

SYDNEY FREEMAN, JR., Ph.D., CFD

May 2015

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Summary: educational theorist, social scientist, academic and student affairs administrative-scholar with experience and expertise in qualitative research and educational leadership preparation. Below are a few professional highlights:

- Associate Professor of Higher Education at the University of Idaho
- Editor-in-Chief of the Journal for the Study of Postsecondary and Tertiary Education
- 10 years of Administrative Experience.
- 7 years of Faculty Experience.
- One co-authored book with Stylus press.
- 20+ national and international peer-reviewed conference presentations.
- Auburn University's Graduate School 2015 "Auburn Authors Award" winner.
- 2015 AAUA Robert MacVitte Emerging Leader Award winner.
- Member of four editorial review boards.
- Certified Faculty Developer (CFD)
- Research Affiliate of the Center of Minority Serving Institutions at the University of Pennsylvania.
- Board Member of American Association of University Administrators.
- Co-chair of the Ad Hoc Committee on Higher Education Leadership Doctoral Program Guidelines, which is under the Council for the Advancement of Higher Education Programs and affiliated with Association for the Study of Higher Education.
- Member of International Doctoral Education Research Network.
- Member of the Doctoral Education across the Disciplines SIG affiliated with the American Educational Research Association.

EDUCATIONAL BACKGROUND

Doctor of Philosophy in Educational Leadership

Auburn University-Auburn, AL

Higher Education Administration

August 2011

Dissertation Title: A presidential curriculum: An examination of the relationship between higher education administration programs and preparation towards the college presidency

(Nominated for Outstanding Dissertation of the Year Award-Auburn University and American Education Research Association)

Committee Chair: Francis Kochan, Ph.D

Committee Members: Maria Witte, Ed.D & Jose Llanes, Ph.D

Cognate Area: Curriculum Planning and Development

Cognate Area: College Teaching and Management

Methodological Focus: Qualitative & Mixed Methods

Master of Education

Auburn University-Auburn, AL

Administration of Higher Education

August 2008

Practicum: Auburn University's Office of Enrollment Management

Cognate: Student Affairs

Cognate: Adult Education

Chair: David Diramio, Ph.D

Committee Members: Maria Witte, Ed.D & Olin Adams, Ph.D

Bachelor of Arts

Oakwood University (formerly known as Oakwood College)-Huntsville, AL May 2007

Interdisciplinary Studies

Concentrations: Business Management, Public Relations, and Vocal Performance

Vocal Performance Studied under: Dr. Lloyd Mallory & Mrs. Martha Brouse

ACADEMIC TEACHING EXPERIENCE

Institution: University of Idaho-Moscow

Position: Associate Professor of Higher Education

Course Name: N/A

Length of Time Taught: 2015-Current

Modality: On-line

Credit/Hours: 3 semester hours

Level: Graduate

Institution: Auburn University-Auburn, AL

Position: Adjunct /Guest Lecturer

Course Names: HIED 8500 The Professoriate; HIED 7200 Organizational Issues in Higher Education,

EDLD 8950 Doctoral Seminar in Educational Leadership, NUR 4910: Professional

Nursing Concepts IV, UNIV 1000: The Auburn Experience, & Course Name: Orientation

1010: Orientation to Education

Length of Time Taught: 2007-2015

Modality: Face-to-Face

Credit/Hours: 1-3 semester hours

Level: Both Graduate & Undergraduate

Institution: Oakwood University-Huntsville, AL

Position: Adjunct Professor of Leadership

Course Name: OM 4400: Career Management Seminar

Length of Time Taught: 2009-2011

Modality: On-line, this course was delivered using the Desire 2 Learn web-based delivery system.

Credit/Hours: 1 semester hour

Level: Undergraduate

PUBLICATIONS

BOOK

Freeman, Jr. S., Hagedorn, L., Goodchild, L. & Wright, D. (Eds). (2014). *Advancing Higher Education as a Field of Study: In Quest of Doctoral Degree Guidelines-Commemorating 120 Years of Excellence*. Sterling, VA: Stylus Publishing.
*Auburn University's Graduate School "2015 Auburn Authors Award" winning book

REFEREED JOURNAL ARTICLES

Freeman, Jr. S. & Diramio, D. (In-Press) The Elite Clique: An examination of faculty hiring at top ranked higher Education administration programs. *Journal of the Professoriate*

Freeman, Jr. S. (In-Press) Emerging organizational issues in higher education. *Journal of Higher Education Management*. 29, 1-3.

Freeman, Jr. S. (2014). Diverse organizational issues in higher education. *Journal of Education Policy, Planning and Administration*.1, 3-7.

Freeman, Jr. S. (2014). Strategies for Doctoral Students Who Desire to Become Higher Education Faculty Members: Implications for Practice. *International Journal of Doctoral Studies*. 9, 271-291.

Freeman, Jr. S. & Gasman, M. (2014). The Characteristics of Historically Black College and University Presidents and Their Role in Grooming the Next Generation of Leaders. *Teachers College Record*. 116, 1-34.

Freeman, Jr. S. & Kochan, F. (2013). University Presidents' Perspectives of the Knowledge and Competencies Needed in 21st Century Higher Education Leadership. *Journal of Educational Leadership in Action*. 1, 1-20.

Wolfe, B. & **Freeman, Jr. S.** (2013). A Case Administrator of Color: Insights and Policy Implications for Higher Education's Predominantly White Institutions. *eJournal of Education Policy*. 1, 1-11.

Freeman, Jr. S. & Kochan, F. (2012). The Academic Pathways to University Leadership: Presidents Descriptions of their Doctoral Education. *International Journal of Doctoral Studies*.7, 93-124.

Freeman, Jr. S. & Kochan, F. (2012) "The Role of Assessment and Accountability in Higher Education Doctoral Programs: A Presidential Perspective. *International Journal of Educational Leadership Preparation*. 1, 1-13.

Freeman, Jr. S. (2012) The Future of Higher Education Preparation: Implications for Policy and Practice. *Journal of Education Policy*.1, 1-8.

BOOKS CHAPTERS

Freeman, Jr. S., Hagedorn, L., Goodchild, L. & Wright, D. (2014) Introduction. In **S. Freeman, Jr., L. Hagedorn, L. Goodchild, & D. A. Wright** (Eds). *Advancing Higher Education as A Field of Study: In Quest of Doctoral Degree Guidelines-Commemorating 120 of Excellence*. (pp. 1-11). Sterling, VA: Stylus Publishing.

Freeman, Jr. S. & Kochan, F. (2014) Towards a Theoretical Framework for the Doctorate in Higher Education Administration. In **S. Freeman, Jr., L. Hagedorn, L. Goodchild, & D. A. Wright** (Eds). *Advancing Higher Education as A Field of Study: In Quest of Doctoral Degree Guidelines-Commemorating 120 of Excellence*. (pp. 145-167). Sterling, VA: Stylus Publishing.

BOOKS CHAPTERS continued

Freeman, Jr. S. & Wright, D. (2014) The Future of Higher Education Guidelines and their Implementation. In **S. Freeman, Jr., L. Hagedorn, L. Goodchild, & D. A. Wright** (Eds). *Advancing Higher Education as A Field of Study: In Quest of Doctoral Degree Guidelines- Commemorating 120 of Excellence.* (pp. 241-263). Sterling, VA: Stylus Publishing.

Freeman, Jr. S., Hagedorn, L., Goodchild, L. & Wright, D. (2014) Afterward. **Freeman, Jr. S., Hagedorn, L., Goodchild, L. & Wright, D.** In **S. Freeman, Jr., L. Hagedorn, L. Goodchild, & D. A. Wright** (Eds). *Advancing Higher Education as A Field of Study: In Quest of Doctoral Degree Guidelines- Commemorating 120 of Excellence.* (pp. 265-281). Sterling, VA: Stylus Publishing.

RESEARCH GRANTS

Contributor, Title VII, Section 736 of the Public Health Service (PHS) Act, Centers of Excellence Grant, U.S. Department of Health & Human Services, (2012), \$1,600,000.00

Principal Investigator, Commission for Professional Preparation Faculty Research Grant, American College Personnel Association, (2013-Unfunded), \$1,500.00

PUBLICATIONS UNDER REVIEW

Freeman, Jr. S. (Revise & Resubmit) An Academic's Guide to Writing Prolifically-While Having a Life Beyond the Ivory Tower. *Journal of Adventist Education.*

Hilton, A. A., **Freeman, Jr., S.,** Lee, Jr., J. M. (Under Review) The Governong Structures of State Supported Historically Black Colleges and Universities. [*Submitted to the Journal of HBCU Research + Culture*]

WORKS IN PROGRESS

McGaskey, F., **Freeman, Jr. S.,** Guyton, C., Richmond, D. & Guyton, C. W. (in-progress) Who Can I Run To?: The Social Support Networks of Black Males in Higher Education Administration Doctoral Programs: An Exploratory Study. *New Direction Higher Education*

Freeman, Jr., S. & Kochan, F. (in-progress) Mentoring Across Cultural Differences: Delving into What Works. [*Submitting to The Mentor-An Academic Advising Journal*]

Freeman, Jr. S. (in-progress) How'd They Get Selected? : Factors that influence faculty candidate selection in Top higher education programs. [*Submitting to the Journal of Faculty Development*]

Freeman, Jr. S., Gasman, M., Commadore, F. & Carter, C. (in-progress) Mentoring and Recommendations for the next generation of Historically Black College and University Presidents. [*Submitting to Harvard Educational Review*]

Freeman, Jr. S., Gasman, M., Commadore, F. & Carter, C. (in-progress) The Future of the Historically Black College and University Presidency. [*Submitting to Journal of Negro Education*]

Freeman, Jr. S. (in-progress) The Modern Historically Black College and University Presidency. [*Submitting to Harvard Educational Review*]

Anekwe, O. & **Freeman, Jr. S.** (in-progress) The Modern African-American College and University President. [*Submitting to American Educational Research Journal*]

Freeman, Jr. S., Freeman, M. L., Barnett, N. C. (in-progress) A Brief History of Higher Education Graduate Programs at Minority Serving Institutions. [*Submitting to Perspectives on the History of Higher Education*]

WORKS IN PROGRESS continued

Findlay, H. J., **Freeman, Jr., S.**, & Findlay, H. E. (in-progress) Generational and Fatal Leadership in a Time of Unprecedented Challenges and Changes. *Journal of Higher Education Management*

Card, K., Chambers, C., **Freeman, Jr. S.** (in-progress) Core Curricula in Higher Education Doctoral Programs: Becoming an Discipline. *International Journal of Doctoral Studies*

Lee, Jr., J. M. & **Freeman, Jr., S.** (in-progress) Successful Financial Models at Historically Black Colleges and Universities. Models of Success: How historically Black Colleges and Universities survive the economic recession (under contract: Information Age Series)

GUEST EDITORSHIPS

Freeman, Jr. S. & (In-Press) Special Issue: Diverse organizational issues in higher education. *Journal of Education Policy, Planning and Administration*

Freeman, Jr. S. (In-Press) Special Issue: Emerging organizational issues in higher education. *Journal of Higher Education Management*

INSTRUCTORS MANUAL

Murphy, F. & **Freeman, Jr. S.** (2012) Community Engagement, Organization, and Development for Public Health Practice: Instructor's Manual. *Springer Publishing*. New York, NY.

REPORTS

Center for Minority Serving Institutions (2013) *The Changing Face of Historically Black Colleges and Universities*. Philadelphia, PA: Marybeth Gasman. (**Sydney Freeman, Jr.-Contributor**)

NEWSLETTERS

Hagedorn, L., **Freeman, Jr. S.**, Wright, D. & Goodchild, L. (Fall 2013) Guidelines for Doctoral Programs? *Association for the Study of Higher Education Newsletter*.

REFEREED PAPER PRESENTATIONS

Findlay, H. J., **Freeman, Jr., S.**, & Findlay, H. E. (June 12, 2015) Generational and Fatal Leadership in a Time of Unprecedented Challenges and Changes. American Association of University Administrators, Clearwater, FL.

Chambers, C., & **Freeman, Jr. S.** (June 29-July 5, 2015) Core Curricula in Higher Education Doctoral Programs: Becoming an Discipline. InSite Conference, Tampa, FL.

Wolfe, B., **Freeman, Jr. S.**, Dilworth, P., & Smith, D. (November 14, 2014) "Best Practices-A History of Policy, Practice, and Personal Experience: Navigating the Administrative Pipeline for People of Color." Alabama Association of Higher Education Diversity Officers, The University of Alabama, Tuscaloosa, AL.

Searby, L., Reames, E., Kensler, L., Kochan, F., **Freeman, Jr. S.**, (February 21, 2014) "Scholars Together: The Value of EDL Student and Faculty Co-Authoring." Alabama Association of Professors of Educational Leadership, Montgomery, AL.

Freeman, Jr. S., Diramio, D., Hart, J., Hyle, A., & Chambers C. (November 14, 2013) "Advancing Higher Education as a Field of Study?" The 2013 Association for the Study of Higher Education Conference, St. Louis, MO.

REFEREED PAPER PRESENTATIONS continued

Freeman, Jr. S. (March 17-21, 2011) "Preparing the University Leaders of the Future: The Role of Guidelines and Standards "The Oxford Roundtable-International symposium on Higher Education, Oxford, UK.

Freeman, Jr. S., Diramio, D., Wright, D., Hagedorn, L., Morphew, C., Goodchild, L., & Dean, L. (November 24-25, 2011) "National Dialogue on Higher Education Programs: Are Guidelines Needed?"The 2012 Association for the Study of Higher Education Conference, Las Vegas, NV.

Freeman, Jr. S. & Diramio, D. (November 24-25, 2011) "Elitism Or Pragmatism? Faculty Hiring At Top Graduate Programs in Higher Education Administration." The 2012 Association for the Study of Higher Education Conference, Las Vegas, NV.

Freeman, Jr. S. & Kochan, F. (April 13-17, 2012) "Academic Pathways to University Leadership: Presidents Descriptions of their Doctoral Education," the American Educational Research Association Annual Meeting, Vancouver, Canada.

Freeman, Jr. S. & Kochan, F. (April 13-17, 2012) "The Role of Assessment and Accountability in Higher Education Doctoral Programs: A Presidential Perspective," the American Educational Research Association Annual Meeting, Vancouver, Canada

Freeman, Jr. S. & Kochan, F. (November 16, 2011) "Towards a Theory of Higher Education Leadership Development: Program Guidelines and Standards for Doctoral Programs in Higher Education" The 2011 Association for the Study of Higher Education Conference, Charlotte, NC

Freeman, Jr. S. (November 3, 2011) "A presidential curriculum: An examination of the relationship between higher education administration programs and preparation towards the university presidency." Mid-South Education Research Association, Oxford, MS

Freeman, Jr. S. (April 15, 2011) "Pathways to a Research University Presidency: Two Presidents Reflections" Harvard Graduate School of Education Student Research Conference, Cambridge, MA

Freeman, Jr. S. (March 3, 2011) "A Presidential Curriculum: A four stage model for the University Presidency" The 21st Annual Graduate Scholars Forum, Auburn University, AL

Moore, S., Wells, J., Exford, T. J. & **Freeman, Jr. S.** (February 26, 2011) "A Model of Support for African American Doctoral Student Success: Bridging Mentoring, Professional Development, and Scholarship " The 2011 American Association of Colleges for Teacher Education Annual Meeting, San Diego, CA

Freeman, Jr. S. (November 17, 2010) "Presidential perceptions on the Future of Higher Education Administration Programs: Implications for Curriculum" The 2010 Association for the Study of Higher Education Conference, Indianapolis, IN

Freeman, Jr. S. (March 26, 2010) "The University President's Knowledge, Skills, & Competencies: A Review of Literature Harvard Graduate School of Education Student Research Conference, Cambridge, MA

Freeman, Jr. S. (January, 17, 2009) "National Holmes Scholars-A Model of Excellence," 14th Annual Holmes Partnership Conference, Charleston, SC

Freeman, Jr. S. (January, 17, 2009) "Industrialist vs. Talented 10th: Consequences of Group Tracking" National African American Student Leadership Conference, Rust College-Holly Springs, MS

Freeman, Jr. S. (April 1, 2008) "¿ Puede Ayudarle?: Best Practices of Diversity offices Serving Hispanics" American College Personnel Association, Atlanta, GA

REFEREED PAPER PRESENTATIONS continued

Good, J., Dagley, P., & **Freeman, Jr. S.** (February 21, 2008) "Involving Professional Partners in Teacher Education Assessment" Eastern Educational Research Association, Hilton Head Island, SC

Freeman, Jr. S. (January, 18, 2008) "Millennial's Rising: an African American Students Process Driven Approach to the Development of the Black Community" National African American Student Leadership Conference, Rust College-Holly Springs, MS

Freeman, Jr. S. (October, 18-20, 2012) But I'm an Academic too: Reflections of Year One as a Black Administrative Scholar. 19th Annual HBCU Faculty Development Network. Orlando, FL. (Accepted)

Wright, D., **Freeman, Jr. S.**, & Burrell, C. (March 30, 2010) "Using Technology for Global Leadership Development Across the Disciplines: A U.S. Perspective" AUA, Conference, University of Warwick -Manchester, UK (Accepted)

Freeman, Jr. S. (November 4, 2009) "Quality Assured? Comparative Perspectives on Benchmarks and Standards in Higher Education." The 2009 Association for the Study of Higher Education Conference, Vancouver, British Columbia (Accepted)

Freeman, Jr. S. (January 6, 2009) "Getting What You Came For: The Influence of Graduate Student Expectations on Higher Education Administration Curriculum" 7th Annual Hawaii International Conference on Education, Honolulu, Hawaii (Accepted)

Freeman, Jr. S. (April 4, 2008) "Millennial Leadership: Institutional Leaders Using the Process-Based Leadership Approach to Strengthen Student Leadership" the American Institute of Higher Education (AmHighEd) Conference Orlando, FL (Accepted)

REFEREED POSTER PRESENTATIONS

Freeman, Jr. S. (April 11, 2011) "The Knowledge, Skills, and Competencies Needed for the University Presidency" the American Educational Research Association Annual Meeting, New Orleans, LA

INVITED ADDRESSES

Freeman, Jr. S. (November 21, 2014) "Executive Educational Leadership Development in the 21st Century", Tuskegee University, AL

Findlay, H. J. & **Freeman, Jr. S.** (November 11, 2014) "Writing for Professional Publications", Tuskegee University, AL

Freeman, Jr. S. (April 23, 2013) "An Academic's Guide to Writing Prolifically-While Having a Life Beyond the Ivory Tower!" Keynote Address, Oakwood University, Huntsville, AL

Freeman, Jr. S. (March 11, 2012) "Becoming the leader that your destined to be: Men's Conference" Keynote Address, Oakwood University, Huntsville, AL

Freeman, Jr. S. (October 4, 2010) "Leading Yourself Well: Transitioning from Undergraduate Education to Graduate School." Keynote Address, Auburn University, Auburn, AL

Freeman, Jr. S. (November 12, 2007) "Life After Oakwood: a Graduating Seniors Guide to Preparing for After Graduation" Keynote Address, Oakwood University, Huntsville, AL

Freeman, Jr. S. (October 25-28, 2008) "33rd Annual Youth Motivational Task Force, Empowering Tomorrow Leaders Today", Oakwood University, Huntsville, AL

ACADEMIC AFFAIRS PROFESSIONAL POSITIONS

Tuskegee University, AL

(A Doctorate Granting, Science, Technology, Engineering, and Math dominant University-Carnegie Classification 2012)

Director

The Teaching & Learning Center

College of Veterinary Medicine, Nursing, & Allied Health

2011-2014

Provides leadership for the development and implementation of a comprehensive program for the Teaching & Learning Center that focuses on student retention and success. Manages the Teaching and Learning Center activities including staff personnel, student workers, student tutors, resources, and equipment. And manages the day-to-day operations of the Teaching & Learning Center policies and procedures record keeping, etc. Coordinates academic enrichment and resource support for over 500 students. Provides academic advising and mentoring to students in Masters programs in the fields of *Veterinary Science, Public Health, and Occupational Therapy*; and PhDs in *Integrative Biosciences, Interdisciplinary Pathobiology* and Doctorate in *Veterinary Medicine*. Provides leadership in four critical areas: student enrichment, counseling, faculty development, and instructional technology support. Lead a staff of two full-time employees and 24-graduate assistants that provide support for 91-faculty. Manages the administration of approximately 400 tutorial sessions annually. Manages both computer and study labs that services all students within the college. Co-led in the \$70,000 renovation of the student study lab. Has led in the academic support efforts that caused the attrition rates of veterinary students to decrease from 7 students (10.6% annually) to 3 (6% annually) over a 3-year period. Assumes primary responsibility for the management of learning resources and integration into the instructional program. Utilizes various university resources to conduct continuous assessments and improvements in instructional program (syllabi alignment, computer skills, etc.). Provides faculty members with technological assistance to enhance their pedagogical skills. Assists faculty in the development of computer-based competency examinations that simulate case-based and evidence based learning modules. Develops and revises in-house instruments to evaluate and assess teaching performance. Coordinates with faculty to provide proctoring services, in-class visits, and other classroom related instructional needs. Develops a system for evaluating formative and summative activities of the Teaching and Learning Center. Serve on various university and college committees. Provides support for students who require special academic accommodations.

Oakwood University, Huntsville, AL

(A Baccalaureate University composed of Diverse Fields-Carnegie Classification 2012)

Academic Coordinator

Living Learning Center

Peterson Hall

2006-2007

Served academically at-risk freshman males at Oakwood University. Coordinated a leadership development series. Managed a staff of 11 individuals. Provided oversight and coordination in the areas of English, Math, and Science tutoring. Was a facilitator as well as a teacher; coordinating seminar discussions for students and working cooperatively with the director and coordinator of residential life to recruit tutors, and mentors and broaden program curriculum. Was responsible for teaching, mentoring and leading Oakwood University's first learning community, which served over 200 freshmen. Incorporated different methodologies (seminars, lecture series, group and one-on-one tutoring) and participated in designing an academic curriculum that blurred the distinctions between learning and living. Worked closely with the director of the Center for Academic Success to connect academically at-risk male students to campus programs and academic discussions that enhanced their academic growth. Oversaw academic progress of at-risk students individually and collectively. Helped students develop their individual learning plans. Coordinated all academic and logistical efforts related to weekly academic seminars. Supervised and consulted on a regular basis with tutors and mentors to discuss student progress. Conducted research and assessment of program outcomes and program components. Assisted in developing and administering policy and procedures for living and learning center to assure criteria student academic success. Provided leadership in overall program administration and operations through curriculum development and revisions, feedback on student satisfaction and performance.

STUDENT AFFAIRS PROFESSIONAL POSITIONS

Auburn University, Auburn, AL

(A Doctorate Granting High Research Activity University-Carnegie Classification 2012)

Intern

Office of Admissions and Recruitment

The Quad Center

2008

Interned in Auburn University's Office of Admissions and Enrollment Management assisting with prospective student visitations. Provided assistance to prospective students through college admissions processes. Represented Auburn University during information sessions. Managed multicultural recruitment schedule and student listing.

Oakwood University, Huntsville, AL

Recruitment Assistant

Office of Admissions

Blake Center

2006

Served in the office of Admissions and International Student Affairs assisting in correspondence with potential students. Interfaced extensively with prospective students, initiating initial and follow-up contact with potential student and their family.

STUDENT AFFAIRS PROFESSIONAL POSITIONS

Oakwood University, Huntsville, AL

Night Dean

Office of Residential Life

Peterson & Edwards Hall

2004-2006

Served as the Dean-on duty during the night hours. Provided leadership and security for more than 200 male residents. Was knowledgeable of all University policies and procedures pertaining to residential living, as well as campus resources available to students in order to better support and enforce University regulations and policies while on duty. This included working along with and advising Resident Assistants in providing a safe and secure residential environment. Attended and participated in Night Dean training sessions and staff meetings. Was in rotation with other Night Deans during the week. These hours were 12:00 a.m. to 8:00 a.m. 8 hours a night Monday through Friday and on weekends. The Resident Director on duty is expected to be physically present on campus after 8:00 p.m. on a given 3-day rotation. Night Dean rotation and responsibilities included breaks, summer months and after commencement. Made rounds of all residence halls each night on duty. Submitted weekly reports to the Coordinator of Residence Life. Established and maintained positive relationships with students living in the residence halls by maintaining high standards in personal attitude and conduct and by spending a reasonable amount of time in the hall outside of duty hours. Conducted myself in accordance with the ethical standards of the University at all times. Advised and counseled individuals and groups and referred students with special problems or concerns to the appropriate professional(s) while following University confidentiality standards in dealing with students. Provided the Coordinator of Residence Life with appropriate disciplinary information related to inappropriate student conduct. Kept and maintained all records as needed for residential hall management as directed by the Coordinator of Residence Life. Supervised and checked residents in and out of the dormitory.

OTHER PROFESSIONAL POSITIONS

- Graduate Research Assistant, Auburn University, Auburn, AL.** 2010-2011
- Provided administrative assistance to the Director of the Office of Research and Innovation the College of Education
 - Conducted research on International Teacher education programs.
 - Researched and coordinated grants and contracts opportunities for over 100 faculty in Auburn University's College of Education.
- Graduate Research Assistant, Auburn University, Auburn, AL.** 2009-2010
- Assisted in the curriculum redesign efforts of the Higher Education (HE) program
 - Developed proposal for College of Education Graduate Curriculum Committee
 - Analyzed comparative data between Auburn University's HE program and other Southeastern Conference programs
 - Updated and developed measurable objectives within the HE program's strategic plan.
- Assistant Editor, Journal of School Leadership, Auburn, AL** 2008-2009
- Assisting the editor with the assignment of manuscripts to associate editors and interfacing with them during the peer-review process.
 - Representing the journal with a high degree of professionalism in both written and oral communications.
 - Managing day-to-day operations of the journal editorial office.
 - Updating and monitoring changes in the journal database of international referees
- Graduate Research Assistant, Auburn University, Auburn, AL.** 2009-2010
- Assisted the assessment coordinator with assessment cycle
 - Planned and implemented college-wide surveys
 - Analyzed faculty and student evaluations
 - Updated and developed measurable objectives within the College of Education's strategic plan
 - Identified and developed donor listing for the office of development in the College of Education

OTHER PROFESSIONAL POSITIONS

- President & Chief Research Scientist, Preeminent Leadership & Research Solutions** 2014-Present
- Gathered resources for literature reviews.
 - Identified and managed the work of subcontractors.
 - Provided expert analysis on major issues in higher education.
 - Copy edited academic documents.
- Graduate Assistant, Center for Governmental Services, Auburn, AL.** 2007-2008
- Prepared and entered non- Purchase Order (PO) related statements, PO related invoices, request for Payments (RFPs), and accounts receivable (AR) related invoices into electronic system.
 - Coordinated vendor database with appropriate internal constituents.
 - Coordinated with HR database to ensure employees are included for AP payments.
 - Collaborated in developing the *CGS Initiative on Immigration – Roundtable on the Impact of the Hispanic Immigrant Population on the State of Alabama.*
- Wills and Planned Giving Development Associate, Oakwood University, Huntsville, AL** 2006
- Coordinated daily operations including administrative responsibilities within the office of Advancement and Development
 - Maintained donor correspondence
 - Organized donor and will files in preparation for audit by General Conference of Seventh-day Adventist.

Research & Innovation Internship, Center for Creative Leadership, Greensboro, NC 2006-2007

- Researched information on how leaders emerge out of circumstances rather than being formally trained.
- Examined the role of leadership in addressing the Katrina Crises
- Contributed to the Global Voice of Leadership project which deals with identifying areas across the globe that may be ripe for leadership development in areas such as East Africa and India
- Served as an advisor to the Youth Development Committee in the effort to develop strategies to attract students to the Center for Creative Leadership

Administrative Intern, City Hall-Mayor's Office of Health & Fitness, Philadelphia PA. 2005

- Created public service announcements and PowerPoint presentations for the marketing of fitness programs
- Developed up-to-date organizational charts for the city of Philadelphia and schedule for Health trips in the Mayor's office
- Assisted in outreach initiatives within low-income communities

EDITORSHIPS, EDITORIAL BOARDS, AND REVIEWING ACTIVITIES

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| Founder & Editor-in-Chief, <i>Higher Education as a Field of Study</i> | 2015-Present |
| Managing Editor, <i>Journal of HBCU Research + Culture</i> | 2014-Present |
| Assistant Editor, <i>International Journal of Leadership in Education</i> | 2014-Present |
| Editorial Review Board Member, <i>Journal of Higher Education Management</i> | 2014-Present |
| Editorial Review Board Member, <i>Journal of Healthcare, Science, and the Humanities</i> | 2014-2015 |
| Reviewer, <i>International Journal for Researcher Development</i> | 2015-Current |
| Reviewer, <i>American Journal of Education</i> | 2014-Present |
| Reviewer, <i>International Journal of Doctoral Studies</i> | 2012-Present |
| Reviewer, <i>Teachers College Record</i> | 2011-Present |
| Reviewer, <i>Journal of Adventist Education</i> | 2011-Present |

WORKSHOP, TRAINING & INSTRUCTIONAL MATERIALS

*E The following publication has been utilized as a required reading at the following workshops at the following conference:

- County Leadership Series (November 21, 2014)
“Opportunities and Challenges in Education in the Second Decade of the 21st Century”, Tuskegee University, AL.

Freeman, Jr. S. & Kochan, F. (2013) University Presidents’ Perspectives of the Knowledge and Competencies Needed in 21st Century Higher Education Leadership. *Journal of Educational Leadership in Action*.

*A The following publication is being utilized as a required reading in the following courses at the following university and workshops at the following conference:

- James Madison University in COUN 898 Dissertation Seminar.
- Council for the Advancement of Higher Education (November 19, 2014)
“Early Career Faculty Teaching Workshop”, Washington, D.C.

Freeman, Jr. S. (2014) Strategies for Doctoral Students Who Desire to Become Higher Education Faculty Members: Implications for Practice. *International Journal of Doctoral Studies*.

*A The following publication has been utilized as a required reading at the following workshops at the following conference:

- Council for the Advancement of Higher Education (November 13, 2013)
“Early Career Faculty Teaching Workshop”, St. Louis, MO.

Freeman, Jr. S., Hagedorn, L., Goodchild, L. & Wright, D. (Eds). (2014). *Advancing Higher Education as A Field of Study: In Quest of Doctoral Degree Guidelines-Commemorating 120 of Excellence*. Sterling, VA: Stylus Publishing.

MEDIA COVERAGE OF ACADEMIC ACCOMPLISHMENTS

Littleton, G. (2015) Sydney Freeman (Med, 2008, PhD, 2011)-Dr. Frances Kochan). Centennial Book: Auburn University College of Education, p. 92.

Riley, A. (Fall/Winter, 2014-15). “*Dr. Sydney Freeman nominated to prestigious board.*” Tuskegee Veterinary Medical Perspective, p. 16.

“Freeman named to national association and releases book” (July 11, 2014) retrieved July 18, 2014 from <http://www.education.auburn.edu/news/2014/news-system-name1.html>

“Sydney Freeman, recent Auburn graduate, named to Administrators Board” (July 8, 2014) retrieved July 18, 2014 from http://www.tuskegee.edu/Articles/freeman_named_to_national_association_and_releases_book.aspx

Gasman, M. (November, 2013). “*The Center for Minority Serving Institutions Affiliates Highlight: Dr. Sydney Freeman*” retrieved November 26, 2013 from <https://www.facebook.com/pages/The-Center-for-Minority-Serving-Institutions/595777627126990>

Johnson, A. (February, 2013). “*Oakwood alumnus models excellence at Tuskegee University,*” OU? Oh, Yes! Newsletter. Oakwood University, Vol. 3, No.7, p. 1-2

Hill, F. (February 7, 2013). “*Freeman’s mission focused on TU Vet School.*” Tuskegee News, p. 1 & 6.

Hill, F. (January 31, 2013). “*Veterinary Medicine student realizing his goal at TU.*” Tuskegee News, p. 1 & 6.

MEDIA COVERAGE OF ACADEMIC ACCOMPLISHMENTS continued

- Riley, A. (Fall/Winter, 2012-13). "Dr. Sydney Freeman, Certified Faculty Developer." Tuskegee Veterinary Medical Perspective, p. 17.
- "Job Changes: Sydney Freeman, Jr." (January, 2012) retrieved April 9, 2012 from <http://www.insidehighered.com/people/2011/12/30/director-teaching-learning-center-college-veterinary-medicine-nursing-allied>
- "On the Move: Dr. Sydney Freeman" (January 19, 2012) Diverse Issues in Higher Education. retrieved April 9, 2012 from <http://readperiodicals.com/201201/2572550771.html>
- Riley, A. (October, 2011). "Freeman appointed director of the teaching-learning center at Tuskegee University," retrieved November 1, 2011 from http://www.onemedicine.tuskegee.edu/News/TLC_Director.htm
- James, F. (August, 2011). "NPFAAA Congratulates Sydney Freeman, Jr.," retrieved September 10, 2011 from <http://www.pineforgeacademyalumni.org/>
- "Mt. Olivet Member Earns Inducted into Honor Societies." (June, 2009). Visitor Magazine. Columbia Union Conference/Review & Herald Publishing, p. 25.
- Johnson, L. (April, 2008). "Freeman Inducted into Honor Societies," retrieved November 24, 2008 from <http://education.auburn.edu/news/2009/04/freeman.html>
- Golden Key International Honor Society inducts Sydney A. Freeman Jr." Visitor (April 29, 2009). "Magazine. Columbia Union Conference/Review & Herald Publishing, p. 25.
- Johnson, L. (Oct. 2008). "College of Education recognizes Holmes Scholars," retrieved November 24, 2008 from <http://education.auburn.edu/news/2008/10holmes.html>
- Reynold, D. (Oct. 2008). "Extension's Jennifer Wells Recognized as Holmes Scholar," retrieved November 17, 2008 from <http://www.aces.edu/departments/extcomm/npa/newsline/archives/003816.php>
- Millet, D. (Oct. 2007). "Millennial's Rising: An African American Student's Process Driven Approach to the Development of the Black Community," Acts & Facts Newsletter. Oakwood College, p.3.
- Millet, D. (Oct. 2006). "It's All About Business for Oakwood Student: Sydney Freeman, Jr. Acts & Facts Newsletter. Oakwood College p.3
- Michaels, B. (March, 2006). "Mt. Olivet Member Earns Prestigious Scholarship." Visitor Magazine. Columbia Union Conference/Review & Herald Publishing, p. 24.

SERVICE ACTIVITIES

University-Level:

Founder & President

2006-2007

Progressive Black Caucus-Led the following initiatives:

- Created a DVD presentation based on personal interview with Oakwood University President Delbert W. Baker, "Straight Talk with Dr. Baker, Uncensored".
- Raised approximately \$500 in Student Scholarship money.
- Created the PBC/PBL Distinguished Lecture Series, a sequence of four sets of lecturers speaking to business students about different aspects of business.
- Developed four African American Leadership forums that had an attendance of over 1,000 persons at each.

SERVICE ACTIVITIES continued

Founder

2006-2007

President's Fitness Challenge of Oakwood College-, led the campus wide health initiative at the college, which is a program that encourages students to run early in the morning with the president of the college and his wife.

Founder & Former Coordinator

2006-2007

The Talented Tenth Incubator™- led in the development of the office as a resource library of African American works and leadership resources at Oakwood University.

University-Level:

Member, Tuskegee University National Exam Preparation Center Committee

2012-2014

Member, Tuskegee University Faculty Community Development Committee

2012-2014

College-Level:

Ex-Officio Member, School of Veterinary Medicine Admissions Committee

2012-2013

Ex-Officio Member, College of Veterinary Medicine, Nursing, and Allied Health Dean's Council

2011-2012

Member, Centers of Excellence Grant Committee

2011-2014

Member, Academic Programs & Initiatives Committee

2011-2014

Member, Database Committee

2011-2014

Member, Faculty/Student Relations Committee

2011-2014

Ex-Officio Member, Academic Advisory Committee

2011-2014

Student Representative, Graduate curriculum committee

2009-2011

Departmental-Level:

Chair, CVMNAH Teaching & Learning Center Committee

2011-2014

Chair, Faculty & Student Needs Assessment Committee

2011-2014

Student Representative, Adult & Higher Education Graduate curriculum committee

2008-2011

DISSERTATION COMMITTEE SERVICE

Student Name: Sheldon Eakins

Degree: Ph.D.

Year Dissertation Completed: In Progress

Institution: Capella University

Student Name: Cody Christensen

Degree: Ph.D.

Year Dissertation Completed: In Progress

Institution: Johnson University

SERVICE TO THE PROFESSION

Member of Board of Directors, American Association of University Administrators

2014-Present

Chair, Ad Hoc Committee on Higher Education Leadership Program Guidelines, (ASHE-CAHEP)

2012-Present

Member, International Doctoral Education Research Network.

2012-Present

SERVICE TO THE PROFESSION continued

Member, the Doctoral Education across the Disciplines SIG, (AERA) 2012-Present

Board Member, Bethany Christian Academy 2012-Present

PROFESSIONAL DEVELOPMENT ACTIVITIES

Robinson, K. M. (December 2, 2014) "Title IX Compliance" Tuskegee University, AL

Findley, H. (November 7, 2014) "Introduction to SPSS" Tuskegee University, AL

Findley, H. (October 17, 2014) "A Systems Approach to Teamwork" Tuskegee University, AL

Findley, H. (October 10, 2014) "Suicidal Leadership" Tuskegee University, AL

Findley, H. (September 19, 2014) "Leadership for Accountability" Tuskegee University, AL

Findley, H. (September 12, 2014) "Talent Management" Tuskegee University, AL

Council for the Advancement of Higher Education (November 13, 2013) "Early Career Faculty Teaching Workshop", St. Louis, MO.

Hughey, A. (September 13, 2013) "How to Enhance Your Credibility as a Higher Education Professional", Western Kentucky University, Bowling Green, KY.

Findley, H. (March 14, 2013) "Effective Business Writing" Tuskegee University, AL

Findley, H. (February 15, 2013) "Stress Management" Tuskegee University, AL

Findley, H. (January 31, 2013) "A systems Approach to Team Building" Tuskegee University, AL

McArthur, J. (November 29, 2012) "Create Online Surveys-Using Google Docs" Tuskegee University, AL

McArthur, J. (November 27, 2012) "Create Apps in 1 hour" Tuskegee University, AL

McArthur, J. (November 13, 2012) "Ning.com- Create a Social Network for Your Courses" Tuskegee University, AL

McArthur, J. (November 13, 2012) "Xtranormal.com- Create animated video lectures for your students" Tuskegee University, AL

McArthur, J. (November 1, 2012) "Ipad in the classroom (teacher tools)" Tuskegee University, AL

Findley, H. (April 11, 2012) "Grant Writing" Tuskegee University, AL

Findley, H. (February 24, 2012) "Writing for Publication" Tuskegee University, AL

Chaudhury, R. and Nickson, S. (February 20-21, 2012) "Writing for Publication" Biggio Center for Enhancement of Teaching and Learning, Auburn University, AL

Zakrajsek, T., Lewis, K. and Reder, M. (October 26-27, 2011) "Getting Started: Workshop for New Faculty Developers" Professional and Organizational Development and the Historically Black Colleges & Universities Faculty Development Network Annual Meeting, Atlanta, GA

Findley, H. (October 5, 2011) "Making the Transition to Supervisor/Manager" Tuskegee University, AL

Findley, H. (September 22, 2011) "New Faculty Development Institute: Teaching Millennial Students" Tuskegee University, AL

WEBSITE & BLOG ARTICLES

Freeman, Jr., S. (February 20, 2015). *"Noble Progressivism or Dangerous Apostasy? A firsthand account of "Surge Church," a Seventh-day Adventist Sunday Service."* Spectrum Magazine. Retrieved from: <http://spectrummagazine.org/article/2015/02/19/perspective-noble-progressivism-or-dangerous-apostasy-firsthand-account-%E2%80%9Csurge-ch>

TRAINING CERTIFICATES

Certified Faculty Developer (CFD) -Professional Certification
Learning Resources Network (LERN) August 2012
River Falls, WI

Concentrations: Engaging Student Learners, Multiple Assessments, Best Practices for Online Faculty, Designing Hybrid Courses: Designing Visuals for deeper learning, Designing Multimedia for e-Learning, New eTools for Developing Content Objects, Marketing and Promoting Faculty Development, Generational Learning Styles, and Faculty Development Planning and Programming.

Certified Online Instructor (CIO) -Professional Certification
Learning Resources Network (LERN) December 2014 (Expected)
River Falls, WI

Concentrations: Designing Online Instruction, Building Online Learning Communities, and Advanced Teaching Online.

College/University Teaching-Graduate Certificate
Biggio Center for the Enhancement of Teaching & Learning May 2010
Auburn University-Auburn, AL

Concentrations: The Case Method, Games and Simulations, The Learning Cell, Team Learning: Syndicate and Jigsaw.

"It's All About Business" Certificate Pre-Graduate Business Training Program
Babcock School of Management May 2006
Wake Forest University, Winston Salem, NC
Concentrations: Accounting, Finance, Management Communication, Computing and Statistical Skills, Marketing, Economics, Project Management and Organizational Behavior.

Emotional Intelligence-Certificate Student Leadership Training Program
Oakwood University (formally known as Oakwood College) August 2005
Cohutta Springs, GA
Concentrations: Self-Awareness, Social Awareness, Self-Management, and Relationship Management.

Leadership & Team Building-Certificate Diversity Educational Exchange Program
Oakwood University/Southern Adventist University January 2004
Concentrations: Interpersonal Development, Practical Competence, Complex Cognitive Skills, Intrapersonal Development, Knowledge Acquisition, and Civic Responsibility.

TECHNOLOGY SKILLS

Microsoft Word, Word Perfect, Excel, Publisher, PowerPoint, TurningPoint Clickers, Pages, Keynote, iWeb, Numbers, and Web Expressions

AWARDS & CITATIONS

| | |
|---|---------------|
| AAUA Robert MacVitte Emerging Leader Award | 2015 |
| Affiliate of the Center for Minority Serving Institutions | 2013-present |
| Project "Angel Tree" Award | 2013 |
| North American Division Regional Graduate Scholarship-\$2,000 | 2009 |
| Inducted into the Auburn Network of Holmes Scholars | 2008 |
| North American Division Regional Graduate Scholarship-\$1,000 | 2008 |
| Graduate assistantship through the Office of the Dean of the College of Education | 2007-Present |
| Appointed to Auburn University's Adult & Higher Education curriculum committee | 2007- Present |
| Oakwood College Honor Roll | 2004, 2006 |
| Oakwood College Archives (Inducted 2006) as "Prominent Black Student" | |

PROFESSIONAL AFFILIATIONS

Society of College & University Planning
American Association of University Professors
American Association of University Administrators
Brothers of the Academy
National Scholars Honor Society
Golden Key International Honor Society
Association of the Study of Higher Education
American Educational Research Association
Delta Epsilon Iota
Professional and Organizational Development Network
International Association of Professional and Practice -Led Doctorates