



**INTERVIEW SCHEDULE FOR DR. HARRY ALSTON, JR.
November 26 – 27, 2019**

November 26		
8:00 am	Meet Mary Grace at Hotel Lobby	
8:30 – 9:25 am	Breakfast with CED Staff	Green Hall 307
9:30 – 10:00 am	Meeting with President Dooley	Green Hall 105
10:15 – 11:10 am	Meeting with Faculty Senate Executive Committee	Memorial Union 354
11:15 am – 12:15 pm	Meeting with Affinity Groups, Multicultural Faculty Fellows, Graduate Students	Memorial Union 354
12:30 – 1:30 pm	Lunch with CED Partners	
1:40 – 2:35 pm	Open Session	Memorial Union 318
2:45 – 3:40 pm	Meeting with Search Committee	Memorial Union 314
3:45 – 4:15 pm	Meeting with Vice Provost Anne Veeger	Green Hall 114
4:15 – 4:45 pm	Meeting with Provost Don DeHayes	Green Hall 109
5:30 pm	Dinner with CED Partners	
November 27		
8:30 – 9:30 am	Breakfast with Human Resources + Affirmative Action, Equal Opportunity and Diversity	Green Hall President's Conference Room
9:35 – 10:25 am	Meeting with Academic Affairs Diversity Task Force	Green Hall President's Conference Room
10:30 – 11:00 am	Presentation Preparation	Memorial Union 318
11:00 – 12:00 pm	Presentation	Memorial Union 318
12:00 – 12:30 pm	Wrap-up with Mary Grace	Memorial Union 318

Revised 11/4/19

HARRY ALSTON, JR. PH.D.

405 N. Wabash Ave., Unit #4108 / Chicago, IL 60611
Ph. 704.609.8230 / Email: HLAjr2@CS.com

August 22, 2019

Mary Grace A. Almandrez, Ed.D.
Chief Diversity Officer
University of Rhode Island
35 Campus Avenue, Room 300
305 Green Hall
Kingston, RI 02881

Via email to: mgalmandrez@uri.edu

RE: Director, Diverse Faculty Recruitment and Retention

Dear Dr. Almandrez:

Thank you for giving me this opportunity to apply for the Director, Diverse Faculty Recruitment and Retention position at the University of Rhode Island. While presenting at an Equity, Diversity and Inclusion Conference in the Netherlands a few weeks ago, I learned about this job from my network of diversity professionals who insisted this was an excellent fit for someone with my skills and work experience, but also because I have been thinking of relocating to Providence, Rhode Island to be closer to family.

I believe that you will find my professional expertise in advancing diversity and inclusion to be consistent with the University of Rhode Island's goals to recruit and retain underrepresented faculty and high-ranking administrators, while also expanding its international global approach and world class education to support a diverse innovative faculty and administrators with big ideas.

An important skill that I have gained from training high level managers is that I strategically develop and deliver adaptable pathways for diversity and inclusion that encourage and motivate corporations and colleges to recruit and retain underrepresented employees. As a diversity corporate consultant, my innovative diversity training, development and multi-cultural communications coaching sessions for executives, encompassed strategic planning, program design, project management, cultural sensitivity training and learning to recognize and prevent implicit bias in institutions. Because, recognizing and lessening implicit bias is a fundamental ingredient for long term recruiting and retention of underrepresented workers. There was significant recruiting success, when the high-level administrators and managers I coached in organizations, learned to listen empathetically and adopt a relational and participative leadership and management style that was more in tune with intellectual and culturally diverse employees.

My feedback and evaluations demonstrated that they successfully recruited and retained significantly higher numbers of underrepresented workers, because of a halo effect created by caring or being perceived as understanding. Similarly, to attract underrepresented faculty and administrators at URI, Provosts and Deans have to work consistently and dig deep to engage current Black, Latino and other underrepresented faculty to develop curriculum that accentuates and supports their culture, research and pedagogy, thus purposely removing the perception of institutional implicit bias. In turn that will help significantly attract and recruit other underrepresented faculty and high-level administrators, because URI shall be perceived as an institution where voices and cultural perspectives from all intellectuals are heard and valued.

As my attached CV reflects, I have led hiring and team development functions to locate, recruit and advance diverse candidates consistent with the needs of multiple organizations. My energy, enthusiasm and values are aligned with developing and promoting diversity programs and initiatives that positively impact and empower underrepresented individuals as well as their organizations, and in turn their communities.

A brief summary of my professional experiences, relevant to the Director of Diverse Faculty Recruitment and Retention position, include:

- (1) As Past President and Officer, Diversity Council of the Carolinas, I led and helped grow this regional membership-based organization by about 25% in membership while we provided leadership, resources and facilitating networks for advancing diversity and inclusion in both public and private sector organizations. With this and an extensive group of professionals, I developed a substantial network of relationships with high-level professionals who are underrepresented in businesses and universities.
- (2) As Vice President Strategic Planning & Development for one of the nation's largest nonprofits focused on equal rights for people with records, I have formulated strategies and directed initiatives to strengthen our position in the marketplace and my team has achieved over \$15 million in grants in under three years.
- (3) Project management (benchmarking and organizational assessments, continuous improvement initiatives, and multi-year cross-functional systems implementations). I managed a 12-month community building initiative for the Charlotte-Mecklenburg Health Department. Our results united county government, community residents, healthcare providers, and community agencies to create and implement a strategic plan for closing the gap in health disparities (access, quality of care and outcomes) for minority group members.
- (4) While an Account Executive for Illinois Bell/AT&T, I served as President of Black Professional Resource Development Association, an employee organization that worked to build human capital and advance careers of African-American Illinois Bell and AT&T sales organization members.
- (5) While a doctoral candidate in Antioch University Ph.D. in Leadership and Change program, I was Chairperson of the Inclusion and Justice Group which worked on areas of

faculty and student recruitment, program improvement recommendations, and furthering the Program's inclusive learning culture. I also served as an alumni member of the faculty search committee.

After closely reviewing the University's Diversity Strategic Plan and organizational structure, I believe that I will be an excellent fit with your diversity team that furthers the University's mission by: interfacing with URI's various colleges and business units in their search efforts and planning around equity and inclusion; building external and internal relationships that make the University of Rhode Island an attractive first-choice employer and academic choice institution. As a diversity consultant, consultant, scholar and nonprofit executive, I excel in leading inter-disciplinary teams, creative problem solving and building group-centered leadership solutions with cultural and emotional intelligence.

Dr. Almandrez, it has been a pleasure writing this cover letter to you for a position that is a dream job for me because, it reads as a perfect fit for my skills and professional experience. We all agree that fostering cultural competence across the campus community and improving the retention, achievement and timely advancement of a diverse body of students and faculty is essential to the engaged university. I have evaluated and presented decisive and summative reports on my diversity projects to CEOs and high level administrators and I will do the same routinely for you and your diversity team at URI, Provost Donald DeHayes, and other high-level administrators. I believe that the University of Rhode Island would greatly benefit from my extensive experience and I look forward to speaking with you soon. Thank you in advance for your time and consideration and if you need any additional information, please contact me at 704-609-8230 or hlajr2@cs.com.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Harry Alston, Jr.", with a stylized flourish at the end.

Dr. Harry Alston, Jr.

HARRY L. ALSTON, Jr., PhD

405 N. Wabash Avenue, Unit 4108 • Chicago, IL 60611
704.609.8230 • hlajr2@cs.com • alstonassociates@cs.com
Curriculum Vitae

EDUCATION

Doctoral Program in Leadership and Change (Ph.D.)

Antioch University – Yellow Springs, OH

- Dissertation: *The Urban League of Central Carolinas: Civil Rights Organizations in a New Era*
- Areas of Interest: University/Community Partnerships, Community Revitalization, Workforce and Supplier Diversity, Minority Business Development
- Chair, Multi-Cultural Working Group (2004-2005); Faculty Search Committee (2010)

Master of Business Administration (MBA)

Indiana University - Bloomington, Indiana

- Marketing and Organizational Development
- Fellowship Recipient – Consortium for Graduate Study in Management

Bachelor of Industrial Administration (BA)

Kettering University (Formerly General Motors Institute) - Flint, Michigan

- Marketing and Organizational Behavior
- Thesis: Consumer Implications: The Automotive Replacement Parts Aftermarket

AREAS OF EXPERTISE

- (1) Strategically developing and delivering adaptable pathways for diversity and inclusion that encourage and motivate institutions to deliberately recruit and retain underrepresented employees.
- (2) Coaching managers and high level executives to listen empathetically and adopt a relational and participative leadership and management style that is purposely more in tune with intellectual and culturally diverse employees.
- (3) Coaching multi-cultural communication sessions for managers and high level executives, to enable them to navigate, recognize and prevent implicit bias in institutions.
- (4) Conducting program evaluations and seeking feedback on diversity recruitment and retaining underrepresented workers. Then, presenting decisive and summative reports to institutional heads.
- (5) Managing inter-disciplinary teams, and creatively solving problems, using cultural and emotional intelligence.

CORE COMPETENCIES

- Strategic planning and visioning for equity and inclusion
- Knowledge of leadership theory, diversity and inclusion practice
- Program design, development and implementation
- Business acumen, client and stakeholder focus, critical thinking and problem solving
- Performance management and reporting
- O.D. (diversity, change management) training development and facilitation

- Certified Level I & II Cultural Orientations Approach Practitioner - TMC/Berlitz

PROFESSIONAL EXPERIENCE

Safer Foundation, Chicago, IL

November 2011 – Present

Vice President Strategic Planning & Development (August 2016 – Present); Strategic Development Officer (December 2015 – August 2016) As Vice President Strategic Planning & Development, addresses business issues and implements solutions in strategic planning, fund development, marketing, and organizational development. Works on the formulation of strategies for developing initiatives to achieve excellence regarding succession planning, leadership development, business innovation, service delivery, customer care and sustainable long term growth. In concert with the President & CEO, creates resource development strategies and goals by leveraging key relationships, cultivating new relationships that result in meeting revenue goals to drive new organizational initiatives. Under my leadership, the fund development team has achieved over \$15 million in grants.

Senior Program Officer (July 2014 – December 2015)

- Provided program design and implementation and oversight of the \$5 million, multi-state DOL Intermediary Grant Program designed to help 625 court-involved youth in four metropolitan areas.
- Directed and managed three direct program staff members, various technical assistance partners and budget of \$5 million to fulfill the requirements of the grant.
- Led funding and grant writing efforts resulting in almost \$8.5 million.

Associate Vice President – Model Development (November 2011 – July 2014)

- Directed and managed 12 program staff members, various consultants and budget over \$1.5 million to strengthen families, deliver work skills and promote the career readiness of agency clients.
- Responsible for the recovery and implementation of approximately \$500,000 funding to start a social enterprise with the goal to employ at least 15 persons with criminal records.
- Led funding, grant writing and program design efforts resulting in almost \$2.5 million.
- Invited presenter on the challenge of reentry for people with criminal records – The Equality, Diversity, Inclusion Conference 2012, Toulouse Business School, Toulouse France.

Livingstone College, Salisbury, North Carolina

August 2004 – October 2011

Assistant Professor; Visiting Professor College of Business – School of Business Administration; Full-time faculty member responsible for carrying out the delivery and the development of undergraduate curriculums across several disciplines and levels; excelled at advising and counseling 1st generation college students through the integration of experiential learning pedagogy; engaged in community service, professional development and special assignments as required by the V. P. of Academic Affairs or the President of the College.

- Teacher of the Year 2010 – Livingstone College Division of Business (Awarded for my success in student engagement and student leadership development.)
- Chair, Livingstone College Blackboard User Group Committee (2009-2010)

- Accreditation Study: *Planning for IACBE Accreditation – A Report for the Livingstone College School of Business*, May 2006
- Ford Foundation Proposal Team - *Difficult Dialogues: Promoting Pluralism and Academic Freedom on Campus*.
- Faculty Advisor – Wal-Mart National Business Plan Competition Team (2011), Society of Human Resource Management (2007-2010), National Association of Black Accountants (2004-2005)
- Livingstone College Scholarship Committee (2004-2005)

Alston + Associates, Charlotte, NC.	<i>April 1999 – Present</i>
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Principal-Practice Manager for management consulting practice that provides solutions to public and private sector clients' most complex business and organizational challenges. I have been successful in improving business performance and leading teams of diverse professionals in strategic planning, program definition, and project execution.

Representative Engagements:

- **Organizational Assessment.** Key team member in conducting an organizational assessment and operational planning for a Mid-West based children's advocacy organization. Operational recommendations included realignment of functional activities and plan of action for implementation.
- **Strategic Planning.** Managed a 12-month community building initiative for the Charlotte-Mecklenburg Health Department of this fast growing city in the Southeast. This effort resulted in uniting county government, community residents, healthcare providers, and community agencies to create and implement a strategic plan for closing the gap in health disparities (access, quality of care and outcomes) for minority group members.
- **Business Performance Improvement.** Directed organizational assessment and benchmarking study for the Durham, North Carolina Department of Housing and Community Development with a budget \$2.5 million. Recommendations included new organizational structure, new job descriptions, performance management and talent assessment processes resulting in 18% reduction in personnel costs.
- **Community Planning.** Part of three person consulting team responsible for the design of community initiative to strengthen relationships and mobilize resources toward the elimination of disparities associated with health and human service access and outcomes.
- **Feasibility Study.** Conducted a study of 111 Low Income Credit Unions (LICUs) serving over 295,000 members located within 11 Southeastern states. The purpose of this study was to determine the scope of technical assistance requirements, the availability of resources and recommendations for servicing the needs of these struggling institutions.
- **Senior Leadership Team Planning.** Provide planning and facilitation support necessary to conduct an engineering Senior Leadership Team planning conference for a global provider of complex products and services. Responsible for definition of conference content, facilitation of work sessions, and making necessary in practice adjustments to meet customer requirements. Partnered with organizational professionals to ensure consistency with current programs and initiatives.

- **Process Consultant.** Led process redesign initiatives for Jacobsen Textron’s Engineering Change Notice (ECN) process. This work involved data collection, process analysis, problem definition and development of recommendations and implementation plan for a 40% reduction in process steps of their ECN process.
- **Marketing Strategy Development.** Revised the marketing strategies and implemented a new corporate identity plan for a national consulting practice that specializes in large-scale change efforts and diversity management for Fortune 100 companies.

First Card Corporation, Bank One Corp. Elgin, IL.	<i>September 1997 - April 1999</i>
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Project Manager / Assistant Vice President for the implementation of First Card Corporation’s First Infinity System. This \$100MM cardholder and accounting system serviced over 17 million accounts. Directed several concurrent engagements utilizing cross-functional teams not under my direct control. Delivered organizational learning programs that impacted 5,000 employees across five geographic locations. Achieved certification in change management (Certified Master Facilitator & Trainer -“New Work Habits For A Radically Changing World”, Pritchett & Associates) and workforce diversity (Certified Facilitator & Trainer - “LEAD Diversity Program”, First Card Corporation).

Representative Engagements:

- **Program Management.** Designed and managed the literacy support program modeled on EAP concepts. This program met the needs of over 250 employees and utilized external partners in the markets of each of our major employee centers.
- **Program Development.** Performed research and development to create a career transition program for project team members to fulfill corporate retention initiatives following the full implementation of the First Infinity system.

RLR Associates, Inc. Indianapolis, IN.	<i>March 1994 to September 1997</i>
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Program Manager and Management Consultant Worked with the President of this fast growing, Indianapolis-based graphics design firm to define its core competencies and exploit niche opportunities. In this role, I worked in the dual capacity of account executive and program manager. As program manager, I worked with the President on strategic planning, operations planning, marketing strategy development and program execution. As an account executive, I was responsible for new business development and customer satisfaction. These combined initiatives resulted in a 40% increase in sales revenues in a three year period.

Representative Engagements:

- **Marketing Representative.** Key team member in developing a business relationship with the Chicago Museum of Science and Industry. As subject matter expert for the Ball Enterprise Exhibit (3000 sq. ft.) on business and enterprise, developed concepts, messages and content for interactive elements.
- **Management Development.** Researched and authored a comprehensive training tool (management development handbook) for a major financial services company. These

materials addressed the corporation's ten management disciplines and thirty-five management skill sets outlined for management success.

- **Supplier Development Strategy.** Completed minority and women-owned business enterprise (M/WBE) utilization assessment and program recommendations for two large hospital networks located in the Mid-West and Mid-South regions.
- **Business Planning.** Developed business planning document for Atlanta-based advertising agency. Defined appropriate strategies, operational and financial requirements for the start-up of a new business unit with projected sales of \$1.7 million.

Baxter Healthcare Corporation, Deerfield, IL

May 1993 to March 1994

Manager, Quality Leadership Process. Recruited by an executive search firm to join the \$7 billion Baxter Healthcare Corporation as a Quality Leadership Process Manager. This career step provided an opportunity to advance the agile practices I learned while working in the entrepreneurial arena. The corporate Quality Leadership Process (QLP) group was an internal consulting function supporting business unit executives and corporate clients by developing and implementing processes to align business and TQM strategies.

Representative Engagements:

- **Sales Training.** Select QLP consultants trained over 3500 sales managers, account executives and sales representatives in the application of quality tools and teamwork to achieve customer satisfaction.
- **Strategic Planning.** Consulted with the executives and managers of the General Healthcare Division to align business and quality strategies. Provided the strategic planning team with facilitation and recommendations to enhance the effectiveness of their business planning processes.

Ralph G. Moore & Associates, Chicago, IL

August 1988 to May 1993

Director (August 1988 - May 1993). Recruited in 1988 by the President of this \$5 million Chicago-based consulting practice and leader in the field of minority business development when sales were less than \$1 million. As Director – Management Advisory Services, directed the delivery of strategic planning services and training to emerging businesses, corporations and community development corporations (CDCs), as well as, the building of public/private partnerships. Responsible for business development, project management, contract administration and staff development.

Representative Engagements:

- **Program Management.** Developed and delivered 20 management seminars throughout the Midwest. Seminars were designed to improve the management capacity of companies in the U.S. Small Business Administration's 8(a) program thereby improving their chance for continued business growth and success following program participation.

- **Program Management.** Implemented innovations to RGMA's small business planning process. Directed project team to deliver comprehensive planning services to 15 companies throughout the Midwest.
- **Process Improvement.** Lead consultant in conducting six Commercial Activity Cost Studies for the U.S. Army Corps of Engineers. The examined functions encompassed over 150 job positions on installations whose budgets ranged up to \$12 million annually. Recommendations included staff reorganizations, change of USACE functions and the recommendation for the application of new technologies.
- **Strategic Planning.** Defined, marketed and implemented a strategic planning process for Community Development Corporations (CDCs) which provide affordable housing and community advocacy for low-income residents. These plans resulted in multi-year funding for CDCs.

Inland Steel Company, Chicago, IL	<i>July 1984 to August 1988</i>
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Project Manager. This position focused on the strategic use of information and technology to improve manufacturing processes. Served as primary Systems Department interface for multiple business unit stakeholders.

Representative Engagements:

- **Manufacturing Automation.** Lead consultant in the definition and implementation of a manufacturing automation system at one of the nation's largest integrated steel makers. Chaired an interdepartmental project team to develop a bloom tracking system to support new continuous caster facility.
- **Project Management.** Served as program specialist in the definition and implementation of manufacturing automation systems. Duties included business planning and analysis, proposal development and project management.

Marketing Consultant, Gary, IN	<i>Jan 1979 to Dec 1984</i>
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Independent Consultant. Provide marketing, business planning and strategy development for small and emerging businesses including magazine publishing, motor sports marketing and graphic design. Obtained motor sports sponsorship from the nation's leading brewery.

AT&T Information Systems, Chicago, IL	<i>June 1980 to December 1983</i>
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Certified Account Executive. Annual sales performance over 100% serving 30 high-end accounts within the professional services industry. Responsible for account management and sales of PBX products, data peripherals, and enhanced data services approximating \$3.5 million annual revenues.

District Sales Manager. Managed a sales territory of sixty-one dealership accounts for the parts and service division of General Motors Corporation. Achieved annual performance above 100%. Responsible for the sale of G.M. parts, services and promotional programs approximating \$400,000 annual revenues.

TRAINING CERTIFICATIONS

Certified Level I & II COA Practitioner (2015)

“Cultural Orientations Approach”; Training Management Corporation TMC Berlitz

Certified Facilitator & Trainer (1999)

“Leading in a Diverse Environment”; “Working Together in a Diverse Environment” developed for Bank ONE Corporation by K. Iwata Associates, Inc.

Certified Master Facilitator & Trainer (1998)

“New Work Habits for a Radically Changing World” - Pritchett & Associates

Certified Facilitator & Trainer (1998)

Lead Diversity Program - First Card / Bank ONE Corporation

PRESENTATIONS & PUBLICATIONS

Presentations - selected:

Alston, H., Butler, J., Dixon, C., & Ross-Taylor, S. *Shifting Your Lens to Career Pathway Employment*, American Correctional Association, Winter Conference, San Antonio, TX January 2017

Alston, H., Dickson, V., Williams, S. *Transforming Lives for People with Arrest and Conviction Records*, 24th Annual International Research Conference, Toronto, ON, Canada, October 2016

Guest Lecturer (invited), “Program Planning and Proposal Writing”, *Program Planning* graduate class, Chicago State University, School of Social Work, Chicago, IL March 2014

Williams, C., Alston, H., Durand, F., & Barrett, D. “*Include Who? A No Holds Barred Discussion Across Industries and Culture*,” Equality, Diversity, Inclusion 2012 Conference, Toulouse Business School, Toulouse, France July 2012

Alston, Harry “Passion and Hope,” *The Power of Narrative: Self-Reflection, Autobiography and Biography in the Study of Leadership*, 9th Annual Global Conference, International Leadership Association, Vancouver, B.C. Canada November, 2007

Alston, Harry “Quest for Equality: Leadership Lessons & African American Perspective,” *From Unseen Places: Leadership at the Intersection of Gender, Race, and Class*, 8th Annual Global Conference, International Leadership Association, Chicago, IL November, 2006

Forum Speaker (invited), “Transforming Livingstone: A New Beginning” a discussion of transformational leadership, Annual Faculty Retreat, Livingstone College, Salisbury, North Carolina, August 2005

Publications:

Dickson, V., & Alston, H. (2016) “*Transforming Lives for People with Criminal Records through Demand Skill Training and Job Placement*”, in S. Andreason & E. Mitchell (Eds) *Models of Career Based Training: Programs for Secondary Students, Incumbent Workers, and Hard to Serve Populations*, Atlanta: The Federal Reserve Bank of Atlanta and John J. Heldrich Center for Workforce Development – Rutgers University.

Alston, Harry (2011) “*Searching for the Rising Tide: Achieving Economic Justice in the Queen City*”, in P. Graham & M. Ledford (Eds) *Faces of Reality- The State of Ethnic Charlotte*, Charlotte: The Urban League of Central Carolinas Inc.

Alston, Harry (2010) “*The Urban League of Central Carolinas – Civil Rights Organizations in a New Era*”, dissertation, Antioch University, Yellow Springs, OH

Alston, Harry (2005) “Diversity and Inclusion Are Tools for a New World”, *Charlotte Business Journal*, Volume 20, Number 24, pp. 38 and 40 September 9, 2005

Alston, Harry (2004) “Jomo Kenyatta”, Goethals, George, Georgia Sorenson, & James MacGregor Burns (Eds) *Encyclopedia of Leadership Volume II*, Thousand Oaks: SAGE Publications

Alston, Harry (2004) “Jackie Robinson”, Goethals, George, Georgia Sorenson, & James MacGregor Burns (Eds) *Encyclopedia of Leadership Volume III*, Thousand Oaks: SAGE Publications

Technical Reports - selected:

Alston+Associates (November 2003). “Process Evaluation for the University City Community Building Project.” An assessment of the Community Building Initiative’s resource team model for facilitating community-based collaborative efforts.

Alston+Associates (January 2003). “Organizational Assessment and Recommendations.” Benchmarking study and report for the Durham, NC Department of Housing and Community Development to improve operations and organizational performance.

HBC Consulting, LLC (December 2001). “Ford Foundation Credit Union Assessment Project.” Study and report for the North Carolina Minority Support Center to evaluate alternatives for market expansion.

Alston+Associates and HBC Consulting, LLC, (September 2001). “Management – REACH 2010 Project / Environmental Interventions: Situation Analysis, Strategy Development & Implementation Guidelines.” Strategic planning initiative and report for the Mecklenburg County Health Department

Partec Enterprise Group and the National Congress for Community Economic Development (May 2001). “Resource Development Initiative: Strategies to Improve the Utilization of OCS Funding by HBCUs for Economic Development Projects” for the U.S. Department of Health & Human Services – Office of Community Services.

Partec Enterprise Group and DePaul University Egan Urban Center (February 2001). “Minority Technical Assistance Project: Building Partnerships between Foundations and Minority Consultants.” for the Annie E. Casey Foundation.

HBC Consulting, LLC. (August 2000). “West Charlotte Business Incubator: Program Assessment and Recommendations” for the Neighborhood Development Key Business, the city of Charlotte, NC.

Ralph G. Moore & Associates (1992). “Best Foam Fabricators: The Evolution of Total Quality Management - Strategic Planning For Emerging Minority Suppliers.” Submitted to the Motorola Six Sigma textbook series, Schaumburg, IL

OTHER FACULTY APPOINTMENTS

Adjunct Professor

Roosevelt University – Chicago, Illinois

Heller College of Business Administration – Organizational Leadership (2017 - Present)

Adjunct Professor

University of North Carolina at Charlotte – Charlotte, North Carolina

Belk College of Business Administration – Department of Management (2003 - 2004)

Adjunct Professor

Winthrop University – Rock Hill, South Carolina

College of Business Administration – Department of Management and Marketing (2003)

Adjunct Professor

Indiana University Northwest – Gary, Indiana

Division of Business and Economics (1992 - 1993)

COURSE DEVELOPMENT AND DELIVERY

Livingstone College

ACC 232 & 234 - Principles of Accounting I & II

BUS 131 - Introduction to Business

BUS 132 - Business Application Software

BUS 236 - Business Law

BUS 238 - Principles of Marketing

BUS 330 - Principles of Management

BUS 332 - Human Resources Management

BUS 333 - Business Finance

BUS 335 – Production and Operations Management

BUS 336 - Managerial Economics

BUS 431 – Organizational Behavior
BUS 432 - Small Business Management
BUS 433 – Retailing Management
ECO 231 & 232 - Principles of Economics I & II

Roosevelt University

SMIN 400 – Competitive Strategic Analysis
SMIN 425 – Strategic Decision Making and Planning

UNC Charlotte

MGMT 3160 - Business Communications
MGMT 3280 - Business Policy

Winthrop University

MGMT 480 - Business Policy

Indiana University Northwest

M 325 - Selling

ORGANIZATIONAL AND COMMUNITY LEADERSHIP

Facilitator, The Innovation and Human Capital Summit

Queens University
Charlotte, NC

Panelist & Participant, Southern Summit

Queens University
Charlotte, NC

Facilitator, CM3A

Charlotte Mecklenburg African American Agenda
Charlotte, NC

Facilitator, The Region Speaks (an America Speaks Dialogue)

Charlotte, North Carolina

President) and Board Member, Diversity Council of the Carolinas

Charlotte, NC

Member, Urban League of Central Carolinas

Charlotte, NC

Member of the Chicago Local School Council

McDade Classical School

Officer, Illinois Black Leadership Roundtable

Chicago, IL

President, Black Professional Resource and Development Association
AT&T/Illinois Bell Telephone, Chicago, IL

VOLUNTEER AND CIVIC ASSOCIATIONS

Member, Board of Directors
Nexgeneracers NXG Academy
Indianapolis, IN (2016 – Present)

Member, Board of Directors
Sustainable Connexions
Indianapolis, IN (2015 – Present)

Member, Board of Directors
University Radio Foundation – WFAE, WFHE and WFAE2
Charlotte, NC (2010 – 2011)

Chair, Board of Directors
Youth Development Football League
Charlotte, NC (2010 – 2011)

Member, Church Leadership Team
Greater Vision U.M.C. Church (a new ministry)
Charlotte, NC (2004 – 2011)

Volunteer Consultant and Instructor, Love of Learning Program
Davidson College
Davidson NC

Volunteer, Johnson C. Smith University (JCSU)
Workforce Development Initiative
Charlotte, NC

Volunteer, Civic Committee/Black Professional Network
Charlotte Chamber of Commerce
Charlotte, NC

Volunteer, Advantage Carolina/Charlotte Inner City Roundtable
Charlotte Chamber

Volunteer Trainer / Instructor for the NationsBank Small Business Success Series
Northwest Corridor Community Development Corporation
Charlotte, North Carolina

PROFESSIONAL ASSOCIATIONS

Member, International Community Corrections Association

Member, American Corrections Association

National Urban League - Black Executive Exchange Program
Inland Steel Co. Chicago, IL

Life Member and Chapter Founder, Alpha Phi Alpha Fraternity, Inc.

Alumni Association Membership - Consortium for Graduate Study in Management, Indiana University MBA Association, Kettering University (formerly General Motors Institute).

REFERENCES

The following list of references for Dr. Harry Alston, Jr., reflects the breadth and scope of his business and professional relationships.

Laurien Alexandre, Ph.D.

Provost, Antioch University Graduate School of Leadership and Change
Professor and Director Ph.D. in Leadership and Change
Antioch University
Ph. (323) 666 -8181
lalexandre@antioch.edu

Dr. Bernard LaFayette

Formerly Distinguished Scholar in Residence &
Director of the Center for Nonviolence and Peace Studies
at University of Rhode Island
Professor Emeritus, Emory University
Ph. (334) 717-8468
lionthebigcat@yahoo.com

Quentin R. Johnson, Ph.D.

President
Southside VA Community College
Ph. (434) 949-1004
quentin.johnson@southside.edu

Jon F. Wergin, Ph.D.

Professor of Educational Studies, Ph.D. in Leadership and Change
Antioch University
Ph. (804) 804 - 8246
jwergin@antioch.edu

Derrick K. Collins, MBA

Dean, College of Business

Chicago State University

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dkcollins@csu.edu

Cassandra Mitchell, MA

Principal

Executive Coaching Connections, LLC

Adjunct Professor, Northwestern University

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