

Brian O'Harold Hemphill, Ph.D.

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Business Address

Northern Illinois University
Division of Student Affairs &
Enrollment Management
Altgeld Hall 208
DeKalb, IL 60115
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EDUCATIONAL HISTORY

- 1998 Ph.D. in Higher Education Administration and Policy Studies, University of Iowa, Iowa City
- 1994 M.S. in Journalism and Mass Communication, Iowa State University of Science and Technology, Ames
- 1992 B.A. in Organizational Communication, St. Augustine's College, Raleigh, North Carolina

PROFESSIONAL EXPERIENCE

- Northern Illinois University, Division of Student Affairs & Enrollment Management, DeKalb*
- 8/04–present **Vice President for Student Affairs & Enrollment Management; Associate Professor**
Provide vision and leadership for the Division of Student Affairs & Enrollment Management, which includes the following departments: Access-Ability Resources; Admissions; Asian American Center; Campus Child Care; Campus Recreation; Career Services; Community Standards & Student Conduct; Counseling & Student Development; Financial Aid; Health Enhancement; Health Services; Housing & Dining; Latino Resource Center; Lesbian, Gay, Bisexual, Transgender Resource Center; Military Student Services; Off-Campus & Non-Traditional Student Services; Orientation & First-Year Experience; Planning & Assessment; Scholarship Office; Student Involvement & Leadership Development; Student Media; Students' Legal Assistance; Support & Advocacy; and the Women's Resource Center. Coordinate comprehensive programs and services to enhance academic, personal, and social success of a diverse student body of 23,000. Develop and execute comprehensive enrollment management strategies (i.e., recruitment, retention, capacity management, marketing, resource forecasting). Develop and oversee strategic/annual planning, assessment, fundraising, and policy development.

Provided leadership for the building of a \$20 million, 120-bed residential housing project for students with dependents, with Collegiate Development Services (public/private venture). Coordinated the development of "Living and Learning by Design," a \$110 million, six-year plan to renovate on-campus residence halls (including sprinklers, infrastructure, ADA compliance, technology, dining areas, public spaces, student rooms, etc.). Provide leadership for the planning and building of a \$80-million, 1,000-bed residential housing project for first-year students, with American Campus Communities (public/private venture). Participate in the Appropriations-Higher Education Committee's hearings for both the House of Representatives and the Senate of the Illinois State Legislature. Oversee a budget in

excess of \$91 million. Maintain supervisory responsibility for 550 professional staff and 1,500 student employees. Provide overall leadership for the Crisis Response Team, which develops response strategies for the university community. Serve as a member of the President's Senior Cabinet. Serve as an associate professor (tenured) in the Department of Counseling, Adult and Higher Education in the College of Education.

7/01–8/04

University of Arkansas, Division of Student Affairs, Fayetteville

Associate Vice Chancellor for Student Affairs and Dean of Students

Oversaw operations of the Office of the Dean of Students, which included Community Standards and Student Ethics, Pre-College Programs (College Projects, Educational Talent Search, Gifted and Talented Scholars, R.E.A.L. Program, Upward Bound, Upward Bound Academy for Math and Science, Veterans Upward Bound), Commuter and Non-Traditional Student Services, Enhanced Learning Center, First-Year Experience, Greek Affairs, International Student Services, Orientation, Student Mediation and Conflict Resolution, and Student Support Services. Oversaw a budget in excess of \$6.2 million. Coordinated the development of a university-wide academic support center (operational plans, budget, cost-benefit analysis, facility renovation, etc.). Collaborated with administrators, faculty, and staff on issues pertaining to student life (co-curricular programs, residential community development, student expectations, multicultural awareness, etc.). Coordinated a 24-hour, on-call crisis response system, which included collaboration with Counseling and Psychological Services, University Police, General Counsel, University Relations, and various Student Affairs departments. Served as an ex-officio member of the Campaign for the 21st Century Steering Committee, which provided leadership for the \$1 billion that was raised, and participated in the division's fundraising of \$15 million. Served as an adjunct assistant professor for the Department of Communication in the College of Liberal Arts & Sciences.

6/98–6/01

University of North Carolina Wilmington, Office of the Dean of Students

Associate Dean of Students

Maintained direct supervision and operation of the Office of the Dean of Students, which included Commuter and Non-Traditional Student Services, Crisis Management, Greek Affairs, Judicial Affairs, Sexual Assault and Harassment Education, Student Advocacy Services, and Student Media. Oversaw staff development, strategic planning, and assessment. Managed a budget in excess of \$1.2 million. Provided leadership for the Community Assessment Team, which addressed concerns such as Americans with Disabilities Act standards, substance abuse, and crisis response strategies. Maintained supervisory responsibility for the administration and enforcement of the Code of Student Life, and served as advisor to the Campus Judicial Board. Served as an adjunct faculty member in the Communication Studies Department and in the College of Liberal Arts & Sciences.

8/95–5/98

*Cornell College, Division of Student Affairs, Mt. Vernon, Iowa***Assistant Dean of Students**

Administered the programs and services provided by the Office of International Student Services and the Office of Intercultural Life. Co-advised the Student Government Association and served as a judicial hearing officer. Coordinated an adjustment/retention program for first-year students. Co-coordinated campus programs on topics such as alcohol awareness, diversity, and ethical leadership. Provided leadership development programs and annual planning workshops for student organizations, including the Black Student Association, Latino Student Council, Women's Action Group, and Women's Resource Center. Developed and implemented the Faculty and Student Diversity Dialogue series and coordinated the Visiting Professorship Program. Maintained responsibility for orientation, immigration, and advisement of international students. Coordinated international exchange initiatives with eighteen universities within eight countries. Supervised a staff that included paraprofessionals, clerical support, and student assistants. Maintained fiscal responsibility for \$233,000. Served as an instructor for the Communication Studies Department.

11/93–7/95

*Iowa State University, Education Student Services, College of Education, Ames***Coordinator of Minority Recruitment and Retention**

Coordinated recruitment initiatives and development of programs and services to enhance student retention. Provided academic, personal, financial, and career counseling for students. Developed and implemented the Student Leadership Board and the New Student Outreach Program. Co-coordinated orientation and Welcome Week activities for the College of Education. Facilitated diversity programs for faculty, staff, and students. Supervised a staff of graduate students, clerical support, and student assistants. Maintained fiscal responsibility for \$120,000.

TEACHING HISTORY**Counseling, Adult and Higher Education/ Associate Professor**

CAHE 701 Personnel Services in Higher Education, Northern Illinois University, DeKalb, Fall 2010

The course provided a comprehensive study of the organizational structure and administrative relationship of student personnel services in the collegiate setting. This included housing and dining, health and wellness, student activities, judicial affairs, student government, career services, diversity and equity, enrollment management, and academic advising.

Counseling, Adult and Higher Education/ Associate Professor

CAHE 701 Personnel Services in Higher Education, Northern Illinois University, DeKalb, Fall 2009

The course provided a comprehensive study of the organizational structure and administrative relationship of student personnel services in the collegiate setting. This included housing and dining, health and wellness, student activities, judicial affairs, student government, career services, diversity and equity, enrollment management, and academic advising.

Counseling, Adult and Higher Education/ Associate Professor

CAHE 701 Personnel Services in Higher Education, Northern Illinois University, DeKalb, Fall 2008

The course provided a comprehensive study of the organizational structure and administrative relationship of student personnel services in the collegiate setting. This included housing and dining, health and wellness, student activities, judicial affairs, student government, career services, diversity and equity, enrollment management, and academic advising.

Counseling, Adult and Higher Education/ Assistant Professor

CAHE 701 Personnel Services in Higher Education, Northern Illinois University, DeKalb, Fall 2007

The course provided a comprehensive study of the organizational structure and administrative relationship of student personnel services in the collegiate setting. This included housing and dining, health and wellness, student activities, judicial affairs, student government, career services, diversity and equity, enrollment management, and academic advising.

Counseling, Adult and Higher Education/ Assistant Professor

CAHE 701 Personnel Services in Higher Education, Northern Illinois University, DeKalb, Fall 2006

The course provided a comprehensive study of the organizational structure and administrative relationship of student personnel services in the collegiate setting. This included housing and dining, health and wellness, student activities, judicial affairs, student government, career services, diversity and equity, enrollment management, and academic advising.

Communication /Adjunct Assistant Professor

COMM 3983 African-American Imagery in the Mass Media, University of Arkansas, Fayetteville, Spring 2004

The course examined the historical development of African-American portrayals in the media (e.g., radio/music, television/cable, film, and print) and the impact these portrayals have on society. The course also provided students with exposure to contemporary development of mass communication images and messages in relation to African-American culture.

Communication Studies/Adjunct Assistant Professor

COM 492 African-American Imagery in the Mass Media, University of North Carolina Wilmington, Spring 2001

The course examined the historical development of African-American portrayals in the media (radio/music, television/cable, film, and print) and the impact these portrayals have on society. The course also provided students with exposure to contemporary development of mass communication images and messages in relation to African-American culture.

Communication Studies/Adjunct Assistant Professor

COM 492 African-American Imagery in the Mass Media, University of North Carolina Wilmington, Spring 2000

The course examined the historical development of African-American portrayals in the media (radio/music, television/cable, film, and print) and the impact these portrayals have on society. The course also provided students with exposure to contemporary development of mass communication images and messages in relation to African-American culture.

Communication Studies/Adjunct Assistant Professor

COM 110 Introduction to Public Speaking, University of North Carolina Wilmington, Fall 2000

The course focused on the preparation and presentation of public speeches with emphasis on analysis, reasoning, organization, evidence, and delivery.

Communication Studies/Adjunct Assistant Professor

COM 492 African-American Imagery in the Mass Media, University of North Carolina Wilmington, Fall 1999

The course examined the historical development of African-American portrayals in the media (radio/music, television/cable, film, and print) and the impact these portrayals have on society. The course also provided students with exposure to contemporary development of mass communication images and messages in relation to African-American culture.

Communication Studies/Instructor

COM 243 African-American Imagery in the Mass Media, Cornell College, Mt. Vernon, Iowa, Spring 1998

The course examined the historical development of African-American portrayals in the media (radio/music, television/cable, film, and print) and the impact these portrayals have on society. The course also provided students with exposure to contemporary development of mass communication images and messages in relation to African-American culture.

PUBLICATIONS

Hemphill, B., & Bresciani, M. (Under review). Outcomes-based assessment and evaluation. In F. Harris & L. Patton (Eds.), *ASHE reader on college student affairs administration*.

Rosas, M., Hemphill, B., & Carry, A. (Under review). What are students learning from their involvement in student activism? *Illinois Committee on Black Concerns in Higher Education Journal*.

Hemphill, B. (2012). Developing the next generation of SSAOs: Future leaders face shifting landscape. *NASPA Leadership Exchange*, 10(1), pp. 10-12.

Carry, A., & Hemphill, B. (2010). Generation X senior student affairs officers: The art of managing up and down. *NASPA Leadership Exchange*, 8(2), pp. 20-23.

Hemphill, B., & Hephner LaBanc, B. (2010). *Enough is enough: A student affairs perspective on preparing for and managing a campus shooting* [Monograph]. Washington, DC: National Association of Student Personnel Administrators and American College Personnel Association.

Jones, J., & Hemphill, B. (2010). Lessons learned. In B. Hemphill & B. Hephner LaBanc (Eds.), *Enough is enough: A student affairs perspective on preparing for and managing a campus shooting* [Monograph]. Washington, DC: National Association of Student Personnel Administrators and American College Personnel Association.

- Hamrick, F. A., & Hemphill, B. (2009). Pathways to success in student affairs. In L. M. Reesor & M. J. Amey (Eds.), *Beginning your journey: A guide for new professionals in student affairs* (3rd ed.) [Monograph]. Washington, DC: National Association of Student Personnel Administrators.
- Hemphill, B., Hephner LaBanc, B., & Franklin, A. (2008). A new day: A comprehensive assessment model in student affairs. *NASPA NetResults*, November 12.
- Hemphill, B., Simon, D., & Sullivan, E. (2007). The transitional twos: The largest freshman class of senior student affairs officers share insights from their first 24 months on the job. *National Association of Student Affairs Professionals Journal*, 10(1), 164–180.
- Hemphill, B., & Hephner LaBanc, B. (2007). Anatomy of an orientation welcome. *The Journal of College Orientation & Transition*, 14(2), 45–46.
- Sullivan, E., & Hemphill, B. (2007). To have and to help: University administrators reflect on involuntary withdrawal policies. *Educational Law Journal*, 52(1), 1–6.
- Hemphill, B., Coakley, M., & Baumann, J. (2006). A futuristic dialogue: Plotting the course for college housing. *NASPA NetResults*, November 9.
- Sullivan, E., & Hemphill, B. (2006). Preparing for the storm: A division of student affairs lays the groundwork for making rain. *NASPA NetResults*, October 11.
- Hemphill, B., Watson, L., & Simon, D. (2006). Globalization of the academy is shaping leadership decisions for the nation’s newest senior student affairs officers. *Illinois Committee on Black Concerns in Higher Education Journal*. Issues on Diversity: The Impact of Globalization on Race, Gender, Class, and Diverse Population, 24(1), 89-96.
- Hemphill, B., & Holmes, S. (2005). In their own words: New senior student affairs officers share experiences. *NASPA NetResults*, May 25.
- Hamrick, F. A., & Hemphill, B. (2002). Pathways to success in student affairs. In L. Reesor & M. J. Amey (Eds.), *Beginning your journey: A guide for new professionals in student affairs* (2nd ed.) [Monograph]. Washington, DC: National Association of Student Personnel Administrators.
- Hamrick, F. A., & Hemphill, B. (1998). Pathways to success in student affairs. In L. Reesor & M. J. Amey (Eds.), *Beginning your journey: A guide for new professionals in Student Affairs* [Monograph]. Washington, DC: National Association of Student Personnel Administrators.
- Manatt, R., Hemphill, B., & Kayona, F. (1995). The challenges of diversity on college campuses. *Kansas: International Journal of Education Reform*, 4, 224–235.

PRESENTATIONS

- Romano, C. R., Henley, B., Hemphill, B., & Dietz, L. (2011). *Organizational structures in student affairs: Shifts, shake-ups, and strategies*. Panel Presentation. National Association of Student Personnel Administrators IV-E Regional conference, Evanston, Illinois.
- Hemphill, B. (2010). *Difference makers: Are you ready to embrace your responsibility?* Keynote Address. Graduate Minority Assistantship Program (GMAP) Scholar Research Symposium, Iowa State University, Ames.
- Hemphill, B. (2010). *Inspiring leadership: Building organizations for success*. Leadership Academy, DeKalb Chamber of Commerce, DeKalb, Illinois.
- Hemphill, B., & Hephner LaBanc, B. (2010). *Enough is enough: A student affairs perspective on preparing for and managing a campus shooting*. Invited Session. National Association of Student Personnel Administrators SSAO Webinar, May 14.
- Hemphill, B., & Hephner LaBanc, B. (2010). *Enough is enough: A student affairs perspective on preparing for and managing a campus shooting*. Invited Session. National Association of Student Personnel Administrators Webinar, April 2.
- Hemphill, B., Carry, A., Day, P., & Rome, K. (2010). *The Generation X SSAOs: Leadership is a time of change*. National Association of Student Personnel Administrators, National Conference, Chicago, Illinois.
- Hemphill, B., Kitchen, J., Page, R., Ross, T., & Washington, J. (2010). *African American male summit*. National Association of Student Personnel Administrators, National Conference, Chicago, Illinois.
- Hemphill, B. (2009). *Eye of the storm: Leadership strategies in a time of crisis*. Invited Session. Association of Student Judicial Affairs 21st Annual Conference, Clearwater Beach, Florida.
- Hemphill, B. (2009). *Career paths to success in student affairs*. Association of Student Judicial Affairs 21st Annual Conference, Clearwater Beach, Florida.
- Hemphill, B., Brunson, J., Jones, J. R., Hephner LaBanc, B., Herrmann, L., Sharma, M., & Wesener, K. (2008). *Eye of the storm: Leadership strategies in a time of crisis*. Invited Session. National Association of Student Personnel Administrators and Stetson Student Affairs Law and Policy Conference, Evolving Concepts of Campus Safety and Security, Las Vegas, Nevada.
- Hemphill, B., & Vita, M. (2008). *SSAOs managing campus crisis*. Plan. Prepare. Respond. Recover: Managing crisis on campus, American College Personnel Association, Symposium V, Washington, DC
- Hemphill, B., Swatfager-Haney, P., & Leonard, S. (2008). Major Speakers. *Words of wisdom: Lessons learned from a campus crisis*. Student Affairs Administrators in Higher Education (NASPA), Region IV-E Regional Conference, Indianapolis, Indiana.

- Hemphill, B. (2008). *Eye of the storm: Leadership strategies in a time of crisis*. Keynote Address. University of Wisconsin-Whitewater, Whitewater.
- Hemphill, B., Farley, M., Chatelain, J., Martin, M., & Sanderson, C. (2008). *A national perspective on campus preparedness*. Governor of Virginia's Campus Preparedness Conference, Richmond.
- Hemphill, B. (2008) *Resolve and perseverance: Moving forward when the unspeakable happens*. Keynote Address. National Association of Student Personnel Administrators, Arizona State Conference, Prescott.
- Hemphill, B., Bledsoe, T., Harper, S., Kitchen, J., Page, R., Ross, T., & Washington, J. (2008). *African American male summit*. National Association of Student Personnel Administrators, National Conference, Boston, Massachusetts.
- Hemphill, B., & Sullivan, E. (2007). *Preparing for the storm: A division of student affairs lays the groundwork for making rain through fundraising*. National Association of Student Personnel Administrators, National Conference, Orlando, Florida.
- Hemphill, B., Ross, T., Kitchen, J., Sutton, M., Bledsoe, T., Page, R., & Day, P. (2007). *African American male summit*. National Association of Student Personnel Administrators, National Conference, Orlando, Florida.
- Hemphill, B. (2005). *Bridging the gap through understanding difference*. Keynote Address. Conference: Southern Philippines Engage in Interethnic Dialogue and Conflict Resolution, Northern Illinois University, DeKalb.
- Hemphill, B. (2005). *Student success: The role of health providers*. Illinois Consortium on Student Health Programs, Sycamore.
- Hemphill, B. (2005). *A black man's responsibility*. Black Male Initiative, Northern Illinois University, DeKalb.
- Hemphill, B. (2005). *The future of international education on college campuses*. Keynote Address. Phi Beta Delta International Honor Society, Northern Illinois University, DeKalb.
- Hemphill, B. (2005). *The path of opportunity: It's just beginning*. Keynote Address. Mortar Board, Northern Illinois University, DeKalb.
- Hemphill, B. (2004). *African American families and the media*. International Year of the Family, University of Arkansas, Fayetteville.
- Hemphill, B. (2004). *Decisions, decisions, decisions: The call for ethical leaders*. Emerging Leaders Program, University of Arkansas, Fayetteville.
- Hemphill, B. (2004). *The impact of African American imagery on our nation*. The Proctor and Gamble Corporation, Fayetteville, Arkansas.
- Hemphill, B. (2003). *D-I success: Strategies for today's athlete*. Athletic Department Presentation, University of Arkansas, Fayetteville.

- Hemphill, B., & Kenner, A. (2003). *Telling our story: Crisis response after tragedy*. National Association of Student Personnel Administrators, Regional Conference, Santa Fe, New Mexico.
- Hemphill, B., Ross, T., Kitchen, J., Sutton, M., Bledsoe, T., Page, R., & Day, P. (2003). *African American male summit gathering at the gateway—Renewing our spirit*. National Association of Student Personnel Administrators, National Conference, St. Louis, Missouri.
- Hemphill, B. (2002). *Ethical leadership: Students making the difference*. Eighth Annual Student Leadership Retreat, University of Arkansas, Fayetteville.
- Hemphill, B. (2002). *Striving to be a great Alpha Delta Pi through leadership*. Keynote Address. University of Arkansas, Fayetteville.
- Hemphill, B. (2002). *The will to succeed: Preparation meeting opportunity*. Keynote Address. Emerging Leaders Graduation, University of Arkansas, Fayetteville.
- Hemphill, B., Claar, J., & Hephner, B. (2000). *New strategies for a new century: Success in student affairs*. National Association of Student Personnel Administrators, National Conference, Indianapolis, Indiana.
- Hemphill, B., Hephner, B., & Kimbrough, W. (2000). *Crisis to collaboration: Advising historically black fraternities and sororities on predominantly white campuses*. National Association of Student Personnel Administrators, National Conference, Indianapolis, Indiana.
- Hemphill, B., Roper, L., Ross, T., Kimbrough, W., Sutton, M., & Day, P. (2001). *African American men in leadership: Trends, challenges, and strategies*. National Association of Student Personnel Administrators, National Conference, Seattle, Washington.
- Curran, T., & Hemphill, B. (1999). *Disturbing student behavior on college campuses*. University of North Carolina Wilmington, Center for Teaching Excellence, Wilmington.
- Claar, J., Hamrick, F., & Hemphill, B. (1998). *Leadership and learning: Pathways to success in student affairs*. National Association of Student Personnel Administrators, National Conference, Philadelphia, Pennsylvania.
- Hemphill, B., Claar, J., & Hamrick, F. (1998). *Crossing boundaries: Navigating your career path*. National Association of Student Personnel Administrators, Regional Conference, Minneapolis, Minnesota.
- Damon-Moore, H., & Hemphill, B. (1997). *Cheers! This one's for you*. Cornell College, Alcohol Awareness Program, Mt. Vernon, Iowa.
- Gimmel, K., Hamrick, F., & Hemphill, B. (1997). *New professionals: Navigating your career path*. Iowa Student Personnel Association Conference, Cedar Rapids, Iowa.
- Hawkins, D., Hemphill, B., & McKay, K. (1997). *Pathways to success: Career strategies*. Big 8 Conference on Black Student Government, Ames, Iowa.

- Hemphill, B. (1997). *Building relationships with the student body*. Cornell College, Student Senators Orientation, Mt. Vernon, Iowa.
- Hemphill, B. (1997). *Group dynamics: Understanding first year students*. Cornell College, Peer Advocate Training, Mt. Vernon, Iowa.
- Hemphill, B., Swartz, D., & Young, P. (1997). *Defining your voice as a new professional in student affairs*. Midwest Meeting of Graduate Students in Student Personnel, Kalamazoo, Michigan.
- Hamrick, F., & Hemphill, B. (1996). *New professionals in student affairs: Building blocks to success*. Iowa Student Personnel Association Conference, Des Moines, Iowa.
- Hemphill, B. (1996). *Ethical leadership in student organizations*. Building Bridges to Leadership Conference, Cornell College, Mt. Vernon, Iowa.
- Hemphill, B. (1996). *Leadership in a diverse world*. Area College Leadership Conference, Coe College, Cedar Rapids, Iowa.
- Hemphill, B. (1996). *Skin deep: Discussion of race and ethnicity on college campuses*. Cornell College, Diversity and Cornell Series V, Mt. Vernon, Iowa.
- Hemphill, B. (1995). *Assessment of students' perceptions of the climate within the College of Education: Increasing retention rates*. Diversity Issues, Midland, Michigan.
- Hemphill, B. (1994). *Keys to academic success*. Iowa State University, Active Scholars of Puerto Rico, Ames.

COMMITTEE MEMBERSHIPS

- Co-Chair, Student Recruitment, Retention, and Success Sub-Group, Vision 2020 Task Force, Northern Illinois University, 2011
- Member, Performance Funding Measures, Northern Illinois University, 2011
- Member, Risk Management Committee, Northern Illinois University, 2011
- Member, Vision 2020 Task Force, Northern Illinois University, 2011
- Chair, Enrollment Management Council, Northern Illinois University, 2009–present
- Chair, Enrollment Management Strategic Planning Task Force, Northern Illinois University, 2009–present
- Member, Gender, Diversity, Student-Athlete Well-Being Sub-Committee, Northern Illinois University, 2008
- Member, NIU Connect Administrative Advisory Committee, Northern Illinois University, 2006–2008
- Member, Strategic Planning Committee, Northern Illinois University, 2006–2007
- Member, Emergency Management Committee, Northern Illinois University, 2004–present
- Member, Council of Deans, Northern Illinois University, 2004–present
- Member, University Council, Northern Illinois University, 2004–present
- Member, Athletic Board, Northern Illinois University, 2004–present
- Member, Student Fee Review Committee, Northern Illinois University, 2004–present
- Member, Undergraduate Academic Environments, Northern Illinois University, 2004–2008
- Ex-Officio Member, Task Force for Enhancing Student Governance, University of Arkansas, 2004
- Member, Arkansas Experience Task Force, University of Arkansas, 2003

Co-Chair, Student Affairs Strategic Planning Task Force, University of Arkansas, 2002–2003
 Member, Dean's Council, University of Arkansas, 2002–2004
 Chair, Crisis Response Team, University of Arkansas, 2001–2004
 Ex-Officio Member, Campaign for the 21st Century Steering Committee, University of Arkansas, 2001–2004
 Chair, Academic Support Center Planning and Development Committee, University of Arkansas, 2001–2003
 Chair, Diversity Advisory Council for Student Affairs, University of Arkansas, 2001–2004
 Chair, Community Assessment Team, University of North Carolina Wilmington, 2000
 Member, Educational Programs for SACS Self-Study, University of North Carolina Wilmington, 2000
 Member, Human Resources Advisory Committee, University of North Carolina Wilmington, 1999–2000
 Member, Campus Life Advisory Committee, University of North Carolina Wilmington, 1999–2001
 Member, African American Faculty Association, University of North Carolina Wilmington, 1999–2001
 Member, Greek Advisory Board, University of North Carolina Wilmington, 1999–2001
 Member, Welcome Week and Family Weekend Planning Committee, University of North Carolina Wilmington, 1999–2000
 Member, Chancellor's Council on Health and Wellness, University of North Carolina Wilmington, 1998–2001
 Member, Judicial Hearing Officer Review, University of North Carolina Wilmington, 1998–2001
 Member, Orientation Advisory Committee, University of North Carolina Wilmington, 1998–2001
 Member, Chancellor's Council on Alcohol and Drug Use, University of North Carolina Wilmington, 1998–2001
 Member, Strategic Planning Committee, University of North Carolina Wilmington, 1998–1999
 Chair, Health Services Assessment and Evaluation, Cornell College, 1997
 Member, International Studies Advisory Committee, Cornell College, 1996–1998
 Member, Visiting Professorship Review, Cornell College, 1995–1998
 Member, Quality of Student Life and Learning, Cornell College, 1995–1997
 Chair, Council on Multiculturalism, Cornell College, 1995–1998

PROFESSIONAL SERVICE AND LEADERSHIP

Illinois Committee on Black Concerns in Higher Education Journal (ICBCHE), Editorial Review Board, 2010–present
 Association of Public Land Grant Universities (APLU), 2009–present
 National Association of Student Personnel Administrators (NASPA), 1994–present

- *Co-Chair*, Enough is Enough Anti-Violence Initiative, 2008
- *Conference Chair*, Region IV-East Conference Planning Committee, Chicago, 2006
- *National Coordinator*, Minority Undergraduate Fellows Program, 2002–2004
- *Member*, Region IV-West, Regional Vice President Screening Committee, 2002
- *Chair*, Pre-Conference Workshops, National Conference Planning Committee, Boston, 2002
- *Regional Coordinator*, Region III Advisory Board, Fraternity and Sorority Network, 2000–2001
- *Regional Network Chair*, Region IV-East Advisory Board, 1997–1998

- *Regional Coordinator*, Region IV-East Advisory Board, Minority Undergraduate Fellows Program, 1995–1997
- American Association of Collegiate Registrars and Admission Officers, 2009
 Association of College and University Housing Officers—International, 2006–2007
- *Judge*, 21st Century Project: Designing Housing for the Future
- American College Personnel Association, 2005–present
 Phi Beta Delta, Honor Society for International Scholars, 2003–present
 Association for Student Judicial Affairs, 2002–2004
 National Association of Student Affairs Professionals (NASAP), 1997–1999; 2004–2008
 Association of International Educators, 1995–1998
 Iowa Student Personnel Association, 1995–1998
 Iowa Association of African American Men and Concerned Citizens, 1992–1994

EXTRACURRICULAR ACTIVITIES

- Advisory Council for the Greenlee School of Journalism, Iowa State University, 2007–present
 Board of Trustees, St. Augustine’s College, Raleigh, North Carolina, 2005–2010
- *Treasurer*, Executive Committee, 2008–2010
 - *Chair*, Audit Committee, 2008–2010
 - *Chair*, Finance Committee, 2008–2010
 - *Chair*, Development/Fundraising Committee, 2005–2008
- Finance Committee, New Hope Missionary Baptist Church, DeKalb, Illinois, 2005–2006
 Board of Directors, NWA Rape Crisis Center, Fayetteville, Arkansas, 2002–2004
 United Way Tip-Off Classic, Wilmington, North Carolina, 2000
 Economic Inclusion Project, Greater Wilmington Chamber of Commerce, Wilmington, North Carolina, 1999
 Volunteer, CROP Walk, Mt. Vernon, Iowa, 1997
 Youth Leadership Program, Cedar Rapids, Iowa, 1995–1997
 Volunteer Teacher, P.E.A.C.E. Program, Waterloo, Iowa, 1993
 Alpha Phi Alpha Fraternity, Inc., 1989–present
 Big Brother Mentoring Program, Raleigh, North Carolina, 1989–1992

HONORS/AWARDS

- Administrator of the Year, Student Association, Northern Illinois University, 2010
 NASPA Pillar of the Profession, 2009
 NAFEO Distinguished Alumni Award, Saint Augustine’s College, 2007
 Dolby Award for the Enhancement of Racial and Ethnic Diversity, Northern Illinois University, 2006
 Golden Key International Honor Society, Northern Illinois University, 2005
 Outstanding Faculty Award, S.I.S.T.E.R.S. Organization, Northern Illinois University, 2005
 Outstanding Young Alumnus Award, Iowa State University, 2005
 Student’s Choice Award, Student Association, Northern Illinois University, 2005
 Ally Award, Northern Illinois University, 2005
 Phi Beta Delta, Honor Society for International Scholars, University of Arkansas, 2002
 Cornerstone Award, University of North Carolina Wilmington, Housing and Residence Life Annual Award, 2000
 Innovative Program Award, University of North Carolina Wilmington, Division of Student Affairs Annual Award, 2000

Outstanding Team Award, University of North Carolina Wilmington, Division of Student Affairs Annual Award, 1999
Order of Omega, University of North Carolina Wilmington, 1999
Outstanding Service to Students Award, Cornell College, 1997
Outstanding New Professional Award, National Association of Student Personnel Administrators (NASPA), Region IV-East, 1997
Outstanding New Professional Award, Iowa Student Personnel Association, 1997
Outstanding Young American, National Award, 1996
Outstanding Service and Dedication, Iowa State University, 1995
Gamma Sigma Delta, National Honor Society, Iowa State University, 1994

REFERENCE LIST

Dr. Raymond W. Alden III
Executive Vice President and Provost
Northern Illinois University
DeKalb, IL 60115
815-753-0493
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Mr. Elliot Echols
Student Association President
Northern Illinois University
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eechols1@niu.edu

Mr. Bob Boey
Member
Northern Illinois University Board of Trustees
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Dr. John Harp
Vice President for Student Affairs
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JHarp@cornellcollege.edu

Dr. Johnetta Cross Brazzell
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