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**LeRodrick Terry, Ph.D.**


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**EDUCATION**

<b>Ph.D. in Higher Education Administration</b> , Auburn University, Auburn, AL	<b>2010</b>
<b>M.A. in Leadership</b> Shorter University, Rome, GA	<b>2011</b>
<b>M.Ed. in Higher Education</b> , Administration, Auburn University, Auburn, AL	<b>2007</b>
<b>B.A. in History</b> , Kent State University, Kent, OH	<b>1998</b>

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**PROFESSIONAL EXPERIENCE**

<i>Vice President of Student Affairs</i> <b>Rio Salado College</b>	<b>2015-Present</b> <b>Tempe, AZ</b>
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Rio Salado College is one of ten Maricopa Community Colleges and one of the largest public community colleges in the nation, serving more than 55,000 students annually with nearly 29,000 online. Founded in 1978, Rio Salado offers 600+ online classes, 100+ degree and certificate programs and general education courses. The college also provides support for over 7,000 dual enrollment students. Rio Salado College serves as one of the largest providers of adult basic education in Arizona. On an annual basis, Rio Salado College awards over 600 degrees and over 4000 certificates.

**Primary duties**

Develops and manages a \$15 million-dollar budget.  
 Lead and motivate a Student Affairs division of 200 full and part-time employees.  
 Increase division resources through entrepreneurship strategies and collaboration with community stakeholders, including business and industry leaders.  
 Facilitate and plan major division construction projects.  
 Provide leadership to the areas of Enrollment Services, Financial Aid, Advisement, Testing Services, Student Life, International Education, Outreach and Marketing, Judicial Affairs, Disability Service Resources, Minority Male Empowerment Network, Special Projects and Quality Assurance.  
 Lead overall coordination of the college's recruitment and marketing functions.  
 Oversee grants to meet college/area goals and objectives.  
 Determine service level standards for customer service and implement appropriate processes to facilitate efficient service delivery.  
 Ensure active participation by staff in partnering with public and private schools (K-12), senior institutions, and community agencies/ organizations.  
 Promote staff development and cross-training across the Division of Student Affairs.

**Key Accomplishments**

- Led strategic measures directed at reversing a 5-year enrollment decline to facilitate a 2.5% increase in overall FTSE.
- Implemented quality assurance efforts to identify and address lags in college's approach to engaging online learners to facilitate a 7% increase in FTSE for distance learners.
- Revamped service delivery across the Division of Student Affairs to facilitate a 23% increase in overall performance rating in meeting service level agreements that support student enrollment.
- Identified nearly \$3 million in cost savings for the college within a 2-year period across the Division of Student Affairs while improving overall efficiency in critical service areas that affect enrollment and student experiences.
- Distributed successfully over \$72 million dollars in Title IV funding ensuring access opportunities for

low & middle-income students.

- Negotiated a \$7.2 million-dollar contract with a 3<sup>rd</sup> party service provider that enabled the college to enhance service delivery to effectively and holistically support the entire student life cycle. The results of this partnership included reduced call waiting to 28 seconds on average, 1% phone call abandonment rates, a 95% response rate within 2 hours to all requests for information and a 10% increase in term to term persistence rates.
- Strengthened the college's default loan prevention services to decrease the cohort default rate by 8% - dropping from 29% to 21%.
- Enhanced admission procedures and successfully partnered with K-12 stakeholders to enroll over 7,000 dual enrollment students. Since 2015, over 150 high school students enrolled at Rio Salado College have graduated with AA degrees prior to earning a high school diploma.
- Developed a marketing and recruitment strategy that led to a 20% increase in lead generation, a 70% increase in average lead value, a 73% increase in lead conversion rates and an 80% increase in total monthly lead revenue.
- Generated over \$942,500 in total net revenue for proctored exams. This sum represents a 27% increase in total revenue over a 2-year period.

### *Dean of Student Services*

**2013 - 2015**

### **Hillsborough Community College**

**Tampa, FL**

Hillsborough Community College (HCC) is a 2-year comprehensive community college with a total enrollment of 45,000. HCC is the 5th largest community college in Florida. The HCC-Ybor City Campus is an urban campus situated in the heart of Tampa's Historic Latin Quarter. HCC-Ybor City campus's unduplicated enrollment is nearly 16,000 students. Ybor City campus offers a spectrum of degree offerings from AA and AS degrees to Vocational and Workforce certifications. Additionally, the campus enrolls dual enrollment students as well as offering GED and Adult Basic Education classes. The HCC-Ybor City campus is also home to the HCC Ybor City Campus Training Center which hosts the Autobody Collision and Automotive Service programs, the Police and Fire Academies, and a Welding Program.

### **Primary duties**

- Development and fiscal oversight for an operating budget of \$6 million dollars.
- Led 60 full and part-time employees in the Division of Student Services.
- Supervision, administration and implementation of programs and student service delivery that complemented the instructional programs of the college.
- Leadership of student service departments including academic advising, counseling, admissions, financial aid, recruitment, student records, registration, student life, testing center, student conduct, career services, new student orientation, disabled student services, and veteran affairs.
- Contributed to and participated in business development groups and chamber of commerce initiatives to meet the workforce and economic needs of surrounding community.
- Guided campus recruitment and marketing activities to create awareness of utilization of credit, noncredit and workforce opportunities.
- Directed collaboration with public and private schools (K-12), senior institutions, and community agencies/ organizations.
- Oversaw the development and implementation of college policy and procedure related to student support, enrollment and academic support.
- Developed, facilitated and participated in training and professional development opportunities for campus staff and administrators.
- Coordinated, facilitated and implemented disciplinary intervention steps and due process for student conduct hearings.

**Key Accomplishments**

- Developed and implemented a recruitment and retention model that predicated a 5% increase in campus enrollment.
- Collaborated successfully with K-12 partners to increase dual enrollment participation by 25%.
- Led the construction and renovation of capital projects on campus exceeding \$500,000
- Secured a corporate partnership with Hillsborough Area Regional Transit Authority (HART) to provide discounted semester bus passes for HCC students. The partnership between HART & HCC produced over \$1 million dollars in revenue from semester bus pass sales. Discounted bus passes mitigate barriers to student persistence and completion rates.
- Partnered with The East Tampa Business and Civic Association to host the Small Business Technology & Social Media Expo at the HCC Ybor City campus. This annual event was attended by nearly 100 business owners from Greater Tampa and surrounding areas. The expo provided a forum for members of the business community to inform campus leaders about desired skills required of students to be successful in the business and industry sectors.
- Partnered with the Small Business Development Center to create the Entrepreneur Collaboration Center (ECC). The ECC was devised in response to feedback and requests from the business community for providing entrepreneurial assistance, technological resources and networking opportunities to support startup businesses.
- Executed campus initiative to enhance student services delivery and academic support measures to predicate a 7% increase in overall student satisfaction and a 10% increase in Fall to Fall persistence rates.
- Directed fundraising efforts for the Rotary Club of Ybor City to secure over \$150,000 in donations to support scholarships that provide access to education and training opportunities for low-income and minority students.
- Led college wide initiative to increase student engagement and participation in our democratic process. Positive outcomes of this effort were highlighted by cumulative student voter registration numbers that ranked the HCC in the Top 5 statewide & Top 50 nationwide.

***Director of TRIO Programs*****2012 - 2013****Talladega College****Talladega, AL**

Talladega College is a 4-year private, liberal arts college serving nearly 2,000 students. Founded in 1865, Talladega College is Alabama's oldest historically black college. Talladega College is in a rural setting and sits in the national historic district of the city of Talladega, Alabama. Talladega College has participated in the TRIO grant programs since 1989. Talladega College is accredited by the Southern Association of Colleges and Schools. With a 12:1 student to faculty ratio, Talladega College attracts high achieving students who rank in the Top 5% nationwide. Over 80% of Talladega graduates continue to graduate school.

**Primary duties**

- Development and fiscal responsibility for a budget of \$2.5 million dollars.
- Led 30 full time and part time employees including staff and adjunct faculty.
- Served as chief compliance officer related to grant requirements explicitly detailed in the mission of the U.S. Department of Education and TRIO Programs.
- Identified grant sources and co-authored the writing processes; and assisting with final grant production, presentation, implementation and achievement.
- Reviewed and updated information pertaining to changes in federal regulations, specific agency requirements, and procedures for administration of funded awards.
- Provided oversight and faculty and staff support in grant and sponsored program activities to include contract and subcontract preparation, negotiation, and recommendation for acceptance.

- Served on campus and college-wide committees related to external funding, academic support and student life. This includes the Institutional Review Board, SACS Accreditation Team, Chairperson for the Student Conduct Committee, and Academic Advisory Council.
- Served as a liaison to college faculty, staff, K-12 partners and community entities related to ensuring program initiatives.

### **Key Accomplishments**

- Collaborated with K-12 partners, campus and community stakeholders to increase TRIO participation by 15% across all programs.
- Revamped program instruction and academic support to facilitate a 20% increase in standardized test scores.
- Engaged 4-year and 2-year institutions in Georgia and Alabama to collaborate on behalf of TRIO program participants to secure over \$250,000 in merit-based scholarships and financial aid awards. This support increased college enrollment for low income & first-generation students by 25%.
- Secured renewal of federal grant funds for over \$1.75 million dollars to support an additional 5-year cycle of funding for the TRIO Upward Bound program.
- Contributed to the college's SACS Accreditation team. The SACS team was able to successfully navigate SACS review and received a recommendation for reaccreditation by SACS.
- Oversaw a \$15,000 capital project to renovate the TRIO Program Offices in one of the oldest buildings on campus to create 21<sup>st</sup> century, "smart classrooms" to enhance the learning experiences for program participants.
- Served as a state-wide chairperson and authored the strategic plan and a comprehensive policy revision related to supporting initiatives & goals for the Alabama Association of Education & Opportunity Program Personnel (AAEOPP).
- Represented AAEOPP in coordinating a comprehensive statewide campaign to increase legislative support by developing effective communication channels with state and federal politicians and lobbyists in Montgomery, AL and Washington, DC to advocate for grant sponsored programs that facilitate college access for low-income and minority students. Efforts influenced state and federal appropriations for educational funding that directly affected grant sponsored programs.

### ***Director of Academic Support & Student Services***

**2009-2012**

### **Shorter University, College of Adult & Professional Programs**

**Atlanta, GA**

Founded in 1873, Shorter University is a private, coeducational, liberal arts university located in Rome, Georgia. Shorter University offers undergraduate and graduate degrees through seven colleges and schools and has a current enrollment of 2,000 students. The main academic and residential campus is located 72 miles northwest of Atlanta, Georgia. Shorter features a College of Adult & Professional Programs that offers adult education and graduate programs at distance learning facilities surrounding the Metro Atlanta area.

### **Primary duties**

- Supervised full-time and part-time staff.
- Managed a \$1,250,000 budget.
- Taught education, business and leadership courses
- Collaborated with faculty chairs to prepare class schedules for the Dean's review
- Supervised updates to course syllabi for academic course offerings
- Recruited and recommended for hire adjunct faculty for program offerings in the College of Adult and Professional Programs.
- Assisted with preparation of fall and spring adjunct workshops.
- Worked with students and faculty to resolve classroom-related conflicts.

- Coordinated textbook selection and review process.
- Assist with general education assessment activities including the coordination of proctored exams and end of course surveys

### **Key Accomplishments**

- Led recruitment and outreach efforts while serving as a liaison to corporate entities and small businesses to facilitate a 20% increase in overall program enrollment for the College of Adult and Professional Programs over a 3-year period.
- Served on the SACS accreditation committee responsible for evaluating & reporting the comprehensive effectiveness of adult degree programs in relation to achieving institutional missions at the university. Result was a successful review and recommendation for reaccreditation by SACS.
- Raised over \$100,000 dollars in donations and in-kind support from local businesses and community entities to support student programs and campus events.
- Collaborated with Greater Metro Atlanta chambers of commerce to provide opportunities for students including practicums, workshops, career counseling, internships, & job fairs in the College of Adult & Professional Programs at Shorter University. Outcomes of these partnerships resulted in a 20% increase in job placement for students' post-graduation over a 3-year period.
- Chaired committee charged with creating academic support and advising components for online degree programs for the College of Adult & Professional Programs at Shorter University.

### ***Program Coordinator & Adviser***

**2007- 2009**

### **Auburn University Office of Alumni Affairs**

**Auburn, AL**

Auburn University is a flagship, public, Research I, university in Auburn, Alabama. With a total enrollment of more than 28,000 and 1,260 faculty members, Auburn is the second largest university in Alabama. Auburn University is among the few American universities designated as a land-grant, sea-grant, and space-grant research center.

### **Primary duties**

- Planned, organized, directed, and administered for the Student Alumni Association (SAA) and ensured that such activities and services remained within budgetary limits.
- Directly advised the Student Alumni Board (SAB), the legislative body of the SAA within the Office of Alumni Affairs.
- Represented the National Auburn Alumni Association and the Office of Alumni Affairs in the day-to-day operations of the department, ensuring safety of students, consistency of practice and maintenance of optimum service levels.
- Provided college-wide leadership by, directing the departments' work with staff, students and community partners to support, provide and/or facilitate activities that ensured that the college achieved its student leadership development and engagement goals.
- Ensured that the department's budget was planned, prepared and monitored in keeping with program objectives, policies and procedures, and exercised signing authority on behalf of the Department for expenditures as assigned.
- Developed, implemented, monitored, and reviewed tactical and operational plans, procedures, systems and support in accordance with the college's strategic goals, policies, procedures and regulatory requirements.
- Worked with campus partners including faculty, administrators and maintenance department to ensure that applicable services and programs are planned, developed, regularly reviewed and updated, ensuring quality standards for program review.
- Selected, trained, and supervised team of student leaders and volunteers by performing such things as: direct, scheduling, providing performance feedback, evaluations, suggestions for professional development and where necessary discipline direct reports to document underperformance.

- Represented the College and College interests before government agencies, other institutions, various organizations and community stakeholders.

### **Key Accomplishments**

- Directed marketing efforts & devised a recruitment strategy that led to increased student organization membership numbers to over 3,800 (most in Auburn University history).
- Generated over \$76,000 in revenue to support the SAA operating budget.
- Cultivated community partnerships with business owners to raised nearly \$100,000 dollars in external support and in-kind donations to support Student Alumni Association events and membership packages.
- Participated in fundraising efforts that generated over \$200,000 in support for the Provost Leadership Undergraduate Scholarship (PLUS) Program. The PLUS scholarship provides opportunities for students who meet the following criteria: Alabama resident, 1<sup>st</sup> generation college student and Pell Grant eligible.
- Coordinated efforts with Auburn alums in regional areas surrounding the campus to successfully establish 2 national alumni chapters.

### ***Supervisor of Study Table Programs & Academic Support*** **Auburn University Department of Collegiate Athletics**

**2005 - 2007**  
**Auburn, AL**

On an annual basis, Auburn Athletics has one of the highest overall NCAA Academic Performance ratings in the country. Auburn University participates in Division I-A of the NCAA and in the Western Division of the 14-member Southeastern Conference (SEC). Auburn Athletics has won a total of 19 intercollegiate national championships (including 17 NCAA Championships). Auburn has also won a total of 70 Southeastern Conference championships, including 51 men's titles and 19 women's titles. Auburn student-athletes won a total of 13 medals at the 2008 Olympic games in Beijing, China.

### **Primary duties**

- Supervised academic advisors, part-time staff and supplemental instructors.
- Prepared academic progress updates for coaches and the Senior Associate Athletic Director.
- Scheduled supplemental instruction sessions for student-athletes.
- Coordinated New Student Orientation for student-athletes.
- Advised students towards graduation and NCAA rules and eligibility, including weekly and monthly meetings with students, registration of student-athletes during priority registration and drop/add periods.
- Coordinated career counseling opportunities for student-athletes including assistance with resume and cover letter writing, job searches, internships and networking.
- Recruited student-athletes to the university including evaluating NCAA initial eligibility.
- Arranged academic counseling, mentoring and tutoring for student-athletes.

### **Key Accomplishment**

- Supervised academic-support programs responsible for elevating the Auburn University Collegiate Athletics Department to the nation's 3<sup>rd</sup> highest Division I-A academic performance rating (APR) by the NCAA during 2005-2007.
- Contributed to the successful recruitment of highly touted student-athletes highlighted by ranking in the *Rivals.com* Top 10 recruiting classes over a 3-year period.

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**INSTRUCTIONAL EXPERIENCE**


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**I. College Teaching Experience***ARGOSY UNIVERSITY*

E7038: Leading &amp; Managing in Higher &amp; Postsecondary Education

E7040: Strategic Planning &amp; Implementation in Higher &amp; Postsecondary Education

E7510: Financial &amp; Resource Decision Making

B7440: Managing Global Challenges

B7777: Solutions Leadership

B6027: Perspectives in Change Leadership

*BLACK HILLS STATE UNIVERSITY*

SLDR 728: Levels of Leadership

SLDR 775: Mentoring in Organizational Leadership

*CONCORDIA UNIVERSITY*

EDDT 624: How Programs Really Work

EDDH 630: Higher Education Finance &amp; Facilities Management

EDDT 634: Moving Organizational Knowledge

EDDT 641: Leading the Learning Organization

*GRAND CANYON UNIVERSITY*

LDR-620: Leading as a General Manager

LDR-615: Organizational Culture and Change

LDR-802: Ethical Dilemmas &amp; Stewardship

EDU-812: Governance &amp; Structures in Higher Education

EDU-822: Fiscal Management in Higher Education

*SHORTER UNIVERSITY*

LDSP 5050: Effective Communication for Leaders

LDSP 6110: Leadership in an International Marketplace

LDSP 6220: Organizational Culture &amp; Politics

BUSA 3310: Management &amp; Leadership

BUSA 2610: Managing a Global Workforce

EDUC 2700: Diversity &amp; Multiculturalism

EDUC 2000: Home, School &amp; Community

**II. K-12 Teaching Experience**

Indian River County Schools (FL)

Phenix City Schools (AL)

Opelika City Schools (AL)

**Title/Position**

Grades 9-12

8<sup>th</sup> Grade

Grades 6-12

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**PROFESSIONALLY-RELATED COMMUNITY SERVICE**


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**College Bound AZ****Chairman, Board of Directors**

College Bound AZ is 501(c) 3 organization devoted to assisting low income and first generation high

**2016-Present****Phoenix, AZ**

school students with the college enrollment process.

### **Key Contributions**

- Raised over \$160,000 in donations and in-kind support to contribute to services provided by the college prep programming.
- Directed college support and academic services that have prompted over \$300,000 in scholarships and financial aid awards.
- Assisted over 90 low-income and first-generation students with college enrollment.

### **FIBCO Family Services, Inc.**

**2016-Present**

#### ***Board of Directors***

**Phoenix, AZ**

501c3 Non-Profit Organization. FIBCO Family Services, Inc. is a 501(c) 3 non-profit organization serving the greater Phoenix community through four main program areas: Food and Clothing Distribution, African Immigrant and Refugee Support Services, Job Readiness Programming, and Affordable Housing for Individuals with Disabilities and Youth in Foster Care.

### **Key Contributions**

- Co-authored a grant that secured \$50,000 for assisted living occupants.
- Since 2016, successfully distributed over 144,000 meals.
- Contributed to fundraising efforts that generated nearly \$25,000 in donations and in-kind support to assist with housing for homeless youth and teenage mother.

### **Rotary Club of Ybor**

**2013 - 2015**

#### ***Board of Directors***

**Tampa, FL**

Rotary International is an international service organization whose stated purpose is to bring together business and professional leaders to provide humanitarian services, encourage high ethical standards in all vocations, and to advance goodwill and peace around the world. Rotary is structured in club, district and international levels. Rotary Club of Ybor City was chartered in 1948.

### **Key Contributions**

- Directed fundraising efforts to secure over \$150,000 in donations to support scholarships that provided access to education and training opportunities for low-income and minority students.
- Led efforts to partner with K-12 entities to identify and support opportunities for high school “rising seniors” to participate in the Seminar 4 Tomorrow’s Leader program hosted at Florida Southern College. We were able to raise over \$6,000 through community support to send 12 students from area high schools over a 2-year period.

### **East Tampa Business & Civic Association, Inc.**

**2013 - 2015**

#### ***Board of Directors***

**Tampa, FL**

East Tampa Business and Civic Association, Inc. (ETBCA) is a non-profit organization that was incorporated in 1989 by the State of Florida and is tax exempt under the IRS code 501 (c)3. The Mission of the ETBCA is to develop a healthy business and community climate to stimulate opportunities and improved living conditions for children, families and seniors throughout Tampa, Florida.

### **Key Contributions**

- Hosted and coordinated the Annual Small Business Technology and Social Media Expo for small business owners in Greater Tampa and surrounding areas.
- Partnered with the workforce and economic development community to raise nearly \$20,000 in sponsorships and in-kind donations to support the annual small business expo.



**House of Dawn****2009 - 2013*****Board of Directors*****Atlanta, GA**

Founded in 2000, House of Dawn is a publicly led non-profit 501(c) 3 organization. In 2004 House of Dawn became part of the G-CAPP (Georgia Campaign for Adolescent Pregnancy Prevention) network for Second Chance Homes and became the ninth Second Chance Home in the State of Georgia.

**Key Contributions**

- Co-authored a G-CAPP (Georgia Campaign for Adolescent Pregnancy Prevention) grant to secure \$300,000 in funds to support housing for homeless, pregnant teenage mothers.
- Co-authored a grant to secure \$150,000 in funds to support a transitional living program to assist young mothers successfully transition to independent living outcomes.
- Composed a business plan as part of a grant narrative seeking to fund a childcare center for single mothers working and attending school.
- Co-planned, hosted and identified sponsors for the annual charity event that generated over \$150,000 in donations, sponsorships and in-kind support over a 3-year period.

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**COMMITTEES & INSTITUTIONAL SERVICE**


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2016 – 2017

**Maricopa County Community Colleges District*****Committee to revise District Enrollment Cancellation Policy***

2016 – 2017

**Maricopa County Community Colleges District*****RFP Committee to select a service provider for Default Loan Management***

2016 – 2017

**Rio Salado College, Chair*****RFP Committee to secure a 3<sup>rd</sup> party provider for Student Life Cycle Support Services***

2013 – 2015

**Hillsborough Community College, Chairperson*****Campus Enrollment Planning Committee***

2013 – 2015

**Hillsborough Community College, Co-Chair*****Institutional Advisory Council***

2013 – 2015

**Hillsborough Community College, Chairperson*****TurboVote Implementation Committee***

2013 – 2015

**Hillsborough Community College*****East Tampa Business and Civic Association, Co-Chair******2015 East Tampa Social Media & Technology Expo***

2012 – 2013

**Talladega College**

*Alabama Association of Education & Opportunity Program Personnel, Chairperson  
Committee for Legislation, Education & Fiscal Concerns*

2012 – 2013

**Talladega College**

*Alabama Association of Education & Opportunity Program Personnel, Co-Chair  
Committee for Strategic Planning, Evaluation & Assessment*

2012 – 2013

**Talladega College**

*Judiciary Hearing Board, Chairperson*

2012 – 2013

**Talladega College**

*Academic Affairs Advisory Council*

2012 – 2013

**Talladega College**

*Institutional Matrix Evaluation Team for SACS Re-Accreditation*

2010 - 2012

**Shorter University**

*SACS Re-Accreditation Committee*

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## **SCHOLARLY ACTIVITY**

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### **Recent Professional Presentations**

Terry, L. (2018). *Stress Tests = Student Success*. 2018 AACRAO Annual Meeting, Orlando, FL

Terry, L. (2017). *Innovation and Best Practices for Supporting Non-Traditional Students*. 2017 RTM Enrollment & Retention Congress, Washington, DC

Terry, L. (2016). *Bringing Your A-Game*. 2016 MCBAA Professional Day, Phoenix, AZ

Terry, L. (2014). *Communication for 21st Century Education: A Multicultural Framework for Diversity & Inclusion*. 2014 Florida Council of Student Affairs Meeting, Orlando, FL

Terry, L. (2014). *Silent Barriers Exposed: The Impact of Stereotypes & Non-Intentional Biases on Students of Color in Their Pathways to Success*. 2014 National Council on Student Development Annual Conference (NCSA). Phoenix, AZ

Terry, L., Holmes, J. (2014). *Unmasking Micro-Aggressions in the Classroom: The Impact of Stereotypes & Non-Intentional Biases on Students of Color*. 2014 Center for Innovative Teaching & Technology Faculty In-Service (CITT). Tampa, FL

Terry, L. (2011). *Academic Coaching: A Playbook for Success*. 2011 Christian Adult Higher Education Association Conference (CAHEA). Colorado Springs, CO

Terry, L. (2011). *Surveying Alumni Attitudes: Identifying Factors That Influence the Supportive Behavior of Alumni*. 2011 Council for Christian Colleges & Universities Conference (CCCU). Philadelphia, PA

Terry, L. (2011). *Addressing Attrition Rates & Effective Retention Strategies for Minority Students*. 2011 Midwest Scholars Conference. Indianapolis, IN

Terry, L. (2010). *Program Enhancement through Student Reported Assessments*. 2010 Institute of Professional Development Academic Services Conference. Miami, FL

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## **HONORS & AWARDS**

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### ***Executive Leadership Institute (2016)***

League of Innovation for the Community College

### ***Who's Who in North American Education (2015)***

Covington Who's Who in North American Education

### ***Community College Student Development Leadership Institute (2014)***

National Council on Student Development

### ***Rising Star Award (2014)***

Rotary International

### ***Emerging Leaders Institute (2013)***

Alabama Association of Education & Opportunity Program Personnel

### ***"Contributing to Our Workplace" Award (2011)***

Shorter University, College of Adult & Professional Programs

### ***Delta Pi Epsilon Honor Society (2011)***

Shorter University, Ledbetter College of Business, *MA Leadership*

### ***National Scholars Honor Society (2008-2009)***

Auburn University, College of Education, *PhD Higher Education Administration*

### ***Holmes Scholar Finalist (2008)***

Auburn University, College of Education, *PhD Higher Education Administration*