

**CURRICULUM VITAE**  
**LOUIS ANTHONY CASTENELL, JR.**

1320 Beverly Drive  
Athens, GA 30606  
(706) 316-3949 (Home)  
(706) 542-6446 (Office)  
(706) 542-0360 (Fax)  
lcastene@uga.edu (E-mail)

**EDUCATION**

- Ph.D. University of Illinois at Urbana Champaign--1980  
Major: Educational Psychology  
Minor: Social Psychology  
Dissertation: Achievement Motivation: An area-specific analysis of African Americans
- M.S. University of Wisconsin, Milwaukee--1973  
Major: Educational Psychology
- B.A. Xavier University of Louisiana, New Orleans--1968  
Major: Elementary Education

**FELLOWSHIPS AND OTHER AWARDS**

**Leadership Service Award, National Board for Professional Teaching Standards, 2006**  
**Pedro Zamora Horizons Award, The University of Georgia for Diversity Leadership, 2003**  
**American Council on Education, Board Service Award, 2003**  
**American Association of Colleges for Teacher Education, Chair of the Board Award for Leadership, 2002**  
**Distinguished Alumnus in Higher Education, University of Illinois, 2002**  
**Outstanding Faculty, Kappa Delta Epsilon, 2000**  
Cincinnati-Hamilton County Action Agency Award for Outstanding Partner, 1996  
Presidential Awards, Networking Together, Inc., 1996  
International Who's Who of Professionals, 1996  
American Educational Studies Association's Critics' Choice Awards, 1993  
Presidential Citation, Association of Multicultural Counseling and Development, 1983  
National Mental Health Fellowship, Department of Health Education and Welfare, 1978-80  
Graduate School Fellowship, University of Illinois, 1977-80  
National Mental Health Fellowship, Department of Health Education and Welfare, 1978-80  
Craig-Rice Scholarship, Xavier University, 1968

**PRESENT POSITIONS**

Dean, College of Education, University of Georgia - August 1999- present

Responsibilities:

Manage and lead the college of approximately 5,000 graduate and undergraduate students and 344 faculty and staff. The College offers over **90 graduate programs and 18 undergraduate** majors through the following departments: Communication Sciences and Special Education; Counseling and Human Development Services; Educational Psychology & Instructional Technology; Elementary and Social Studies Education; Kinesiology; Language and Literacy Education; Lifelong Education, Administration and Policy; Mathematics and Science Education; Workforce Education, Leadership, and Social Foundations. Total operation budget is nearly \$30 million.

Major Achievements:

**Academic Administration**

Established an **Academic Cabinet** (all department heads and the senate president) to provide leadership in all matters pertaining to the college; appointed a **college advisory committee** for teacher education programs; significantly diversified the faculty both in ethnicity and skills set (e.g. non-tenured and tenured faculty mix); modernized our accrediting process; improved national ranking from 27<sup>th</sup> to 21st College of Education; initiated a successful all digital accreditation review; supported new degree programs on off-campus sites; supported new dual degree programs with College of Arts and Sciences, Law, Forestry and Engineering.

**Fiscal Administration**

Centralized the college business office; redesigned the staffing needs of the centralized business office; provided professional development for staff and department heads in fiscal management and the use of spreadsheets; reduced the faculty administrative staff in the college by 50 percent (30 to 15 administrators); \$800,828 in savings (most of which has been redirected) from college reorganization for FY 04 and 05.

**Research Administration**

Centralized post award budget management; developed common spreadsheets for grants management across all units; held mentored sessions for faculty interested in external funds; office generated funded awards as follows:

Fiscal Year	2000	2001	2002	2003	2004	2005	2006
Total \$ Amount of Awards	\$12,239,851	\$17,168,039	\$15,180,500	\$17,588,117	\$15,555,455	\$18,059,691	\$19,242,991

Previous 3 years:

Fiscal Year	1997	1998	1999
Total Awards	\$9,390,047	\$7,191,986	\$8,351,124

*We have doubled our average funding per fiscal year during this period over that generated during the previous 5 years.*

Office received awards for our college magazine and on-line news; increased tuition return dollars 50%; generated \$5.5 million in tuition return dollars to fund 16 programs producing approximately 5000 additional credit hours; created two new awards – distinguished alumni and outstanding honor students.

### **Development/fundraising**

Undertaken a number of steps to grow our endowment and annual fund revenues. In collaboration with development director the following fundraising endeavors have been instituted:

- Targeted telephone fundraising capital campaign.
- Began annual fund business reply envelope to year-end *College of Education* magazine mailing.
- Initiated an alumni awards program to honor and re-engage distinguished alumni.
- Created Distinguished Alumni and Distinguished Donor (for donations \$250,000 +) *Wall of Fame* on the first floor of Aderhold Hall to recognize and announce these honors.
- Added two pages to *College of Education* magazine dedicated to development and fundraising.
- Increased circulation of *College of Education* magazine from 33K to 48k, to include all living alumni with hopes of re-engaging them and possibly receiving financial support.

#### Notable Major Gifts

1 Chair, 4 Endowed Professorships and 10 endorsed student support funds

\$3.5 million from Goizueta Foundation including the Goizueta Endowed Professorship in Latino Education

\$428,000 Paul Torrance endowed Professorship in Gifted and Creative Education

\$250,000 from Georgia Power to endow Mary Frances Early Professorship in Teacher

Education

\$250,000 from UGA President to endow a professorship in Mathematics and Science Education

\$250,000 from the Elizabeth Garrad-Hall Endowed Professorship in Elementary Education

\$250,000 from Wachovia Foundation to endow scholarships for underrepresented students getting a degree in education

\$500,000 from an alumni estate to support scholarships for students working in autism education

#### Archway to Excellence Capital Campaign

**Created a Capital Campaign steering committee.**

**Based on our success, the college's target goals were increased as follows:**

Original Capital Campaign goal - \$3.2 million

Current Campaign Total - \$7.6 million

New Campaign goal - \$10 million

### **Public Service Outreach**

Sponsored the Annual Black Issues in Higher Education Conference; Organized a statewide semi-annual conference for select superintendents interested in systemic partnership with UGA; Collaborated on the Athens-Clarke County School District to partner community-wide support for student achievement; helped create intersession program for two elementary schools (reached 303 elementary students; 310 UGA students and faculty from 16 colleges and involved 10 community organizations); recognized by Georgia Partnership for Excellence in Education; led a community-wide effort in Madison City to close the achievement gap between black/white students; developed 3 undergraduate programs at the Gwinnett University Center and 6 graduate degrees/programs; created and offered collaborative doctoral program with Fort Valley State University in three areas to help the Board of Regents better serve students in central Georgia; and, through our clinics and centers affiliated with academic programs, offered services to thousands of individuals in

northeast Georgia; helped sponsor the University of Georgia's African American Male Initiatives; Athens Area Chamber of Commerce Representative; and member of the Athens-Clarke County Dropout Prevention Institute.

## **Student Affairs**

**Organized a Dean's Student Advisory Council** to advise the college and participate in appropriate college-wide committees; supported a student ambassador program to promote events in the College; and began encouraging student role on college committees.

## **University Service**

### **Present**

Member, Steering Committee for the Study of Poverty and Economic Development  
Appointed to the Athens Area Chamber of Commerce as UGA representative.

### **Past**

#### **Founding interim associate provost for the Office for Institutional Diversity**

Chair, Search Committee for Dean, Graduate School  
Member, Native American Culture Into 4-H Programs Task force  
Member, Subcommittee on computer and communication skills requirement  
Member, Subcommittee on a general education assessment examination  
Member, Search Committee for Dean, College of Journalism and Communication,  
Member, Future Task Force for Outreach

## **Professional Service**

### **Present**

Board Member, Georgia Partnership for Excellence in Education  
National Faculty, New Dean's Institute, AACTE  
Member, Georgia Council on Economic Education  
Member, NASULGC, Commission on Human Resources and Social Change

### **Past**

#### **Board Chair, American Association of Colleges for Teacher Education**

#### **Board Member, National Board of Professional Teaching Standards**

#### **Executive Board Member, National Board of Examiners (NCATE)**

#### **Board Member, American Council on Education**

Board Member, Modern Red Schoolhouse Institute  
Co-Chair, Cultures and Community. Council of Academic Deans from Research Education Institutions  
Co-Chair, Teacher Quality Advisory Council, Board of Regents  
Chair, Task Force on Cultural Diversity, Association of Colleges and Schools of Education in State Universities and Land Grant Colleges  
Board Member, Learning First Alliance  
Member, Governmental Relations Committee, American Association of Colleges for Teacher Education  
Member, Editorial Committee, American Association in Higher Education, Black Caucus  
Member, Board of Quality of the Academic Environment and Undergraduate Experience, NASULGC  
Member, Task Force on the Preparation of Teacher Education, Association of Colleges and Schools of Education in State Universities and Land Grant Colleges

## **Interim Associate Provost, Office for Institutional Diversity, University of Georgia - July 2001-2002**

### Responsibilities:

Managed and lead the Office for Institutional Diversity. As the founding interim associate provost, the design and implementation of a strategic plan was completed in collaboration with students, faculty, administrators, alumni, and friends of the University. This plan is on our website: [www.uga.edu/diversity](http://www.uga.edu/diversity). This position reports to the President and Senior Vice-President and Provost. It has a standing seat in the University Cabinet.

### Major Achievements:

**Designed a consensus report on a five [5] year diversity strategic plan;** established working committees including select community leaders; supported an alliance among select universities in Georgia to promote interdisciplinary research and findings; created opportunities for academic programs to under gird the Office of Outreach and Public Service; organized discrete activities into opportunities to promote campus community.

## **RESEARCH**

### **BOOKS**

Valverde L., and Castenell, L. (1998). (Eds.) The Multicultural Campus. Newbury Park: Altamira.

Castenell, L., and Tarule, J. (1997). (Eds.) The New Deans of Education: Minorities and women and their impact on social policies. New Jersey: Ablex.

\*Castenell, L., and Pinar, W.F. (1993). (Eds.) Understanding Curriculum as a Racial Text. York: State, University of New York.

\*1992 Critic's Choice Award (American Educational Studies Association) for "Outstanding contributions to an area related to Educational Studies."

### **BOOK CHAPTERS, MONOGRAPHS, AND REVIEWS**

Smith, B., Johnson-Bailey, J., Castenell, L., (in press). Building a nurturing and professional community of scholars. In Views from the Frontline: Voices of Diversity on College Campus. Thompson, S. (Ed.)

Castenell, L. (2007). Historically Black Colleges and Universities, An opportunity for leadership in the twenty-first century. In M. Christopher Brown (Ed.), Still Not Equal: Expanding Educational Opportunity in Society. New York, Lane Publisher

Carter, W., and Castenell, L. (2004). A Shared Role: Alternative Assessment of Student Learning at Historically Black Colleges and Universities. In Strategies for Mentoring African-American College Students: Strategies for Success in Higher Education. Gallien, L. and Peterson, M. Boston: Pearson.

Davis-Haley, R., and Castenell, L. (2003). What a Catholic school learned from Tom Sawyer's *The Adventures of Huckleberry Finn*, In S. Neuharth-Pritchett, D. B. Payne, and J. C. Reiff (Eds.), Perspectives on

- Elementary Education: A case handbook for critically analyzing issues of diversity. Needham Heights, MA: Allyn and Bacon.
- DeMarrais, K., Lewis, J., Butchart, R., Benson, J., and Castenell, L. (2003). Impetus for Change: Using NCATE 2000. Invited monograph, NCATE Press.
- Castenell, L., (2002). Historically Black Colleges and Universities: An Opportunity for Leadership in the Twenty-First Century. Atlanta, GA: Southern Education Foundation.
- Castenell, L., and Davis, R. (2002). The contextual experiences of successful African-American adolescents in a Catholic high school. Bauer, A.M. & Myers, G.D. (Eds) Teaching in an Inclusive High School. Baltimore: Paul H. Brooks Publisher.
- Castenell, L., and Kings, S. (Eds.), (2001). Racism and Racial Inequity as We Enter the New Millennium: Implications for Teacher Education. Invited AACTE monograph.
- Mitchell, A., Castenell, L., Hendricks-Lee, M., and Mooney, T. (2001). Balancing the politics of two cultures: Cincinnati Initiative for Teacher Education and the Cincinnati Professional Practice Schools Partnership. Karen B. Gallagher and Jerry D. Bailey (Eds.) The Politics of Teacher Education Reform. Thousand Oaks: Corwin Press, Inc.
- Castenell, L. (1998). The African American deanship in majority institutions: An illustrative Guide for leadership. Paula E. Young (Ed.) The Color of Leadership. Dubuque: Kendall/Hunt.
- Fennimore, B., Allen-Brown, V., Castenell, L., and Hope-Kin- S., (1996). Book review, Handbook of Research on Multicultural Education. In *Journal of Teacher Education*, Vol.48, No. Z, pp. 136-145.
- Castenell, L., and Pinar, W. (1995). Notes on understanding curriculum as a racial text. In Pinar, et. al. (Eds.), Understanding curriculum: An introduction to the study of historical and contemporary curriculum discourses. New York: Longman.
- Castenell, L., and Levitor, J. (1995). Assessing achievement motivation in black populations: The Castenell Achievement Scale (CAMS). In R. L. Jones (Ed.), Handbook of Tests and Measurements for Black Populations. Virginia: Cobb & Henry.
- Castenell, L., and Kilgour, S. (1994). Creating shared visions: The process of community deliberation. In Bruce Anthony Jones and Kathryn Borman (Eds.) Investing in U.S. Schools. New Jersey: Ablex.
- Castenell, L., and Soled, S. (1994). Assessment and multiculturalism: Topical issues revisited. In American Association of Colleges for Teacher Education's volume, Essays on Emerging Assessment Issues. Washington, DC.
- Borman, K., Martinson, D., and Castenell, L., et. al., (1994). Neighborhoods and corporations: Community influence on educational reform. In Barbara Schneider and Peter Cookson (Eds.), Transforming Schools: Rhetoric and Reality. New York: Garland.
- Borman, K., Castenell, L., and Gallagher, K. (1993). Business involvement in urban schools: The rise of the National Business Round Table. In Philip P. Zoghates and Catherine Marshall (Eds.), Politics of Education Association Yearbook: The New Politics of Race and Gender. New York: Falmer Press.

- Castenell, L., Brook, C., and Timm, P., (1991). Educational reform and the urban school superintendency: A dilemma. In Nancy P. Greenman and Katherine Borman (Eds.), Changing Schools: Recapturing the Past or Investing the Future? New Jersey: Ablex.
- Castenell, L. (1990). The new south as curriculum: Implications for understanding southern race relations. In Joe L. Kincheloe and William F. Pinar (Eds.), Curriculum as Social Psychoanalysis. New York: State University of New York Press.
- Castenell, L. (1986). Testing in Orleans parish school, 1984-85. In A. Young. (Ed.), The State of Black New Orleans. Urban League of Greater New Orleans, 31-41.
- Hare, B., and Castenell, L. (1985). Comparative status and future prospects of black boys. In Geraldine Brookins, Margaret Spencer, and Walter Allen (Eds.), Beginning: The Social and Affective Development of Black Children. New Jersey: Lawrence E. Erlbaum, 201-214.

## **JOURNAL PUBLICATIONS**

- DeBray-Pelot, E. and Castenell, L. (in press). NCLB public school choice and racial balance: Assessment of evidence and consideration for policy. School Choice Journal.
- Castenell, L. (1992). Politics and the schools. (Guest Editor). Journal of Educational Foundations, 6, (2), pp. 3-5.
- Castenell, L. (1991). American institutions of higher education as an historical source of racism. St. Louis University. Public Law Review, 10 (1), 427-429.
- Castenell, L., and Castenell, M. (1988). Norm-referenced testing and low-income blacks. Journal of Counseling and Development, 67, (3), 205-206.
- Levitor, J., Murray, P., Castenell, L., and Joubert, J. (1987). Qualitative evaluation methods applied to high school counseling. Journal of Counseling and Development, 65, (5), 259-261.
- Castenell, L. (1984). Who has a need to achieve? A cross-cultural look. Journal of Negro Education, 53, (4), 435-443.
- Castenell, L. (1983). Achievement motivation: An investigation of adolescents' achievement patterns. American Educational Research Journal, 20, 503-510.

## **SELECTED PAPERS, PANELS, AND PRESENTATIONS**

- Building Leadership Among Educator Preparation Faculty in a Post College-wide Reorganization. American Association of Colleges for Teacher Education, 2007.
- Strategies to Recruit and Retain Future Teachers of Color. Council of Academic and Deans from Research Education Institutions, 2006.

Assessment Challenges for Colleges of Education. Council of Academic and Deans from Research Education Institutions, 2006.

Whence Colleges of Education? Lessons from the Flexner Report on Colleges of Medicine. American Research Association, 2005

Campus Blueprint for Achieving Diversity: National Association of State Universities and Land Grant Colleges, 2005

Handling Difficult Internal Issues: Budget Cuts and Other Financial Matters. Council of Academic and Deans from Research Education Institutions, 2004

Reflections on Brown v. Board of Education: Where are we now? National Alliance of Black School Educators, 2004

The Impact of Diversity in Educational Administration Preparation. American Education Research Association, 2004

Transcending Traditional Boundaries: Articulating and Developing Performance-based Assessments Through the Use of NCATE Standards. American Association of Colleges for Teacher Education, 2003

The Changing Expectations of Higher Education Leadership and Faculty Expectations Within the Academy: A Clash of Cultures. American Association of University Professors, 2002

Responding to the Challenges of State Policies, Reform Efforts and National Council for the Accreditation of Teacher Education Standards. American Association of Colleges for Teacher Education, 2002

Caring, Competent Education: A Common P-16 Goal, a Shared Responsibility at the University of Georgia. American Association of Colleges for Teacher Education, 2001

Rethinking Educational Leadership for the 21<sup>st</sup> Century: A Candid Assessment of the Status of Educational Leadership. American Association of Colleges for Teacher Education, 2001

From Chaos to Sanity: A Case Study of Preparing for National Council for the Accreditation of Teacher Education 2000 at a Comprehensive Public University using an Electronic Review. American Association of Colleges for Teacher Education, 2001

The Crisis of Educational Leadership. American Association of Colleges for Teacher Education, 2001

The Emergence of Private Teacher Academics: Will the Privatization of Teacher Renewal Create Major Changes for Education? American Association of Colleges for Teacher Education, 1999

Strategic Entanglement: Building, Partnerships to Drive SCDE Reform. American Association for Colleges of Teacher Education, 1999

Race and Racism in Teacher Education. American Educational Research Association, 1999.

Preparing and inducting high-quality teachers. National Commission on Teaching, and America's Future, 1998.

Scholarship for teacher educators: Changing definitions, expectations, and reward systems. Major Symposium. American Association of Colleges for Teacher Education, 1998. Defining and assessing the scholarly work of faculty. The American Association of Colleges for Teacher Education, 1998.

The meaning and implications of racism for teachers in the new millennium. American Association of Colleges for Teacher Education, 1997.

What Works: Recruiting and retaining a diverse faculty and student body. Association of Colleges and Schools of Education in State Universities and Land Grant Colleges, 1996.

Academic models to enhance diversity. Association of Colleges and Schools of Education in State Universities and Land Grant Colleges, 1994.

Sexual harassment and power politics in higher education: Issues, scenarios, and politics. American Educational Research Association, 1994.

Decanal perceptions of diversity: Implications for the teaching profession. American Association of Colleges for Teacher Education, 1994.

Perspectives of African American faculty and administrators on an innovative teacher education program. American Teacher Association, 1993.

Developing school/university partnerships. American Association of Colleges for Teacher Education, 1993.

Minority deans at predominantly white universities. American Association of Colleges for Teacher Education, 1992.

Who should determine standards and practices for special education teacher preparation? Council of Exceptional Children, Teacher Education Division, 1992.

Challenges in restructuring teacher education from a decanal perspective. American Teacher Association, 1991.

The psychology of racial hegemony in curriculum texts. University of New Orleans Spring Conference, 1991.

New south, racial socialization and the curriculum. American Educational Research Association, 1988.

The mismeasurement of low-income blacks: A quagmire for counselors. American Educational Research Association, 1987.

The hidden curriculum: Amnesia for the coming decades. Bergamo Conference, 1986.

Successful approaches to increase achievement behavior of black children. Trio Conference, 1986.

Successful strategies for career counseling: A rational-emotive, multi-cultural and non-sexist approach. Louisiana Vocational Counselors' Workshop, 1986.

Academic freedom, an inquiry: Legal and policy issues. American Educational Research Association, 1985.

Process evaluation of high school guidance and counseling center. Southeast Educational Research Association, 1985.

Stress in academia. Dillard University, 1984.

Need for state licensure. Louisiana Personnel and Guidance Association, 1984.

The role of professional development: Past, present, future. Southwest Conference of Colleges and Universities, 1983.

Ethics in counseling. Louisiana Personnel and Guidance Association, 1983.  
Educational policy as social control. Xavier University Colloquium, 1983.

Institutional racism. University of Illinois, 1983.

Uses and abuses of standardized tests. National Urban League Conference, 1983.

Interpersonal communication. Professional Improvement Program Workshop, 1983.

Parental influence on career choice: A counselor's dilemma. Louisiana Vocational Guidance Association, 1983.

Teacher characteristics: A model of success. Southeast Education Research Association, 1982.

A survey of parental involvement in homework and relationship to academic performance. New Orleans Public Schools, 1981.

Black boys: A comparative study. Louisiana Personnel and Guidance Association Conference, 1981.

### **CURRENT RESEARCH PROJECTS**

Developmental issues for African-American adolescents. In Camblin and Milgram (Eds.), A Complete Portrait: Ethnic and Racial Considerations in Social Development from Birth through Adolescents.

### **MAJOR GRANTS/GIFTS AND PERSONAL RESEARCH GRANTS**

Goizueta Foundation, \$500,000, to support the Center for Latino Achievement and Success in Education, 2006.

Georgia University System, \$1.3 million, to collaborate with school districts. 2003-2006.

Georgia's Board of Regents, Co-Principal Investigator, Business to Teaching Project, \$2.4 million, 2000-03.

National Science Foundation Grant, \$15 million, Urban Systemic Initiative, in collaboration with Cincinnati Public School District, 1994-98.

The Procter and Gamble Company, \$1.1 million, 1998.

The Martha Holden Jennings Foundation, \$1.7 million, 1998.

National Commission on Teaching and America's Future, \$48,000, 1998.

National Partnership Grant, \$42,000, 1998.

Ford Foundation Grant, Teaching Leadership Consortium, \$500,000, 1990-95.

Board of Regents' Grant, "Program to prepare math teachers for elementary schools," \$44,700, 1988-90.

Board of Regents' Grant, "Program to strengthen skill and certify mathematics and computer science teachers," \$44,960, 1987-88.

Southern Education Foundation, \$22,800, "Black participation in teacher education in Louisiana," 1984-86.

#### **EDITORIAL BOARDS**

##### **Present**

*Peabody Journal of Education*

##### **Past**

*The Southeast Center for Teaching Quality*

*Journal of Curriculum Theorizing: An Interdisciplinary Journal of Curriculum Studies, 1990-95*

*American Educational Research Journal*

#### **REVIEWER**

##### **Present**

*Journal of Teacher Education*

*Journal of Black Psychology*

*International Studies in Educational Administration*

##### **Past**

*Journal of Educational Foundations*

*Journal of Black Psychology*

*State University of New York Press*

#### **CONSULTANT**

Albany State University; Florida State University; Fort Valley State University; Louisiana State University; Northern Kentucky University; Temple University; University of Vermont; Xavier University of Louisiana.

#### **CERTIFICATIONS**

##### **Present**

Program Evaluator, Level A, State of Louisiana

Life Teaching Certificate, Grade 1-8

##### **Past**

National Board Certified Counselors

Licensed counselor, State of Louisiana

#### **DISSERTATION COMMITTEE, University of Cincinnati.**

1995, Mabel Matthews, *Administrative Attitudes Toward Management Styles at HBCU's*.

1996, Najce Muhammand, *Malcom X and Transformative Leadership*.  
1997, Paula E. Young, *Total Quality Management in Higher Education Practices*  
1998, Nelson Vincent, *The Rhetoric and Ideology of Multicultural Education*.  
2000, Shana Bellow, *African-American Adolescents and Achievement: Factors That Predict Resiliency*.

## **PROFESSIONAL BOARD/COMMITTEE MEMBERSHIPS**

### **Present**

**National Faculty, New Dean's Institute, AACTE**  
**Board Member, Georgia Partnership for Excellence in Education**  
**Member, Georgia Council on Economic Education**  
**Member, NASULGC, Commission on Human Resources and Social Change**

### **Past**

**National Board for Professional Teaching Standards**  
**Board Member, Modern Red Schoolhouse Institute**  
**Chair of the Board, American Association of Colleges for Teacher Education**  
**Chair, Committee on Freedom of Inquiry and Human Rights, American Educational Research Association**  
**Chair, Task Force on Cultural Diversity, Association of Colleges and Schools of Education in State Universities and Land Grant Colleges**  
**Chair, Committee on Multicultural Education, American Association of Colleges for Teacher Education**  
**Chair, Focus Council on School Leadership, American Association of Colleges for Teacher Education**  
**Chair, State University Education Deans (Ohio)**  
**Chair, Raymond Cattail Early Career Award Committee, American Educational Research Association**  
**Chair, Licensure Committee, Louisiana Association for Counseling and Development**  
**Chairperson, Teacher Attendance Committee, American Educational Research Association**  
**Co-Chair, National Commission on Teaching, and America's Future, State of Ohio**  
**Co-Chair, Review of Standards for Teacher Education, Ohio State Department of Education**  
**Co-Chair, Teacher Quality Advisory Council, Board of Regents**  
**Board Member, National Board of Examiners (NCATE)**  
**Board Member, National Board of Professional Teaching Standards**  
**Board Member, Member, Learning First Alliance**  
**Board Member, American Council on Education**  
**Member, NCATE Board of Examiners**  
Board Member, Ohio Association of Colleges for Teacher Education  
Board Member, Learning First Alliance  
Member, Governmental Relations Committee, American Association of Colleges for Teacher Education  
Member, Editorial Committee, American Association in Higher Education, Black Caucus  
Member, Board of Quality of the Academic Environment and Undergraduate Experience, NASULGC  
Member, Task Force on the Preparation of Teacher Education, Association of Colleges and Schools of Education in State Universities and Land Grant Colleges  
Member, State Advisory Committee for The Ohio Board of Regents and Ohio Department of Education Joint Council  
Member, the National Association of Secondary School Principals  
Member, Planning Committee, American Association for Higher Education  
Member, Professional Development Committee for Louisiana Association of Counseling and Development  
Member, Dissertation Awards Committee, American Education Research Association

Member, Recruitment Committee, Southwest Research Association  
Member, Licensure Committee, Association of Multicultural Counseling and Development  
Member, New Orleans' Urban League Educational Task Force  
The Holmes Group, Midwest Institutional Representative to the National Board President  
Louisiana Association of Counselor Education

## **CURRENT MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS**

### **Present**

American Educational Research Association  
American Association of Colleges for Teacher Education  
Association of Colleges and Schools of Education in State Universities and Land Grant Colleges  
American Association in Higher Education  
National Association for Multicultural Education  
Phi Delta Kappa, Professional Fraternity in Education

### **Past**

National Board for Professional Teaching Standards  
American Council on Education  
Chi Gamma Iota, Veterans Scholastic Honor Society  
Kappa Delta Pi, National Honor Society in Education  
Psi-Chi, National Honor Society of Psychology

## **SELECT COMMUNITY CONSULTATIVE SERVICES**

### **Present**

Morgan County School District; Closing the Achievement Gap  
Member, Athens City Superintendent Task Force on Community Affairs

### **Past**

Board Member, Georgia Council on Economic Education  
Board Member, Children's Museum of Cincinnati  
Board Member, Tri-State Planetarium  
Board Member, St. Francis Cabrini School  
Board Member, Children's Oncology Services of Louisiana  
Chairperson, Task force to increase minority graduate students, Council of Historically Black Graduate Schools  
Chair, School Board Member, Nativity Elementary School  
Co-Chair, Review of Standards for Teacher Education, Ohio State Department of Education  
Consultant, Florida State University  
Ohio Teacher Education and Certification Advisory Commission  
Consultant, Northern Kentucky University  
Consultant to Washington Parish School Board  
Consultant to the Southern Association of Educational Equity  
Consultant to Louisiana State Police Academy  
Consultant to J. Eli Associates, Program Evaluators  
Consultant, Xavier University of Louisiana  
Consultant to the Hare Report at the University of Illinois  
Consulting Editor, American Educational Research Journal  
Member, Steering Committee, Cincinnati Youth Collaborative

Member, Ohio Teacher Education and Certification Advisory Commission  
Member, State Superintendent Task Force on Special Education  
Member, Steering Committee, Mayor's Committee on Education  
Member, Buenger Committee  
Member, State Superintendent Task Force on Special Education  
Member of the Archbishop's task force to improve Catholic education  
Member of the Southern Education Foundation's task force on developing minority leadership  
Member of Effective Schools, Orleans Parish Task Force  
Cincinnati Area Education Committee  
Cincinnati Area Education and Certification Advisory commission  
External advisor to Our Lady of Holy Cross College's Graduate Feasibility Study Committee  
National Association for the Advancement of Colored People, Education Commission  
Program Evaluator, Orleans Parish School Board, Department of Research and Management  
Program Evaluator, Diocese of Baton Rouge Catholic School Office  
Reviewed proposals for Department of Education, Fund for Post-Secondary Education  
Teacher Recruitment and Retention Task Force  
Upward Bound Professional Advisory Committee

## **PREVIOUS PROFESSIONAL ADMINISTRATIVE POSITIONS**

### **Dean, College of Education, University of Cincinnati - January 1990-99.**

#### **Professor and All-University Graduate Faculty, Divisions of Educational Studies and Human Services**

##### Responsibilities:

Managed and lead the college of approximately 2600 graduate and undergraduate students, 150 faculty and staff; the college offers B.S., M.S., EdD and Ph.D. programs through the divisions of: Teacher Education, (curriculum and instruction early childhood education, elementary education, literacy, secondary and special education); Education Studies (educational administration, educational foundations and Urban Education Leadership); Human Services (counseling, school psychology, and health promotion); and Criminal Justice, (criminal justice and criminology); responsible for an annual budget of approximately 10 million dollars; and work with representatives of two unions (AAUP and 925) and Civil Service.

##### Major Achievements:

Increased additional significant funds for the College (nearly one million dollars in recurrent general funds since 1991 and \$8.3 million in external funds in 1998-99; established Cincinnati Initiative for Teacher Education (CITE) as a university sponsored initiative; A nationally recognized teacher education program featured in Time and NBC Nightly News; Secured a doctoral program for Criminal Justice; Secured a doctoral program in Urban Educational Leadership; Increased considerably the number of UGS and GA awards for graduate programs (scholarships); Initiated a college-wide review of graduate programs to affirm their high quality and to develop administrative guidelines to enhance delivery of services; Secured new facilities for the Arlitt Child Development Center (estimated value - \$3 million in 1993); Acquired university approval for \$12 million of capital renovation; Provided support for a model program to increase minorities in teacher education programs; Increased significant sponsored research funds for the college from \$250,000 to \$8.3 million; Initiated a model program for 925 employees in collaboration with the faculty and other staff members; Reorganized the college to improve participatory leadership and improve curricular alignment; Established support groups for untenured faculty; Encouraged and supported promotion/tenure of untenured faculty, especially minorities and women;

Created critical ad hoc committees to address issues such as faculty development, affirmative action, higher admission standards, review and modify tenure and promotion criteria; Hired a development officer to raise more funds for the college.

Funded a Student Services Center to improve academic and personal needs of graduate and undergraduate students; Created major research centers; Secured a gift of \$1.2 million from the Procter & Gamble Company, 1997; Secured a gift of \$1.7 million from the Martha Holden Jennings Foundation, 1998.; Created postdoctoral awards; Created College of Education Faculty Pedagogy Grants; Elected Chair, State University Education Deans; Elected Chair, Council of Deans, University of Cincinnati; Co-chaired Ohio's new Standards for Teacher Education; Received unconditional national accreditation for counseling, school psychology and teacher education programs and America's Future; Co-chaired Ohio's National Commission on Teaching; Organized and supported national and regional conferences (e.g., International Education, Educational Reform, and Girls to Women); Established headquarters for the World Council on Curriculum and Instruction in the College of Education; Assisted in the organization of a model urban community/university project (estimated cost, \$10 million); Assisted on a \$15 million NSF Grant [Cincinnati Public School District]; Created a director for alumni affairs position; Created a communication and public affairs position; Linked the college contractually to school districts for research, development and other projects; Supported a unique pedagogical program between the College and the College of Engineering; Formal partnership with the College of Arts and Sciences; Received excellent ratings on Annual Dean's Reviews by faculty and staff; Served on doctoral dissertation committees; Received a second 5 year reappointment with full support from 94% of faculty; Significant increase in deferred gift giving, and other gifts from Alumni and friends of the College.

**Dean and Professor, Graduate School of Arts and Sciences, Xavier University of Louisiana - September 1981-1989**

**Associate Professor--Xavier University of Louisiana - 1983-88**

**Joint Faculty appointments with Louisiana State University and Loyola University of New Orleans - 1986-1989**

**Responsibilities:**

Promoted academic excellence, formulated school policies, supervised recruitment and orientation of faculty and staff; recommended faculty for appointment, retention and promotion; supervised curriculum development and student advisement; proposed and administered the school budget; participated in developing university-wide policy; maintained liaison with local schools and state and regional agencies and taught educational psychology and foundation of education courses.

**Major Achievements:**

Increased from one to five degree programs in the graduate school; tripled student enrollment; assisted in the placement of faculty on national and regional committees of major organizations; promoted community-based workshops and courses on urban education; successfully instituted university-school district projects; provided creative approaches to retain and increase graduate school enrollment; placed a significant number of blacks in doctorate programs at leading universities; instituted joint teaching and research opportunities for faculty among graduate schools in New Orleans; organized a unique collaborative Ph.D. program with Louisiana State University; was selected the top administrator in a poll of faculty and staff conducted in 1989 on institutional efficacy; and, established co-op programs with other universities.

**Assistant Professor of Education--Xavier University of Louisiana - 1980-83**

Responsibilities:

Taught courses in statistics, foundation of education, curriculum and instruction, research, and counseling. Served on various university committees; participated in regional and national conferences as a presenter, chair, and/or discussant. Provided consultant services to local schools.

**Director of Alumni Affairs, Xavier University of Louisiana - 1975-77**

Responsibilities:

Developed and implemented a broad program of fund raising including Annual Fund, Endowment/Deferred Giving, and individual solicitation. Coordinated programs of the Alumni  
Director of University Personnel and College Work/Study Program, Xavier University of Louisiana - 1974-75

**Director of University Personnel and College Work/Study Program, Xavier University of Louisiana – 1974-75**

Responsibilities:

Space management, building maintenance, all personnel matters. Provided required information to local and national agencies. Represented the university on personnel hearings with the State of Louisiana.

**Coordinator of GED Preparation Program, Academic Advisor and Business Manager for Special Programs, University of Wisconsin, 1971-74**

Responsibilities:

Coordinated tutorial services for the GED, advised high risk freshmen in academic and personal matters, and served as an accountant for the Experimental Program in Higher Education. Facilitated information among students faculty and administration.

**Resident Counselor, Family Service Division, Milwaukee, Wisconsin - 1972**

Responsibilities:

Served as an in-house resident during the evening hours at a half-way house for male ex-offenders. Provided on-site group and individual counseling.

**OTHER EMPLOYMENT**

Sergeant, Transportation Intelligence, United States Army, 1968-70

Athletic Director, Guidance Camp Service Division, Boston, Massachusetts, 1968

Teacher, Orleans Parish Public Schools, New Orleans, Louisiana, 1967-68

**PERSONAL**

Race: African-American  
Marital Status: Married with two children  
Military Status: Vietnam-era veteran

Date of Birth: October 2, 1947

## **REFERENCES:**

### **The University of Georgia**

Michael Adams, President, The University of Georgia.  
Rodney Bennett, Vice President for Student Affairs and Dean of Students.  
George Benson, Dean, Terry College of Business.  
Maurice Daniels, Dean, School of Social Work.  
Art Dunning, Vice President for Public Service and Outreach.  
Maureen Grasso, Dean, Graduate School.  
Svein Oie, Dean, College of Pharmacy.  
Garnett, Stokes, Dean, College of Arts and Sciences.

### **Other References**

Viola Florez, Dean of Education, University of New Mexico.  
Mary H. Futrell, Dean, Graduate School of Education and Human Development, George Washington University  
Karen A. Holbrook, President, The Ohio State University.  
David Imig, Past President and Chief Executive Officer, AACTE. Currently at the University of Maryland.  
Roderick McDavis, President, Ohio University.  
Sharon P. Robinson, President and Chief Executive Officer, American Association of Colleges for Teacher Education (AACTE)  
Nancy Zimpher, President, University of Cincinnati.