

2001-2003 Provost and Vice President for Academic Affairs and Professor of Sociology
(same as Interim Provost)

2000-2001 Interim Provost and Executive Vice President and Professor of Sociology

As Interim Provost my duties included oversight of the staff in Academic Affairs, the college and campus deans, the Office of Research, the Research Foundation, Academic Computing, the High Technology Initiative, and numerous centers and institutes. Working with the President, I was involved in strategic planning with college and campus deans. I worked closely with the Council of Deans in addressing initiatives designed to create an academic mission of a research 1 university. My responsibilities included working with the President in planning new initiatives and responding to Board of Regents and Legislative mandates. As a member of the President's Senior Staff and as the Chair of the Executive Budget Council, I was intimately involved in planning, managing and funding university-wide programs and activities. A part of this role was to also communicate decisions that impacted the academic community to deans/directors and the staff in Academic Affairs. As Interim Provost, I worked hard to create an atmosphere of cooperation, one that supported and assisted those who reported to me in carrying out their responsibilities. My major goal was to create an atmosphere of working together and insuring that USF is a sensitive and caring environment for students, staff, faculty and administrators.

1996-2000 Dean, College of Arts and Sciences and Professor of Sociology

My administrative responsibilities include providing academic leadership for approximately 520 full-time faculty that are organized into 27 departments/programs/schools and seven institutes. I am also involved in planning, managing, and coordinating the various activities carried out by the associate deans, chairs/directors, and budget director. More specifically, I work closely with the associate deans and chairs/directors and share in overseeing the delivery of the teaching, research, and service functions of the College. I also communicate information and policies from the Provost's Office and provide feedback on faculty opinions to the administration. As Dean, I serve on the Council of Deans, the USF Leadership Council and, with the Provost and College/Campus Deans, work toward addressing the many academic issues confronting the University. I have worked toward creating a sensitive and positive environment for students, faculty and staff. My objective has been, despite financial constraints, to see the College of Arts and Sciences continue to grow in innovative and well-planned ways.

1995-1996 Interim Dean, College of Arts and Sciences and Professor of Sociology

1993-1995 Associate Dean for Faculty Development, College of Arts and Sciences and Professor of Sociology

My administrative duties included creating a supportive institutional structure which enhanced faculty skills in (1) grant writing and research, (2) teaching and (3) service. My objective was to help faculty be productive and creative teachers and researchers who are successful in obtaining tenure and in contributing to their respective fields of expertise. More specifically, my responsibilities included: coordinating tenure and promotion, overseeing the Mentoring Program, handling faculty grievances, coordinating the Teaching Incentive Program (TIP), interviewing all candidates for faculty positions, handling sexual harassment complaints, working with faculty salaries (compression/inversion), participating in the allocation of faculty lines, representing the Dean when requested, and serving as a liaison to the Faculty Development Committee, the Honors and Awards Committee, the TIP Review Committee and the Tenure and Promotion Committee.

1990-1993 Special Assistant to the President and Professor of Sociology

1989-1990 Special Assistant to the President and Professor of Interdisciplinary Social Sciences

My administrative responsibility included providing leadership in enhancing University of South Florida's commitment to the expansion of cultural diversity on campus and to help

3. The restructuring of Afro-American Studies from an All-University Program to a department in the College of Arts and Sciences. As a part of the new structure, the curriculum was completely revised with an aim for quality and program coherence. Many old courses were eliminated and new courses introduced.
4. Negotiated the physical move of the Martin Luther King Research Library from the Office of Minority Affairs to Afro-American Studies. The acquisition of the library included over 10,000 volumes, a budget and a part-time staff.
5. Negotiated cooperative arrangements with Afro-American Studies (AAS) and the Graduate Program in Social Science (Maxwell School), Graduate Program in Humanities, and the Policy Studies Program (undergraduate). These arrangements allowed for concentrations in Afro-American Studies to be offered by each of these programs, provided for appropriate AAS faculty to offer courses in each program, provided an opportunity for AAS faculty to serve on the thesis and dissertation committees, and allowed AAS faculty to participate in program planning and evaluation in each program.
6. Provided leadership in placing Afro-American Studies courses within the Liberal Arts Core Curriculum in the College of Arts and Sciences.
7. The departmental By-Laws were amended under my direction. The tenure and promotion procedures, and the annual evaluation procedures for non-tenured faculty members were revised to ensure greater faculty input at the departmental level.
8. Placed more emphasis on research and other scholarly activities by providing faculty with

3. Coordinating with the director of Urban Studies at Old Dominion University the joint effort. This included coordinating course schedules offered by each program, developing a policy for faculty exchange, establishing a joint internship program, setting up a mechanism for registration and the transfer of credit to the degree granting institution, establishing dual degree requirements, and launching a joint recruitment effort.

1974-1977 Coordinator, Human Resources and Environmental Cluster, Division of Social Science,

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A Comparative Study of Blacks, Whites and Hispanics Living in the Tampa Metropolitan Area. Tampa, Florida: Institute on Black Life, University of South Florida, 1990. Co-authored with Miriam B. Stamps and Susan Greenbaum.

The Second Annual Minority Report: 1990-91. Tampa, Florida: Office of the President, University of South Florida, 1991.

The McKnight Black Doctoral Fellowship Program: An Evaluative Program. Tampa, Florida: The Florida Endowment Fund for Higher Education, 1992. Co-authored with Israel Tribble, Jr.

The Third Annual Diversity Report: 1991-92. Tampa, Florida: Office of the President, University of South Florida, 1992.

The Fourth Annual Diversity Report: 1992-93. Tampa, Florida: Office of the President, University of South Florida, 1993.

If You Can Walk, Your Can Dance; If You Can Talk, You Can Sing: A Successful Doctoral Fellowship Program

Co-developed and submitted to the W.K. Kellogg Foundation to establish and equip a Social Science Research Laboratory at Norfolk State College. Funded (1971) \$208,000.

Co-developed and submitted to the W.K. Kellogg Foundation to assist in the development of new curricula in the Division of Social Science and provide specialized equipment and support for the Social Science Research Laboratory. Funded (1975) \$297,000.

Submitted to Minority Institution Science Improvement Program, National Science Foundation, to develop an undergraduate urban thrust in the Department of Economics, Political Science, Psychology, and Sociology and to support urban related research carried out by the Social Science Research Laboratory. Funded (1976) \$192,344.

Co-developed and directed, Minority Research Career Preparation Program Grant. Title IV A, Administration on Aging. Co-sponsored by All-University Gerontology Center and Department of Afro-American Studies. Funded 1979-82 for \$27,000 in 1979 and \$20,500 in 1980-82.

Co-developed and co-directed Minority Research Associates Program. Administration on Aging. Co-

"Hippies to the Yuppies: A Twenty-Five Year Look at Value Change Among College Age Populations" presented at the Annual Southern Danforth Associates Conference held at the University of Florida (Spring, 1986).

"Class Differences in Leisure Activities Among Blacks" presented at the National Social Science Association meeting held in Tampa, Florida (Fall, 1986) with Miriam B. Stamps.

"The Changed Mood in American Society and the Need for Black Control of Black Communities," presented at the Second Annual Conference on the Black Family held in Tampa, Florida (Spring, 1988).

"Higher Education and Societal Changes: 1960s and 1980s," presented at the Third Annual Southeast Social Science Conference held in Atlanta, Georgia (Fall, 1988).

"Racial Differences in Subjective and Objective M

The Brain Event: "Demographics: Blacks, Whites and Hispanics in the Tampa Metro Area," presented with Miriam B. Stamps and Susan Greenbaum. University of South Florida, Tampa, Florida (Fall, 1991).

Moderator, "The Children's Campaign: Voices, Votes and Victories." 16th Annual Child Advocacy Conference. Tallahassee, Florida (Spring, 1992).

Keynote speaker for the "McKnight Black Doctoral Fellows" meeting. Gainesville, Florida (Spring, 1993).

Co-organized and moderated community forum, "The African American Male Youth: A Rational Dialogue." Sponsored by the Tampa Coalition. Tampa, Florida (Spring, 1993).

Moderator and presenter, Panel on "Historical Perspective of Diversity", presented with Denys Blell and Jack Moore at Symposium "Celebrating Diversity Through Research". University of South Florida (Spring, 1995).

Keynote speaker, Conference for McKnight Doctoral Fellows. Topic: "Preparing for Faculty Roles in the 21st Century". Tampa, Florida (Spring, 1995).

Articles Refereed for

National Social Science Journal
Journal of Forest History
Journal of Leisure Research

Educational Travel

Attended the "1985 Quebec Seminar" to Montreal and Quebec City and sponsored by the Florida Collegiate Consortium for International Intercultural Education and the Government of Quebec (May 18-25, 1985).

Participated in the Executive MBA 1986 Overseas Study Program (plus an extended stay in Hangzhou, China) consisting of a 27-day tour of Japan, Hong Kong and China. The following cities were visited: Tokyo, Japan; Hong Kong; Beijing, China; Shanghai, China; and Hangzhou, China.

Memberships

Pi Gamma Mu: International Honor Society in Social Science
Alpha Kappa Delta: National Sociological Honor Society
Kappa Delta Pi: An Honor Society in Education
American Sociological Association
Southern Sociological Association
International Studies Association
Golden Key Honor Society

Professional

Southern Association of Colleges and Schools Accreditation Review Committee 1999 & 2000

Editorial Board, Patel Center for Global Solutions, 2005 - present

Departmental/College/University Committees

The following list illustrates some of my committee involvement over the years:

Norfolk State University - 1967-1977

Various departmental (sociology) committees - tenure, promotion, etc.

Various search committees throughout the university

Faculty Senate

Graduate Curriculum Committee

Undergraduate Curriculum Committee

Committee to plan graduate School of Social Work

Syracuse University

Afro-American Studies Personnel Committee

Search Committee to Select:

Director, Academic Advising - Arts and Sciences

Dean of Graduate School and Research

Vice President of Student Affairs

Various faculty members

Faculty Research Selection Committee

University Senate - representative College of Arts and Sciences

All-University Affirmative Action Committee

Blue Ribbon Committee to Study Advising in the College of Arts and Sciences

University of South Florida

Instructional Services Council (1983-1986)

Undergraduate Committee - Social and Behavioral Sciences (1984-85)

USF President's Senior Staff - (1988-1993)

President, USF Charter School (2000-2003)

Chair, Executive Budget Council (2000-2003)

Chair, Research Committee (2000-2003)

Chair, Council of Deans (2000-2003)

Member, USF Foundation Board (2000-2003)

Member, College of Arts and Sciences Advisory Committee (2003 – present)

Member, Executive Committee, Department of Sociology (2005), (2006, 2007, and 2008 Chaired)

Member, Executive Committee, Community Engagement Initiative, (2005 – present)

Member, Collaborative for Children, Families and Communities Celebration Planning Committee, (2006)

Member, Interdisciplinary Initiative on Sustainable Community Faculty Research and Student Support Committee to select research projects to fund.

Faculty Committee on the Admission of Student Athletes (2008 – present)

Search Committees:

Criminal Justice - 1984-85 and 1985-86

Director, Center for Urban Design - Faculty Review Committee (1986)

Athletic Director (1986)

USF/FAMU Joint Graduate Program in Architecture (Associate Dean, Associate Director and Assistant Professor) - 1986

Geography (1986-87) (1988-89)

Sociology (1986-87) (1991-92) (1992-93) (2004-2005)

African-Afro-American Studies (1987-88)

Chairperson, Dance Department (1989-90)

Vice President for Development and Alumni Affairs (1989-90)

Dean of the Medical School (1990-91)

Dean of New College (1991-92)

African Afro-American Studies (1990-91) (1991-92)

Vice-President, Health Sciences and Dean of Medical School (1995-96)

Chair, Presidential Advisory Committee (52 member committee made up of 26 community representatives and 26 university representatives) (1999-2000)

Member, Sociology Search Committee (2004-2005) and (2006-2007)

Chair, Patel Senior Professorships, (16 interdisciplinary faculty members from across the University to select two professors for 2006 and two additional for the next two years)

Chair, Sociology Search Committee for Full/Associate Professor (2007)

Member, Interdisciplinary Initiative on Sustainable Community Faculty Search (3 positions) (2007)

Member, Committee to select Patel Faculty Fellows (2007)

Spearheaded initiative to hire George Ritzer (2007)

Chair, Sociology Search Committee for Associate/Full Professor (2008)

Faculty Council-College of Social and Behavioral Sciences

Member (1984-1987)

Chairperson, Committee on Committees (1985-1986)

Chairperson of Council (1986-1987)

Community Service

Education Committee, Norfolk Institute, Norfolk, Virginia, 1973-1975
Education Committee, Norfolk Chamber of Commerce, Norfolk, Virginia, 1974-1975
Board of Directors, Hunton YMCA, Norfolk, Virginia, 1974-77
Board of Directors, Family Services/Travelers Aid, Norfolk, Virginia, 1975-1977
Board of Directors, Norfolk Teachers Federal Credit Union, Norfolk, Virginia, 1976-1977
Board of Directors, Hampton Roads Information Service, Norfolk, Virginia, 1976-1977
Board of Directors, Syracuse Minority Professional Action Conference (SMPAC), Syracuse, New York, 1978-79
Board of Directors, Community Folk Art Gallery, Syracuse, New York, 1978-1982
Board of Directors, Urban League of Onandaga County, Inc., Syracuse, New York, 1980-82
Board of Directors, Dunbar Center, Syracuse, New York, 1980-1982
Board of Directors, Northside Community Mental Health Center, Inc., Tampa, Florida, 1983-1988
Board of Directors, Urban League of Hillsborough County, Inc., Tampa, Florida, 1983-1988
Board of Directors, Tampa Hillsborough County Human Rights Council, Tampa, Florida, 1988-1991
Board of Directors, Friends of Temple Terrace Library, Vice-President 1988-90, Temple Terrace, Florida, 1987-1991
Member, Inter-Agency Workshop, Department of Public Safety, Tampa, Florida, 1988-1993
Member, Housing Committee, Greater Tampa Chamber of Commerce, Tampa, Florida, 1990-1992
Member, Tampa Coalition (Chair of Education Committee), Tampa, Florida, 1990-1994
Board of Directors (Executive Committee), Florida Center for Children and Youth, Tallahassee, Florida, 1990-1997
Board of Directors (Vice President), Literacy Volunteers of America-Florida, statewide, 1990-1994

Board of Directors, National Conference of Christians and Jews, Tampa, Florida, 1990-1992
Board of Directors, Kids Count, Joint Project: Florida Mental Health Institute and Florida Center for Children and Youth, statewide, 1991-1997

Board of Directors, Inroads/Tampa Bay, Tampa, Florida, 1992-1993
Board of Directors, (Treasurer), United Way of Tampa, Tampa, Florida, 1991-1997
Member, Education Committee, National Conference, Tampa, Florida, 1992-1997
Member, Board of Directors, Urban League of Hillsborough County, 1996-1998
Member, Advisory Committee of Hillsborough Tomorrow, 1996-2000
Member, Board of Directors, Florida Education Fund, 1997-2000
Member, Board of Directors, Florida Aquarium, 1998-2000
Member, Board of Directors, USF Charter School, 1998-2003
Member, Episcopal University Center Board of Directors, 1998-1999
Member, Hillsborough Education Foundation Board of Directors, 2002- present
Member, Communities in Schools of Hillsborough (CIS) Board, 2002- present
Member, (Chair) University Press of Florida Editorial Board, 2001-2003
Member, Board of Directors, St. Joseph Hospital, 2003 – present
Executive committee, 2009

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Chair, Education Committee, (2009)

Member, Hillsborough County Metropolitan Planning Organization Citizen Advisory Committee, 2003-
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