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# MICHAEL ANTHONY FREEMAN

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## QUALIFICATIONS PROFILE

Accomplished, goal-oriented and dynamic education professional, offering more than 15 years of senior student affairs supervision experience; an innovative leader and enthusiastic communicator; highly adept in strategic planning, program management and curriculum development. A certified educator, equipped with well-deserved reputation for making a difference in the lives of students within the classroom, and beyond.

### Professional Attributes:

- Creative, productive and visionary leader
- Effective and gifted communicator in person, and in print
- Energetic and student-centered - a focus on the potential of the higher education
- Significant experience in national and international crisis management and problem-solving
- Extensive experience in budget management, operations, and institutional planning
- Outstanding personal relationship skills- coaching individual performers and teams
- Proficient in conceptualizing and implementing strategic projects and programs
- Excels at resolving matters of sensitivity, or challenges requiring diplomacy or discretion
- Embraces and encourages transformational change
- Professionally current with a commitment to life-long learning
- Diverse, inclusive and transparent in all activities
- Personal motto: *"If I can help somebody along the way, my living will not be in vain"*
- Professional motto: *"I laugh and joke, but I do not play"*

## EDUCATION AND CREDENTIALS

Dec 1993	<b>Doctor of Philosophy in Counseling and Personnel Services</b> University of Maryland • College Park, MD
May 1983	<b>Master of Arts in Counselor Education: Student Development in Higher Education</b> University of Iowa • Iowa City, IA
Dec 1980	<b>Bachelor of General Studies in Psychology and Sociology, Minor in Afro-American Studies</b> University of Iowa • Iowa City, IA

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## CREDENTIALS

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- Jul 2013**                      **Certificate, International Ombudsman Association Training**  
Sheraton Downtown • Phoenix, AZ
- Aug 2010**                      **Certification, Institute for Education Management (IEM)**  
Harvard University • Cambridge, MA
- Jan 2009**                      **Certification, FEMA Emergency Management Training**  
Emergency Training Institute • Emmitsburg, MD
- Aug 1996**                      **Certification, Higher Education for Management Development (MDP)**  
Harvard University • Cambridge, MA

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## ADMINISTRATIVE EXPERIENCE

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**March 2013- Present**   **Assistant Vice President & Dean of Students**

University of South Florida • Tampa, FL

- Develops activities and services to enhance student success and student life experiences for 40,000 students
- Serves division as second in charge on behalf of the Vice President of Student Affairs
- Leads 8 departments, a staff of 50 and a combined annual budget of 5 million, and 15 million of Activity and Service fee appropriated to Student Government by state statute.
- Serves as University Student Ombudsman
- Coordinates Student Affairs response to student concerns in disciplinary and crisis situations
- Coordinates a comprehensive and approach to enhance student life/the student experience at USF;
- Advocates for the welfare of students;
- Maintains a comprehensive and integrated approach to initiatives contributing to student success, retention, and graduation;
- Establishes ongoing relationships throughout USF and with the local community to ensure seamless integrated community development and student engagement;
- Advises the Vice President, other University administrators, and faculty on matters and best practices concerning student activities and leadership, the co-curricular experience; student government, student judicial affairs, student life policy and procedures, community standards, and student concerns;
- Works collaboratively with senior leadership of Student Affairs, faculty and academic affairs to develop student focused initiatives that support the mission of the University and enhance student retention and community engagement;
- Co-chair, First-Year Student Task Force; Member of Student Success Council, Athletic Council, Council of Dean, Campus Leadership Council, Emergency Planning and Response, SACS/Quality Enhancement Plan Committee, Campus Leadership Council and the Ethics and Integrity Council.



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## Jul 2006-April 2011 Vice President for Student Affairs and Enrollment Management

Tennessee State University • Nashville TN

- Facilitate beyond classroom learning and engagement for students; leading a staff of 160 and managing a \$15 million operating budget
- Led and managed offices of Residence life, student activities, health services, counseling services, police department, career development services, university center; wellness center disabled student services, parent relations, TRIO Programs, judicial affairs and intramurals as well as recreation
- Work as key member of the President's cabinet, and in strategic planning, facilities master planning, retention, enrollment management and several university-wide committees
- Execute and coordinate enrollment management functions, such as admissions and recruitment, financial aid, scholarships, international and multicultural students, new student orientation and first-year programs, (interim 2008-2011)

### Student Affairs

#### Accomplishments

- Led new student affairs mission rewrite, and strategic plan process
- Created Leadership TSU; a student leadership skills development program
- Created TSU Parents Program
- Initiated TSU recycling center
- Chaired and hosted: 55<sup>th</sup> NASAP Conference (Student Affairs professionals at HBCUs)
- Created space and staffing for TSU's first Women's Center
- Awarded Federal TRIO grant- Upward Bound Program
- Implemented Midnight Breakfast for students during final exams week
- Initiated student shuttle bus service to local retail shopping
- Supported 1<sup>st</sup> TSU Habitat Break-a-way during spring break
- Introduced financial literacy and planning for parents & students during orientation
- Created & chaired Distinguished Student Leader Award presented at commencement
- Co-authored comprehensive academic advising center proposal
- Initiated USA Today Collegiate Readership Program
- Implemented professional development division-wide retreats (2 per year)
- Created an on-line and in-person university-wide student compliant process

#### Improvements

- Reorganized TSU Police Department
- Merged career center, CO-OP and graduate preparation into a one-stop center
- Completed outside reviews of all offices in preparation for SACS accreditation
- Revised student satisfaction survey
- Completed SACS on-site (no issues)
- Renovated and refurbished residence Hall (Wilson & Watson)
- Reduced budgets for cost-savings before the budget crisis
- Refurbished and painted the campus center

### Enrollment Management

#### Accomplishments

- Published regular enrollment updates/messages to campus & alumni
- Held enrollment discussions at each alumni National & regional meeting
- Transitioned to direct lending before federal changes
- Created school's first admissions yield strategy
- Restructured campus tours using students as tour guides
- Implemented Constituent Relationship Management (CRM) in admissions recruiting

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## Improvements

- Improved data collection format and analysis
- Reassigned staff and modified processing in admissions office
- Employed social networking to track first-year classes
- Incorporated transactional fee payment with on-line admissions application
- Re-focused recruiting strategically to include every county in Tennessee
- Created new recruitment print materials
- Coordinated the scholarship process to better leverage financial offerings to students
- Improved fall check-in/move-in process

**Jul 1999-Jun 2006**      **Vice President | Dean -College of MD | Secretary to the Board of Trustees**  
St. Mary's College • St. Mary's City, MD

- Initiated and facilitated out-of-classroom learning for students; and provided leadership to a staff of 60, managing an operating budget of 4 million dollars. The division included the functional areas of residence life, student development, health services, counseling services, public safety, career services, multicultural affairs, judicial affairs, athletics and recreation
- Worked as member of the President's Cabinet, Executive Council, Strategic Planning and several college-wide committees
- Organized and coordinated activities for 26 members of the College's board of trustees
- Developed schedules, agendas and meeting materials; served as liaison from the College to the Governor's secretary for on-time appointment of prospective trustees, guaranteeing compliance with current policies of the board and Maryland state requirements
- Supported trustee committees on enrollment, student affairs, trustee governance, building and grounds, as well as the executive committee

## Accomplishments

- Co-authored the *St. Mary's Way*; a statement of College community values
- Created formal first-year class induction and signing of the President's Book tradition
- National attention for Improved retention of students of color by 150%
- Coordinated and enhanced annual General Andrew Goodpasture Lecture on Leadership and Honor
- Created training program for faculty planning study abroad programs with students
- Served as primary spokesperson for Admissions open houses
- Led multiple delegations to Guatemala and Gambia for educational and crisis purposes
- Created campus crisis plan

<b>EARLIER CAREER</b>
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**Jul 1995-Jul 1999**      **Dean of Student Affairs | St. Mary's College of MD • St. Mary's City, MD**  
*Senior Student Affairs Officer*

**Aug 1993-Jul 1995**      **Senior Academic Advisor/Faculty-College of Arts and Science**  
John Hopkins University • Baltimore, MD  
*Authored a graduate information handbook for students continuing graduate education*

**Feb 1987-Aug 1989**      **Director of Residence Life | St. Mary's College of MD • St. Mary's City, MD**  
*Constructed six-unit, 240-bed townhouse residences*



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# MICHAEL ANTHONY FREEMAN

**Dec 1984-Feb 1987**    **Associate Director for Minority Recruitment and Services**  
St. Mary's College of MD • St. Mary's City, MD  
*Recognized nationally for recruitment and retention of Black students*  
*Promoted to Director of Minority Affairs*

**Jun 1983-Dec 1984**    **Academic Counselor, Special Support Services** | University of Iowa, Iowa City, IA,  
*Promoted to Assistant Director of Upward Bound*

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## TEACHING AND ACADEMIC PROGRAM EXPERIENCE

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**Jan 2014 – Present**    **Adjunct Assistant Professor of Higher Education** | **Department of Educational Foundations**  
University of South Florida • Tampa, FL

- Teach graduate courses in the College Student Affairs Program
- Advise and mentor students preparing to enter the student affairs profession

**Sep 2010- Feb 2013**    **Assistant Professor of Higher Education** | **Department of Educational Administration**  
Tennessee State University • Nashville, TN

- Teach, advise and mentor a diverse student body of Doctoral Students
- Conduct independent and collaborative research in higher education with an emphasis on student affairs
- Contribute to the service mission of the university, college and department
- Publish in peer reviewed journals
- Partner with regional, national and international institutions of higher education
- Associate with local, state and national higher education leaders and their professional organizations

### *Courses- Doctoral level*

- Organization and Administration of Higher Education
- Curriculum, Students and Faculty in Higher Education
- Diversity in Higher Education
- Law of Higher Education
- Doctoral Seminar in Higher Education
- Teaching Adult Learners

### *Dissertation Committees*

- Chair, African American male dropouts: Six perspectives
- Chair, Re-segregation or academic achievement in Nashville Metro Public Schools
- Chair, Character education and the impact on at-risk children
- Member- Mentoring female administrators in colleges and universities
- Member- Female college administrators mentoring black male athletes

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## *Accomplishments*

- Co-wrote proposal for student affairs doctoral concentration
- Developed proposal guidelines for doctoral dissertations

## *Committees*

- College of Education Strategic Planning
- Department of Educational Administration, Grants
- Department of Educational Administration, Curriculum
- Chair, Department of Educational Administration Enrollment Management

Jul 2007	<b>Dissertation Committee Member:</b> Graduate College   Morgan State University ▪ Baltimore, MD
Oct 2001	<b>Faculty</b>   (NASPA) New Senior Student Affairs Officer Institute ▪ Washington, DC
Oct 2007	<b>Faculty</b>   (NASPA) New Senior Student Affairs Officer Institute ▪ Washington, DC
May 2005	<b>Adjunct Faculty in Higher Education</b>   Union Institute and University ▪ Cincinnati, OH
Spring 1993	<b>Teaching Assistant:</b> Department of Counseling and Personnel Services, College of Education, University of MD ▪ College Park, MD
Spring 1993	<b>Teaching Assistant:</b> Department of Counselor Education   University of Iowa, IA
Aug 1992-Jun 1993	<b>Senior Intern:</b> Department of Multicultural Affairs   Loyola College in Maryland ▪ Baltimore, MD
Fall 1992	<b>Teaching Assistant:</b> Department of Counseling and Personnel Services, College of Education, University of MD ▪ College Park, MD
Summer 1992	<b>Instructor:</b> Upward Bound Program   University of MD ▪ College Park, MD
Jun 1991-Jun 1992	<b>Doctoral Intern</b>   (NASPA) National Association of Student Personnel Administrators ▪ Washington, DC
Sep 1986-Aug 1988	<b>Director, Maryland State Board of Higher Education Black Student Retention Grant</b> St. Mary's College ▪ MD



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## PUBLICATIONS

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- **Working with parents of African American students**, in NASPA, Leadership Exchange, spring, 2007. Chapter contribution.
- **Crisis management and media relations**. In Managing Liability and Overseas Programs. K. Weeks (1999). Nashville, TN: College Legal Information, Inc.
- **Clear vision under bright lights: What the Guatemala incident taught St. Mary's College about crisis management**. NAPSA Forum, v20 (2), October 1998.
- **Meeting the need for staff diversity**. In Handbook for student Affairs administration. M. Barr (ED) (1993), San Francisco: Jossey-Bass, Inc.
- **Personal biography entry**. In The black student's guide to college success. R. Higgins, C. Cook and W. Ekeler (Eds.) (1993), Westport, CT: Greenwood, Press.
- **Black college student retention: Surviving the academic jungle**. Chi Delta Chronicles, v1 (1), September 28, 1992.

## CONSULTING EXPERIENCE

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- Delivering A+ Customer Service, Division of Student Affairs, Alabama State University, 2012
- Creating Diverse environments: The University of Iowa, August 2007, February 2008
- Higher education administration: University of Gambia, Banjul, West Africa, 2004, 2005, 2006.
- Presenter, Student Services Division: Prince George Community College, Largo, MD. 2002.
- Organizational structure and multicultural affairs: Bridgewater State College, February 2001.
- Creating an environment for cultural diversity: Northeast Ohio Universities College of Medicine, Rootstown, OH. May 1997.
- Effective strategies in working with minority students: Frederick Community College, Frederick, MD, February 1996.
- Student Life Division: Loyola College in Maryland, Baltimore, MD. May 1993

## ACCREDITATION EXPERIENCE

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- SACS Reaffirmation Committee: Grambling University, Mar 2010
- SACS Reaffirmation Committee: University of Louisiana at Monroe, Mar 2009
- Middle States Association four review teams:
  - 2006 Medgar Evers College, NY
  - 2001 York College of Pennsylvania
  - 2000 SUNY-New Paltz, NY
  - 1999 Susquehanna College, PA

## PROFESSIONAL AFFILIATIONS

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- American College Personnel Association- College Student Educators International
- Middle States Commission on Higher Education
- National Association of Student Personnel Administrators- Student Affairs Administrators in Higher Education

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- Omega Psi Phi Fraternity, Inc., Life Member
- The University of Iowa Alumni Association, Life Member
- National Association of Student Affairs Professionals

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## AWARDS AND HONORS

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2012	Named one of 50 indispensable Black Contributors to Johns Hopkins University
2007	Golden Key Honorary Society
2005	Man of the Year, Tau Lambda Lambda Chapter
2006	4 <sup>th</sup> recipient of the Order of Ark and Dove, St. Mary's College of Maryland
2006	Man of the Year, Second District Conference, Omega Psi Phi Fraternity, Inc.
2003	Leadership Maryland, Class Valedictorian
1992	Man of the Year, Pi Omega Chapter
2005	Omicron Delta Kappa Leadership Honorary Society
1981/1982/1984	Biography: Outstanding Young Men of America, Editions

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## ACTIVITIES

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2012	Presenter, Black History Month Program, Riverbend Prison, Nashville, TN
2009-2011	Presenter, Urban League of Metropolitan Nashville, Project Ready, Nashville TN
2011	Presenter, Leadership in Student Affairs, Fisk University, Division of Student Affairs and Enrollment Management Retreat, Nashville, TN
2011	Keynote Speaker, Leadership TSU Closing Banquet, Tennessee State University, Nashville, TN
2010	Keynote Speaker, Greater Nashville Association of Black School Educators, Nashville, TN
2010	Presenter, Leadership in Student Affairs, 56 <sup>th</sup> National Association of Student Affairs Professionals (NASAP), Raleigh, NC
2002-2006	Teen Court Judge, St. Mary's County, MD
2009	Conference Chairman, 55 <sup>th</sup> National Association of Student Affairs Professionals (NASAP), Nashville, TN
2008	Critical Issues at HBCUs: NASPA National Conference, Boston, MA
2007/2008	Gilman International Scholarship Reader, Selection Committee
2006-2009	Board member, Northwest YMCA, Nashville, TN
2006	AUCHO-I 21 <sup>st</sup> Century Project



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2002-2006	International Scholarship Chairman, Omega Psi Phi Fraternity, Inc.
2002/2004/2005	College Orientation Workshop, VMI, Lexington, VA
1999-2005	NASPA <i>Journal</i> Editorial Board
2000	NASPA Convention Program Committee, Seattle, WA
2000	ACPA Mid-Level Professional Institute Planning Committee
1999	Featured Speaker: American College Personnel Association, Annual Convention, Washington, DC
1998-1999	Board member, American Red Cross, St. Mary's County Chapter, MD
1998	Managing Risk in Study Abroad Program through Campus-wide, Collaborative Leadership: NASPA Conference, Philadelphia, PA
1998-1999	Board member, Walden/Sierra, Inc., Lexington Park, MD
1996-1998	District Representative (New York, New Jersey, Pennsylvania, Delaware, and Maryland), Omega Psi Phi Fraternity, Inc.
1996-1997	ACPA Convention Planning Committee   ACPA Convention Mentor
1996	Mayor's Commission on African American Males, Baltimore, MD
1996	Co-Founder, Collegiate Black Male Summit, Baltimore, MD
1993	Co-Founder, Johns Hopkins University Black Faculty & Staff Association
1991	NASPA Conference, Local Arrangements Committee, Baltimore, MD
1990	NACA Leadership Symposium Invitational, College Park, MD

References available upon request