

ROBERT J. JONES, Ph.D.

President
University at Albany, State University of New York
University Hall 302
1400 Washington Avenue
Albany, NY 12077
518-956-8013
518-956-8022
rjones3@albany.edu

Administrative Experience and Achievements

President University at Albany, State University of New York 2013 – Present

I serve as the 19th President of the University at Albany, State University of New York (SUNY). SUNY is the largest comprehensive higher education system in the U.S. and the University at Albany is one of four SUNY campuses with the “University Center” designation, denoting its research mission and authorization to offer the Ph.D. degree. Comprised of nine schools and colleges and two affiliated entities (the Wadsworth Labs, New York State Department of Health and the Albany Law School), the university offers some 120 undergraduate majors and minors and more than 125 Master's and Doctoral degree programs. As President, I serve as the CEO of the University's three campuses, provide administrative and budgetary authority, and lead the Executive Committee, the President's cabinet, comprised of the following leadership positions:

- Provost and Senior Vice President for Academic Affairs
- Chief of Staff
- Director of Athletics
- Vice President for Student Affairs
- Vice President for Research
- Vice President for Health Sciences and Biomedical Initiatives
- Vice President and Chief Information Officer
- Chief Diversity Officer and Assistant Vice President for Diversity and Inclusion
- Senior Counsel
- Vice President for University Development and Executive Director of the UAlbany Foundation

Specific responsibilities and accomplishments include the following:

Initiated the largest academic expansion in last 50 years

- Expanded the portfolio of academic units and degree-granting programs.

- Developed the first in the nation integrated College of Emergency Preparedness, Homeland Security, and Cybersecurity in cooperation with Governor Andrew M. Cuomo and New York State's Division for Homeland Security and Emergency Services. Secured \$15 million in capital funding and a 12 acre site adjacent to the university's uptown campus to construct this state of the art college in conjunction with the construction of a \$185 million Emerging Technology and Entrepreneurship Complex.
 - Developed the University's first College of Engineering and Applied Sciences and hired a founding Dean from Rensselaer Polytechnic Institute, American's oldest technological research university. Developed a Computer Engineering program supported in part by SUNY's investment in a high-needs area. Unified support for the plan to transform a century old former public high school building adjacent to the university's downtown campus into a state of the art home for the engineer school, marking the next phase of our deepening partnership with the city of Albany's urban core and the entire capital region.
 - Established a deep affiliation agreement with Albany Law School, the oldest private law school in America, with the ultimate goal of it serving as a constituent college of the University at Albany.
 - Created the University's first Vice President for Health Science and Biomedical Initiatives position.
 - Initiated affiliation and joint degree program discussions with Albany Medical College, Downstate Medical College, Upstate Medical College and Albany College of Pharmacy and Health Sciences.
 - Developed a new undergraduate Digital Forensics major offered through the School of Business which received final approval from the New York State Education Department.
 - Created new online courses in healthcare for students and professionals, thanks to "Open SUNY" grants from New York State designed to aid the state's economy in key industries.
 - Established the university's first compact budget planning and process to strategically align resources with priorities.
- Provided expanded opportunities for faculty research and student experiential learning.
 - Received a \$10 million National Institutes of Health endowment grant that positions UAlbany as the leading Northeastern hub for Health Disparity Research Education and Research and Education. I am co-PI with Professor Larry Schell, Director, The Center for the Elimination of Minority Health Disparities.
 - Established a \$500,000 President's Innovation Research and Scholarship Fund. The fund is designed to provide seed funding to advance cutting-edge multidisciplinary research and other scholarly work.
 - Secured \$23 million in funding and the responsibility to build The New York State Early Warning Weather Detection System, or Mesonet. The project will result in 125 new interconnect state of the art weather stations.

The project is being led by UAlbany's Atmospheric Science Department, the Center for Atmospheric Research and the National Weather Service. It will enhance the economic competitiveness of business, industry and government in New York, as well as safeguard the life and property of New Yorkers.

- Received a \$21.2 million grant to lead a national child welfare workforce institute, a multi-disciplinary effort in which UAlbany's School of Social Welfare will be working with five universities to service children and their families in the child welfare system.
- Initiated efforts to grow the student population to 20,000 by 2020. The strategy involves enhancing the undergraduate student experience using data analytics, increased advising and recruiting more out-of-state and international students.
- Initiated the first New Student Convocation, created a Strategic Enrollment Management Council and a new Associate Vice President for Enrollment Management.
- Leveraged the university's relationship with the Southwest University of Finance and Economics (SWUFE), China to establish a Confucius Institute.
- Established a goal to double the number of international students to 15 percent by 2020.
- Secured \$800,000 grant from the Blackstone Charitable Foundation to establish the Blackstone LaunchPad, an entrepreneurship program, with the goal of introducing students from all disciplines to entrepreneurship as a viable career option and to help them transform innovation into commercialization.
- Broadened our role as a University engaged in the community.
 - Enhanced the Office for Public Engagement by creating a new Vice Provost position and moving oversight from the President's Office to the Office of the Provost.
 - Serve as the backbone institution for The Albany Promise, a regional, cross-sector partnership where community leaders in Albany, New York come together to support a shared cradle to career education vision. I serve as co-convenor together with the Mayor of the City of Albany and the Superintendent of the City School District of Albany.
 - Collaborated with local municipalities, colleges, and private research labs to receive funding through the Capital Region Economic Development Council (CREDC) for innovative regional projects.
 - Positioned the university to take advantage of Governor Cuomo's START-UP NY Plan, allowing the University at Albany to build critical partnerships working with private corporations to generate intellectual property and bring economic vitality to our region by connecting it with community businesses.
- Focused on growing our resources to fulfill our ambition (Philanthropy).
 - Raised more than \$51 million in the last 3 years including securing two of the largest gifts in UAlbany's history. A \$5.25 million gift in December

2014 from the Massry family to support the School of Business and key University-wide initiatives. A \$10 million gift in 2015 from the Bernard and Millie Foundation to support the Athletics facilities and student scholarships.

Other Accomplishments

- I have been nationally recognized for my work to advance university-community engagement and am leading efforts to strengthen the University at Albany's community partnerships. In 2015, the University of Minnesota named the Urban Research Outreach/Engagement Center in my honor.
- I was named "Game Changer of the Year" by the Albany Business Review in 2015.
- In 2013, I was appointed a Co-Chair for Albany Mayor-elect Kathleen Sheehan's transition committee.
- I was appointed by NY State Governor Andrew Cuomo as Regional Council Co-Chair for the Capital Region Economic Development Council (CREDC) alongside Albany Medical Center President and CEO James J. Barba.
- Other boards on which I serve include the
 - Albany Medical Center
 - Saratoga Performing Arts Center
 - Capitalize Albany (the city of Albany's planning commission)
 - The Albany Promise (co-convener)
- At the national level, I serve on the boards of the
 - Coalition of Urban Serving Universities (Chair elect 2016)
 - Scholars at Risk Network
 - Campus Compact
- I am a member of the Committee on Equal Opportunities in Science and Engineering (CEOSE) an advisory committee to the National Science Foundation.
- I am a member of several SUNY and UAlbany-affiliated boards, including the
 - Empire Commons Student Housing, Inc.
 - SUNY Research Foundation
 - University at Albany University Council
 - University at Albany Foundation
 - University at Albany Biotech Development Corporation
 - University Auxiliary Services Corporation
 - University at Albany Alumni Association

Senior Vice President for Academic Administration, University of Minnesota System 2004 - 2012

As Senior Vice President for Academic Administration, University of Minnesota System, I served as the senior academic, administrative, and chief operating officer for the University of Minnesota System reporting directly to the President. In addition to

providing academic and administrative oversight for the University's four coordinate campuses, I oversaw systemwide academic and administrative policy and planning, including institutional research and analysis; public engagement, Extension, and research/outreach initiatives statewide; and Twin Cities campus-based academic and administrative units serving the greater University of Minnesota system, including information technology, human resources, equity and diversity, and international programs.

I had budgetary and administrative oversight for ~\$500 million in sponsored and non-sponsored funding across 30 academic and administrative units and over 3,800 academic, administrative, civil service and bargaining unit employees. Specific responsibilities and accomplishments included the following:

- Advanced the University's mission as a senior member of the President's Executive Cabinet and Senior Academic Administrative team.
- Provided the University of Minnesota System focused leadership in the effective utilization, allocation, and management of campus-based and systemwide resources:
 - Developed and chaired the University of Minnesota System Council to support the distinctive mission of each campus while advancing systemwide collaboration and decision-making—including single-enterprise solutions to increase cost-efficiency and promote revenue growth while effectively serving students and stakeholders.
 - Provided systemwide leadership and campus support for strategic planning, institutional research, budget and capital resource management, and higher education policy issues.
 - Provided leadership for the development and implementation of the University's systemwide metric framework to focus and measure its progress toward strategic goals.
 - Provided leadership, shared with the Senior Vice President and Provost, for directing and developing the University Plan, Performance, and Accountability Report to the Minnesota state legislature; shared responsibility for representing the University in legislative budgetary hearings
 - Represented the President and University of Minnesota system in matters of higher education leadership and policy, including leadership in Coalition of Urban Serving Universities Board, Minnesota Higher Education Advisory Council, MN Higher Education Commission (commissioner), P20 Education Partnership, and many others
- Provided academic, operational, administrative oversight for the University's coordinate campuses and chancellors:
 - University of Minnesota, Crookston
 - University of Minnesota, Duluth
 - University of Minnesota, Morris
 - University of Minnesota, Rochester
- Provided operational oversight, budgetary authority, and accountability for mission-critical systemwide academic administration units:
 - Vice presidential units
 - Office of Human Resources (Employee and Labor Relations; Employee Benefits; Employee Assistance; Employment; Center

- for Teaching and Learning; Compensation and Classification; Payroll Services; Training; Wellness)
 - Office of Information Technology
 - Office for Equity and Diversity (Office of Disability Services; Office of Equal Opportunity and Affirmative Action; Gay, Lesbian, Bisexual, Transgender, Ally Programs; Institute for Diversity, Equity, and Advocacy; Multicultural Center for Academic Excellence; Office for Diversity in Graduate Education; Women’s Center)
 - Central academic administrative functions
 - University of MN System Council
 - Planning and policy:
 - Office of Planning and Analysis, Office of Institutional Research, Office of Measurement Services, Office of Space Management
 - Institutional Strategic Planning [shared leadership]: Capital Oversight Planning; Strategic Positioning, Budget, and Compact Planning; Legislative Requests and Government Relations; and Higher Education Policy
 - Office for Conflict Resolution
- Provided administrative and academic leadership for Twin Cities campus-based programs that extend the University’s academic mission across the system, state, and world:
 - International programs:
 - Global Programs and Strategy Alliance (aka Office for International Programs) including International Student and Scholar Services, Learning Abroad Center, Center for Advanced Research on Language Acquisition, China Center, Confucius Institute)
 - Interdisciplinary Center for the Study of Global Change
 - Statewide strategic resources:
 - UMore Park Development LLC and Office for UMore Park Academic Initiatives
 - Healthy Foods, Healthy Lives Institute
 - College readiness initiatives:
 - College Readiness Consortium (including PreK–12 Partnerships, MN Principals Academy, Ramp Up to Readiness, and Minnesota P–20 Education Partnership)
- Provided administrative oversight, budgetary authority, and accountability for statewide/systemwide public engagement initiatives central to academic mission including:
 - Office for Public Engagement (Public Engagement Council; Center for Urban and Regional Affairs; University Metropolitan Consortium; Center for Transportation Studies)
 - University of Minnesota Extension (regional/county offices and research/outreach centers—food and agriculture systems, communities, the environment, families (including Children, Youth, and Family Consortium), and youth (including 4H)
 - Minnesota Agricultural Experiment Station
 - Mid-Central Research and Outreach Center and the Biosciences Center, Willmar

- University of Minnesota Urban Vision and the Urban Research and Outreach/Engagement Center, North Minneapolis
 - Office for Business and Community Economic Development
- Created and chair the University of Minnesota System Council
- Received the Michael P. Malone International Leadership Award
- Awarded an Endowed Chair in Urban and International Development
- Partnered with the Minnesota Multicultural Media Consortium to obtain a \$2.9 million grant from the Department of Commerce to create and/or upgrade 11 community-based computer centers to improve high-speed internet (broadband) access, awareness, and use in four federally designated poverty zones in Minneapolis and St. Paul.
- Opened a University of Minnesota China Office in Beijing.
- Primary leadership role in creating a new four-year campus in Rochester, including identifying and developing the site for the campus, assisting the Rochester community in securing \$7 million in recurring legislative support and lead the effort to secure \$11 million in sales tax revenue from the City of Rochester to support the academic and capitol plans.
- Co-developed and managed the University's Strategic Positioning process and the development of the metrics framework and key indicators to determine progress toward our goal to become "one of the top three public research universities in the world."
- Played a key leadership role in the restructuring of the General College (which focused on remedial education) into an academic department within the College of Education and Human Development (focusing on developmental education)
- Created the University's Urban Agenda, including establishing the University-Northside Partnership and the Hennepin County University partnership designed to more effectively leverage the University's role as an urban land-grant university.
- Established the first Urban Research and Outreach/Engagement Center as a mechanism to anchor the University's presence and solve complex challenges in an economically depressed urban community and secured more than \$1 million of external funding and \$4 million of internal funds for this initiative.
- Founding member and serve on the Board of Directors of the Coalition of Urban Serving Universities (USU), an initiative to leverage the intellectual capital and economic power of urban universities to solve complex problems in urban communities.
- Provide administrative oversight for the development of UMore Park Development, LLC the largest tract of undeveloped land owned by a university in the United States. The vision is to build a University-founded sustainable community of 20,000 to 30,000 people and generate additional revenue by monetizing the gravel deposit on the property.
- Directed searches for 11 senior leadership positions, including Chancellors of the University of Minnesota, Duluth , Morris, Crookston, and Rochester campuses; the Vice President for Equity and Diversity; Associate Vice President and Dean of the Office of International Programs; Dean of Extension and Director of Experiment Station; Associate Vice President for Planning; Associate Vice

- President for Public Engagement; Associate Vice President for System Academic Administration, and Executive Director of the College Readiness Consortium.
- Co-created and hosted the fifth national symposium, “Keeping Our Faculties V – Addressing the Recruitment and Retention of Faculty of Color in Higher Education.”
 - Created the College Readiness Consortium, a collaborative design to assure that the University takes a more strategic and intentional role in assisting parents, teachers, principals and school districts to better prepare students for post-secondary education. This included the creation of the Principals Academy, a professional development program offered across the state of Minnesota.
 - Enhanced strategies to internationalize the University, resulting in a 60 percent increase in the recruitment of international undergraduate students and expanded the global scholarship of faculty. Also played a pivotal role in the acquisition of more than \$400,000 from the Chinese government to create Minnesota's only Confucius Institute.
 - Serve as an institutional advocate and partner for multiculturalism, for student access to success, and for faculty and staff across the University system.
 - Manage the review and approval of compact plans (strategic planning and budget planning process) for the four coordinate campuses and the Twin Cities campus academic and administrative service units including: Extension, Agricultural Experiment Station, International Programs, Budget and Finance, Auxiliary Services, Campus Health & Safety, Facilities Management, Human Resources, Equity and Diversity, Information Technology, Intercollegiate Athletics, University Services, University Relations, and Academic Administration units.

**Vice President and Executive Vice Provost for Faculty and Academic Programs
University of Minnesota, Twin Cities
2002 – 2005**

As Vice President and Executive Vice Provost, I served as the deputy academic and administrative officer for the Office of the Executive Vice President and Provost (EVPP) and was also delegated responsibility to act on behalf of the EVPP in her absence. My overall responsibilities and accomplishments included the following:

- Served as a member of the President's Executive Committee and the Budget Advisory Committee.
- Managed the University's promotion and tenure process, review and approval of all professional and academic probationary staff to continuous appointments, post-tenure review, and faculty and administrative development initiatives (including the Consortium on Institutional Cooperation, Academic Leadership, and Departmental Executive Officer programs, new faculty orientation, grant writing seminars, review of academic programs, faculty developmental leaves and sabbaticals, sabbatical supplement funds, spousal and domestic partners hires, recruitment and retention of a diverse faculty).
- Managed the administrative response to promotion and tenure grievances filed under the Senate Judicial Committee's process.

- Managed the review and approval of compact strategic planning and budget plans for the four coordinate campuses and the Twin Cities campus academic and administrative service units including: the Office for Multicultural & Academic Affairs; Office for Student Affairs; Office of International Programs; Auxiliary Services; Campus Health & Safety; Facilities Management; Office for Human Resources; Office of Information Technology; and University Relations.
- Served as the EVPP's liaison to the faculty governance structure, i.e., the Senate Committee on Faculty Affairs, the Senate Committee on Tenure, and the Retirement Subcommittee.
- Provided administrative and budgetary oversight to: the Office for Student Affairs; Office for Multicultural & Academic Affairs; Office of International Programs; Office for Business and Economic Development; the Children, Youth, and Family Consortium; Weisman Art Museum; Center for Urban and Regional Affairs; Center for Transportation Studies' and the MacArthur Program/Interdisciplinary Center for the Study of Global Change. I also served as the administrative liaison to the Campus Club and the GRASS Routes (Grass Roots Activism, Science and Scholarship), a community-based education and research partnership.
- Assisted the EVPP and the chief financial officer in the development of the biennial and long-range operational and capital budgets.
- Assisted the EVPP in facilitating and supporting the work of the Dean' Council.
- Assisted the EVPP in the coordination of all academic and financial matters under the purview of the University of Minnesota, Duluth, Crookston, and Morris campus chancellors (including management of academic priorities and review of annual budget proposals).
- Assisted the EVPP in the orientation of new members of the Board of Regents and new Deans.
- Completed the reorganization of student affairs by integrating it with academic affairs and hired the first Associate Vice Provost for Student Affairs (the chief student affairs officer).
- Completed the hiring of an Associate Vice Provost for Multicultural and Academic Affairs and an Assistant Vice Provost for Faculty Development.
- Established the Provost Academic Leadership Initiative, a professional development program for department heads and chairs.
- Launched a development initiative, in partnership with the University of Minnesota Foundation, to identify endowment and grant funds for targeted University-wide programs, services, activities, and student scholarships.
- Chaired the search committee for the new Chancellor of the University of Minnesota Crookston campus.
- Managed and implemented a \$20 million recurring reduction in base budgets of direct reports in response to a \$185 million reduction in state support.
- Participated in a one-on-one dialogue with Archbishop Desmond Tutu in the University's "Great Conversation Series" (DVD available on request).
- Elected to 12-year term as a member of the Board of Directors of the Bush Foundation.

- Selected to serve on the Study of New Scholars Advisory Committee, Harvard University Graduate College of Education (Richard Chait and Kathy Trower, PIs).

**Vice President for Campus Life &
Vice Provost for Faculty and Academic Personnel
University of Minnesota, Twin Cities
2001-02**

This senior-level administrative position was created in July 2001 and charged with the responsibility of assuring that policies, procedures, programs, and services were organized and in place to create a campus climate that fosters a greater sense of community and responds to the developmental needs of the University's diverse and multicultural population of students, faculty, and staff. As Vice President, I served as the chief student affairs and diversity officer. I had budgetary responsibility for over \$49 million in recurring, non-recurring, and endowment funds. I was charged with the overall responsibility for strategic planning, implementing, and evaluating activities and services for students and constituents of units that report to the Office for Multicultural and Academic Affairs and the Office for Student Affairs. Specific responsibilities included:

- Served as member of the President's executive committee.
- Provided oversight and leadership to the continuation of a broad strategic planning effort that is linked with the Office of the Vice Provost for Undergraduate Education with the goal of improving the linkage among Student Affairs, Multicultural Affairs, and the University's academic mission and priorities in order to reduce redundancy, better leverage resources, and improve the quality of the student experience.
- System-wide responsibility for the setting of student fees and restructuring the process by which fees requests are reviewed and granted.
- Initiated a development plan to increase the level of funding to support new strategic initiatives.
- Provided administrative oversight for the \$71 million renovation of Coffman Memorial Union. I also provided oversight for the Sports Precinct planning process (recreation fields and indoor facilities).

Concurrent with the role of Vice President for Campus Life, I also continued to serve as Vice Provost for Faculty and Academic Personnel, acting as the Executive Vice President and Provost's (EVPP) management representative on issues related to faculty development, academic and administrative policies, review of probationary faculty, the promotion and tenure process, post-tenure review, and the recruitment and retention of faculty of color. I served as the EVPP's liaison to other central administrators, the faculty governance structure, and deans. In addition, I provided administrative oversight for the Associate Vice Provost for Urban Education and Community Partnership, the Associate Vice Provost for Faculty Development, and the Director of Business and Community Economic Development (see below for a more detailed description of responsibilities and accomplishments).

**Interim Vice President for Student Development &
Vice Provost for Faculty and Academic Personnel
University of Minnesota, Twin Cities
2000-01**

After a comprehensive review during the spring semester of the 1999-2000 academic years, the Office for Student Development (OSD) was reorganized. All revenue-generating units (Athletics, Dining Services, and Housing and Residential Life) and other auxiliaries were transferred to other Vice Presidential areas. I was asked by the President and EVPP to serve as the interim Vice President and was charged with the tasks of initiating a strategic plan designed to improve the impact and coordination of the student development, multicultural, and undergraduate academic support programs and to restore a sense of community among OSD staff. Throughout this process, I provided administrative oversight for the following units and continued to serve as Vice Provost for Faculty and Academic Personnel:

- Assessment and Achievement Center
- Aurora Center (Program Against Sexual Violence)
- Boynton Health Service
- Campus Involvement Center
- First-Year Experience Program
- Leadership Programs
- Recreational Sports
- Office for Student Judicial Affairs & Student Academic Integrity
- Twin Cities Student Unions
- University Counseling & Consulting Services
- University Parent Program
- University Student Legal Services

**Vice Provost for Faculty and Academic Personnel
University of Minnesota, Twin Cities
1997 - 2002**

In September of 1997, I assumed this position within the then new structure of the Office of the Executive Vice President and Provost. This was one of three Vice Provost positions that were responsible for the day-to-day management of a specific portion of the EVPP's large and complex portfolio of responsibilities. As Vice Provost, I was responsible for issues related to faculty development, academic and administrative policies, review of probationary faculty, the promotion and tenure process, post-tenure review, and the recruitment and retention of faculty of color. Specific responsibilities and accomplishments included:

- Restructured and provided oversight for the central review of promotion and tenure dossiers and the review of probationary faculty and report results annually to the Board of Regents for approval.
- Collaborated with the EVPP and the Senior Vice President for the Academic Health Center in initiating an annual promotion and tenure recognition reception.
- Lead role in the implementation of the new post-tenure review process. Collaborated with the Tenure Subcommittee to establish guidelines for colleges and departments to use in developing their procedures for conducting post-tenure reviews. Reviewed and approved all post-tenure review plans on behalf of the EVPP and initiated a process to annually collect data to monitor and report results of the process to the Board of Regents.
- Established and chaired a committee to revise the Faculty Sabbatical Leave and Single Semester Leave policies in order to make both congruent with the conversion to semesters. Implemented new strategies to increase the number of faculty taking advantage of these opportunities for professional renewal. Collaborated with deans to establish and administer the \$1.5 million sabbatical salary supplement fund. This new program led to a 20 percent increase in the number of faculty taking sabbaticals.
- Initiated an annual grant writing workshop series targeted to new and senior faculty, post-docs, and senior graduate students.
- Initiated an annual workshop for tenured and tenure-track faculty entitled, “Demystifying the Promotion and Tenure Process.”
- Initiated a New Faculty Orientation Program.
- Partnered with the Vice President for Human Resources to obtain a \$600,000 grant from the Bush Foundation to support the second phase of our faculty development initiative.
- Provided oversight for the \$1.2 million Faculty of Color Bridge Fund, designed to assist colleges in hiring faculty of color. Initiated the President’s Postdoctoral Fellowship for Academic Diversity Program, designed to increase the number of people of color in the pipeline for tenure-track positions.
- Charged a joint Faculty Senate/Administrative Working Group on Faculty Development that resulted in an internal study and the publication of a book aimed at assisting academic leaders facilitating their faculty research productivity.
- Served as a founding member and chair of the Board of the Agricultural and Food Sciences Academy, a charter school.

Assistant Vice President for Academic Affairs

University of Minnesota, Twin Cities

1996-97

**Assistant to the Associate Vice President for Multicultural Affairs
and Associate Provost**

University of Minnesota, Twin Cities

1994-96

These positions reported to the Associate Vice President for Multicultural and Academic Affairs. I had programmatic and budgetary responsibility for the recruitment and

retention of faculty of color, the President’s Distinguished Faculty Mentor Program, and the summer research experience program for students of color. Other specific responsibilities and accomplishments included:

- Chaired the Faculty of Color Development Task Force.
- Initiated and managed the President’s Faculty Multicultural Research Awards, which provided seed grants for junior faculty to conduct research on issues related to people of color.
- Co-created the Diversity through the Disciplines Forum, which provided a venue for recipients of the Multicultural Research Award to present the results of their scholarly work to the University community.
- Co-created the first national conference: “Keeping Our Faculties: The Recruitment and Retention of Faculty of Color in Higher Education.”
- Co-wrote a proposal to the Bush Foundation and obtained a \$750,000 grant to create the “Community of Scholars Program,” designed to build a sense of community among graduate and professional students of color.
- Provided oversight to the Students of Color Scholarship Selection Committee.
- Co-chaired the U2000 Scholarship Selection Committee.
- Implemented the Kirby Puckett Scholarship Program.

**Director, President’s Distinguished Faculty Mentor Program (PDFMP)
University of Minnesota, Twin Cities
1986-97**

This was a 25-percent time commitment and my first administrative appointment. The President charged me with creating a mentoring program for high-ability students of color as a means of increasing their recruitment and retention. Specific responsibilities included:

- Hiring staff
- Recruiting distinguished faculty as mentors
- Training faculty mentors and scholars
- Program assessment

This program continues to be very successful as a critical component of the University’s recruitment and retention efforts for students of color.

Education			
Ph.D.	University of Missouri	Crop Physiology	1978
M.S.	University of Georgia	Crop Physiology	1975
B.S.	Fort Valley State College	Agronomy	1973