

**DWYANE SMITH, Ph.D.**  
**Kirkwood, MO 63122**

January 16, 2019

Campus CEO Search  
Connecticut State Colleges & Universities  
61 Woodland St.  
Hartford, CT 06195  
Dear Search Team:

Please accept this letter as part of my application package for the Campus CEO of one of CSCU's community colleges. I have reviewed the profile of each of colleges and I am open to serve at any one of the campuses. As a proud product of the community college system, I am indeed humbled by the potential opportunity to serve at the helm of one of the campuses. I possess more than thirty years of progressive administrative and faculty experiences in higher education, including 25 years of leadership at the associate dean, assistant/associate/vice president, provost, and presidential levels and more than 15 years of college teaching experience at four institutions.

Over the years, I have provided supervision to more than 40 various college departments, 40 vice presidents, deans, executive directors, directors and coordinators. Departments under my supervision include academic affairs, student affairs, business and financial affairs, athletics, financial aid, admissions, institutional research, IT, human resources, grants and sponsored programs, and campus planning. I have worked at a variety of higher education institutional types, including a multi-campus system and campuses with student enrollments as high as 30,000 and as low as 1600.

These experiences have given me exceptional skills in strategic planning, university budgeting, faculty and student development, access and retention, community outreach, utilizing assessment methodologies as tools to measure performance indicators relative to institutional accountability and quality.

I currently serve as the interim President of Harris-Stowe State University, an open access institution that serve mainly underrepresented students who are first generation. Close to 80% are Pell-eligible and are adult learners that transfer from the community college. Under my tenure, the campus has witnessed tremendous growth and transformation. Degree offerings have increased from 12, the year of my arrival to more than 50 majors, minors and certificate programs. Degree production has increased by more than 40%, and I have developed more than 20 partnerships and collaborations with regional, statewide and national organizations and industry. This has increased Harris-Stowe brand identity and value-proposition in the region. I am unwavering in my commitment to inclusion, access and diversity. I created Truman State University's first diversity department and through my leadership Harris-Stowe ranked as one of the top 25 degree producers of African-Americans in Education in the nation and top 50 in the nation for African-Americans in Mathematics according to *Diverse Issues in Higher Education*.

Enhancing capital is key for any successful leader and I am proud to share that during my tenure at Harris-Stowe, I have been responsible for more than \$12 million in external funding for various institutional

initiatives. Through working with key stakeholders including legislators and the Missouri Department of Higher Education, Harris-Stowe witnessed a 10% increase in core funding and an additional \$1 million for remodeling of STEM labs. My most recent success is the Coordinating Board of Higher Education designating Harris-Stowe with a Statewide Mission in STEM for underrepresented and under-resourced students—the only minority-serving institution in the nation with this type of designation.

In terms of promoting access and degree completion, I provide leadership over a \$5 million National Science Foundation grant to increase the number of Hispanics, Native Americans, African-Americans and Pacific Islanders earning STEM degrees from four community colleges and eight four-year Missouri institutions. Since 2015, more than 1,300 students have earned STEM degrees, this accounts for more than half of statewide totals. I am quite aware of the importance of community colleges in moving Connecticut's completion agenda, particularly in STEAM. Thus, latest project that I have spearheaded is a \$2.2 million STEM Entrepreneurship project funded by the National Science Foundation that includes eight community colleges.

The challenges that face the Connecticut's community colleges are germane to higher education—increasing student enrollment and persistence while providing creative pathways for students to eventually earn their certificates or associate degrees, transfer opportunities, providing robust curricular and co-curricular experiences for students that promotes academic achievement and success, and increasing student engagement and retention. I believe that I possess the disposition, professional expertise, and academic background that is essential to successfully lead CT's community colleges in this 21st century learning environment.

As CEO of one of your campuses, I will passionately commit to raising the trajectory of its hallmark academic programs and will utilize a collaborative approach and work with campus and community stakeholders to assess opportunities for institutional growth. I have found tremendous success throughout my career in these endeavors and do believe this success can be replicated in Connecticut.

As a former faculty member and spending more than a decade working directly with faculty and staff, I am a true proponent of shared governance in moving an institutional agenda forward. As CEO my expertise in working with institutional boards and diverse stakeholders will certainly bode well in advancing CSCU's agenda in the region in which the community college resides.

My academic background is remarkably aligned with the requirements for the CEO of one of your campuses. I earned my Ph.D. from the University of Missouri at Columbia in Educational Leadership and Policy Analysis with areas of emphasis in Higher and Adult Education and Multicultural Education. I augmented my educational experiences by completing Harvard University's Management Development Program and the American Association of State Colleges and Universities (AASCU), the American Academic Leadership Institute (AALI), and the Council of Independent Colleges (CIC) Executive Leadership Academy for Emerging College Presidents. I was named to the U.S. Department of State Fulbright Specialist Program for higher education administrators and was appointed by the Commissioner of Higher Education, to the President's Advisory Council which represents Missouri's 34 two and four-year public colleges and universities. In addition, I serve as Chair of the Board of the Higher Education Consortium, and advocacy organization in the St. Louis region which represents 20 higher education and civic organizations and more than 98,000 students.

The ability to communicate effectively and fostering collaborative relationships with internal campus stakeholders and externally with community leaders, businesses, legislators and other stakeholders are critical if the CEO is to make significant and sustainable advancements. These are proven attributes that I possess.

I do understand the significance of community colleges and specifically the CSCU's campuses in workforce development and providing educational access to a diverse population. Since 1984, I have worked with St. Louis Community Colleges, Metropolitan Community Colleges and the City Colleges of Chicago to provide greater access and transfer opportunities for thousands of community college students. In previous institutions in which I worked, I spearheaded articulation agreements at Truman State University, Park University and Harris-Stowe State University and established the position of coordinator for transfer recruitment and enrollment at Park University.

Finally, I believe that the sustained viability and growth of the CSCU's community college campuses involve systemic strategic and operational planning, characteristics which require its next college president to embrace the concept of contingency planning, regular and systemic large-scale innovation and an in-depth understanding of effective change management processes. On a personal note, my peers characterize me as fair-minded, a team player, flexible, tenacious, yet collegial and unobtrusive. I do believe in hard work and service and am a person of strong integrity and loyal commitment.

I trust that this letter has conveyed my deepest conviction on being selected as the next CEO of one of your outstanding campuses. I hope you will agree that I possess the vision, insight and fortitude to serve as the next leader. The opportunity to discuss my credentials and experiences with the search committee would be genuinely appreciated. Feel free to call me at 314-827-9961 or via email at [dwyanesmith1979@gmail.com](mailto:dwyanesmith1979@gmail.com).

My sincerest thanks for your consideration of my candidacy.

Cordially,

A handwritten signature in black ink, appearing to read "Dwayne Smith", with a long horizontal flourish extending to the right.

Dwayne Smith, Ph.D.

# Dwyane Smith, Ph.D.

## Office

Interim President  
Harris-Stowe State University  
St. Louis, MO 63103

## Home

Kirkwood, MO 63122

## Education

Ph.D. Educational Leadership & Policy Analysis  
Emphasis Areas: Adult and Higher Education and Multicultural Education  
University of Missouri, Columbia (2000)

M.A. Education Administration  
Truman State University, Kirksville, MO (1991)

B.S. Psychology  
Truman State University, Kirksville, MO (1984)

## Professional Development

Executive Leadership Academy—American Association of State Colleges and Universities (AASCU), the American Academic Leadership Institute (AALI), the Council of Independent Colleges (CIC) 2012-2013

Management Development Program—Harvard University (1995)

U. S. Department of State Fulbright Scholar Specialist Program (2013—present)

Peer Reviewer—Higher Learning Commission (2011—present)

## Professional Experience

**Harris-Stowe State University—St. Louis, Missouri**  
2006-Present

**Interim President**  
**Harris-Stowe State University---St. Louis, Missouri**  
2019—Present

Harris-Stowe State University is a Carnegie classified public urban undergraduate institution located in St. Louis, Missouri and established in 1857. Cited in national rankings from publications such as the *Economist*, *Washington monthly* and *Diverse Issues in Higher Education*, the University currently enrolls 1,700 students and employs more than 300 full and part-time faculty and staff. Its annual budget is \$32 million. The

interim president is the chief executive officer of the institution and provides the leadership to ensure that the overall operational activities of the University align with the institutional mission and priorities. The interim president provides direct supervision over the provost, five vice-presidents, and four directors. The president represents the University to key stakeholders in the region and develops partnerships that align with the University Mission.

Key accomplishments:

- Through leadership, Harris-Stowe State University was designated a Statewide Mission in STEM by the Missouri Coordinating Board of Higher Education.
- Serve on the St. Louis Regional GeoFutures Advisory Committee to advance Geospatial Technology and Intelligence in the region.
- Serve as the Chair of the Board of the Higher Education Consortium, which represents 20 higher education and civic organizations in the St. Louis region and more than 98,000 students.
- Serve on the Missouri State Commissioner of Higher Education Presidential Advisory Group that represents Missouri's 34 two and four year public colleges and universities.

**Provost and Vice-President for Academic Affairs**

2006 - 2019

The provost and vice president for academic affairs is the chief academic officer with specific responsibility over the Anheuser-Busch School of Business, the College of Arts and Sciences, the College of Education, the University Library and Archives, the Institute for Mathematics and Science, the Institutional Research Board, the William L. Clay Early Childhood Development and Parenting Education Center, the Don and Heide Wolff Jazz Institute, Academic Advising, Career Services, Study Abroad Office, Office of Retention, Student Support Services and the Academic Resource Center. Supervision included an associate and assistant provost, five deans and assistant deans, nine directors and six department chairs. Prior to the University reorganization, the vice president for academic affairs provided supervision over student affairs, university counseling, student activities, institutional grants, career services, academic support services, center for retention and student support, academic advising, enrollment management, registrar, financial aid, residential life, institutional technology, campus planning, TRIO programs, and university health services. The provost is the co-signatory on all institutional funds. The Provost and Vice President for Academic Affairs provides leadership over the university in the absence of the President.

Key accomplishments:

- Awarded more than \$12 million in external funding as a Principal Investigator, including a \$5 million grant from the National Science Foundation, the largest in the University's history.
- Under leadership, Institution has been cited in U.S. News and World Report, Best Regional Midwest Colleges, the Washington Monthly College Guide Rankings, the Economist College Rankings, Niche College Rankings, and Diverse Issues Annual Degree Producer Rankings.
- As co-chair of reaccreditation, successfully led the institution through reaccreditation in 2011 and mid-year accreditation 2016 from the Higher Learning Commission.

Currently is a Peer Reviewer for the Higher Learning Commission serving on seven institutional accreditation visits.

- Provided leadership over reaccreditation of the National Council for Accreditation of Teacher Education (NCATE) in 2010 and the Council for the Accreditation of Educator Preparation (CAEP) in 2017, the Accreditation Council for Business Schools and Programs (ACBSP) and International Assembly for Collegiate Business Education (IACBE) in 2012.
- Chaired the University's Five Year Strategic Plan, "Transformations—2012-2017."
- Reorganized the realignment of the Academic Affairs Department into three Schools and Colleges and seven Academic departments.
- Increased academic programs from 12 degrees to more than 50 degrees, minors and certificate programs.
- Increased degree production by more than 40%, including the largest graduation classes in more than 30 years. The institution ranks as one of the top #5 Missouri institutions in degree production of African-Americans.
- Provide leadership over a \$5 million statewide initiative to increase the number of underrepresented groups earning STEM degrees. Since its inception more than 1,300 students have earned STEM degrees from participating institutions.
- The institution ranked #1 of 34 Missouri public and private institutions in degree production of African-Americans in mathematics and top 50 in the nation.
- Under leadership Harris-Stowe is ranked as one of the top 40 degree producers for African-Americans in Education in the nation.
- Developed partnerships and collaborations with more than 20 educational and non-profit organizations and institutions valued at more than \$2 million.
- Upgraded technology in all classrooms, science labs and IT (\$1.5 million).
- Developed the first undergraduate research program at the University.
- Increased faculty travel, research opportunities, and scholarship production.
- Developed and implemented STEM summer academy for entering first-year students.

**Assistant Vice-President of Academic Affairs**

**Assistant Professor**

**Avila University—Kansas City, Missouri**

2004-2006

Avila University is a Catholic institution sponsored by the Sisters of St. Joseph of Carondelet. Avila University offers liberal arts, professional, undergraduate and graduate degrees to a student population of approximately 2,000. Reporting to the provost and vice president for academic affairs, the assistant vice president for academic affairs areas of responsibility included retention programs, the weekend and evening college for adult learners, first-year student assessments, first year programs, academic advising, co-training new and adjunct faculty, the academic appeals process, the Institutional Research Board, the production of the university's undergraduate and graduate bulletins, and study abroad programs. The Assistant Vice President of Academic Affairs taught first year experiences courses.

Key accomplishments:

- Developed a comprehensive retention plan that included an online tracking system.
- Strengthened first year program retention rates that led to a 12% second year retention gain.
- Developed and implemented learning communities.
- Moved the University to online publications saving the institution thousands of dollars in production costs.

**Faculty (part-time)**

**School of Education**

**University of Missouri at Kansas City—Kansas City, Missouri**

2005-2006

University of Missouri at Kansas City is a public doctoral granting urban institution that is part of the University of Missouri System. Served as a part-time faculty in the School of Education's Urban Leadership and Policy Studies Department. Developed online courses for the department and taught these courses in traditional online and hybrid formats at both the undergraduate and graduate level.

**Key Accomplishment:**

- Awarded a Faculty Fellowship grant to develop a Service Learning course in an online and hybrid format.

**Faculty (part-time)**

**(2003-Present)**

**University of Phoenix**

**Phoenix, Arizona**

- Teach online doctoral program courses in Educational Leadership
  - Lifelong Learning: Leadership in the Educational Continuum
  - Leadership in Contemporary Organizations
  - Comparative Models of Educational Environments
  - Transformational Leadership and Innovation
- Served on dissertation committees of 15 doctoral candidates.
- Earned outstanding scores on student evaluations.

**Associate Vice-President for Enrollment Management**

**Assistant Professor of Education**

**Park University—Parkville, Missouri**

2002-2003

Park University was founded in 1875 as an independent, private institution with a student population of more than 20,000 and 43 campuses in 21 states which includes extensive online degree programs. The Associate Vice-President for Enrollment Management, specific responsibilities included leadership over the admissions, financial aid, registrar's office and the student assistance center. Supervised a staff of seventy-five and managed a multi-million dollar budget. The Associate Vice-President for Enrollment Management provides oversight in the disbursement of more than twenty-five million dollars in federal and private aid in association with the financial aid office.

**Key Accomplishments:**

- Developed a strategic enrollment management plan.

- Increased new student enrollment and transfer students at the Parkville campus.
- Developed online inquiry process that reduced prospective student response time by 80%.
- Developed a “one-stop” enrollment program for new students that substantially reduced enrollment time.
- Strengthened existing articulation agreements that increased community college applications and enrollments.
- Strengthened staff morale through the institution of an employee of the month and newsletter—EM@Park.

**University of Missouri at Columbia—Columbia, Missouri**  
1999-2002

The University of Missouri, at Columbia is part of the University of Missouri System and is the flagship campus of the state of Missouri. It is a Carnegie I land-grant research and doctoral-level institution enrolling more than 30,000 students annually. The College of Education enrolls 2,900 students.

**Clinical Associate**  
**Educational Leadership and Policy Analysis**  
**College of Education**  
2000-2002

The clinical associate is faculty appointment in the College of Education’s Educational Leadership and Policy Analysis Department in the College of Education. Taught courses in educational leadership. Reviewed applications for admission.

Key Accomplishments:

- Co-wrote and awarded grant to develop a post-masters certificate in Institutional Research from the Association of Institutional Research for the four campus system.
- Developed a strategic enrollment management plan for department (SEM). The SEM plan was utilized as a prototype for the College of Education.

**Research Associate**  
**Consortium for Education Policy Analysis**  
1999-2000

The research associate conducted research on state as well as national educational policies and trends in K-12 and higher education. In addition, the research associate assisted the executive director with the daily operations of the Consortium.

**Truman State University—Kirksville, Missouri**  
1983-1999

Truman State University is Missouri’s only highly selective public liberal arts and sciences institution. Truman State enrolls more than 6,000 students annually. *U.S. News and World Report* has recognized Truman State University as the No. 1 Public University in the Midwest Region. Truman has been awarded this #1 ranking for nineteen years.

**Associate Dean, Multicultural Affairs**



1994-1999

The Associate Dean of Multicultural Affairs provided leadership over university-wide diversity initiatives, faculty and staff development in the areas of diversity, student engagement and served as a consultant to the president and vice president of academic affairs on critical issues impacting campus equity.

**Key Accomplishments:**

- Developed programs targeting African-American male retention and graduation, resulting in a 50% increase in African-American male graduation rates.
- Increased overall retention of students of color and other underrepresented groups by 25%.
- Senior exit interviews ranked the department as making a significant impact on campus-life.
- Department was recognized with statewide honors.

**Assistant Director, Admissions and Coordinator of Recruitment of Underrepresented Groups**

1991-1995

The assistant director of admissions reported to the dean of admissions and records and provided leadership over the recruitment of underrepresented groups. The assistant director was responsible for awarding scholarships and financial aid work-stipends to “at need” students and developed outreach programs with community colleges and community agencies.

**Key Accomplishments:**

- Overall enrollment of students of color increased by 35% with a record number of valedictorians and salutatorians.
- Developed and directed a summer “bridge” academic academy for talented but underprepared scholars of color. More than 90% of participants graduated with college degrees.
- Increased the institution’s presence at community colleges in St. Louis, Kansas City, Chicago and Des Moines, Iowa.

**Director, Minority Services**

1985-1991

The director of minority services was responsible for academic advising and the retention and graduation of underrepresented campus groups. The director served as a faculty associate in the Residential College system

**Minority Counselor**

1983-1985

The minority counselor was the diversity officer of the institution and reported to the president. The minority counselor was the University’s affirmative action officer and representative.

## Grants and Fellowship Awards

National Science Foundation Grant Award #1912306 (Principal Investigator)—  
**\$2,200,000** *Increasing Degree Production through STEM Entrepreneurship and  
Career Development Activities*. April 2019.

National Science Foundation MoLSAMP Grant Award #1619639 (Principal  
Investigator)--**\$5,000,000**. Awarded September 2016.

National Science Foundation Supplemental Grant Award #1436256 (Principal  
Investigator)--**\$194,000**. Faculty research and Collaborations. Awarded  
September 2016.

National Science Foundation Supplemental Grant Award #1436256 (Principal  
Investigator)--**\$100,000**. *National Conference on Increasing STEM Degree  
Production of Students of Color*. Awarded September 2015.

National Science Foundation Grant Award # #1436256 (Principal Investigator)--  
**\$1,749,000**. *Increasing STEM Degree Production through Undergraduate  
Research and Collaborations*. Awarded September 2014.

Regional Arts Commission. Social Impact Fund. *The 60th Anniversary of the Brown  
Decision in St. Louis: An Oral History Recorded*.—**\$2,000**. Awarded December  
2014

National Science Foundation Supplemental Grant Award #0811219 (Principal  
Investigator)--**\$175,000**. *Strengthening Science and Mathematics at Harris-Stowe  
State University*. Awarded January, 2014.

Regional Arts Commission. “*When Radio was King: The personalities of Black Radio in  
St. Louis*.”—**\$3,000**. Awarded, November 2013

National Science Foundation Grant Award #0811219 (Principal Investigator)--  
**\$2,500,000**. *Strengthening Science and Mathematics at Harris-Stowe State  
University*. Awarded September 2008.

National Science Foundation Planning Grant Award #0714976 (Principal Investigator)--  
**\$49,000**. *Strengthening the Retention of Students in Science and Mathematics at  
Harris-Stowe State University*. Awarded July 2007.

University of Missouri at Kansas City Service Learning Grant--**\$2,000**. *Infusing Service  
Learning in Online Courses*.. Awarded June 2005.

Missouri Historical Society Research Fellowship--**\$2,000**. Missouri Historical Society  
Awarded May 2002.

Association of Institutional Research--**\$20,000**. *Post-Masters Certificate in Institutional  
Research Grant*. Association of Institutional Research. Awarded April 2001.

University of Missouri at Columbia Research Grant--**\$2,000**. Awarded September 1998.

Truman State University Research Grant (Co-Principal Investigator)--**\$10,000**.  
*Examining the Life Challenges of Students of Color at Truman State University*  
Awarded August 1997.

## **Awards and Honors**

Deluxe Magazine St. Louis Power 100—2018  
Kappa Delta Pi International Honor Society in Education—2018  
Who's Who Diversity in Higher Education, St. Louis, MO—2018  
Who's Who in Diversity, St. Louis, MO—2016  
The Chair Academy International Exemplary Leadership Award—2010  
Missouri Association of College Personnel Richard Caple Award—2009  
(Highest Award Given)  
Truman State University Distinguished Service Alumni Award—2006  
Faculty Fellow, University of Missouri, Kansas City—2006  
Access Award, Introspect Organization, Chicago—2005  
Who's Who in America—1998, 2002, 2003, 2004, 2005  
Who's Who in American Education—2005  
Truman State University Multicultural Alumnus of the Year—2002  
Missouri Multicultural Affairs Director of the Year—1996  
Who's Who in the Midwest—1995  
Faculty Fellow, National Association of College Admission Counselors--1992  
Outstanding Young Men of America—1985  
Alpha Phi Alpha Fraternity, Missouri Brother of the Year & Alumni Chapter Brother of the Year—1983/2002

## **Memberships (Past and Present)**

Alpha Phi Alpha Fraternity, Inc (Past Area Director)  
American Academic Leadership Institute Strategic Planning Council  
American Association for Colleges for Teacher Education (AACTE) (Voting Delegate)  
American Association of Collegiate Registrars and Admissions Officers (AACRAO)  
Association for the Study of Higher Education (ASHE)  
Association of Governing Boards of Universities and Colleges (AGB)  
Federal Bureau of Investigation Citizens' Academy  
Habitat for Humanity of Kirksville, MO (Former Board Member)  
Higher Education Recruitment Consortium (HERC)—St. Louis Metropolitan Region  
(Founding Organization Representative)  
Higher Learning Commission—Peer Reviewer  
Kappa Delta Pi Honor Society  
Missouri Chief Academic Officers Council  
National Association for College Admission Counseling (NACAC) (Faculty Fellow)  
National Association of Multicultural Education (NAME)  
National Network for Education Renewal (NNER)  
National Science Foundation—Grants Reviewer  
NewPot Solutions Charitable Foundation (Board Chair)  
Phi Kappa Phi Honor Society  
Saint Louis Symphony In Unison Chorus

St. Louis Black Repertory Theatre (Past Board Member)  
St. Louis Metropolitan Higher Education Consortium (Board member and secretary/treasurer)  
Student Affairs Administrators in Higher Education (NASPA)  
United Way of Greater St. Louis (Past Member of the Charmaine Chapman Society)

### **Committees**

Academic Advisory Committee—chair (Avila University)  
Academic Standards Committee (Truman State University)  
Academic Standards Committee—chair (Harris-Stowe State University)  
Admission Advisory Committee (Avila University)  
Admission Advisory Committee—chair (Park University)  
Affirmative Action Officer (Truman State University)  
Black Alumni Scholarship—Chair (Truman State University)  
Board of Trustees Academic Affairs Committee (Avila University)  
Board of Trustees Enrollment Committee (Avila University)  
Curriculum Changes in Missouri Secondary Schools—University Representative (Truman State University)  
Dean’s Council (Avila University)  
Degrees Without Debt Task Force (St. Louis Region)  
Dr. Martin Luther King statewide Commemoration Committee (Truman State University)  
Enrollment Management Committee—Chair (University of Missouri, Columbia)  
Explorations and Transformations— Enrollment Management chair (Park University 10-year Strategic Plan)  
Financial Aid and Scholarship Appeals Committees (Truman State University)  
Five-Year Strategic Plan 2013-2018—chair (Harris-Stowe State University)  
Higher Learning Commission Accreditation visit co-chair (Harris-Stowe State University)  
Institutional Research Board—chair (Avila University)  
Institutional Research Board—chair (Harris-Stowe State University)  
President’s Cabinet (Harris-Stowe State University)  
Retention Committee—chair (Avila University)  
Selection Committee, McNair Program & Management Staff of the McNair Scholarly Review (Truman State University)  
St. Louis Alumni Scholarship Committee—chair (Truman State University)  
St. Louis Economic Development Task Force (City of St. Louis, Missouri)  
Strategic Planning Task Force, Enrollment Management (Park University)  
Student Success Council—chair (Avila University)  
University Finance Committee (Harris-Stowe State University)

### **Scholarly Publications and Presentations**

Smith, D. (2019). *The Rise and Fall of the Lincoln Law School.* The St. Louis American. 3 January 2019.

Smith, D. (2018). “*Who Was Lloyd Gaines?*” The St. Louis American. 12 December 2018.

Smith, D. (2018). *Segregation by Design: Conversations and Calls for Action in St. Louis.* Frexias, C. & Abbott, M. (Eds), Springer Nature Press: New York

- Smith, D. (2016). *The Transformation of the First Year: One Man's Odyssey*. American Association of State Colleges and Universities (AASCU). Annual Academic Affairs Summer Meeting. Denver CO.
- Smith, D. (2016). *Convener: Provosts of Color Session*. American Association of State Colleges and Universities (AASCU). Annual Academic Affairs Winter Meeting. Austin, TX.
- Smith, D. (2016). “*The Quest for Peace and Justice*.” Keynote Address at Alpha Phi Alpha Fraternity’s Dr. Martin Luther King City-wide Commemoration. Kansas City, MO.
- “Smith, D. (2015). “*Navigating Governance*.” American Association of State Colleges and Universities (AASCU) Becoming a Provost Academy. Portland Oregon.
- Smith, D., McClure, M., & Warmack, D. (2015). “*An Institution’s Response to Ferguson*.” Higher Learning Commission Annual Conference. Chicago, IL
- Smith, D., “*Beyond Ferguson: What are Institutions’ Civic and Civil Responsibilities*.” Workshop. American Association of State Colleges and Universities (AASCU) Annual Academic Affairs Winter Meeting, New Orleans, LA.
- Smith, D. (2013, February). “*Lessons Learned as a Provost*.” Panel Discussion American Association State Colleges and Universities (AASCU) Annual Academic Affairs Winter Meeting, Point Clear AL.
- Smith, D. (2012, July). “*Developing Partnerships*.” Lecture presented at the National Geospatial-Intelligence Agency in St. Louis MO and Springfield VA.
- Smith, D. (2012, March). “*The Self-Study Process: Lessons Learned*.” Workshop presented at the Higher Learning Commission of North Central Association Annual Conference, Chicago, IL
- Smith, D. (2012, February). “*The Gaines Supreme Court Decision and its Impact on Higher Education in America*.” Lecture presented at the U.S. Department of Justice—Federal Bureau of Investigation, St. Louis Division.
- Smith, D. (2012, February). “*African-American Women in Science, Education and Culture*.” Lecture presented at the National Geospatial-Intelligence Agency in St. Louis MO and Springfield VA.
- Smith, D. (2012, February). *National Science Foundation and the American Association for the Advancement of Science Emerging Researchers National Conference in STEM*. Judge in Social & Behavioral Sciences and Mathematics and Science Education categories.
- Smith, D. (2011, April). “*The African-American Male: From Access to Graduation*.” Workshop presented at the Higher Learning Commission of North Central Association Annual Conference, Chicago, IL

- Smith, D., McClure, M., & Weissman, J. (2010, April). *“Developing Institutional Student Learning Outcomes.”* Workshop presented at the Higher Learning Commission of North Central Association Annual Conference, Chicago, IL
- Smith, D., McClure, M., & Weissman, J. *“Developing Institutional Student Learning Outcomes.”* Higher Learning Commission of North Central Association Conference Papers.
- Smith, D. (December, 2010). *“Effective Online Courses.”* Facilitated a series of online workshops for faculty at Harris-Stowe State University.
- Smith, D. (2009, October). *“Developing Effective Math and Science Programs.”* Session presented at the National Science Foundation/Advancing Science Serving Society/HBCU Undergraduate Research Conference. Washington, D.C.
- Smith, D. (2009, August). *“The Development of Institutional Learning Outcomes.”* Session presented at the President’s Retreat, Harris-Stowe State University.
- Smith, D. (2009, August). *“Creating a Culture of Assessment.”* Session presented at Harris-Stowe State University Fall Faculty and Professional Staff Institute.
- Smith, D. (2009, January). *“Student Learning Outcomes: A University-Wide Agenda.”* Workshop presented at Harris-Stowe State University Spring Faculty and Professional Staff Institute.
- Boyer, P., Butner, B., & Smith, D. (2007). *“A Portrait of Remedial Instruction: Faculty Workload and Assessment Techniques.”* Higher Education Journal, 54(4), 605-613
- Smith, D. (2006). *“Critical Thinking and the Brain.”* Encyclopedia of Learning and the Brain. Feinstein, S. (Eds.) Greenwood Press: Santa Barbara, CA.
- Smith, D., Butner, B. & Boyer, P. (2006, November). *“Gender, Tenure Status, and Institutional Type in Developmental Education: A Confluence of Border Issues.”* Poster Session presented at the annual meeting of the Association for the Study of Higher Education National Conference, Anaheim, California.
- Smith, D. (2006, June). External Reviewer for the Multicultural Relations Center at the University of Missouri-St. Louis.
- McClure, M. & Smith, D. (2005). *“Committing to Justice: Examining the Impact Social Justice Missions Have on Campus Settings.”* National Conference of the National Association of Student Personnel Administrators, Washington, D.C.
- Butner, B., Smith, D. Boyer, P. (2005, November). *“From Paper to Digital: Using Portfolios to Meet Program Goals.”* Roundtable Discussion Facilitator at the annual meeting of the Association for the Study of Higher Education National Conference, Philadelphia, Pennsylvania.

- Butner, B., Smith, D. Boyer, P. (2005, November). "*A Portrait of Remedial/Developmental Instruction: Faculty Workload and Instructional Strategies.*" Poster Session presented at the Association for the Study of Higher Education National Conference, Philadelphia, Pennsylvania.
- Smith, D. (2005, March). "*Educational Issues that Impact Kansas City.*" Radio Talk Show Guest on Get Connected Broadcast KGGN-AM, Kansas City, Missouri.
- Smith, D. (2004, April). "*Gaines Decision Case Study.*" Paper presented at the Celebrating 50 Years of Brown v. Board Decision Symposium, Central Missouri State University,
- Smith, D. (2003, October). "*Tips for College Success for Students.*" Radio Talk Show Guest on Healing Words Broadcast KGGN-AM, Kansas City, Missouri.
- Smith, D. (2003, October). "*The Recruitment and Retention of Students: A Call to Action.*" Workshop conducted at the Missouri Association of Registrars and Admission Officers Annual Conference, Branson, Missouri.
- Smith, D. (2003, November). "*Brother 2 Brother National Black Male Writers Symposium.*" Convocation Speaker at the Brother 2 Brother National Black Male Writers Symposium. Kansas City, Missouri.
- Smith, D. (2003, March). "*Gaines v. Canada.*" Keynote Address delivered at the annual Missouri Bar Conference, Jefferson City, Missouri.
- Smith, D. (2002, September). "*The Impact of the Gaines Case on African-American Education Attainment.*" Lecture presented at the Missouri Historical Society. St. Louis, Missouri.
- Smith, D. (2002, Summer). "*Gear-Up: College Attainment for Urban Youths.*" Conducted several workshops and various classes for Gear Up at the University of Missouri at Columbia.
- Smith, D. (2000, February). "*Diversity Issues in Higher Education.*" Talk show guest on KORN-FM Radio, Columbia, MO.
- Smith, D. (2000, February). "*Unspoken Legacies: The Higher Education of African-Americans in America Prior to the 1900s.*" Research presented at Truman State University Symposium, Kirksville, MO.
- Smith, D. (1999, March). "*Teacher and Staff Training and Development.*" Consultant and workshop facilitator at the Hallsville School District, Hallsville, MO.
- Smith, D. (1998, February). "*We Haven't Had Such Luck: The Lloyd Gaines Case Study.*" Research presented at the National Association of Black and Latino Studies Annual Conference, Houston, TX.

- Smith, D. (1997, May). "*Diversity Activities That Work.*" Workshop conducted at the Lewisham Professional Development Center for Multicultural Education, Lewisham District, London England.
- Smith, D. (1997, May). "*Our Many Faces - A Diverse World.*" Lecture presented at the Deptford Park School, Deptford Park District, London, England.
- Smith, D. (1997, May). "*Attitudes Toward Higher Education and Ethnicity in Great Britain.*" Research conducted at University of East London, London England.
- Smith, D. (1997, May). "*Towards a Global Solution: The Issues of Race.*" Lecture presented at Thames Valley University, London, England.
- Smith, D. (1996, Summer). "*Multicultural Education in the United Kingdom.*" Research conducted in London, England.
- Smith, D. (1996, June). "*Diversity and Multiculturalism in the United States.*" Workshop conducted at Grinling Gibbons School, London, England.
- Smith, D. (1996, May). "*Cultural Pluralism and the World Community.*" Lecture at Thames Valley University, London England.
- Smith, D. (1995, April). "*Initiatives to Increase Students of Color Matriculation.*" Missouri Conference on Blacks in Higher Education, Jefferson City, MO. President's Panel.
- Smith, D. (1995). "*Preparing Students for a Multicultural World.*" Black Issues in Higher Education (13).
- Smith, D. (1993, November). "*Effective Techniques in Recruiting African-American Students to a Predominantly White Campus.*" Workshop presented at the National Higher Education Conference on Black Student Retention, Los Angeles, CA.
- Smith, D. (1992). "*Making the College Process Work.*" Radio talk show guest at the Federal and State Special Curriculum Laboratory, Detroit, MI.
- Smith, D. (1992, July). "*The Pro's and Con's of Race-based Scholarships.*" Position paper presented at the National Association of College Admission Counselors Retreat, Hampton, VA.
- Smith, D. (1991, December). "*Scholarship Opportunities for College Bound Students.*" Television Guest on WGPR Television, Detroit, MI.
- Smith, D. (1991, December). "*For the College Bound Student: What Every Student and Parent Should Know.*" Talk show guest on WGPR Radio, Detroit, MI.
- Smith, D. (1990, December). "*College Choices Made Easy.*" Take Five Magazine.



Smith, D., Butner, B. & Hardin, C. (1990, October). *“Networking as a Means of Retention: Positive Results for Faculty, Staff, and Students.”* Workshop presented at the Minority Student Today Conference, San Antonio, TX.

Smith, D. (1990, November). *“Directions: Knowing Which Way to Go.”* Workshop presented at the National Higher Education Conference on Black Student Retention, Baltimore, MD.