

## Career Milestones

- **Doctoral Training (Ph.D., Instructional Systems) — Pennsylvania State University**  
Completed doctoral training in instructional systems, developing expertise in learning design, educational systems analysis, and institutional effectiveness.
- **Faculty Appointment, Private University — Waynesburg University**  
Served in a private liberal arts context with emphasis on teaching, student engagement, and academic service.
- **Faculty Appointment, Public University — Indiana University of Pennsylvania**  
Served in a comprehensive public university, contributing to teaching, mentoring, and academic service. *TENURED*.
- **Faculty Appointment, Public Research-Active Institution — Jackson State University**  
Continued faculty work within a large, diverse institutional system with strong emphasis on teaching, service, and student engagement. *TENURED*.
- **Department Chair, Mass Communications — Talladega College**  
Appointed to lead departmental operations, faculty coordination, curriculum development, and academic programming within a private liberal arts context.
- **Professor of Mass Communications & Department Chair — Claflin University**  
Combined senior faculty responsibilities with academic leadership, contributing to program development, student success initiatives, and mission-aligned growth.  
*TENURED*
- **Department Chair (Four Appointments) — Multiple Institutions**  
Served as Department Chair on four occasions across different institutions, guiding academic units through curriculum redesign, faculty leadership, enrollment pressures, and operational restructuring in both public and private settings.
- **Executive Leadership Development — Harvard University**  
Completed advanced professional development in leadership and organizational strategy (executive education), with emphasis on institutional decision-making and executive perspective. *MDP, Selective Executive Education Admissions Process*.
- **Director, Center for Teaching Excellence — Midlands Technical College**  
Appointed to provide institution-wide leadership for faculty development, instructional quality, and teaching innovation across a comprehensive community college system.