

Harvey Kesselman, Ed.D.

November 30, 2014

Dear Members of the Presidential Search Committee,

Please accept this letter in response to being nominated for the position of President of the University of Southern Maine (USM). I read with interest and enthusiasm the position statement, and believe my leadership abilities and skills, proven expertise in higher education, professional qualifications, and personal characteristics are consistent with those you seek in your next president.

In my current role as Provost and Executive Vice President at The Richard Stockton College of New Jersey, I am responsible for managing a \$75 million academic budget, serving 8,600 students, with 800 full and part-time faculty and staff, eight academic schools, and several supporting divisions within the college. Working closely with the President and the Board of Trustees, I have been a transformational leader of Stockton. One significant example of my leadership is overseeing the college's 2012 Middle States Commission on Higher Education accreditation review, which resulted in a ten-year, unconditional reaccreditation, with two commendations. At the time, no other institution in the region received such a level of affirmation.

My career has been dedicated to promoting academic excellence, expanding educational access and opportunity, and providing service to the community and broader public. Aligned with the challenges and opportunities facing higher education, I have effectively managed costs in an environment of declining state funding, while creating innovative programs to address the rapidly changing educational demographics and landscape. These efforts have resulted in improved faculty and student quality and diversity, increased enrollments and degree productivity, and new strategic partnerships yielding multiple revenue streams.

I am an educational leader who practices decisiveness and candor and empowers my direct reports to do the same. This level of reciprocal understanding and clarity of purpose has allowed Stockton's Division of Academic Affairs to undertake several successful initiatives in the past five years, including the development of southern New Jersey's first Bachelor of Science in Health Sciences degree which, in three years, has blossomed into one of the College's largest programs ever, with more than 1,100 enrolled students. Collaboration, open communication, and accountability, are, in my opinion, the three hallmark traits of my leadership style. Indeed, using these skills to help Stockton focus on the crucial issues that matter – effective enrollment management, diversification of revenue sources, and an unrelenting commitment to educational quality – has allowed our institution to thrive, both academically and financially, in these challenging times.

You will find me to be a passionate and innovative leader who works hard to win the respect, trust and support of all constituencies: students, families, faculty and staff colleagues, as well as business and community leaders. I am dedicated to ensuring that teaching, research, and service are intricately focused on promoting faculty and student engagement, and am equally committed to maintaining excellent working relationships with legislators, government officials, and the media. I enjoy cultivating alumni, current and potential donors, and understand the importance of educational and community partners.

I have proudly spent my professional career at an institution that not only practices, but intrinsically values, the concept of shared governance. Strategic challenges and opportunities faced by institutions such as USM can only be effectively addressed when faculty and administration trust and respect each other enough to work together on solutions. As validated by Stockton's 2013-14 COACHE survey results, I have engendered broad and significant support of the faculty. I have successfully engaged faculty in a unique strategic planning process, characterized by openness, transparency, and explicitness.

These collaborative efforts have resulted in new partnerships in critical workforce fields such as health and education that complement the liberal arts and sciences to advance the programmatic profile of the college in serving regional and state needs. In concert with these new partnerships, I have established new academic programs in health sciences, sustainability, education, and music that have yielded steady and significant enrollment increases, multiple revenue streams, and higher institutional rankings.

Prior to my current position, I served as Dean of Education, Interim Vice President for Administration and Finance, Vice President for Student Affairs, Chief Planning Officer, and Director of the Educational Opportunity Fund Program. Having this broad background uniquely positions me to work closely with a Board of Trustees and its committees to set policy and govern a university. There is not an area of the academy with which I am unfamiliar, and there will be no learning curve as it pertains to institutional operations.

At the statewide level, I am viewed as an expert on a broad range of higher education policy matters, evidenced by my selection to serve as the senior public college sector representative on the NJ Higher Education Student Assistance Authority, my expert testimony before the legislature on several occasions, and service to high-level advisory bodies such as the Governor's Task Force on School Completion, College Readiness and Workforce Development, the NJEDge Board of Trustees, and the NJ Higher Education Leadership Team. Moreover, I have served on a number of boards and committees that focused on issues of diversity, inclusion, and college opportunity.

At the national level, I regularly present at AASCU and SCUP, and serve on the ETS Higher Education Advisory Council. I was recently elected to the inaugural Board of Trustees of the ACE newly formed Association of Chief Academic Officers. In this regard, I am the nation's only provost to serve on both the ACE Board and ETS Council. Furthermore, I have taught, consulted and developed public policy throughout my career, and remain committed to a life of learning through continuing professional development at several national institutes. From these national experiences, I have developed relationships that have allowed me to secure individuals such as Doug Lederman, Jeffrey Selingo, Anya Kamenetz, Richard Shavelson, and Richard Arum as guest speakers at my annual faculty and staff retreats.

Beyond the gravitas and skill set that the presidential position requires, I cannot overstate my deep commitment to the promise of college opportunity, and my success in consistently winning the confidence of others by telling the story, by building internal and external support to define and accomplish change, and by engaging others in a collaborative approach to strategic decision-making using analysis, persuasion and evaluation. I know how to build on tradition, and celebrate success. I know what it means to be the recipient of a liberal arts and sciences education. I know what it means to be a first generation college student.

If selected as the University of Southern Maine's next President, I will be an engaged, energetic, and effective leader, fully participating in the life of the institution, inspiring, aggregating and articulating widely its educational aspirations, and enhancing our collective ability to achieve them. My references can speak to the declarations articulated above. They are regionally and nationally known higher education experts, with extraordinary reputations.

Should my candidacy advance further, I will gladly provide internal references including the President, Deans, and faculty leaders. In the meantime, I would hope that my candidacy remains confidential. I look forward to the possibility of meeting with members of the University community, and should you require any additional information, please let me know.

Sincerely,

A handwritten signature in black ink, appearing to read 'HK', with a long horizontal flourish extending to the right.

Harvey Kesselman, Ed.D.

Harvey Kesselman

SENIOR LEVEL POSITIONS

The Richard Stockton College of New Jersey, Pomona, New Jersey, 1980-present

Provost and Executive Vice President, July 2010-present

Reporting directly to the President, the Provost and Executive Vice President is the chief academic officer of the College, responsible for providing vision, leadership and strategic planning for the institution's undergraduate and graduate academic programs. The Provost and Executive Vice President is responsible for a \$75,000,000 total operating budget, including over 800 employees and 8,600 students. The Provost and Executive Vice President serves as the first among equals in the President's Executive Cabinet, serving as Acting President in the President's absence. Reporting directly to the Provost and Executive Vice President are the following positions: Deans of the Schools of Arts and Humanities, Business, Education, General Studies, Graduate and Continuing Studies, Health Sciences, Natural Sciences and Mathematics, and Social and Behavioral Sciences; Directors of Academic Advising, Grant Development, Carnegie Library Center, William J. Hughes Center for Public Policy, Center for Community Engagement, Global Engagement Services, the Library, Production Services, Academic Assessment, Institute for Faculty Development, the Southern Regional Institute & Educational Technology Training Center; the Registrar; the Higher Education Strategic Information and Governance (HESIG) Institute; the Manager of Off-Campus Instructional Sites; Senior Staff, Associate Provost for Personnel, Planning and Policy; Officer for Budget and Accounting; Assistant Provost, Academic Support; Associate Provost for Computing and Communications; and more than 80 Academic Program Coordinators and Directors.

Dean and Professor of Education, School of Education, 2008-10

Responsible for overseeing full-time graduate and undergraduate faculty, professional staff, clerical staff, adjunct faculty, supervisors of student teachers, cooperating teachers, and others within the School of Education. In addition, all budget, reporting, national accreditation and assessment activities within the School fell under my purview, as well as the Southern Regional Institute and Educational Technology Training Center (SRI & ETTC), the Stockton Center for Community Schools (SCCS), and the alternate route certification programs. Served as one of the Co-Chairs of Stockton's 2020 Strategic Planning Steering Committee.

Interim Vice President for Administration and Finance, 2007-08

Overall responsibility for \$26,000,000 total operating budget, including 309 employees in the following institutional areas: Fiscal Planning and Business Services; Facilities Planning, Operations, and Construction; Plant Management and Custodial Operations; the Controller, Bursar, Accounts Payable, Purchasing, and Payroll; and Human Resources, Campus Police, and Mailroom.

Special Assistant to the President and Chief Executive Officer of the Southern Regional Institute (SRI) and Educational Technology Training Center (ETTC), 2002-07

Secured state approvals and funding, established, and developed the Southern Regional Institute (SRI) and Educational Technology Training Center (ETTC). Prepared and managed the budget, developed new markets, and oversaw operations of the SRI & ETTC which included providing a broad range of more than 600 professional development courses, workshops, seminars, mentoring and consultant services on an annual basis.

Vice President for Student Affairs, 1989-02

Provided institutional leadership for all areas of Student Affairs for more than 6,450 undergraduate and graduate students. Prepared and managed the \$35,000,000 divisional and auxiliary services budget. Supervisory and overall administrative responsibilities for Enrollment Management, Admissions, Financial Aid, Student Records and Registration, Institutional Research, Student Services Communications, Federal and State Student Compliance Programs, Non-Continuing Education Conferences and Special Projects, Events Services, College Scheduling, the Dean of Students Office, Athletics and Recreation, Student Development, Career Services, College Centers, Counseling Center, Educational Opportunity Fund Program, Health Services, Housing and Residence Life, Alcohol and Drug Education, Campus Judicial System, Freshman and Transfer Orientation, Graduation, and the Learning Access/Disabled Students Program.

Other Administrative Positions

Associate Vice President for Student Services, 1988-89

Acting Vice President for Student Services, 1987-88

Director of Institutional Research, 1985-87

Director of the Educational Opportunity Fund Program, 1982-85

Assistant Director of the Educational Opportunity Fund Program, 1980-82

Coordinator of Residential Life of the Educational Opportunity Fund Program, 1980

TEACHING EXPERIENCE

The Richard Stockton College of New Jersey, Pomona, New Jersey, 1979 - present

Courses include Principles of Supervision, Understanding Higher Education, Controversy in Education, Schools of the Future, Argument and Persuasion, Finite Mathematics, Algebra and Elementary Functions, College Algebra, Quantitative Reasoning, and Foundations of College Mathematics. Average class size of 31 with SET average instructor score of 6.5 on a 7.0 scale.

Absegami High School, Mays Landing, New Jersey, 1979-80

Permanent Teacher: Taught mathematics and social studies courses.

EDUCATION**Ed.D. Higher Education Administration**

Widener University, Chester, Pennsylvania, 1995

Dissertation entitled: *A Response to Serious Crime on College and University Campuses*

Passed with Distinction, Dissertation Judged to be of Superior Merit and Noteworthy

M.A. Student Personnel Services/Counseling

Rowan University, Glassboro, New Jersey, 1983

B.A. Political Science

The Richard Stockton College of New Jersey, Pomona, New Jersey, 1979

LICENSES AND CERTIFICATIONS

Executive Leadership Academy, 2012-2013

American Academic Leadership Institute
American Association of State Colleges and Universities
The Council of Independent Colleges

Institute for New Chief Academic Officers

American Council on Education, 2011-12

Institute for Management and Leadership in Education Certificate

Harvard University, 2008

Balanced Scorecard Strategic Planning Certificates

The Balanced Scorecard Institute, Washington, DC
University of South Carolina, 2008

New Jersey Teaching and Administrative Certificates

School Administrator Certificate of Eligibility, 2004
Student Personnel Services, 1983
Teacher of Mathematics, Secondary Education, 1979
Teacher of Social Studies, Secondary Education, 1979

Business Systems Planning Methodology Certificate

The IBM Institute, New York, 1986

New Jersey Certified Public Supervisor Certificate

Rutgers University and Department of Civil Service, 1985

Mediation and Conciliation Certificate

Department of the Public Advocate, Trenton, New Jersey, 1982

LEADERSHIP PROFILE

- Comprehensive knowledge of and successful experience in higher education administration, including senior level positions in Academic Affairs, Administration and Finance, and Student Affairs.
- Extensive background in enrollment management, strategic planning, personnel evaluation, grant acquisition, fiscal planning, budget management, collective bargaining, and conflict resolution.
- Outstanding record of achievement with respect to the recruitment, retention, mentoring, and promotion of qualified and ethnically diverse faculty and staff.
- Demonstrated evidence of effective curriculum development and assessment through an innovative, interdisciplinary approach in all levels of public education.
- Expertise in program development, measurement and assessment, design, management, and supervision of instructional support programs.
- Substantial experience preparing for national and regional accreditation reviews and visits, and federal and state fiscal and financial aid audits.

- Joint author of statewide higher education policies that impact all New Jersey colleges and universities.
- Proven record in authoring and securing external resources (grants and contracts) for the establishment of new programs and expansion of existing services provided to students, educators, and New Jersey citizens.
- Outcomes-oriented leader and decision maker, who effectively manages multiple priorities, advances creative solutions, builds consensus, mediates diverse issues, and makes informed, timely decisions.
- Team-centered leader, who leads by example and work ethic, encourages creativity, fosters personal ownership, rewards results, and does so with a sense of humor.
- Extraordinary commitment to and a depth of understanding of higher education's culture and history.

SPECIAL FIELDS OF EXPERTISE

- Provided expert testimony to the New Jersey Assembly Higher Education Committee on College Affordability, the Common Core Curriculum, and Recommendations for the Future, March 13, 2014.
- Provided expert testimony before the Governor's Higher Education Council, representing all New Jersey State Colleges, with regard to past and present remediation activities, August 9, 2011.
- Represented the senior public colleges and universities on the Governor's Task Force to improve the NJ STARS program. Initiated the reform with a twelve-member task force that included members of the Senate, Assembly, Governor's Office, and sector representatives. One of the primary authors of the revised legislation that strengthened admissions requirements, set an income eligibility cap, required matching State funds, and limited scholarship amounts. The legislation was adopted by the Assembly and Senate and signed into law by the Governor, 2008.
- Provided expert testimony to the Assembly for Higher Education Commission, State of New Jersey, with regard to the restructuring of the NJ STARS program, May 5, 2008.
- Served as technical advisor to the New Jersey State College and University Presidents' Council in the development and implementation of reporting standards for Accountability and Excellence, which included performance-funding indicators reviewed annually by the New Jersey Legislature, 1994-00.
- Represented the senior public colleges and universities on the New Jersey Committee of Experts on Campus Sexual Assault Issues. The nine-member advisory committee was appointed by the New Jersey Commission on Higher Education to author and develop a Campus Sexual Assault Victims' Bill of Rights which was adopted by all colleges and universities in the state, 1995.
- Provided expert testimony to the Joint Education Committee, State of New Jersey, with regard to the restructuring of the system of higher education, May 26, 1994.
- Served as one of six representatives appointed by the Chancellor of Higher Education to author and develop the New Jersey Student Unit Record Enrollment (SURE) statewide data reporting and monitoring system. As a result of this Working Group, New Jersey was among the first States to use technology to gather and exchange assessment data such as demographics, retention, and graduation progression rates from all public institutions of higher education, 1985-87.

RECENT ACADEMIC AND COMMUNITY ENGAGEMENT ACCOMPLISHMENTS

- In May 2014, received results from the Harvard COACHE faculty satisfaction survey showing that my leadership as a Provost ranks among the very top academic leaders in peer group and national sample of public and private institutions of higher education.
- In July 2012, received an unconditional, ten-year reaffirmation of accreditation by the Middle States Commission on Higher Education. Earned two commendations from the Commission: one for progress on the 14 standards of excellence, the other for the quality of the College's self-study report. Received high marks in several other categories, including quality of teaching, development of learning outcomes, and faculty accomplishments.
- Since July 2010, initiated more than 40 new degree programs, minors, concentration/tracks, articulation agreements, and other educational programs. These opportunities demonstrate the highly coordinated and collaborative partnership which exists between the Academic Affairs divisional leadership, Faculty Senate, and the Faculty Union.
- In 2010, led initiative which resulted in the institution receiving the Community Engagement Classification from the Carnegie Foundation. This classification is based on successful collaborative efforts between an institution of higher learning and the larger communities it serves from local, regional/state, national, and global perspectives.
- Became a founding member of Operation College Promise (OCP), an education, policy, and research project founded to support student veterans and the professionals who assist them. Established in 2008 by the New Jersey Association of State Colleges and Universities, OCP supports innovative veteran-specific programs and services to support veterans who are pursuing their higher education goals.
- For the past two-and-a-half years, leading the effort to develop institution-wide essential learning outcomes (ELO's) that clearly articulate the value of a Stockton education to students, parents, community and business leaders, legislators, etc. More than 100 faculty, staff, and administrators have developed learning maps which include definitions, overall objectives, and discrete, tactical skills for each ELO. These maps will serve as a foundation for long-term planning and assessment efforts.
- 2012 NSSE results have shown improvement in first-year and senior-year students experiences on five key student benchmarks: Level of Academic Challenge, Active and Collaborative Learning, Student-Faculty Interaction, Enriching Educational Experiences, and Supportive Campus Environment. The survey improvements reflect the sustained efforts of faculty and student affair personnel to initiate significant loop-closing assessment activities.
- Founded the Southern Regional Institute and Educational Technology Training Center (SRI & ETTC) Consortium, which includes 91 school districts and not-for-profit organizations, representing more than 24,000 educators and 90,000 preK-12 students. The SRI & ETTC provides workshops, seminars, and other events to more than 10,000 participants on an annual basis, and has received national recognition for establishing a wide range of educational partnerships, 1996-present.
- Established the NJEA Technology Integration Institute which represents the first ever jointly sponsored NJEA-College/University professional development initiative in its more than one hundred year history, 2009.

- Established the first annual New Jersey Educational Technology Institute (NJETI) Conference to showcase the latest trends, best practices, and most current equipment for infusing technology into educational settings, 2009.
- Administered the establishment of the Stockton Center for Community Schools in conjunction with the University of Pennsylvania Netter Center to partner with urban public schools in creating positive change for students, teachers, and staff, as well as its neighborhoods and communities, 2009.
- Partnered with the New Jersey Council for the Humanities to sponsor and host their one month residential Summer Teacher's Institute, 2009.
- Reestablished the Richard Stockton College Professional Development and Continuing Education Department. In its first year received a \$414,000 grant from the Department of Labor and Workforce Development to offer customer service training to more than 3,000 casino employees, 2005.

GRANTS AND CONTRACTS

- Joint Author, Woodrow Wilson National Fellowship Foundation, Teachers as Scholars Grant, \$15,000, 2008-09
- Project Director and Contributing Author, New Jersey Department of Education, Math and Science Partnership Grant, \$675,000, 2007-08
- Primary Author, New Jersey Department of Education, Grant to Establish the Atlantic County Educational Technology Training Center, \$750,000, 1997-00

Grants prepared under my Leadership:

- New Jersey Department of Children and Families, Child Welfare Institute, \$1,800,000, 2014-15
- New Jersey Department of Children and Families, Establishment of Child Welfare Institute, \$1,500,000, 2013-14
- New Jersey Department of Education, Formative Assessment Grant, \$680,000, 2013-14
- New Jersey Department of Education, Math and Science Partnership Grant, \$1,100,000, 2012-14
- New Jersey Department of Education, Improving Partnerships and Active Collaboration for Teaching Grant, \$900,000, 2010-12
- New Jersey Department of Education, Math and Science Partnership Grant, \$825,000, 2008-10
- New Jersey Department of Education, Intervention and Referral Services Technical Assistance Project, \$1,000,000, 2007-10
- New Jersey Department of Education, Improving Teacher Quality Grant, \$820,000, 2006-09
- New Jersey Department of Education, Improving Teacher Quality Grant, \$750,000, 2003-06
- UMDNJ Behavioral Health, Atlantic County Traumatic Loss Coalition, \$93,200, 2003-present
- New Jersey Department of Education, Safe Schools Safe Communities Grant, \$150,000, 2001-03

Grants prepared with SRI & ETTC Partners:

- New Jersey Department of Education, Improving Partnerships and Active Collaboration for Teaching Grant, Georgian Court College, \$60,000, 2010
- Atlantic City Public Schools, Immigrant Newcomer Center, \$25,000, 2006-09
- New Jersey Department of Education, Comprehensive School Reform Grant, Buena Regional School District, \$31,400, 2006-08
- New Jersey Department of Education, Math Achievement to Realize Academic Achievement Matrix Grant, Hamilton Township and Mullica School Districts, \$95,000, 2004-06

- New Jersey Department of Education, Star-W Students Using Technology to Achieve Reading-Writing Grant, Atlantic City, Middle Township, and Stafford Township School Districts, \$100,000, 2003-06
- New Jersey Department of Education, ACE Plus Grant, Asbury Park, Millville, and Pleasantville Charter School, \$74,000, 2003-04
- Bill Gates Foundation, NJELITE, \$59,300, 2002-04
- New Jersey Department of Education, Goals 2000 Grant, Hamilton Township School District, \$34,000, 2001-03
- New Jersey Department of Education, School/Community Partnerships to Increase Access to Technology ACE Center Grant, Buena and Woodbine School Districts, \$67,500, 2001-02

Long Term Contracts under my Leadership:

- Atlantic City, 9-12 Collaborative (Restructuring Initiative), \$72,000, 2009-10
- Hamilton Township, Technology Integration, \$48,000, 2009-10
- Hamilton Township, Language Arts & Literacy, \$92,000, 2008-10
- Buena Regional, Language Arts and Literacy, \$65,550, 2008-10
- Atlantic City, K-8 Math Collaborative, \$150,000, 2008-10
- Commercial Township, Curriculum Support and Coach Mentoring, \$77,000, 2007-10
- Woodbine, Curriculum and Coach Mentoring, \$90,000, 2009-10

Program Evaluations under my Leadership:

- Pleasantville, \$44,250, 2007-10
- Ventnor, \$76,750, 2004-09
- Wildwood, \$20,500, 2007-09
- Egg Harbor City, \$55,700, 2004-08
- Buena Regional, \$58,940, 2004-08
- Atlantic City, \$69,200, 2003-08

NATIONAL AND NEW JERSEY PROFESSIONAL SERVICE

National

- Elected to the Board of Directors of the American Council of Education's newly formed Association of Chief Academic Officers (ACAO) 2014-2016; attendance at ACAO business meeting, March 2014-present.
- Appointed to Educational Testing Service (ETS) Higher Education Advisory Council. The Council is a small group of influential provosts, thought leaders and representatives of higher education organizations, creating a fruitful and stimulating environment for academic leaders to discuss issues related to assessment and accountability with higher education colleagues, and to partner with ETS in informing and guiding our higher education research efforts. The year's discussion focused on Student Success and Innovations in Higher Education, 2012-Present.
- Selected as Associate Director of the Becoming a Provost Academy (BAPA) and serve as a faculty member at the American Association of State Colleges and Universities (AASCU) Academic Affairs Summer Meeting, Class of 2013-14.
- Appointed to the PARCC and Pearson Academic Executive Leadership Forum, New Orleans, LA, September 2013.

- Fellow of the American Academic Leadership Institute's (AASCU) Executive Leadership Academy, 2012-13.
- Reviewer of Periodic Review Reports (PRR) by the Middle States Commission on Higher Education (MSACHE), 2012. Served as a Periodic Review Report (PRR) External Reviewer for East Stroudsburg University of Pennsylvania and Queens College of the City University of New York. Served as the Lead Reviewer for East Stroudsburg University, and the Second Reviewer for Queens College of the City University of New York.
- National Panel for Roundtable Discussion on the future of higher education by the American Council on Education (ACE) Fellows Program: Leadership Focus Group Information, 2011.
- Delegate to the College Board Academic Assembly, one of three national assemblies. Academic Assembly serves as a forum for the consideration of issues and actions related to providing educational opportunity and advancement for all students through the articulation and elaboration of academic standards and standards for the delivery of curriculum and instruction, horizontally across the disciplines and vertically across the educational continuum, 2011.
- Charter member of the national working group to establish the Association of Schools and Colleges of Education for Civic Engagement. Other members include the University of Pennsylvania, the University of Washington, the University of South Florida, Boston University, the University of South Carolina, the University of North Carolina at Chapel Hill, Oklahoma State University, the University of Tennessee, Rutgers University, and Miami University of Ohio, 2009.
- Panel of Experts for the US Department of Justice, Violence Against Women Office to review funding proposals to combat violence against women on college and university campuses, 1999, 2002, 2003, 2005, and 2007.

New Jersey

- Appointed by the New Jersey President's Council to serve as the senior public college representative on the New Jersey Higher Education Leadership Team (HELT) to consider policy questions and recommend strategies for New Jersey regarding the implementation of the Partnership for Assessment of Readiness for College and Careers (PARCC), 2012-present.
- Appointed by the New Jersey President's Council to the Board of Trustees of NJEdge as the Chief Academic Officer representing public colleges and universities on policy and strategies concerning the academic use of technology in the classroom, 2012-present.
- Serve on Committee with Secretary of Higher Education to discuss the establishment of a P20 Council, 2011.
- Serve as a member of the Governor's College and Career Readiness Task Force established by the Commissioner of Education to define college and career readiness and appropriate ways to assess levels of student achievement, including graduation requirements, 2011.
- Represent all colleges and universities on the New Jersey Higher Education Student Assistance Authority (HESAA), which is responsible for more than \$1.2 billion in financial aid, 2006-present.
- Chairman, HESAA Task Force to Study Merit-Based Scholarship Programs, 2010-11.
- Member, HESAA Budget and Audit Committees, 2006-2012.
- Member, New Jersey Quality Single Accountability Task Force (NJQSAC), 2005-06.
- Member, New Jersey Collaborative Assessment and Planning for Achievement Focus Group, 2005.

- Technical Advisor to the New Jersey Committee on Accountability and Excellence Reporting, 1994-00.
- Member, Governor's Panel on Affirmative Action Policy Development, 1996.
- Member, New Jersey Commission on Higher Education's Committee of Experts on Campus Sexual Assault Issues, 1995.
- Member, New Jersey Outcomes Assessment Task Force, 1992.
- Member, Assessment Committee of the Administration of New Jersey's Student Assistance Programs, 1992.
- Member, New Jersey Office of Hispanic Affairs Advisory Committee, 1987-89.
- Served as the senior public colleges and universities representative to the New Jersey Student Unit Record Enrollment (SURE) Working Group, 1985-87.
- Executive Committee, New Jersey Educational Opportunity Fund Program Professional Association, 1984-85.
- Member, New Jersey Basic Skills Assessment Committee, 1980-84.
- Member, New Jersey Educational Opportunity Fund Program Performance Criteria Working Group, 1980-83.

POLICY, REGULATIONS, STATE REPORTS, AND ARTICLES

- One of the primary authors of the NJ STARS revised legislation that was approved by the New Jersey Senate and New Jersey Assembly and signed into law by the Governor, 2008.
- Contributing author of the New Jersey Higher Education Student Assistance Authority's new Residency Regulations for Financial Aid Recipients attending New Jersey Colleges and Universities, 2001.
- Contributing author of the New Jersey Campus Sexual Assault Victim's Bill of Rights for the New Jersey Commission on Higher Education's Committee of Experts on Campus Sexual Assault, 1995.
- Joint Author, "An Alternative Model for Educating the Disadvantaged," prepared for the Department of Higher Education, 1984.
- Joint Author, "Recruiting Minorities: Commitment is the Key," *The Admissions Strategist: Recruiting in the 1980's*, The College Board Publication, 1986.
- "Proposition 13 – Profits in the Classroom," *The Docket*, New Jersey Council for the Social Studies, Fall Issue, 1978.

MEDIA COVERAGE, EDITORIALS, COMMENTARY

- "Bond Act Funds Would be Used Only for Academic Facilities," *Shore News Today*, 25 Oct 2012.
- "Stockton Readies Graduates for Global Marketplace," *The Asbury Park Press*, 8 Apr 2012.
- "Higher Education Must Meet Job Market Challenges," *New Jersey Newsroom*, 28 Mar 2012.
- "Stockton Identifies 10 Essential Skills," *The Current*, 28 Mar 2012.
- "Learning with a Purpose is Today's Goal in Higher Education," *Galloway Patch*, 27 Mar 2012.

- "Learning with a Purpose is Today's Goal," *The Press of Atlantic City*, 23 Mar 2012.
- "Weathering a Perfect Storm," *The Record of Bergen County*, 3 Oct 2010.
- "Solutions to Weathering Higher Education's Perfect Storm," *The Times of Trenton*, 2 Oct 2010.
- "Weathering New Jersey Higher Education's Perfect Storm," *New Jersey News Room*, 29 Sep 2010.
- "N.J. Colleges Must Change to Survive," *The Press of Atlantic City*, 27 Sep 2010.

CONSULTANTSHIPS

- New College of Florida, Strategic Planning and Budgeting, 2014
- Massachusetts Maritime Academy, Develop and Implement an Enrollment Management Program, 1995
- Bergen Community College Basic Skills Program Review, 1987

CONFERENCE PAPERS AND PRESENTATIONS

National

- Presented at the 2014 AASCU Chief Academic Officers Becoming a Provost Academy on "How to Build a Leadership Team," "Accreditation," and "What Does a Provost Do, and How You Can Prepare to Do it Well," Fort Lauderdale, Florida, July 30-August 2, 2014.
- Attendance at the Annual Educational Testing Service (ETS) Higher Education Advisory Council Meeting, New Orleans, LA, 16-18 March 2014.
- Attendance at the American Council on Education (ACE) 96th Annual Meeting for Chief Academic Officers, San Diego, CA, 8-11 March 2014.
- Roundtable panelist for the "Morning Plenary: The Leadership Perspective", at the American Council on Education (ACE) and the Association of International Education Administrators (AIEA) Internationalization Collaborative, "Leading Internationalization in Financially Challenging Times: Building the Innovative Campus", Washington, DC, 15 February 2014.
- Co-presenter of "*Leading with Learning – An Assessment-based Integrative Learning Model*", and co-presenter of "Linking Regional and National Accreditation to Planning & Process" at the Becoming a Provost Academy, both at the Academic Affairs Winter Meeting of the American Association of State Colleges and Universities (AASCU), San Diego, CA, 6–8 February 2014.
- Presented "*The Impact of Common Core*" at the Consortium for Innovative Environments in Learning (CIEL) Conference, New Jersey, October 2013.
- Panelist at the American Academic Leadership Institute (AALI) of the American Association of State Colleges and Universities (AASCU) on, "What Does a Provost Do, and How Can You Prepare to Do it Well," 25-28 July 2013.
- Presented at the Association of International Education Administrators (AIEA), on "*The Provost's Perspective on Internationalization*," by invitation from the American Council on Education (ACE), New Orleans, February 2013.
- Co-presenter of "*Strategies for Negotiating the Balance Among Resources*," at the Society for College and University Planning Conference, *Make No Isolated Plans – Integrated Planning for Educational Quality*, Chicago, IL, July 2012.

- Facilitator of “Technology Enhanced Learning: Great Opportunities and Great Challenges,” at the Academic Affairs Winter Meeting, American Association of State Colleges and Universities (AASCU), Florida, 2011
- Co-presenter of *Hands-on Introduction to an Integrated Balanced Scorecard Approach*, at the annual, International Conference and Idea Marketplace of the Society for College and University Planning, Maryland, 2010
- Facilitator for *Re-Imagining Undergraduate Education*, at the Academic Affairs Summer Meeting, American Association of State Colleges and Universities, Illinois, 2010
- Co-presenter of *Planning a Balanced Scorecard Approach at a NJ State College, Integrated Leadership for a New Reality*, at the annual, International Conference and Idea Marketplace of the Society for College and University Planning, Minnesota, 2010
- Presented at National Conference on *University-Assisted Community Schools as an Effective Strategy for Education Reform, K-16+*, at the Netter Center for Community Partnerships, University of Pennsylvania, 2009
- Presented *Navigating Through College Admissions, Financial Aid, and NCAA Athletics Workshop*, Virginia Scholastic Rowing Association, Virginia, 2009
- Presented *Navigating Through College Admissions, Financial Aid, and NCAA Athletics Workshop*, U.S. Rowing Association Annual Convention, New Jersey, 2008
- Presented a paper and workshop entitled *Technology at Its Best: Successful Professional Development Partnerships with K-12 Schools* at the annual NASPA National Conference, Washington, 2001
- Presented a paper and workshop entitled *Meeting Political Expectations through Partnerships* at the NASPA Region II Conference, New York, 1997
- Presented a paper and workshop entitled *Campus Judicial Systems: Responding to Hate Crimes on Campus*, at the 8th Annual National Conference on Race & Ethnicity in American Higher Education, New Mexico, 1995
- Presented a paper and workshop entitled “*A Model Campus Code for Addressing Sexual Assault*” at the second International Conference on Sexual Assault on Campus, Florida, 1992

New Jersey

- Represented the New Jersey Association of State Colleges and Universities on the Partnership of Assessment of Readiness for College and Careers (PARCC) Higher Education Leadership Team (HELT), at the PARCC State Post-secondary Convening 2013: Beat the Clock (New Orleans), after having served on the Governor’s College and Career Readiness Task Force that resulted in New Jersey becoming a “PARCC state” for post-secondary assessment, 2013.
- Presented a paper and workshop at the New Jersey Association for Institutional Research, Mercer County Community College, *The Accountability Continuum: Where will it end?*, 2007
- Presented a paper and workshop on *Legal Issues* for the MACUHO Annual Meeting, Atlantic City, NJ, 1998
- Presented a paper and workshop entitled *Campus Judicial Systems: Responding to Hate Crimes on Campus* at the CHEER Conference, sponsored by the New Jersey Secretary of State, New Jersey

Department of Education, Fairleigh Dickinson University, and the Richard Stockton College of New Jersey, 1994

- Presented a paper and workshop entitled *Evolution of Campus Judicial Systems* at The New Jersey Consortium on Campus Sexual Violence, Rutgers University, 1994
- Presented a paper and workshop entitled *Institutionalizing a Program for the Disadvantaged,* New Jersey Educational Opportunity Fund Professional Association Annual Conference, 1984

Regional Presentations and Workshops

- Navigating Through College Admissions, Financial Aid, and NCAA Athletic Workshop, The Richard Stockton College of New Jersey, Campus Center and Performing Arts Center, 2011, 2012 & 2013
- Navigating Through College Admissions, Financial Aid, and NCAA Athletic Workshop, Oakcrest High School, Mays Landing, New Jersey, 2010
- Testing and Accountability: Where Will it End? to Phi Delta Kappa, Absecon, New Jersey, 2009
- Data Driven Decision Making - Testing Analysis, Atlantic City High School, 2009
- Data Driven Decision Making – Testing Analysis, Egg Harbor Township High School, 2009
- The Benefits of Data Driven Decision Making, Pinelands Regional High School, 2009
- Setting Priorities for the Superintendent Search Committee, Margate BOE, 2008
- Impact of Socio-Economic Status on Test Scores, Pinelands BOE, 2008
- Keynote Address to Varsity Scholars, Oakcrest High School, 2008
- The History of Testing, Oakcrest High School, 2007
- Standardized Testing for Improved Student Performance, Buena Regional High School, 2007
- Child Abuse/Child Neglect & Bullying Workshop, Wildwood High School, 2007
- Standardized Testing for Improved Student Performance, Oakcrest High School, 2007
- Standardized Testing for Improved Student Performance, Absegami High School, 2007
- Admissions, Financial Aid and NCAA Athletics, Oakcrest High School, 2006, 2007, 2008, and 2009
- Standardized Testing, Pinelands Regional High School, 2006
- Standardized Testing for Improved Student Performance, Wall Township, 2006
- Child Abuse/Child Neglect Workshop, Hammonton High School, 2006
- Child Abuse/Child Neglect Workshop for Stockton Pre-Service Teachers, 2006
- Data Driven Decision Making – Testing Analysis, Hamilton Township BOE, 2006
- Standardized Testing for Improved Student Performance, William Davies Middle School, 2006
- Standardized Testing for Improved Student Performance, George L. Hess School, 2006
- Child Abuse/Child Neglect/Peer-to-Peer Bullying, Upper Township Elementary School, 2006
- Child Abuse/Child Neglect/Peer-to-Peer Bullying, Belhaven School, Linwood, 2006
- Understanding Testing, Little Egg Harbor School District, 2005
- Standardized Testing for Improved Student Performance, Long Beach Island Grade School, 2005
- Standardized Testing for Improved Student Performance, Upper Township Middle School, 2005
- Standardized Testing for Improved Student Performance, Upper Township Primary School, 2005
- Standardized Testing for Improved Student Performance, Northfield Community School, 2005
- Standardized Testing for Improved Student Performance, Cape May City School, 2004 and 2005
- Standardized Testing for Improved Student Performance, Brick Township Memorial High School, 2004
- Keynote Address, Burlington County Guidance Counselors Association, Delran, 1999
- Standardized Testing for Improved Student Performance, Wildwood High School, 2004
- Keynote Address, Wildwood Catholic High School Honors Convocation, 1998
- Establishing an ETTC, Atlantic County Shared Services Roundtable, Mays Landing, NJ, 1997
- Campus Safety and Security, Wildwood High School seniors and parents, 1997
- Establishing an ETTC, Cape Atlantic Principal and Supervisor Association, 1997
- Establishing an ETTC, Brigantine School District, 1997
- Affirmative Action, Oakcrest High School, 1997
- Sexual Assault on College Campuses, Stockton Women’s Coalition in celebration of Women’s History Month, 1997
- Establishing an ETTC, Atlantic County Legislative Breakfast, 1997

- Establishing an ETTC, Atlantic County Curriculum Supervisors, 1997
- "An Alternative Model for Educating the Disadvantaged," Stockton State College Symposium "Minority Concerns in a Conservative Era: The Future of Afro-American Studies," 1985
- "Time Management," Temple University Law School, 1984

CURRENT AND FORMER PROFESSIONAL ORGANIZATIONS AND AFFILIATIONS

- American Association for Higher Education and Accreditation (AAHEA)
- American Association of Colleges for Teacher Education (AACTE)
- American College Personnel Association (ACPA)
- American Educational Research Association (AERA)
- Association for Institutional Research (AIR)
- Association for Student Judicial Affairs (ASJA, now Association for Student Conduct Administration)
- Association for Supervision & Curriculum Development (ASCD)
- Middle States Association of Collegiate Registrars and Officers of Admission (MSACROA)
- National Association of Student Personnel Administrators (NASPA, now Student Affairs Administrators in Higher Education)
- New Jersey Association of Colleges for Teacher Education (NJACTE)
- New Jersey Educational Opportunity Fund Professional Association (NJEOPFA)
- North East Association for Institutional Research (NEAIR)
- Phi Delta Kappa International
- Phi Kappa Phi National Honor Society for Doctoral Students
- Teacher Education Accreditation Council, Inc. (TEAC)

RICHARD STOCKTON COLLEGE OF NEW JERSEY COMMITTEES

- Member, Faculty Senate Committee on Academic Policies, Academic Programs and Planning, and General Studies, *Ex-Officio*, 2010-present
- Member, Board of Trustees Academic Affairs and Planning Committee, 2010-present
- Member, Board of Trustees Buildings and Grounds Committee, 2009-present
- Member, Middle States Reaccreditation Planning Committee, 2010
- Member, General Education Assessment Committee, 2009
- Member, Veterans Advisory Council, 2009
- Member, "Stockton Volume" Advisory Committee, 2009
- Co-Chair, 2020 Strategic Planning Steering Committee, 2008-present
- Member, Vice President for Administration and Finance Search Committee, 2008
- Member, Board of Trustees Finance Committee, 2007-08
- Member, Board of Trustees Investment Committee, 2007-08
- Member, Executive Oversight Committee, Middle States Self Study, 2002
- Co-Chair of Institutional Task Force on Affordability for Vision 2010, 2001-02
- Co-Chair of Organization, Administration and Governance Committee for MSA 1991-01 Institutional Self Study, 2001-02
- Member, Vice President for Academic Affairs, Search Committee, 1998
- Chair, Southern Regional Institute and Educational Technology Training Center (SRI & ETTC) Steering Committee, 1996-present
- Institutional Liaison to the Commission on Higher Education Middle States Association, 1996-98
- Chair, Federal Financial Aid Title IV Program Review, 1995
- Chair, Committee on Excellence and Accountability Reporting, 1994-00
- Mathematics-Within-the-Curriculum Central Committee, 1993-95
- Chair, The GOAL Program (College/Casino/High School Partnership) Committee, 1990
- Member, The Town/Gown Human Relations Coalition, 1990
- Administrative Member, The Distinguished Faculty Fellowship Review Committee, 1989-94
- Member, The Ida E. King Distinguished Professor of Holocaust Studies Search Committee, 1989

- Member, College Wide Planning Committee, 1988
- Member, MSA Periodic Review Report Steering Committee, 1987
- Chair, Dean of Students Search Committee, 1985
- Member, Task Force on Minority Student Recruitment and Retention, 1985
- Member, Educational Opportunity Fund Community Advisory Board, 1985-87
- Member, Computer Applications Network, 1983-86
- Member, Freshmen Studies Committee, 1980-83
- Member, Teacher Education Advisory Board, 1980-82
- Member, Skills Acquisition and Development Center Advisory Board, 1980-83

COMMUNITY FOCUS

- Member, Hamilton Township Committee, Elected 2009
- Member, Atlantic County Professional Development Board, 2002-06
- Member, Atlantic County Distance Learning Core Council, 1997-99
- Member, Atlantic County GOALS 2005 Planning Committee, 1997-99
- Twenty Comcast Newsmakers appearances between 1997-present
- Vice President, Chairman of Finance, and Chairman of Contract Negotiations for the Hamilton Township Board of Education, Elected 1996
- Member, Atlantic County Child Placement Review Board, 1981-82

HONORS AND AWARDS

- Recipient of the Richard Stockton College of New Jersey Professional Achievement Award as the School of Education's Distinguished Alumni, 2011.
- Recipient of the Dr. Vera King Farris Award for Intramural Recreation Club, 2009
- Recipient of the Osprey Distinguished Alumnus Award presented by the Richard Stockton College of New Jersey Alumni Association, 2003
- Recipient of 2003 EOF Champion Award presented by the New Jersey Educational Opportunity Fund and the New Jersey Commission on Higher Education
- Recognized by the Commissioner of the New Jersey Department of Education for "Innovative Entrepreneurship" in the authorized expansion of the Atlantic County Educational Technology Training Center from a local to a Regional Center, 2002
- National Association of Partners in Education and the SBC Foundation in the National Telecommunications Partnership Award, 2002
- Leadership recognition via the establishment of the Dr. Harvey Kesselman Scholarship Award dedicated in recognition of his myriad contributions to Stockton College, 2002
- Distinguished Honoree recognized for support of the choral music program at Stockton College presented at the Spring 1999 performance of Carmina Burana, 1999
- Recipient of the Council of Black Faculty and Staff of the Richard Stockton College 1998 Annual Merit Award, 1998
- Educational Partnership Award presented by the Atlantic County Vocational Technical School, 1998
- Selected as a member of the Phi Kappa Phi National Honor Society for Doctoral Programs, Widener University, 1995
- Distinguished Service Award presented by The Committee on Excellence and Accountability Reporting for the State of New Jersey, 1995
- Honorary Member of the Kappa Delta Pi, International Honor Society in Education, Richard Stockton College of New Jersey Chapter, 1995
- Certificate of Appreciation for Outstanding Support of Los Latinos Unidos, 1994
- Certificate of Appreciation presented by the Unified Black Students Society, 1993
- Recipient of the first Richard Stockton College Board of Trustees Distinguished Service Award, 1991
- Recipient of the Richard Stockton College Educational Opportunity Fund Program Merit Award for Distinguished Service, 1983