

CURRICULUM VITAE
steven lonis-shumate, PhD
Graduate Student and Graduate Teaching Assistant
Department of English
265 Lee Road 88
Waverly, AL 36879
Telephone: 334-498-0214
E-mail: shumasar@auburn.edu

EDUCATION

- 2026 Master of Arts (Anticipated: May)
 Creative Writing
 Auburn University, Auburn, AL
- 2023 Master of Arts
 Christian Practice
 Duke University, Durham, NC
- 2002 Doctor of Philosophy
 Educational Research and Measurement
 University of South Carolina, Columbia, SC
- 1998 Master of Hotel, Restaurant, and Tourism Administration
 Hotel, Restaurant, and Tourism Administration
 University of South Carolina, Columbia, SC
- 1994 Bachelor of Science
 Hospitality Management
 Georgia State University, Atlanta, GA

TEACHING ACTIVITIES/ACADEMIC LEADERSHIP EXPERIENCE

- August 2025 **Graduate Teaching Assistant, Core Composition**
to May 2026 Auburn University, Department of English
- August 2024 **Graduate Teaching Assistant, Core Literature**
to May 2025 Auburn University, Department of English
- August 2019 **Instructor of Marketing**
to May 2024 Auburn University, Raymond J Harbert College of Business
- August 2016 **Associate Professor of Hospitality Management**
to August 2023 Tuskegee University, College of Business and Information Science

May 2012 to August 2016	Associate Professor and Coordinator of Hospitality Management Tuskegee University, College of Business and Information Science
September 2014 to March 2016	Interim Associate Vice President for Advancement and Development Tuskegee University
August 2008 to May 2012	Assistant Professor and Coordinator of Hospitality Management Tuskegee University, College of Business and Information Science
July 2004 to May 2008	Assistant Professor Auburn University, College of Human Sciences
January 2001 to July 2004	Assistant Professor Texas Tech University, College of Human Sciences

AWARDS AND HONORS

- 2025 English Department Graduate Teaching Assistant Teaching Award Nominee.
- 2013 Named One of 40 Outstanding Alumni of Georgia State University's Cecil B. Day School of Hospitality Administration
- 2013 College of Business and Information Science Research Achievement Award
- 2012 College of Business and Information Science Service Achievement Award Nominee
- 2011 College of Business and Information Science Teaching Achievement Award
- 2009 College of Business and Information Science Teaching Achievement Award
- 2009 College of Business Teacher of the Year, Tuskegee University Business and Engineering Conference
- 2003 Hemphill-Wells New Professor Excellence in Teaching Award, College of Human Sciences Representative
- 2002 Alumni Association New Faculty Award, Nominee, Texas Tech University

CREATIVE PRODUCTIVITY, RESEARCH, AND SCHOLARSHIP

Refereed Works of Fiction

lonis-shumate, steven. "He Only Wanted to Feel Appreciated." [FLASH FICTION] oddball magazine, December 2025. [Link: <https://oddballmagazine.com/flash-fiction-by-steven-lonis-shumate/>].

lonis-shumate, steven. "Passenger Seat." [POETRY] Northern Sky: A Journal of Literature and the Arts (Formally Bare Hill Review), Issue 23, 2025. [Link: <https://northernspjjournal.com/iss-23/passenger-seat/>].

lonis-shumate, steven. "the more things stay the same, the more they change (a haibun)." [POETRY] Eunoia Review, 2024. [Link: <https://eunoiareview.wordpress.com/2024/03/08/the-more-things-stay-the-same-the-more-they-change-a-haibun/>].

lonis-shumate, steven. "another haibun about laundry." [POETRY] Eunoia Review, 2024. [Link: <https://eunoiareview.wordpress.com/2024/03/08/another-haibun-about-laundry/>].

lonis-shumate, steven. "birds rest/they don't care." [POETRY] Orchards Poetry Journal, Summer 2024, p.93. [Link: <https://orchardspetry.com/wp-content/uploads/2024/07/orchards-summer-2024-digital.pdf>].

lonis-shumate, steven. "sleeveless." [POETRY] Eunoia Review, 2024. [Link: <https://eunoiareview.wordpress.com/2024/03/09/sleeveless/>].

Reviewed Refereed Readings of Works of Fiction

Lonis-Shumate, S.R. (2013, October). *Rhubarb Pie*. Stories read at the Auburn Writers Conference, Auburn, AL.

Refereed Research Articles

*Lonis-Shumate, S.R., Rivera, D., Coco, C., & Johnson, M.K. (2015). Assessing the relationship between attachment style and emotional intelligence: Advocating for attachment measurement as an employment training tool. *The Consortium Journal of Hospitality and Tourism*, 20(1), 31-49.

Rivera, D, & *Lonis-Shumate, S.R. (2014). A preliminary examination of African American and Caucasian hospitality management student perceptions and attitudes toward diversity issues. *Journal of Black Studies*, 45(5), 415-431.

Gaines, A., Gropper, S., *Lonis-Shumate, S.R., (2011). Evaluation of Alabama public school wellness policies and state school mandate implementation. *Journal of School Health*, 81, 281-287.

Kent, W.E. and *Lonis-Shumate, S.R. (2009). First step: A dynamic experiential exercise for students that dramatizes the cooperate/compete choices in business. *The Consortium Journal of Hospitality and Tourism*, 14, (1), 57-62.

Crawford, A., Hubbard, S.S., *Lonis-Shumate, S.R., O'Neill, M. (2009). Workplace spirituality and employee attitudes within the lodging environment. *Journal of Human Resources in Hospitality*, 8(1), 64-81.

Scott-Halsell, S., *Shumate, S.R., & Blum, S. (2008). Using a model of emotional intelligence domains to indicate transformational leaders in the hospitality industry. *Journal of Human Resources in Hospitality*, 7(1), 99-113.

*Shumate, S.R., Johnson, R.L., Surles, J., & Penny, J. (2007). The effects of non-normality and the number of scale points on the generalizability coefficient: A Monte Carlo study. *Applied Measurement in Education*. 20(4), 357-376.

Johnson, R.L., Penny, J., Gordon, B., *Shumate, S.R., & Fisher, S.P. (2005). Resolving score differences in the rating of writing samples. Does discussion improve the accuracy of scores? *Language Assessment Quarterly*, 2(2), 117-146.

Funded Research Grants and Foundation/Corporate Giving - \$1,630,526 in Total Funding

Johnson, B.L., Brown, E., Lonis-Shumate, S.R., & Lewis-Clark, J. (2016). HBCU Student Success Project Planning Grant. (\$50,000). Lumina Foundation.

Johnson, B.L., & Lonis-Shumate, S.R. (2015). Strengthening Institutional Capacity and Sustainability: Putting the 'A' in STEM for University-Wide STEAM at Tuskegee University (\$500,000). Andrew W. Mellon Foundation.

Johnson, B.L., Sargent, J. & Lonis-Shumate, S.R. (2015). TMCF Technology Initiative (\$885,000 In Kind Gifts). Thurgood Marshall College Fund and Microsoft.

Lonis-Shumate, S.R. & Hall-Jackson, F. (2010, 2011, 2012, 2013). Summer Bridge Program for Hospitality Management (\$20,500). Hyatt Hotels

Hall-Jackson, F. & Lonis-Shumate, S.R. (2010, 2011, 2012). Support for Hospitality Management Program (\$18,000). Marriott Corporation.

Shumate, S.R., Zizza, C., & Hubbard, S.S. (2005-2007). Student and Faculty Development: The Community Partnership Service-Learning Program at Auburn University (\$116,250). US Department of Agriculture

Shumate, S.R. & Sollie, D. (2005). Assessing the Relationship Between Emotional Intelligence, Adult Attachment Style, and Leadership (\$4,000). Auburn University Faculty Mentoring Program.

Shumate, S.R. (2002-2004). The Effects of September 11th and the Subsequent Security Measures on Airport Restaurants/Concessions (\$9,000). Texas Tech University.

Blum, S., Shumate, S.R., & Goh, B. (2001-2003). Community Food Project: Growing Recruits for Urban Business (\$24,776). US Department of Agriculture.

Shumate, S.R., Blum, S., & Goh, B. (2002). Growing Recruits for Urban Business: Mentoring Project (\$3,000). South Plains Community Action Association.

Other Research Activities

- 25 Refereed Proceedings
- 8 Abstracts Published in Refereed Proceedings
- 29 Reviewed/Refereed Presentations
- 2 Invited Presentations
- 15 Reviewed/Refereed Poster Presentations

Other Indicators of Scholarly Work – Primary School Program Evaluations

Gredler, M, Johnson, J.C., Somerindyke, J., Shumate, S.R. & Shields, C. (1999). *Evaluation of the learning collaborative, Dent Middle School*. Columbia: University of South Carolina.

Gredler, M. & Shumate, S.R. (1999). *Data analysis for the program evaluation of the University of South Carolina University 101 Program*. Columbia: University of South Carolina.

Monrad, D.M. & Shumate, S.R. (1999). *Overview of state end-of-course testing programs*. Columbia: University of South Carolina, South Carolina Educational Policy Center.

Shumate, S.R, Barton, K., Somerindyke, J., Schuster, T., & Rozalski, M. (1999). *Classroom observations for the Friedman Project, Bamberg and Berkeley*. Columbia: PSARAS Foundation.

PROFESSIONAL SERVICE

Service to the University and the College

University Level

- Chair, Faculty Senate – Tuskegee University, 2012 – 2014.
- Member, Lyceum Committee – Tuskegee University, 2014 – 2015.
- Member, Provost Search Committee – Tuskegee University, 2014 – 2014.
- Member, Presidential Inauguration Committee – Tuskegee University, 2014 – 2014.
- Chair, Development Quick Strike Team – Tuskegee University, 2014 – 2015.
- Member, Kellogg Hotel and Conference Center General Manager Search Committee, 2014-2014.
- Member, University Policy Committee – Tuskegee University, 2014 – 2015.
- Member, Tuskegee University Presidential Search Committee, 2013-2014.
- Member, Academic Affairs Committee, Faculty Senate – Tuskegee University, 2014 – 2015.
- Chair, Academic Affairs Committee, Faculty Senate – Tuskegee University, 2012 – 2014.
- Member, Faculty Senate – Tuskegee University, 2008 – 2012.
- Member, Grievance Committee, Faculty Senate – Tuskegee University, 2008 – 2012.
- Member, Kellogg Oversight Committee, Board of Trustees – Tuskegee University, 2008 - 2015.
- Member, Academic Affairs Committee, Faculty Senate – Tuskegee University. 2008 – 2011.
- Member, Commencement Committee – Auburn University, 2005 – 2008.
- Member, Multicultural Diversity Commission – Auburn University, 2006 – 2008.
- Chair, Convocations Committee – Texas Tech University, 2003 – 2004
- Member, Bookstore Advisory Committee – Texas Tech University, 2002 – 2004.
- Member, Faculty Development Committee – Texas Tech University, 2002 – 2004.
- Co-Chair, Convocations Committee – Texas Tech University, 2002 – 2003.

College Level

- Member, College of Business and Information Science Program Review Committee – Tuskegee University, 2014 – 2023.
- Chair, College of Business and Information Science Curriculum Committee – Tuskegee University, 2010 – 2023.

- Chair, College of Business and Information Science, AACSB Accreditation Curriculum Committee – Tuskegee University, 2012 – 2023.
- Member, College of Business and Information Science, AACSB Accreditation Committee – Tuskegee University, 2012 – 2023.
- Member, College of Business and Information Science, AACSB Accreditation Committee – Tuskegee University, 2012 - 2023.
- Member, College of Business and Information Science, Master of Science in Information Systems and Security Management, Program Committee – Tuskegee University, 2011 – 2012.
- Member, College of Business and Information Science Faculty Awards Committee – Tuskegee University, 2009 – 2023.
- Member, College of Business and Information Science Assessment Committee – Tuskegee University, 2008 – 2023.
- Member, College of Business and Information Science Curriculum Committee – Tuskegee University, 2008 – 2023.
- Member, Diversity Committee – Auburn University College of Human Sciences, 2005 – 2008.
- Member, Diverse Desserts Sub-Committee – Auburn University College of Human Sciences, 2005 – 2008.
- Member, Facilities Planning – Texas Tech University College of Human Sciences, 2002 – 2004.
- Member, Marketing Committee – Texas Tech University College of Human Sciences, 2002 – 2004.

Service to the Professional/Academic Discipline

- Editor in Chief, The Consortium Journal of Hospitality and Tourism, 19(1), 19(2).
- Assistant Editor in Chief, The Consortium Journal of Hospitality and Tourism, 16(2), 17(1), 17(2), 18(1), 18(2).
- Past-President, Southeast Chapter of the Council on Hotel, Restaurant, and Institutional Education, February 2010 – 2011.
- President, Southeast Chapter of the Council on Hotel, Restaurant, and Institutional Education, February 2009 – 2010
- Vice-President, Southeast Chapter of the Council on Hotel, Restaurant, and Institutional Education, February 2008 – 2009.
- Treasurer/Secretary, Southeast Chapter of the Council on Hotel, Restaurant, and Institutional Education, February 2007 – 2008.
- Reviewer, Presentation abstracts for the Southeast Council on Hotel, Restaurant, and Institutional Education Conference, January 2007 – 2011.
- Reviewer, Presentation abstracts for the Graduate Education and Graduation Student Research Conference, October 2006 – 2011.
- Reviewer, Presentation abstracts for the Council on Hotel, Restaurant, and Institutional Education Conference, January 2007 – 2011.
- Vice President, Southeast Chapter of the Council on Hotel, Restaurant, and Institutional Education, February 2008 – February 2009.

- Editor Research Proceedings: Fall 2007 Southeast Council on Hotel, Restaurant, and Institutional Education, 11(2), 16-16.
- Editor Research Proceedings: Spring 2008 Southeast Council on Hotel, Restaurant, and Institutional Education, 12(1), 16-16.
- Secretary/Treasurer, Southeast Chapter of the Council on Hotel, Restaurant, and Institutional Education, February 2007 – February 2008.
- Board of Directors, Texas Restaurant Association Education Foundation, August 2001- June 2004.
- Committee Membership, Texas Restaurant Association Scholarship Committee, January 2002- June 2004.

Other Evidence of Professional Service

- Faculty Advisor, Eta Sigma Delta Hospitality Honor Society, 2012 – 2022.
- Faculty Advisor, TU Metro Club – Tuskegee University, 2010 – 2012.
- Faculty Co-Advisor, TU Hospitality Club – Tuskegee University, 2008 – 2022.
- Faculty Co-Advisor, National Society of Minorities in Hospitality – Tuskegee University, 2008 – 2022.
- Faculty Co-Advisor, TUBE Conference Events Committee – Tuskegee University, 2008 – 2009.
- Eta Sigma Delta - Auburn University, 2005 – 2008.
- College of Human Sciences Diversity Club – Auburn University, 2006 - 2008.
- Alpha Sigma Beta – Texas Tech University, 2001 – 2004.
- Flying Red Raiders (Co-Advisor) – Texas Tech University, 2001 – 2002.

COURSES TAUGHT

Traditional Classroom Setting

MKTG 4330 – Retail Management (Undergraduate). 3 Hours. Auburn University, Summer 2021, Fall 2021, Spring 2022, Summer 2022, Fall 2022, Spring 2023, Summer 2023, Fall 2023, Spring 2024.

MKTG 4800 – Hospitality Strategy (Undergraduate). 3 Hours. Auburn University, Spring 2019, Spring 2021.

MKTG 4970 – Hospitality Marketing (Undergraduate). 3 Hours. Auburn University, Fall 2019, Spring 2019, Fall 2020, Spring 2021.

HOMT 0100 – Introduction to Hospitality Management (Undergraduate). 3 Hours. Tuskegee University, Summer 2009, Summer 2010, Summer 2011, Fall 2011, Spring 2015, Spring 2016, Fall 2016, Spring 2017, Spring 2018, Spring 2019.

HOMT 0112/0312 – Basic Food Production Management (Undergraduate). 3 Hours. Tuskegee University, Spring 2018, Spring 2019.

HOMT 0265/0365 – Hotel Operations (Undergraduate). 3 Hours. Tuskegee University, Spring 2018, Spring 2019.

HOMT 0312 – Hospitality/Services Marketing (Undergraduate). 3 Hours. Tuskegee University, Spring 2011, Spring 2012, Spring 2013, Spring 2015, Spring 2016, Spring 2017.

HOMT 0361 – Hospitality Systems Management (Undergraduate). 3 Hours. Tuskegee University, Fall 2010, Fall 2011, Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Fall 2018, Spring 2020, Fall 2020.

HOMT 0362 – Facilities Planning and Design (Undergraduate). 3 Hours. Tuskegee University, Fall 2009, Fall 2010, Fall 2011, Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Fall 2018, Fall 2020.

HOMT 0401 – Restaurant Management (Undergraduate). 3 Hours. Tuskegee University, Spring 2010, Fall 2017, Fall 2018, Fall 2020.

HOMT 0453 – Hospitality Law and Liability (Undergraduate). 3 Hours. Tuskegee University, Spring 2010, Spring 2011, Spring 2011, Spring 2012, Spring 2013, Spring 2015, Spring 2016, Spring 2017, Spring 2018, Spring 2019.

HOMT 0367 – Food, Beverage, and Labor Cost (Undergraduate). 3 Hours. Tuskegee University, Fall 2014, Fall 2015, Fall 2016, Fall 2020.

BUSN 0311 – Principles of Marketing (Undergraduate). 3 Hours. Tuskegee University, Fall 2008, Spring 2009, Fall 2009, Spring 2010, Fall 2010, Spring 2011, Spring 2012, Fall 2012, Spring 2013.

BUSN 0408 – Marketing Research (Undergraduate). 3 Hours. Tuskegee University, Fall 2008.

BUSN 0412 – Multinational Marketing (Undergraduate). 3 Hours. Tuskegee University, Spring 2009.

NUFS 3200 – Hospitality Finance (Undergraduate). 3 Hours. Auburn University, Spring 2005, Spring 2007.

NUFS 3400 – Hospitality Marketing (Undergraduate). 3 Hours. Auburn University, Fall 2004, Summer 2005, Fall 2005, Summer 2006, Fall 2006.

NUFS 3940 – Community Service in Nutrition and Food Science (Undergraduate). 3 Hours. Auburn University, Spring 2007.

NUFS 4500 – Hotel Management (Undergraduate). 3 Hours. Auburn University, Spring 2005, Spring 2006, Summer 2006, Spring 2007.

NUFS 4960 – Hospitality Practicum (Undergraduate). 3 Hours. Auburn University, Fall 2005, Spring 2006, Fall 2006.

NUFS 7050 – Methods of Research (Masters and Ph.D.). 2 Hours. Auburn University, Spring 2006.

RHIM 2210 – Introduction to Hospitality Management (Undergraduate). 3 Hours. Texas Tech University, Fall 2001.

RHIM 3322 – Hospitality Control II (Undergraduate). 3 Hours. Texas Tech University, Summer 2001, Summer 2002.

RHIM 3355 – Club and Resort Management (Undergraduate). 3 Hours. Texas Tech University, Spring 2002, Summer 2002.

RHIM 4313 – Legal Aspects of Hospitality (Undergraduate). 3 Hours. Texas Tech University, Spring 2001, Summer 2001, Summer 2003.

RHIM 4316 – Hospitality Management Marketing (Undergraduate). 3 Hours. Texas Tech University, Spring 2001, 2002, 2003, Summer 2001, Fall 2001, 2002.

RHIM 4322 – Hospitality Control III (Undergraduate). 3 Hours. Texas Tech University, Summer 2002, Fall 2002, Summer 2003.

RHIM 5322 – Advanced Hospitality Control (Masters). 3 Hours. Texas Tech University, Summer 2003.

RHIM 5333 – Hospitality Management – Applications and Research (Masters). 3 Hours. Texas Tech University, Spring 2003.

RHIM 6316 – Advanced Hospitality Marketing (Doctoral). 3 Hours. Texas Tech University, Summer 2003.

On-Line Distance Education

RHIM 5322 – Advanced Hospitality Control (Masters). 3 Hours. Texas Tech University, Summer, 2003.

RHIM 5333 – Hospitality Management – Applications and Research (Masters). 3 Hours. Texas Tech University, Summer 2003.

RHIM 5353 – Introduction to RHIM Issues and Research (Masters). 3 Hours. Texas Tech University, Summer 2001, Spring 2003.

ADMINISTRATIVE EXPERIENCE

Academic Leadership

- **Provides leadership and vision for academic programs.**
 - *Served on the Strategic Planning Committee for the Hospitality Management Program at Texas Tech University.*
 - *Made the initial proposal to the Board of Trustees for Tuskegee to take over the management of the Hotel and Conference Center. Worked with Chair of the Board of Trustees, the Trustee Chair of the*

Hotel Oversight Committee, and University Administration to complete the plan. In the first year of institutional management of the hotel, \$1,000,000 of savings was realized.

- *When hired at Tuskegee as the Hospitality Management Program Coordinator in 2008, there were less than 10 students in the program and after three years, there were 65 students in the program.*
- *The vision for the hospitality program included the employment of students through the development of industry partnerships. In the first six years, the program had ONE student not receive full time employment upon graduation. Many summers, the amount of students out on internship has been among the most of all of the programs in the College of Business.*
- *Created and implemented experiential learning and internship programs for students at the Kellogg Hotel and Conference Center.*
- *Set an agenda for the Faculty Senate that consisted of 15 action items including the handbook revision, a clarification of the 9/3 or 10/2 contract situation, developing a policy on tenure and promotion decision notifications, creating a senate webpage, etc. Of those 15 action items, 11 were completed and 2 more are near completion.*
- **Provides leadership for academic program planning and development, educational policy, program assessment, faculty evaluation, and faculty development.**
 - *Worked for the SC Educational Policy Center*
 - *Worked for the Office of Research and Consulting that was charged with the implementation, analysis, and distribution of faculty evaluation data.*
 - *Evaluated many secondary and college level programs including the University of South Carolina 101 Program, The Learning Collaborative, SC State end of course testing programs, and the Friedman Project in schools in Orangeburg, SC.*
 - *Earned a PhD in Educational Research and Measurement which included an emphasis in assessment and program evaluation.*
 - *Served on the team that created the PhD in Hospitality Management at Texas Tech University.*
 - *Served on the team that created the Master of Science in Information Systems and Security Management at Tuskegee University.*
 - *Led the Senate to revise the Faculty Handbook approved for implementation for the first time since 1998.*
 - *Served on the University Policy Committee.*
 - *Currently serve on the Faculty Handbook Committee.*
 - *Chaired the College of Business and Information Science Curriculum Committee for the past 5 years.*
 - *Chaired the Faculty Senate Academic Affairs Committee for 3 years and served on the committee for the 3 years prior.*
 - *Serve on the College of Business and Information Science Program Evaluation Committee for the past 2 years.*
- **Works cooperatively with administration and deans to advance academic priorities.**
 - *Work with many deans and department heads across the university in handling faculty grievances.*
 - *Chair of the Faculty Senate Academic Affairs Committee for over three years which included the review and approval of courses and undergraduate and graduate programs of all academic units. This*

has allowed me the opportunity to work with most deans and department heads in the development of their programs and courses.

- **Provides leadership for the accreditation process, and upholds academic standards set by professional accrediting bodies.**
 - *Served on the AACSB Accreditation team in the Brimmer College of Business and Information Science which successfully obtained a five-year accreditation renewal.*
 - *Currently serve on the AACSB Accreditation team in preparation for the next visit.*
 - *Chaired and currently chair the Curriculum Committee of the team.*
 - *Co-Chaired the Assessment Committee of the team.*
 - *Ensured SACS COC compliance in the Office of Advancement and Development.*
 - *Ensured that Hospitality Management courses taken by students from other academic units meet their specific accreditation standards.*
 - *Have begun preparations for accreditation of the Hospitality Management Program through ACPHA.*

Curriculum/Academic Programs

- **Works with the Academic Deans Council and the Educational Policies Committee to formulate, maintain, and implement high quality curriculum.**
 - *Revamped the Hospitality Management Program curriculum upon hire to provide students with an academic program and education that was desirable to the industry.*
 - *Chaired the College of Business and Information Science Curriculum Committee for the past 5 years.*
 - *Chaired the Faculty Senate Academic Affairs Committee for 3 years and served on the committee for the 3 years prior.*
- **Oversees and coordinates the activities of the General Education Program, the First Year Experience Program, the International Honors Program and all disciplinary programs.**
 - *Worked on the evaluation team that performed a program evaluation on the University of South Carolina 101 Program to assess the impact that it had on the satisfaction, success, and retention of first-year students at the University of South Carolina.*
- **Advances the role of graduate education at the university and coordinates activities associated with graduate programs.**
 - *Have been a part of the graduate faculty at two institutions.*
 - *Served on the team that created the PhD in Hospitality Management at Texas Tech University.*

Faculty Development and Personnel

- **Leads the university's process for recruiting, hiring, developing, reviewing, and retaining high quality faculty and staff.**
 - *Oversaw recruiting, hiring, developing, reviewing and retaining employees while working in industry.*
 - *Have served on many faculty hiring committees.*
 - *Have served as a faculty mentor to many junior faculty.*

- *Worked to hire the first full-time faculty member in Hospitality Management.*
- *Served on the Tuskegee University Presidential Search Committee.*
- *Served on the Kellogg Hotel and Conference Center General Manager Search Committee (2 separate committee appointments)*
- *Served on the Tuskegee University Provost Search Committee.*
- *Led the Vice President for Advancement and Development Search.*
- *Supervise staff members in the Office of Advancement and Development.*
- **Makes recommendations for faculty appointments, tenure, promotions, compensation, sabbaticals, special leaves, requests for reductions in load, and other personnel matters, including disciplinary actions.**
 - *Served on the Sabbatical Committee at Texas Tech University.*
 - *Have handled most of these issues as Chair of the Faculty Senate and served with the Senate Grievance Committee.*
- **Promotes and supports the professional development and competency of the faculty and staff.**
 - *Train staff on policies, procedures, and software utilized in the office of development.*
- **Implements and ensures compliance with all personnel policies as outlined by the Faculty Handbook and related university policies.**
 - *Work to ensure that everything that is done in the Faculty Senate is based on the Faculty Handbook.*
 - *Very familiar with policies and procedures for faculty as prescribed by the faculty handbook.*
 - *Led the Faculty review of the new first, third, and post tenure review policy.*

Faculty Governance/Organizational Efficiency

- **Works in partnership with the faculty through the university's faculty governance system as provided in the Faculty Handbook.**
 - *As the Chair of the Faculty Senate I have built and maintained partnerships between the faculty and administration.*
 - *As the Chair of the Faculty Senate, I have a deep understanding of the faculty governance system and the Faculty Handbook.*
- **Works in partnership with all faculty committees.**
 - *Served on numerous committees and my service to the Tuskegee community is impeccable. Examples include:*
 - *Chair, College of Business and Information Science Curriculum Committee – Tuskegee University, 2010 – 2023t.*
 - *Member, College of Business and Information Science, AACSB Accreditation Committee – Tuskegee University, 2012 – 2023.*
 - *Chair, College of Business and Information Science, AACSB Accreditation Curriculum Committee, 2012 – 2023.*
 - *Member, College of Business and Information Science, AACSB Accreditation Assessment Committee, 2012 – 2023.*

- *Member, College of Business and Information Science, Program Evaluation Committee, 2014 - 2023.*
- *Member, College of Business and Information Science, Master of Science in Information Systems and Security Management, Program Committee – Tuskegee University, 2011 – 2012.*
- *Member, College of Business and Information Science Faculty Awards Committee – Tuskegee University, 2009 – 2023.*
- *Member, College of Business and Information Science Assessment Committee – Tuskegee University, 2008 – 2023.*
- *Member, College of Business and Information Science Curriculum Committee – Tuskegee University, 2008 – 2010.*
- *Chair, Faculty Senate – Tuskegee University, 2012 – 2015.*
- *Member, Tuskegee University Presidential Search Committee, 2013-2014.*
- *Chair, Academic Affairs Committee, Faculty Senate – Tuskegee University, 2012 – 2014.*
- *Member, Faculty Senate – Tuskegee University, 2008 – 2012.*
- *Member, Grievance Committee, Faculty Senate – Tuskegee University, 2008 – 2012.*
- *Member, Kellogg Oversight Committee, Board of Trustees – Tuskegee University, 2008 – Present.*
- *Member, Academic Affairs Committee, Faculty Senate – Tuskegee University. 2008 – 2011.*
- **Supports the operations of the faculty governance system and faculty committees through staffing, communication, and record keeping.**
 - *Asked by the Provost to reform the Faculty Senate, which had completely disbanded. It is now made up of over 30 Senators from all academic units. Was formally elected Chair of the Faculty Senate.*
 - *Maintain records of everything that I am a part of, including meeting minutes, agendas, conversation logs, advising logs, emails, etc.*
 - *Worked to build respect and rapport with many colleagues, including faculty and administrators.*
 - *Re-elected as the Chair of the Faculty Senate by peers based on the success achieved in last year's Senate.*

Budget Planning and Fiscal Management

- **Works with the Deans to plan, develop, and implement the annual budget for the Academic Division of the University.**
 - *Have completed training for the zero-based budgeting policy to be implemented during the current academic year at Tuskegee.*
 - *Oversight over the budget for the Hospitality Management Program.*
- **Provides leadership for budget management for the Academic Division.**
 - *Currently managing the budget for \$500,000 grant received from the Mellon Foundation for the creation of BA Programs in Music and Visual Arts.*

- *Currently managing the budget for a \$50,000 grant from a large national foundation for the goal of increasing student retention, persistence, and degree attainment.*
- *Managed the four budgets that comprised the Office of Advancement and Development at Tuskegee University.*
- **Provides leadership for long-term budget planning for the Academic Division.**
 - *Budgeting and fiscal management experience come-s from industry experience serving as Rooms Division Manager of a 142 room hotel with 10,000 square feet of meeting space.*
 - *Called in by the administration to offer suggestions for budget cuts.*
 - *Asked to serve on the Provost's Organizational Study Group to create ways to make the management of the University more efficient.*

External Relations

- **Work with the Office of Development in fundraising activities and the Office of Grants and Research to seek Grants.**
 - *Received the largest federal grant at the time in the Hospitality Management Program at Auburn University (USDA, \$116,250).*
 - *Was selected by the University President to lead the Quick Strike Development team charged with the planning and logistics of visits by corporate and foundation leadership.*
 - *Was appointed the Interim Associate Vice President of Advancement and Development.*
 - *Attended the week-long workshop, Principles and Techniques of Fundraising, taught by faculty of the Fundraising School at the Indiana University Lilly Family School of Philanthropy.*
 - *As the Interim Associate Vice President for Advancement and Development, I was central to the awards of three transformative gifts including a \$885,000 in kind gift of software from the Thurgood Marshall College Fund and Microsoft and a \$500,000 grant from the Andrew W. Mellon Foundation, and \$50,000 from a large foundation (name cannot be released at this point).*
 - *Have received (as a leader or part of a team) \$1,630,126 in external funding.*
- **Works with Office of Alumni Relations to maintain relationships with alumni.**
 - *Supervised the staff in the Office of Alumni Relations.*
 - *Am proficient in Colleague Advancement and CROA software, both which are utilized to manage alumni records and produce giving and other reports.*
 - *Served as the University Liaison with the Eminent Associates giving program for donors (mostly alumni) who give in excess of \$1,000 a year to the university.*
- **Serves as University/College representative in external organizations.**
 - *Served on the Board of Directors for the Texas Restaurant Association Education Foundation.*
 - *Served as a reviewer for presentation abstracts for different academic conferences.*
 - *Served as the Editor for the Research Proceedings: Southeast Council on Hotel, Restaurant, and Institutional Education for two publications.*
 - *Served as Secretary/Treasurer, Vice President, and President of Southeast Chapter of the Council on Hotel, Restaurant, and Institutional Education.*
 - *Served as the Assistant Editor in Chief and Editor in Chief for the Consortium Journal of Hospitality and Tourism.*

