

## ***Beverly C. Edmond, Ph.D.***

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### **Education**

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**Doctor of Philosophy in Political Science, concentration Public Administration  
Georgia State University  
Atlanta, Georgia**

**Master of Public Administration  
University of Pittsburgh  
Pittsburgh, Pennsylvania**

**Bachelor of Arts in Sociology  
Albany State College (now University)  
Albany, Georgia**

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### **Higher Education Administrative Experience**

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**Special Advisor to the President  
Albany State University, Albany, GA  
September 2014 – June 30, 2015 (retired)**

**Asked to assume the role of Special Advisor to the President as the Interim President developed his own team. Worked on special project assignments in the areas of academic policy development and organizational performance enhancement.**

**Provost and Vice President for Academic Affairs  
Albany State University, Albany, GA  
July 2013 – September, 2014**

**Hired in 2013 by the former president of Albany State University to serve as the first permanent Provost and Vice President for Academic Affairs for the institution. Responsible for providing leadership oversight and management of the day-to-day operations of the university as the Chief Academic Officer (CAO). Provided direct supervision for the divisions of Enrollment Management, Student Affairs, Research and Sponsored Programs and Institutional Advancement (prior to reorganization by the Interim President in January of 2014). As CAO, provided oversight for the institution's development and implementation of the Complete College Georgia plan, completion of the 5<sup>th</sup> Year Interim Report and QEP Impact Report to the SACSCOC, and for reaccreditation of the Nursing programs and components of the Social Work and Education programs. Reestablished and/or developed critical administrative structures for graduate education, institutional research/effectiveness and on-line education. Expanded process for institutional governance to include more participation by various key stakeholders to include faculty and students. Conducted the first institution-wide Recruitment Summit designed to expand the level and quality of the institution's retention, persistence and completion initiatives by bringing together key stakeholder's and administrative units. Provided leadership in the expansion of collaborations and partnerships with other**

**institutions' in the University System. Provided effective budget management for the division's resources and created fiscal accountability standards for deans and other direct reports. Served as member of the University's Executive Team responsible for providing policy advice and guidance for all key operations of the institution. Represented the President at designated activities.**

**Provost and Vice President for Academic Affairs  
Alabama A&M University, Normal, AL  
July 2006 – July 2010\***

**Served as Chief Operating Officer (COO) and Chief Academic Officer (CAA) for the university. Responsible for providing oversight to the daily operation of the university with a student population of 5300, 309 faculty and 700 staff in the areas of academic and student affairs, research and sponsored programs, institutional advancement, and business and finance. Responsible for providing leadership for the integrity and effectiveness of the institution's undergraduate and graduate academic programs. Provided supervision and leadership to the deans of the five academic schools (Agriculture and Environmental Sciences, Arts and Sciences, Business, Education, Engineering and Technology), the Associate Provosts for Undergraduate and Graduate Studies, the Cooperative Extension Program, the Offices of Human Resources and Informational Technology, Admissions, Registrar, Scholarships, International Programs, Continuing Education and Evening and Weekend Programs, the Learning Resource Center and Title III. Additionally, provide leadership in the areas of academic program accreditation, faculty professional development, budget management, student recruitment and retention, assessment and strategic planning. Serve as Chief Executive Officer in the absence of the president. Responsible for representing the university with its various external constituencies and for the formulation implementation and evaluation of educational policies designed to support the mission of the university.**

**\*Interim President  
Alabama A&M University, Normal, AL  
April 2008 – July 2009**

**Appointed by the Board of Trustees to serve as interim president while a search for a permanent president was conducted. Functioned as the chief executive officer (CEO) of the university responsible for providing administrative leadership over all operations of the institution. Provided leadership for the academic and fiscal affairs of the university to ensure compliance with all federal/state statutes and regulations as well as all regional and professional accreditation standards and policies. Ensured the review, development and implementation of appropriate policies, procedures and practices designed to carry out the university's mission, goals and objectives. Provided leadership for the development and implementation of the institution's strategic plan. Served as an ex-officio member of the university's foundation and provide leadership for achievement of the institutional long and short term fund raising goals. Provided direct supervision to members of the Executive Cabinet (Provost/Vice President for Academic Affairs, Vice President for Business and Finance, Vice President for Student Affairs, Vice President for Institutional Advancement, Vice President for Institutional Research, Grants and Sponsored Programs, Director of Athletics and the General Counsel). Served as the university's principal spokesperson with all external constituents in promoting the institution's interests with state legislators, corporate and governmental organizations and with the philanthropic community. Responsible for advancing the university's**

outreach and partnerships throughout the local, regional and national communities. Oversaw administration of the university's land grant mission accomplished through the institution's participation in the Alabama Cooperative Extension System.

Vice Provost, Clark Atlanta University, Atlanta, GA  
January 2004 – June 2006

Responsible for assisting in the provision of administrative leadership for all aspects of the university's academic programs. Acts in the absence of the Provost and Vice President for Academic Affairs and represents the Division of Academic Affairs with internal committees and external constituents. In addition to these overall responsibilities, the Vice Provost provides primary administrative leadership for the Center for Excellence in Teaching and Learning (CETL), the Academic Instructional Technology Center (AITC), the Administrative Support Service Center (ASC), and the CAU Art Galleries. The Vice Provost also is responsible for administration of the faculty performance evaluation and student evaluation of instruction processes, coordination of the university's internal academic program review and academic strategic planning processes, administrative leadership for development and implementation of the university's student retention plan, and resolution of student and faculty academic grievances.

Director of Title III, Clark Atlanta University, Atlanta, GA  
October 2002 - 2006

Responsible for overall administration of the university's HBCU (undergraduate) and HBGI (graduate) Title III grants. With a combined total annual budget of 6 million dollars, the Director of Title III reports directly to the university's president and is responsible for ensuring the effective fiscal management of all grant funds, compliance with all federal regulations and reporting requirements, and the achievement of approved activity program objectives. The Director of Title III also is responsible for recommending strategies for improving the use of Title III funds to insure their support in enhancing and strengthening the university. This position is collateral to that of Vice Provost

Associate Provost, Clark Atlanta University, Atlanta, GA  
September 2000 - December 2003

As Associate Provost responsibilities included assisting in the management of specific areas under the purview of the Division of Academic Affairs to include coordination of academic searches, providing administrative support for the Council of Deans and other academic governance committees, managing the faculty performance evaluation process, reviewing and providing recommendations on faculty sabbatical and leave requests, coordination of academic assessment and reviews with the Office of Planning, Assessment and Research, and resolution of academic grievances.

Chair, Public Administration Department, Clark Atlanta University, Atlanta, GA  
August 1994 - August 2000

Responsible for providing the daily administrative leadership for a graduate professional degree program in public administration. Department consisted of five full-time faculty, 3 - 4 adjunct faculty, 1 full-time administrative staff support position and an annual average enrollment of approximately 55 - 65 students. As Chair, carried out such duties as

developing semester course schedules, advising students, coordination of student recruitment and admission, evaluating faculty performance, and providing leadership for the department's strategic planning initiatives. Responsibilities also included oversight of the student professional development, internship and placement processes. Accomplishment during tenure as Chair, included achieving initial MPA program accreditation by the Commission on Peer Review and Accreditation of the National Association of Schools of Public Affairs and Administration, establishment of a chapter of the national student honor society, Pi Alpha Alpha, established an external Public Administration Advisory Board and secured funding of department's professional development program by Ford Motor Company.

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### **Public Sector and Non-Profit Administrative Experience**

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Director, National Historically Black Colleges and Universities Program, United States Office of Personnel Management, Atlanta, GA - Washington, DC  
September 1990 - March 1992

Associate Director, Personnel Management Training Institute, United States Office of Personnel Management, Atlanta, GA  
November 1988 - August 1990

Regional Manager, Affirmative Employment Program, United States Office of Personnel Management, Atlanta, GA  
October 1978 - October 1988

Director Minority Fellows Program/Staff Associate, National Association of Schools of Public Affairs and Administration, Washington, DC  
October 1974 - August 1976

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### **Higher Education Teaching Experience**

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Visiting Professor of Public Administration, Clark Atlanta University, AY 2010 - 2013

Professor (tenured), Associate Professor (tenured)/Assistant Professor (tenure-track, Public Administration, Clark Atlanta University 1994-2006

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### **Selected Scholarly Contributions**

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Edmond, Beverly. "Performance Management and Faculty Development: Changing the Paradigms", Center for Excellence in Teaching and Learning Newsletter, Clark Atlanta University, 2005.

Edmond, Beverly and Ron Finnell. "Ethics in the Non Profit Sector: a Critical Analysis", 2004 (unpublished).

Edmond, Beverly. "Human Services", Georgia Legislative Review, Southern Center for the Studies in Public Policy, Clark Atlanta University, Atlanta, Georgia, 1995, 1994.

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### **Selected Presentations and Consultancies**

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**Presenter, Executive Leadership Institute, National Forum for Black Public Administrators, “Best Practices for Sustainable Human Capital Management in the Public Sector”, Atlanta, GA, 2010, 2011, 2012**

**Co-moderator, Panel: The Male Imperative, APLU Annual Meeting, Washington, DC, 2009**

**Facilitator, Diversity and Inclusiveness, Summer meeting, Council of Academic Administrators, Association of Public Land-grant Universities, Portsmouth, NH, 2009**

**Discussant, Science and Mathematics Teacher Imperative, Joint CAA/CRPGE Meeting, NASULGC, Monterey, CA, 2008**

**Presenter, Voluntary System of Accountability, National Association of State University and Land Grant Colleges, Provost Annual Summer Meeting, Hilton Head, SC, 2007.**

**Presenter, “Developing Your Diversity Competencies”, Support Professionals Conference, Centers for Disease Control and Prevention, Atlanta, GA, 2002.**

**“African American Women in the Federal Sector”, Conference of Minority Public Administrators National Conference, Virginia Beach, VA, 2002.**

**Workshop presenter, Managing Diversity: A Management Agenda, Emerging Leaders Program, U.S. Army Corps of Engineers, Mobile, AL, 2000, 2001, 2005.**

**Workshop presenter, Managing Diversity, U.S. Defense Security Information Agency, Montgomery, AL, 2001.**

**Presenter, Managing Cultural Diversity Workshop,  
Presenter, Effective Human Resources Management Workshop, Government of the U.S. Virgin Islands, St. Thomas, Virgin Islands, 1995.**

**Workshop Presenter, Master Training Program: Making Effective Business Presentations, U.S. AID funded project, Lusaka and Siavonga, Zambia, 1994.**

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### **Selected Professional and Community Service**

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**Member, Executive Committee, Council on Academic Affairs, APLU, 2009-2010**

**Member Commission on Access, Diversity and Excellence, APLU, 2009-2010**

**Member, SACS/COC Off-site Review Teams, 2008 & 2009**

**Member, SACS/COC On-site Team, 2008**

**Member, NASULGC Special Committee on the Commitment to the Science and Math Teacher Imperative, 2008**

**Board of Directors, Marshall/Madison County Alabama Chapter American Red Cross, 2006 – 2010**

**Board of Directors, American Association of University Women, Huntsville Chapter, 2006 – 2010**

**Member, AASCU/NASLUGC Voluntary System of Accountability Task Force 2006-2007**

Member, National Association of Schools of Public Affairs and Administration/American Society for Public Administration Distinguished Research Committee, 2007  
 Participant, AASCU Millennium Leadership Institute, Washington, DC, 2007  
 American Society for Public Administration, Nomination Committee, 2005  
 Commission On Peer Review and Accreditation, National Association of Schools of Public Affairs and Administration, 2000 - 2003  
 Co-Chair Conference Planning Committee, Annual Meeting Conference of Minority Public Administrators, 2001  
 Editorial Board, Public Administration Review, 1998-2002, 2004-2009  
 Editorial Board, Review of Public Personnel Administration, 2001-2003  
 Editorial Board, Journal of Public Affairs and Issues, 1998  
 Editorial Reviewer, Policy Studies Journal and Review, 1998  
 Executive Council, National Association of Schools of Public Affairs and Administration, 1997 - 2000  
 Regional Representative, Region IV, Conference of Minority Public Administrators, 1997 - 2000  
 National Association of Schools of Public Affairs and Administration, Diversity Committee, 1995 - 1997  
 Referee, Policy Studies Review, Department of Public Administration and Urban Studies, Georgia State University, 1998  
 National Association of Schools of Public Affairs and Administration, Internship Committee, 1994 - 1997  
 Atlanta Federal Executive Board, Diversity Council, 1994 - 1996  
 Board of Directors, Georgia School Age Care Association, 1995 - 1997  
 Georgia Child Care Month Task Force, Dekalb County, GA, 1997