

September 20, 2023

To Whom It May Concern:

It is indeed a pleasure to submit my cover letter, vita, and five references for the position of Director, Lubar Entrepreneurship Center at the University of Wisconsin-Milwaukee. This is a very exciting position and a great opportunity to lead an important center at UWM and in our city. I am interested in the position because I believe my strong desire to achieve, problem solving abilities, training, and expertise will help the LEC continue to provide the requisite tools and opportunities to UWM students, faculty, and staff to transform their ideas in entrepreneurial realities leading to wealth creation and jobs creation.

When reviewing the preferred qualifications, I can identify ways in which I meet those expectations. Many of my strengths match and exceed the duties and responsibilities of the position. I have over 40+ years of professional experience of which 19 of those years were spent as a college professor and administrator, including 3 and a half of those years here in Milwaukee at UWM and Marquette University in high profile academic and leadership positions.

I am particularly thankful for my experiences in higher education because I had numerous opportunities to do first rate entrepreneurship work. At Auburn University (1993-2005) I created a national conference aimed at disseminating information pertaining to the critical issues affecting African Americans in business. My efforts resulted in the conference being held in Cape Town South Africa with the support of the U.S. Department of Commerce Minority Business Development Agency and four higher education institutions in South Africa's Western Cape.

The spillover effect of the conference led to the establishment of the *Entrepreneurship Policy Journal* and an edited book, *Entrepreneurship in South Africa and the United States: Comparative Studies*, highlighting several of the papers presented at the conference over its many years. The conference also led to Auburn establishing an academic exchange program with Stellenbosch University that provided Auburn faculty, students, and administrators with an opportunity to gain international experience in post-apartheid South Africa. Another entrepreneurship activity at Auburn included working with officials at the University of Alabama to implement and oversee an Appalachian Regional Commission (ARC) funded project to establish youth entrepreneurship curricula in four rural Alabama high schools in the ARC region.

When you embark upon a journey to do first rate entrepreneurship work you get noticed. This was the case when my work was noticed 1000 miles away by Dr. Chales Kroncke, University of Wisconsin-Milwaukee's former Dean School of Business who recruited me from Auburn University in 2002 for a one year visiting appointment specifically to research and coordinate initiatives to increase entrepreneurship participation for Milwaukee's inner-city residents.

In 2005 I was hired by Marquette University as their first chief diversity officer. In this capacity, I built relationships with business leaders across the city, and I even arranged for a \$1 million dollar deposit relationship between the institution and former Legacy Bank which at that time was the nation's 13th largest African American owned bank. As a member of the bank's board of directors I led the effort that created the bank's foundation and served as its first President. The foundation to-date is Wisconsin's largest African American owned and controlled foundation and continues to support entrepreneurial

and innovation activities in Milwaukee. Another important entrepreneurship activity was my leadership in bringing to Milwaukee national entrepreneurship speakers to share their wisdom and interface with Milwaukee's business leaders. This was all done as a member of Legacy Bank's board of directors.

As Colgate University's Vice President and Dean of Diversity (2008-2011), I led a campus wide effort to examine entrepreneurship as a new academic revenue source. I also worked with Colgate alumni to market a new start-up venture fund specifically targeting Colgate students, faculty, and other members of the Colgate family.

The pinnacle of my professional experience was my decision in 2013 to start my own consulting business that specializes in using entrepreneurship approaches and economic development strategies to provide real-time knowledge, measured success, and collective prosperity to my clients. Simply stated, I own and operate an entrepreneurship centric consulting firm (Global Capital Group, LLC-GCG).

GCG's client base is very diverse in terms of sectors like universities, corporate entities, local governments, state governments, social service agencies, small and medium size businesses, business improvement districts, and supplier diversity organizations. For instance, I currently serve as the Administrator for the Business Connection Module of The Business Council (TBC). TBC is a Milwaukee non-profit that assist minority-owned businesses foster collaborations and access corporate chains. As Administrator, I am responsible for developing, overseeing, and delivering the Module's curriculum for participating minority business enterprises and participating corporations.

My consulting firm's bread and butter is strategic planning. I've developed strategy documents for two of Milwaukee's largest corporations. My company conducted market research that assisted American Family Mutual Insurance Company evaluate and develop goals to establish innovative and impactful partnerships with Milwaukee's K-12 schools as part of the company's overall strategy to develop remote corporate workplace in downtown Milwaukee. Also, I developed a community engagement plan for Ascension Wisconsin which helped the company initiate open partner networking for the betterment of health factors and outcomes in Ascension service areas.

In terms of a large area non-profit, I've developed the Social Development Commission's past two strategic plans (2023-2026 and 2019-2024) using a planning model that has helped SDC trek through a complex and changing world with the hope of being able to actualize a different future.

In 2022, I developed a 20-year Comprehensive Strategic Plan for the Board of Supervisors for Bolivar County, Mississippi. The plan provided the county with a long-term road map for growth, investments, and organizational development. The plan provided the county with an opportunity to look beyond municipal borders and create a shared vision in addition to providing the county with an official public document to make decisions about the county's future physical development.

Equally important to my for-profit consultancy is my non-profit institute (Manufacturing Diversity Institute-MDI) that is in business to ensure that individuals from underserved communities are successful in manufacturing careers and businesses. With a recent grant of \$300,000 from the Wisconsin Governor's Office, I lead a team that is working to establish a Building Construction Advanced Manufacturing Institute of Excellence (BCAMIE). The aim of the project is to support the emerging industrialized construction cluster by using the proposed institute to help address Southeast Wisconsin's issues like affordable housing, green energy infrastructure, high quality green manufacturing jobs,

supply chain opportunities for minority business enterprises (MBEs) and addressing disparities among minority populations. Major activities include but not limited to developing a solid business case, site selection, site environmental assessment, and developing training modules for minority entrepreneurs who are interested in supply chain opportunities in industrialized construction.

Both of my current business ventures have had significant impact on Milwaukee's entrepreneurial ecosystem. But most importantly, these opportunities showcase me as someone who not only talks entrepreneurship but as someone who practices entrepreneurship. I believe that upon your review, you will recognize that my experiences, credentials, and proven track record of entrepreneurship success are exactly what LEC needs to drive entrepreneurship, innovation, and support the development of new enterprises for the UWM community. I am confident that my experiences and unique skills will provide the LEC with an invaluable resource. I look forward to discussing this opportunity with you and others.

Sincerely,

Keenan D. Grenell

Keenan D. Grenell, Ph.D.

VITAE

KEENAN D. GRESELL

Executive Director, Manufacturing Diversity Institute

Chief Executive Officer, Global Capital Group, LLC

[REDACTED]

EDUCATION:

Ph.D. – Political Science

Northern Illinois University - 1993

M.P.P.A. – Public Policy and Administration

Mississippi State University - 1983

B.A. – Political Science

Tougaloo College - 1981

CERTIFICATIONS:

EGc(TL) - Certified as a Strategic Research Team (SRT) Team Leader

Economic Gardening Professional Certification

National Center for Economic Gardening - 2016

PROFESSIONAL EXPERIENCE:

Executive Director, Manufacturing Diversity Institute, Summer 2014 - Present

- Executive Director of a Milwaukee, Wisconsin based non-profit institute established to be a leader in creating a bold and pioneering research driven diversity pipeline to increase the participation of individuals from under-served communities in the manufacturing industry as employees, innovators, and entrepreneurs. As Executive Director, I am responsible for overseeing technical assistance to early stage and second stage manufacturing entrepreneurs, leading the development and designing of stronger and sustainable manufacturing education and workforce systems to prepare individuals from under-served communities to succeed in manufacturing careers and businesses, in addition to serving as fund manager for MDI's micro-equity fund investment vehicle specifically designed to provide under-served manufacturing entrepreneurs with a new and flexible source of equity capital with the intentions of helping start-ups develop into successful small-to-medium size companies.

CEO, Global Capital Group, LLC, Spring 2013 – Present

- Chief Executive Officer of a Wauwatosa, Wisconsin based global consulting firm that provides solutions through comprehensive entrepreneurship and economic development strategies. The firm works across all industries offering customized research, and data driven analytics to help our clients develop actionable approaches for process improvement, economic and workforce development, continuous growth and sustainability. As CEO, I am responsible for the development and execution of the company's vision and strategies, communicating externally on behalf of the company in addition to being directly responsible for major success factors like ensuring that GCG brings superior value to all of its clients in terms of quality, price, service, and innovation. GCG is a Disadvantaged Business Enterprise (DBE) Certified company under the Wisconsin Unified Certification Program and an MBE Certified company with the National Minority Supplier Development Council (NMSDC).

Instructor, Center for Governmental Services/Division of Public Administration, Northern Illinois University, (Phase 1) Summer 2011–Fall 2011 and (Phase 2) Spring 2014

- **Phase 1:** Responsible for teaching two graduate executive level courses combining face-to-face classroom meetings, on-line instruction, information sharing, and small group work teams: (1) *Scope and Dynamics of Public Administration: Regional Economic Development*. The course examined the history of public administration and the degree to which economic development has been a long-standing issue within the America tradition of local governance, and: (2) *Local Economic Development Policy*. The course introduced the tools, institutions, analytical techniques, financing instruments, and policy issues relevant to economic development policy at the state, local, and regional levels. These courses were two of five graduate level customized courses that were delivered to mid-career executives from the public, non-governmental, and

private sectors whose professional work involves economic development.

- **Phase 2:** Responsible for teaching two graduate level webinars: (1) *Developing Regional Talent Strategies*. The webinar focused on identifying and deploying strategies to develop a qualified and motivated regional workforce, and: (2) *Innovation and Entrepreneurship*. The webinar focused on identifying strategies to unleash innovation and start a regional entrepreneurship revolution. Both webinars produced case studies/white papers. The courses and webinars are a part of the “State of Ingenuity” (SOI) Project which was funded by the Economic Development Administration. The SOI Project region comprises of two counties in Northern Illinois and four counties in Southern Wisconsin.

Vice President and Dean of Diversity, Colgate University, Fall 2008-Spring 2011

- As a member of the President’s senior staff, I served as Colgate’s Chief Diversity Officer. In this capacity, I worked with campus constituencies to establish diversity as a highly prioritized core value in addition to further diversity and inclusivity in relation to university goal setting, university operations, and personnel matters, especially academic divisions to recruit, retain, and advance highly qualified faculty talent that enriched Colgate’s educational programs.
- Served as the University’s Senior Affirmative Action Officer. In this capacity, I was responsible for ensuring that Colgate’s Affirmative Action programs were accurate and defensible in addition to implementing affirmative action policies, procedures, and overseeing the development of the annual faculty/staff affirmative action report. The report was based on data from the National Science Foundation Survey of Earned Doctorates which is information used by labor force planners in higher education. As Affirmative Action Officer, I used the data to generate information that was vital in Colgate’s labor force decision making. Furthermore, I collaborated with a consultant to develop a new Affirmative Action Plan for Colgate. I also worked with faculty and staff search committees in demonstrating evidence procedures for diverse pools of applicants.
- In collaboration with alumni affairs and institutional advancement served as a key leader to build Colgate’s Alumni of Color base nationally and strategically interface with prospective donors for key gifts to the University.
- In collaboration with admissions served as a key leader to build direct students of color pipelines to Colgate in select cities like Atlanta and Chicago.
- Assisted tenured faculty of color in developing a Faculty Diversity Council. FDC primary goal is to build a campus infrastructure that will support faculty of color development, especially teaching and research.
- Collaborated with faculty in the English Department to establish undergraduate courses focusing on interdisciplinary approaches to the Harlem Renaissance period.

- Lead a campus effort to examine entrepreneurship as a component of academic excellence and a new academic revenue source on a liberal arts campus. Worked with select Colgate alumni to market a new start-up venture fund specifically targeting Colgate students, faculty, and other members of the Colgate campus family.
- Assisted Colgate's President and Hamilton area community leaders in expanding the current town and gown relationship through establishing a partnership for an all-inclusive community.
- Served as Colgate's key administrator in coordinating initiatives to increase Black and Latino students' satisfaction with their educational experiences.
- Served as Colgate's key administrator in working with student leaders to resource and implement a student diversity initiative proposal aimed at enhancing the living and learning environment for students as well as creating and sustaining a campus culture that values working across differences.
- Oversaw the implementation of a Student Campus Climate Life Study (survey).
- Conducted diversity leadership training for the President's senior staff.
- Oversaw campus wide diversity training targeting students, faculty, and staff.
- Served as Colgate's outreach representative on the governance board of the National Abolition Hall of Fame and Museum (NAHOF) which recognizes Central New York's deep historical connection to abolitionist work and the Underground Railroad.

Associate Provost for Diversity, Marquette University, Summer 2005–Summer 2008.

- Served as the University's Chief Diversity Officer (CDO).
- Responsible for establishing, coordinating, and leading diversity initiatives and activities.
- Chaired a central administration appointed committee that developed Marquette's strategic diversity plan to increase student, faculty, and staff diversity. The plan also includes a metrics component to benchmark results, assess whether goals have been met, and assign appropriate leadership accountabilities.
- I directly lead efforts in the retention of minority faculty, students, and staff.
- Served as Project Director and Co-Chair for the Regional Task Force that developed a White Paper for Science, Technology, Engineering, and Math (STEM) for the Southeast Wisconsin region.
- Brokered a \$1,000,000 depository relationship between Marquette University and Legacy Bank (now Milwaukee branch of Seaway Bank in Chicago).
- Provided diversity leadership input into "Achieving the Vision" Marquette University's Strategic Plan 2007-2013.
- Conducted diversity leadership training for the University Leadership Council and mid-level managers.
- Established an Associate Provost for Diversity Leadership Lecture Series focusing on corporate diversity leadership best practices.
- Lead outreach initiatives to diverse groups in Southeast Wisconsin and Northeast Illinois in order to expand the University's relationships in diverse communities.

- Served as a resource to the President of the Association of Jesuit Colleges and Universities (Washington, D.C.) in advancing diversity at all 28 AJCU member institutions. Lead an effort to develop a relationship between AJCU and the Southern Regional Education Board to increase faculty diversity at Jesuit institutions.
- Served as the lead in the establishment of a proposal for an endowed chair in the department of political science in the name of Ralph H. Metcalfe (former Olympic stand-out and Congressional Black Caucus leader).
- Established an African American Scholars Network and a Black Graduate Student Association.

Interim Assistant Provost, Office of Diversity and Multicultural Affairs, Auburn University, Fall 2002–Spring 2005.

- Served as the University's primary engine for driving diversity initiatives throughout campus.
- Worked with key stakeholders such as department heads and deans in their efforts to recruit diverse faculties and other diversity initiatives.
- Served as a liaison for the University with Historically Black Colleges and Universities.
- Assisted the Diversity Leadership Council with establishing a comprehensive strategic diversity plan with goals, strategies, actions and accountabilities.
- Responsible for the development, coordination, and implementation of campus diversity events and programs.
- Established and chaired the Black Administrators Council.
- Served on campus Committees/Commissions appointed by the President on specific diversity related issues, i.e., recruitment and retention of African American faculty and administrators (Title VI), Multicultural Diversity Commission, and the Diversity Leadership Council.
- Work with employees, faculty, administrators, and students to ensure that Auburn is an all-inclusive environment.
- Work with deans, academic department heads, Student Affairs, and the Graduate School to develop and implement effective recruitment and retention programs for underrepresented students.
- Established an Africana Studies minor in the College of Liberal Arts.
- Developed a proposal for the establishment of an Africana Studies Department at the request of the President.
- Partner with University Outreach in developing a South African Initiative that provided faculty, students, and administrators university – wide with an opportunity to gain international experience in post – apartheid South Africa.

Visiting Associate Professor, Letters and Science, Business Administration, and University Outreach, University of Wisconsin Milwaukee, Spring 2002–Summer 2002.

- Responsible for a graduate level course in local economic development offered through UWM's Master of Public Administration Program during Spring 2002.
- Responsible for conducting research and coordinating initiatives to increase entrepreneurship participation for Milwaukee's inner-city residents.
- Coordinated through University Outreach the development of a proposal to the Bader Foundation to financially support the training of six Milwaukee Public Schools (MPS) teachers in the school-based experiential entrepreneurship curriculum developed by REAL Enterprises.

Director, Master of Public Administration Program (MPA), Auburn University, Alabama, Spring 2001-Spring 2004.

Responsible and accountable for direct administration of the MPA Program.

Responsibilities included but were not limited to:

- Managed the MPA operating budget.
- Primary advisor for all MPA students.
- Primary advisor for all undergraduate public administration majors.
- Coordinated the Gordon Sherman Lecture Series.
- Coordinated the continuing professional education program in election administration through a partnership with the Election Center in Houston, Texas.
- Coordinated faculty/student exchange program with Twente University in the Netherlands.
- Coordinated course scheduling and teaching assignments.
- Coordinated admissions, comprehensive exams, and graduation certification

University Outreach:

Primary Investigator for the Youth Entrepreneurship Community Development Project, Economic Development Institute, Auburn University, Spring 1999-Fall 2001.

- Responsible for the administration and implementation of a \$150,000 Appalachian Regional Commission Grant in collaboration with the REAL/PACERS Program at the University of Alabama to incorporate youth entrepreneurial curricula into four Alabama high schools in ARC service counties.
- Coordinated the training of students in entrepreneurship and the establishment of class-based business enterprises.
- Coordinated the specialized training, in-service training, and re-training of teachers in the four schools selected to implement the youth entrepreneurial curriculum.

- Responsible for establishing the Community Development Volunteer Management Systems which included recruiting and training local volunteers (from business, education, banking, civic organizations, etc.) to support and sustain entrepreneurial economic development efforts within each community.
- Developed strategic plans for participating project schools.

College of Business:

Director and Founder, African American Entrepreneurship Summit, Auburn University, Fall 1994-Spring 2004.

- Worked with the President and other University executives to select a consultant to Assist Auburn with designing and establishing a Minority Supplier Development Program.
- Developed a national conference dedicated to disseminating information pertaining to the critical issues affecting African Americans in business.
- Worked with private sector and public sector volunteers to position the Summit as one of the leading conferences aimed at raising the consciousness for strong and visible entrepreneurship in the African American community.
- Secured a \$15,000 grant from the Kauffman Foundation in Kansas City, Missouri to create the *Entrepreneurship Policy Journal* which is the official academic Journal for the Summit.
- Worked with Cooperative Extension Service representatives to develop a teen challenge summit as a part of the conference.
- Secured funds in excess of \$200,000 for the conference.
- Coordinated summit activities including planning, programming, speaker selection, facilities selection, transportation, sponsorship campaigns, budgeting, awards selection, advertising, media relations, volunteer selection and management.

- Served as a liaison for the University and the African American business community
- In partnership with the North American Consortium for Education Development in South Africa, planned, coordinated, and managed the “Empowerment Through Entrepreneurship Conference in Cape Town, South Africa, November 16-18, 2003.
- At the request of the President, released by the Department of Political Science for an academic semester to coordinate activities of a multidisciplinary committee to develop a proposal for the establishment of an African American Entrepreneurship Institute at Auburn.
- Initiated and assisted a statewide exploratory committee in strategic planning for the development of an African American Entrepreneurship Foundation.

Associate Professor, Political Science Department, Auburn University, Alabama, Fall 1993 – Spring 2005.

- Responsible for teaching select graduate level courses in the Master of Public Administration Program.
- Responsible for teaching select undergraduate courses in the department.
- Advisor for both graduate and undergraduate students.
- Served on faculty search committees.
- Served on special issues committees.
- Directed graduate research.

Doctoral Student and Graduate Teaching Assistant, Department of Political Science, Northern Illinois University, DeKalb, IL, Fall 1990-Summer 1993.

- Teaching Assistant for the POLS 100 American Government and Politics course.
- Responsible for teaching select undergraduate courses – POLS 303 State and Local Government and POLS 355 African American Political Thought.

Human Resources Administrator, Entergy Operations Inc., Jackson, Mississippi, 1987-1990.

- Responsible for the overall staffing of the 4th largest utility company (corporate and plant sites included the Grand Gulf Nuclear Plant and Arkansas Nuclear One) in the United States.
- Recruited for professional (exempt) vacancies and clerical and administrative (non exempt) vacancies.
- Coordinated the staffing of over 60 vacancies at Arkansas Nuclear One during a 6 month special assignment.
- Conducted extensive background checks on potential company employees.
- Managed corporate activities and relations with professional search firms and temporary agencies.
- Managed testing activities for non-exempt vacancies.
- Conducted human resources research.
- Served on the System-wide Career Development Task Force charged with developing an executive and middle management succession planning program.
- Coordinated the internship program.

Regional Director, Liberty One Corporation, Springfield, Illinois (St. Louis, Missouri Office) 1985-1987.

- Recruited, hired, trained, and managed professional salesmen to market annuities and other financial products.
- Made presentations to corporations and businesses interested in financial plans for their employees.
- Represented the region at Eagle School (training for company managers).
- Selected as a member of the Regional Vice President's elite "Colonels Club" (regions

- premier sales performers).
- Received numerous awards and citations from the company's President at national sales rallies.
- Achieved status as one of the top 50 salesman in the nation.
- At the request of the Regional Vice President, selected as part of a two-member management team to oversee the development of a new office in Memphis, Tennessee.

Public Administration Specialist, Mississippi Institute for Small Towns, Jackson, Mississippi, 1984-1985.

- Helped communities in the area of municipal administrative organization.
- Provided consultant services to local governments in the management of utility systems.
- Assisted in the preparation and submission of Community Development Block Grant applications.
- Coordinated town hall meetings for clientele governments.
- Worked with national partnering organizations on public policy issues for rural development.
- Supervised the activities and development of interns.
- Prepared community and economic development plans for local governments.

System Analyst, Department of Administration, City of Biloxi, Mississippi, 1983-1984.

- Worked with the consultant to the mayor on special projects.
- Worked with the Director of Administration on special projects.
- Conducted public administration research.
- Provided financial management analysis and advised the Comptroller on organizational development activities.
- Assisted in the preparation and upgrading of all accounting, personnel procedures and budget proposals.
- Coordinated the Department of Public Works biweekly project progress report and all acquisition reimbursement for the White Avenue Defense Access Project.

Job Training Public Policy Graduate Intern, Youth Policy Institute, Robert F. Kennedy Memorial, Washington, D.C., January 1982 – May 1982.

- Tracked federal spending in terms of job training.
- Conducted research on national workforce development policy and published the findings in the Youth Policy Institute's influential monthly magazine.
- Monitored federal workforce development legislation transition from the Comprehensive Employment Training Act (CETA) to the Job Training Partnership Act (JTPA).

Summer Youth Employment Coordinator, Mississippi Department of Employment Security (formerly the Governor's Office of Job Development and Training), Jackson, Mississippi, May 1981 – August 1981.

- Assisted in the coordination of the statewide summer youth employment program.
- Conducted site visits to program sites to trouble shoot and problem solve.
- Served as a liaison between the state office and program site managers.

AREAS OF TEACHING COMPETENCE:

Primary – Organization Theory/Behavior, Public Policy, African American Political Thought, African American Politics, Economic Development, Entrepreneurship, Nonprofit Management, and Administrative Leadership (Ethics).

Secondary – Urban Politics and Management, American Government, and State and Local Government.

HONORS AND AWARDS:

Honors/Awards

Named the 2022 Joe Tucker Legacy Business of the Year Awardee by The Business Council (TBC) in Milwaukee, Wisconsin, August 2022.

Recognized as One of The 10 People to Know in Manufacturing in Southeast Wisconsin in 2021 by the *Milwaukee Business Journal*, August 2021.

Innovation Recognition Commitment to Equity, Collaboration & Opportunity, UI Labs Manufacturing Day, Chicago, Illinois, October 2016.

Recognized April 2008 by the Metropolitan Milwaukee Alliance of Black School Educators for outstanding contribution and commitment to the Success of the Excel To Fly MMABSE Education Summit.

2007 Trailblazer Award in Education recipient, Alpha Kappa Alpha Sorority, Incorporated, Epsilon Kappa Omega, Milwaukee, Wisconsin, February 2007.

The Humanitarian Award recipient, the 100 Black Men of Greater Auburn-Opelika, Inc.

William Clark Award for Lifetime Achievement in Entrepreneurship Education, Teen Challenge Summit, Alabama Cooperative Extension System, 2005.

Global Fellows Program Invitee, IC² Institute, University Texas at Austin, 2003.

Recognized April 2003 by *Opelika-Auburn News* as one of the 10 most progressive people in the Opelika-Auburn, Alabama area.

Outstanding Teaching in Political Science Certificate, American Political Science Association, Summer 2000.

“Lambda Sigma Society Teacher of the Quarter Award,” Auburn University, Winter 2000.

Camp War Eagle, Faculty Honoree, Auburn University, 1998.

Auburn University Outreach Award for Excellence, 1996-97.

Paper entitled “Reinventing Local Government Human Resources Management” was nominated to receive Best Paper Award for the 1997 Southwestern Political Science Association Conference, New Orleans, LA. Spring 1997.

Auburn University, recipient of the College of Liberal Arts Teaching Award in Communications and Social Sciences, 1994-95.

Northern Illinois University, recipient of the Rhoten A. Smith Graduate Assistantship, 1990-93.

“Leadership Mississippi” participant, Mississippi Economic Council, 1989-90.

Mississippi State University, recipient of the Robert F. Kennedy Scholarship in Rural Management, 1981-83.

Washington Semester Program, participant, The American University, Washington, D.C. 1980 Spring Semester.

Social Science Improvement Program, participant, Morehouse College, Atlanta, Georgia, Summer 1979

Grants/Service Contracts

Wisconsin Department of Administration in Madison awarded the Manufacturing Diversity Institute \$300,000 to do pre-shovel work (site selection and site assessment) to establish a Building Construction Advanced Manufacturing Institute of Excellence (BCAMIE) for the purpose of research, development, & innovation leading to building modular, prefabricated net-zero homes and businesses. Fall 2022.

Wisconsin Department of Veteran Affairs in Madison Wisconsin awarded the Manufacturing Diversity Institute \$20,000 to continue its work with enterprising veterans through the Innovative Veteran Lab which targets underserved veterans manufacturing innovators in inner city Milwaukee, Spring 2017.

U.S. Small Business Administration’s 2016 Growth Accelerator Fund Competition awarded the Manufacturing Diversity Institute (MDI) operating funds in the amount of \$50,000 to support small business startups in the U.S. Fall 2016.

Wisconsin Economic Development Corporation (WEDC) in Madison, Wisconsin awarded the Manufacturing Diversity Institute (MDI) a grant in the amount of \$57,960 to lead a Wisconsin business Trade Mission to the Republic of South Africa, February 18-29, 2016.

Wisconsin Housing & Economic Development Authority (WHEDA) in Madison, Wisconsin awarded the Manufacturing Diversity Institute (MDI) a grant in the amount of \$100,000 to establish a micro-equity fund manager program targeting investing in underserved start-up owned light manufacturing enterprises in Milwaukee's 30th Street industrial corridor. Spring 2015.

City of Milwaukee's Community & Economic Development Committee awarded the Manufacturing Diversity Institute (MDI) a grant in the amount of \$19,600 to establish a Manufacturing Idea Challenge program targeting underserved manufacturing innovators in inner city Milwaukee. Spring 2015.

Wisconsin Department of Veteran Affairs in Madison, Wisconsin awarded the Manufacturing Diversity Institute \$20,000 to establish an Innovative Veteran Lab targeting underserved veteran manufacturing innovators in inner city Milwaukee. Spring 2015.

Legacy Foundation in Milwaukee, Wisconsin awarded the Manufacturing Diversity Institute (MDI) a grant in the amount of \$30,000 to support the Institute's operation. Fall 2014.

Private Industry Council in Milwaukee, Wisconsin awarded Marquette University a grant in the amount of \$25,000 to develop a White Paper for Science, Technology, Engineering, and Math for the Southeast Wisconsin region. The cornerstone of the White Paper is STEM diversity. Spring 2007.

Bader Foundation Milwaukee Wisconsin awarded the University of Wisconsin Milwaukee a grant in the amount of \$5000 to send two (2) Milwaukee Public School teachers to the REAL Summer Institute in Asheville, North Carolina. Summer 2002.

Office of the Governor-State of Alabama awarded the 2001 African American Entrepreneurship Summit a grant in the amount of \$25,000. Spring 2001.

Marion Ewing Kaufman Foundation in Kansas City, Missouri awarded the 2001 African American Entrepreneurship Summit a \$15,000 grant to create the *Entrepreneurship Policy Journal* which is the official academic journal for the Summit. Spring 2001.

Appalachian Regional Commission (ARC) grant of \$150,000 in collaboration with the REAL/PACERS Program at the University of Alabama to incorporate youth entrepreneurship curricula into four Alabama high schools in ARC service counties. Fall 1999.

Vice-President of University Outreach Office at Auburn University "Do Something Grant" in the amount of \$25,000 with Dr. Cal Clark to develop a youth entrepreneurship Program and Chamber of Commerce in Hale County, Alabama. Fall 1998.

Marion Ewing Kauffman Foundation in Kansas City, Missouri awarded matching funds in the amount of \$7,500 for the development of the manuscript entitled *The Other Path: Restoration of the Entrepreneurial Spirit in Black America*. Summer 1997.

Auburn University Competitive Research Grant-in-Aid Program awarded funds in the amount of \$7,500 for the development of the manuscript entitled *The Other Path: Restoration of the Entrepreneurial Spirit in Black America*. Summer 1997.

PUBLICATIONS:

Book:

Veal, Don-Terry, and Keenan D. Grenell (Eds.) (2008), *Entrepreneurship in South Africa and the United States: Comparative Studies*. Lewiston, New York: The Edwin Mellen Press. This book addresses the difficulties of Black entrepreneurial formation in South Africa given its turbulent history. Yet, it offers opportunities for entrepreneurship as a way of life for Black South Africans. The book also addresses the entrepreneurship challenges that African Americans face and provides the reader with comparison data between both African Americans and Black South Africans as it relates to entrepreneurship.

Article Length Publications:

Referred Journals

Butler, John S., Keenan Grenell, and Cal Clark (1994). "The Collapse of an African-American Route for Escaping The "Nihilistic Poor": A Boon for U.S. Competitiveness?" *Journal of Global Competitiveness*, Volume 2, (Fall): 400-405.

Grenell, Keenan (1994). "Changing of The Guard: Political Recruitment Patterns In Mississippi," *SCOPE: The Journal of African-American Thought*, Volume 1, No. 3 (Fall): 3-12.

Grenell, Keenan (1997). "Comparison of Immigrant Entrepreneurs with American Entrepreneurial Activities," *The National Journal of Sociology*, Volume 11, Numbers 1&2 (Summer/Winter): 107-121.

Gabris, Gerald T., Keenan Grenell, and James Kaatz (1998). "Reinventing Local Government Human Resources Management," *Public Administration Quarterly*, Volume 22, No.1 (Winter): 74-97.

Gabris, Gerald T., Keenan D. Grenell, Douglas Ihrke, and James Katz (1999). "Managerial Innovation as Affected by Administrative Leadership Policy Boards." *Public Administration Quarterly*, Vol. 23 No. 2, (Summer): 223-249.

Clark, Cal, Johnny Green, and Keenan Grenell (2001). "Local Regimes: Does Globalization Challenge the "Growth Machine," *Policy Studies Review*. (Fall).

Grenell, Keenan (2001). "The African-American Entrepreneurship Summit: Revealing Preliminary Discussion of the Movement," *Entrepreneurship Policy Journal*, Volume 1, (October): 6-9.

Gabris, Gerald T., Keenan Grenell, Douglas Ihrke, and James Kaatz (2002). "Managing Innovations at the Local Level: Some Effects of Administrative Leadership and Governing Board Behavior," *Public Productivity and Management Review*, Volume 23, No. 4, (June): 486-494.

Referred Book Chapters:

Albritton, Robert, George Amedee, Keenan Grenell, and Don-Terry Veal (1996). "Deracialization and the New Black Politics." in Huey L. Perry, editor, *Race, Politics, and Governance in the United States*, University of Florida Press, 1996, pp. 179-192.

Grenell, Keenan (1998). "Private Entrepreneurship and Grassroots Development Strategies," in Kuotsai Tom Liou, editor, *Handbook of Economic Development*, Marcel Dekker, Inc., 1998, pp. 337-353.

Grenell, Keenan and Gerald Gabris (2000). "Mayor Charles Box, Regime Politics, and Economic Development in Rockford, Illinois," in James Bowers and Wilbur C. Rich, editors, *Governing Middle - Sized Cities: Studies In Mayoral Leadership*, Lynn Rienner Publishers, Inc., 2000, pp. 181-196.

Clark, Cal, Johnny Green, and Keenan Grenell (2001). "Recapturing the Future? The Implications of Globalization for Education and Entrepreneurship in U.S. Economic Development Strategies," in Cal Clark and Robert Montjoy, editors, *Globalization's Impact on State-Local Economic Development Policy*, Nova Science, 2001, pp. 141-158.

Grenell, K.D. (2011). "Higher Education as Transparency Challenged." Cal Clark and Don Terry Veal, editors, *Advancing Excellence and Public Trust in Government*, Lexington Books-Rowman & Littlefield Publishers, Inc., pp. 55-58.

PUBLICATIONS IN PROGRESS:

Book:

Grenell, Keenan D., Robert Hebert, and Don-Terry Veal. *The Other Path: Restoration of the Entrepreneurial Spirit in Black America*. This is an edited book utilizing selected keynote speeches and panel discussions at the Annual African American Entrepreneurship Summit. The book addresses the need for African Americans to return to their entrepreneurial roots. Manuscript in progress for submission to a publisher by late Fall 2023.

Articles :

Currently in the development stages of a co-authored (with Matt Kures) paper that highlights the Faith Based Economic Development Initiative (FBEDI) sponsored by the Chancellor of the University of Wisconsin Colleges and the University of Wisconsin-Extension. The paper is a case study examination of FBEDI as a model aimed at facilitating job creation and wealth building initiatives through established African American faith-based institutions in Milwaukee, Wisconsin.

Currently in the development stages of a co-authored (with Rynetta Washington who is deceased) paper that will highlight the influence of Dr. George Kozmetsky (founder of IC² Institute at the University of Texas at Austin, former Business School Dean at UT, and co-founder and former Executive Vice President of Teledyne, Inc.) on the wealth creation ideas, scholarship, and philosophy of Dr. John Sibley Butler, Director of IC² Institute at the University of Texas at Austin and author of *Entrepreneurship and Self-Help Among Black America: A Reconsideration of Race and Economics*.

PAPERS, PRESENTATIONS, AND KEYNOTES

“Black Entrepreneurship,” presentation made as part of a panel celebrating International Entrepreneurship Month, sponsored by the Menard Center for Institutions & Innovation, Co-sponsored by the College of Management and Entrepreneurship Club, University of Wisconsin – Stout, November 15, 2022.

“State of Black Business in Milwaukee,” keynote delivered at the Milwaukee Public Library - Central Library, Milwaukee, Wisconsin, August 17, 2022.

“Unleashing the Wealth Creation Ecosystem Model to Ignite Community Entrepreneurship,” keynote delivered as part of the Awards Ceremony of the Conference of Minority Public Administrators 2022 Virtual Annual Conference, March 4, 2022.

“The Re-Shoring, Re-Investment, Re-Growth Initiative,” presentation made as part of the Urban Manufacturing Alliance expert panel webinar event entitled, Advancing Equity and Inclusion in Manufacturing Credentialing and Technology sponsored by The Century Foundation, New York, New York, December 15, 2020.

“BIZ Resources and Minority Business Enterprise (MBE),” presentation made as part of the Blueprint Cultivator Program sponsored by the Young Enterprising Society, Century City Tower, Milwaukee, Wisconsin, June 15, 2019.

“State of Black Business: Black To The Future - Part II,” keynote delivered as part of the 30th Street Corridor’s Lecture Series, African-American Women’s Center, Milwaukee, Wisconsin, April 23, 2019.

“Entrepreneurship Imperative for Black America: A Response to Black America’s Hidden Entrepreneurship Think Tank,” lecture delivered at the first Celebrate National Small Business Month event sponsored by the Milwaukee Public Library - Central Library, Milwaukee, Wisconsin, May 21, 2019.

“Customer Segments and Minority Business Enterprise Certifications,” presentation made as part of the Blueprint Cultivator Program sponsored by the Young Enterprising Society, Century City Tower, Milwaukee, Wisconsin, October 27, 2018.

“State Of Black Business: Black To The Future - Part I,” keynote delivered at the first State of Black Business Breakfast Symposium hosted by the African-American Chamber of Commerce of Wisconsin in partnership with the Milwaukee Urban League and LISC Milwaukee, sponsored by U.S. Bank at the Greater Milwaukee Foundation, Milwaukee, Wisconsin, February 23, 2018.

“Organizing Diverse Suppliers for Advanced Manufacturing Opportunities,” presentation made at the 15th Annual ManpowerGroup Supplier Diversity Roundtable, Manpower HQ, Milwaukee, Wisconsin, October 9, 2017.

“Minority Businesses Engaging In Advanced Manufacturing,” **Ted Talk** style presentation made at the Inclusive Innovation Tech Demonstrations during the National Minority Supplier Development Council and the Minority Business Development Agency 2016 Annual Conference, McCormick Place, Chicago, Illinois, October 24, 2016.

“State of Affairs/MDI Perspective,” keynote delivered at the 2016 MDI *Innovation Cafe* on National Manufacturing Day at the Digital Manufacturing & Design Innovation Institute (DMDII), UI Labs, Chicago, Illinois, October 7, 2016.

“MDI’s Micro-Equity Program As An Economic Development Strategy In Milwaukee,” presentation made as part of the panel entitled, Small Business Finance Solutions during the Council of Development Finance Agencies (CDFA) Wisconsin Financing Roundtable Conference, Intercontinental Hotel, Milwaukee, Wisconsin, August 30, 2016.

“Yes You Can Purchase Them or Develop Your Own - Billions in Federally Funded R&D for Minority Business Innovators,” panel presentation made at the National MBE Manufacturers Summit 2016, Georgia Tech Global Learning Center, Atlanta, Georgia, March 24, 2016.

“Wisconsin Businesses Exploring Trade Opportunities in South Africa,” presentation made at the City of uMlathuze’s Economic Development & Job Creation Summit, Richards Bay, South Africa, February 26, 2016.

“Outdoor Recreation: An African-American Entrepreneurial Imperative,” presentation made at the Alabama Community Leadership Conference, Auburn University Hotel & Conference Center, Auburn, Alabama, October 5, 2015

“How Elected and Civic Leaders Can Support Local Entrepreneurship,” presentation made at the Empowering Local Citizens Through Leadership & Entrepreneurship Opportunities In Outdoor Recreation Workshop, Bell Conference Center, University of West Alabama, Livingston, Alabama, May 28, 2015.

“M-WERC Workforce Development Efforts,” presentation (with Dr. Carmel Ruffolo, Director Corporate Engagement & Regional Development UW-Milwaukee and UW-Parkside) for the Mid-West Energy Research Consortium’s (M-WERC) Open Member Meeting, Milwaukee Area Technical College, Oak Creek Campus, May 21, 2015.

“Money Doesn’t Wait on Anyone,” lecture delivered at Auburn University for the Dr. Juan Gilbert Distinguished Lecture Series, Auburn University, Alabama, February 25, 2015.

“Jobs and Businesses: Trends in the Political Economy of Black Men in Milwaukee,” presentation made at the Global Capital Group, LLC Trends in the Political Economy of Black Men in Milwaukee Lecture Series, Milwaukee County Innovation Center, Wauwatosa, Wisconsin, September 13, 2014.

“The Topography and Process of Economic Opportunity,” presentation made at the 2014 Wisconsin Business Management Seminar, Pyle Center, Madison, Wisconsin, June 3, 2014.

“Leveraging Leadership in Job Creation and Sustainability: The IC2 Way,” presentation made at Globalism In Today’s Workforce Conference sponsored by the Center for Governmental Services at Auburn University, Omni Hotel CNN Center, Atlanta Georgia, May 28, 2014

“Urban Faith-Based Economic Development and Entrepreneurship in Milwaukee Wisconsin: A View of Opportunity and Chaos,” presentation made at the Global Fellows Meeting, Institute for Innovation, Creativity, and Capital, University of Texas at Austin, April 25, 2013.

“Empowering Today’s Youth in a Global Business Market,” keynote delivered at the State Youth Entrepreneurship Conference, Alabama 4-H Center, Columbiana, Alabama, April 23, 2013.

“Urban Faith-Based Economic Development and Entrepreneurship in Milwaukee Wisconsin: A View of Opportunity and Chaos,” presentation made at the School of Business at Rutgers University, Newark, New Jersey, February 13, 2013.

“Understanding the Economic Development Ecosystem,” presentation made at the Civic Leadership Academy Workshop sponsored by the Center for Governmental Studies at Northern Illinois University, NIU-Naperville, January 15, 2013.

“Achieving Shared Prosperity through a Wealth Creation Ecosystem,” presentation made at the Forum on Restoring the Global Economy sponsored by the Center for Governmental Services at Auburn University, Omni Hotel at CNN Center, Atlanta Georgia, October 4, 2012.

“State to State Partnerships & Their Economic Development Implications for Counties,” presentation made at the 42nd Annual Alabama Government Institute, Racing for Revenue: Providing New Resources for Local Government Conference, Auburn University, June 15, 2012.

“Economic Development: Understanding the Entrepreneurial Ecosystem and the Community Planning Environment,” presentation made at the Civic Leadership Academy Workshop sponsored by the Center for Governmental Services at Northern Illinois University, NIU-Naperville, April 10, 2012.

“One Milwaukee”, keynote delivered at the Presidents Breakfast of the ONE MKE Summit, hosted by the Milwaukee Branch of the National Association for the Advancement of Colored People, Milwaukee Area Technical College (MATC), Milwaukee, Wisconsin, January 7, 2012.

“Affirming America’s Promise,” keynote delivered 2011 Freedom Fund Awards Dinner, Rockford Chapter-National Association for the Advancement of Colored People, Radisson Hotel and Conference Center, Rockford, Illinois, September 30, 2011.

“Martin Luther King Jr. and Mahatma Gandhi’s Peaceful Paths to Freedom,” presentation made as part of the Annual Martin Luther King Jr. Day Celebration, ALANA Culture Center, Colgate University, January 17, 2011.

“Entrepreneurship and Wealth Creation During the Harlem Renaissance: A Lesson For Future Generations,” lecture delivered as part of the Entrepreneurship Across the Colleges program sponsored by the Research and Economic Development’s Entrepreneurial Leadership Center and the College of Business and Management at East Stroudsburg University of Pennsylvania, October 13, 2010.

“The Business of Diversity at Colgate,” presentation made for Colgate Reunion 2010, ALANA Cultural Center, Colgate University June 4, 2010.

“Future Think: Challenges for Roles, Partnerships & Competencies Across Institutions and Workplaces,” expert panel participant at the 2010 Diversity in Higher Education conference, sponsored by The Conference Board, Washington Duke Inn, Durham North Carolina, April 7, 2010.

“Forming A More Perfect Union,” Presentation made as part of an expert panel on Diversity in Higher Education in the Post Obama Election World for the National Association of Diversity Officers in Higher Education Fourth Annual Conference Leadership Institute, Sheraton Phoenix Downtown Hotel, Phoenix, Arizona, March 8, 2010.

“Entrepreneurship and Wealth Creation During The Harlem Renaissance: A Lesson For Future Generations,” lecture delivered as a part of the Harlem Renaissance Center Initiative at the ALANA Culture Center, Colgate University, February 6, 2010

“How To Succeed in Business in the 21st Century Knowledge Economy,” Keynote delivered at the 1st Public Scholars in Africana Studies International Conference on Globalization at Indiana University Purdue University Indianapolis (IUPUI), October 30, 2009.

“Effective Leadership in Organizations and Communities”, lecture delivered at Auburn University for the state wide on-line leadership course project by the Economic and Community Development Institute, Auburn University, Alabama, July 16, 2009.

“How Minority Groups Create Wealth and Jobs in America,” Presentation made at the Louisiana State Bar Association Business Diversity Forum, Hilton Hotel, New Orleans, Louisiana, March 13, 2009.

“Alumni of Color Passion for the Climb,” speech delivered at the Colgate Alumni of Color Campaign Kickoff Celebration, Le Parker Meridien Hotel Estrela Penthouse, New York City, February 27, 2009.

“Building Bridges Making Connections,” speech delivered at the Annual Colgate Staff Development Week, Olin Hall, Love Auditorium, Colgate University, January 6, 2009.

“Obama’s Global Challenges,” keynote delivered at the Upper Mohawk Valley Model United Nations Conference, Colgate University’s Chapel, December 13, 2008.

“Beyond The Crisis,” speech delivered at the Solidarity Event, Colgate University’s Chapel, November 12, 2008.

“Entrepreneurship In South Africa,” presentation delivered at United Nations Day at Colgate University, ALANA Cultural Center, October 24, 2008.

“Importance of Diversity In Communities,” keynote delivered at the Alabama Community Leadership Network Conference Center, Auburn, Alabama, October 9, 2008.

“Justice, Freedom, The Vote,” keynote delivered at the Annual NAACP Milwaukee Branch Freedom Fund Dinner, Hyatt Regency Hotel, Milwaukee, Wisconsin, September 27, 2008.

“M-7 Science, Technology, Engineering, Math (STEM) White Paper,” presentation made to the City of Milwaukee’s Community and Economic Development Committee, March 10, 2008.

“Excel To Fly,” keynote delivered at the Metropolitan Milwaukee Alliance of Black School Educators Education Summit, Wyndham Milwaukee Airport Hotel and Convention Center, April 3, 2008.

“Transparency in Public Management,” expert panel participant on Governmental Excellence and Best Practices, 2007, Advancing Excellence and Public Trust in Government Conference co-sponsored by the National Endowment for the Public Trust and the Center for Governmental Services at Auburn University, National Press Club, Washington, D.C., September 17, 2007.

“Yesterday vs. Today: How Marquette’s Diversity Initiatives are Making a Difference,” presentation made at Marquette University Ethnic Alumni Association Reunion Weekend, Raynor Library, Milwaukee, Wisconsin, July 27, 2007.

“Entrepreneurship: From the Lab to the World,” speech delivered at the African-American Researchers in Computing Science Conference, Auburn University, Alabama, July 21, 2007.

“World Class Schools: STEM Regional Task Force” presentation made at Cooperative Education Service Agency #1 (CESA #1) Our Regional Community: World Class Schools Symposium, Waukesha County Technical College (WCTC), Waukesha, Wisconsin, May 15, 2007.

“Diversity Matters at Marquette University” speech delivered at the Diversity Dialogue Dinner sponsored by Marquette University’s Office of Development and Alumni Relations, Intercontinental Hotel, Atlanta, Georgia, May 12, 2007.

“Celebrating Our Diversity”, speech delivered at the 7th Annual Diversity Gala sponsored by the School of Education, AMU Ballroom at Marquette University, Milwaukee, Wisconsin, May 5, 2007.

“Supplier Diversity in the 21st Century: Redesigning the Partnership for Profit”, speech delivered at the Partners for Profit 2007 Conference sponsored by the Wisconsin Supplier Development Council, Oneida Radisson Hotel and Conference Center, Green Bay, Wisconsin, April 11, 2007.

“BAEO Café: Applying The Principles For Quality Educational Options– The Milwaukee Experience”, presentation made at the 7th Annual Meeting of the Black Alliance for Educational Options, Philadelphia Marriott Downtown, Philadelphia, PA, March 24, 2007.

“Success Is The Only Choice The Only Option”, speech delivered at Career Options 2007, co-sponsored by the Private Industry Council and the Greater Galilee Baptist Church, Milwaukee WI, March 10, 2007.

“The Business Case For Diversity”, presentation made at the Diversity Vendor Symposium co-sponsored by the Wisconsin Supplier Development Council and Marquette University at AMU Ballroom, Milwaukee, WI, February 27, 2007.

“Who Are We, Where Are We Going, and How to Get There”, presentation made at The Economic Summit II, sponsored by the Wisconsin Supplier Development Council, Edgewater Hotel, Madison, Wisconsin, November 9, 2006.

“The Soft Underbelly of the Whale” lecture on Jr. faculty survival and success at Marquette University, Milwaukee, WI, September 29, 2006.

“Diversity Initiatives at Marquette”, lecture given at the Les Aspen Center in Washington, D.C., September 7, 2006.

“ Human Dignity Matters: Diversity as a Dimension of Our Mission”, presentation made at New Folks Convocation at Marquette University AMU Ballroom, Milwaukee, WI, August 21, 2006.

“Commitment to Excellence”, keynote delivered at the University of Arkansas at Pine Bluff 2006 National Alumni Summer Conference at the Hilton, Milwaukee, WI, July 28, 2006.

“Commitment to Excellence”, keynote delivered at the Future Milwaukee Graduation Ceremony, Marquette University AMU Ballroom, Milwaukee, WI, May 2, 2006.

“Valuing Diversity” presentation made at the Calatrava Art Museum for the Office of General Counsel Retreat, Marquette University, October 12, 2005.

“A Comprehensive Approach to Diversity and Academic Excellence”, panel presentations made at Educating All One Nation Conference, sponsored by the American Council on Education (ACE) at the Phoenix Civic Plaza, Phoenix, Arizona, October 8, 2005.

“The Vision” keynote delivered at the Keenan D. Grenell Meet and Greet sponsored by the Provost Office at Marquette University, Haggerty Museum, Milwaukee, WI, September 29, 2005.

“Public Administration in the New Election Environment”, keynote delivered at the Policy Retreat of the Joint Boards of Elections for the Election System of the Virgin Islands, Westin Resort, St. John Virgin Islands, August 27, 2005.

“How Minority Entrepreneurs Achieve Millionaire Status”, keynote delivered at The University of Wisconsin Milwaukee Minority Entrepreneurship Program, The UWM Hoefter Conference Center, Milwaukee, WI, July 19, 2005.

“The Different Dimensions of King and Why We Celebrate Him”, keynote delivered at the 7th Annual Martin Luther King, Jr. Scholarship “Banquet, Central Alabama Community College Betty Carol Graham Science and Technology Center, Alexander City, Alabama, January 16, 2005.

“The Steps of a Good Man are Ordered by God,” Keynote delivered at the Annual Men’s Day Program at St. Paul Missionary Baptist Church, Cleveland, Mississippi, October 17, 2004.

“Perspectives of the Impact of New Technology Ventures on The Global Economy and the Importance of Entrepreneurship Maintaining U.S. Competitiveness,” Keynote delivered at Innovation to Commercialization: Forging Arkansas’ Future in Technology Conference sponsored by the Innovation Incubator at the University of Arkansas, Fayetteville, Arkansas, October 14, 2004.

“Competitive Advantages of a Rural South Entrepreneurship Model” presentation delivered as part of an expert panel session on Competitive Advantages of Minority Enterprise at the Empowerment Through Entrepreneurship Conference sponsored by the U.S. Department of Commerce’s Minority Business Development Agency and the U.S. Small Business Administration’s Office of Government Contracting and Business Development, Washington, D.C. September 8, 2004.

“The Importance of Celebrating Diversity,” Keynote delivered at the 2nd Annual Diversity Celebration Program, sponsored by the Alabama Cooperative Extension System and the City of Dothan, Alabama, April 2, 2004.

“Promoting Multiculturalism Beyond The Campus,” with David Wilson, Royrickers Cook, and Ralph Foster. Presentation delivered at the Gulf South Summit on Service-Learning, Civic Engagement, and Positive Youth Development, New Orleans, Louisiana, March 25, 2004.

“Building An Entrepreneurial Foundation in the Western Cape,” Keynote delivered at the Empowerment Through Entrepreneurship Conference, sponsored by the Consortium for Higher Education Development in South Africa, Spier Wine Estates, Cape Town, South Africa, November 18, 2003.

“Diversity In Complex Organizations”, Presentation delivered at the Diversity In the Workplace Conference sponsored by the Alabama State Employees Association, Decatur, Alabama, June 21, 2003.

“Diversity In the Public Sector,” Presentation delivered at the Conference of Governmental Excellence and Best Practices, Montgomery, Alabama, May 19, 2003.

“Diversity and Transformation: Keys to Auburn’s Success,” speech delivered to Auburn University Faculty Senate, April 8, 2003.

“Vocational Education and Entrepreneurship” Panel Participant, Building Creative Economic Economies: The Arts, Entrepreneurship, and Sustainable Development in Appalachia Conference, Asheville, North Carolina, April 29, 2002.

“Entrepreneurship Education is the Practice of Freedom” Panel Participant, 8th Annual African-American Entrepreneurship Summit, Auburn University and Dixon Conference Center, Auburn, Alabama, February 14, 2002.

“The Importance of Entrepreneurship Education,” speech delivered at the Building Bridges Brunch sponsored by REAL Enterprises, Inc., Hayti Heritage Center, Durham, North Carolina, August 27, 2001.

“Words of Wisdom,” talk given at Annual Black Student Union Awards Ceremony, Auburn University, April 22, 2001.

“The Relationship Between the Black Church and Entrepreneurship,” speech delivered at White Street Baptist Church, Auburn, Alabama, October 15, 2000.

“Commitment to Excellence,” speech delivered at the 44th Annual Institute of the International Association of Personnel in Employment Security, Auburn University and Dixon Conference Center, Auburn, Alabama, October 12, 2000.

“Training Non-Profit Administrators for the 21st Century,” Presentation delivered at National Conference of Minority Public Administrators, Las Vegas Nevada, January 23, 2000.

“State Economic Development Public/Private Partnership: An Emerging Research Literature Need,” Paper delivered at the Annual Conference of Minority Public Administrators, Pittsburgh, PA, March 11, 1999.

“State of Black Business Address,” Opening Breakfast Keynote, 5th Annual African-American Entrepreneurship Summit, Birmingham Jefferson Civic Center, Birmingham, Alabama, October 28, 1998.

“Beware of the Butcher: Keys to Surviving Graduate School,” Lecture, President’s Graduate Opportunity Program, Auburn University, October 28, 1997.

“Feel Good History: Is Afrocentricity Fact or Fiction,” Lecture, Southern University - New Orleans, September 8, 1997.

“Private Entrepreneurship and Grassroots Development Strategies,” Paper delivered at the National Conference of the American Society of Public Administration, Philadelphia, PA, July 27, 1997.

“Managerial Innovations at the Local Level: Some Effects of Administrative Leadership and Policy Board Behavior,” Co-authored with Gerald Gabris, Douglas Ihrke, and James Kaatz. Paper delivered at the National Conference of the American Society for Public Administration, Philadelphia, PA, July 27, 1997.

Keynote Speaker, Target Success Program, Auburn University, April 22, 1997.

“African-American Political Thought Then and Now,” Paper delivered at the Annual Conference of the Alabama Political Science Association, Jacksonville State University, April 11, 1997.

“Reinventing Local Government Human Resources Management: A Conceptual Analysis,” Co-authored with Gerald Gabris and James Kaatz. Paper delivered at the Annual Meeting of the Southwestern Social Science Association, New Orleans, Louisiana, March 28, 1997. (Paper was nominated to receive the Best Paper Award)

“The Politics of Affirmative Action and Minority Business Contracting In Alabama,” Paper delivered at the Annual Conference of Minority Public Administrators, Louisville, Kentucky, March 16, 1997.

Keynote Speaker, Stepping Out Youth Entrepreneurship Program, Auburn Boys and Girls Club, February 25, 1997.

“Community Partnerships Making a Difference,” Awards Ceremony Keynote, Second Annual Meeting and Awards Ceremony, Weed and Seed Program, City of Mobile, Alabama, November 18, 1996.

“Exploring Roles and Resources for Nonprofit Organizations In Economic Development,” John C. Stennis Lecturer, Department of Political Science, Mississippi State University; November 14, 1996.

“Exploring Roles and Resources for Nonprofit Organizations In Economic Development,” Co-authored with Robert Montjoy. Paper delivered at the Southeastern Conference of Public Administration, Miami, Florida, October 4, 1996.

“Economic Development In the 90's: Choices Communities Make.” Presentation delivered at the 1996 Annual Meeting of the National Conference of Minority Public Administrators (COMPA '96), Houston, Texas, February 15, 1996.

“Acting and Thinking Like Free People,” Keynote for 100 Black Men of Bolivar County, Inc. Annual Martin Luther King, Jr. Birthday Celebration, United Baptist Church, Cleveland, Mississippi, January 15, 1996.

Commencement Speaker at Loachapoka High School, Loachapoka, Alabama, June 2, 1995.

“Entrepreneurship in South Africa” and “The Politics of Change.” Presentations delivered at the Second Annual African American Leadership Conference at Northern Illinois University, Dekalb, Illinois, April 21, 1995.

“Comparison of Immigrant Entrepreneurs with American Entrepreneurial Activities.” Paper delivered at the IC² Institute Immigrant and Minority Entrepreneurship Conference, the University of Texas at Austin, March 15, 1995.

“Cultural Diversity Within the Marketplace.” Presentation delivered at the 1995 Annual Meeting of the National Conference of Minority Public Administrators (COMPA '95), Savannah, Georgia, February 23, 1995.

“The Collapse of an African-American Route for Escaping the “Nihilistic Poor”: A Boon for U.S. Competitiveness with John Sibley Butler and Cal Clark. Paper presented at the U.S. Competitiveness in the Global Marketplace Conference, Boston, Massachusetts, October 19-22, 1994.

“Drawn To the Flame of Controversy: African-American Political Thought.” Lecture, Southern University-New Orleans, August 24, 1994.

“Economic Development Policy Process in Rockford, Illinois: The Role of a Black Mayor in a Majority White Community.” with Gerald Gabris. Paper presented at the Annual Meeting of the Urban Affairs Association, New Orleans, Louisiana, March 3, 1994.

“The Significance of a Well-Defined Problem Statement and Literature Review.” Lecture, Southern University - New Orleans, March 3, 1994.

“The Economic Development Policy Process in Rockford, Illinois: Forging An Effective Public/Private Partnership.” Paper delivered at the International Meeting of the 1994 National Conference of Minority Public Administrators (COMPA '94), Hamilton, Bermuda, February 18, 1994.

“Ethics and Civil Rights: Back To The Movement.” Speaker, Auburn University Academy for Lifelong Learners, Auburn, Alabama, January 24, 1994.

“A New Look at the New Black Politics.” Co-authored with Robert Albritton, George Amedee, and Don-Terry Veal, paper presented at the Annual Meeting of the American Political Science Association, Chicago, Illinois, September 1992.

“Career Strategies.” Panel Participant, American Society for Public Administration 53rd National Conference, Chicago, Illinois, September 1992.

“Changing Public Sector Organizations: Evolution or Determinism.” Panel Moderator, American Society for Public Administration 53rd National Conference, Chicago, Illinois, April 1992.

“Do Barriers Still Exist for Females and Minority Co-ops?.” Discussant 24th Southeastern Regional Cooperative Education Conference, Biloxi, Mississippi, May 1989.

COURSES TAUGHT AT AUBURN UNIVERSITY

Instructor of record for the following undergraduate courses:

- POLI 3260 - Theories of Public Organizations
- POLI 3250 - Introduction to Public Administration
- POLI 4970-05 - Local Economic Development
- POLI 3030 - African American Political Thought
- POLI 4620 - African–American Politics
- POLI 3330 - Administrative Responsibility (Ethics)
- POLI 2100 - State and Local Government
- MNGT 4140 - Essentials of Entrepreneurship (AU College of Business)
- POLI 4370 - Non-Profit Management

Instructor of record for the following graduate courses:

- POLI 7260 - Organization Theory and Administrative Behavior
- POLI 7360 - Public Policy

COURSES TAUGHT AT UW-MILWAUKEE

Instructor of record for the following graduate course:

- PS 958 - Local Economic Development

COURSES TAUGHT AT NORTHERN ILLINOIS UNIVERSITY (As a Ph.D. Student)

Instructor of record for the following undergraduate courses:

- POLS 303 - State and Local Government
- POLS 355 - African American Political Thought

GRADUATE RESEARCH DIRECTED:

Ph.D. Students

*Kamela J. Goodwyn, Ph.D. Committee Member. “Minority persistence in STEM undergraduate studies and STEM entrepreneurship.” Cardinal Stritch University, Summer 2017.

*Arturo Menfee. Ph.D. Committee Member. “The Significance of The Non-Profit Sector in America: A Case Study of Hurricane Katrina.” Auburn University, Summer 2009.

*Noel Thompson. Ph.D. Dissertation Chair. “Litigation as a Form of Interest Group Activity: African American Farmers In The Pigford Versus Glickman Case.” Auburn University, Spring 2004.

*Bill Baker. Ph.D. Committee Member. “The Limitations of Mayoral Appointing Authority and Their Effects on Quality of Life in Alabama’s Largest Cities.” Auburn University, Spring 2001.

*Millard Johnson. Ph.D. Committee Member. "Statewide Educational Planning Practices: Impact on Alabama's Local School Districts." Auburn University, Summer 2000.

*Royrickers Cook. Ph.D. Dissertation Chair. "Examining African-American Economic Development Leadership Preference in Auburn, Alabama and Opelika, Alabama." Auburn University, Spring 2000.

*Muchlis Hamdi. Ph.D. Committee Member. "Central Fiscal Control and Local Economic Development in Indonesia: The Case of Regencies and Municipalities in Four Provinces." Auburn University, Fall 1998.

*Terri Jett. Ph.D. Committee Member. "The Power of the Soil: Agenda Setting and Decision Making of African-American County Officials in Wilcox County, Alabama." Auburn University, Fall 1998.

Master of Public Administration (MPA) Students

*Katrina Whelchel. MPA Project Paper major professor. "Customer Service: Assessing The Highest Level of Performance." Auburn University, Summer 1997.

SERVICE TO THE PROFESSION OF PUBLIC ADMINISTRATION:

Member, National Association of Schools of Public Affairs and Administration (NASPAA) re-accreditation site visit team, University of Indiana South Bend's Master Public Administration program, South Bend, Indiana. February 6-8, 2006

Member, Editorial Board, *Innovations*, 2005-2009.

Member, National Association of Schools of Public Affairs and Administration (NASPAA) re-accreditation site visit team, Albany State University's Master Public Administration Program, Albany, Georgia. March 15-17, 2004.

Member, National Association of Schools of Public Affairs and Administration (NASPAA) re-accreditation site visit team, Clark Atlanta University's Master of Public Administration Program, Atlanta, Georgia. February 26 – 28, 2003.

Member, National Association of Schools of Public Affairs and Administration (NASPAA) re-accreditation site visit team, Georgia State University's Master of Public Administration Program, Atlanta, Georgia. February 25-27, 2001.

Member, Mosher Award Committee, *Public Administration Review*, 1999.

Chair, Dimock Award Committee, *Public Administration Review*, 1998.

Member, Board of Editors, *Public Administration Review*, 1997-2000.

COMMITTEES/BOARDS/ADVISING – COMMUNITY AND UNIVERSITY

Chair, Research & Science Advisory Council, Institute on Poverty & Systemic Racism, Social Development Commission, Milwaukee, Wisconsin, 2022 – Present

Vice Chair, Board of Directors, Milwaukee Regional Innovation Center, Inc., 2018 - Present

President, Board of Directors, 30th Street Corridor, Milwaukee, Wisconsin, 2018 – 2021.

Member, Mid-West Energy Research Consortium (M-WERC) Construction & Engineering Working Group, 2017 - 2018

Member, Global Expert Group, University of Wisconsin System “*2020 Forward - A Vision for the Future*” Strategic Plan, Madison, Wisconsin, 2016

Member, National Workforce Development Advisory Committee, Digital Manufacturing & Design Innovation Institute, Chicago, Illinois, 2015 - 2018

Member, Milwaukee Public Schools Charter School Review Panel, 2015 - 2016

Member, Milwaukee 7 (M7) Talent Advisory Committee, 2015 - 2016

Mentor, Mid-West Energy Research Consortium (M-WERC) WERC Bench Lab, 2015 - 2018

Co-Chair, Mid-West Energy Research Consortium (M-WERC) Workforce Development Committee, 2014 - 2016

Member, State of Wisconsin Small Business Development Centers (SBDCs) Advisory Board, 2014 - 2016

Member, Council of Small Business Executives Roundtable # 14, Milwaukee Metropolitan Association of Commerce (MMAC), 2014 - 2017

Member, Board of Directors, Manufacturing Diversity Institute, Milwaukee Wisconsin, 2013-Present

Co-Chair, Diversity Business Division, United Way of Greater Milwaukee Campaign Cabinet, 2013-2014

Member, Board of Directors, Jared C. Bruce Academy, Mason Temple Church, Milwaukee, Wisconsin, 2012-2013

Member, Board of Directors, Northern Illinois Research Foundation, Northern Illinois University, 2011-2015

Executive-In-Residence with the Center for Teaching Entrepreneurship, Milwaukee, Wisconsin, 2011-2012.

Sr. Economic Development Advisor to the President, Tougaloo College, 2011 - 2012.
Member, President's Staff, Colgate University, 2008-2011.

Member, The Committee on ALANA Affairs, Colgate University, 2008-2011.

Member, President's Advisory and Planning Committee, Colgate University, 2008-2011.

Member, Faculty Diversity Council, Colgate University, 2009.

Member, The Faculty Committee on Affirmative Action Oversight, Colgate University, 2008-2011.

Member, Student Affairs Board, Colgate University, 2008-2011.

Member, Governance Board, National Abolition Hall of Fame and Museum (NADOF), 2009-2011.

Member, Advisory Board, Incredible Minds Career Role Playing Project, 2008-2014.

Chair, Accreditation Board, Institute for the Transformation of Learning, Marquette University, 2006-2008.

Member, Board of Directors, Legacy Bank, Milwaukee, WI, 2005-2008

- ALCO Committee, Chair
- Auditing Committee, Member
- Marketing Committee, Chair

President, Legacy Foundation, Milwaukee, WI, 2006-2008.

Chair, Diversity Advisory Committee, Marquette University, 2006-2008.

Member, Board of Directors, The Council for the Spanish Speaking Inc., Milwaukee, WI 2006-2008.

Member, Executive Planning Committee, Mayor Tom Barrett's 2006 Community and Economic Development Leadership Summit, City of Milwaukee, Wisconsin, 2006.

Member, Board of Directors, Center for Teaching Entrepreneurship, Milwaukee, WI 2005-2008.

Member, Diversity Committee, Association of Jesuit Colleges and Universities, Washington, D.C. 2006-2008.

Member, National Steering Committee on Justice in Jesuit Higher Education, Association of Jesuit Colleges and Universities, Washington, D.C. 2005-2008.

Member, Academic Planning Team, Marquette University, 2005-2008.

Member, Deans Council, Marquette University, 2005-2008.

Member, Pilot Planning Team for the proposed Center for Community Transformation, Marquette University, 2005-2008.

Member, Board of Advisors, Master of Public Administration Program, Northern Illinois University, DeKalb, Illinois, 2005-2008.

Chair, Diversity Committee, Master of Public Administration Program, Northern Illinois University, DeKalb, Illinois, 2005-2008.

Chair, Equity Committee, Department of Intercollegiate Athletics, Marquette University, 2005-2008.

Member, Dean for Raynor Memorial Libraries Search Committee, Marquette University, 2005.

Chair, Black Administrators Council, Auburn University, 2004-2005.

Member, Administrative Planning and Policy Council, Auburn University, 2004 - 2005.

Member, Advisory Board, Biggio Center for the Enhancement of Teaching and Learning, Auburn University, 2004 – 2005.

Member, President's Administrative Council, Auburn University, 2002 – 2004.

Member, President's Cabinet, Auburn University, 2002 – 2004.

Member, Provost's Council, Auburn University, 2002 – 2005.

Member, African American Faculty/Administrators Recruitment and Retention Committee (Title VI), Auburn University, 2002 – 2005.

Member, Diversity Leadership Council, Auburn University, 2002 – 2005.

Member, Multicultural Diversity Commission, Auburn University, 2003 – 2005.

Member, Appalachian Youth Entrepreneurship Education "Springboard" Award Committee, Appalachian Regional Commission, Washington D. C., February 5, 2002.

Member, Steering Committee to establish a non-degree graduate certificate in non-profit management, University of Wisconsin Milwaukee, 2002.

Member, Interim Provost Search Committee, Auburn University, 2001.

Member, Economic Development Institute, Director Search Committee, Auburn University, 2001.

Member, Economic Development Institute (EDI) Advisory Council, Auburn University, 2001-2005.

Vice Chairman, Board of Directors, REAL (Rural Entrepreneurship through Action Learning) Enterprises, Durham, North Carolina, 2000-2004.

Chair, Public Budgeting and Public Finance Search Committee, Political Science Department, Auburn University, 2000.

Chair, Board of Directors, Greater Peace Community Development Corporation, Opelika, Alabama, 2000 – 2005.

Member, Board of Directors, Boys and Girls Clubs of Greater Lee County, Alabama, 1999-2001.

Member, Greek Task Force, Auburn University, 1999.

Member, West Alabama Revitalization Project, Auburn University, 1999.

Member, Center for Governmental Services Director Search Committee, Auburn University, 1998.

Member, Committee on Intercollegiate Athletics, Auburn University, 1997-2003.

- Champs/Life Skills Panel, Chair
- Professional Sports Counseling Panel, member
- Drug Education/Testing Advisory Group, member
- Summer Sports Camps and High School Coaching Clinics, member
- Academic Standards Subcommittee, member

Member, Student Discipline Committee, Auburn University, 1997-2000.

Member, Residency Appeals Committee, Auburn University, 1996-1998.

Member, City of Auburn, Alabama 2020 Committee, 1997.

Member, University Outreach Strategic Planning Task Force, Auburn University, 1995-1996.

Co-Coordinator, Summer Multidisciplinary Research Program, Auburn University, Summer 1994.

Panel Chair, "African-American Politics." 1994 Annual Meeting of the Alabama Political Science Association, Auburn University, April 8-9, 1994.

Member, Economic Development Institute Director Search Committee, Auburn University, 1994.

Member, West Alabama Project Planning Committee, Auburn University, 1994.

Member, Volunteer Leadership Advisory Committee, The Alabama Cooperative Extension Service, Auburn University, 1994-1995.

Faculty Advisor, Kappa Alpha Psi Fraternity, Theta Delta Chapter, Auburn University, 1993-1995.

Member, Black Greek Council Faculty Advisors Committee, Northern Illinois University, 1991-93.

Graduate Student Representative, Affirmative Action Committee, Northern Illinois University, 1991-92.

Applied Economic Consultant - Junior Achievement at Christ Missionary and Industrial School, Jackson, Mississippi, 1988 Spring Semester.

Staff Member, National Conference of Black Mayors Convention, Birmingham, Alabama, April 1982.

NATIONAL LEADERSHIP IN THE PROFESSION:

Education Coordinator & Specialist, The University of Alabama Center for Economic Development, Tuscaloosa, Alabama. Contracted by the Center to develop educational videos, periodicals/publications related to the Equitable Neighborhood Initiative – ENI in addition to serving as an advisor to the overall project team in terms of effective community development strategies and methods. ENI is sponsored by the Center for Disease Controls and the Alabama Department of Public Health to address disparities in high-risk and underserved communities by establishing a local support system for COVID-19 prevention and control, as well as building local infrastructure and resources to address other community issues related to social determinants of health. October 2021 - Present

Business Connection Module Administrator, The Business Council – TBC, Milwaukee, Wisconsin. Contracted by TBC to develop, oversee, and deliver the Module’s curriculum for participating minority business enterprises and participating corporations. The Module is designed to assist minority-owned businesses and corporations with gaining pertinent information and business acumen to improve processes and leverage supplier diversity best practices. June 2021 - Present

Organizational Development Consultant, The Delta Health Center (TDHC), Mound Bayou, Mississippi. Developed TDHC, the nation’s first rural health care system five-year strategic plan that is designed to achieve a shared vision by producing actionable information in addition to generating bold new ideas to create a more dynamic and innovative organization. November 2020 – August 2022.

Organizational Development Consultant, Board of Supervisors, Bolivar County, Mississippi. Developed a 20-year Comprehensive Strategic Plan that provides the county with a long-term road map for growth, investments, and organizational development. The plan provided the county with an opportunity to look beyond municipal borders and create a shared vision in addition to providing the county with an official public document to make decisions about the county's future physical developments. January 2020 – November 2022.

Organizational Development Consultant, The Social Development Commission (SDC), Milwaukee, Wisconsin. Contracted by SDC to develop the agency's five-year strategic plan which focuses on expanding the organization's platform for innovation and action. Used a planning model to help the organization trek through a complex and changing world with the hope of being able to actualize a different future. Work under the contract also includes the development of a strategic implementation plan complete with goals, tactics, actions, and metrics. August 2019 – December 2021.

Business Development and Market Research Consultant, American Family Mutual Insurance Company, Madison, Wisconsin. Contracted by American Family to conduct market research that assisted the company's Inclusive Excellence Strategic Partnership Team (IESP) with the evaluation and development of its goal to establish innovative and impactful partnerships with Milwaukee's K-12 schools as part of the company's overall strategy to develop a remote corporate workplace in downtown Milwaukee. Also based on the research and accompanying recommendations, American Family committed \$1.2 million over three years to support four Milwaukee community organizations that impact diverse, highly populated neighborhoods with an emphasis on innovative science, technology, engineering, arts and math (STEAM) programming as well as workforce development and entrepreneurship as "Urban Future Centers." July 2019 - September 2019.

Supplier Diversity Consultant, Ascension Wisconsin, Glendale, Wisconsin.

Contracted by Ascension, Wisconsin to assist The Resource Group plan, promote, and implement the "*Strengthening Relationships...Building Community*" Supplier Diversity Symposium, held at Ascension St. Joseph Hospital on April 30, 2019. At a high level, provided advice and expertise to identify minority and women owned vendors statewide that have the capacity and capabilities to provide unique goods and services to Ascension. January 2019 - May 2019.

Community Engagement Consultant, Ascension Wisconsin, Glendale, Wisconsin.

Contracted by Ascension Wisconsin to develop a community engagement plan will initiate an open partner network working for the betterment of health factors and outcomes in Ascension service communities. Additionally, the plan will build awareness of Ascension's services in poor and vulnerable communities, better tell the company's story externally, amplify and highlight the company's all important work, programs and services currently done by Ascension to uplift poor and vulnerable populations, educate the community about the disruption in the healthcare industry and their impacts on Ascension, and ways to build multi-faceted community coalitions to help amplify and articulate the company's brand. June 2018 - March 2019.

Organizational Development Consultant, The Social Development Commission (SDC), Milwaukee, Wisconsin. Contracted by SDC to strengthen its value proposition by developing a business case that serves as a roadmap to assist the organization's interest in incorporating business and

economic development services in the fight against poverty in addition to leading the organization in a mixed shareholder engagement strategic planning process which culminated in a blueprint that explains how SDC will expand services to include business and economic development. A major component of the contract is to assist SDC with initial implementation activities post the strategic planning effort. June 2017 – December 2017.

Business Development Consultant, Milwaukee County Community Business Development Partners (CBDP) Program, Milwaukee, Wisconsin. Contracted with CBDP to pull preview research pieces together and make the case to later conduct a comprehensive study that will measure the economic impact of CBDP's effort's in promoting Milwaukee County's contracting with Disadvantaged Business Enterprises (DBEs). The contract was extended to include a survey analysis of what diverse businesses have found to be the most successful in procuring contracts through CBDP along with the identification of barriers limiting the success of these firms. March 2017 - June 2017.

NASPAA Accreditation Consultant, Columbus State University (CSU). Serve as a consultant to advice, assist, and collaborate with the Chair of the Department of Political Science and Public Administration and faculty members to help CSU's MPA Program seek NASPAA accreditation. Columbus, Georgia. August 2016 - April 2017.

Leadership Consultant, The Alabama Cooperative Extension System (ACES). Contracted by ACES to conduct 8 customized leadership training session for citizens of Lowndes County Alabama to help them create a dynamic culture of leadership and strategic action. May 2016 - July 2106.

Organizational Development Consultant, The Alabama Cooperative Extension System (ACES). Contracted by ACES to develop a Sustainability Plan for Blountsville (Blount County Al,) Epes, (Sumter County Al), Ranburne (Cleburne County Al), and York (Sumter County Al) to continue to grow their efforts in the Alabama Grassroots Initiative funded by the duPont Foundation. May 2016 - July 2016.

Entrepreneurship Consultant, The University of Alabama Center for Economic Development, Tuscaloosa, Alabama. Contracted by the Center to lead a project effort to research, assess, and develop strategies for African American entrepreneurial nature-based activity in West Alabama and Black Belt counties. The cornerstone of the project was architecting a new future to involve African Americans as entrepreneurs in Alabama's outdoor recreation industry. More importantly, the effort provided the Center with a platform for understanding the required resources to increase African Americans success in the industry. July 2014 - June 2015.

Organizational Development Consultant, Center for Governmental Services, Auburn University, Auburn, Alabama. Contracted by CGS to engage the board of directors of the Changing Hearts and Destiny (CHAD) Community Development Corporation of the True Deliverance Holiness Church in Auburn, Alabama in a strategic planning process which resulted in a strategic plan complete with a road map for the CDC's future, governance, and effectiveness. March 2013-April 2013.

Entrepreneurship Training Consultant, Alabama A&M University, Huntsville, Alabama. In this capacity, I assisted in the development of 165 entrepreneurship training modules which are a part of the Comprehensive Entrepreneurship Extension Team Project (CEETP) funded by the United States Department of Agriculture (USDA). More specifically, my role was to assist in project design, work with project training staff to make sure that all training modules are consistent, branded the same, and that there are no gaps in the modules offerings and serve as a program evaluator. The project was a joint initiative which incorporated the collective economic development expertise of Alabama's land grant institutions – Alabama A&M, Auburn University, and Tuskegee University. The modules provide residents in the state of Alabama with an opportunity to develop their entrepreneurial skills through an online web-based system designed to connect with new learners in non-traditional ways. June 2012 – August 2014.

Public Management Training Consultant, Center for Governmental Services, Auburn University, Auburn Alabama. Contracted by CGS to develop an eGovernment online training module complete with a narrative for each slide which is used as a script for the voice-over. The primary target audiences for the module are Alabama elected officials and public administrators. The module highlights how eGovernment is a transformation of public sector internal and external relationships through Internet enabled operations, information, and communication technologies to optimize government service delivery, internal government processes, and democracy. The module informs online participants/users that eGovernment can open avenues for citizens to participate in even the most basic of governmental processes and help cut cost in addition to allowing governments to be more efficient in providing core services. June 2012 – July 2012.

Organizational Development Consultant, Calvary Housing Development, Ltd. Milwaukee, Wisconsin. In this capacity, I was contracted by the board of directors of CHDL to engage them in a strategic planning retreat process which resulted in the development of a strategic plan that will position the 40-year-old organization to be a leader in affordable housing for senior citizens in Milwaukee, Wisconsin.

The plan builds governance and effectiveness capacity for CHDL and builds collaborative avenues to bring meaningful resources and services to seniors and the neighborhoods in which they live. A major set of unique opportunities in the plan's narrative directs CHDL toward exploring new enterprise developments like light manufacturing, assisted living, commercial development in addition to becoming a recognized player in Milwaukee's economic development space. March 2012 – April 2012.

Wealth Creation Consultant, Illinois Small Business Development Center, Rock Valley College and the EIGERlab in Rockford, Illinois. In this capacity, I conducted research on the major issues and challenges regarding Black wealth creation in Rockford in addition to designing strategies to unleash its potential in the region. A major strategy that was designed is the re-tooling of a regional minority business development organization that will serve as an organized voice for collective regional wealth creation among Black entrepreneurs. December 2011-May 2012.

Wealth Creation Consultant, Jackson Mississippi. Facilitated a wealth creation think and do retreat for 12 highly successful African American business owners in Mississippi looking to go to the next level. The purpose of the retreat was to set the stage for participants to explore collaborative

business possibilities and ensure that formalized potential partnering next steps are put into motion. November 18, 2011.

Entrepreneurship Consultant, University of Wisconsin Colleges and University of Wisconsin-Extension, Madison, Wisconsin. Served as an entrepreneurship consultant for the Chancellor of UW Colleges and UW-Extension. In this capacity, I developed an urban entrepreneurship model designed to implement job creation and wealth building initiatives through a faith-based infrastructure. The model involved light manufacturing planning and technical assistance and creating an economic development corporation among leading minority faith-based institutions in Milwaukee as opposed to the traditional community development corporation infrastructure among faith-based institutions in urban communities. November 2011 – August 2013.

Organizational Development Consultant, Center for Governmental Services Auburn University, Auburn Alabama. Contracted by CGS to engage the board of directors of the Greater Peace Community Development Corporation in Opelika, Alabama in a strategic planning process which resulted in a strategic plan complete with a roadmap for the CDC's future, governance, and effectiveness. July 2011 – September 2011.

Organizational Development Consultant, Greater Peace Community Development Corporation, Opelika, Alabama. Served as an OD consultant to the CDC's board by conducting a board development retreat for the purpose of enhancing the board's effectiveness, improving the board partnerships and productive interactions. June 13, 2011.

Urban Education Innovation Consultant, SHARP Literacy, Inc., Milwaukee, Wisconsin. In this capacity, I developed an assessment that analyzed the results of pre and post-test at 32 Milwaukee area elementary schools that use the SHARP program. The assessment also analyzed the results of 49 one-on-one interviews with teachers, liaisons, and principals at 16 select participating program schools in addition to 6 SHARP officials. Both quantitative and qualitative data analyses sketched out a picture of the program's success and overall impact. March 2011 – June 2011.

Town Hall Meeting Facilitator, Center for Governmental Services, Auburn University, Auburn Alabama. Facilitated a town hall meeting for residents in the Jeter neighborhood in Opelika, Alabama. The purpose of the town hall (appropriately titled "In-Gathering") meeting was to encourage community residents to work in earnest partnership with their neighbors and collectively chart a new future for the community based on ideas how to live more abundant, full, and satisfying lives. April 26, 2011.

Organizational Development Consultant, Prince George's County Maryland Financial Services Corporation, Prince George County Maryland. Served on a team of consultants that developed a plan to increase the organization's fundraising and philanthropy which are key indicators of the organization's growth and maturity. February 2011 – July 2011.

Entrepreneurship and Economic Development Consultant, Tougaloo College. Provided consulting services to the President, President's staff, and select Boards of Trustees members on how to develop an actionable platform to unleash the potential of the institution's Economic Development

Corporation in addition to how to develop a student entrepreneurship academic infrastructure campus wide. The byproduct of this engagement resulted in a set of recommendations to leverage the collective intelligence of the entire campus community to explore innovative opportunities for Tougaloo College students and faculty. March 2011 – April 2011.

Organizational Development Consultant, University of Wisconsin Colleges and University of Wisconsin-Extension, Madison, Wisconsin. Served as diversity consultant for the Chancellor of UW Colleges and UW-Extension. In this capacity, I developed a report that examined the Office of Workforce Equity and Diversity's (OWED) mission, resources, organizational structure and unit Director's role responsibilities. The major byproduct of the review is a set of recommendations to increase OWED's diversity impact within the newly integrated UW Colleges and UW-Extension system. July 2008-October 2008.

Comparative Democracies Trainer, The Election Center Houston, Texas. Served as a comparative democracies 'trainer for election officials at the Westin Crown Center Hotel in Kansas City Missouri. April 21-22, 2007.

Diversity Leadership Trainer, Center for Governmental Services, Auburn University, Auburn Alabama. Served as a diversity leadership trainer for the AAAO Pre-conference course "Diversity in the New America" for the property tax education and certification program at the Perdido Beach Resort in Orange Beach, Alabama. August 14-15, 2006.

Management Trainer, The Election Center Houston, Texas. Served as a management trainer for election officials at the Sheraton Hotel in Albuquerque, New Mexico. February 24-26, 2006.

Leadership Trainer, The Election Center, Houston, Texas. Served as a leadership trainer for election officials at the Auburn University Hotel and Conference Center in Auburn, Alabama. May 9-10, 2005.

Management Trainer, The Election Center Houston, Texas. Served as Management trainer for election officials at the Howard Johnson Hotel in Cleveland, Ohio. July 17-18, 2005.

Diversity Leadership Trainer, Alexander City Alabama. Served as a diversity consultant to the Alexander City Diversity Action Team (ACDAT). August 1, 2004 – May 2005.

Leadership Trainer, The Election Center, Houston, Texas. Served as a leadership trainer for election officials at the Hyatt at Penn Landing in Philadelphia, Pennsylvania. April 9-10, 2005.

Leadership Trainer, The Election Center Houston, Texas. Served as a leadership trainer for election officials at the Double Tree Hotel in Portland Oregon. July 16-17, 2004.

Diversity Trainer, Alabama Cooperative Extension System. Served as a diversity trainer on "how to accomplish diversity effectively in the workplace," for ACES at Troy State University, Dothan, Alabama. April 2, 2004.

Management Trainer, The Election Center, Houston Texas. Served as a management trainer for

election officials at the Hyatt Regency in Long Beach, California. February 7-8, 2004.

Management Trainer, The Election Center, Houston Texas. Served as a management trainer for election officials at the Double Tree Hotel in Portland Oregon. July 12 – 13, 2003.

Leadership Trainer, The Election Center, Houston, Texas. Served as a leadership trainer for election officials at the Double Tree Hotel in Colorado Springs, Colorado. April 12-13, 2003.

Leadership Trainer, The Election Center, Houston, Texas. Served as a leadership trainer for election officials at Anne Arundel Community College in Arnold Maryland, July 19-20, 2002.

Business Development Consultant, Milwaukee Metropolitan Sewerage District (MMSD). Contracted by MMSD to conduct a needs assessment to review and evaluate the merits and challenges of the business development component of MMSD's Minority Business Development and Training Program (MBDTP). June 15, 2002 - September 10, 2002.

Ethics in Leadership Trainer, The Ohio Election Association, Columbus, Ohio. Served as an ethics in leadership trainer for the Annual Conference of Election Officials in the State of Ohio at the Hyatt Regency Hotel in Columbus, Ohio. January 16 – 17, 2002.

Entrepreneurship Trainer, Economic Development Institute, Auburn University, Alabama. Served as an entrepreneurship trainer for economic development practitioners at the Intensive Economic Development Training Course at the Auburn University and Dixon Conference Center, Auburn, Alabama. September 17, 2001.

NASPAA Accreditation Trainer, Albany State University, Albany, Georgia. Served as trainer for Public Administration faculty and stakeholders pertaining to the NASPAA accreditation process. Albany, Georgia. September 10, 2001.

Entrepreneurship Trainer, Jackson Area Chamber of Commerce, Jackson, Alabama. Served as an entrepreneurship trainer for Business Development Week's special session targeting African Americans. August 30, 2001.

Leadership Trainer, The Election Center, Houston, Texas. Served as a leadership trainer for election officials at the Wyndham Hotel in New Orleans, Louisiana. August 21-22, 2001.

Entrepreneurship Trainer, Hope for Families and Community Services, Inc., Notasulga, Alabama. Served as an entrepreneurship trainer for the board of directors annual training workshop at Lakepoint Resort in Eufaula, Alabama. August 11, 2001.

Management Trainer, The Election Center, Houston, Texas. Served as a management trainer for election officials at Anne Arundel Community College in Arnold, Maryland. July 27-28, 2001.

Leadership Trainer, The Election Center, Houston, Texas. Served as a leadership trainer for election officials at Cal-State Riverside in Riverside, California. July 28-29, 2000.

Leadership Trainer, State Executive Development Institute, The John C. Stennis Institute of Government, Mississippi State University. Served as a leadership trainer for Mississippi public sector managers at the Wise Center at Mississippi State University in Starkville, Mississippi. May 23, 2000.

Management Trainer, The Election Center, Houston, Texas. Served as a management trainer for election officials at the Hyatt Regency Hotel in Milwaukee, Wisconsin. April 15 - 16, 2000.

Leadership and Management Trainer, The Ohio Election Association, Columbus, Ohio. Served as a leadership and management trainer for the Annual Conference of Election Officials in the State of Ohio at the Sheraton Hotel in Columbus, Ohio. January 21, 1999.

Leadership Trainer, The Election Center, Houston, Texas. Served as a leadership trainer for election officials at the Hyatt Islandia Hotel in San Diego, California. August 25-26, 1998.

Leadership Trainer, The Election Center, Houston Texas. Served as a leadership trainer for election officials at Concordia College in Austin Texas. July 13-14, 1998.

Management Trainer, The Election Center, Houston, Texas. Served as a management trainer for election officials at Concordia College in Austin, Texas. July 13-14, 1997.

Leadership Trainer, The Election Center, Houston, Texas. Served as a leadership trainer for election officials during a special workshop program at the University of North Carolina at Chapel Hill. July 19-20, 1996.

Race Relations Consultant, Center for Urban Affairs, University of Alabama at Birmingham. Served as a consultant for the study entitled "An Analysis of Racial Attitudes: A Study of Racial Realities in Birmingham, Alabama. The study was conducted on behalf of the Community Affairs Committee of Operation New Birmingham. December 1995-March 1996.

Cultural Diversity Consultant, City of Auburn, Alabama. Served as a cultural diversity consultant to Auburn's Public Safety Department. September - October 1995.

Leadership Trainer, The Election Center, Houston, Texas. Served as a leadership trainer for election officials during a special workshop program at the University of North Carolina at Chapel Hill. July 25, 1995.

Leadership Trainer, The Election Center, Sacramento, California. Served as a leadership trainer for election officials during a special workshop program at the Virginia Beach Resort Hotel, Virginia Beach, Virginia April 23, 1995.

Leadership Trainer, The Election Center, Sacramento, California. Served as a leadership trainer for election officials during the Election Center's 11th Annual Conference, New Orleans Marriott, New Orleans, Louisiana. August 23-24, 1994.

Job Analysis Consultant, Village of Western Springs, Illinois. Served as a consultant in job analysis work related to organizational development. March-June 1991.

References furnished upon request.