

Vitae
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2005

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EDUCATION

UNIVERSITY OF KANSAS
Lawrence, Kansas
Ph.D., 1987, Major: Higher Education, Minor: Curriculum and Instruction

UNIVERSITY OF KANSAS
Lawrence, Kansas
M.S. Ed, 1983, Major: Higher Education

TABOR COLLEGE
Hillsboro, Kansas
B. A., 1981, Major: Education

EMPLOYMENT

1987 - Present	Director, Educational Opportunity Programs University of Kansas, School of Education Lawrence, Kansas
2000 – 2001	Interim Director, Institute for Educational Research and Public Service University of Kansas, School of Education Lawrence, Kansas
1987-1988	Academic Services Coordinator Upward Bound Program University of Kansas, School of Education Lawrence, Kansas
1984	Field Experience in Higher Education Adult Learning Resource Center University of Kansas Lawrence, Kansas
1980	Student Teaching McPherson High School McPherson, Kansas

- 1994 National Council of Educational Opportunity Associations Conference, Washington, D. C.
- 1994 Missouri-Kansas-Nebraska Chapter, Educational Opportunity Personnel Conference
- 1993 Mid-America Association of Educational Opportunity Program Personnel Conference (MAEOPP). The Abbey, Fontana, Wisconsin
- 1993 National Council of Educational Opportunity Associations Conference, Chicago, Illinois
- 1993 Missouri-Kansas-Nebraska Chapter, Educational Opportunity Personnel Conference
- 1992 Mid-America Association of Educational Opportunity Program Personnel Conference (MAEOPP). The Abbey, Fontana, Wisconsin
- 1992 National Council of Educational Opportunity Associations Conference, Washington, D.C.
- 1992 National TRIO Training Workshop. Washington, D.C.
- 1992 Missouri-Kansas-Nebraska Chapter, Educational Opportunity Personnel Conference
- 1991 Mid-America Association of Educational Opportunity Program Personnel Conference (MAEOPP). The Abbey, Fontana, Wisconsin
- 1991 National Council of Educational Opportunity Associations Conference, Tampa, Florida
- 1991 Missouri-Kansas-Nebraska Chapter, Educational Opportunity Personnel Conference
- 1990 Mid-America Association of Educational Opportunity Program Personnel Conference (MAEOPP). The Abbey, Fontana, Wisconsin
- 1990 National Council of Educational Opportunity Associations Conference, Washington, D.C.
- 1990 Missouri-Kansas-Nebraska Chapter, Educational Opportunity Personnel Conference
- 1989 Mid-America Association of Educational Opportunity Program Personnel Conference (MAEOPP). The Abbey, Fontana, Wisconsin
- 1989 Missouri-Kansas-Nebraska Chapter, Educational Opportunity Personnel Conference
- 1989 Association of Teacher Educators of Kansas State Organizational Meeting, Wichita, Kansas
- 1989 Kansas Future Educators of America Conference, Wichita, Kansas
- 1989 Education for Namibians Workshop, Institute of International Education, New York
- 1989 Status of Minorities In Education: Elementary, Secondary and Post-Secondary Conference
- 1988 National Council of Educational Opportunity Associations Conference, Washington, D.C.
- 1988 Mid-America Association of Educational Opportunity Program Personnel Conference (MAEOPP). The Abbey, Fontana, Wisconsin
- 1988 Missouri-Kansas-Nebraska Chapter, Educational Opportunity Personnel Conference

- 1988 Association of Teacher Educators of Kansas State Organizational Meeting, Salina, Kansas
- 1987 National Council of Educational Opportunity Associations (NCEOA) Staff Training Conference. The Abbey, Fontana, Wisconsin
- 1987 Missouri-Kansas-Nebraska Chapter, Educational Opportunity Personnel Conference
- 1987 Affirmative Action Workshop, "Search, Screening, and Selection," Office of Affirmative Action. University of Kansas, Lawrence, Kansas
- 1987 The College Motivational Program, The Economic Opportunity Foundation and the University of Kansas Office of Admissions
- 1987 Mid-America Association of Educational Opportunity Program Personnel Conference (MAEOPP). The Abbey, Fontana, Wisconsin
- 1987 Grant Proposal and Budget Development Seminar. University of Kansas Office of Research Support and Grants Administration, Lawrence, Kansas

FUNDED SPONSORED RESEARCH AND TRAINING

2005 – 2011	GEAR UP Washington Cluster	\$1,828,800
1999 – 2004	GEAR UP Project U.S. Department of Education	\$1,248,000
1998 - 2003	University of Kansas Educational Opportunity Center U.S. Department of Education	\$1,045,000
1998 – 2002	University of Kansas Educational Talent Search U.S. Department of Education	\$1,408,000
2001 – 2006	University of Kansas Upward Bound U.S. Department of Education	\$1,700,000
2001 - 2005	University of Kansas Math & Science Center U.S. Department of Education	\$ 1,025,200
1999 – 2002	University of Kansas Ronald E. McNair Post-Baccalaureate Achievement Program U.S. Department of Education	\$986,172
1999 - 2003	University of Kansas Veterans Upward Bound U.S. Department of Education	\$ 1,100,000
1995 - 2000	University of Kansas Upward Bound U.S. Department of Education	\$1,600,000
1995 - 2000	University of Kansas Math & Science Center U.S. Department of Education	\$1,100,000
1994 - 1998	University of Kansas Talent Search U.S. Department of Education	\$1,200,000

1994	University of Kansas Upward Bound Summer Food Program U.S. Department of Agriculture	\$2,456
1993	University of Kansas Upward Bound Summer Food Program U.S. Department of Agriculture	\$4,417
1992	University of Kansas Ronald E. McNair Post-Baccalaureate Achievement Program U.S. Department of Education	\$125,000
1992 - 1995	University of Kansas Upward Bound U.S. Department of Education	\$840,000
1992	University of Kansas Upward Bound Summer Food Program U.S. Department of Agriculture	\$5,218
1991 - 1994	University of Kansas Talent Search U.S. Department of Education	\$740,000
1991	University of Kansas Upward Bound Summer Food Program U.S. Department of Agriculture	\$2,025
1990	University of Kansas Upward Bound Summer Food Program U.S. Department of Agriculture	\$1,561
1989 - 1991	University of Kansas Upward Bound U.S. Department of Education	\$550,000
1988	University of Kansas Upward Bound U.S. Department of Education	\$161,000
1989	University of Kansas Upward Bound Summer Food Program U.S. Department of Agriculture	\$3,500
1988	University of Kansas Talent Search U.S. Department of Education	\$127,000
1988	University of Kansas Upward Bound Summer Food Program U.S. Department of Agriculture	\$3,000
1987	University of Kansas Upward Bound U.S. Department of Education	\$158,000
1987	University of Kansas Upward Bound Summer Food Program U.S. Department of Agriculture	\$2,500

SUPERVISORY AND PERSONNEL EXPERIENCE

- 1987 - Present Screened, Selected, Trained, Supervised and Evaluated Staff Consisting Of:
- 50 Full-time Staff Professionals
 - 6 Full-time Staff Paraprofessionals
 - 100 Public School Teachers/Tutors
 - 100 Summer School Teachers
 - 100 Summer Support Staff Members

- 20 Student Clerical Assistants

Budget Management:
Managed budgets totaling \$4,000,000 per year.

Program Administration:
Continue to manage program compliance with University, State and Federal grant guidelines and University Affirmative Action procedures.

HONORS AND AWARDS

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| 2004 | University of Kansas Unclassified Employee of The Year |
| 1992 | University of Kansas Mid-America Japan in Schools (MAJIS) Program Fellow. Participated in a study tour of Japan in July 1992. |
| 1992 | University of Kansas School of Education Achievement Award for Professional Staff. |
| 1990 | Workshop Panelist "Financing Your Education: Available Opportunities". Kansas African American Legislative Caucus Conference. Emporia State University. March 31, 1990. |
| 1990 | University of Kansas Chapter of Phi Delta Kappa Outstanding Educator. April 3, 1990. |
| 1987 | Phi Delta Kappa, University of Kansas. |
| 1980 | Recognition of Excellence, Division of Social Sciences. Tabor College, Hillsboro, Kansas. |
| 1980 | Academic Excellence, Associated Colleges of Central Kansas, Minority Council. |
| 1980 - 1981 | Outstanding Minority Scholar, Associated Colleges of Central Kansas. |
| 1980 | Dean's List, Highest Honor for Attaining 4.0 GPA, Fall Semester, 1980. |

RELATED COLLEGE ACTIVITIES

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| 1979 - 1980 | President, International Student Club. Tabor College, Hillsboro, Kansas. |
| 1980 | Treasurer, Minority Student Union Club. Tabor College, Hillsboro, Kansas. |

COMMUNITY AND CIVIC ACTIVITIES

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| 1998 - 1999 | Chair-Elect Sister Cities Advisory Board. Lawrence, Kansas. |
| 1994 - 2000 | Member of the Sister Cities Advisory Board. Lawrence, Kansas. |
| 1994 - 1998 | Member of Project Freedom Board of Directors. Lawrence, Kansas. |
| 1977 - 1979 | Big Brother/Big Sister Program. Hillsboro, Kansas. |

PROFESSIONAL ORGANIZATIONS AND ACTIVITIES

- 1999 Facilitator Talent Search Information Exchange, Council for Opportunity in Education Conference, San Antonio.
- 1999 - Present Trainer, ASPIRE Training Institute, Professional Development Training
- 1996 - 1998 Trainer, Training Academy On Reporting Excellence In Student And Project Performance (TARESPP), Creighton University, Omaha, Nebraska.
- 1995 - Present Member of the American Council on Education, Office of Minorities in Higher Education, Division of Governmental Relations Rapid Response Network
- 1992 - Present Member of the Board of Directors of the National Council of Educational Opportunity Associations Government Relations Committee
- 1992 - 1994 Chair, Council for the Recruitment and Retention of Ethnic Minority Students, School of Education, the University of Kansas
- 1992 - 1993 President, Missouri-Kansas-Nebraska Chapter, Mid-America Association of Educational Opportunity Program Personnel
- 1992 Spring Conference Chair, Missouri-Kansas-Nebraska Chapter, Mid-America Association of Educational Opportunity Personnel
- 1991-1993 Board of Directors, Mid-America Association of Educational Opportunity Program Personnel (MAEOPP).
- 1991 Research Representative to University of Kansas Phi Delta Kappa Chapter
- 1990 School of Education Resources Committee, University of Kansas
- 1989 State of Kansas Representative to Missouri-Kansas-Nebraska Chapter, Educational Opportunity Personnel Conference
- 1989 Think Tank Facilitator at 1989 Missouri-Kansas-Nebraska Chapter Educational Opportunity Personnel Conference.
- 1988-1996 School of Education Representative Association of Teacher Educators, University of Kansas.
- 1988-2001 Member of Minority Recruitment and Retention Committee, School of Education, University of Kansas.
- 1988 University of Kansas Black Faculty and Staff Executive Council Member
- 1987-Present Phi Delta Kappa
- 1987-Present Missouri-Kansas-Nebraska Chapter, Educational Opportunity Personnel member.
- 1987-Present Mid-America Association of Educational Opportunity Personnel member.

1987-Present Council for Opportunity in Education.

PUBLICATIONS

A Namibian Perspective of the Future of Education In Namibia: An Analysis of Current Thought From North America. International Microforms, University of Michigan, Ann Arbor, 1987.

Broadening Career Horizons for Students in At-Risk Environments. The Career Development Quarterly, Volume 47, Number 3, March 1999.

PAPERS PRESENTED

Broadening Career Horizons for 6th Grade Students in At-Risk Environments. Presented at the 104th Convention of the American Psychological Association. Toronto, Canada, August, 1996.

A Career Exploration Program with Upward Bound Students . Presented at the 104th Convention of the American Psychological Association. Toronto, Canada, August, 1996.

Encouraging Diversity in an Era of Rescission. Presented at the annual conference of the American Association of Colleges for Teacher Education (AACTE). Chicago, Illinois, February, 1996.

When Deserving Students No Longer Have a Shot at Educational Opportunity Because of Defunding. Presented at the Spring Conference of the Missouri, Kansas, and Nebraska Chapters of the Mid-America Educational Opportunity Program Personnel (MAEOPP), Kansas City, Missouri, April 18, 1995.

Namibian Education - Where Do We Go From Here? Presented at the Launching of the Namibian Students Association (U.S.A.). Dana College, Blair, Nebraska, March 22-24, 1991.

A Compendium of Programs to Assist Minority Students. Presented at the Status of Minorities In Education: Elementary, Secondary and Post-Secondary Conference, Kansas State University, April 2-3, 1989.

Education For Namibians. Presented at The Institute of International Education Workshop for Namibia, New York, January 27, 1989.