



## SOUTH CAROLINA STATE UNIVERSITY

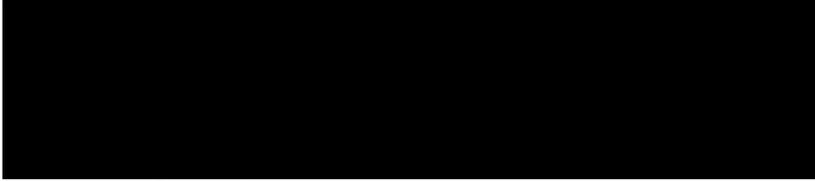
### PRESIDENTIAL SEARCH

#### Candidate Interview Schedule

**Candidate:** Leonard Anthony McIntyre **Date:** Tuesday, April 9, 2013

<i>Time</i>	<i>Session</i>	<i>Responsible Person(s)</i>
8:00a	Candidate arrives on campus	Greeted by Board/Search Committee Chair
8:30a – 10:30a	Interview	Board
10:30a – 10:45a	Free Time	
10:45a – Noon	Tour of campus and the Orangeburg community	Board/Search Committee Chair and a member of the Executive Committee
Noon – 1:30p	Lunch	Board
1:30 – 1:50p	Free Time	
2:00p – 3:00p	Open forum #1 for SCSU faculty, staff, and students	Introduction by Search Committee Chair
3:00p – 4:00p	Free Time	
4:00p – 5:00p	Open forum #2 for alumni and community persons	Introduction by Search Committee Chair
5:30p – 7:30p	Dinner /Exit Meeting	Board/Search Committee Chair and available Board member
8:00p	Candidate departs campus	





February 23, 2013

Chair,  
Office of Human Resource Management  
South Carolina State University  
300 College Street, NE  
Orangeburg, SC 29117

Dear Sir or Madam:

Please accept this letter as my official letter of intent to apply for the position of President at South Carolina State University as advertised on the university website. With this letter I am submitting a letter of interest, an updated vita, and references as required.

My academic preparation and training coupled with my professional background of experiences closely parallel those you seek for this position. I believe you will find that my credentials and qualifications uniquely qualify me to serve effectively in this capacity. Moreover, I attribute my success as a leader largely to my transformational and participatory leadership style. Of course, this merged with an ability to motivate and inspire those with whom I work to a team spirit should prove beneficial to South Carolina State University overall.

My career spans some 30 plus years as an educator and administrator at both the pre-k-12 and higher education levels. Although my vita will provide you with details regarding my educational and work experiences, please find in the following narrative a chronology of qualifications and experiences that I believe will serve me well in this position:

I received my undergraduate degree in Spanish education from Loyola University. After graduation from college, I began my teaching career at a high school in Orleans Parish Schools. I completed my Master's Degree from Tulane University in Spanish Literature and became certified as a Reading Specialist. I am a former language arts and foreign language teacher and have worked as a reading specialist, a curriculum supervisor, and a university instructor. Upon completing my doctorate in educational administration from Iowa State University, I became a school improvement specialist at the Iowa State Department of Education in Des Moines.

I, later, accepted a position with the Burlington Community School District in Southeast Iowa as Director of Secondary Education. After leaving Iowa, I served as Associate Superintendent for Curriculum and Instruction and Staff Development in Spartanburg School District #7 in South Carolina. While in this position, I completed post-doctoral leadership training at Harvard University.

In 1996, I became Superintendent of Schools in Hampton District 2. While there, I participated in Columbia University's leadership training for superintendents. From this position, I served as State Deputy Superintendent of Education in South Carolina for seven years. During this time, I completed leadership training at the Center for Creative Leadership in Greensboro, NC. In January 2005, I began my tenure as Dean of the College of Education, Humanities and Social Sciences at South Carolina State University. I served then and continue to serve as the Program Director for a \$18.5 million grant awarded to South Carolina State University entitled, "Textbooks and learning Materials Program (TLMP)," secured through the United States Agency for International Development (USAID). The TLMP is an agreement between SC State and USAID to develop, produce, publish and distribute 3.25 million high quality, culturally relevant, and research-based textbooks and other educational materials in Biology, Chemistry, Physics, and Mathematics for the United Republic of Tanzania (Mainland Tanzania and Zanzibar). Under my leadership over 2.8 textbooks and supplementary materials that are fully aligned with the Tanzania curriculum were developed, published and distributed to 2100 secondary schools in the United Republic of Tanzania.

In December 2007, I was appointed the Interim President of South Carolina State University and served until Dr. George Cooper was named the 10<sup>th</sup> President on July 16, 2008. At that time, I assumed the position of Interim Vice President for the Division of Research and Economic Development and Executive Director for 1890 Research and Extension and Special Assistant to the President for Transitional Strategies.

My three most recent job assignments have provided me with the kinds of higher education experiences that I believe are particularly well suited for the position of Interim President of South Carolina State University. Namely, the Dean of the College of Education, Humanities, and Social Sciences position, the Interim President of South Carolina State University position, and the Interim Vice President for Research and Economic Development position. I should like to share some of the highlights and accomplishments enjoyed and realized with each position.

### ***Dean, College of Education, Humanities, and Social Sciences***

I was most proud to serve as the first Dean of the newly restructured College of Education, Humanities and Social Sciences (CEHSS) at South Carolina State University. This reorganization fostered a symbiotic relationship and encouraged cross disciplinary initiatives and partnerships that afforded people with diverse perspectives, knowledge, and skills the opportunity to problem solve and address the complexities of academia. In my role, I was pleased to provide the leadership needed to achieve the College's goals and mission through a shared vision driven by a genuine regard for all faculty and students.

My first year was a phenomenal experience. Our faculty and students were engaged in conducting comprehensive and rigorous research that addressed the needs and problems of practice. They also participated in community service that promoted an appreciation and concern for human values, civic responsibility, and diversity. We continued to strive for excellence by improving the conditions for teaching and learning, thus establishing and sustaining a scholarly community of learners.

Our overarching challenge was to provide the richest educational experience possible to ensure that each student had the opportunity to self-actualize and realize his or her goals and aspirations. Toward this end, we worked individually and collectively to develop, authenticate, and maintain the best possible programs and services.

#### **Accomplishments as Dean**

- Represented the College at formal functions and in public relations efforts such as speaking engagements and outreach activities in the community
- Maintained operational procedures, rules, and standards relating to faculty and staff classification standards and the standards of accrediting bodies
- Provided planning, in conjunction with the chairpersons, for continuous evaluation and upgrading of the curriculum in the College in light of institutional objectives, contemporary educational trends, and the needs of students
- Prepared and monitored an annual budget for the College
- Conducted in-service training sessions on new and innovative methods of teaching, managing and supervising to insure the continued viability of the faculty and an effective management-accountability system within the College.
- Established short- and long-range plans for the unit
- Modeled scholarship by publishing and/or presenting papers regularly
- Communicated effectively with various constituencies, i.e., LEA's state departments of education, accrediting agencies, social service agencies, advisory councils, business groups
- Communicated expectations with regard to faculty growth and development.
- Allocated resources, i.e., clerical assistance, travel funds, equipment funds
- Recruited high-quality faculty who were dedicated to high academic standards
- Served on tenure and promotion committee
- Nurtured the academic growth and development of new faculty
- Facilitated development of SCSU Department of Education's Improvement Plan

- Published the first Newsletter for the newly organized CEHSS (College of Education, Humanities and Social Sciences)
- Developed Bridge Program to recruit and prepare high school students for teacher education program and helped students successfully matriculate through teacher education
- Established SCSU partnership with the Gullah Studies Institute at Penn Center
- Provided leadership and support in reopening the I. P. Stanback Museum and Planetarium

***Interim President, South Carolina State University***

Under my seven-month leadership experience as Interim President, the University achieved several outstanding accomplishments. The Bridge Project, for example, is an aggressive recruitment and retention program designed to encourage high school students to matriculate in the University's distinguished education program. The University was awarded several million dollars in grant funding, including a \$2.2 million National Science Foundation grant, to enhance the astronomy program. The University received its largest donation given by an alumni class, the Class of 1957, which contributed \$122,000 to fund teacher education and other programs. The University now offers select education graduate courses as a result of an agreement with SC State and Virtual Education Software, Inc., a leading producer in distance education courseware. The University instituted a Smoke-Free Campus Policy, creating a healthier living, learning, and working environment for students, faculty, and staff. Renovations transforming the dining area in Truth Hall to a food court and study area were completed, and bidding for the restoration of Lowman Hall began as well. The University also received its third Certificate of Achievement for Excellence in Financial Reporting.

While at the helm, the University continued to receive national recognition. The syndicated television talk show "Eye on America," hosted by Greg Gumbel, featured SC State as a 'Hidden Gem in Higher Education.' The Tom Joyner Foundation named SC State as its "School of the Month" for March 2008, and the University was one of five schools selected to host Tavis Smiley's Talented Tenth HBCU tour. The IP Stanback Museum on the campus of SC State University was selected to preserve memorabilia of legendary musician James Brown. The University, having the privilege to host the exhibition and have temporary possession of this collection, is attributed to my role and involvement with the James Brown Estate. In athletics, the SC State cheerleaders and men and women tennis teams captured MEAC championships.

During my term, I developed and instituted educational initiatives that are making significant contributions globally. As interim president, I spearheaded the African Education Initiative, a \$5 million grant, sponsored by the United States Agency for International Development (USAID). The initiative ensures that every student has access to textbooks by providing biology, science, and mathematics books to the government of Tanzania. I also developed a Memorandum of Understanding between the government of Zanzibar and the University. I participated in an invitation only Higher Education Summit for Global Development sponsored by the Department of State, the Department of Education, and USAID.

To address the recruitment, enrollment and retention concerns of the University, I established the Managing Student Growth Committee, a Presidential ad hoc group. The committee was charged with implementing a comprehensive plan to handle student enrollment issues such as sufficient faculty, classroom space, admissions standards, and programs and services. The committee was also responsible for targeted recruitment in areas of nursing, education, Honors Program, Spanish, and engineering. I participated in the initial work on the Gateway Program, an articulation

partnership between OC-Tech and SC State. A proposal to establish an Honors College was also presented.

My interim presidency was highlighted with visits from many state and international dignitaries, some of which the University honored for their achievements. For Fall 2008 Commencement Ceremony, I conferred honorary degrees upon Senate Finance Committee Chairman Hugh Leatherman, Sr. and S.C. Supreme Court Justice Donald Beatty. As a result of the University's relationship with Tanzania, I arranged for the President of Zanzibar, His Excellency Amani Abeid Karume, to speak at Spring 2008 Commencement Ceremony, and conferred an honorary degree upon His Excellency Amani Abeid Karume.

#### **Accomplishments as Interim President**

- Established the Managing Student Growth Committee
- Participated in TLMP Handing Over Ceremony, Zanzibar, Tanzania
- Commissioned Noel Levitz to do a study of SCSU's enrollment management
- Introduced the Virtual Education Software (VESI)
- Attended the Higher Education Summit for Global Development in Washington DC, hosted by Secretary of State Condoleezza Rice
- Attended the Higher Education Africa Education Initiative Conference in Ethiopia
- Hosted Tom Joyner "School of the Month"
- Participated in the "Eye on America" Segment
- Proposed a smoke-free campus policy
- Received approval from the Board for Bonus Incentive Plan for Faculty
- Invited and Hosted the President of Zanzibar as the Commencement Speaker
- Negotiated details of the Gateway Program with SCSU and OC-Tech
- Implemented Comprehensive Campus Safety Plan
- Redefined Role of College Summit
- Proposed Articulation Agreements with Two Year Institutions
- Developed Memorandum of Understanding with Tanzania
- Proposed two new majors (Communications and Land Surveying)
- Placed the Proposed Honor's College on Board Agenda
- Received Board's approval to increase pay for Adjunct Faculty
- Participated in negotiating contract with Nelligan Sports Marketing, Inc.
- Proposed and promoted internationalizing the University
- Attended and presented at the Annual Alumni Meeting
- Attended and presented at Alumni Chapter Meetings
- Secured the James Brown's holdings and signed agreement for preservation and exhibition in the I. P. Stanback Museum

#### ***Interim Vice President, Division of Research and Economic Development***

South Carolina State University's land grant mission of teaching, research, and service provides the basic foundation for the overall work of the Division, i.e., Research, 1890 Research and Extension, the University Transportation Center, and the Extension Outreach Research Development program. We embrace this mission as we seek to be accepted as a repository of research-based qualitative and quantitative information and data. SC State depends on a robust and growing innovative research endeavor as a means

to accomplish its aspiration to be recognized among the eminent public teaching and research universities in South Carolina, the nation and the world. Toward this end, we see a new, bold and aggressive research agenda strengthened by a collaborative and interdisciplinary focus. In addition, we see the infrastructure and capacity established to support this robust research agenda. I am proud of our inaugural issue of *PLENUM: South Carolina State University Journal of Interdisciplinary Studies*. I had the vision to conceive this project while serving as Dean and constituted a committee to see it through to fruition. I am also credited with being the driving force behind it. The journal seeks to provide a scholarly forum to publish interdisciplinary research and other scholarly works.

#### 1890 Programs

The 1890 Research Program offers opportunities for students, staff, and faculty to participate in organized research projects specifically designed to address quality of life issues and problems impacting negatively on rural and urban limited resource families in the State. The three cornerstones of the land-grant approach (teaching, research, and extension) have improved the economic well-being and quality of life for millions of Americans.

The 1890 Cooperative Extension Program component provides an outreach education/information delivery perspective to help rural urban limited-resource individuals and families improve their level and quality of living, and to help them achieve their goals through wise resource management. Extension field staff and specialists use a variety of educational methods—public presentations, demonstrations, publications, computer networks, satellite and video, newspapers, radio and television—to reach their audience.

My priority for the Division was to implement a marketing plan that would bring recognition to the University and the 1890 staff for their excellent work around the State of South Carolina. Another priority was to address construction projects such as Camp Daniels and the myriad of renovations that needed to be completed. Meetings took place with Facilities to initiate this important and long overdue work.

#### Economic Development/Special Projects

Economic Development was an area of the Division that was evolving as a result of a number of projects being initiated such as collaboratives, partnerships, and grants. In spite of the fact that we had not yet hired an economic development person, we were making some strides in this area. At the very least, we could assert that there were great potential and opportunities for generating revenue for the University. We developed a proposal for our involvement and inclusion in the Dubai Distribution Center. We hoped to position ourselves to support the global logistics triangle projects by providing knowledge-based and world class researchers in the logistics and transportation industries. SC State is a member of the Orangeburg Model County Initiative Group organized to identify, recruit and prepare citizens of Orangeburg for the new and emerging jobs that would result from economic development activities in the County. I served as a member of the Executive Committee and a representative of the University for The Center for Global Markets, a broad-based collaboration of Orangeburg County,

the local higher education institutions, Chambers of Commerce, local municipalities, the SC State Ports Authority, and other governmental agencies. Its purpose was to position the Orangeburg County region to be a highly competitive leader in addressing rapid growth and effectively managing economic opportunities. SC State was involved in other partnerships with the following: Bibliolife, to digitize library holdings prior to 1923 to place on the world market – looking for funding; DesignLine, to research control panel for more biomass fuel efficiency on electric buses – a \$30,000,000.00 project to put 100 electric buses on the streets to create jobs and stimulate the economy; Lockheed Martin and our Department of Education, to establish an International Center of Excellence for Research and Training in Teaching and Learning in Mathematics and Science – applying for a \$4,000,000.00 grant with IES; Clemson University, a Center for Resilient and Sustainable Mobility Systems to accommodate population growth, be safe, be energy efficient, have resilient infrastructure, and enhance economic development – earmark in stimulus money. Other projects are on the drawing board.

**Accomplishments as Interim Vice President**

- Establishing a robust, innovative research agenda for SCSU
- Implementing a research agenda with an interdisciplinary focus
- Increasing research capacity
- Building infrastructure to support the research agenda
- Renovated and opened two new research labs
- Creating partnerships
- Developed proposal for involvement and inclusion in Dubai Distribution Center.
- Received Board approval to implement the incentive Reward Program
- Received Board approval to implement the Bonus Pay Plan Program
- Monitoring and researching stimulus money and grant opportunities
- Increasing number of faculty participating in research initiatives
- Finalized Intellectual Property Policy
- Created form for use in documenting and apprising President of new partnerships and funding opportunities
- Partnership with Clemson to encourage switch grass farming along the I-95 Corridor to produce bio-diesel fuel
- Supporting research conducted at the Center for Energy Studies.
- Focusing on expanding research opportunities funded by the UTC (University Transportation Center)
- Facilitating and supervising work involved with requirements to begin vertical construction of the JECTURCC Research and Conference Center:
  - Water pressure
  - Traffic flow
  - Implementation plan
  - Construction Management Advisor (CMA)
- Applied to the DOT and received an extension of the JECUTC

- o Final touches had been made at the SCSU-Allendale Community Learning Resource Center
- o Served as Director of 1890 Research
- o Refined research application process
- o Initiated development of marketing plan to develop broader participation
- o Received approval for 1890 Facility Grant No-Cost Extension, which resulted in the saving of approximately 7 million dollars in Federal Funds.
- o Developed marketing plan to promote the activities and programs under 1890 Extension.

The Division of Research and Economic Development is home to other units as well. We have many activities that demonstrate our productivity and accomplishments that we cannot share with you here because of a concern for the length of this letter.. However, I welcome a chance to do so verbally, if given an opportunity.

During my short tenure as Interim Vice President of the Division of Research and Economic Development, I had a most rewarding experience in providing leadership to an outstanding group of professionals who clearly were committed to achieving the goals and fulfilling our division's mission through a shared vision.

I hope to have the privilege to continue to work on behalf of the University and its various publics and stakeholders. I have prepared a portfolio of career highlights and successes achieved during my tenure here at South Carolina State University to share with the committee. I believe you will find in it a progressive work history that supports and embraces the vision for the position of Interim President that will ready the University for the new, 11<sup>th</sup> permanent president of South Carolina State University.

I welcome the opportunity to meet with you to further share and discuss my qualifications and interest in the position. Your consideration of my application is appreciated.

Sincerely,



Leonard McIntyre, Ph.D.

# LEONARD ANTHONY MCINTYRE, Ph.D.

South Carolina State University



## Education

### **Iowa State University, Ames, IA, 1988**

Ph.D., Educational Administration

Dissertation Title: *The Effects of Performance Appraisal Training on the Skills and Confidence Levels of Teacher Evaluators and Trainers of Teacher Evaluators*

### **Tulane University, New Orleans, LA, 1981**

M.A.T., Spanish Literature; Reading Specialist

#### **Tulane University, Summer School Abroad, 1976**

Courses in Spanish and Education, CIAPA, Costa Rica, Central America

### **Loyola University, New Orleans, LA, 1976**

B.A., Spanish (Certification in Secondary Education)

#### **Loyola University Summer School Abroad, 1973**

Courses in Spanish, Ibero-Americana, Mexico City, Mexico

### **Alcee Fortier Senior High School, New Orleans, LA, 1972**

Academic Diploma

#### **Delgado Junior College, New Orleans, LA, 1970–1972**

Commercial Art Program, Co-op Student

## Post Doctoral /Leadership Institutes Completed

- ◆ Harvard Leadership Institute, Cambridge, MA
- ◆ Columbia Teacher's College Leadership Seminar, Columbia University, NY, NY.
- ◆ Progress Energy School Leadership Executive Institute; a partnership with Center for Creative Leadership, Greensboro, NC

## Certification and Endorsements

- ◆ Spanish Teacher, 7–12 (IA/LA)
- ◆ Reading Specialist, K–12 (LA)
- ◆ Administrator:
  - Principal, K–12 (IA)
  - Superintendent, K–12 (IA)
- ◆ Administrator:
  - Superintendent, Pre-K–12 (SC)

## **Professional Experience**

South Carolina State University, Orangeburg, SC

January 1, 2013-Present

### **Interim Dean of the College of Education, Humanities and Social Sciences**

- ◆ Serves as the chief administrative officer responsible for the administration of the College of Education, Humanities and Social Sciences
- ◆ Represents the College at formal functions and in public relations efforts such as speaking engagements and outreach activities in the community
- ◆ Maintains operational procedures, rules, and standards relating to faculty and staff classification standards and the standards of accrediting bodies
- ◆ Provides planning, in conjunction with the chairpersons, for continuous evaluation and upgrading of the curriculum in the College in light of institutional objectives, contemporary educational trends, and the needs of students
- ◆ Prepares and monitors an annual budget for the College
- ◆ Reviewed and took appropriate action on curricula and semester schedules of the departments within the College
- ◆ Conducts in-service training sessions on new and innovative methods of teaching, managing and supervising to insure the continued viability of the faculty and an effective management-accountability system within the College

South Carolina State University, Orangeburg, SC

October 1, 2005 – Present

### ***Director of the Textbooks and Learning Materials Program (TLMP)***

- ◆ Spearheaded the development of RFA to compete for TLMP, USAID funded grant
- ◆ Provide overall vision and leadership of TLMP
- ◆ Built and operationalized budget required to implement the program
- ◆ Facilitated the development, publishing, and distribution of 3.45 million secondary school textbooks in science and mathematics and other learning materials for United Republic of Tanzania
- ◆ Awarded \$18.5 million over 7 years by United States Agency for International development
- ◆ Developed and executed MOU's for International Partnerships with SUZA and Zanzibar Ministry of Education and Vocational Training
- ◆ Attended international summits, conferences and workshops to expose and showcase SC State's contribution to international development

South Carolina State University, Orangeburg, SC

October 1, 2009 – July 15, 2010

### ***Special Assistant to President for International Affairs and Director of the Textbooks and Learning Materials Program***

- ◆ Provides visionary leadership aimed at internationalizing the university
- ◆ Supports the development of the students, faculty, staff, and administrators, and to support the overall growth of the university
- ◆ Implements strategies and activities to advance the university's efforts to fulfill its mission to prepare students to compete successfully in a global society
- ◆ Develops overarching goals for International Affairs that will be addressed in the university's strategic plan and for accountability purposes

- ◆ Develops MOU's for international partnerships
- ◆ Offers junior year abroad programs
- ◆ Participates in developing recruitment strategies for targeted recruitment of international students and Hispanics in SC

**Accomplishments as Special Assistant to President for International Affairs**

- Assisted in coordinating HBCU China Summit with NAFEO
- Offered teach English in China program to SC State Students
- Pursued UNCFSB Faculty Fellows Program appointment for faculty
- Prepared to compete for Curriculum Development, Implementation and Sustainability Grants
- Coordinated completion of the APLU 1890 Survey for Internationalization
- Secured funding from BPIA to support study abroad opportunities for students
- Received funding from Jim Washington Scholarship Fund to support study abroad in Africa
- Attended the NAFSA Annual International Education Conference

**Accomplishments as Director of the Textbooks and Learning Materials Program**

- Established MOU with USAID and MOEVT Tanzania
- Participated in TLMP Accounting Systems Adequacy Traininig
- Participated in the Africa Educational Regional Education Workshop in Tanzania
- Hosted TLMP Appreciation Luncheon
- Program received Telly Award for "Best Film" on TLMP
- Received \$13,000,000 for TLMP Phase II

South Carolina State University, Orangeburg, SC July 16, 2008 – September 30, 2010  
***Interim Vice President for Research and Economic Development / Executive Director for 1890 Programs / Director of TLMP/ Special Assistant to the President for Transitional Strategies***

- ◆ Provided leadership and coordination in the development, implementation, operation and assessment of programs that supported creative scholarship.
- ◆ Provided support for innovative academic programs, extension/community service and sponsored research throughout the University.
- ◆ Ensured that the University's academic, research, extension, community outreach and economic development activities were administered in accordance with relevant State and Federal policies, rules and regulations with a view toward maximizing all state and federal resources to support the University's mission.

**Accomplishments as Interim Vice President**

Research

- Established a robust, innovative research agenda for SCSU
- Implemented a research agenda with an interdisciplinary focus
- Increased research capacity
- Built infrastructure to support research agenda

- Recruited human capital
- Expanded graduate program offerings
- Provided research incentives
- Created partnerships

#### Economic Development

- Developed proposal for involvement and inclusion in Dubai Distribution Center
- Member of the World Trade Park Education Center Trilateral Partnership Board (SCSU, Orangeburg County & The World Trade Center)
- Member of Orangeburg Model County Initiative (OMCI) Group to identify, recruit and prepare citizens of Orangeburg County for the new and emerging jobs that resulted from the economic development activities in the county.
- University representative for The Center for Global Markets (CGM)—a broad-based collaboration of Orangeburg County, the local higher education institutions, chambers of commerce, local municipalities, the SC World Trade Center, SC State Ports Authority, and other governmental agencies; Its purpose was to position the Orangeburg County region to be a highly competitive leader in addressing rapid growth and effecting managing economic opportunities.
- Positioned South Carolina State University to support the global logistics triangle projects by providing knowledge-based workers and world class researchers in the logistic and transportation industries
- Partnership with Bibliolife and SCSU to digitize library holdings prior to 1923 and TLMP textbooks to place on World Market.
- Partnership with Lockheed Martin and the Department of Education to establish an International Center for Research and Teacher Training in Mathematics and Science.

#### Office of Sponsored Programs

- Received Board approval to implement the incentive Reward Program
- Received Board approval to implement the Bonus Pay Plan Program
- Monitored and researched stimulus money and grant opportunities
- Increased number of faculty participating in research initiatives
- Developed capacity by providing training opportunities
- Finalized Intellectual Property policy
- Created form for use in documenting and apprising President of new partnerships and funding opportunities.

#### Transportation Center

- Partnership with Clemson to encourage switch grass farming along the I-95 Corridor to produce bio-diesel fuel.
- DesignLine USA- SCSU to conduct research and development efforts to increase efficiencies through development of an interactive vehicle Management Control System (MCS). This presented the opportunity for real time configuration of the vehicle and its propulsion system to create the most efficient vehicle at any given point while servicing a specific route.
- Supported research conducted at the Center for Energy Studies.
- South Carolina State Ports Authority- Tug and Towing Industry-

To increase the number of minority and women working in water transportation (Tug & towing industry). The S C Ports Authority became interested in the JECUTC providing opportunities for training capabilities, licensing, and recertification of personnel working in the tug and towing industry (tug boat crews and captains of vessels).

- Expanded research opportunities funded by the UTC (University Transportation Center).
- Facilitated and supervised work involved with requirements to begin vertical construction of the JECUTC Research and Conference Center.
  - a. Water pressure
  - b. Traffic flow
  - c. Implementation plan
  - d. Construction Management Advisor (CMA)
- Applied to the DOT and received an extension of the JECUTC

#### Extension Outreach Research Development

- SCSU/Allendale Community Learning Resource Center  
Final touches were made at the SCSU-Allendale Community Learning Resource Center. Library materials were delivered and computer set-up completed, including the loading of academic and career software for use by students, parents and community members.
- SCSU-Upward Bound Math and Science Center  
SCSU-UBMS engaged in planning activities necessary for the implementation of the UBMS six-week Summer Residential Academic Program. Approximately 50 high school students resided on campus and received intensive academic instruction in the areas of Math, Science, and English/Language Arts. They also participated in a variety of educational, cultural, and recreational activities, as well as, experienced all facets of campus life.
- SCSU-Educational Talent Search Project  
As a result of the approval for expansion, the ETS project embarked on a series of meetings with superintendents, principals and other pertinent staff at the six new program sites, to plan activities designed to create awareness of the program in the respective communities, recruited the students who participated in the program, and implemented project services.
- SCSU-Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP)  
The SCSU-GEAR UP project completed its Annual Performance Evaluation. The Project met all of its performance objectives. The objectives were in the areas of 1) Direct Services to Students; 2) Services to GEAR UP parents and the community; and 3) Professional Development Services to GEAR UP teachers and staff.

#### Evans-Allen Funded Research

- Served as Director
- Refined research application process
- Initiated development of marketing plan to develop broader participation
- Initiated work to establish an interdisciplinary research journal

#### 1890 Extension

- Provided leadership for the submission of 2009-2010 3,800,000.00 PSA State Budget.
- Reviewed and approved 1890 Facility Grant No-Cost Extension, which resulted in the saving of approximately 7 million dollars in Federal Funds

- Reviewed and approved for submission three external proposals, which resulted in over \$300,000.00 of additional funds for the program
- Provided leadership and reviewed USDA mandatory State Plan of Work for on time submission.
- Provided leadership for a very successful Management Control Review conducted by the Rural Business Development Division of USDA
- Developed marketing plan to promote the activities and programs under 1890 Extension.

South Carolina State University, Orangeburg, SC

December 2007–July 15, 2008

***Interim President / Director of TLMP***

- ◆ Developed objectives and organizational policies that determine responsibilities and procedures for achieving the University's mission.
- ◆ Coordinated with the vice presidents in the development of the University's annual operating budget and capital budget for submission to the Board of Trustees.
- ◆ Planned and developed public relations policies aimed at enhancing the University's image and relations with constituents.
- ◆ Promoted educational, research and public service objectives and policies of the University to appropriate constituents.
- ◆ Provided leadership in establishing operational procedures, ruling and standards relating to all facets of operating the University.
- ◆ Developed and maintained working relationships with the Commission on Higher Education, legislators, state officials, corporations, Counsel of Presidents, alumni, etc.

**Accomplishments as Interim President**

- Established the Managing Student Growth Committee
- TLMP Handing Over Ceremony, Zanzibar, Tanzania
- Commissioned Noel Levitz to do a study of SCSU's enrollment management
- Created BRIDGE Program designed to recruit and maintain Education majors
- Introduced the Virtual Education Software (VESI)
- Attended the Higher Education Summit for Global Development in Washington DC, hosted by Secretary of State Condoleezza Rice
- Attended the Higher Education Africa Education Initiative Conference in Ethiopia
- Hosted Tom Joyner School of the Month
- Participated in the "Eye on America" Segment
- Proposed a smoke-free campus policy
- Received approval from the Board for Bonus Incentive Plan for Faculty
- Invited and Hosted the President of Zanzibar as the Commencement Speaker
- Negotiated details of the Gateway Program with SCSU and OC-Tech
- Implemented Comprehensive Campus Safety Plan
- Proposed Articulation Agreements with Two Year Institutions
- Memorandum of Understanding with Tanzania
- Proposed two new majors (Communications and Land Surveying)
- Proposed increase in pay for Adjunct Faculty
- Participated in negotiating contract with Nelligan Sports Marketing, Inc.

- Proposed and promoted internationalizing the University
- Attended and presented at the Annual Alumni Meeting
- Attended and presented at four Alumni Chapter Meetings
- Secured the James Brown's holdings and signed agreement for preservation and exhibition in the I. P. Stanback Museum

South Carolina State University, Orangeburg, SC                      January 2005–December 2007

***Dean, College of Education, Humanities, and Social Sciences / Director of TLMP***

- ◆ Served as the chief administrative officer responsible for the administration of the College of Education, Humanities and Social Sciences
- ◆ Represented the College at formal functions and in public relations efforts such as speaking engagements and outreach activities in the community
- ◆ Maintained operational procedures, rules, and standards relating to faculty and staff classification standards and the standards of accrediting bodies
- ◆ Provided planning, in conjunction with the chairpersons, for continuous evaluation and upgrading of the curriculum in the College in light of institutional objectives, contemporary educational trends, and the needs of students
- ◆ Prepared and monitored an annual budget for the College
- ◆ Reviewed and took appropriate action on curricula and semester schedules of the departments within the College
- ◆ Conducted in-service training sessions on new and innovative methods of teaching, managing and supervising to insure the continued viability of the faculty and an effective management-accountability system within the College

**Accomplishments as Dean**

- Established short- and long-range plans for the unit
- Formulated feasible timetables for accomplishing tasks
- Managed the unit activities in a systematic manner
- Assessed the strengths and weaknesses of faculty in order to improve the unit's overall performance
- Modeled scholarship by publishing and/or presenting papers regularly
- Effectively forecasted future needs of the profession
- Communicated effectively with various constituencies, i.e., L.E.A.'s state departments of education, accrediting agencies, social service agencies, advisory councils, business groups
- Utilized effective techniques to manage conflicts
- Communicated expectations with regard to faculty growth and development
- Allocated resources, i.e., clerical assistance, travel funds, equipment funds.
- Bargained effectively with superiors for needed human and physical resources
- Systematically involved faculty in budget preparation and resource management
- Encouraged and provided support for writing proposals and obtaining grants.
- Facilitated the development and implementation of a unit affirmative action plan
- Maintained quality standards in the recommendations of individuals for tenure, dismissal, retention and promotion
- Recruited high-quality faculty who are dedicated to high academic standards.
- Nurtured the academic growth and development of new faculty
- Fostered high-quality admission and retention standards for both undergraduate and graduate students

- Facilitated development of SCSU Department of Education's Improvement Plan
- Published first Newsletter for the newly organized CEHSS (College of Education, Humanities and Social Sciences)
- Developed Bridge Program to recruit and prepare high school students for teacher education program and help students successfully matriculate through teacher education
- Secured funding for Bridge to provide financial assistance and support to ensure student success
- Established SCSU partnership with the Gullah Studies Institute at Penn Center
- Awarded TLMP, Cooperative Agreement funded by USAID for \$5 million

South Carolina State University, Orangeburg, SC

2005-2008

***Felton Laboratory School/Special School District***

***Superintendent***

- ◆ Provided leadership in developing and maintaining educational programs and services
- ◆ Assumed final responsibility for the selection, assignment, dismissal and evaluation of all personnel
- ◆ Supervised and directed principal through the Chair of the Department of Education
- ◆ Supervised the preparation and presentation of the annual budget
- ◆ Ensured professional development
- ◆ Initiated and guided the development of policies

South Carolina Department of Education, Columbia, SC

1998-2004

***State Deputy Superintendent of Education***

- ◆ Served as direct report to the State Superintendent, providing leadership and management assistance in the area of professional development, school quality and technology
- ◆ Developed policies and procedures in compliance with laws and regulations
- ◆ Directed and coordinated delivery of support services and technical assistance to agency offices, school districts and schools
- ◆ Represented the State Superintendent before legislative committees, the State Board of Education, national organizations, and other professional or governmental groups
- ◆ Provided a continuum of leadership development opportunities and services
- ◆ Implemented the vision, strategic aims and goals of the Department's Baldrige Strategic Plan

Allendale County School District, Allendale, SC

***State District Superintendent***

- ◆ Assumed the role of the superintendency after the South Carolina Department of Education assumed management of the district until a permanent superintendent was hired

- ◆ Carried out the roles and responsibilities of a district superintendent during this interim period (six months)

Hampton County School District 2, Estill, SC

1996–1998

***District Superintendent of Education***

- ◆ Served as chief executive officer of the Board and the administrative head of all facets of the school system
- ◆ Provided leadership in developing and maintaining educational programs and services
- ◆ Assumed final responsibility for the selection, assignment, dismissal and evaluation of all personnel
- ◆ Supervised and directed principals, teachers, secretaries, custodians, and other persons employed by the Board
- ◆ Supervised the preparation and presentation of the annual budget
- ◆ Maintained adequate records for the schools, including a system of financial accounts; business and property records; and personnel, school population and scholastic records
- ◆ Initiated and guided the development of policies
- ◆ Attended and participated in all meetings of the Board

Spartanburg County School District 7, Spartanburg, SC

1993–1996

***Associate Superintendent for Curriculum and Instruction and Staff Development***

- ◆ Designed a comprehensive staff development program.
- ◆ Addressed restructuring needs in the schools as they relate to the strategic plan and building goals — primary developmental models, junior high review for middle school consideration, and transition of high school general track to college and tech prep program of studies.
- ◆ Designed and implemented a plan to address K–12 comprehensive standards-based curriculum.
- ◆ Addressed achievement gaps in student performance in math and reading in comparison to socioeconomic status.
- ◆ Provided training to empower principals as instructional leaders
- ◆ Provided professional development and an evaluation program for assistant principals.
- ◆ Determined the design of a technology plan

*General Areas of Responsibility:*

- Home schooling
- Tech prep
- Occupational education
- Counseling services
- Parenting programs
- Accreditation
- School improvement
- Worked with Executive Director of Research, Planning, and Accountability
- Chapter One
- High Schools That Work (supervision of the project)
- Staff development
- Professional training for administrators
- Upward mobility training

- Accelerated schools (general supervision of administrators assigned to this pilot program)
- Affirmative action

*Grants Administered:*

- Chapter One
- Chapter Two
- Carl Perkins (general, gender equity)
- Boys and Girls Club
- DEMSEA
- Tech Prep Consortium
- High Schools That Work, Recycling Grant
- New Beginnings
- Cities in-Schools

Burlington Community School District, Burlington, IA

1990–1993

***Director of Secondary Education (Assistant Superintendent)***

- ◆ Administered and coordinated the secondary (6–12) educational programs through the building principals.
- ◆ Guided the development, implementation and evaluation of curriculum and instructional services.
- ◆ Conducted and coordinated district-wide research and testing for measuring the effectiveness of the total educational program.
- ◆ Assisted in the preparation of the budget.
- ◆ Monitored expenditures of instructional materials and activities.
- ◆ Attended board meetings
- ◆ Prepared reports for the board as needed.
- ◆ Assisted in the development of district policies and administrative rules.
- ◆ Served as multicultural, gender/race equity coordinator.
- ◆ Developed grant applications and end-of-year reports for at-risk dropout prevention, occupational education, Chapter II, and other program areas.
- ◆ Served as chair of district advisory committees in the areas of curriculum, needs assessment, human growth and development, multicultural, gender equity, career education and other advisory groups.
- ◆ Served as team member for collective bargaining
- ◆ Evaluated secondary principals
- ◆ Shared responsibility with the director of elementary education for summer school, staff development, personnel (recruitment and hiring), and the curriculum study and review process.

Bureau of School Administration and Accreditation, State Department of Education, Des Moines, IA

1988–1990

***Education Program Consultant/School Improvement Specialist***

- ◆ Assisted in implementing, administering, and monitoring the process for accrediting schools and school districts.
- ◆ Provided consultative and leadership services on the accreditation process;
- ◆ Conducted accreditation visits to assigned districts.
- ◆ Served as liaison between the State Department of Education and superintendents and nonpublic school administrators.

- ◆ Served as a contact and resource to all public and nonpublic schools, the area education agencies (AEAs) and others in assigned areas.
- ◆ Planned, organized and conducted workshops for new administrators.
- ◆ Assisted lay groups, administrators and board members in the process of seeking accreditation for their school.
- ◆ Provided services to school districts in the area of school improvement.
- ◆ Prepared annual reports
- ◆ Maintained records of all accredited and non-accredited schools.

Educational Administration Section, Department of Professional Studies in Education,  
Iowa State University, Ames, IA 1986–1988

***Research Assistant; Coordinating Official and General Secretary (COGS)***

- ◆ Assisted graduate students
- ◆ Conducted research
- ◆ Coordinated the development of training manuals
- ◆ Coordinated training sessions for the federally funded I-Lead-Train-the-Trainer Project

Department of Elementary Education, Iowa State University, Ames, IA 1986–1987

***Teaching Assistant***

- ◆ Taught elementary reading methods course
- ◆ Team-taught and supervised reading practicum

Department of Special Services, Southern University at New Orleans, LA 1985–1986

***Reading Instructor***

- ◆ Taught remedial reading and study skills courses
- ◆ Taught remedial reading and study skills courses (evenings) 1983--1985

Carver Middle School, Orleans Parish School Board, New Orleans, LA 1982–1985

***Reading and Spanish Teacher***

- ◆ Chaired language arts department
- ◆ Member of the Carver Complex Advisory Council
- ◆ Wrote proposal and received grant for the Computer Assisted Diagnostic Prescriptive Reading Skills Program
- ◆ Sponsored Spanish Club
- ◆ Coordinated community fundraisers and sponsored student field trips to Mexico San Antonio and Houston, Texas for Spanish Club members

Edna Karr Junior High School, Orleans Parish School Board,  
New Orleans, LA 1981–1982

***Reading Specialist***

- ◆ Developed instructional programs for developmental and remedial reading across the curriculum
- ◆ Conducted staff development workshops
- ◆ Diagnosed reading skills
- ◆ Provide technical assistance to teachers

ISI THINK, Stamford, CT 1979–1981

### ***Reading Consultant***

- ◆ Provided staff development in reading, math and thinking skills
- ◆ Conducted follow-up observations for supervisors, teachers, and paraprofessionals in Georgia, Tennessee, Florida and Louisiana school districts.
- ◆ Developed correlations of skills in THINK/INTUITIVE MATH with curriculum guides for assigned school systems.
- ◆ Wrote and submitted status reports routinely

Department of Modern Languages, Tulane University

1977-1978

### ***Graduate Teaching Assistant***

- ◆ Taught Spanish Literature

Carter G. Woodson Junior High School, Orleans Parish School Board,  
New Orleans, LA

1977-1979

### ***Teacher of Spanish, History and Reading***

- ◆ Chaired the foreign language department
- ◆ Sponsored Spanish Club
- ◆ Participated in extracurricular activities
- ◆ Served on various school committees

John McDonough Senior High School, Orleans Parish School Board,  
New Orleans, LA

1976-1977

### ***Spanish Teacher***

- ◆ Taught all levels of Spanish, 7-12
- ◆ Sponsored Spanish Club
- ◆ Volunteered for many school functions
- ◆ Received special recognition (award) for dedicated services

### **Grants**

- ◆ Program Director, Impact of Climate Change on Food Security in Tanzania. **\$25,000,000 ( pending)**
- ◆ Submitted **\$2,500,000** proposal as part of a **\$49,000,000** 21<sup>st</sup> Century Basic Education Program for Tanzania. (*Unfunded*)
- ◆ Submitted **\$500,000** proposal "Philosophy of Learning Mathematics: Grades 1 – 4" for Rwanda. (*Unfunded*)
- ◆ Project Director, TLMP (Textbooks and Learning Materials Program). Awarded **\$13,000,000**. Grant secured through the United States Agency for International Development (USAID)
- ◆ Received **\$22,000** for the James R. Washington Family Scholarship Fund
- ◆ Received **\$3,000** to support study abroad from Black Professionals in International Affairs
- ◆ Received **\$19,000** from SC State Foundation to support teach in China internship program
- ◆ Interim President, received **\$500,000** award to fund I-95 Corridor Initiative to study impact of poverty on Health, Education and Economic Development

- ◆ Project Director Transitional Grant, TLMP (Textbooks and Learning Materials Program), **\$2,000,000** Grant secured through the United States Agency for International Development (USAID)
- ◆ Project Director, TLMP (Textbooks and Learning Materials Program), **\$3,000,000** Grant secured through the United States Agency for International Development (USAID)
- ◆ Project Director, TLMP (Textbooks and Learning Materials Program), **\$500,000** Grant Extension secured through the United States Agency for Internal Development (USAID)
- ◆ Bridge Program for Teacher Recruitment and Retention awarded **\$500,000** from the SC General Assembly, sponsored by Senator John Matthews
- ◆ Director, Project CREATE of SC (South Carolina Centers for the Re-Education and Advancement of Teachers in Special Education) — **\$252,000**
- ◆ Director, Project CREATE of SC (South Carolina Centers for the Re-Education and Advancement of Teachers in Special Education) — Twenty-five (25) Tuition Vouchers
- ◆ Presentation from Class of 1957 — Financial Award **\$100,000** (Department of Education)
- ◆ Presentation from Class of 1955 — Financial Award of **\$110,000** (\$10,000 — Department of Education; **\$100,000** for Endowed Scholarships for Education Majors)
- ◆ Commission on Higher Education, (EEDA) **\$30,000**
- ◆ South Carolina Research Authority, SCSU Partnership, **\$25,000**
- ◆ Wachovia Scholarship, **\$25,000**
- ◆ SCSU Foundation, **\$5,000**

## Attachment I

### Publications

- ◆ McIntyre, L.R., McIntyre, L.A., Drammeh, L. “*Building Teacher Efficacy and Influencing Student Achievement: Associated Outcomes of a US-Africa Self-Sustainable Partnership for Creating Culturally Relevant Textbooks.*” American Educational Research Association Annual conference, New Orleans, LA, April 8 – 11, 2011.
- ◆ McIntyre, L.A., Legette, W., (2010), Plenum, South Carolina State University of Interdisciplinary Studies (Volume II, Number 1), *Faculty Survey: The Research Activities and Potential Research at South Carolina State University*, (submitted).
- ◆ McIntyre, L.A. (2009), Plenum, South Carolina State University of Interdisciplinary Studies (Volume I, Number 1), *Interdisciplinary Studies at South Carolina State University*, vii-ix.
- ◆ McIntyre, L.A., Drammeh, L., Hayward, A., McIntyre, L. Malone, E., Brantley, H., Hicks, G., Cooke B., Speight, R., Biology for Secondary Schools. Forms 1& 2. Oxford Press. 2007.
- ◆ McIntyre, L.A., Drammeh, L., Hayward, A., McIntyre, L. Malone, E., Brantley, H., Hicks, G., Cooke B., Speight, R., Biology for Secondary Schools. Forms 3& 4. Oxford Press. 2008.
- ◆ McIntyre, L.A., Drammeh, L., Keller, J., Viswanath, G., Adongo, H.K., McDonald, S., Myers, L. et al. Zanzibar Secondary Mathematics Student’s Book 1. Macmillan Aidan Ltd. 2008.

- ◆ McIntyre, L.A., Drammeh, L., Keller, J., Viswanath, G., Adongo, H.K., McDonald, S., Myers, L. et al. Zanzibar Secondary Mathematics Student's Book 2. Macmillan Aidan Ltd. 2008.
- ◆ McIntyre, L.A., Drammeh, L., Keller, J., Viswanath, G., Adongo, H.K., McDonald, S., Myers, L. et al. Zanzibar Secondary Mathematics Student's Book 3. Macmillan Aidan Ltd. 2008.
- ◆ McIntyre, L.A., Drammeh, L., Keller, J., Viswanath, G., Adongo, H.K., McDonald, S., Myers, L. et al. Zanzibar Secondary Mathematics Student's Book 4. Macmillan Aidan Ltd. 2008.
- ◆ McIntyre, L.A., Drammeh, L., Hayward, A., McIntyre, L. Malone, E., Brantley, H., Hicks, G., Cooke B., Speight, R., Chemistry for Secondary Schools. Book 1. Oxford Press. 2008.
- ◆ McIntyre, L.A., Drammeh, L., Hayward, A., McIntyre, L. Malone, E., Brantley, H., Hicks, G., Cooke B., Speight, R., Chemistry for Secondary Schools. Book II. Oxford Press. 2008.
- ◆ McIntyre, L.A., Drammeh, L., Hayward, A., McIntyre, L. Malone, E., Brantley, H., Hicks, G., Cooke B., Speight, R., Physics for Secondary Schools. Book 1. Oxford Press. 2008.
- ◆ McIntyre, L.A., Drammeh, L., Hayward, A., McIntyre, L. Malone, E., Brantley, H., Hicks, G., Cooke B., Speight, R., Physics for Secondary Schools. Book II. Oxford Press. 2008.
- ◆ Brantley, H., Barron, L., Hicks, G., McIntyre, L., (2006-07 edition). An Action Research Model: Using Disposition to Enhance the Diverse Classroom Practices of In-service and Pre-service Teachers. Teacher Education Journal of South Carolina
- ◆ McIntyre, L.A., (2002). The SC Department of Education's CP and L School Leadership Executive Institute (SLEI).
- ◆ McIntyre, L.A., (2000). Consultants and Low Performing Schools. SERVE.

## Attachment II

### Invited Presentations

- ◆ Textbooks and Learning Materials Program: “*A Model for Success.*” National Association of African American Studies Annual Conference, Baton Rouge, LA. February 14-19. 2012.
- ◆ Documentary on “Corridor of Shame: the neglect of South Carolina’s rural schools” (African American Leadership Council, LeadershipNEXT and United Way of Anderson County), 2007
- ◆ “Elements of School Success.” Florence School District I, 2007.
- ◆ The SC Teaching Profession: A demoralized workforce. SC State Department of Education, 2007
- ◆ Bridge I & II: Planning for Student Success, SC Legislature, 2006
- ◆ The National Association of African American Honors Program --- November, 2006
- ◆ Penn Center Gullah Studies Institute --- Summer 2005
- ◆ “You Can Make a Difference: One student at a time” – Teacher Induction Ceremony, SCSU, 2005
- ◆ Serving Our Hispanic Students, first conference, Migrantes Veracruzanos a Carolina del Sur, Xalapa, Veracruz, 2004
- ◆ *Overview of Department of Education*, New Superintendents Orientation, SDE, Columbia, SC, 1999.
- ◆ Brown v. the Board of Topeka Kansas, Dreher High School, 2004
- ◆ Low Performing Schools Success Stories. SERVE Conference, Biloxi, Mississippi, 2004
- ◆ Closing the Achievement GAP: Superintendent’s Roundtable. SCSU. Orangeburg, SC, 2004.

- ◆ Keynote: Brown v. Board of Education. Penn Center. Columbia, SC, 2004.
- ◆ Keys to High Achievement Conference, 2002
- ◆ Creating and Implementation Strategies for Performance Assessment, 2003
- ◆ Rural 10<sup>th</sup> Annual Governor's Summit: Building Competitive Communities for the New Millennium, The Allendale Experience. Adams, Mark. Columbia, SC, 2002.
- ◆ 20<sup>th</sup> Annual Multicultural Symposium-University of South Carolina – Educating Black Youth: Challenges for the Public Education System, 2002.
- ◆ Woodland High School Dedication. Woodland High School. Dorchester, SC, 2002
- ◆ Sampit Elementary School Dedication. Georgetown, SC, 2000.
- ◆ The Middle School Concept. Middle Grades Summit. Charleston, SC, 2000.
- ◆ Equity/Accountability-The State Education Reports' Class Session, 2000.
- ◆ Leadership for Today's School. Principal Induction Program, Coastal Carolina University. Conway, SC, 2001
- ◆ American Education Week. Morris College, Morris College, 2001

### **University Committees**

- ◆ President's Inauguration Steering Committee
- ◆ James E. Clyburn University Transportation Center (JECUTC)
- ◆ Advisory Board, PLENUM: South Carolina State University Journal of Interdisciplinary Studies
- ◆ Development Coordinating Council
- ◆ SCSU Dean's Council
- ◆ Educational Policies Council
- ◆ Graduate Studies Council
- ◆ Teacher Education Policy Council
- ◆ Strategic Planning Committee
- ◆ SCSU Faculty Handbook Committee
- ◆ Recruitment and Retention Task Force Committee
- ◆ Post Tenure Review Committee
- ◆ Mentoring Program
- ◆ Mentoring for Success Scholars Program, Student Success and Retention
- ◆ PLATO Task Force
- ◆ SCSU Director, Project CREATE (SC Centers for the Re-Education and Advancement of Teachers in Special Education)
- ◆ Representative for SCSU at the 15<sup>th</sup> Anniversary Celebration of the founding of NAAHP (National Association of African American Honors Programs), November 4, 2007 at the Columbia Marriott Hotel in Columbia, SC
- ◆ Honors and Awards Committee
- ◆ Marshal, Founder's Day Program

### Attachment III

#### Doctoral Dissertation Committees (Member, Chair)

- ◆ 2011 Grant, Terry. The impact of Instructional technology Practices on Student Academic Performances of Selected Elementary Schools Performing Satisfactory and Unsatisfactory
- ◆ 2010 Smalls, Solomon. Impact of Parental Involvement on Academic Achievement and Behavior of Urban Middle School Students
- ◆ 2008 Shaw, Brian. Impact of Leadership Styles on School Climate. Capella University
- ◆ 2006 Young-Cooper, Tracey. Comparative Study of Curriculum Calibration – Assessing Alignment and Rigor in English/Language Arts and Algebra I Course. South Carolina State University

#### International Travel Experiences

- ◆ North America: Mexico
- ◆ Central America: Costa Rica, Honduras, Guatemala,
- ◆ West Indies: Bahamas, Barbados,
- ◆ South America: Columbia,
- ◆ Europe: England, Spain, Germany, Amsterdam, Switzerland, Belgium, Italy
- ◆ Africa: Ghana, Kenya, Mainland Tanzania, Zanzibar, Ethiopia, Rwanda, South Africa
- ◆ Middle East: Dubai
- ◆ Asia: China, (Shanghi, Beijing), India (New Delhi, Hyderabad, Mumbai)

#### Community Service and Board Experience

- ◆ The World Trade Park Education Center Trilateral Partnership
- ◆ Executive Board Member, Orangeburg County Model Initiative (OMCI) Group

- ◆ Member, Center for Global Markets (CGM)
- ◆ Member, Advisory Board for the James Brown Estates' "I Feel Good Trust"
- ◆ Member, South Carolina Association of School Superintendents
- ◆ The Penn Center, Inc., Vice Chair of Board and Chair of Education Subcommittee
- ◆ SCATE (South Carolina Association of Teacher Educators), Board Member
- ◆ Chair of the Teaching Profession Committee, Transition Team for Jim Rex as State Superintendent for the State of South Carolina
- ◆ State Superintendent of Education Inez Tenenbaum's Transition Team Member 1998
- ◆ Council of Chief State School Officers (CCSSO) National Leadership Consortium Steering Committee
- ◆ Superintendents' ETV Advisory Council — Board Member
- ◆ Education Policy Fellowship Program (EPFP) Advisory Board
- ◆ American College Testing (ACT) Education Division Advisory Board
- ◆ Lowcountry Tech Prep Consortium Coordinating Board — Board Member
- ◆ Salkehatchie Consortium (14 School Districts) of Superintendents — Chair
- ◆ Member, Advisory Board, "A Strategy for Internationalizing Agriculture Programs: Preparing Graduates for Global Competency in Building Agricultural Competency" by the U.S. Department of Agriculture, Cooperative State, Research, Education and Extension Service under the International Science and Education Grant Program
- ◆ Hampton County Chamber of Commerce, Board Member
- ◆ PRO Hampton County, Board Member
- ◆ Federal Corrections Institute, Advisory Board Member
- ◆ International Papers Community Advisory Board
- ◆ Institute for Families in Society, Advisory Council
- ◆ Rural Community College Initiative (RCCI) — Board Member
- ◆ Burlington Iowa Human Rights Commission, Chair (Mayoral Appointment)
- ◆ Iowa State Foster Care Review Board (Gubernatorial Appointment)
- ◆ Iowa State Foreign Language and International Studies Committee (Gubernatorial Appointment)
- ◆ American Red Cross Board Member
- ◆ YMCA — Burlington, Iowa, Executive Board Member, General Board
- ◆ Phi Delta Kappa, ISU Chapter, Secretary
- ◆ Progressive Men of Spartanburg, Secretary
- ◆ Spartanburg Community Alliance Coalition, Vice President

### **Current Professional Associations and Memberships**

- ◆ Member, NAFSA International Association
- ◆ Member, Association of Research Directors (ARD)

- ◆ Member, National Association of State Universities and Land Grant Colleges (NASULGC)
- ◆ SCABSE (South Carolina Association of Black School Educators), Member
- ◆ AACTE (American Association of Colleges of Teacher Education), Member
- ◆ Member, S.C. State Department Dean's Council
- ◆ Member, NCEI/NCAC (National Center for Education Information/National Center for Alternative Certification)
- ◆ Incoming President, SCACTE (South Carolina Association for Colleges of Teacher Education)
- ◆ Ad-Hoc Task Force Committee, *Empowerment through Collaboration and Partnership: South Carolina State University and Jafza International Dubai Project*
- ◆ ERT (External Review Team), S.C. Department of Education — Office of School Quality
- ◆ Member, ITQ (Improving Teacher Quality) Higher Education Grant Program Review Panel, SC Commission on Higher Education.

### **Past Professional Affiliations**

- ◆ State Department of Education SAT Curriculum Alignment — Sub Committee Chair
- ◆ Math/Science Hub — Advisory Council Chair
- ◆ South Carolina Alliance of Black School Educators (SCABSE)
- ◆ American Association of School Administrators (AASA)
- ◆ Association for Supervision and Curriculum Development (ASCD)
- ◆ National Association of Black School Educators (NABSE)
- ◆ South Carolina Association of School Administrators (SCASA)
- ◆ School Administrators of Iowa
  - District #16 — Secretary (1991–92)
  - District #16 — Treasurer (1992–93)

### **Past Community Service**

- ◆ Hampton County Rotary Club, Member
- ◆ Hampton County Environmental Advisory Committee Member
- ◆ Member, Personnel Committee
- ◆ Optimist International, Member
- ◆ Palmetto State Association
- ◆ Pathways Advisory Council
- ◆ SC Middle School Association
- ◆ Department of Education Office of School Quality External Review Team (ERT)
- ◆ SC Commission on Higher Education Improving Teacher Quality Higher Education Grant Program Review Panel
- ◆ JAFZA International Initiatives in Santee Ad-Hoc Task Force Committee

- ◆ Partner, Hampton County School District 2
- ◆ Teacher Recruitment and Retention Task Force Committee, SC Education Oversight Committee
- ◆ SC Commission of Higher Education Program Review Committee PSTA (Palmetto State Teachers Association)
- ◆ SC Commission on Higher Education EEDA (Education and Economic Development Act) Committee

### **Professional Development**

- ◆ NAFSA International Conference – May 30, 2010 – June 4, 2010 – Kansas City, MO
- ◆ Accounting System Adequacy Training – United States Agency for International Development, San Antonio, Texas, February 7-12, 2010
- ◆ NASULGC (National Association of State Universities and Land Grant Colleagues Annual Conference – November 9-11, 2008 – Chicago, Illinois
- ◆ ARD (Association of Research Directors) Symposium – March 19, 2009 – April 1, 2009 – Atlanta, GA
- ◆ SCATE (South Carolina Association of Teacher Educators) Annual Fall Conference — October 25–26, 2007 — Greenville, SC
- ◆ Thursday, October 25, 2007 — EEDA (Education and Economic Development Act) Pre-Session Training (*Sponsored by SCSU*)
- ◆ Friday, October 26, 2007 — South Carolina State’s Bridge Program Kick-off, Dr. Leonard A. McIntyre, Facilitator
- ◆ Facilitator — Hampton County School District #2
- ◆ Facilitator — “Corridor of Shame: The Neglect of South Carolina’s Rural Schools” AnMed Heath, North Campus in Anderson County, Sponsored by African American Leadership Council and LeadershipNEXT of the United Way, 2007
- ◆ SCSU Managers’ Institute “New Beginnings — Unlimited Endings,” Chair, Penn Center Gullah Studies Institute, SCSU, 2005
- ◆ SC Conference on Service-Learning
- ◆ School Leadership Executive Initiative
- ◆ Professional Development Schools National Conference, Las Vegas, 2007.
- ◆ AACTE National Conference, 2005, 2006, 2007.

### **Awards/Honors**

- ◆ Certificate of Completion *Africa Regional Education Workshop: Quality Education for All: Forging A new Agenda* Dar es Salaam, United Republic of Tanzania, 2010
- ◆ Certificate of Completion Post-Audit Workshop, University of Texas at San Antonio, San Antonio, TX, 2010
- ◆ Silver Telly Award Winner: *“Honoring outstanding local, regional, and cable television commercials and programs, as well as the finest video and film production, and work created for the web.”* by The Telly Awards  
Received TLMP II Award; \$13,000,000.00, 2009
- ◆ International Awareness Appreciation Award from SC State University International Program Committee, Orangeburg, SC, 2008
- ◆ Certificate of Completion *“Strengthening Africa’s Human and Institutional*

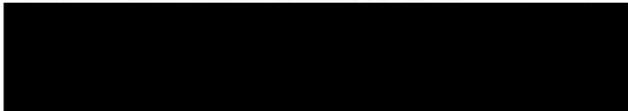
- ◆ *Capacity for Prosperity and Global Competitiveness*, Kigali, Rwanda, 2008
- ◆ Certificate of Appreciation *"In recognition of the high standard and excellence in the development of science and mathematics for Zanzibar Secondary School"* from President Amani Karume of Zanzibar, 2008
- ◆ Key to the City, SCSU Anderson Alumni Association, 2008
- ◆ Appreciation Plaque, SCSU Greenwood Alumni Association, 2008
- ◆ Participant, television news report on the visit of First Lady of the United States, Mrs. Laura Bush to Ghana to launch President George W. Bush's African Education Initiative, 2006
- ◆ Dedicated Service to the African American Student Achievement Committee, State Department of Education, 1999-2001
- ◆ Outstanding Performance as Superintendent, Hampton County Council, 1999
- ◆ Honored by the General Assembly – A Concurrent Resolution, 1999
- ◆ Gator Leadership Award, Hampton 2, 1996-99
- ◆ Outstanding Service, Progressive Men of Spartanburg, 1996
- ◆ The President's Award, National council of Negro Women, 1995

## REFERENCE REGISTOR

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