

# Dale K. Nesbary, Ph.D.

## Curriculum Vitae

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## **Education**

1995 Ph.D. in Law, Policy and Society	Northeastern University
1981 Master of Public Administration	Western Michigan University
1977 B.A. in Political Science and Anthropology	Michigan State University

## **Experience**

2022-Current **Consultant**

Newburg, MD

Dale K. Nesbary, Ph.D. is a higher education consultant in the technology and strategic planning space, serving as a member of the CampusWorks Executive Advisory Board and as member and Immediate Past Chair for the Trinity Health Michigan Regional Board.

2009-2022 **President**

Muskegon Community College, Muskegon, MI

Dale K. Nesbary, Ph.D. served for 13 years as President of Muskegon Community College, retiring in July 2023. During his tenure the first time in its 96 year history, MCC was named best community college in Michigan, in 2017 by BestColleges.com and in 2021 by Intelligent.com. Moreover, the College raised \$21 million in grants and gifts, in support of a \$55 million infrastructure investment, the largest since locating to its main campus in 1967. These include the \$14.1 million Health and Wellness Center, built from the ground up as a working emergency hospital and housing a community facing health clinic, both of which were placed in service during the recent COVID-19 pandemic. The College boasts many sterling academic programs including a perennially nationally ranked nursing program, and two performance groups (West Michigan Concert Winds and the MCC Collegiate Singers) having recently performed in the Isaac Stern Auditorium of New York's famed Carnegie Hall. Moreover.

- MCC was named a Top 50 Best Value Community College for 2016 (valuecolleges.com), the number one college in Michigan by Best Colleges.com in 2017, and Intelligent.com in 2021.
- MCC state-of-the-art Science Center, a life and physical sciences building opened in August 2015, will serve our campus and business community for decades to come.
- MCC Sturris Technology Center, an adaptive reuse of the former Muskegon Chronicle and Masonic Temple buildings, opened in January 2018 and houses applied technology, entrepreneurial studies and experiential learning in the heart of historic downtown Muskegon.
- MCC Health and Wellness Center, which serves our growing Medical Assistant program, our Health, Physical Education and Recreation Department curriculum, a Mercy Health Partners primary care clinic opened in January 2019.

- MCC Art and Music Building opened in August 2019 in the former Technology Building space on the main campus.
- A comprehensive Student Success and Completion Agenda was implemented that includes early engagement initiatives, college readiness and completion components resulting in an increase in MCC's graduation rate by seven percent.
- Extension centers in Ottawa and Newaygo Counties were opened.
- Over 30 new academic and technical programs were developed including entrepreneurial studies, medical assistant, medical billing and coding, instrumental music, alternative/renewable energy, autism and social coaching, robotics, high speed fabrication, undergraduate research, film production, and many others.
- The West Michigan Concert Winds, an MCC instrumental ensemble, performed in Carnegie Hall in 2016 and the Collegiates vocal ensemble performed in Carnegie Hall in 2017.
- Multiple integrated strategic plans were launched and completed.
- Athletic programs added include men's and women's cross country, bowling and soccer. MCC now offers more athletic programming than any other community college in Michigan and boasts national accolades in each sport.
- Strategic relationships have been expanded with many school districts, universities, businesses, and civic organizations.
- Professional training and apprenticeship programs are maintained with 150 West Michigan businesses.
- Collaborative agreements have been signed with international educational partners in Germany, Belize, and Nevis.
- Concurrent enrollment and related agreements with 4-year partners have been signed with Western Michigan University, Ferris State University, Michigan State University, Grand Valley State University, and many others.
- MCC was selected as an Achieving the Dream Leader College, part of a competitive, multi-year national initiative to help increase student success.
- Early College initiatives were launched to serve students in Muskegon, Ottawa and Newaygo counties. We are now seen as a statewide leader in this area after initiating MCC programs in 2011.
- Full 10-year reaccreditation was attained in 2010 by the Higher Learning Commission of the North Central Association of Colleges & Schools.
- Two \$500,000 grants for talent development were awarded to MCC, one of which partnered with nationally respected institutions.
- MCC's 40+ year old planetarium was upgraded through fundraising to state-of-the-art status.

2006-2009

**Vice President and Dean for Academic Affairs**  
**Full Professor of Political Science**

Adrian College, Adrian, MI

Served as Chief Academic Officer for a liberal arts college of 1,400 students. Direct reports included all faculty and staff of the Academic Services Office, Office of Career Planning, Information Services Department, Office of Institutional Research, Shipman Library, Institute Directors, and the Registrar. Served as tenured full professor of political science. Accomplishments included:

- Leading construction of several academic buildings including:

Rush Hall – Communication Arts  
Valade Hall – Social and Behavioral Sciences  
Mahan Hall – Visual Arts and Interior Design  
Goldsmith Hall – Modern Languages

- Providing leadership for the institutional reaccreditation process with North Central Higher Learning Commission.
- Leading Renaissance II, a comprehensive restructuring of the curriculum and academic affairs division.
- Leading the development of Ribbons of Excellence, the first academic mission statement in the 149-year history of Adrian College.
- Founding the Faculty Brown Bag research presentation series.
- Leading the creation/enhancement of several academic programs, including Communication Arts, Athletic Training, Institutional Research, Study Abroad, and Criminal Justice.
- Restructuring and enhancing the Honors Program.
- Developing multiple agreements with business, government and higher education institutions.
- Leading the development of a strategic plan, including a restructuring of information services staffing, quintupling of internet bandwidth, a complete revamping of classroom and lab technology and campus-wide wireless internet installation.

2001-2006

**Director, Master of Public Administration Program**

Oakland University, Rochester, MI

In this position, I tripled MPA enrollments in four years from 24 to 96 students while increasing the GPA of MPA admits. I advised 96 students and led the development of a joint Juris Doctorate/Master of Public Administration program between Oakland University and the Thomas Cooley Law School.

2003-2004

**American Council on Education Fellow**

Alliant International University, San Diego

California San Diego State University, San Diego, CA

San Diego Community College District, San Diego, CA

Supported/shadowed the President/Chancellor and cabinet of respective institutions. Examined leadership models. Prepared an examination of faculty workload models for AIU.

1994-2006

**Assistant/Associate Professor, Department of Political Science**

Oakland University, Rochester, MI

Accomplishments in this position include:

- Providing academic advising to approximately 200 undergraduate Political Science students.
- Chairing the Oakland University Information Technology Discussion group, which led to a successful redesign of organizational structure and services delivered for the Oakland University information technology division.

- Initiating a legislative outreach program by inviting 20+ state legislators to visit campus each year to speak with and meet students.
- Authored 30 publications appearing in *Social Science Computer Review*, *The Journal of Contemporary Criminology*, *The International Journal of MS Care*, *The British Journal of Educational Technology*, *Policing*, *the Internet Encyclopedia*, *the Handbook of Information Systems*, and others.
- Presented more than 30 papers and reports to academic and professional audiences.

1992-1993

**Technical Services Director**

Boston Police Department, Boston, MA

Coordinated a committee to research and clarify the need for an upgraded computer aided dispatch system. The committee's work resulted in the decision to issue an RFP and the selection of a vendor to install a \$4 million computer-aided dispatch system.

1990-1992

**Research Director**

Boston Police Department, Boston, MA

Supervised approximately 20 staff, interns and support staff and computerized a formerly paper-driven analysis process.

1988-1990

**Director of Contract Management**

City of Boston, Boston, MA

Supervised a staff of 5 while coordinating the activities of 50 other staff. Developed and managed a contract management system servicing over 10,000 contracts totaling \$400 million. Reduced contract processing time from 13 to 3 weeks.

1986-1988

**Assistant Director, Budget and Program Evaluation**

City of Boston, Boston, MA

Served as Executive Assistant, School Analyst and Capital Outlay Liaison to the Citywide Director of Budget and Program Evaluation. The omnibus city budget was \$1.2 billion during my tenure.

1983-1986

**Principal Staff Associate**

National Conference of State Legislatures, Denver, CO

Staff for the Fiscal Affairs and Oversight Committee comprised of legislative appropriation and tax committee chairs and their staff from around the country. I also had responsibility for editing the *Fiscal Letter* and many budget and policy analyses.

1978-1983

**Fiscal Analyst and Training Coordinator**

Michigan Senate Fiscal Agency, Lansing, MI

Staff Analyst for the Senate Appropriations Committee, the committee's Chair and the subcommittees on General Government and Corrections.

1981

**Graduate Assistant**

Western Michigan University, Lansing, MI

Provided research support for the Director of the Western Michigan University Lansing Study Center.

### **Other Experience and Accomplishments**

- Presented to and trained 12 DTE executive management staff in a 3-day seminar on project management and software applications. This resulted in excellent participation and the receipt of a \$1+million training contract for IBM/Catapult Corporation.
- Developed two databases with 2K and 4K records for a major nonprofit organization to track volunteer services and employee activity. This increased management access to information for decision-making purposes.
- Developed database with 70K records for a city council member and mayoral candidate resulting in the ability to identify likely voters and campaign contributors
- Served on multiple department, college, university, and external committees.

### **Courses Taught**

<u>Name</u>	<u>Number</u>	<u>Level</u>	<u>School</u>
<i>State and Local Government</i>	<i>PSCI 102</i>	<i>Undergraduate</i>	<i>AC</i>
<i>Internship</i>	<i>PSCI 399</i>	<i>Undergraduate</i>	
<i>Independent Study</i>	<i>PSCI 451</i>	<i>Undergraduate</i>	
<i>Research Methods and Statistics</i>	<i>PS 303</i>	<i>Undergraduate</i>	<i>OU</i>
<i>Computer Techniques</i>	<i>PS 304</i>	<i>Undergraduate</i>	
<i>State Politics</i>	<i>PS 307</i>	<i>Undergraduate</i>	
<i>Public Administration</i>	<i>PS 350</i>	<i>Undergraduate</i>	
<i>Public Policy Evaluation</i>	<i>PS 353</i>	<i>Undergraduate</i>	
<i>Police Budgeting and Personnel Management</i>	<i>PS 412</i>	<i>Undergraduate</i>	
<i>Research Project</i>	<i>PS 490</i>	<i>Undergraduate</i>	
<i>Research Methods and Statistics</i>	<i>PA 522</i>	<i>Graduate</i>	
<i>Computer Applications and Administration</i>	<i>PA 523</i>	<i>Graduate</i>	
<i>Public Administration Theory</i>	<i>PA 601</i>	<i>Graduate</i>	
<i>Government Information Systems</i>	<i>PA 621</i>	<i>Graduate</i>	
<i>Public Budgeting and Finance</i>	<i>PA 653</i>	<i>Graduate</i>	
<i>Master Research Project</i>	<i>PA 690</i>	<i>Graduate</i>	
<i>Independent Study</i>	<i>PA 691</i>	<i>Graduate</i>	
<i>Applied Leadership in the Public Sector</i>	<i>PA 692</i>	<i>Graduate</i>	
<i>Introduction to Web Research</i>	<i>PADM 634</i>	<i>Graduate</i>	<i>WMU</i>

### **Research**

#### **Ph.D. Dissertation**

Nesbary, Dale Kevin. *The Transformation of Crime Statistics in Police Agencies*. January 1995.  
Boston, MA: Northeastern University

#### **Books Published**

Nesbary, D. (1999). *Survey Research and the World-Wide-Web*. Boston, MA: Allyn & Bacon.

Nesbary, D. (1999). *Quick Guide to the Internet for Criminology and Criminal Justice*. Boston, MA: Allyn & Bacon.

Nesbary, D. (1998). *Quick Guide to the Internet for Criminology and Criminal Justice* Boston, MA: Allyn & Bacon.

## Peer Reviewed Articles and Book Chapters Published

- Nesbary, Dale. (2007). Public wireless internet. In Garson, G. David, & Khosrow Pour, Mehdi. *Handbook of Research on Public Information Technology*. Hershey, PA: Idea Group Reference Publishers.
- Nesbary, Dale, & Garcia, Luis. (2005). Internet tax policy: An international perspective In *Handbook of Public Information Systems*, Second Edition. London: Taylor and Francis Group.
- Raphael, Donna, & Nesbary, Dale. (April 2005). Getting the message across: Rationale for a strategic communications course in the public administration curriculum. *Journal of Public Affairs Education*.
- Garcia, Luis, Nesbary, Dale, & Gu, Joanne. (February 2004). Perceptual variations of stressors among police personnel during the modern low crime era. *Journal of Contemporary Criminology*.
- Nesbary, Dale, Nesbary, Connie, & Lisak, Deena. (Spring 2003). Ask the nurse program study. *International Journal of MS Care*, 5(1), 15-21. Consortium of Multiple Sclerosis Centers and Rehabilitation in Multiple Sclerosis. [www.ms-care.com](http://www.ms-care.com).
- Nesbary, Dale. (2003). Applications of internet and e-commerce technologies in nonprofit organizations. In *The Internet Encyclopedia*. John Wiley and Sons.
- Nesbary, Dale. (2001). Politics and discretion: The acquisition of technology in municipal police agencies. *Social Science Computer Review*, 19(3).
- Nesbary, Dale. (2001). The use of web directories in the classroom. *British Journal of Educational Technology*, 31(4).
- Nesbary, Dale. (2000). The taxation of internet commerce: A state-of-the-art review. *Social Science Computer Review*, 18(1).
- Nesbary, Dale. (1998). Handling emergency calls for service: Organizational production of crime statistics. *Policing: An International Journal of Police Strategies and Management*, 21(4).

## Editor Invited Articles and Book Chapters Published

- Nesbary, Dale. (March 2015). The community college as entrepreneurial catalyst. In *Perspectives: Community College Leadership for the 21<sup>st</sup> Century*. Big Rapids, MI Ferris State University, Alliance for Community College Excellence in Practice.
- Nesbary, Dale. (2006). Tax policy in the virtual state. Case study in Garson, G. David. *Managing the Virtual State: Public Information Technology and E-Governance*. Boston, MA Jones & Bartlett.
- Nesbary, Dale. (March 1996). Five articles and definitions pertaining to criminal justice on vandalism, attempted crime, battery, carjacking and drive-by shootings. In *Magill's Ready Reference: American Justice*.
- Gold, Steven, & Nesbary, Dale. (March 1986). State tax expenditure reporting. *Tax Notes*. Washington, DC National Conference of State Legislatures.
- Nesbary, Dale (February 1986). Leasing: An infrastructure financing alternative. *State Legislatures*. Denver, CO.
- Gold, Steven, & Nesbary, Dale. (May 1986). State tax expenditure review mechanisms. *Legislative Finance Papers Series*. Denver, CO National Conference of State Legislatures, (45p published monograph).

Nesbary, Dale. (September 1985). Recent trends in state corrections spending. *Legislative Finance Papers Series*. Denver, CO  
National Conference of State Legislatures, (51p published monograph).

### **Websites and LISTSERV Created**

Nesbary, D. (1997, Mar.) Allyn & Bacon Interactive Criminal Justice website.

Nesbary, D. (1995, Sep.) Professor Dale Nesbary website.

Nesbary, D. (1999, Sep.) Division of People of Color and Crime LISTSERV, American Society of Criminology.

### **Oral Presentations, Performances and Exhibitions (selected)**

Nesbary, Dale. (2014-present). Multiple presentations at National Conferences on topics such as technology and education, student success, & leadership at conferences held by the American Association of Community Colleges, Association for Community College Trustees, Ellucian Live, American Council on Education, & President's Roundtable.

Nesbary, Dale. (2014, Feb. 18). Community colleges and talent development. Oral presentation to the State of Michigan Legislature Joint House and Senate Subcommittee on Capital Outlay, Lansing, MI.

Nesbary, Dale. (2014, Jan. 20). Advancing the dream. Oral presentation to the Lenawee County NAACP, Martin Luther King Day Dinner, Adrian, MI.

Nesbary, Dale. (2013, Sep. 23). Higher education opportunities in west Michigan. Oral presentation to Muskegon in Focus, a leadership development program for prospective community leaders in the region, Muskegon, MI.

Nesbary, Dale. (2013, Aug. 24). Higher education leadership: Disruptive forces abound. Oral presentation to the Ferris State University Doctorate of Community College Leadership Program, Grand Rapids, MI.

Nesbary, Dale. (2013, Jul. 24). Crisis management in a media savvy world. Oral presentation to the Michigan Community College Association President's Institute, Traverse City, MI.

(2013, Jun. 1). How to work with governing boards during change. Oral presentation to the American Council on Education Council of Fellows Annual Meeting, Southfield, MI.

Nesbary, Dale. (2012, Mar. 27). Signaling for student success: Early intervention strategies in higher education. Oral presentation to the SunGard Summit, Las Vegas, NV.

Nesbary, Dale. (2012, Dec.). Leadership in higher education. Presentation to LIB 318 Leadership students, Grand Valley State University Leadership Development Series, Muskegon, MI.

Nesbary, Dale. (2012, Aug. 12). The state of college education. Oral presentation to the Women's Division of the Muskegon Lakeshore Chamber of Commerce, Muskegon, MI.

Nesbary, Dale. (2012, Jun. 7). Keynote Speaker, Timberland Charter Academy School, Muskegon, MI.

Nesbary, Dale. (2011, Sep.). A conversation with Dr. Dale K. Nesbary. Oral presentation to The Leadership Exchange for Wayne County Community College Chancellor, Presidents, and senior administrators at Wayne County Community College, Detroit, MI.

Nesbary, Dale. (2005, Oct. 14). NASPAA standard 4.21. Presentation to the National Association of Schools of Public Affairs and Administration, Washington, DC.

- Nesbary, Dale. (2005). Leading diversity. Oral presentation to American Council on Education Council of Fellows, Chicago, IL.
- Nesbary, Dale. (2011, Apr.). Muskegon community college's reaccreditation process. Oral presentation to Higher Learning Commission Conference (invited), Chicago, IL.
- Nesbary, Dale. (2009, Apr.). Adrian college's reaccreditation process. Oral presentation to Higher Learning Commission Conference (invited), Chicago, IL.
- Nesbary, Dale. (2004, Apr.). College and university leadership: Comments and reflections. Oral presentation to Alliant International University Community, San Diego, CA.
- Nesbary, Dale. (2004, Oct.). Implementation design strategies: Transformation of university services. Oral presentation to Alliant International University President's Cabinet, San Francisco, CA.
- Nesbary, Dale. (2002, Oct.). Technology and nonprofit administration. Moderator and Discussant presentation to the 5th Annual Applied Technology in Business Conference at Oakland University, Rochester, MI.
- Nesbary, Dale. (2002, Apr.). Term limits and minority influence. Oral presentation to the South Oakland County Chapter of the NAACP, Southfield, MI.
- Nesbary, Dale. (2002, Apr.). Term limits in Michigan. Moderator and oral presentation to the Michigan Legislature and Staff at Oakland University Day at the Michigan State Capitol, Lansing, MI.
- Nesbary, Dale. (1999, Nov.). Criminal justice research and the world wide web. Oral presentation to the American Society of Criminology Annual Meeting, Toronto, Canada.
- Nesbary, Dale. (1999, Nov.). Division of people of color and crime listserv. Oral presentation to the American Society of Criminology Annual Meeting, Division of People of Color and Crime, Toronto, Canada.
- Nesbary, Dale (1999, Oct.). The web utility curve: Use of web directories in the classroom. Oral presentation to the Michigan Conference of Political Scientists Annual Meeting.
- Nesbary, Dale. (1998, Oct.). Organizational production of crime statistics. Oral presentation to the Midwestern Criminal Justice Association Annual Meeting, Milwaukee, WI.
- Nesbary, Dale. (1997, Nov.). Local law enforcement and the web. Oral presentation to the American Society of Criminology Annual Meeting, San Diego, CA.
- Nesbary, Dale. (1997, Oct.). Political science and the web: A state-of-the-art review. Oral presentation to the Michigan Conference of Political Scientists, Ypsilanti, MI.
- Nesbary, Dale. (1997, Oct.). State law enforcement and the web. Oral presentation to the Midwestern Criminal Justice Association Annual Meeting, Cincinnati, OH.
- Nesbary, Dale. (1996, Nov.). Burglary calls and police response: Organizational production of crime statistics. Oral presentation to the American Society of Criminology Annual Meeting, Chicago, IL.
- Nesbary, Dale. (1996, Sep.). Assaultive behavior and police response: Organizational production of crime statistics. Paper presented to the Midwestern Criminal Justice Association, Indianapolis, IN.
- Nesbary, Dale. (1996, May). Infrastructure banks: State-of-the-art. Oral presentation to the Michigan Public Management Institute.



- Nesbary, Dale. (1996, Feb. 9). Infrastructure banks. Interview with David Erlich of the U.S. General Accounting Office.
- Nesbary, Dale. (1995, Apr.). Capital budgeting and finance: The state-of-the-art. Oral presentation to the Federal Highway Administration, Washington, DC.
- Nesbary, Dale. (1995, Feb.). Politics and discretion: The acquisition of computer aided dispatch systems in municipal police agencies. Paper presented to the Academy of Criminal Justice Sciences, Boston, MA.
- Nesbary, Dale. (1994, Oct.). Politics and discretion: The acquisition of technology in municipal police agencies. Paper presented to the Michigan Sociological Association.
- Nesbary, Dale. (1994, Dec.). Capital budgeting and finance in the states. Presentation to the National Conference of State Legislatures, Denver, CO.

### **Book Reviews Published**

- Nesbary, Dale. (2005, Winter). [Review of the book *Passing the buck: Congress, the budget and deficits* by Farrier, Jasmine (2004).] In *Perspectives on Political Science*, University Press of Kentucky.
- Nesbary, Dale. (2002, Fall). [Review of the book *Access denied in the information age*, by Lax, Stephen (2001).] In *Social Science Computer Review*. New York: Palgrave McMillan Press.
- Nesbary, Dale. (1997, Summer). [Review of the book *The failure of U.S. tax policy: Revenue and politics* by Pollack, Sheldon (1997).] In *Perspectives on Political Science*, p. 159. University Park, PA: University of Pennsylvania Press.
- Nesbary, Dale (1997). [Review of the book *The federal budget: Politics, policy, process* by Schick, Alan (1996).] In *Perspectives on Political Science*, p. 147. Washington, DC.

### **Papers and Professional Reports**

- Nesbary, Dale. (1989). Request for proposal preparation instructions. Guidelines and instructions for Citywide Boston administrators and analysts regarding the preparation and submission of requests for grant proposals.
- Nesbary, Dale. (1988). Contract management: Recommendations for change. An evaluation of the City of Boston Office of Contract Management structure and functions.
- Nesbary, Dale. (1988). Evaluation of school outreach programs. An evaluation of the Northeastern University Center for the Study of Sport in Society School Outreach Program.
- Yondorf, Barbara, & Nesbary, Dale. (1984). The State of Wisconsin legislative appropriation process. Denver, CO: National Conference of State Legislatures Special Report.

### **Grants and Gifts**

2017	\$5.6 Million	State of Michigan Capital Outlay Grant
2015	\$200,000	Nick and Ashley Sarnicola Entrepreneurial Studies Scholarship Endowment
2015	\$300,000	Jon Rooks donation of Masonic Temple Building (value)
2015	\$1.5 Million	Carolyn I. and Peter Sturuss Gift

2015	\$2.5 Million	U.S. Department of Commerce Economic Development Administration Infrastructure Grant
2015	\$4.1 Million	State of Michigan MEDC Strategic Fund Grant
2013	\$4.6 Million	State of Michigan Capital Outlay Grant
2008	\$473,000	HRSA Health Sciences/Pre-Nursing Grant
2002	\$1,000	E-Vening Web Enhanced Course Development Grant
1998	\$1,000	Oakland University Faculty Research
1995	\$6,500	Oakland University Faculty Research
1990	\$875,000	U.S. Department of Justice Grant funding Boston Drug Control Unit
1987	\$120,000	State of Massachusetts Boston Office of Budget and Program Evaluation

**Honors and Awards** *(Selected)*

**Beat Living Legend Award**

Nov 2021 I received the 2021 Muskegon BEAT Living Legend Award, presented by the Muskegon-based urban radio station 103.7 The Beat, on Nov. 27 Convenor Paul Billings said that Living Legend Award was established “to honor those who have impacted our lives forever and whose body of work will impact us even after they have transitioned.”

**Community Impact Award**

The Community Foundation for Muskegon County (CFMC) presented its first-ever Impact Award to Muskegon Community College President Dale K. Nesbary on Oct. 7 during the organization’s 2021 Annual Gathering inside the Frauenthal Center.

The Impact Award recognizes a community leader who or an organization that has gone above and beyond to advance educational attainment, foster a dynamic local economy, enhance community trust and promote prosperity for all in Muskegon County. The award provides a \$5,000 cash gift to be directed to the service or organization identified by the recipient.

2019	Grand Rapids Business Journal Newsmaker of the Year-Education Division
2019	Muskegon Branch NAACP Community Service Award
2017	Muskegon Lakeshore Chamber of Commerce Agent of Change
2017	Special Tribute from Michigan House, Senate and Governor
2017	President’s Humanitarian Award, Black Women’s Political Caucus of Muskegon County
2016	Muskegon (MI) Branch NAACP Community Impact Award
2008	Lenawee (MI) Branch NAACP Community Service Award
2003-04	American Council on Education Fellow
2000	Sabbatical Leave from Oakland University, Fall Semester
1995	Oakland University Department Faculty Research Award (shared)

**Service**

2022-Present	CampusWorks Inc Executive Advisory Board
2018-Present	Trinity Health System Michigan Regional Board, Chair 2020-2022
2019-2022	Michigan Education Trust Board

2020-2021 Chair, Michigan Community College Association (MCCA) Board of Directors  
 2019-2021 Chair, Michigan Community College Association (MCCA) President's Committee  
 2019-2022 Co-Chair, Talent 2025 Diversity & Inclusion Working Group  
 2019-2022 American Association of Community Colleges (AACC) Awards Committee  
 2019-2022 West Michigan Symphony Board of Directors West Michigan Symphony Board-Resources Committee  
 2019-2020 Vice Chair, Michigan Community College Association (MCCA) Executive Committee  
 2017-2022 Talent 2025 Board of Directors  
 2016-2019 Center for Community College Student Engagement National Board  
 2016-2019 American Association of Community Colleges Commission on Workforce and Economic Development  
 2015-2020 Muskegon Heights Regional Transitional Advisory Board  
 2014-2015 Boys and Girls Club of West Michigan Board of Directors Founding Member  
 2013-Present Reviewer, Sage Publications  
 2011-2022 Member Board of Commissioners, West Michigan Shoreline Regional Development Corporation (WMSRDC), Vice Chair 2017-Present  
 2011-2022 Lakeshore Ethnic Diversity Alliance Advisory Board  
 2011-Present Chair, Financial Oversight Committee, Blue Lake Fine Arts Camp  
 2011-2018 Board Member and Past President, Employers Association of West Michigan  
 2010-2022 Talent 2025 CEO Council  
 2010-2022 Talent 2025 Higher Education Working Group  
 2010-Present President's Round Table, Association of African American CEOs  
 2010-2019 Community Foundation of Muskegon County Board of Trustees  
 2010-2014 American Council on Education Fellows Program Executive Board  
 2009-2022 Muskegon Area Intermediate School District (MAISD) Superintendent's Meeting  
 2009-2022 Muskegon Lakeshore Chamber – Government Affairs Committee  
 2009-Present Silver Life Member, Muskegon Branch NAACP  
 2009-2022 Muskegon Promise Zone Authority Board of Trustees  
 2009-2022 Member, Muskegon Rotary Club  
 2009-2014 Member and Vice Chair, West Michigan Strategic Alliance Board of Directors  
 2008-2009 Lenawee County United Way Board of Directors  
 2007-2009 Adrian Symphony Orchestra Board of Directors  
 2006-2009 Underground Railroad Board of Trustees  
 2005-2010 Application Reviewer, American Council on Education Fellows Program  
 2001-Present National Association for the Advancement of Colored People  
 2001-2003 Reviewer, Journal of Computer Mediated Communication  
 1998-2002 Advisory Committee, Southfield Public Schools Fine Arts Academy  
 1997-2006 Member, Social Science Research Network  
 1997-2002 Member, Conference of Minority Public Administrators  
 1996-2004 Member, Michigan Public Management Institute  
 1995-2001 Member, People of Color Section, American Society of Criminology  
 1995-2001 Member, Academy of Criminal Justice Sciences  
 1995-2006 Member, Michigan Association of Counties  
 1995-2001 Member, Midwest Criminal Justice Association  
 1995-Present Blue Lake Fine Arts Camp Board of Trustees

1980-1991	Blue Lake Fine Arts Camp Board of Trustees
1980-2006	Member, American Society of Public Administration
1980-2006	Member, American Society of Public Administration

**Music Performances and Activities**

I have performed as a first call musician, studio and live performance in small and large group jazz, classical, pit orchestra, symphony orchestra, and big band environments. In June 2016, I performed on the Carnegie Hall (NYC) stage with the West Michigan Concert Winds.

**Current in Muskegon, MI**

Trombonist/Euphonium	First Congregational Church Brass
Principal Trombonist	Shoreline Symphony Community Orchestra
Trombonist	Starry Night Septet
Trombonist	West Michigan Concert Winds
Trombonist/Euphonium	West Michigan Worship Center Praise Team

**Performances with Recording Artists/Professional**

Chuck Mangione	Red Skelton
Count Basie-Opening Act	Royal Hannerford Circus
Gary Burton	The Temptations
George Benson	Vaclav Nelhybel
The Lennon Sisters	Alexander Zonjic/Kenny G--as guest artist
Nancy Wilson	Numerous "pit orchestra" and studio/session gigs

**Professional Ensembles/Bands**

Blue Lake Sousa Band	TCA Big Band
Bob Hull Big Band	Ultramystic
Rich Astalos Big Band	Most Valuable Players

**Michigan State University Ensembles**

Wind Ensemble (Principal)	Concert Band
Spartan Marching Band (Section Leader)	Spartan Brass
Jazz Ensemble I (Lead)	

**Music Instructors**

Michigan State University:	State University of New York at Potsdam:
Ed Huttlin	John Upchurch
Leonard Falcone	

Berklee College of Music:	Muskegon, MI:
Phil Wilson	Mike Lorenz