern University

- June 2019 Michael R. Williams. *#AMIMANENOUGH: Black male racial and masculine identity development in the digital landscape of Twitter*. Ed.D., Higher Education Administration (Chair)
2019 American Association for Blacks in Higher Education Dissertation of the Year Honorable Mention
Northeastern University
- May 2019 Rebecca L. Simon. *Using a faculty community of practice to support college students with mental health needs*. Ed.D., Higher Education Administration (Chair)
Pepperdine University
- April 2016 Floyd Hardin. *African American gay male entrepreneurs: A study of enabling and inhibiting factors impacting entrepreneurial success*. Ed.D., Organizational Leadership (Committee Member)
Western Carolina University
- February 2016 Amy Cooke, Penny Cross, and Sara Newcomb. *Interventions to increase success of nontraditional students in higher education*. Ed.D., Educational Leadership (Committee Member)
San Diego State University
- October 2014 Jason E. Allen. *Social predictors of valuing academic achievement among Black males in secondary education*. Ed.D., Post-Secondary Education Leadership (Committee Member)
Duquesne University
- July 2014 Ronald W. Whitaker, II. *Beyond the touchdowns and slam-dunks: A critical examination of how revenue playing African American male students athletes at Predominately White Institutions experience and perceive the climate on their campus*. Ed.D., Educational Leadership (Committee Member)

SELECTED PROFESSIONAL SERVICE

Series Editor, African American Male Series: Guiding the Next Generation Through Mentoring, Teaching and Counseling, *Information Age Publishing*, 2021 – 2023
Editorial/Advisory Board, *Journal of Negro Education*, 2013 – Present
Editorial Board, *College Student Affairs Journal*, 2016 – Present
Editorial Board, *Journal of Minority Achievement, Creativity, and Leadership*, 2019 – Present
Editorial Board, *Di Kan: The Journal of HBCU Leadership*, 2020 – 2023
Chicora Rotary Club, Public Relations Committee Member, 2017 – 2018
Discussant, American Educational Research Association Conference, 2017
Editorial Board, Rowman & Littlefield Publishing, *Studies in Anti-Intellectualism & Academic Achievement Series*, 2013 – 2015
Advisory Board, *Journal of African American Males in Education*, 2012 – 2023
Editorial Board, *Journal of the International Association for the Study of the Global Achievement Gap*, 2010 – 2012

Section Editor for Education Policy, *Journal of African American Males in Education*, 2009 - 2012
 Young Scholars Editorial Board, *Journal of Negro Education*, 2010 - 2012
 Reviewer, Emerald Press (Book)
 Reviewer, Routledge, Taylor & Francis (Journal)
 Reviewer, *Trends in Diversity*
 Reviewer, *Educational Researcher*
 Reviewer, *Journal of African American Studies*
 Reviewer, *Journal of Black Studies*
 Reviewer, *Journal of Economic Psychology*
 Reviewer, *Journal of College Student Retention: Research, Theory and Practice*
 Reviewer, *Journal for Multicultural Education*
 Reviewer, *Journal of the Professoriate*
 Reviewer, *Council of Undergraduate Research Quarterly Review*
 Reviewer, *National Journal of Urban Education and Practice*
 Session Chair, Hawaii International Conference on Education, Education Policy & Leadership, 2010
 Leadership & Mentoring Institute Committee Member, American Association of Blacks in Higher Education, 2010 – 2016, Alumni Relations Committee Member, 2014 – 2016
 Doctoral Student Award Committee Member, American Association of Blacks in Higher Education, 2009 – 2012
 Proposal Reviewer, Critical Race Studies in Education Association Conference, 2010
 Proposal Reviewer, American College Personnel Association Conference, 2010, 2011
 Proposal Reviewer, Association for the Study of Higher Education Conference, 2007, 2008, 2009, 2010, 2013
 Reviewer, The Center for African American Research and Policy, Occasional Paper Series 2009
 Proposal Reviewer, American College Personnel Association, Leadership Educators Institute 2008
 Proposal Reviewer, National Association of Student Personnel Administrators Conference 2008
 Proposal Reviewer, American Education Research Association Conference, 2015, 2010, 2007
 Junior Moderator, Brothers of the Academy 2006 Think Tank
 American College Personnel Association, Commission for Student Involvement Mentor, 2006 – 2010

CIVIC AFFILIATIONS

Kappa Alpha Psi Fraternity, Incorporated, Life Member
 Michael R. Moore Lodge #764, Free & Accepted Masonry, Prince Hall Affiliated
 Phi Mu Alpha Sinfonia Fraternity of America, Incorporated

OFFICES HELD IN PROFESSIONAL ASSOCIATIONS

American Educational Research Association, Multicultural/Multiethnic Education: Theory, Research, and Practice Special Interest Group, Immediate Past Chair, 2015 – 2016; Chair, 2014 – 2015, Vice Chair, 2010 – 2013
 Southern Association for College Student Affairs, Chair, Faculty/Graduate Professional Preparation Programs, 2015 – 2017
 South Carolina College Personnel Association, Diversity & Inclusion Chair, 2017 – 2018
 National Association of Presidential Assistants in Higher Education, National Conference Committee Member, 2009; Treasurer, 2011 – 2012
 American Educational Research Association, Division A, Affirmative Action Committee Member, 2009 – 2010

Association of Governing Boards, Board Professional Leadership Group, Vice Chair, Program Committee, 2011 – 2012; Chair, Program Committee, 2012

Kappa Alpha Psi Fraternity, Incorporated, Baltimore Alumni Chapter, Investment Committee Member, 2009

National Black Graduate Student Association, Co-Advisor for Corporate and Institutional Development, 2008 – 2010; Vice President for Conference Affairs, 2007 – 2008; Membership Committee Member, 2004 - 2005

Baltimore Morehouse Alumni Association, Corresponding Secretary, 2006 – 2009

Baltimore City Youth Commission, Youth Commissioner, 3rd District, 2007 – 2008

National Association of Black Accountants Collegiate Chapter, Vice President, 2000 - 2002

Phi Mu Alpha Sinfonia Fraternity of America, Incorporated, Special Events Coordinator, 2000 – 2001; Secretary, 2001 – 2002; Treasurer, 2002 - 2003

National Association for the Advancement of Colored People Collegiate Chapter, Vice President, 1999 – 2002

National Association for Student Affairs Professionals, Conference Co-Chair, 2015 – 2023

National Association for Student Affairs Professionals Foundation Board (Melvin C. Terrell Foundation Board), Acting Secretary & Treasurer, 2015 - 2023; Vice Chair, Budget & Finance Committee, 2016 – 2020

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

American Association of Blacks in Higher Education

American College Personnel Association

American Educational Research Association

Association for the Study of Higher Education

Brothers of the Academy

International Association for the Global Achievement Gap

Morehouse College National Alumni Association, Life Member

Morgan State University National Alumni Association, Life Member

National Alliance of Black School Educators

National Association for the Advancement of Colored People

National Association of Student Personnel Administrators

National Association of Student Affairs Professionals

100 Black Men of America, Incorporated, Tallahassee Area Chapter

LETTERS OF RECOMMENDATION AND TRANSCRIPTS AVAILABLE UPON REQUEST