

**JACK THOMAS**  
**PRESIDENT**

Western Illinois University  
Sherman Hall 209  
One University Circle  
Macomb, Illinois 61455

**CURRICULUM VITAE**

**EDUCATION**

- Ph.D.           **English – Literature and Criticism**  
Indiana University of Pennsylvania  
Indiana, Pennsylvania 1990  
Dissertation:   ***Black Male Character Types in Four Works by  
Alice Walker and Toni Morrison***
- M.Ed.           **English Education**  
Virginia State University  
Petersburg, Virginia 1984
- B.A.             **English**  
Alabama Agricultural and Mechanical University  
Normal, Alabama 1983
- Hon D.H.L       **Humane Letters**  
Alabama Agricultural and Mechanical University  
Normal, Alabama 2015

**EXECUTIVE DEVELOPMENT AND MANAGEMENT TRAINING**

Harvard Institute for Management and Leadership in Education (MLE) Program  
Cambridge, Massachusetts  
Class of 2005

American Council on Education (ACE) Fellow  
Office of the President – University of Maryland Eastern Shore  
Spring 1999

American Council on Education (ACE) Fellow  
Office of the President – University of Maryland Baltimore County  
Fall 1998

The Kellogg – NAFEO MSI Leadership Fellows Program  
2003 – 2004

Salzburg Seminar  
“Globalization in Higher Education: A Leadership Development Seminar”  
Salzburg, Austria  
Fall 1999

## **ACADEMIC AND ADMINISTRATIVE APPOINTMENTS SUMMARY**

### **Western Illinois University Macomb and Moline, Illinois January 2008 – Present**

President (July 2011 – Present)  
Provost and Academic Vice President (January 2008 – July 2011)

### **Middle Tennessee State University Murfreesboro, Tennessee June 2004 – January 2008**

Senior Vice Provost for Academic Affairs  
Interim Dean for the College of Continuing Education and Distance Learning  
Vice Provost for Academic Affairs

### **University of Maryland Eastern Shore Princess Anne, Maryland August 1990 – May 2004**

Interim President  
Executive Vice President  
Associate Vice President for Academic and Student Affairs  
Executive Assistant to the President  
Chair - Department of English and Modern Language  
Professor of English and Director of the University of Maryland Eastern Shore Scholars Program  
Associate Professor of English, Coordinator of Freshman English, and Assistant Track Coach  
Assistant Professor of English, Coordinator of Freshman English, and Assistant Track Coach

### **South Carolina State University Orangeburg, South Carolina January 1988 – May 1990**

English Instructor and Assistant Track Coach  
English Instructor

### **Indiana University of Pennsylvania Indiana, Pennsylvania June 1988 – May 1989**

Faculty Research Graduate Assistant and Assistant Editor of The Literary Griot

### **Johnson C. Smith University Charlotte, North Carolina December 1984 – January 1988**

English Instructor and Director of the University Writing Center  
IAP Curriculum Specialist – English

## CURRENT ADMINISTRATIVE POSITION

### President

**Western Illinois University – Macomb and Moline, Illinois  
July 2011 to Present**

The president serves as the chief executive officer and spokesperson for the University, provides overall leadership on both the Macomb and Quad Cities (Moline) campuses, communicates and supports the University's strategic vision and plan (*2012-2022 Strategic Plan: Higher Values in Higher Education*), and ensures operational implementation of the strategic plan on two campuses. The president implements all Board of Trustees' policies, and is responsible for all functions of the University. In partnership with the Board of Trustees, the president is responsible for the fiscal soundness of the University through wise management of revenue streams and the effective budgeting of resources. The president manages a professional executive team that includes vice presidents for: academic affairs, student services, administrative services, advancement and public services, and Quad Cities and planning and fosters the development, growth, involvement, and recognition of employees at all levels, empowering them by affirming they are all valued members of the University community with important roles. The president establishes and nurtures a collaborative campus culture that unites university stakeholders around the common purpose of the University's mission and goals. The president provides leadership for the development and implementation of new programs, academic, and otherwise.

Western Illinois University is accredited by the Higher Learning Commission and is a member of the North Central Association. The institution serves approximately 11,500 students through its traditional, residential four-year campus in Macomb, Illinois and its upper-division metropolitan commuter location in the (Quad Cities) Moline, Illinois. WIU offers 66 undergraduate degree programs and 37 graduate degree programs, has over 630 full-time faculty members, and has an annual budget of over \$242 million. WIU is recognized as a "Best in the Midwest College" by the *Princeton Review* and as a top tier Midwest Universities Master's institution by *U.S. News and World Report*. WIU's students are from over 91 counties in Illinois, approximately 35 states, and 70 countries. The University provides dedicated faculty, state-of-the-art technologies and facilities and numerous academic and extracurricular opportunities. The four core values at the heart of WIU are: academic excellence, educational opportunity, personal growth and social responsibility.

#### Major University Accomplishments Under the President's Leadership:

- Strategic Planning – Enhanced the University's reputation, and established five, ten and fifteen year goals.
- Fundraising – Exceeded goal of \$60 million, and raised \$63 million for the Higher Values in Higher Education campaign and increased external funding and private fundraising (focusing on alumni, friends and corporate sponsors), and cultivated external financial support for WIU and its programs, through donations, grants and contracts.
- Fiscal Management – Successfully managed reoccurring fiscal and cash flow issues to minimize impacts on students, faculty and staff.
- Facility Development – Completed Phases I and II of Quad Cities Riverfront Campus, and Phase III Design and Construction (proposed to IBHE)
- Increased Focus on Honors College and Honors Curricula – Significant increase of honors courses, services for honors students, and increase of students who are cultivated to compete for national academic honors and awards. Over 20 students have been nominated for national scholarships and awards, such as the: Truman, Rhodes, Goldwater, Cooke, etc. Several students have been finalists.

- Illinois Public Agenda – Continued focus on the public agenda and meeting the performance-based funding measures outlined by the Illinois Board of Higher Education.
- Collaboration – Worked with various constituencies to build upon WIU's reputation as a destination university for undergraduate education and selected graduate programs with a primary emphasis on: quality teaching and instruction, student-centered environments, competitiveness, and research initiatives. Enhanced established relationships with board members, faculty, staff, students, campus governance leaders, union representatives, community leaders and other stakeholders.
- Shared Governance – Maintained a strong presence working with various governing bodies on issues impacting WIU and higher education.
- Innovative Strategy – Supported an innovative budget planning process wherein funds are requested and priorities established from the “bottom-up” rather than from the “top-down” to position the University to move toward its vision during challenging fiscal times.
- Cost Containment – Created guiding principles to govern discussions on cost containment, reallocation, and budget reductions.
- Academic Excellence – Preserved and maintained the strength of the academic programs while identifying signature academic programs.
- Campus-Wide Enhancement – Enhanced signature programs in all areas across the University.
- Educational Opportunity – Enhanced WIU's reputation as an accessible and accountable institution with a focus on enrollment projections and goals, while maintaining and enhancing admissions and educational standards, and working to improve students' graduation and retention rates.
- Academic Program Expansion – Provided support for Ph.D. in Environmental Science.
- Student Financial Assistance – Increased funding for scholarships for overall retention and high achieving students, expanded student employment opportunities.
- Western Commitment Scholarship Program – Created merit-based program to award students with excellent academic ability and demonstrated achievement in high school by offering 4-year scholarships for the cost of attendance at WIU.
- STEM Focus – Enhanced collaborative relationships in the STEM disciplines to provide the WIU community with resources that correspond with faculty and students' research interests and initiatives.
- International Recruitment – Facilitated an increase in the number of international students participating in Study Abroad experiences and set goals to increase the overall international enrollment.
- Student Recruitment – Encouraged a broader and specialized focus on a triangulated enrollment management/recruitment model which includes: 1) admissions, 2) academic affairs, and 3) general staff. Using a campus community model for targeted recruitment – everyone has a role in recruiting students.
- Student Retention – Expansion of First Year Experience Program, which includes a mandatory University transition course for all first-time freshmen, a university-wide

mentoring program, and an enhanced focus on advising and financial aid for specialized student populations.

- Faculty Support – Continued to provide support for: Faculty Travel Awards, the Center for Innovation in Teaching and Research to offer programming for faculty and staff, and President's Roundtable Meetings with faculty.
- Campus Community – Expanded and support a climate of community, understanding, mutual respect, and appreciation for diversity and respect for all individuals.
- Diversity and Inclusion – Developed and continue to support the underrepresented dissertation fellowship and visiting faculty diversity initiatives.
- Campus Beautification – Initiated and provided support for facilities enhancement and campus beautification.
- Campus Improvements and Maintenance – Provided support for renovation to the University Union and Thompson, Corbin, and Olson Residence Halls and the creation of a 3-D Arts Center.
- Technology Enhancement – Initiate exploration of new student and financial data systems.
- Partnerships – Enhanced off-campus partnerships, community engagement, and outreach.
- Marketing – Utilized all forms of media and technology to report all positive aspects of the WIU campus community, while enhancing marketing to tell the WIU story.
- Institutional Honors/Ratings – Maintained Carnegie Classification as a masters-granting comprehensive university. WIU rated as a "Best in the Midwest College" by the *Princeton Review* and as a top tier Midwest Universities Master's institution by *U.S. News and World Report*.
- Community/Civic Activities – Positioned the University as a service oriented entity for Macomb, the Quad Cities, and surrounding areas. Enhanced involvement with the Macomb and Quad Cities Area Chambers of Commerce, the Illinois Chamber of Commerce, and other area and state-wide development authorities.
- Alumni Activities – Engaged alumni by meeting face-to-face, holding alumni events in other cities, developing and enhancing the use of printed and web materials targeting alumni, and engaging them in fundraising and student recruitment.
- Economic Development – Continued the momentum of connecting to and establishing partnerships within the business communities of the State of Illinois, including: John Deere Corporation, Caterpillar Corporation, Macomb Area Economic Development Corporation, McDonough District Hospital, and agriculture and Technology Industries.
- Legislative Activities – Continued to become acquainted with and enhance professional relationships with the Governor, members of the Illinois State Legislature and other elected and appointed local and state officials, as well as the congressional delegation while meeting with many legislators to keep WIU on the forefront of higher education and continue to host WIU's Annual Legislative Reception in Springfield, Illinois.
- Statewide P-20 Relations – Continued to meet with and develop a working relationship with the presidents of the other state universities, as well as the career-tech institutions,

community and private colleges, and P-12 school systems and identified opportunities for collaboration.

## **FORMER ADMINISTRATIVE POSITIONS**

### **Provost and Academic Vice President Western Illinois University – Macomb and Moline, Illinois January 2008 to June 2011**

The provost and academic vice president served as the chief academic officer and provided academic and internal leadership on both the Macomb and (Quad Cities) Moline campuses. When necessary, the provost served as the primary representative for the president. The provost provided vision, academic leadership, and planning for two campuses. Worked with other members of the president's cabinet to achieve goals outlined in the strategic vision and plan (*2012-2018 Strategic Plan: Higher Values in Higher Education*). In order to provide quality academic programs for over 11,500 students, the provost established and implemented academic priorities in collaboration with the: faculty, institutional leadership, the Western Illinois University Board of Trustees, the Illinois Board of Higher Education, and relevant stakeholders.

The provost provided leadership for all areas in academic affairs including four colleges, five deans, a number of directors, and over 620 full-time faculty members. The provost managed a budget of approximately 76.2 million dollars. Additionally, the provost oversaw the Office of Sponsored Projects totaling 13.1 million dollars in research and grants for the 2009-2010 academic year. The provost provided direction for the approval and implementation of new academic programs. Oversaw intellectual standards; academic planning and budgeting; and the recruitment, retention, and development of faculty. Supervised the administration of the provisions of the contract with the University Professionals of Illinois (UPI) and served as the Step One grievance hearing officer. Other responsibilities included the enhancement of summer school, program development, review, and assessment; academic policies and procedures; and personnel actions involving faculty and academic support professionals. Served as an ex-officio member of the University Faculty Senate and met with the Student Government Association (SGA) and other governing bodies.

#### Major Accomplishments:

- Established New Academic Programs – Implemented the following academic programs: Engineering, Nursing, Anthropology, Museum Studies, and Religious Studies.
- Identified Signature Academic Programs – Worked with the Deans to identify the following academic programs: Broadcasting, Construction Management, Emergency Management, Forensic Chemistry, Law Enforcement and Justice Administration, Musical Theatre, Meteorology, and Supply Chain Management that are unique to the institution and the region.
- Enhanced Academic Program Review – Developed and supervised a comprehensive academic program review process which includes external reviewers for all programs and post review follow-up to strengthen the academic enterprise.
- Enhanced Summer School – Established a committee to develop an enhanced comprehensive summer school program that increased student enrollment, and involved broader online and traditional course offerings during the summer academic sessions.
- New and Continuing Accreditations – Achieved new programmatic accreditation or received reaffirmation of programmatic accreditation in the following academic areas: Accounting, Art, Athletic Training, Business Administration, Communication, Communication Sciences and Disorders, Counseling, English Languages, Museum Studies, Music, Recreation, Park, and Tourism Administration, Social Work, and Theatre.

- Expanded Articulation and 2+2 Agreements – Supervised the establishment of articulation agreements with over 34 Illinois and Iowa community colleges, and two four-year institutions.
- Enhanced Online Course Offerings – Advocated for funding that yielded a six percent increase in the number of online course offerings.
- Innovative Budgeting Planning – Created an innovative budget planning process wherein funds are allocated from the “bottom-up” rather than from the “top-down.”
- Increased External Grant Funding – Encouraged an expansion of services offered by the Office of Sponsored Projects which resulted in an 8.2 percent increase in awards received by the University.
- Assisted in Securing Fund Raising and Cultivating Relationships – Worked closely with the president to secure funding and attend alumni events to cultivate relationships with prospective donors.
- State Government Relationships – Responded to legislative inquiries regarding academic matters, and contributed to reports and testimonies presented to the state legislature to garner additional support for the University.
- Enhanced Multi-Campus Institutions – Enhanced communication between WIU – Macomb and Quad Cities Campuses.
- Developed Underrepresented Dissertation Fellowship, Visiting Professorship, and Post-Doctoral Fellowship Programs – Created and recruited underrepresented faculty to diversify academic departments throughout the University.
- SREB Recruitment – Served as a recruitment representative at the Compact for Faculty Diversity's Institute on Teaching and Mentoring which is hosted by the State Doctoral Scholar's Program of Southern Regional Education Board, and is the nation's largest annual conference for minority Ph.D. students and recent graduates.
- Five-Year Contract Extension – Supervised the negotiation with the University Professionals of Illinois a five year extension of the prior contract (2007 – 2011 Agreement).
- Enhanced Professional Achievement Award – Implemented an enhanced award to reward high achieving faculty.
- Enhanced Institutional Transparency – Created the Provost Advisory Council, the Provost's Open House, and visited each academic department/school for faculty and other members of the campus community to communicate regularly with the provost.
- Student Advocacy – Created a student-centered environment by enhancing communication with student government organizations and providing a platform for dialogue.
- Enhanced Technology Initiatives – Coordinated with University Technology and the Physical Plant to expand the number of electronic classrooms and renovate dated technology with new systems.
- Economic Development and Community Relations – Served on the Board of the Macomb Area Economic Development Corporation and initiated the application process for the Carnegie Community Engagement Classification status.

- Enhanced Commencement – Overhauled commencement exercises, to include the use of gonfalons, establishment of an honors convocation in the Quad Cities, and worked with individuals to create a University policy for awarding posthumous degrees.
- Provost Faculty Travel Awards – Established a program to award faculty funding for professional travel.
- Administrative Searches – Chaired successful searches for the vice president for advancement and public services, the vice president for student services, and hired two deans.

**Middle Tennessee State University – Murfreesboro, Tennessee  
June 2004 to January 2008**

**Senior Vice Provost for Academic Affairs, Interim Dean of the College of Continuing Education and Distance Learning, and Professor of English**

The senior vice provost for academic affairs provided leadership in all areas of academic administration including policy formulation and administration. Provided academic programs for over 22,800 students. Managed nine deans and over 1,200 faculty. Represented the president and provost in various meetings and responsibilities. Provided leadership and served as dean for the following programs: General Education, African American Studies, Aging Studies, Center for Popular Music, Cultural Diversity, Academic Enrichment, Global Studies, International Programs, Women's Studies, and the Adams Chair of Excellence. Was responsible for all promotion and tenure review in the Provost's Office. Served as liaison with the Tennessee Board of Regents and the Tennessee Higher Education Commission. Oversaw all curriculum issues and new programs. Served as primary Geier (desegregation decree) contact person. Handled all University Standing Committees. Oversaw multiple grant projects. Provided administration of the technology access fees, coordination of renovation projects, and facilities utilization/academic space allocation. Handled student complaints, grade appeals, as well as facilitated all University commencement exercises. Oversaw institutional diversity which handles all diversity issues at MTSU.

**Major Accomplishments:**

- Enhanced Institutional Diversity – Established an Office for Institutional Diversity that cultivated an enhanced nurturing environment for underrepresented students.
- Developed Scholars Academy – Assisted with the creation of a Scholars Academy that helped to prepare students for college-level studies by allowing them to take classes in a guided summer program.
- Contributed to Academic Enrichment – Transitioned developmental studies to college-level courses to create an academic enrichment program that allowed students to earn college credit.
- Enhanced the Underrepresented Dissertation Fellowship, Visiting Professorship, and Post – Doctoral Fellowship Programs – managed and recruited underrepresented faculty to diversify academic departments throughout the University.
- Assisted with the Development of New Academic Programs – Implemented new Ph.D. programs and other graduate and undergraduate programs.
- College of Continuing Education and Distance Learning – Maintained the daily operations of the College during a transitional period.



- Enhanced Academic Program Reviews – Supervised a comprehensive academic program review process which included external reviewers for all programs and post review follow-up to strengthen the academic enterprise.
- TK20 Assessment Instrument for National Council for Accreditation of Teacher Education (NCATE): Standard 2 – Coordinated the implementation of the system for the College of Education and Behavioral Sciences.
- K-12 Partnership for Rutherford County Schools and K-6 Murfreesboro City Schools – Facilitated the partnership for the two school systems for the Middle Tennessee State University Teacher Education Program (largest program in the state).
- Enhanced the Partnership Mentoring Program – Provided administrative leadership and coordinated the mentorship program for the Teacher Education program and Central Middle School.
- Created New Faculty Mentoring Program – Established professional development initiatives for junior faculty.
- Southern Association of Colleges and Schools (SACS) – Served as team member on a University committee that resulted in the re-accreditation of the University.

**University of Maryland Eastern Shore - Princess Anne, Maryland  
August 1990 to May 2004**

**Interim President**

The interim president served as the chief executive officer for the University accountable to the chancellor of the University System of Maryland and its Board of Regents. Represented the University in various meetings on the local, state and national levels. Oversaw all areas of the University including Academic Affairs, Student Affairs, Administrative Affairs and Institutional Planning, Research and Assessment. Oversaw the day-to-day operations of an 1890 Land grant Institution with an enrollment of 3,400 students and more than 800 faculty and staff.

**Major Accomplishments:**

- Enhanced Fundraising – Cultivated relationships with alumni and other perspective donors on a bi-weekly basis.
- Enhanced Legislative Relations – Testified before the legislators and was successful in securing additional support for the University.
- Expanded Community Engagement – Worked closely with community leaders and stakeholders to advance the positive working relationship between the University and the local community.
- Developed New Academic Programs – Implemented three new Ph.D. programs.

**Executive Vice President**

The executive vice president served as the chief executive officer in the absence of the president. Represented the president in various meetings at the local, state and national level. Assisted the president in overseeing all areas of the University including academic affairs, student affairs,

administrative affairs, and institutional planning, research, and assessment. Assisted in managing an overall budget of \$68 million. Directed the UMES Scholars Program.

Major Accomplishments:

- Developed an Executive Corporate Cluster – Established an Executive Corporate Cluster where the University created partnerships with businesses to provide internships and scholarship opportunities for students.
- Budget and Compliance – Enhanced the budget process at the University, which resulted in a streamlined process.
- Strategic Planning – Monitored the strategic direction as outlined in the academic master plan and implemented specific goals and initiatives.

**Associate Vice President for Academic and Student Affairs**

The associate vice president for academic and student affairs provided executive level leadership in the administration of a comprehensive range of services under Academic Affairs. Served as the Chief Executive Officer for Student Affairs including: Admissions, Registration and Recruitment, Retention, Student Activities, Community Relations, Career Services, Student Health Services, and WESM (Campus Radio Station). Managed and directed the UMES Scholars Program. Participated in institution-wide planning, program and policy review, enrollment management issues and educational programming in support of the academic mission. Assisted the president in administering the University's total budget including auxiliary accounts, contracts and grants, and an overall operating budget of \$55 million. Engaged in major Capital Campaign fundraiser.

Major Accomplishments:

- University Scholars Program – Created a scholars program to recruit the best and brightest students to serve as role models and to enhance the overall SAT scores of the students entering the University.
- Enhanced Graduate Feeder Program – Established an agreement with Miami University of Ohio where qualified students were able to complete their graduate studies.
- Enhanced Enrollment Management Program – Worked with Noel-Levitz to create an Enrollment Management Program where the University toured various cities as a means of increasing the enrollment. The program yielded the largest freshman classes in the history of the institution for three consecutive years.

**Executive Assistant to the President**

The executive assistant to the president represented the president of the University on a daily basis during meetings at the local, state and national level. Assisted the president in administering the University's total budget including auxiliary accounts, contracts and grants, and an overall operating budget of \$55 million. Handled special projects, programs and meetings. Managed and directed the UMES Scholars Program. Coordinated and coached the Honda Campus All-Star Academic Team.

**Chair of the Department of English and Modern Languages**

The Chair of the Department of English and Modern Languages supervised and evaluated 24 English faculty. Evaluated faculty pursuant to policy procedures. Worked with faculty in curriculum development. Held regular departmental meetings, scheduled classes, and

represented the department at local, state, and national meetings. Advised students, and oversaw the journals published by the English Department including Maryland Review and Image: The Scholar's Release. Oversaw the school newspapers and newsletters that were produced. Conducted scholarly research and presented papers at professional conferences and meetings. Sought grants and other sources of external funding. Provided staff support and area activity related to quality assurance. Taught at least two classes per academic year. Conducted faculty recruitment and team building and took students to professional meetings and graduate fairs.

**Major Accomplishments:**

- Annual International English and Literature Conference – Created an International Conference where writers and scholars convened from across the United States and other countries such as: Finland, Germany, South Africa, Ireland, etc. to present their research.
- Enhanced Curriculum – Initiated an overhaul of the curriculum within the Department of English and Modern Languages to reflect best practices and current pedagogy.
- Middle States Association of Colleges and Schools (MSACS) – Served on Self-Study Steering Committee that resulted in the re-accreditation of the University.
- Academic Team – Coached the UMES academic team that Placed 2<sup>nd</sup> in the nation for the Honda All-Star Challenge.

**Other Teaching Experiences**

Chesapeake Community College  
Central Piedmont Community College  
Midland Technical Community College

**FUNDRAISING**

Exceeded the \$60 million fundraising goal, and raised \$63 million, as part of the WIU Capital Campaign  
Raised \$3.5 Million under leadership as interim president  
Worked with Choice and Marriott Hotels and other corporations to secure funding  
Caterpillar (secured \$52,500 for scholarships for underrepresented students)  
John Deere (worked on proposal for \$500,000 donation for engineering)  
Moline Foundation (worked on proposal for \$500,000 donation for engineering)  
Secured funding for the 'Enhancing Students' Writing Skills Project  
Attend alumni events as needed for cultivation of donors

**BOARD SERVICE**

Chair, NCAA Accelerating Academic Success Program Board  
Board Member, American Association of State Colleges and Universities  
Board Member, Marguerite Casey Foundation  
Board Member, Illinois Board of Higher Education  
Board Member, Illinois Campus Compact  
Board Member, Stillman College Board of Trustees  
Board Member, American Association of Blacks in Higher Education  
Board Member, Macomb Area Economic Development Corporation  
Executive Board Member, Council of Fellows American Council on Education  
Board Member, Heart of Tennessee Chapter of the American Red Cross  
Board Member, Rutherford County YMCA

### **NATIONAL, STATEWIDE, AND RELATED SERVICE**

Member, NCAA Presidential Forum  
Chair, (AASCU) Christa McAuliffe Award Presidential Selection Committee  
Member, Middle States Visitation Team – Kean University  
Member, Governor's Task Force on Education for the State of Maryland  
Chair, NCAA Governance, Rules and Compliance (Re-certification of Athletics)

### **PREVIOUS UNIVERSITY SERVICE**

Director, Diversity Program  
Chair, Commencement Committee  
Member, Academic Affairs SACS Committee  
Member, MTSU Planning Committee  
Member, Rutherford County Board of Education "Blue Ribbon" Committee  
Coordinator, Advising Training Workshops  
Chair, University Standing Committees  
Chair, Faculty Awards and Grants  
Chair, Promotion and Tenure  
Chair, Geier (Diversity and Access) Program  
Chair, Minority Faculty Initiative Program  
Member, Search Committee for Honors Dean  
Member, Search Committee for English Professor  
Member, Search Committee for Athletic Director  
Co-Chair, World Literature Conference  
Chair, Commencement Committee  
Chair, Academic Standards and Admissions  
Chair, University Technology Committee  
Member, Enrollment Management Committee  
Member, Promotion and Tenure Committee  
Member, Legislative Committee  
Co-Chair, The Blue Ribbon Taskforce (To restructure the Academic Enterprise)  
Co-Chair, SSU/UMES New Faculty Initiative (Led to the National Hesburgh Award)  
Member, Faculty Grievance Committee  
Chair, Faculty Senate  
Coordinator, Honda Campus All-Star Tournament and Coach of the Academic Team  
Member, University Planning Commission  
Member, Educational Institute of Excellence

### **EXTERNAL REVIEWER ACTIVITIES**

Promotion and tenure external reviewer, Central Florida University  
Promotion and tenure external reviewer, Central Michigan University  
Promotion and tenure external reviewer, Georgia Southern University  
Promotion and tenure external reviewer, University of Nevada Las Vegas

### **COURSES TAUGHT ON THE UNIVERSITY LEVEL**

Advanced Composition  
African American Literature  
American Literature  
Business Writing  
Communication  
Developmental English  
Freshman Composition

Major Writers  
Reading and Writing  
Speech  
Teaching of English in Secondary School  
Technical Writing  
World Literature

## **PUBLICATIONS**

### **Book**

Thomas, Jack. Within These Gates: Academic Work, Academic Leadership, University Life, and the Presidency, University Press of America (2015)

### **Articles, Book Chapters and Reviews**

Thomas, Jackie "Jack". "Recruiting and Retaining People of Color at Majority Institutions." (submitted for publication)

Thomas, Jackie "Jack". "African-American Leadership in Higher Education." Lessons in Leadership: Executive Leadership Programs for Advancing Diversity in Higher Education, ELSEVIER, Inc. (2005)

Thomas, Jackie "Jack". "The Need for an African-American Literature Course and the Effects it has on African-American Youth." New Horizons: Caribbean Association of Professionals and Scholars. (2000)

Thomas, Jackie "Jack". "Men Who Make a Difference in the Autobiography of Miss Jane Pittman." The Griot. (2000)

Thomas, Jackie "Jack". "Manhood, Family and *The Men of Brewster Place*." The Literary Griot: International Journal of Black Expressive Culture Studies. Vol. 11, No. 2, Fall 1999.

Thomas, Jackie "Jack". "Beloved: A Modern Day Masterpiece" Maryland Review, No. 2, Spring/Winter 1999.

Thomas, Jackie "Jack". "A Critical Review of Black Men Speaking." Journal of African American Men. Vol. 4, Issue 2, Fall 1999.

Thomas, Jackie "Jack". "Book Review The African American Book of Values." The Literary Griot: International Journal of Black Expressive Culture Studies. Vol. 11, No. 1, Spring 1999.

Thomas, Jackie "Jack". "The Mother/Daughter Relationship in Toni Morrison's Beloved" Black American Intellectualism and Culture: A Social Study of African American Social and Political Thought. Vol. 20, JAI Press, Inc. Connecticut, 1999.

Thomas, Jackie "Jack". "A Compassionate Portrait of Black Men." Black Issues in Higher Education. Vol. 15, No. 21. December 1998.

Thomas, Jackie "Jack". 'Rev. Samuel: The Missionary Minister in the Color Purple.' The Griot Fall 1997.

Thomas, Jackie "Jack". "Rev. Samuel: The Missionary Minister in the Color Purple." Breaking Barriers Conference Proceedings. October 1997.

Thomas, Jackie "Jack". Image: The Scholars' Release Journal Published 3 times a year. Vol. 1 No. 1, 2 & 3 (1991, 1992, 1993, 1994, 1995, 1996, 1997, 1999)

Thomas, Jackie "Jack". "Slavery: The Disruption of the Traditional African Family" New Horizons (1998)

Thomas, Jackie "Jack". "The Symbolic Black Male Ancestor in Song of Solomon" The Literary Griot: International Journal of Black Expressive Culture Studies. Vol. 5 No. 2 Fall 1993.

Thomas, Jackie "Jack". "Witnessing a Legacy" Black Books Bulletin: A World Journal of Black Ideas. Third World Press, Vol. 1 No. 3, 1992.

Thomas, Jackie "Jack". "Christianity in Our Nig" Image: The Scholars' Release Journal. Vol. 1 No. 1 Spring 1991.

Thomas, Jackie "Jack". "A Survey of African American Literature from the Past to the Present" African American History, II Since 1865, 1998.

Thomas, Jackie "Jack". "De-Africanization in Equiano's Travels and The Third Life of Grange Copeland" North/South Dialogue II, 1994.

Thomas, Jackie "Jack". "Guitar: A Wise Secret Seven Society Member in Toni Morrison's Song of Solomon", Pan African Education and Development, 1995.

Thomas, Jackie "Jack". "Christianity in Our Nig", Christianity and Literature Conference Proceedings, SUNY-Farmingdale, Spring 1990.

Thomas, Jackie "Jack". "The Writer's Toolbox: Keys to Unlocking the Successful Writer" Black Satellite Network Video Course Production, Fall 1992 and Spring 1993.

## UNPUBLISHED WORKS

### Black Male Images

The Success of Six African Americans Growing up in Alabama

## SCHOLARLY PAPERS AND INVITED PRESENTATIONS

Thomas, Jackie "Jack", "**Alphas in Higher Education: Preparing the next Generation of Diverse Leaders in the Academy**", Presidents Panel at the National Conference on Race & Ethnicity in American Higher Education (**NCORE**) 2018 Annual Conference, New Orleans, Louisiana (May 29 – June 2, 2018).

Thomas, Jackie "Jack", "**Valuing Inclusive Excellence in Higher Education: Challenges and Strategies (A Conversation with Presidents and Chancellors)**", 2017 "We Are One" Inclusive Excellence Summit, Murfreesboro, Tennessee, (September 7, 2017).

Thomas, Jackie "Jack", Williams, Ronald C., Thomas, Patrick, Lindsey, Jeffrey, and Thomas, Darius, "**Mentoring Matters: Mentoring Collegians of Color as a Pathway to Success**", American Association of Blacks in Higher Education 2017 National Conference, Raleigh, North Carolina (March 23 – March 25, 2017).

Thomas, Jackie "Jack", Williams, Ronald C., and Henderson, Andrea D., "**The University Diversity Council: Methods for Improving Campus-Wide Diversity Initiatives at a Comprehensive State University**", 26<sup>th</sup> Annual National Conference on

Race and Ethnicity in American Higher Education, New Orleans, Louisiana (May 28 – June 1, 2013)

Thomas, Jackie “Jack”, “**Creating Institutional Environments that Promote Student’s Success**”, Clemson University’s Conference on Best Practices in the Achievement of Students of Color, Clemson, South Carolina (March 4-6, 2012)

Thomas, Jackie “Jack”, “**Cultural Diversity: Improving the Recruitment and Retention of Traditionally Underrepresented Faculty and Administrative Staff**”, American Association of Blacks in Higher Education, Atlanta, Georgia (March 31 – April 2, 2011)

Thomas, Jackie “Jack”, Williams, Ronald C., and Henderson, Andrea D., “**The University Diversity Council: Methods for Improving Campus-Wide Diversity Initiatives at a Comprehensive State University**”, 23<sup>rd</sup> Annual National Conference on Race and Ethnicity in American Higher Education, National Harbor, Maryland (June 1-5, 2010)

Thomas, Jackie “Jack”, “**Leading the Way: Identifying Executive Leadership Programs Aiding African Americans to Succeed in Higher Education**”, National Conference of American Association of Blacks in Higher Education, Atlanta, GA (March 25-27, 2010)

Thomas, Jackie “Jack”, “**Examining the Masculinity and Complexity of Black Males as Depicted in Damballah**”, 31<sup>st</sup> Annual Southern Conference on African American Studies, Jackson, Mississippi (February 11-13, 2010)

Thomas, Jackie “Jack”, Williams, Ron, and Goldfarb, Alvin, “**Recruitment and Retention of Underrepresented Minorities at a Midwestern Majority Institution: Best Practices**”, 22<sup>nd</sup> Annual National Conference on Race & Ethnicity in American Higher Education, San Diego, California (May 26-30, 2009)

Thomas, Jackie “Jack”, “**Institutionalization of Policies and Practices that Support Navigation through the Educational Pipeline**”(Response Panel Member), Kennedy-King College, Chicago, Illinois (April 17, 2009)

Babbili, Anantha S. and Thomas, Jackie “Jack”, “**Changing Realities of Diversity: Challenges for Higher Education**”, American Association of State Colleges and Universities, Savannah, Georgia (February 5-8, 2009)

Thomas, Jackie “Jack”, “**Campus Internationalization and ISEP: A Conversation with the ISEP Board of Directors**”, Roundtable for Senior Campus Administrators, Washington DC, (November 21, 2008)

Thomas, Jackie “Jack”, Mulraine, Loren, and Williams, Ronald, “**Academic Leadership: The African American Male’s Perspective**,” Southern Conference on African American Studies, Atlanta, Georgia, (February 7-9, 2008)

Thomas, Jackie “Jack”, Badley, William, Otto, Sheila, and Lucas, Marva, “**Meeting the Needs of Underprepared First-Year Students in College-Level Courses: A Pilot Study**”, 20<sup>th</sup> International Conference on The First Year Experience, Big Island, Hawaii, (July 9-12, 2007)

Babbili, Anantha, Thomas, Jackie “Jack”, and Shaw-McEwen, Sharon, “**Institutional Diversity in the American South: Challenges and Opportunities**”, 7<sup>th</sup> International Conference on Diversity in Organizations, Communities, and Nations, Amsterdam, Netherlands (July 3-6, 2007)

Thomas, Jackie "Jack", Bonner, Gloria, and Dent, Cedric, "**Mentoring Diversity Initiatives in Higher Education**", International Mentoring Association Conference, Atlanta, Georgia (March 21-24, 2007)

Thomas, Jackie "Jack", Bonner, Gloria, and Mulraine, Loran, "**Higher Education Since Katrina**", Southern Conference on African American Studies, Inc., Baton Rouge, Louisiana (February 15-17, 2007)

Thomas, Jackie "Jack", Badley, William, and Otto, Sheila. "**Meeting the Needs of First-Year Students through a Transformed Curriculum**", 19<sup>th</sup> International Conference on The First-Year Experience, Toronto, Ontario, Canada (July 24-27, 2006)

Thomas, Jackie "Jack", Bonner, Gloria, and Dent, Cedric. "**It's All About M.E.: Mentoring Effectiveness**", 19<sup>th</sup> International Mentoring Association Conference, Chicago, Illinois (March 16-18, 2006)

Hannah, Watson and Thomas, Jackie "Jack". "**Creating Classroom Standards for Construction and Renovation**", 2005 Annual No Name Facilities Conference, Nashville, Tennessee (June 2005)

Thomas, Jackie "Jack". "**Leadership at HBCUs since the Montgomery Movement**", Southern Conference on African American Studies, Inc. Convention, Montgomery, Alabama (February 2005)

Thomas, Jackie "Jack". "**Writer's Workshop and Presentation for the ACT**", Trilogy Pioneers, Atlanta, Georgia (September 2004)

Thomas, Jackie "Jack". "**Complex Men of Brewster Place**", Southern University, Southern Conference on Afro-American Studies, Baton Rouge, Louisiana (February 1999)

Thomas, Jackie "Jack". "**A Critical Analysis of Joe Starks in Their Eyes Were Watching God**", University of Maryland Eastern Shore, Zora Neale Hurston Society Fifteenth Anniversary National Conference, Princess Anne, Maryland (June 1999)

Thomas, Jackie "Jack" and President Dolores R. Spikes "**Beloved – An Interpretation**", University of Maryland Eastern Shore Presidential Presentation, Princess Anne, Maryland (April 1999)

Thomas, Jackie "Jack". "**Rev. Samuel the Missionary Minister in the Color Purple**", University of Maryland Eastern Shore, Breaking Barriers International Conference, Princess Anne, Maryland (October 1997)

Thomas, Jackie "Jack". "**The Mother Daughter Relationship in Toni Morrison's Beloved**", Clark - Atlanta University, Southern Conference on Afro-American Studies, Atlanta, Georgia (February 1997)

Thomas, Jackie "Jack". "**Milkman in Search of His Heritage**", Pennsylvania State University, Pan African Conference, State College, Pennsylvania (April 1995)

Thomas, Jackie "Jack". "**Macon Dead and His Abusive Behavior**", Southern University, Southern Conference on Afro-American Studies, Baton Rouge, Louisiana (February 1995)



Thomas, Jackie "Jack". "**Joe and Ned: Positive Black Males in The Autobiography of Miss Jane Pittman**", Paul Quinn College, Southern Conference on Afro-American Studies, Dallas, Texas (February 1994)

Thomas, Jackie "Jack". "**Guitar: A Wise Secret Seven Member**", Indiana State University, Pan African Conference, Terre Haute, Indiana (April 1994)

Thomas, Jackie "Jack". "**Slavery: The Disruption of the Traditional African Family**", University of the District of Columbia, Caribbean Association of Professions, Washington, D.C. (May 1994)

Thomas, Jackie "Jack". "**Critical Analysis of Joe Starks in Their Eyes Were Watching God**", Clark - Atlanta University, Southern Conference on Afro-American Studies, Atlanta, Georgia (February 1993)

Thomas, Jackie "Jack". "**Slavery: The Disruption of the Traditional African Family**", Indiana State University, Pan African Conference, Terre Haute, Indiana (April 16-18, 1992)

Thomas, Jackie "Jack". "**Jake: A Positive Black Male Character**", Virginia State University, Southern Conference on Afro-American Studies, Petersburg, Virginia (February 20-22, 1992)

Thomas, Jackie "Jack". "**Solomon: The Flying African**", Cleveland State University, Pan African Conference, Cleveland, Ohio (April 12-13, 1991)

Thomas, Jackie "Jack". "**Paul D: The Last of the Sweet Home Men**", Texas Southern University, Southern Conference on Afro-American Studies, Houston, Texas (February 21-23, 1991)

Thomas, Jackie "Jack". "**DeAfricanization in Equiano's Travels and The Third Life of Grange Copeland**", University of Memphis, Southern Conference on Afro-American Studies, Memphis, Tennessee (February 22-24, 1990)

Thomas, Jackie "Jack". "**Reverend Samuel: The Missionary Minister in The Color Purple**", SUNY Farmingdale, Christianity and Literature Conference, Farmingdale, New York (October 26-27, 1990)

Thomas, Jackie "Jack". "**Black Male Character Types in the Works of Alice Walker and Toni Morrison**", Southern University, Southern Conference on Afro-American Studies, Baton Rouge, Louisiana (February 24-25, 1989)

Thomas, Jackie "Jack". "**Christianity in Our Nig**", Pennsylvania College, English Association at Wilson College, Chambersburg, Pennsylvania (March 31-April 1, 1989)

Thomas, Jackie "Jack". "**Tension in Samson Agonistes**", Marshall University, Shakespeare and Renaissance Association of West Virginia, Huntington, West Virginia (April 14-15, 1989)

Thomas, Jackie "Jack". "**A Critical Analysis of Grange Copeland**", Indiana State University, Pan-African Conference, Terre Haute, Indiana (April 20-22, 1989)

Thomas, Jackie "Jack". "**Women's View of Black Men in Literature**", Indiana University of Pennsylvania, Indiana, Pennsylvania (May 12, 1989)

**PROFESSIONAL ACTIVITIES**

December 11, 2015	Commencement Speaker, Alabama Agricultural and Mechanical University, Normal, Alabama
December 5, 2015	Keynote Address, Alpha Phi Alpha Founders' Day Celebration, Tau Lambda Chapter, Nashville, Tennessee
July 27, 2013	Keynote Address, Alpha Phi Alpha Leadership Development Institute, Northern Illinois University, DeKalb, Illinois
July 15, 2013	Keynote Address, 10 <sup>th</sup> Annual Leadership and Mentoring Institute, American Association of Blacks in Higher Education, Miles College, Birmingham, Alabama
June 17, 2013	Panel Participant, Forecasting Next Generation Libraries: A Virtual Course-ference, Carthage College, Kenosha, Wisconsin
January 21, 2013	Keynote Address, Martin Luther King, Jr. Celebration, City of Macomb, Macomb, Illinois
January 19, 2013	Keynote Address, 9 <sup>th</sup> Annual Martin Luther King, Jr. Scholarship Breakfast, Rockford College, Rockford, Illinois
September 7, 2012	Panel Participant, 2012 Midwest Culturally Inclusive Conference, University of Wisconsin – Platteville, Platteville, Wisconsin
January 31, 2012	Keynote Address, Martin Luther King, Jr. Celebration, Monmouth College, Monmouth, Illinois
February 2011	Keynote Address, 75 <sup>th</sup> Anniversary Celebration, Beta Pi Chapter, Alpha Phi Alpha, Lane College, Jackson, Tennessee
January 2010	Keynote Address, Dr. Martin Luther King, Jr. Celebration City of Macomb, Macomb, Illinois
January 2010	Keynote Address, Dr. Martin Luther King, Jr. Celebration Alpha Upsilon Lambda, Montgomery, Alabama
November 2009	Keynote Address, "Educating for Extraordinary Success" The Scholars Academy Black & White Gala, Nashville, Tennessee
January 2009	Keynote Address, Dr. Martin Luther King, Jr. Celebration, Burlington, Iowa
January 2009	Keynote Address, Alpha Phi Alpha Founders' Day Celebration Alpha Upsilon Lambda, Montgomery, Alabama
January 2009	Keynote Address, Alpha Phi Alpha Founders' Day Program Omicron Sigma Lambda, Murfreesboro, Tennessee
June 2008	Commencement Speaker, Hyde Park Academy, Chicago, Illinois
May 2008	Keynote Address, Founder's Day Convocation, Alabama Agricultural and Mechanical University, Normal, Alabama

March 2007	Speaker at Alpha Phi Alpha Regional Convention, "The Next Generation of Alpha Scholars: Professional and Graduate School Admission," Huntsville, Alabama
January 2007	Speaker at Mitchell-Nielson Elementary, "Character Counts and Attitude Makes a Difference," Murfreesboro, Tennessee
November 2006	Keynote Address, Top Ladies of Distinction Father-Son Breakfast, "Sharing the Ties, a Male Bonding Experience", Nashville, Tennessee
August 2006	Keynote Address, Graduate Students (Ph.D.), "The Vice Provost as a Catalyst for Change", Jackson State University, Jackson, Mississippi
April 2005	Keynote Address, Diversity "Mentoring in Higher Education", Volunteer State Community College, Gallatin, Tennessee
February 2005	Black History Month Speaker; Bellwood School, Murfreesboro, Tennessee
February 2005	Keynote Address, Chi Alpha Epsilon Honor Society, Middle Tennessee State University, Murfreesboro, Tennessee
February 2005	Keynote Address, "Why Go to Graduate School?" Education Equal Opportunity Group, Inc., Nashville, Tennessee
January 2005	Black History Month Speaker for Multicultural Affairs, Middle Tennessee State University, Murfreesboro, Tennessee
June 2003	Keynote Address, National Collegiate Athletic Association (NCAA) Leadership Institute for Ethnic Minority Males, Indianapolis, Indiana
June 2003	Commencement Address, World Communications Charter School, Philadelphia, Pennsylvania
June 2003	Commencement Address, Snow Hill High School, Snow Hill, Maryland
June 2003	Commencement Address, Amadon School, Washington, DC
April 2003	Daniel Hale Lecture Series, Langston University, Langston, Oklahoma
November 2002	Convocation Address, Lincoln University, Lincoln, Pennsylvania
September 2002	Keynote Address, Black College Awareness Day, Charlotte, North Carolina
June 2002	Commencement Address, Maryland Black Charities Association, Baltimore, Maryland
May 2002	Commencement Address, Calhoun High School, Lowndes County, Alabama
January 2002	Commencement Address, Eastern Correctional Institution, Westover, Maryland
October 2001	Guest Speaker, Pocomoke High School Mentoring Club, Pocomoke, Maryland
October 2001	Guest Speaker, Somerset County Economic Development Commission, Princess Anne, Maryland
June 2000	Commencement Speaker, Fairmount Heights High School, Prince George's County, Maryland

March 2000	Keynote Address, Retired Teachers of Somerset County Annual Meeting, Princess Anne, Maryland
April 2000	Keynote Address, Academic Achievement Banquet, Pocomoke High School and the Rotary Club, Pocomoke, Maryland
July 1999	Guest Speaker, Job Corp, Montgomery, Alabama
December 1998	Guest Speaker, Graduation Ceremony, Eastern Correctional Institute, Westover, Maryland
August 1997	Keynote Address, Faculty/Staff Conference at Alabama Agricultural and Mechanical University, Huntsville, Alabama
September 1996	Keynote Address, Princess Anne Community Black Family Reunion Theme: "Family Unity", Princess Anne, Maryland
March 1996	Chair, Athletics Certification Program/Self-Study Steering Committee
March 1996	Commencement Address, Crisfield High School, Crisfield, Maryland
April 1995	Served as director for students in conducting research and presenting their papers at professional meetings.
May 1994	Commencement Speaker, Lowndes Middle School Theme: "You Have Crossed the Bay, The Ocean Lies Ahead", Fort Deposit, Alabama
March 1992	Guest Lecturer, Davison College, Theme: "Black Women Writers" Davison, North Carolina
February 1992	Guest Lecturer, Chesapeake College, Theme: "Black Male Images in the Works of Alice Walker and Toni Morrison", Wye Mills, Maryland
February 1992	Guest Speaker, Poplar Hill Correctional Camp, Theme: "The Role of the Black Male in the Family", Quantico, Maryland
June 1991	Participant in the National Council of Black Studies Summer Institute Ohio State University, Columbus, Ohio
May 1991	Commencement Address, Calhoun High School, Theme: "Follow the Right Path to Your Future Education", Calhoun, Alabama
May 1990	Commencement Address, Lowndes Middle School, Theme: "A Strive for Excellence", Fort Deposit, Alabama
March 1989	Lecturer, Pomona College, Topic: "A Good Man is Hard to Find" by Flannery O'Connor, Claremont, California
Spring 1988	Spearheaded and incorporated the Annual Spring Speaking Contest at South Carolina State College, Orangeburg, South Carolina
Spring 1986	Established a Writing Center at Allen University, Columbia, South Carolina

Spring 1985                      Spearheaded and incorporated the Annual Spring and Fall Speaking Contest at Johnson C. Smith University, Charlotte, North Carolina

**HONORS AND AWARDS**

Distinguished Alumni Award, Indiana University of Pennsylvania  
American Council on Education Fellowship Award  
Alpha Phi Alpha Power of Leadership Award  
Graduate Assistantship Award, Indiana University of Pennsylvania  
Graduate Assistantship Award, Virginia State University  
National Alumni Teaching and Excellence Award, University of Maryland Eastern Shore  
National Association of State Title I Directors Distinguished Graduate Award – State of Alabama  
Second Indiana University of Pennsylvania, Foundational Doctoral Fellowship  
Southeastern Association of Educational Opportunity Program Personnel Trio Achiever Award  
Teacher of the Year Award, University of Maryland Eastern Shore  
Various Community Service Awards

**PROFESSIONAL ORGANIZATIONS AND AFFILIATIONS**

American Council on Education (ACE)  
Chi Alpha Epsilon Honorary Member  
Alpha Phi Alpha  
Del-Mar-Va Council Boy Scouts of America  
Macomb Area Economic Development Corporation  
Macomb Noon Rotary Club  
McDonough District Hospital's Golden Apple Society  
Mid-West Associate in Pan-African Studies  
Modern Language Association (MLA)  
Murfreesboro Noon Rotary Club  
National Association for Equal Opportunity in Higher Education (NAFEO)  
National Association for Student Personnel Administrators (NASPA)  
National Association of State Universities and Land-Grant Colleges (NASULGC)  
Phi Delta Kappa Honor Society  
Phi Kappa Phi Honor Society  
Rutherford County School Board Committee  
Shakespeare and Renaissance Association of West Virginia  
Sigma Pi Phi  
Sigma Tau Delta National English Honor Society  
Somerset County Superintendent's Technology Committee  
Southern Conference on Afro-American Studies, Inc.  
Western Illinois University's Performing Arts Society  
Wicomico County School Board's Literature Review Committee  
Wicomico County School Board's Minority Affairs Committee  
WIU Community and University Partnership Program