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Statesboro, Georgia
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EDUCATION

- 1999-2002 Doctor of Philosophy- Public Policy and Administration
Virginia Commonwealth University
Richmond, Virginia
- 1997-1999 Master of Education- Secondary Education
Alabama State University
Montgomery, Alabama
- 1997-1998 Master of Public Administration- Nonprofit Management
Auburn University at Montgomery
Montgomery, Alabama
- 1991-1992 Master of Science- Agency Counseling and Human Development
Troy State University at Montgomery
Montgomery, Alabama
- 1985-1989 Bachelor of Science- Journalism and Art
Troy State University
Troy, Alabama

DISSERTATION

Remnants of the Past: Vestiges of Segregation in Higher Education Policies and Policymaking in the State of Alabama

DISSERTATION COMMITTEE

Chair, Melvin I. Urofsky, Director of Ph.D. Program Public Policy and Administration
William Boshier, Executive Director of the Commonwealth Educational Policy Institute
Robert D. Holsworth, Director of the VCU Center for Public Policy
L. Douglas Wilder, VCU Distinguished Professor and former Governor of Virginia

TEACHING AND RESEARCH INTERESTS

Public Personnel	Public Management	Public Policy
State and Local Government	Organizational Theory	Nonprofit Organizations

GRADUATE COURSES TAUGHT

Public Personnel Administration	Intergovernmental Relations
Ethics in Public Administration	Diversity in Public Administration
Nonprofit Administration	Capstone Research
Organizational Behavior	Foundation of Public Administration

UNDERGRADUATE COURSES TAUGHT

American Government
The United States Presidency
African American Politics

Civil Rights Movement
Foundations of the Contemporary World

CERTIFICATIONS

Certificate of Nonprofit Management, Auburn University at Montgomery
Class-A Professional Educator Certificate, State of Alabama

ACADEMIC POSITIONS

Assistant Professor

Department of Political Science, Georgia Southern University, 2002 to present

Adjunct Instructor

Jepson School of Leadership, University of Richmond, 2001- 2002

Adjunct Instructor

Department of Advancement Studies, Alabama State University, 1993-1996

ACADEMIC STAFF POSITIONS AND RESPONSIBILITIES

Student Coordinator, Ph.D. Program Public Policy and Administration

Virginia Commonwealth University 2001-2002

Assisted students in the Ph. D. Program. Served as a liaison between the Director of the Ph.D. program and students. Served as a student advisor for incoming Ph.D. students by helping them chart a course of study. Facilitated student forums and information sessions for students.

Resident Director, Rhoads Residence Hall

Virginia Commonwealth University 1999-2001

Assisted in the evaluation of the Resident Assistant staff. Served as a resource referral for information concerning Housing and Residential Education and general University life. Served as a resource and advisor for resident assistants as they plan and implement hall area educational, cultural, and social programs activities. Supervised ten resident assistants.

Coordinator of Commuter Student- Nontraditional Student Programs

Alabama State University 1997-1999

Analyzed student data, identified problems and determined advisability of counseling referrals to other specialists or agencies. Provided individual confidential counseling sessions and assisted students with developing coping skills adequate to resolve and overcome personal, crisis, educational, and psychological problems and concerns.

Academic Advisor, Academic Advising Center

Alabama State University 1995-1997

Consulted with students who experience academic difficulty and identified reasons for their academic problems. Helped students chart a course that would enable them to bring their academic performance to an acceptable level. Reviewed and analyzed data and assessed students' individual needs, interests, and potential.

Counselor, Department of Advancement Studies

Alabama State University 1993-1995

Counseled students who scored low on standardized test such as the ACT and SAT and helped them adjust to the rigors of college academics and living.

RESEARCH AND PUBLICATIONS

Contributing Author, *Encyclopedia of American Parties and Elections*, edited by Howard R. Ernst and Larry J. Sabato, 2005.

Black Caucus	14 Amendment
Civil Rights Movement	15 Amendment
Civil Rights Legislation	Literacy Tests
Three Fifths Compromise	Willie Horton Advertisement

Contributing Author, *Affirmative Action: An Encyclopedia*, Volume I, edited by James Beckman. The Oryx Press/Greenwood Publishing Company, 2004.

William Brennan	Dr. Martin Luther King
<i>Sipuel v. Board of Oklahoma</i>	<i>Berea v. Kentucky</i>
U.S. Department of Education	Southern Christian Leadership Conference
William Douglas	

Contributing Author, *Affirmative Action: An Encyclopedia*, Volume II, edited by James Beckman. The Oryx/ Greenwood Publishing Company, 2004.

<i>United States v. Louisiana</i>	<i>Knight v. Alabama</i>
<i>United States v. Fordice</i>	Commission on Civil Rights
Gerald Ford	Richard M. Nixon

Contributing Author, *American Statesmen: Secretaries of State from John Jay to Colin Powell*, edited by Edward Mihalkanin. Greenwood Publishing Company, 2004.

Colin Powell

Contributing Author, *The New Georgia Encyclopedia*, edited by Joe Inscoe, University of Georgia Press, 2004.

Roy Barnes
Party Changers

Co-Author, *Study Guide and Test Manual for Public Administration and Public Affairs*, 9th Edition, Nicholas Henry, Prentice Hall, 2003.

Residue of the Past: Vestiges of Segregation in Higher Education, *The Journal of Negro Education*. Forthcoming.

Remnants of the Past: Vestiges of Segregation in Alabama Education Policy, University of Alabama Press, Under Review.

The Tedious Journey: Desegregation in Alabama Higher Education, *The Journal of African American History*, Under Review

Through Courts, Policy, and Litigation: The Troubled History of Equity in Public Higher Education in the South, *Journal of Public Affairs and Issues*, Under Review

The Politics of Policymaking: The Battle for Supremacy in Alabama Higher Education, *Journal of Education History*, Under Review

An Old Journey in a New Direction: The Desegregation of Alabama's Historically Black Colleges and Universities, *The Quality and Quantity of Contact: African Americans and Whites on College Campuses*, Under Review

SERVICE RESEARCH

Contributing Researcher, Elizabeth Brown, Ph.D., Karen McCurdy, Ph.D., Pidi Zang, Ph.D., and Sally Harton, M.S., Bulloch County Homeless Persons and Families Community Needs Assessment Project, The Bureau of Public Affairs, Georgia Southern University, 2003.

Contributing Researcher, Karen McCurdy, Ph.D. Funding Grant for the Portal Willow Hill Community Center After School and Summer Programs, The Bureau of Public Affairs, Georgia Southern University, 2003.

CONFERENCE PARTICIPATION

Presenter, Leadership and Change in the African Diaspora, Southern Conference on African American Studies, Charleston, South Carolina, 2003

Presenter, Ethical Dilemmas in Public Finance, Georgia Government Finance Officers Association Conference, Savannah, Georgia, 2003.

Presenter, The New Fight for Black Political Equality: The Use of Black Political Organizations in the Suburbs of Richmond, Virginia and Montgomery Alabama, Southwestern Political Science Association Conference, New Orleans, Louisiana, 2002

Panel Discussant, Assuring the Dignity and Spirit of Public Personnel, Southeastern Conference of Public Administration, Columbia, South Carolina, 2002.

Presenter, Leadership Theory: Equipping Future Leaders With the Tools For Success, General Electric Student Leadership Conference, Tuskegee University, 1996

Presenter, Student Mentoring: A Tool of Success in Developmental Education, ALADE State Conference, 1994

PANEL CHAIR

Panel Chair, Health and Nonprofit Organizations, Georgia ASPA Academic Research Conference, Milledgeville, Georgia 2003.

Panel Chair, Human Rights and Nonprofit Organizations, Georgia ASPA Academic Research Conference, Milledgeville, Georgia 2003.

Panel Chair, Graduate Student Roundtable, Southeastern Conference of Public Administration, Savannah, Georgia 2003.

PROGRAM CHAIR

Program Chair, Southeastern Conference of Public Administration, Savannah Georgia, 2003

UNIVERSITY SERVICE

Advisor, Black Student Association, 2003 to present

Academic Advisor, 2003 to present

Department Representative, Annual Day For Southern Campaign, 2003

Graduate Student Recruitment Task Force Committee, Georgia Southern University, 2003

Advisor, Pi Alpha Alpha, 2002 to present
Honors Day Program Committee, Alabama State University, 1998
Fall Convocation Committee, Alabama State University, 1998
SACS Accreditation Committee, Student Affairs Alabama State University, 1998
Parents Day Committee, Alabama State University, 1996
Advisor, Student Government Legislative Branch, Alabama State University, 1995-96
Advisor, Commuter Student Association, Alabama State University, 1995-98
Advisor, Junior Class, Alabama State University, 1995
Advisor, Sophomore Class, Alabama State University, 1994
Advisor, Alpha Phi Omega Service Organization, Alabama State University, 1993
Student Orientation-Study Skills Committee, Alabama State University, 1992-94

ACADEMIC SERVICE

Book Review Editor, Politics and Policy, 2004
Southern Political Science Association Membership Committee, 2004
Delegate, National Association of Schools and Public Affairs and Administration Strategic Planning Initiative Meeting, Atlanta Georgia, 2003

COMMUNITY SERVICE

Civil Rights Student Trip to Birmingham, Alabama, Montgomery, Alabama, and Tuskegee, Alabama 2004
Civil Rights Student Trip to Martin Luther King Center, Atlanta, Georgia, 2002
Consultant, Almost Home Half Way House, Statesboro, Georgia, 2002

AWARDS AND HONORS

Listed Among Who's Who Among America's Teachers, 1996
Alabama State University Student Government Staff Person of the Year, 1996
Reader's Digest Education Fellowship Recipient, 1997
Pi Alpha Alpha Public Administration National Honor Society MPA Program, 1998
Pi Sigma Alpha Political Science National Honor Society MPA Program, 1998
National Dean's List Honoree, 1999
State Council of Higher Education for Virginia Fellowship Recipient, 1999
Pi Alpha Alpha Public Administration National Honor Society Ph.D. Program, 2001

PUBLIC SPEAKING

Speaker, Annual Mission Day Program, First Baptist Church, White Hall, Alabama, 2003

Keynote Speaker, Black History Month Program, Swainsboro Technical College, Swainsboro, Georgia, 2003

Speaker, Understanding the Relationship: State and Local Governmental Relations, 2002
City/County Leadership Class, Ludowese, Georgia, 2002

Guest Speaker, Men and Women's Day Program, Fifth Baptist Church, Richmond, Virginia, 2002

Guest Speaker, Agape Church of God and Christ, Statesboro, Georgia 2002

PROFESSIONAL AFFILIATIONS

Georgia Society of Public Administration
American Society of Public Administration

National Education Association
Southern Political Science Association
Kappa Alpha Psi Fraternity Incorporated

BOARD MEMBERSHIPS

Alabama Association of Developmental Education, Executive Board 1993-1995
Bulloch County Shelter Advisement Board, 2002-2003