

Joe Bertolino, EdD

Zachary Taylor, Ph.D.
Jessica Herrington
Kim Migoya
Search Consultant
Witt/Kieffer Executive Search
December 7, 2022

Dear Dr. Taylor, Ms. Herrington and Ms. Migoya:

I am pleased to submit my application in consideration for the position of President of Stockton University. Born and raised in South Jersey, a current resident of Monmouth County and the son of a Stockton alum, I am keenly aware of the important role Stockton University plays in both the community and the state.

Currently, as President of Southern Connecticut State University, I serve as the Chief Executive Officer, providing all-encompassing administrative and academic leadership to all areas of the university community. These responsibilities include, but are not limited to, community building (internal and external), financial management, curricular development, public relations, fund-raising and enrollment management. Most importantly, I am responsible for providing steady leadership that is focused on building a community that is values-based, student-centered, relationship-oriented, and is rooted in Southern core values of social justice.

Located in New Haven, Southern Connecticut State University is a mid-size, urban, comprehensive public regional university, serving almost 9000 students. Part of the Connecticut State College and University System, Southern provides support to many first-generation college students of modest means.

Having spent most of my 32-year career in public higher education and having served as President of two institutions, I am keenly aware of the issues and challenges facing higher education. In addition to Connecticut (CSCU), my portfolio includes having served in four other public university systems – Vermont (VSC), New York (SUNY & CUNY) and Pennsylvania (PASSHE). In addition, I have had the privilege to serve on the national board of the American Association of State Colleges and Universities. I have also served as Chair of the American Council on Education Council of Fellows. The events of the past few years have brought new challenges and opportunities to our campuses – COVID, BLM, MeToo and so much more. These important issues require institutional leadership that is willing to ask tough questions, make difficult decisions, and act. Collectively, these experiences have provided me with the tools necessary to lead and successfully navigate an institution in a challenging higher education landscape.

Focused on the core values of Social Justice; I am committed too, and strongly passionate about public higher education, access and opportunity. Guaranteeing increased access/opportunity to

first-generation college students, students from under-represented groups and those of modest means is important to me.

I find myself drawn to Stockton University's underlying institutional philosophy of a values-based education. Stockton's commitment to creating a caring community, dedicated to exceptional teaching and learning, academic excellence, access, and social justice, is both meaningful and inspirational. Throughout my tenure at both Southern and Lyndon, I have worked diligently to make sure that Southern maintains a similar community spirit and philosophy. Under the banner of "Social Justice," the faculty, administration and staff at Southern have made serving our students their number one priority. Simultaneously, Southern employees strive to prepare students to be life-long learners who are connected to the world in the service of others. Because of these efforts, Southern, like Stockton, is poised to become both an MSI and an HSI in the coming years.

Like Stockton, I value a strong sense of community, built on an ethic of care and compassionate communication. Stockton University's position as a highly diverse community committed to quality teaching and learning, are traits I find particularly appealing. The possibility of leading Stockton in achieving its goals, and providing visionary, imaginative and innovative leadership is something I find particularly exciting. Building strong teams, participating in an intellectually exciting environment, and engaging fully in shared governance are institutional qualities I truly value.

During my tenure at Southern, the leadership team has developed and implemented a comprehensive enrollment management plan. We have also begun the process of creating a new strategic action plan. Also, the team has enhanced student success and retention initiatives; built public-private partnerships, and developed strong relationships both internally and externally. These partnerships have focused on regional economic and work-force development, and increased revenue and fund-raising streams. These are points of pride the Southern leadership team strives to enhance daily.

Relationships and community are at the center of my leadership style. Southern has a long history of working within a shared governance model, committed to dialog, and transparency. Further, the University has a reputation for working very closely and positively with multiple collective bargaining units. In fact, Southern Connecticut State University and the Faculty Senate received the Excellence in Shared Governance Award. This award is presented jointly by the Connecticut State Colleges and Universities Board of Regents and Faculty Advisory Committee. I can say with certainty, there is a strong sense of community at Southern.

My commitment to academic excellence is unwavering. In particular, my experience as a department chair, faculty member and instructor provides me with a unique lens. One which allows me to support faculty and academic affairs in a more robust fashion.

In collaboration with the senior team, I have worked to recruit and retain new faculty, raise academic standards, increase the number of accredited programs, support updates to the curriculum, invest in new academic programs, improve academic support services, increase research dollars (including opportunities for undergraduate research), enhance academic advising and so much more. Southern has been actively assessing every aspect of the curriculum to ensure that the university is meeting the needs of our students. These efforts have been entirely faculty-driven and fully supported by the administration. This work is

reflected in the strong and exceptional 2022 report of the NECHE accreditation team. I am proud of our community's work in this regard.

I am passionate about providing leadership and supervision that both embrace an institution's distinctive learning environment and affirms its culture and heritage. Building strong, cohesive teams and focusing on the holistic development of students, professionals and the campus community is something I deeply value.

During my tenure at Southern Connecticut State University, my team and I have worked collaboratively with multiple constituents. These efforts have focused on formulating a vision and mission for community development. They have also provided opportunities to evaluate and assess academic and student affairs services and gauge the campus climate. In so doing, the campus leadership has successfully created strategic priorities that have set the stage for a new comprehensive dynamic strategic action plan. Together, we created the University's first Strategic Enrollment Management Plan; the first Diversity, Equity, and Inclusion Strategic Plan, and conducted the first Campus Climate Survey. Additionally, we have implemented a host of new programs, external partnerships, and completed a number of significant capital projects.

I am particularly proud of our partnership with the New Haven Public School system. This collaboration resulted in the construction and opening of the Barack Obama University Magnet School. This K-4 elementary school, located on the grounds of the Southern campus, provides a learning laboratory for students in the College of Education. More importantly, it serves the children of the surrounding New Haven community. In addition to this collaboration, Southern has successfully partnered with the four surrounding community college campuses on several academic initiatives.

For an institution to achieve its mission, leaders must work to secure the financial future of the institution. Growth in several areas such as endowments, research dollars and enrollment, as well as creating new revenue streams is crucial for financial stability. My experience in this regard has been quite successful. Despite enrollment and financial challenges facing many institutions, Southern Connecticut State University has maintained a modest budget surplus for the past six years. In my 11 years as president, across two institutions, the budgets of both Southern and Lyndon have been balanced, without tapping into strategic reserves. Even more astounding, reserves at Southern have grown by nearly one-third. Conservative budgeting, creating new revenue streams and good work on the part of a strong financial team have contributed to this success. Under my direct leadership, annual giving has nearly tripled, with the total number of gifts across all constituencies substantially on the rise. To add to this success, research and other grant awards have nearly quadrupled.

In my role as President, I have found that building and maintaining relationships and advocating for the institution and its constituents, is the most important thing I do. My back ground as a social worker, has given me a strong foundation in both active listening and communication skills (including a strong social media presence). I have been able to foster meaningful internal and external relationships and partnerships. Being "present" and being "authentic" matters.

My commitment to and passion for social justice is unwavering. I have served as a social justice educator for well over 30 years. My advocacy has given me the opportunity to conduct trainings and give lectures at over 500 institutions and organizations nation-wide. At Southern, the

leadership team and I have been intentional in stating that Southern Connecticut State University aspires to be a social justice university. In every area of the University, our community strives to meet the five social justice pillars of dignity, respect, kindness, compassion and civility.

Outside the University, I have extensive professional higher education experience. I currently serve on multiple national, state and local boards. These include, but are not limited too, the American Association of University Women (AAUW), the International Festival of Arts and Ideas (IFAI), and the Central Connecticut Coast YMCA. I have served as Chair of the American Council on Educations Council of Fellows (ACE) and have served on the boards of the American Association of State Colleges and Universities (AASCU) and the New England Board of Higher Education (NEBHE).

I value being a present, visible, caring, compassionate, approachable leader with an amiable demeanor and a good sense of humor. My presidential experience, along with my diverse institutional portfolio, makes me a seasoned, tested, and thoughtful leader. My personality lends itself to being an enthusiastic, innovative leader, who can confidently tell the "Stockton Story!"

Ultimately, I hope to lead and facilitate a team that will improve the lives of students. It would be my honor to serve Stockton University as its next President.

Thank you very much for your consideration.

Sincerely,
Joe Bertolino

JOE BERTOLINO



EDUCATIONAL BACKGROUND

- **Columbia University, Teachers College, New York** 2003
Doctor of Education, Higher Education Administration & Leadership Development (with honors)
Dissertation: An Examination of the Challenges Facing Service Learning.
- **Rutgers University, Camden, New Jersey** 1990
M.S.W., Masters of Social Work/Direct Practice
- **University of Scranton, Pennsylvania** 1986
B.S. Psychology/Sociology (with honors)
- **American Council On Education – Fellow** 2010-11
University of Houston System/University of Houston, University of Texas at Brownsville. Mentors: Renu Khator, Chancellor, University of Houston; Juliet Garcia, President, University of Texas at Brownsville
- **Harvard University, Massachusetts** 2008
Institute for Educational Management (IEM)

PROFESSIONAL INSTITUTES

- **American Council on Education** 2013-14
Institute for New Presidents
- **American Association of State Colleges and Universities** 2012
New Presidents' Academy
- **NASPA Stevens Institute** 2005
Institute for Chief Student Affairs Officers
- **Aspen Institute** 2002
Institute in Community Development & Student Citizenship
- **Pace University** 2001
Certificate in Conflict Resolution and Crisis Management

PROFESSIONAL EXPERIENCES

Southern Connecticut State University, New Haven, CT
(*Public comprehensive university of 9000 students*)

2016-present

- **PRESIDENT**

MAJOR ACCOMPLISHMENTS (highlights):

- Implemented a comprehensive marketing and branding initiative to raise the university's image and profile.
- Established new community partnerships at multiple levels, including the arts, public health, sustainability and business.
- Recommitted the university to a mission of social justice, through education, advocacy and action, with a goal of establishing Southern as the Social Justice University of Connecticut.
- Initiated the university's first comprehensive enrollment plan, focusing on strategic recruitment and enhanced retention efforts.
- Created the institutions first Office of Diversity, Equity and Inclusion and the first DEI Strategic Plan.
- Established multiple partnerships, including a series of degree and course offerings with community colleges, community organizations and corporate partners.
- In partnership with the New Haven Public School system and the College of Education, opened a new University Magnet K-4 Elementary School on campus
- Advanced unique international partnership with sister institution in Liverpool, England (the first to offer a portfolio of joint master's degrees).
- Introduced strategies to provide students with an "academic road map to success/completion," supported by improved advising, flexible programs and delivery of a curriculum that is improved and more efficient.

PRIMARY RESPONSIBILITIES:

Chief Executive Officer, supervising all areas of the University: 9000 students, 40 academic departments, 71 undergraduate and 64 graduate degree programs, 964 full- and part-time faculty and 508 staff.

- Fiscal oversight of multiple budgets totaling over 278 million dollars.
- Supervise the President's Executive Team and the President's Leadership Team.
- Oversee the President's Advisory Council.
- Chair board-level committees, and serve as the University's senior representative to the Board of Regents of the Connecticut State Colleges and Universities System.

- **PRESIDENT**
- **SPECIAL ASSISTANT TO THE CHANCELLOR FOR SYSTEM INTEGRATION AND RELATED EFFORTS (October 2015-August 2016)**

MAJOR ACCOMPLISHMENTS:

- Led multiple collegewide divisions (300 staff) with budgets exceeding \$30M.
- Created the College's first Enrollment Management division and One-Stop Student Success Center.
- Led the implementation of the College's multi-million dollar ERP/Peoplesoft system.
- Secured some \$10M in institutional gifts and grants.
- Participated in the leadership team that completed a \$100M campaign and increased the College's endowment.
- In collaboration with the Provost and senior team, recruited and retained some 300 new faculty, increased academic standards, and increased research dollars.
- Led the institution in the enhancing Alumni and Board development, government and community relationships, and in the improvement of "town/gown" relationships.
- Led the team in building and financing of the College's first \$80M residence hall, renovated the dining hall, built a fitness center, and renovated the student union.
- Created a new Health and Wellness Center (Counseling/Health Services/Disability Services), a new Veterans services office, and a new Conference Services Office.

PRIMARY RESPONSIBILITIES:

Chief Executive Officer, supervising all areas of the College: 1,500 students, 20 academic departments, 30 program areas, 300 full- and part-time faculty and staff.

- Fiscal oversight of multiple budgets totaling over \$30 million dollars in tax levy, grant, and auxiliary enterprises monies.
- Supervise the President's Executive Team and the President's Leadership Team.
- Oversee the President's Advisory Council.
- Chair board-level committees, and serve as the senior officer of the College to Vermont State Colleges Board of Trustees.
- Serve on the Vermont State Colleges Council of Presidents and Board of Trustees Committees.
- Serve as a senior member to the Vermont State Colleges Chancellor's Team.

- **VICE PRESIDENT FOR ENROLLMENT MANAGEMENT & STUDENT AFFAIRS/EXECUTIVE ASSISTANT TO THE PRESIDENT (CHAIR DEPARTMENT OF STUDENT PERSONNEL & ASSOCIATE PROFESSOR)**

MAJOR ACCOMPLISHMENTS:

Created the College's first formal Enrollment Management Team, created and implemented the College's first enrollment management strategic plan, developed CRM and virtual one-stop shop; began the process for the building and financing of the College's second residence hall, new dining facility, and new recreation center; restructured and expanded the first-year and transfer academic advising operation; created a new Health and Wellness Center (Counseling/Health Services/Disability Services); established a new one card system and service; created a new Conference Services Office; created a new Veterans services office; assisted the President in alumni and board development; assisted the president in donor relations, \$100M capital campaign and special projects.

PRIMARY RESPONSIBILITIES:

Chief Enrollment Management and Student Affairs Officer, supervising the Division of Enrollment Management & Student Affairs consisting of 22 different departments within the College, 250 full- and part-time staff, and 350 graduate and undergraduate student staff. Oversee all areas of supervision, recruitment, hiring, training, and professional development of that staff. These departments include: Academic Advising, Admissions, Athletics, Campus Ministries, Career Services, Child Care, Counseling and Advisement, Dining Services, Disability Services, Financial Aid, Health Services, International Student Services, Judicial Affairs, Multicultural Affairs, Peer Counseling, Registrar, Residential Life/Housing, Student Development, Student Life, Student Union, Upward Bound, and Veterans Affairs.

- Chair the Department of Student Personnel, consisting of five tenured faculty members and three non-tenured faculty members. Supervise other department staff.
- Fiscal oversight of multiple budgets totaling over \$20 million dollars in tax levy, grant, and auxiliary enterprises monies.
- Served on the President's Campus Senior Team.
- Served as a senior member to the Queens College Cabinet.
- Chair board-level committees, and serve as a senior officer of the College to various Queens College Boards.
- Chaired and served as a senior officer on various Queens College Committees (i.e., Middle States Committee/Strategic Planning Committee).

- **VICE PRESIDENT FOR STUDENT AFFAIRS/CHAIR DEPARTMENT OF STUDENT PERSONNEL/ASSOCIATE PROFESSOR**

MAJOR ACCOMPLISHMENTS:

Created the College's first residential life and housing program, and the building and opening of the College's new \$80M residential complex; completed a multimillion dollar renovation of the student center; restructured and expanded the academic advising operation; created a new student orientation, recruitment, and retention program; restructured the College's Counseling and Resource Center; created a new Health and Wellness Center; renovated the College's dining facilities and secured a new multimillion-dollar food service contract; built a new assisted technology lab for students with disabilities; built and secured funding for a new college bookstore; created a new immigration services office; expanded Career Services and built a new Career Resource Center; secured over \$7.5M in grants and donations for the Division of Student Affairs.

PRIMARY RESPONSIBILITIES:

Chief Student Affairs Officer, supervising the Division of Student Affairs consisting of 18 different departments within the College, 200 full- and part-time staff, and 300 graduate and undergraduate student staff. Oversee all areas of supervision, recruitment, hiring, training, and professional development of that staff. These departments include: Athletics, Career Services, Child Care, Counseling and Advisement, Dining Services, Disability Services, Financial Aid, Health Services, International Student Services, Judicial Affairs, Multicultural Affairs, Peer Counseling, Registrar, Residential Life/Housing, Student Development, Student Life, Student Union, and Upward Bound.

- Chaired the Department of Student Personnel, consisting of five tenured faculty members and three non-tenured faculty members. Supervise other department staff.
- Fiscal oversight of multiple budgets totaling over \$10 million dollars in tax levy, grant, and auxiliary enterprises monies.
- Served on the President's Campus Senior Team.
- Served as a senior member to the Queens College Cabinet.
- Chaired board-level committees, and served as a senior officer of the College to various Queens College Boards (i.e., Auxiliary Enterprises Association Board).
- Chaired and served as a senior officer on various Queens College Committees (i.e., Middle States Committee/Strategic Planning Committee).
- Oversaw all non-academic areas pertaining to student affairs, student development, student life, and co-curricular initiatives and issues for the College.

- **DEAN FOR COMMUNITY DEVELOPMENT**
2001-2004
- Supervised multiple departments and areas at the College consisting of some 75 full- and part-time professional staff (including department directors) and 200 graduate and undergraduate student staff. Oversee the recruitment, hiring, training, and professional development of these staff.
- Fiscal oversight of multiple budgets totaling approximately \$10 million.
- Supervision of the following areas: Residential Life, Housing, Student Activities, Multicultural Affairs, Dining Services, Commuter Student Services, Audio-Visual/Space Reservations, Student Center, New Student Orientation, and Leadership Development.
- Acted as the primary hearing officer for all non-academic discipline cases and oversee the revision and implementation of the Code of Conduct.
- Served as the senior staff member regarding campuswide student emergencies and emergency response management.
- Oversaw all community development initiatives including: staff trainings, Mellon Grant programs, community development model working groups, establishment of community expectations, supervision of the Social Justice Empowerment Initiative, and serve as the Barnard liaison to the Board of Trustees Committee on the Barnard/Columbia relationship.
- Served as a senior member of the Task Force on Campus Life, and the Residential Life Master Plan and work in conjunction with the College's Strategic Plan and College Master Plan committees.
- Coordinated the Mellon Grant Leadership in Residence Program and Faculty Residential Advising Program.

- **ACADEMIC ADVISOR**
2001-2004
- Served as the primary academic advisor for 30 first-year and sophomore students.
- Worked collaboratively with the Provost and the Committee on Instruction in the development of academic programs for students.

- **ASSOCIATE DEAN FOR RESIDENTIAL LIFE**
1999-2000
- Served as the Director of Residential Life & Housing, overseeing all residential programs of 11 residence halls and 2,000 residents.
- Supervised 50 full- and part-time professional staff and 150 graduate and undergraduate students: recruit, hire, and train that staff.
- Oversaw the College Activities Office, including student center operations, orientation, commuter student services, advisement of 100 clubs and organizations, SGA, student leadership programs, and the campus programming board.
- Fiscal oversight of budgets totaling approximately \$5 million.
- Served as the primary administrator for all student emergencies on campus.

- **DIRECTOR OF RESIDENTIAL LIFE**

1998-1999

- Oversaw all areas of the College's student residential program consisting of 1,800 residents in 10 residence halls.
- Supervised 39 full- and part-time professional staff and 100 graduate and undergraduate staff.
- Fiscal oversight of budgets totaling approximately \$4 million.
- Oversaw the facilities and operations management of the residence halls including housekeeping, maintenance, security, furniture, and equipment.

- **DIRECTOR OF COLLEGE ACTIVITIES**

1996-1999

- Directed all areas of the College Activities Office including the supervision of 11 full- and part-time professional staff and 50 graduate and undergraduate staff.
- Fiscal oversight of budgets totaling approximately \$1 million.
- Coordinated all areas of the New Student Orientation Program (a one-week program for 600 new students).
- Oversaw the advisement of some 100 clubs and organizations including the radio station, newspaper, and yearbook.
- Director of the Commuter Student Services program, including specialty programming and the creation of commuter space in the student center.
- Managed all areas of the student center, including programming, operations and facilities management. Coordinated all areas of the center's renovation project, including the building of a new coffee house and lounge.
- Advised the Student Government Association and coordinate all areas of the College's Leadership Development program.
- Coordinated and implemented all major programming initiatives through the student programming board, including all cultural month celebrations.

State University of New York/College at Westbury, New York
(Public comprehensive college of 5,000 students)

1994-1996

- **DIRECTOR OF STUDENT ACTIVITIES**

- Supervised professional and para-professional staff.
- Managed a budget of approximately \$1 million.
- Coordinated the management of all commuter student services.
- Oversaw all student activities, Greek Life, and leadership development programs.

- **RESIDENT DIRECTOR**
1990-1994
 - Managed all areas of a residential complex of 350 students.
 - Supervised resident assistants and student desk attendants.
 - Fiscal oversight for budgets totaling approximately \$50,000.
 - Oversaw the operational areas, including maintenance and housekeeping of the residence hall complex.

- **COORDINATOR OF GREEK LIFE**
1992-1994
 - Oversaw the university's fraternity and sorority system consisting of 600 students over 15 organizations.
 - Coordinated all social, cultural, and education programs for both the residence hall and the Greek system.

- **ASSISTANT DIRECTOR OF ORIENTATION**
1990-1991
 - Assisted the Vice President of Student Development in all areas of the University's new student orientation program for 1,000 new students.
 - Recruited and supervised professional staff, graduate interns, and student orientation leaders.
 - Managed all operational areas of the program, including publication development and administrative functions.
 - Administered all areas of the parent orientation program.

TEACHING AND RESEARCH

- **ADJUNCT FACULTY – BUSINESS ADMINISTRATION & GRADUATE DEPARTMENTS** (Lyndon State College)/**DEPARTMENT OF SPORTS AND RECREATION MANAGEMENT** (Southern Connecticut State University)
2013-present
 - Leadership development classes for undergraduate and graduate students.

- **CHAIR/ASSOCIATE PROFESSOR – STUDENT PERSONNEL DEPARTMENT** – Queens College, CUNY 2004-2012
 - Served as an associate professor for undergraduate students.
 - Personnel classes and leadership development classes.

- **INSTRUCTOR – HIGHER EDUCATION / STUDENT AFFAIRS SEMINAR** – Columbia University, Teacher's College
1999-2000
 - Instructed student affairs graduate students in their internship lab.
 - Facilitated discussions on linking theory to practice based on

internship experiences.

- **RESEARCH TEAM – Dr. Rachel Pope / Higher Education** 1996-1998
Columbia University, Teacher’s College
 - Served as a member of Dr. Pope’s research team conducting research on multiculturalism, multicultural worldview, and issues of privilege.

DEVELOPMENT AND FUNDRAISING

- **PRESIDENT**
 - Southern Connecticut State University, New Haven, CT. 2016-present
 - Oversaw all college fund raising initiatives.
 - Supervision of the College’s senior team and development operation, overseeing a \$8M annual fund.
 - Securing individual single gifts of \$3M or more.
 - Lyndon State College, Lyndonville, VT 2012-2016
 - Oversaw all college fund raising initiatives.
 - Supervision of the College’s senior team and development operation, overseeing a \$500K annual fund.
 - Oversight of a completed \$10M capital campaign.
 - Securing individual single gifts of \$1M or more.
- **SENIOR TEAM MEMBER** 2004-2012
Queens College, CUNY
 - Served on the senior team, which launched and successfully implemented a \$100M capital campaign.
 - Launching a \$250M capital campaign in 2012.
- **ANNUAL CAMPAIGN CHAIR** 2019
Central Connecticut Coast YMCA
 - Led a successful \$1M Annual Campaign
- **PRESIDENT/CHIEF VOLUNTEER OFFICER** 2006-2010
YMCA Camp Ockanickon, Inc., Medford, NJ
 - Led five consecutive annual campaigns raising some \$300K annually for a small/mid-sized nonprofit organization.
 - Served on the senior team, which launched and successfully implemented a \$2.0M capital campaign.
- **NATIONAL FIRST-VICE PRESIDENT** 2001-2005
Delta Sigma Phi Fraternity
 - Served on the senior team, which launched and successfully implemented a \$5M capital campaign.

PROFESSIONAL WORKSHOPS AND CONSULTING

- **SPEAKER/CONSULTANT** 1999-present
THE COLLEGE AGENCY, Minnesota
CAMPUSPEAK, Inc., Colorado
 - Presented workshops and programs on a variety of topics at over 600 institutions and conferences nationwide. Topics include: Ethics, Substance Abuse, Diversity/Multicultural Awareness, Homophobia/Heterosexism, Greek Affairs, Leadership Skills, Motivation, New Student Orientation, Professional Development, and Residential Life Staff Training.

PUBLICATIONS, ARTICLES, WHITEPAPERS & PODCASTS/CD

- “A University’s Commitment to Social Justice.” CTVoice. February 25, 2022.
- “Fraternalities Should Be Known for Helping to Build Better Men.” New Haven Register. September, 2018.
- “Needs of Students Cannot Be Achieved Without an Institutional Commitment to Social Justice.” New Haven Register. May, 2018.
- “Connecticut Colleges Partner to Train the Next Generation of Utility Workers (with Dr. Paul Broadie, President of Gateway and Housatonic Community Colleges).” New Haven Independent. May, 2018.
- “The Freeh Report: Managing a Crisis.” Paperclip Communications. August, 2012. (White Paper/Audio CD).
- Let The Games Begin. w/Frisz, R., Eze, U. iUniverse Publications. 2012.
- “The Higher Education Reauthorization Act Revisited.” Paperclip Communications. 2011. (White Paper/Audio CD).
- “Missing Student: Managing a Crisis.” Paperclip Communications. April, 2010. (White Paper/Audio CD).
- “The Future of Greek Life.” Paperclip Communications. November, 2009. (White Paper/Audio CD).
- “The Higher Education Reauthorization Act.” Paperclip Communications. October, 2008. (White Paper/Audio CD).
- “Cyber-Harassment and Hate.” Paperclip Communications. July, 2008. (White Paper/Audio CD).
- “Virginia Tech: One Year Later.” Paperclip Communications. May, 2008. (White Paper/Audio CD).
- “Heeding Virginia Tech’s Lessons.” Paperclip Communications. January, 2008. (White Paper/Audio CD).
- “That’s So Gay.” GLBT Campus Matters. Volume 3, Issue 2. Magna Publications. April, 2007.
- “The Bonds of Brotherhood and Sisterhood: Creating a Welcoming Environment for LGBTQ Members.” Perspectives. Association of Fraternity Advisors. Fall, 2005.
- “Creating a Welcoming Environment for GLBTQ Students: What You Need To Know.” Magna Publications. May, 2005. (Audio CD).
- “The Bonds of Brotherhood: Diversity Issues in Greek Life.” MGCA Connections. Mid-American Greek Council. May, 2005.
- “Creating A Welcoming Environment for GLBTQ Students.” GLBT Campus Matters. Volume 1, Issue 1. Magna Publications. April, 2005.
- “Evolution versus Revolution: Facing the Challenge of Diversity in Greek Life.” MGCA Connections. Mid-American Greek Council Association. November, 2004.
- “Bridging the Gap: The Barnard College Strategy for Education Out of the Classroom.” w/Link, H., Kromm, C., Silverman, M. The Talking Stick. Volume 21, Number 6. Association of College and University Housing Officers International. April, 2004
- “Challenges Facing the Greek Community.” Paperclip Communications. June, 2003. (Audio CD).
- “Creating Parent Partnerships.” Paperclip Communications. May, 2003. (Audio CD).

- “The Giving Tree: Leadership Revisited.” CSPA Newsletter. Spring 1999.

- “The Giving Tree: A View of Leadership.” ACPA Interchange. Volume 27. Fall, 1998.
- “Caught Between a Rock and a Straight Place.” Out on Fraternity Row. Chapter contribution. Allyson Publications. 1998.
- “President’s Don’t Cook: Being a Role Model on Campus.” ACPA Interchange. Volume 26, Number 2 and Number 4. Spring and Summer, 1997.
- “Combating Homophobia and Heterosexism on Campus.” College Student Personnel Association of New York. Fall, 1996.
- “Mid-Level Managing.” ACPA Interchange. Volume 25, Number 1. Fall, 1995.
- “Being Gay on a Straight Campus: Assisting Gay, Lesbian, and Bisexual Students.” Pennsylvania College Personnel Association News. Volume 18, Number 1. Summer, 1993.
- “Combating Homophobia in the Greek System.” Regional Journal/Newsletter-National Association of Student Personnel Administrators. Spring, 1993.
- “The Struggle of Being an Ally.” Pennsylvania College Personnel Association News. Volume 18, Number 2. Fall, 1992.

HONORS AND AWARDS

- American Council on Education/Fidelity Investments Council of Fellows Mentor of the Year Award, 2022.
- Delta Sigma Phi Career Lifetime Achievement Award, 2017.
- Southern Connecticut Urban League Diversity Award, 2017.
- Connecticut Academy of Arts and Sciences, inducted as a member, 2016.
- Alpha Sigma Lambda National Honor Society, Inducted as a Beta Lambda Lifetime Member, 2013.
- Frank O’Hara Distinguished Alumni Award in Education – University of Scranton Board of Trustees and Alumni Board of Governors, 2011.
- Speaker of the Year/Finalist – Association for the Promotion of Campus Activities (APCA), 2011.
- Best Diversity Artists/Speaker – Finalist, Campus Activities Magazine, 2008.
- Best Diversity Artists/Speaker, Campus Activities Magazine, 2007.
- Hall of Fame Inductee, Queens Occupational Training Center, 2007.
- Golden Key Honor Society, Queens College, 2005.
- Outstanding Administrator, Columbia University Greek System, 2002.
- YMCA Volunteer of The Year, 2000.
- National Association of Campus Activities (East Coast), Professional of the Year, 1997.
- Administrator Award of Distinction: Administrator of the Year, Barnard College, 1997.
- Outstanding Man in the Community, SUNY, Old Westbury, December 1995.
- Umoja Award for Commitment to Diversity, SUNY, Old Westbury, May 1995.
- Outstanding New Professional Award, Pennsylvania College Personnel Association, April 1994.

- Annuity Award for an Emerging Professional, American College Personnel Association, March 1994.

- Outstanding Service Award, Zeta Beta Tau, December 1993.
- Francis Wacker Interfraternal Award, Delta Sigma Phi, December 1993.
- New Professional Award, Association of Fraternity Advisors, December 1992.
- Omicron Delta Kappa, National Leadership Honor Society, Inducted, December 1992.
- Outstanding Program, Pennsylvania College Personnel Association, April 1992.
- Order of Omega National Fraternity Honor Society, Inducted May 1992.
- Outstanding Program/Presenter, National Orientation Directors Association, Region 13, 1991.

PROFESSIONAL ASSOCIATION/COMMUNITY LEADERSHIP

- American Association of University Women - Board of Directors 2019-present.
- American Association of State Colleges and Universities (AASCU)
 - AASCU Board of Directors, 2015-2018.
 - AASCU Council of State Representatives, 2014-present.
 - AASCU Committee on the Undergraduate Experience, 2015-present.
 - AASCU New President's Academy Advisory Committee, 2012-2015.
 - AASCU Committee on Economic and Workforce Development, 2013-2014.
- American Council on Education (ACE)
 - ACE Council of Fellows Board, 2016-2019. Vice Chair/Chair, 2016.
 - ACE Commission on Education Attainment and Innovation, 2016-2019.
 - ACE Council of Fellows Executive Board, 2013-2016.
 - ACE Outreach and Engagement Committee and Liaison to ACE Professional Development Committee, 2013-2014.
- American Red Cross – Board Member – Queens County, 2009-2012.
- Catamount Arts Advisory Board, 2012-present.
- Central Connecticut Coast YMCA Board of Directors, 2016 to present.
- Delta Sigma Phi Fraternity – National Vice President, 2001-2005.
 - Future of Higher Education Committee, 2014-present.
- New England Board of Higher Education – Vermont Delegate, 2015-2016.
- New Haven International Festival of Arts and Ideas, Board of Directors, 2017-present.
- New Haven Promise, Board of Directors, 2016-present.
- Northeast Kingdom of Vermont Boys and Girls Club Steering Committee, 2013-2014.
- Northeast Kingdom Youth Services
 - Board of Directors, 2016-present.
 - JUMP Mentoring Program Advisory Board, 2014-2016.
- Northeastern Vermont Regional Hospital Corporator, 2012-2016.

- Ocean Township, NJ – Deal Lake Commission, 2009-present.
- Riverside School Community Engagement Board Member, 2014-2015.
- Samara Fund Advisory Board, 2013-2015.
- St. Johnsbury Development Fund Corporator, 2014-present.
- Queens Chamber of Commerce, 2004- 2012.
- Queens Child Development Center – President, 2004-2012.
- University of Scranton – Alumni Board of Governors – 2011-2013.
- University of Scranton – Royal Recruiter/Office of Admissions, 2003-2011.
- University of Scranton – Volunteer – Alumni Association, New York City Chapter, 2007-2011.
- Vermont Campus Compact Board of Directors, Vice Chair, 2013-2015.
- Vermont Higher Education Council – Treasurer, 2013-2014; Vice President, 2014-2015; President, 2015-June 2016.
- YMCA Camp Ockanickon – Board of Directors/President & Member, 1997-2010.
- YMCA Central Connecticut Coast, Board of Directors, 2016-present.
- YMCA – USA – National Assembly, 2006-2010.

COLLEGEWIDE COMMITTEES (Career)

- | | |
|--------------------------------------------------|-------------------------------------|
| ◆ Oversight of all Collegewide Committees at LSC | ◆ Personnel and Budget Committee |
| ◆ Academic Senate | ◆ President’s Cabinet |
| ◆ Campus Affairs Committee | ◆ Search Committees (various) |
| ◆ Committee on Athletic Policy | ◆ Senior Leadership Team |
| ◆ Committee for Disabled Students | ◆ Sexual Harassment Committee |
| ◆ Committee on Workplace Violence | ◆ Sports Allocation Board |
| ◆ Health Service Task Force | ◆ Social Science Division Caucus |
| ◆ Master Plan/Strategic Plan Committee | ◆ Student Union Personnel Committee |
| ◆ Middle States Committee | |

PROFESSIONAL AFFILIATIONS/LEADERSHIP INVOLVEMENT

- American Association of State Colleges and Universities.
- American Council on Education – Fellow.
- American Association of University Women.
- American College Personnel Association (ACPA) – Commission IV Past Vice President.
- Association of Fraternity Advisors (AFA) – Past Committee Chair.
- College Student Personnel Association (CSPA/NY) – Past Vice President.
- Delta Sigma Phi Fraternity – National Vice President.
- LGBTQ President’s Council.
- LGBTQ Presidents in Higher Education Association.
- National Association of Campus Activities (NACA) – Past East Coast Committee Chair.
- National Association of Student Personnel Administrators (NASPA).
- National Education Association (NEA).
- National Orientation Directors Association (NODA).

- Undergraduate Interfraternity Institute (UIFI), Facilitator 1993 and 1995.
- United Nations Children Fund (UNICEF) – University Chair.
- Young Men Christian Association (YMCA) – Board Member/Program Chair.