

TOMMY STEVENSON, Ph.D.

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DIVERSITY & INCLUSION, STUDENT DEVELOPMENT & SUCCESS – HIGHER EDUCATION

Highly Qualified Executive Administrator with over 17 years of increasingly responsible leadership experience in higher education, civic organizations, and business/industry. Core competencies include student/faculty retention, managing diversity and inclusion initiatives, program design and implementation, and policy implementation. Significant achievement in developing programs to provide equitable services, resources, and advocacy to multicultural student populations within higher education. Proficiency in training, affirmative action administration, government compliance (including ADA), managing budgets, admissions, and fundraising. Highly skilled in recruiting “minority” faculty and staff. Proven ability to work with executive level management on leveraging diversity for ROI. A talented leader with the ability to communicate with various constituencies, both internally and externally.

PROFESSIONAL EXPERIENCE

STEVENSON & ASSOCIATES CONSULTING GROUP, LLC (2016-present)

MISSISSIPPI STATE UNIVERSITY, STARKVILLE, MS
SPECIAL ASSISTANT TO THE PROVOST & EXECUTIVE VICE-PRESIDENT, INTERIM PROJECT COORDINATOR FOR THE COLLEGE OF ARTS AND SCIENCES (2015-2016)
CHIEF DIVERSITY OFFICER & DIRECTOR, OFFICE OF INSTITUTIONAL DIVERSITY & INCLUSION (2013-2015)
DIRECTOR, OFFICE OF DIVERSITY & EQUITY PROGRAMS (2012-2013)
INTRIM DIRECTOR, OFFICE OF DIVERSITY & EQUITY PROGRAMS (2010-2011)

- Provided leadership to campus constituents in the execution of the University’s diversity plan. Managed a core staff dedicated to recruitment, retention, and success.
- Developed and coordinated both the Men and Women of Color Summits, joint initiative with MSU and business/industry to identify key impediments to the development of male and female minority students, towards the ends of increasing retention and graduation rates.
- Co-developer of the turn-key Academic Decision Support System (ADSS), in partnership with Dr. Melvin Ray. This research-based, cost-effective data delivery self-reporting tool generates valid and reliable data that serve as the foundation for the development of institution-specific, evidence-based social and behavioral interventions, to increase retention and graduation rates among target groups of students. More than 3,100 MSU students completed the tool.
- Developed and implemented university-wide recruitment and retention plan to identify and secure gender- and race-diverse faculty.
- Coordinated the annual Mississippi State University Martin Luther King, Jr. Day Unity Breakfast, bringing more than 650 of the university’s faculty, staff, students, and community leaders into contact.
- Orchestrated a university-wide effort to develop an affirmative action program, responded to inquiries, and assisted with resolution of grievances.
- Developed and coordinated the annual MSU Martin Luther King High School writing competition.
- Developed and coordinated the MSU Minority Vendor Fair aimed at increasing the spending rate among women and vendors of color.

**ASSISTANT DEAN FOR DIVERSITY & STUDENT DEVELOPMENT
THE JAMES W. BAGLEY COLLEGE OF ENGINEERING (BCoE)**

(2002-2010)

- Developed “Breakfast of Champions” program designed to recruit top engineering scholars from the southeast region.
- Created the Women of Color and Men of Color roundtables to aid students in achieving professional goals through mentoring.
- Partnered with the James W. Bagley College of Engineering (BCoE) development staff to secure \$1 million gift for recruitment and retention efforts for women and students of color.
- Partnered with corporations to secure funds to enhance and expand the Louis Stokes Mississippi Alliance for Minority Participation Program with the BCoE.
- Led the development of a diversity strategic plan and served on the Advisory Board.
- Directed and administered the Louis Stokes Alliance for Minority Participation Program designed to support minority students in pursuit of STEM degrees and careers.
- As Vice President of the Mississippi Black Alumni Association, planned and implemented homecoming activities which focused on social, cultural, and educational events.
- Organized monthly seminars to Increasing Minority Access to Graduate Education.
- Developed the BCoE Diversity Breakfast with Industry Leaders to discuss ways to improve the success rate of minority students in the engineering field.
- Developed an undergraduate mentoring program at Mississippi State University that aided in the retention and matriculation of African American students.
- Designed a professional development class, Engineering Success, for freshmen engineering students.
- Director, Center for Student Excellence (2002-2005). Promoted to Assistant Dean in 2005.

**DOCTORAL INTERN & RESEARCH ASSISTANT
Bowling Green State University, Bowling Green, OH
University of Louisville, Louisville, KY**

(1998-2002)

- Coordinated and planned programs that aided in building stronger relationships between alumni and students at the institution.
- Aided in developing culturally rich programs that assisted in the recruitment and retention of underrepresented students.
- Facilitated EDHD 100 Literacy Serve and Learn course that prepared students to tutor elementary-aged students.

**ADMISSION COUNSELOR & GRADUATE ASSISTANT
MISSISSIPPI STATE UNIVERSITY, MSU, MS**

(1994-1998)

- Traveled extensively throughout the southeast region as an Admissions Counselor providing prospective students and their parents with admission and scholarship information as an MSU admissions counselor.
- Coordinated and planned the Mississippi State University Student Achievement Program which focused on recruiting top high school scholars from throughout the southeastern region.
- Promoted and marketed Mississippi State University through on-campus informational presentations, campus tours, and college fairs.

**PART AND FULL TIME SUPERVISOR
UNITED PARCEL SERVICES, COLUMBUS, MS
MODERN TOOL & DIE, INDIANOLA, MS**

(1992-1994)

- Managed and led a staff of 14-20 hourly employees for a component manufacture and global transportation company.
- Managed and provided leadership for more than 25 staff. In addition, provided quality control and assessment of processes, products and tools.

EDUCATION

PhD, Higher Education Administration (Cognate: Adult Learning)
Bowling Green State University, Bowling Green, Ohio (2001)

Dissertation Title:

“Fundraising Practices at Selected Midwestern Two-Year Colleges: Community, Junior, and Technical College Foundations in the Twenty First Century.”

M.S., Educational Leadership
Mississippi State University, Starkville, Mississippi (1998)

B.S., Education, Industrial Technology
Mississippi State University, Starkville, Mississippi (1992)

PRESENTATIONS

- Ray, M. & Stevenson, T. (2016). Why College Degrees Still Matter: Success Strategies. Ray & Stevenson.
- Stevenson, T. “IMAGE Summer Bridge: A Model of Recruitment and Retention of Students of Color in Science, Technology, Engineering, and Mathematics,” presented at the American Society for Engineering Education Southeastern Section Annual Conference, April 2-4, 2006, Tuscaloosa, AL.
- Stevenson, T. and Reese, D. “Planning for Diversity at All Levels,” presented at American Society for Engineering Education, June 18-21, 2006, Chicago, IL.
- “Summer Engineering: Creating a World of Opportunity,” poster presentation, WEPAN/NAMEPA 2005 Joint National Conference, April 10-13, 2005, Las Vegas, NV.
- “If Not Mississippi, Then Where?” National Association of Minority Engineering Program Administrators, West Palm Beach, FL.
- “Diversity in the 21st Century Workforce: Theta Tau,” December 2002, Mississippi State University, Starkville, MS.
- “IMAGE: A Model of Recruitment and Retention of Students of Color in Engineering, University of Nebraska, Lincoln, NE.
- “Developing a Blueprint for Life: Tapping Your Inner Spirit,” October 2002, Mississippi State University, Starkville, MS.
- “Fathers and Mothers Building Stronger Schools: Preparing for Financial Difficulties of Paying for College,” September 2002, Jackson, MS.
- “The Outlook of Higher Education: The 21st Century Institution,” June 2000, Bowling Green State University, Bowling Green, OH.
- “The Implication of Funding in Higher Education: A Comparative Study of the Netherlands and the United States,” April 2000, Bowling Green State University, Bowling Green, OH.
- National Pan Hellenic Council Development Leadership, February 2000, Bowling Green State University, Bowling Green, OH.

- “The Plight of Historical Black Colleges and Universities and the Implication of Technology in a New Millennium,” National Association of African American Studies, February 2000, Houston, TX.
- “An Untapped Resource: Seasoned Senior Adults,” December 1999, Bowling Green State University, Bowling Green, OH.
- “The Pursuit of Higher Education by Students 55 and Older,” May 1999, Bowling Green State University, Bowling Green, OH.
- “Networking in the 90s,” August 1997, Mississippi State University, Starkville, MS.
- “Free Speech/First Amendment: A Right or a Privilege?” November 1997, Mississippi State University, Starkville, MS.
- “Mentoring as a Way of Life,” December 1997, Mississippi State University, Starkville, MS.

INVITED TALKS

- The Power of Doing the Small Things, Leader State, Mississippi State University, June 19, 2015.
 African American Male Summit at Rutgers University, New Jersey, March 14, 2014.
 Six Stepping Stones to Success, Summer Educational Opportunity Program, New Jersey Institute of Technology,
 July 20, 2014.
 Student Leadership Conference at Mississippi Valley State University, August 17, 2014.
 Men of Excellence “Effective Communication: What’s my Communication Style?” Mississippi State University,
 November 30, 2014.
 Guest Speaker at Mississippi University for Women Bowtie Gala, February 27, 2014.
 Mississippi State University Women of Color Summit; Changing Lives: Destination Success, Association of
 Public Land-Grant Universities (CADE Summer Meeting), Boston, MA, August 8, 2014.

PROFESSIONAL ORGANIZATIONS

- National Association of Diversity Officers in Higher Education (NADOHE)
 Phi Delta Kappa
 Association of Fundraising Professionals (AFP)
 National Association of Higher Education (NAHE)
 National Association of Student Personnel Administration (NASPA)
 National Association of African American Studies (NAAAS)
 National Association of Minority Engineering Program Administrators (NAMEPA), Past President
 American Society for Engineering Education
 Career Communications Group (CCG) Development Institute for Emerging Leaders (DIEL)
 Society of Hispanic Professional Engineers (SHPE)
 National Society of Black Engineers (NSBE)
 American Society of Engineering Education (ASEE)

HONORS/AWARDS

- Alpha Kappa Alpha Sorority, Inc. 2011 Legend Award
 2010 National Role Model Administrator Recruiter Award, Minority Access, Inc.
 Most Outstanding Staff Member, Mississippi State University
 Outstanding Young Men of America
 Council on Minority Affairs Service Award, Mississippi State University
 Delta Sigma Theta, Inc. Nu Beta Chapter of Mississippi State University Presidential Award
 The Board of Trustees of State Institutions of Higher Learning of Mississippi Black History Month Award
 Louis Stokes Mississippi Alliance for Minority Participation Service Award
 Oktibbeha County American Red Cross Board Recognition
 2008 NAMEPA Presidential Award

PROFESSIONAL DEVELOPMENT

Equal Employment Opportunity/Affirmative Action Compliance Certification
Equal Employment Opportunity New Investigator Training Certification
Mississippi Community College Leadership Academy
Certified Trainer of the Seven Habits of Highly Effective People
Certified Trainer of the Seven Habits of Highly Effective Teens
Vanderbilt Executive Development Institute
The Buckley School of Public Speaking
John C. Stennis Educational Policy Fellows Program
Leadership Mississippi
Competent Communicator, Toastmasters International

UNIVERSITY SERVICE

Mississippi State University's Diversity Council (Chair)
Student Financial Appeal Committee
President's Committee on Planning
Athletics Council
Master Plan Committee
Southeastern Conference Academic Consortium
Mississippi Institute of Higher Learning Diversity Committee
President's Commission on the Status of Minorities (Past Chair)
Black Voices (Advisor) 2002-2004
University Harassment Policy Committee
Housing Appeal Committee
Alliance for Graduate Education in Mississippi (AGEM) Executive Board
Enrollment Task Force
Out-of-State Waiver Committee
Bulldog Mentors
Council on Minorities Affairs
Golf Course Advisory Committee
Call for Values Congruence Task Force
NCAA Re-Certification Committee
Black Alumni Advisory Committee
President's Investiture Committee
Campus Coordinator for the Development Institute for Emerging Leaders (DIEL)
University Retention and Student Success Committee.
Toastmasters International (Chapter Advisor, 2004-2005)

CIVIC & SERVICE ORGANIZATIONS

Kappa Alpha Psi Fraternity, Inc.
Prince Hall Mason
Starkville-Oktibbeha County My Brother's Keeper Challenge
Boys & Girls Clubs of the Golden Triangle Board of Directors
Oktibbeha County Red Cross
CREATE Foundation Commission of Northeast Mississippi Education Committee
My Brother's Keeper