

Tonjanita (Tonja) L. Johnson, Ph.D.

EXECUTIVE PROFILE:

Strategic and visionary executive with more than 30 years of higher education experience, including two decades in senior and C-suite leadership roles across complex university systems and campus environments. Recognized for translating vision into action and leading transformative initiatives that advance academic excellence, institutional effectiveness, organizational performance, and long-term vitality. Brings a rare combination of enterprise perspective, political and institutional acumen, fiscal stewardship, entrepreneurial judgment, and deep understanding of the academic enterprise to navigate complexity, align diverse stakeholders, and position universities for emerging opportunities.

Broad executive expertise spanning strategic planning, academic and student affairs, organizational transformation, resource optimization, and large-scale capital initiatives. Builds high-performing teams by recruiting exceptional talent, developing future leaders, and creating cultures grounded in accountability, collaboration, innovation, and continuous improvement. Leverages data, analytics, and evidence-informed decision-making to strengthen performance, manage enterprise risk, improve operational agility, and promote long-term sustainability while advancing institutional priorities.

Student-centered, mission-driven leader who connects institutional strategy to the people and communities higher education serves. Deeply committed to student success, well-being, and economic mobility; faculty excellence and shared governance; transformative research; workforce and economic development; and meaningful university-community partnerships. An award-winning communicator and marketing strategist who leads with integrity, purpose, intellectual curiosity, collegiality, and humanity, bringing both rigor and humor to the work of leadership.

EDUCATIONAL BACKGROUND (Degrees & Certifications*)

Jackson State University, Jackson, Mississippi

Ph.D., Urban Higher Education, 2006

Dissertation: *University-Community Relationships: The Impact of Public Relations on Community Development, Citizen Involvement and Satisfaction*

The University of Alabama, Tuscaloosa, Alabama

Master of Arts (M.A.) in Communication, 1996

Field of Study: Advertising & Public Relations / Concentration: Integrated Marketing Communications

The University of Alabama, Tuscaloosa, Alabama

Bachelor of Arts (B.A.) in Communication, 1991

Major: Journalism (Editorial Sequence) Minor: English

CERTIFICATIONS:



Six Sigma Master Black Belt Certification, 2023

Completed progressive requirements in alignment with Council for Six Sigma Certification (C.S.S.C) and Educate 360 Certification—This credential demonstrates advanced expertise in enterprise-level strategic process improvement, change management, data-driven decision-making, and measurable performance enhancement.

Louisiana State University, Baton Rouge, Louisiana

Post-Baccalaureate Certificate in Construction Management, 2017

(LSU Bert S. Turner Department of Construction Management, College of Engineering)

LEADERSHIP EXPERIENCE

THE UNIVERSITY OF ALABAMA SYSTEM (2019-Present)

Tuscaloosa, AL

Senior Vice Chancellor for Academic and Student Affairs

Serves as the System's Chief Academic and Student Affairs Officer and primary executive liaison for institutional research, assessment, and continuous improvement across a three-campus research university system encompassing more than 71,500 students, 40,000 employees, and \$8.2 billion in annual revenues, including The University of Alabama, The University of Alabama at Birmingham and UAB Health System, and The University of Alabama in Huntsville. Provide systemwide leadership and strategic coordination with the Board of Trustees, Chancellor and System Administration, presidents, provosts, academic and student affairs leaders, faculty, researchers, and students.

CORE RESPONSIBILITIES

- **Executive Advising & Systemwide Academic and Student Affairs Leadership:** Serves as chief advisor to the Chancellor and senior System leadership on academic and student affairs strategy, policy, priorities, and emerging issues; provide executive leadership for systemwide academic planning, implementation, review, and continuous improvement.
- **Board Governance, Engagement & Education:** Serves as the primary System liaison to the Board of Trustees and its Academic Affairs and Student Affairs Committee, facilitating executive-level engagement on academic strategy, student success, institutional performance, policy, and other matters within the Committee's purview. Advise and support Board leadership in the consideration of academic and student affairs matters and develop educational sessions and strategic briefings to strengthen trustee understanding of institutional performance, emerging issues, and the evolving higher education landscape.
- **Academic Strategy, Student Success & Institutional Effectiveness:** Provides System-level leadership and coordination for academic program planning and review, student success, institutional effectiveness, accreditation support, institutional research and business intelligence, and academic, faculty, and student policy across the System's institutions.
- **Campus & System Leadership Engagement:** Engages presidents, provosts, and other cabinet-level campus officials on strategic issues and initiatives affecting the academic and student affairs enterprise, including academic programs and policy; faculty and student matters; state and federal compliance; institutional performance; and opportunities to strengthen academic operations and the student experience across the System.
- **Governmental, Policy & External Partnerships:** Represents the System in senior-level engagement with state agencies, education partners, and national higher education organizations. Serve as primary liaison to the Alabama Commission on Higher Education (ACHE), Alabama State Department of Education, National Association of Higher Education Systems (NASH), and other governmental and higher education entities on matters involving public policy, academic priorities, P-20 education, workforce alignment, research, and cross-sector collaboration.

SELECTED ACCOMPLISHMENTS & STRATEGIC INITIATIVES

Advancing Postsecondary Value, Career Outcomes & Student Mobility

- Launched the Systemwide **Metrics Academies**, in partnership with NASH and WestEd's Center for Economic Mobility, building campus capacity to leverage state and national labor-market and outcomes data to strengthen academic program relevance, student economic mobility, career outcomes, debt and return-on-investment analyses, and institutional decision-making.
- Served as executive sponsor for the System's participation in the **U.S. Census Bureau Postsecondary Employment Outcomes (PSEO)** initiative, establishing UA System institutions as the first Alabama campuses participating in the initiative and leveraging resulting data to support Systemwide postsecondary-value, advising, marketing, career-outcomes, and student-mobility strategies.

- Launched UA System campus participation in Alabama’s **AL ASSET (Advanced, Specialized, Skills, Education & Training) Initiative**, supporting development of stackable credentials and multidisciplinary degree pathways; UA System campuses developed and received the state’s first approvals for stackable credentials under the initiative.

Elevating Student Voice & Engagement in System Leadership

- Providing ongoing executive sponsorship and planning support for an annual **System Student Leadership Summit**, convened in conjunction with the November Board of Trustees meeting and bringing together SGA presidents and campus student-government cabinet leaders for leadership development, System engagement, and cross-campus collaboration.
- Established and facilitated annual strategic briefing sessions involving the chair and vice chair of the Board’s Academic Affairs and Student Affairs Committee, System SGA presidents, and campus vice presidents for student affairs to identify student priorities and challenges that can benefit from System- and Board-level attention and support.

Advancing Artificial Intelligence Strategy & Collaboration

- Served as a System sponsor and planning leader, in partnership with ACHE and campus leadership, for Alabama’s inaugural **AI Exchange**, growing participation from more than 150 attendees at UAH in 2024 to more than 470 registrants at UA in 2025.
- Selected to serve on the **NASH AI Advisory Board**, contributing to national efforts involving AI readiness, workforce alignment, innovation, and the responsible integration of AI into student success and advising across public higher education systems.

Strengthening Board Governance & Trustee Education

- Developed and delivered strategic Board education sessions addressing significant and emerging higher education issues, including *Prospective Student Perceptions of UA System Institutions*; *National Academies and Leading Faculty Honors*; *Understanding the System’s Academic Enterprise*; *Innovations and Curricular Changes in General Education*; *Accreditation and Reaffirmation*; *Test-Optional Admissions*; *Reducing Time to Degree*; and *Enrollment Trends and Projections*, among others.

Expanding Data Analytics, Business Intelligence & Accountability

- Established enhanced System Analytics and Business Intelligence capacity, including creation of a dedicated leadership position and new approaches to data collection, analysis, and dissemination to support strategic planning and executive decision-making.
- Provided executive leadership for creation of the **UA System’s first Institutional Research Council** and development of more than **20 public-facing data dashboards**, expanding data transparency, accessibility, and evidence-informed decision-making across the System.
- Led development and implementation of a new electronic inventory and annual review and financial-accountability process for more than **130 System research centers and institutes** across the three campuses.
- Directed or provided executive oversight for Systemwide business intelligence studies, research reports, and white papers addressing issues including: *Time to Baccalaureate Degree*; *Test-Optional Admissions*; *UA System-HBCU Partnerships*; *Exclusively Online Students*; *Academic and Student Support Resources Across the System*; *Nursing and Teacher Education Programs*; *Transfer Students and Credit Transferability*; *Graduate Employment Outcomes*; and *Systemwide Employee Turnover*.

Strengthening Academic Quality, Innovation & Shared Capacity

- Guided the Systemwide academic enterprise through modified operations during the COVID-19 pandemic and facilitated the early and safe return to on-campus instruction.
- Guided System-level review and advocacy supporting significant general education/core curriculum modernization at the System’s flagship and health sciences/medical center universities.
- Negotiated Systemwide access to digital career-planning and graduate-outcomes resources for faculty, staff, students, administrators, and Board members, expanding tools available to support student and parent orientation, career advising, and post-graduation success.

THE UNIVERSITY OF TENNESSEE SYSTEM (2013-2019)

Knoxville, TN

Executive Vice President/Chief Operating Officer (2016-2019)

Served as the ranking vice president and chief administrative and operations officer for the University of Tennessee System, then encompassing more than 50,000 students, a \$2.5+ billion annual budget, campuses in Knoxville, Chattanooga, and Martin; the Health Science Center in Memphis; the Space Institute in Tullahoma; and statewide Institutes of Agriculture and Public Service. Through its land-grant mission and statewide institutes, UT maintained a presence in all 95 Tennessee counties and co-managed Oak Ridge National Laboratory through the UT-Battelle partnership.

SELECTED RESPONSIBILITIES & ACCOMPLISHMENTS:

- **Executive & Operational Leadership:** Provided executive oversight for major System functions during my tenure, including: Academic Affairs and Student Success; Capital Projects, Facilities, Real Property, and Space Management; Communications and Marketing; Human Resources; Institutional Research; Systemwide Strategic Planning; and Enterprise Risk Management. Routinely convened and presided over meetings of the President's staff and System executive leadership team in the President's absence and coordinated executive leadership retreats and strategic agendas.
- **Long-Range Financial Planning & Organizational Effectiveness:** Coordinated the President's Budget Advisory Group, established to address a projected **\$377 million funding shortfall by 2025**. Through Systemwide expenditure controls, strategic reallocations, efficiencies, and revenue-generation strategies, the projected gap was reduced to approximately **\$122 million within two years**.
- **Strategic Planning & Enterprise Risk Management:** Coordinated development, Board approval, implementation, and monitoring of the **2019-2025 UT System Strategic Plan**, including formation of five Systemwide strategic workgroups and established the System's first comprehensive **Enterprise Risk Management framework and risk register**, aligning strategic goals with institutional risks, threats, and opportunities.
- **Capital Planning, Facilities & State Investment:** Led annual campus and institute capital-budget hearings and development of five-year System capital outlay and maintenance priorities for submission to the State. Successfully advocated for competitive state funding totaling more than **\$242 million in capital outlay and nearly \$134 million in capital maintenance** over a three-year period, exclusive of institutionally funded capital projects.
- **Human Resources, Compensation & Executive Talent:** Served as the vice president of record for UT System Human Resources and principal System liaison to the State on HR matters from 2018-2019. Partnered with financial and compensation leadership to launch a comprehensive, multi-phase compensation study encompassing position descriptions, job families, peer institutions, market assessment, and pay and benefit gaps across the System. Worked directly with campus chancellors and HR leaders on implementation, faculty and staff engagement, and communication strategies regarding proposed compensation and structural changes.
- **Executive Compensation & Retention:** Collaborated with the System President, CFO, and institutional research leadership to develop an executive retention and incentive framework for campus chancellors and senior System officers.
- **Policy Governance:** Led the System's Senior Policy Group, comprising the CFO/Senior Vice President, General Counsel, Executive Director of Audit and Compliance, and other senior officials, with responsibility for executive review and final approval of University of Tennessee System policies.
- **Data Strategy & Institutional Intelligence:** Partnered with information technology, institutional research, and business intelligence leadership to initiate development of a consolidated data repository supporting expanded Systemwide data transparency, analytics, and visualization.
- **System-Campus Executive Coordination:** Worked with the President and CFO/Senior Vice President to establish regular strategy meetings with campus chancellors focused on issues of Systemwide significance, institutional priorities, and accountability for major strategic and Board initiatives.

Vice President for Communications & Marketing | 2013-2016

Served as the University of Tennessee System's chief communications and marketing officer and a member of the President's Cabinet, providing strategic communications counsel to the President and Board of Trustees and executive leadership for Systemwide internal and external communications, marketing and branding, public and media relations, crisis communications, digital strategy, and executive communications.

SELECTED RESPONSIBILITIES & ACCOMPLISHMENTS

- **Executive & Presidential Communications:** Served as chief communications advisor to the President, developing major presidential speeches, Board presentations and communications, executive talking points, institutional reports, and other communications for internal and external audiences.
- **Systemwide Branding & Identity:** Led the successful rebranding of UT System campuses and institutes, establishing new visual identities, logos, and brand guidelines while preserving the distinctive identities and missions of individual institutions and statewide entities.
- **Organizational Transformation:** Restructured the traditional System Public Relations Office into integrated Strategic Communications and Marketing/Branding functions supporting internal communications, external and media relations, marketing and creative services, video and photography, social media, digital communications, project management, and production of UT's Systemwide alumni magazine.
- **Statewide Visibility & Public Engagement:** Conceived and launched the System's first **State of the University** event, combining a capacity in-person audience with live digital distribution. Partnered with System Human Resources to establish the inaugural **President's Awards**, recognizing outstanding contributions of faculty and staff across the System. Both initiatives continued as recurring System traditions following my tenure.
- **Digital Strategy & Transparency:** Launched development of a new UT System website designed to increase public engagement, improve access to information, and expand transparency regarding Systemwide initiatives and operations.
- **Campus & Institute Collaboration:** Served as principal liaison to communications and marketing leaders across UT campuses and statewide institutes, coordinating System messaging and collaborative initiatives while respecting the distinctive identities and priorities of individual institutions. Established Systemwide professional-development opportunities and retreats for campus and institute communications leaders.
- **Governmental Relations, Advocacy & Stakeholder Engagement:** Partnered with the President's staff, Government Relations and Advocacy, and Development and Alumni Affairs/UT Foundation leadership to develop integrated communication strategies supporting institutional priorities, stakeholder engagement, public advocacy, and expansion of the University's advocacy network.
- **Crisis Management & Organizational Resilience:** Developed the System's first **Communications Continuity of Operations Plan** and **Systemwide Crisis Prevention and Management Plan**, establishing coordinated protocols for the System, campuses, and Board of Trustees.
- **Media Relations & Presidential Visibility:** Coordinated and participated in editorial board engagements with the President and members of the Board of Trustees across local and statewide media markets.

STATE UNIVERSITY OF NEW YORK AT STONY BROOK (2010-2013)

Stony Brook, NY (Long Island)

Chief Deputy to the President

Served as chief advisor and deputy to the President of Stony Brook University, then a nearly \$2 billion AAU research university with approximately 24,000 students and a major academic medical center. A member of the 64-campus State University of New York (SUNY) System, Stony Brook included its main academic campus; Stony Brook University Hospital and Health Sciences; locations in Manhattan, Southampton, and South Korea; and shared management responsibility for Brookhaven National Laboratory.

SELECTED RESPONSIBILITIES & ACCOMPLISHMENTS

- **Executive Leadership & Presidential Advising:** Served as a member of the University Council (President's Cabinet), working with the President, Provost, vice presidents, deans, and other senior leaders to develop and advance strategic and operational priorities. Represented the President with internal and external stakeholders as requested and provided executive coordination across matters requiring presidential engagement.
- **President's Office & Administrative Leadership:** Managed the general operations, staff, and budget of the Office of the President and provided direct executive oversight for five administrative and service functions

reporting through the office: Conferences and Special Events, Affirmative Action/Title IX, Employee Assistance Program, Ombuds Office, and Organizational Wellness/*Healthier U* initiatives.

- **Institutional Governance & Board Engagement:** Served as Secretary and University Coordinator for the **Stony Brook Council**, the gubernatorially appointed oversight and advisory body to the University and its President, coordinating Council engagement with university leadership and supporting matters requiring Council review and consideration.
- **Shared Governance, Faculty & Labor Engagement:** Engaged faculty governance and represented employee groups on institutional issues and served as administrative liaison to the **University Senate Administrative Review Committee** and Presidential Liaison to the **EAP Labor Management Advisory Committee**, working with faculty, staff, labor, and management representatives on organizational effectiveness, workplace issues, employee well-being, and institutional improvement.
- **Strategic & Facilities Planning:** Served on the executive committee guiding development of the University's strategic plan and facilities master plan and on the **Project 50 Forward Steering Committee**, a campuswide transformation initiative focused on operational excellence, academic strength, infrastructure, institutional growth, and Stony Brook's contribution to the economic vitality of New York State.
- **Budgetary & Fiscal Stewardship:** Managed the President's Office budget and served as an authorized signatory for State, Research Foundation, and Stony Brook Foundation accounts on behalf of the office. Provided executive budgetary oversight for five additional institutional units reporting directly through the President's Office.
- **Presidential & Institutional Communications:** Developed major presidential speeches, statements, talking points, Board and institutional reports, and other executive communications for internal and external audiences, including collaboration on the President's *State of the University Address* and regular reports to the University Senate and Stony Brook Council.
- **Organizational Health & Employee Well-Being:** Co-conceived and led implementation of **Healthier U**, a comprehensive presidential initiative leveraging the combined expertise and resources of Stony Brook University and Stony Brook Medicine to strengthen employee health and organizational well-being.
- **Leadership Development & Mentoring:** Created and implemented the **President's Office Executive Internship**, a full-time, paid postgraduate program providing structured exposure to senior-level university administration and culminating in an individualized capstone project aligned with the participant's professional interests.

MIDDLE TENNESSEE STATE UNIVERSITY (2008-2010)

Murfreesboro, TN

Associate Vice President for Marketing and Communications

Served as the cabinet-level chief communications and marketing officer for a comprehensive public university then enrolling more than 24,000 students, with a dual reporting relationship to the University President and Vice President for Development. Led an integrated communications and marketing enterprise during a period of significant institutional change and fiscal constraint, including transformation of the University's digital presence and development of communications strategies supporting institutional decision-making during the 2008 economic downturn.

SELECTED RESPONSIBILITIES & ACCOMPLISHMENTS

- **Executive Communications & Presidential Advising:** Served as chief communications advisor and speechwriter to the President and a member of the President's Cabinet and University Leadership Council, developing institutional communications for internal and external audiences and advising senior leadership on communications strategy.
- **Organizational Leadership:** Led the integration of university marketing, public relations, publications, media relations, web communications, printing, photography, and creative services in a newly created executive role; provided direct leadership for approximately **35 staff members** across multiple communications and service units and established an initial strategic framework for the University's integrated marketing and communications enterprise.
- **Digital Transformation & Student Recruitment:** Assumed responsibility for university website content and strategy from Information Technology and led transformation of a static institutional site into a modern, award-winning digital platform featuring daily content, an interactive campus tour, and enhanced recruitment and public-engagement capabilities.

- **Crisis, Fiscal & Change Communications:** Developed internal and external communications strategies supporting the President and University leadership through mid-year budget reversions, state funding reductions, and consequential campus budget decisions during the 2008 economic downturn.
- **Institutional Strategy & Change Management:** Served on the President's **Positioning the University for the Future Steering Committee**, supporting transparent communication surrounding institutional deliberations, recommendations, and resulting executive decisions.
- **Institutional Identity & Centennial Engagement:** Served on the University's Centennial Planning and Steering Committee, supporting broad engagement and communications surrounding the University's centennial celebration.

MISSISSIPPI VALLEY STATE UNIVERSITY (2001-2008)

Itta Bena, MS

Executive Assistant to the President & Associate Vice President for University Relations| 2007-2008

Chief of Staff/Executive Assistant to the President | 2002-2007

Promoted through increasingly responsible cabinet-level roles at this public Historically Black University, serving as a senior advisor to the President and coordinating the work of the University's Executive Staff. Managed President's Office operations, staff, budgets, executive appointments, and major presidential initiatives and later assumed expanded executive responsibility for University Relations when the long-serving vice president was appointed Interim President.

SELECTED RESPONSIBILITIES & ACCOMPLISHMENTS:

- **Executive & Presidential Leadership:** Coordinated activities of the President's Executive Staff, managed President's Office operations, and served as a senior advisor and representative of the President with internal and external constituencies. Developed major presidential speeches, talking points, institutional reports, and executive communications.
- **University Relations & External Engagement:** Provided executive oversight for University Relations, Public Relations, Development, Alumni Relations, and Public Broadcasting, including campus radio and television operations.
- **Federal Relations & Governmental Affairs:** Served as the University's **Federal Government Liaison**, coordinating development of the federal legislative agenda and engagement with federal officials and agencies to advance and protect institutional priorities, and ensured onsite, routine engagement with federal officials in Washington D.C.
- **State Budget Advocacy:** Represented the University before the **Mississippi Legislative Budget Committee**, successfully presenting the University's FY 2004-05 budget request in the President's absence.
- **Strategic Planning & Presidential Initiatives:** Served as a key member of the University's strategic planning process and led or coordinated major presidential and cross-institutional initiatives.
- **Accreditation, Institutional Effectiveness & Athletics Compliance:** Served as Chair of the Editorial Committee, Chief Report Writer, and member of the University's **SACSCOC Reaffirmation of Accreditation Steering Committee**, and as Co-Chair and Chief Report Writer for the **NCAA Athletics Self-Study and Certification Steering Committee**; both processes resulted in successful institutional outcomes with minimal recommendations.
- **Institutional & Grant Administration:** Provided executive oversight for the President's Office and Title III (Part A, Strengthening Institutions) Office, including staff, budgets, administrative operations, and institutional initiatives supported through federal capacity-building resources.

Director of Public Relations | 2001–2002

Served as the University's chief communications officer, leading public relations, media relations, institutional publications, executive communications, and marketing to prospective students, alumni, donors, government officials, and the broader public.

SELECTED ACCOMPLISHMENTS

- Led University public relations operations, including staff supervision, budget management, media relations, institutional publications, and executive communications.

- Developed speeches, talking points, media materials, and other communications for the President and senior University officials.
 - Led the development of award-winning student recruitment materials during a period in which University enrollment increased from approximately **2,600 to 4,000 students**.
 - Simultaneously assumed responsibilities as the President's Executive Assistant while continuing to lead Public Relations before promotion to the Chief of Staff/Executive Assistant to the President role.
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OTHER PROFESSIONAL EXPERIENCE

JESSE DUPLANTIS MINISTRIES | Destrehan, LA | 1998-1999

Graphic Artist / Copy Editor

Served as primary copy editor and contributing graphic artist for *Voice of the Covenant*, a full-color monthly magazine with circulation exceeding **325,000**. Designed magazine pages, advertisements, promotional materials, product packaging, and other organizational publications and consulted with organizational leadership on communications, marketing, and design needs.

THE ROYAL PEN | Destrehan, LA | 1996-2001

Communications Consultant / Freelance Writer

Provided independent communications consulting, freelance writing, ghostwriting, editing, and design services for nonprofit organizations, ministries, small businesses, and individuals. Developed media and promotional materials, publications, manuscripts, newsletters, advertisements, and other content for public distribution.

THE UNIVERSITY OF ALABAMA | Tuscaloosa, AL | 1993-1996

Communication Specialist

Developed and implemented public relations strategies for academic departments and programs across the humanities, fine arts, libraries, and interdisciplinary areas. Managed media relations, developed and pitched stories, produced news and feature content, and advised faculty and administrators on communications strategy, publications, and public engagement.

THE DECATUR DAILY | Decatur, AL | 1991-1993

News Reporter / Higher Education Reporter

Covered higher education, government, communities, and general news for a daily newspaper, with primary higher education reporting responsibilities encompassing public and private two- and four-year institutions across North Alabama. Reported on local, state, and national postsecondary education issues while managing daily deadlines, beat reporting, and feature assignments.

THE UNIVERSITY OF ALABAMA COLLEGE OF COMMUNICATION | Tuscaloosa, AL | Summers 1988-1991

Lab Instructor / Assistant Director, Multimedia Journalism Workshop

Taught journalism fundamentals to high school students participating in summer journalism programs, including reporting, interviewing, news and feature writing, sourcing content, editing, and publication development. Provided editorial guidance for *The First Edition*, the student-produced workshop publication.

OTHER ACADEMIC & PROFESSIONAL TRAINING EXPERIENCES

Harvard Institute for Educational Management (IEM)

Harvard Graduate School of Education, Harvard University | Cambridge, MA | 2008

Jake Ayers Institute for Research in Urban Higher Education — Research Fellow

Jackson State University | Jackson, MS | 2004–2006

CASE Summer Institute in Communications

University of Notre Dame | Notre Dame, IN | 1993

TEACHING EXPERIENCE/FACULTY APPOINTMENTS

University of Alabama, Tuscaloosa, AL (*Current Appt.*)

Graduate Faculty appointment in the *College of Education, Department of Educational Leadership, Policy, and Technology Studies* (Higher Education Administration)

- *Organizational Change in Higher Education* (AHE 640—Teaching in both the traditional Graduate and Executive Cohort doctoral programs)

Stony Brook University, Stony Brook, NY

Faculty appointment in the *School of Professional Development* Graduate Program in Higher Education

- *Leadership in Higher Education* (CEK 503)

Middle Tennessee State University, Murfreesboro, TN

Faculty appointment in the *College of Mass Communication*

- *Public Relations Communication* (PR3360)

Mississippi Valley State University, Itta Bena, MS

Faculty Appointment in the *Department of Mass Communication*

- *Principles of Public Relations* (MC/PR430)
- *Advanced Public Relations* (MC/PR 431)

Herzing University, New Orleans, LA

- *Introduction to Speech Communication* (SP101)

Choctaw County High School, Butler, AL

- English Composition (Ninth grade)
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EXECUTIVE/SENIOR LEADERSHIP HIRING & TALENT SEARCH EXPERIENCE

POSITION	ORGANIZATION	SYSTEM/CAMPUS	ROLE	DATE
Vice President for Research	University of Alabama at Birmingham	Campus	Search Committee Member	2026
Associate Vice Chancellor for Human Resources (CHRO)	University of Alabama System	System	Search Advisory Committee	2026
Provost	University of Alabama	Campus	Search Advisory Committee	2026
President	University of Alabama in Huntsville	Campus	Search Advisory Committee	2025-2026
President	University of Alabama	Campus	Search Advisory Committee	2024-2025
Assistant Vice Chancellor for System Analytics & Business Intelligence	University of Alabama System	System	Hiring Executive	2020
Executive Assistant to the President	University of Tennessee System	System	Chair, Search Advisory Committee	2017
Chief Financial Officer (CFO)	University of Tennessee System	System	Chair, Search Advisory Committee	2017

Vice President for Academic Affairs & Student Success	University of Tennessee System	System	Hiring Executive	2017
Assistant Vice President of Marketing	University of Tennessee System	System	Hiring Executive	2016
Vice President for Development and Alumni Affairs/President & CEO of the UT Foundation	University of Tennessee System/UT Foundation	System/Foundation	Search Committee	2014
Dean of the Graduate School	State University of New York at Stony Brook	Campus	Search Committee	2013
Chief Information Officer	State University of New York at Stony Brook	Campus	Search Committee	2013
Vice President for Strategic Initiatives	State University of New York at Stony Brook	Campus	Search Committee	2012
Director of Institutional Research and Analytical Studies	State University of New York at Stony Brook	Campus	Search Committee	2012
Vice President for Finance/Chief Budget Officer	State University of New York at Stony Brook	Campus	Search Committee	2012
Vice President for Research	State University of New York at Stony Brook	Campus	Search Committee	2011-12
Provost/Senior Vice President for Academic Affairs & Vice President for Brookhaven National Lab	State University of New York at Stony Brook/Brookhaven National Lab	Campus/BNL	Search Committee	2011
Vice President for Development/CEO of the Stony Brook Foundation	State University of New York at Stony Brook/Stony Brook Foundation	Campus/Foundation	Search Committee	2010
Provost	Middle Tennessee State University	Campus	Search Committee	2010
Director of Development	Middle Tennessee State University	Campus	Search Committee	2008

ACCREDITATION & INSTITUTIONAL SELF-STUDY EXPERIENCE

- **The University of Alabama System: System Accreditation Liaison | 2020-Present:** Serves as the System's principal to campus SACSCOC accreditation leaders across all UA System institutions, supporting System-level coordination and engagement on accreditation, reaffirmation, substantive change, and related institutional effectiveness matters.
- **Stony Brook University: Middle States Commission on Higher Education Self-Study | 2012-2013:** Served as Associate Chair of the Self-Study Planning Committee, member of the Self-Study Steering Committee, and Co-Chair of the Mission and Goals Working Group.
- **Stony Brook University: NCAA Division I Athletics Certification:** Appointed Chair of the Athletics Certification Self-Study Steering Committee; certification process subsequently postponed by the NCAA in 2011.
- **Mississippi Valley State University: SACSCOC Reaffirmation of Accreditation | 2001-2003:** Served as Chair of the Editorial Committee and member of the Self-Study Steering Committee, with significant responsibility for development and review of the institutional self-study.
- **Mississippi Valley State University: NCAA Athletics Self-Study & Certification | 2004-2006:** Served as Co-Chair of the Certification Steering Committee and Chief Report Writer.
- **Mississippi Valley State University: Quality Enhancement Plan | 2007-2008:** Served on the QEP Screening Committee.
- **Specialized & Professional Accreditation:** Participated in institutional review of self-study and accreditation materials involving programs accredited by NCATE, NASAD, ACBSP, CSWE, and ABET.

ACADEMIC & CIVIC LEADERSHIP DEVELOPMENT

Leadership Alabama

Statewide Leadership Program (2022-23, Class XXXII)

Leadership Knoxville

Knoxville, TN (Class of 2018)

The University of Tennessee Leadership Institute

Gatlinburg, TN (Class of 2015)

SUNY Academic Leadership Program

The State University of New York (SUNY)
Albany, NY (Class of 2012)

Passing the Torch: Executive Leadership Summit

Hampton University
Hampton, VA (2004)

Greenwood-Leflore Leadership Tomorrow Program

Class Vice President
Greenwood, MS (Class of 2003)

BOARDS, COMMUNITY ENGAGEMENT & PROFESSIONAL AFFILIATIONS

- **National Association of Higher Education Systems (NASH) AI Advisory Board**, supporting AI readiness, workforce alignment, and innovation across public higher education systems (Term: 2026-2027)
 - *Student Success & Advising Working Group* focusing on: How AI can be integrated into student success initiatives across systems, AI tools that enhance learning experiences, and equipping students with AI skills for post-graduation employment.
- **QuantHub Advisory Board**, Supports AI literacy and workforce development programs in K-12, higher education, industry and the economic development community (2024-Present)
- **Leadership Alabama Board of Directors** (2024-Present)/**Tuscaloosa-West AL Regional Council of Leadership Alabama**, Board Liaison (2023-present)
- **Stillman College Strategic Planning Committee**, Community Member (2022-2023)
- **Black Warrior Council, Scouting America, Whitney M. Young Awards Committee, Chair** (2022-Present)
- **Scouting America, National Service Territory (NST) 14 Inaugural Inclusion Functional Lead**—Territory included: Kentucky, Tennessee, Alabama, Mississippi, and Georgia (2021-2023)
- **Alabama Productivity Center Advisory Board** (2020-present)—APC Supports and advances organizational improvement and workforce development, innovation, and economic growth by providing education, training, and applied research in leadership, operations, and continuous improvement.
- **Council for Advancement and Support of Education (CASE) International Board of Trustees** (Board Term: 2018-2022):
 - Chair, Audit and Enterprise Risk Committee;
 - Member, Leadership/Governance Committee;
 - Member, Gift Acceptance Committee
- **University of Tennessee Graduate School of Medicine Board of Visitors** (2017-2019)
- **West High School Foundation Board of Directors** (2016-2019)
- **Executive Committee and Vice President of ScoutReach**, Great Smoky Mountain Council/Scouting America (2016-2019)
- **Women in Higher Education in Tennessee** (2015-2019)
- **Commissioner, CASE Commission for Communications and Marketing** (2014-2017)-- A national leadership commission that helps shape communications and marketing strategy, standards, and professional development for higher education institutions.
- **Historic Tennessee Theatre Foundation Board of Directors** (2014-2019)—The Tennessee Theatre is the State theatre of Tennessee.
 - Executive Board
 - Marketing Chair
- **Suffolk County Child Care Council Board of Directors**, Commack NY (2012-2013)-- A non-profit organization that serves Suffolk County, NY, providing childcare referral services, provider training, family support, and advocacy for quality early childhood education.
- **SBU Presidential Liaison to the Stony Brook Alumni Association Board of Directors** (2011-2013)
- **American Association of University Women**, national member (2011-present)
- **Editorial Freelancers Association**, member (2009-2013)
- **Women in Higher Education Mississippi Network**, Institutional Rep. (2003-2008)
- **Greenwood-Leflore County Chamber of Commerce**, member (2002-2008)
- **Young Life, Delta Urban Chapter**, Committee Member (2004-2007)
- **National Association of Presidential Assistants in Higher Education**, member (2004-2008, 2011-2013)

- **HOB Child Development Center**, Board Member/PTO President (2003-2006)
- **Greenwood-Leflore County Chamber Choices Program Committee**, Chair (2003)
- **University of Alabama Library Leadership Board**, Charter member (1999-Present)
- **Delta Sigma Theta Sorority, Inc.**

COMMITTEE ASSIGNMENTS & UNIVERSITY SERVICE

- University of Alabama System Policy Committee (2024-Present)
- University of Alabama Freedom of Speech & Civil Discourse Committee and First Amendment Subcommittee, (2024-2026)
- University of Alabama NSF Accelerate Research Translation Program Advisory Group, Principal Investigator Dr. Nghia Chiem (2023-2025)
- Oakley Society Mentor, The University of Alabama College of Communication & Information Sciences (2021-2023)
- Alabama Council of University Chief Academic Officers (CUCAO), member (2020-Present)
- Alabama Council of Graduate Deans (ACGD), member (2020-Present)
- State of Alabama Reciprocity Committee-Education, UA System Representative (2020-Present); Reciprocity Committee Vice Chair (2025-Present)
- Alabama Articulation and General Studies/Alabama Transfers Committee (2020-Present):
 - *Current Subcommittee Membership*: ACHIEVE Conference Subcommittee, Advanced Placement (AP) Credit Subcommittee, and the AGSC Succession Planning Subcommittee
 - *Previous Subcommittee Membership*: Meta Majors-General Education, Area I-IV Recommendation Subcommittee
- State University of New York (SUNY) Hispanic Leadership Institute Mentor (CY 2020)
- Faculty for the CASE Management and Leadership Institute (2017-18)
- Faculty for the CASE Institute for Senior Communications and Marketing Professionals (2016, Scottsdale, AZ)
- UT Women in Leadership Conference Advisory Board (2016)
- University of Tennessee at Chattanooga Vice Chancellor for Communications and Marketing Search Committee (2015)
- CASE/Simpson Scarborough Scholars Review Panel (2014-2017)
- University of Tennessee President's Budget Advisory Group, Coordinator (2014-2019)
- UT Eugenia Williams Property Ad hoc Review Committee (2014)
- University of Tennessee Statewide IT Committee member/Chair, UT Communications and Marketing Community of Practice (2013-15)
- Oak Ridge National Lab (ORNL) VOIP Project Review Committee (2013)
- SBU Media Manager Search Committee (2010-11)
- Co-staff the UT Board of Trustees Advancement and Public Affairs Committee (2013-2019)
- SBU Shared Services Campus Liaison to the Central Administration of the State University of New York (2012-2013)
- Administrative Liaison to the SBU University Senate Administrative Review Committee (2012-2013)
- SBU Presidential Commencement Committee, Coordinator (2012-2013)
- Sr. Project Liaison, SBU Title IX Assessment and Executive Training Project (2012-2013)
- Stony Brook University/American Association of University Women (AAUW) *Elect Her Campus Women Win* Planning Committee (2011-2013)
- SBU Intercollegiate Athletics Board (2010-2013)
- SBU Athletics Core Compliance Subcommittee, Chair (2010-2013)
- Secretary and University Coordinator for the Stony Brook Council (2010-2013)
- Member of the Stony Brook University President's University Council (2010-2013)
- SBU Strategic Plan Executive Committee (2010-2013)
- Stony Brook Healthier U. Advisory Committee (2010-2013)

- SBU Presidential Liaison to the Employee Assistance Program (EAP) Labor Management Advisory Committee (2010-2013)
- SBU Presidential Liaison for the ADA Advisory Council (2010-2013)
- SBU Facilities Master Plan Executive Committee (2010-2013)
- SBU Project 50 Forward Steering Committee (2010-2013)
- MTSU Centennial Celebration Executive Committee (2009-2010)
- MTSU Centennial Celebration Planning Committee, Web & Communication Subcommittee, chair (2009-2010)
- MTSU Web site Redesign Committee (2009-2010)
- MTSU Ad hoc Committee to Study Online Catalog Delivery (2009)
- MTSU Multicultural Caucus Committee (2009)
- MTSU Organizational Development Steering Committee, President's Liaison (2008-2009)
- MTSU University Relations Committee (2008-2010)
- MTSU Administrative Computing Committee (2008-2010)
- MTSU Virtual Campus Tour Committee, Development & University Relations Rep (2008-2009)
- Member of the MTSU President's Cabinet and the University Leadership Council (2008-2010)
- Mississippi Association of Colleges and Universities (MAC) Alumni and Development Committee, Section Chair (2007-2008)
- MTSU Association of Faculty & Administrative Women, member (2008)
- Phi Kappa Phi Honor Society, member (inducted 2006)
- MVSU Technology Committee (2006)
- MVSU Media Advisory and Planning Board (2005)
- MVSU Special Occasions Committee (2003-2008)
- MVSU Customer Service Committee (2002-2005)
 - MVSU Marketing and Publications Committee, member (2001-2008)
 - MVSU Committee on Committees, Co-chair (2002-2008)
 - MVSU Staff Council, Administrative Professionals Representative (2001)
 - MVSU ADA Advisory Board/Emergency Task Force, member (2001-2003)
 - MVSU Enrollment Management Committee (2001-2008)
 - University of Alabama (UA) Professional Staff Committee, member (1996)
 - University of Alabama (UA) Media Planning Board, member (1993-1996)
 - Tuscaloosa MLK/Unity Day Committee, member (1994-1996)
 - University of Alabama Sakura Festival Committee (1994, 1996)
 - University of Alabama Women's Center Program Committee, member (1994-1996)
 - UA Libraries' Two-Millionth Volume Celebration Steering Committee (1994-1995)
 - UA Libraries' Special Collections Committee (1994)

INVITED PRESENTATIONS AND SPEAKING ENGAGEMENTS

PROFESSIONAL/ACADEMIC/CONFERENCE PRESENTATIONS:

- **Alumni Panelist**, Multimedia Journalism Workshop (MJW), Theme: *The Right to Write*, The University of Alabama College of Communication & Information Sciences, June 2026.
- **UA Spring Cohort Speaker**, SEC Academic Leadership Development Program (ALDP is *designed to prepare and advance academic leaders for roles in SEC institutions and beyond*), March 2026
- **Program Moderator**, "UA Legends Live: A Conversation on Leadership", sponsored by UA Student Government Association to connect students with alumni, March 2026
- **Hot Topics Facilitator**, 3rd Annual Blazing Hot Topics Networking Dinner, The University of Alabama at Birmingham, October 2025

Table topics developed and facilitated:

- *"Friend, Foe or Fundamental Skill: The AI Reality Check for College Learning"*
- *"Beyond the Paycheck: Is College Still Worth It — and What Does 'Worth It' Even Mean?"*

- **Panelist**, 40th Anniversary: University of Alabama Multimedia Journalism Workshop, UA College of Communication & Information Sciences, June 2024
- **Session Moderator**, “Understanding Student Transfer: Moving from Anecdotes to Evidence”, Alabama Transfer ACHIEVE Conference, University of South Alabama, Mobile, AL, March 2024
- **Conference Paper Presentation**--“Academic Alacrity: Points of View and Déjà vu”, National Association of African American Studies and Affiliates (NAAAS), Austin, TX, February 2024.
- **Guest Speaker**, “Leadership that is True to You”, University Programs “Food for Thought” Leadership Series, The University of Alabama, September 2023
- **Keynote Speaker**, 2023 Spring Convocation, “This is No Time for Quiet Quitting”, Stillman College, Tuscaloosa, AL, January 2023
- **Guest Speaker**, Booker T. Washington Leadership Institute, “Women of Color in Leadership”, Tuskegee University, March 2022
- **Panelist**, “Feast & Famine: Women 50+ as Coveted Consumer vs. Overlooked Senior Talent”, Public Relations and Communications Association (PRCA) International Conference, June 2021
- **Invited Speaker**, “Advancing in Advancement: Personal and Professional Observations on Place, Purpose and Power”, Office of Advancement and Alumni Relations, California Institute of Technology (Caltech), May 2021
- **Keynote Speaker**, Nyansapo Kente Robing Ceremony, The University of Alabama, April 2021
- **Invited Panelist**, “IDEA: From Higher Education to Higher Performance in Industries” virtual forum. The University of Florida, March 2021
- **University Guest Leader**, University of Tennessee Haslam College of Business Staff Professional Development Lunch & Learn, Knoxville, TN, April 2019
- **Keynote Speaker**, “Must Everything Be So Hard: Simplifying Your Leadership Approach in Complex Times”, Women in Higher Education in Tennessee 38th Annual Conference, Smyrna, TN, October 2018
- **Keynote Speaker**, “Peeling the ‘S’ from Your Chest: Fueling Your Purpose from the Power Within”, 2018 University of Tennessee Conference for Women in Leadership, Murfreesboro, TN, June 2018
- **Keynote Speaker**, “It’s My Bone, A Second Helping: Investing in Yourself and Owning What’s Yours”, University of Tennessee Institute of Agriculture Employee Luncheon, Knoxville, TN, November 2017
- **CASE Institute Faculty Presentation**, “Developing Your Management and Leadership Story,” Chicago, IL, October 2017
- **Executive Panelist**, Inclusion by Design Executive Leadership Program, Urban League of Greater Chattanooga, Inc., October 2017
- **Keynote Speaker**, “It’s My Bone: Investing in Yourself and Owning What’s Yours”, UT Administrative Professionals Retreat, November 2016
- **Guest Lecturer**, Seniors for Creative Learning, “Social Media for Seniors”, UT Professional and Personal Development Program, Knoxville, TN, September 2016
- **Keynote Speaker**, “A Change in the Weather: Creating a Personal Atmosphere for Success”, UT Conference for Women in Leadership, Murfreesboro, TN, June 2016
- **Keynote Speaker**, “A Woman on a Mission: On My Way with a Story to Tell”, Stony Brook University Women’s Leadership Symposium: Inspiration and Empowerment, Stony Brook, NY, March 2016
- **Featured Speaker**, “A Pinch of the Old, A Dash of the New: A Fresh Recipe for Interpersonal Communication”, University of Tennessee Women’s Club, Knoxville TN, March 2016
- **Featured Speaker**, “Dealing with Difficult People: A Matter of Discipline and Difference”, Stony Brook University Graduate School’s Practical Professional Skills Series, Stony Brook, NY, March 2016
- **Plenary Speaker**, “Social Media vs. Social Skills: Two Different Conversations”, 29th Annual Counseling and Treating People of Colour Conference, Mesa, AZ, November 2015
- **Keynote Speaker**, Administrative Professionals Day Luncheon, University of Tennessee Health Science Center, Memphis, TN, April 2015
- **Conference Session Facilitator and Co-Presenter** (Drummond, E. & Johnson, T.), “How to Deal with Difficult People: The Same Old Problem on a Whole New Level”, 28th Annual Counseling & Treating People of Colour Conference, New Orleans, LA, December 2014

- **Mistress of Ceremony**, 10th Anniversary Gala of the Jackson State University Executive Ph.D. Program, Jackson, MS, December 2014
- **Guest Lecturer**, University of Tennessee Multicultural Mentoring Program, October 2014
- **Moderator**, “College Completion: Women in Higher Education Moving the Needle”, Women in Higher Education in Tennessee 2014 Annual Conference, Murfreesboro, TN, October 2014.
- **Invited Panelist**, “Media Stereotypes and Women”, University of Tennessee College of Communication and Information, September 2014
- **Keynote Speaker**, “Navigating the Terrain: Expected Outcomes and Rewards”, Jackson State University Executive Ph.D., Cohort XI Orientation Luncheon, Jackson, MS, July 2014
- **Invited Panelist**, “System Communications and Marketing: Building a Program & Making Friends,” 2014 CASE University System Officers Symposium, July 2014
- **Keynote Speaker**, “Personal Branding and Leadership”, Multicultural Student Life Leadership Retreat, The University of Tennessee Knoxville, April 2014
- **Conference Speaker**, “Networking: Actively Investing in Yourself and Others”, Women in Higher Education in TN Regional Meeting, Pellissippi State Community College, April 2014
- **Co-Presenter** (Drummond, E. & Johnson, T.), “How to Deal with Difficult People”, 27th Annual Counseling & Treating People of Colour Conference, San Juan, Puerto Rico, December 2013
- **Keynote Speaker**, Jarvis Christian College Annual Honors Convocation, Hawkins, TX, April 2013
- **Guest Speaker**, “Dealing with Difficult People”, Black Faculty & Staff Association, The State University of New York at Stony Brook, March 2013
- **Panelist**, “Leading Ladies”, SBU National Residence Hall Honorary, The State University of New York at Stony Brook, March 2013
- **Conference Keynote Speaker**, “From Many Hats to a Suit of Clothes: The Sequel”, Annual Conference: The National Association of Presidential Assistants in Higher Education (NAPAHE), Washington D.C., March 2013
- **Conference Co-Presenter** (Drummond, E. & Johnson, T.), “How to Deal with Difficult People”, 26th Annual Counseling & Treating People of Colour Conference, San Diego, December 2012
- **Conference Speaker**, “Called to Excellence: How Personal Perspectives Impact Professional Performance”, 26th Annual Counseling & Treating People of Colour Conference, San Diego, November 2012
- **Convocation Keynote speaker**, School of Social Welfare Annual Convocation, The State University of New York at Stony Brook, May 2012
- **Conference Presenter**, “From Many Hats to a Suit of Clothes: Learning to Wear the Role of a Presidential Assistant”, The National Association of Presidential Assistants in Higher Education (NAPAHE), Los Angeles, CA, March 2012
- **Panelist**, “The Power of Giving”, Stony Brook University Office of Student Affairs Student/Faculty/Staff Retreat, Port Jefferson, NY, February 2012
- **Keynote Speaker**, Stony Brook University Multicultural Women’s Alliance Welcome Dinner, October 2011
- **Guest Lecturer**, Survey of Higher Education Administration Seminar, The State University of New York at Stony Brook, June 2011, September 2012
- **Strategy Speaker**, “Positioning the University for the Future”, Presentation to new members of the MTSU Foundation Board of Trustees, November 2009
- **Featured Conference Panelist**, “So You Want to Become a President or Senior Administrator”, National Conference on Race & Ethnicity in Higher Education (NCORE), San Diego, CA, May 2009
- **Moderator**, University of Alabama Multicultural Journalism Workshop Panel Discussion, Tuscaloosa, AL, July 2008
- **Keynote Speaker**, MVSU Sponsored Programs Awards Luncheon, Itta Bena, MS, October 2007
- **Conference Presenter** (Johnson, T. & Montgomery, D.), “Communicating Divas: Getting Your Message Across”, Women in Higher Education Mississippi Network, Mississippi University for Women, March 2007

- **Retreat Presentation**, “Worth More than Gold: Examining the Value of an Executive Assistant,” MVSU Executive Staff/Leadership Fellows Retreat, Olive Branch, MS, June 2006
- **Guest Lecturer**, “The Changing Role of Communication in the Workplace,” MVSU Senior Seminar, November 2005.
- **Retreat Presentation**, “Leadership: A Commonsense Approach,” MVSU Executive Staff Retreat, Tunica, MS, August 2005.
- **Research Paper Presentation**, “Collaboration of HBCUs in Community Development,” Jackson State University, April 2005.
- **Keynote Speaker**, UA Multimedia Journalism Workshop 20th Anniversary Program, University of Alabama, Tuscaloosa, AL, July 2003
- **Retreat Speaker**, “Dealing with the Media: Tips for Coaches & Athletics Personnel,” MVSU, July 2001
- **Guest Lecturer**, “Opportunities for College Students in Public Relations,” Senior Seminar, Mississippi Valley State University, September 2001
- **Summer Workshop Speaker**, “Selecting Sources and Conducting Media Interviews,” presented at the University of Alabama Multimedia Journalism Workshop, Summer 1993, 1994, 1995
- **Master’s Thesis Presentation**, “Integrated Marketing Communications Plan for Jack’s Family Restaurant,” Summer 1996
- **Corporate Project Marketing Presentation**, “Integrated Marketing Communications Proposal for Apple Computers, Inc.,” December 1993
- **Luncheon Speaker**, “A Newcomer’s Response to the Professional World of Communication,” Minorities in Communication at the Capstone Awards Luncheon, Tuscaloosa, AL, April 1993

SELECTED COMMUNITY PRESENTATIONS:

- **Black History Month Keynote Speaker**, “A Century of Black History Commemorations”, Morning Star Baptist Church, Butler, AL, February 2026
- **Speaker**, “Public Higher Education: A Jackson Family Legacy”, Choctaw County Historical Society, Mt. Sterling, AL, February 2025
- **Keynote Speaker**, Inclusive Knoxville Luncheon and Awards, “The Future of Work: The Impact of Inclusive Engagement in East Tennessee”, November 2019
- **Emcee and Keynote Speaker**, Rogersville “Best of the Best” Community Awards Ceremony, Rogersville, TN, July 2016
- **Keynote Speaker**, Sister-to-Sister Community Luncheon, Brentwood, NY, May 2013
- **Keynote Speaker**, 57th Annual Founder’s Day Luncheon for the National Council of Negro Women, Inc., Suffolk Section, Hauppauge, NY, October 2012
- **Guest Lecturer**, “A Faith Foundation for Professional Leadership”, The Academy of Religion and Leadership, Medford, NY, June 2012
- **Keynote Speaker**, “Women Who Rock”, St. Mark Remnant Ministries, Inc., Central Islip, NY, May 2012
- **Guest Lecturer**, “A Faith Foundation for Professional Leadership”, The Academy of Religion and Leadership, Medford, NY, May 2011
- **MLK Banquet Keynote Speaker**, “Reflect and Rejoice”, Lisman, AL, January 2010
- **Keynote Speaker**, United Baptist Church Women’s Conference, Cleveland, MS, October 2007
- **Baccalaureate Speaker**, St. Peter’s Rock Missionary Baptist Church, Cleveland, MS, May 2007
- **Keynote Speaker**, Central Mississippi, Inc., Head Start/Early Head Start Program Pre-Service Training Luncheon, Greenwood-Leflore Civic Center, September 2006
- **Guest Speaker**, “Getting Your Piece of the P.I.E.”, Delta Academy, Greenwood-Itta Bena Alumnae Chapter of Delta Sigma Theta Sorority, Inc., November 2005
- **Keynote Speaker**, The Greenwood Business & Professional Women’s Club, Annual Women of Achievement Banquet, October 2004

- **Keynote Speaker**, Central Mississippi, Inc., Community Action Agencies Month Banquet, Greenwood-Leflore Civic Center, May 2004
- **Keynote Speaker**, Delta Workforce Investment Area Summer SELECT Close-Out Program, Greenwood, MS, July 2003

AWARDS, HONORS & RECOGNITIONS

- Recognized as a **CASE Laureate** by the Council for Advancement and Support of Education for exemplary volunteer service (2024)
- **Outstanding Alumna**, Department of Journalism and Creative Media, University of Alabama College of Communication and Information Science (2021)
- **Whitney M. Young, Jr., Service Award**, Chehote Champions District of the Great Smoky Mountain Council BSA, Knoxville, TN (2020)
- Recognized by the America East Conference as one of nine member-institution honorees for Black History Month (2012)
- Suffolk County (NY) **Dr. Martin Luther King, Jr., Commission Public Service Award** (2012)
- **Distinguished Public Relations Alumna**, University of Alabama College of Communication and Information Science (2011)
- Tennessee College Public Relations Association (TCPRA) **Marketing and Communications Gold Award**—MTSU Website redesign/Virtual Tour (2010)
- University of Alabama Multicultural Journalism Program **Founders' Award** (2008)
- Inducted into **Phi Kappa Phi National Honor Society** (2006)
- **"Top 40 Women Under 40,"** *Mahogany Magazine*, Clarksdale, MS (2004 & 2005)
- **Jake Ayers Fellow**, Jackson State University, Jake Ayers Institute for Research in Urban Higher Education (2004-06)
- **Outstanding Community Service Award**, presented by Central Mississippi, Inc. (2004)
- **"Top 50 Business Women in the Delta,"** *Delta Business Journal*, Cleveland, MS (2002)
- Inducted into **Kappa Tau Alpha**, Journalism and Mass Communication Honor Society (1996)
- Inducted into **Alpha Epsilon Lambda**, Graduate/Professional Honor Society (1996)
- **Inez Kaiser Graduate Student Award** in Public Relations (1993)
- **Alabama Press Association News Writing Award** (1992)
- **Outstanding Service in Journalism Award**, University of Alabama (1991)
- Named a *New York Times Scholar*, The University of Alabama (1987)
- **Outstanding Journalist Award**, University of Alabama-MJW (1987)