

Tony D. Hawkins, Ph.D.

Education

New York University Steinhart School of Culture, Education and Human Development Ph.D. in Higher Education: Administration, Leadership and Technology	New York, NY 2008
Harvard University Graduate School of Education C.A.S. in Administration, Planning and Social Policy	Cambridge, MA 1997
University of Georgia M.A. in Speech Communication	Athens, GA 1987
Towson State University B.S. in Mass Communication	Towson, MD 1984

Professional Experience

2015 – 2023 (on sabbatical Spring 2023). Provost and Executive Vice President for Academic Affairs, Continuing Education, and Workforce Development. Frederick Community College.

Frederick Community College: The College, located in Frederick, Maryland, is an hour northwest of Washington, DC and an hour west of Baltimore. The fall 2020 credit enrollment is 8690. The non-credit enrollment is approximately 5,550. The majority of the FCC credit students select transfer programs (71%), are female (59%), are Frederick County Residents (93%), and are 29 years of age or younger. Twenty-seven percent of College credit students identified themselves as first-generation. 11% of students take classes online (pre-Covid), more than 300 are Open Campus secondary school students, and the high school-based Dual Enrollment program enrollment exceeds 1000 students at all ten (10) of the Frederick County high schools.

Provost and Executive Vice President for Academic Affairs and CEWD: A member of the Senior Leadership Team and Chief Academic Officer. Responsible for providing leadership for the Arts and Sciences, Career Programs, Continuing Education and Workforce Development, Dual Enrollment/Open Campus Partnerships, Diversity, Equity and Inclusion, and the Center for Teaching and Learning, including Online Learning and Instructional Innovation, Writing and Tutoring Centers, Assessment Center, and Learning Commons. Highlights include:

- Developed and promoted a shared vision for innovation and excellence in teaching and learning for the College that resulted in the Academic Master Plan and the Diversity, Equity and Inclusion Strategic Plan. Both of these informed the Facilities and Information Technology Strategic plans.
- Facilitated the successful merger of the Academic Affairs and Continuing Education & Workforce Development teams. The reorganization focused on improving student success and innovation.

- Provided oversight of quality, integrity and effectiveness of curricula, including the introduction of the Sign Language Interpreter Preparation and Cybersecurity credit and non-credit programs. Implemented five umbrella transfer majors – A.A. – Arts and Humanities; A.A. – Social Sciences; A.S. – STEM; A.A.S. – STEM Technologies; and A.A.S. – Emergency Management - to replace the General Studies major and facilitated a model for guided pathways. Upcoming: Physical Therapist Assistant (2021).
- Provided leadership of the academic program review, student learning outcomes, and general education assessment. Introduced technology-based assessment process and increased faculty expertise through participation in the Outcomes Assessment Council and closing the loop.
- Developed the Academic Master Plan used to guide the direction and progress under the themes of Academic Excellence, Support and Infrastructure, Faculty and Staff Professional Development and Leadership, and Community Engagement and Economic Development. The Academic Master is updated annually.
- Fostered innovation in teaching and learning which led to the creation of the Learning Commons, Prior Learning Assessment, and Open Education Resources (OER).
- Introduced the annual three-day January Leadership Conferences for associate vice presidents, deans, directors, department chairs, institute managers, and office managers.
- Revitalized the Global Education Program and the Global Learning Council chaired by the executive director of Diversity, Equity and Inclusion. Served as an assistant trip leader on a Global Scholars trip to Costa Rica.
- Achieved significant expense reductions by base budget reallocations, review of hourly staff and adjunct faculty accounts, position elimination, and creation of new positions to update the workforce.
- Implemented a review process for equipment purchases, including a justification related to student learning outcomes.
- Revised the Faculty Appointment and Promotion Process to include college service and alternative professional development.
- Participated in the development of 36 policies including Academic Standards, Assessment/Placement, Intellectual Property, Copyright, Complaint Policy for Students Policies and Procedures.
- Managed effective and productive relationships between the College and senior members of the Frederick County Public Schools. The FCC/FCPS Partnership is responsible for the smooth implementation of Maryland's College and Career Readiness and College Completion Act. High school-based Dual Enrollment is a model program in Maryland.
- Developed and implemented an Early College program where students simultaneously earn an associate's degree and high school diploma upon graduation.
- Chaired the Maryland Council of Community College Chief Academic Officers. Responsible for several statewide higher education initiatives, including multiple measures for placement, Transfer with Success Act, and an annual conference on college completion strategies.
- Received an \$1.6 million America's Promise grant from the U.S. Department of Labor for workforce development in computer and network programming as a part of the Capital Region Collaborative with Montgomery and Prince George's Community College.
- Created pathways and internal articulation agreements between credit and non-credit programs in allied health and wellness, hospitality, culinary, and tourism, and ESL/ABE to college readiness.
- Led the College through the COVID response, providing regular virtual situational briefings on the status of the virus within Frederick County, updates on regular campus operations and protocols, and the impact on instruction for faculty, staff, and students.

2004 – 2015. Instructional Dean of Arts, Humanities, and Social Sciences. Montgomery College. Takoma Park/Silver Spring, Maryland. [Instructional Dean of Humanities, Social Sciences and Education – 2004-2011, Acting Vice President and Provost Summer/Fall 2006 and Summer 2008. Germantown Campus.]

Montgomery College: A multi-campus organization, Montgomery College ranks on many *best of* lists for community colleges in America. 170 countries are represented among the more than 30,000 credit students taking classes and earning degrees and certificates. The College also provides more than 4,200 offerings through Workforce Development and Continuing Education. The Takoma Park/Silver Spring Campus is the first Montgomery College campus (established in 1950) and serves an annual student enrollment of more than 7,500 FTE. Feature programs include the liberal arts – transfer, visual art and design, speech and performing arts, and social sciences programs.

Instructional Dean: Responsible for providing consistent and steady leadership of the Arts, Humanities, and Social Sciences division on the Takoma Park/Silver Spring campus and guiding collegewide programs, including the AELP (American English Language Program), the Montgomery College School of Art + Design (SA+D), and Cultural Arts Center. Highlights include:

- The division covers 25 different disciplines which serve the developmental, transfer, career, general education and instructional support needs of students.
- Managed the division office of 15 staff, 51 full-time and more than 140 part-time faculty.
- Reviewed workloads, prepared budgets, approved expenditures, identified needs for hiring, supervised the hiring process, prepared and reviewed evaluations, and evaluated the effectiveness of the unit. The division contained two instructional support centers, The Writing and Reading Center and the Social Sciences Lab, which were on the cutting edge of technology use in student learning.
- Served as the acting Vice President and Provost for extended periods of time. Participated in upper level planning, purchasing, and advancement discussions.
- Represented management interests in staff union negotiations of AFSCME collective bargaining agreement and Labor Relationships Collaboration Committee.
- Regularly attended meetings to address and resolve collegewide issues, including governance, academic policies, and future directions for programs, courses, and personnel.
- Center for Teaching and Learning (2005-2011): Provided administrative leadership for faculty professional development through the Center for Teaching and Learning. The CTL sponsored fellowships, orientation workshops, technical support for classroom and online applications, and individual programs for new and seasoned faculty.
- Perkins Grant (2004-2011): Responsible for the management of the College's Carl T. Perkins grant totaling \$539,369 to support 17 Career and Technical Education programs. My role was to oversee the application, monitoring and reporting processes collegewide to the Maryland State Department of Education. I recently coordinated a successful site visit required by the *Office of Civil Rights* to ensure that we are in compliance with the Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Vocational Rehabilitation Act of 1973.
- Formed a unique partnership with the BlackRock Center for the Arts, presented the Maryland Chautauqua each summer with the Maryland Humanities Council and served as a member of the Montgomery County Arts and Humanities Council.

1998-2004. Associate Dean of English and Humanities. Hudson County Community College. Jersey City, New Jersey. [Assistant Dean of Academic Affairs and Graduate Intern to the President]

Hudson County Community College: a comprehensive urban community college located across the Hudson River from Manhattan enrolling more than 6,000 students each semester in credit and non-credit programs. The college offers courses in Business and Social Sciences, Culinary Arts, English and Humanities, and Mathematics, Science, Technology and Allied Health. The North Hudson Center features bilingual and ESL programs.

Associate Dean of English and Humanities: One of four academic deans, I was responsible for executing the administrative tasks of the college's English and Humanities, English as a Second Language and basic skills writing and reading courses.

- Supervised more than 40 full-time faculty members, directors, and coordinators.
- The division operated the Writing Center, Honors Program and Interdisciplinary Learning Communities, and opened a space to house the new theater and studio art programs.
- Assistant Dean of Academic Affairs: With the Vice President for Academic Affairs, established the academic goals of the College, including supervising all evening, non-traditional and off-campus program offerings, monitoring all partnerships between the College, high schools, and upper division institutions, and determining appropriate action for students whose academic progress falls below the established criteria. Notable achievement includes the development of Liberty High School, an alternative Middle-College located on the campus.
- Managed the College's Perkins grant, learning resources center, tutorial center, distance learning and instructional labs.
- Graduate Intern: Collected, edited, and wrote campus policies for inclusion in a comprehensive policy manual for the Board of Trustees. Internship project included Personnel, Academic and Student Affairs, Administrative Services and Board of Trustees policies.

1989-1997. Associate Professor of Speech Communication and Theater. Prince George's Community College. Largo, Maryland. [Honors Program Coordinator and Professional Development Liaison to the Faculty Senate]

Prince George's Community College: serves a largely diverse population, enrolling more than 40,000 full- and part-time students each semester. While employed, the college offered over 27 programs through the English and Humanities, Social Science, Health and Physical Education, Science and Mathematics, and Business Management and Technology divisions. More than 5,000 noncredit courses, special programs and workshops were available through the college's Continuing Education curriculum. PGCC employed over 1,900 faculty, administrators, and staff, and maintained a total operating budget in excess of \$92,000,000.

- Associate Professor: Responsible for the instruction and curriculum development in the following areas: Introduction to Human Communication, Interpersonal Communication, Public Speaking, Small Group Communication, Intercultural Communication, Introduction to Radio, Television and Film, Radio Production, Public Relations, Play Production and Principles of Acting I and II. Incorporated multicultural perspectives into the department's communications courses.
- Honors Program Coordinator: Directed the Honors Program Activities, including the scheduling, staffing and teaching of honors-version courses. Revitalized the fledgling program to increase participation and enrollment. Served as advisor to Phi Theta Kappa.

- **Professional Development Liaison to the Faculty Senate:** Planned, coordinated, and presented the professional development activities of the faculty in concert with the goals of the Office of instruction. Responsible for Fall and Spring Professional Development Week activities, maintained the college-wide professional development calendar, and reported activities to the Faculty Senate Organization.

Faculty/Teaching Experience

1997-1999

New York University, Seminar Instructor
Dean's Scholars and International Graduate
Student Seminar

1989-1997

Prince George's Community College,
Associate Professor, Speech Communication
and Theater

1994-1995

John F. Kennedy Center for the Performing
Arts, Artist in Residence
Theater and Performing Arts

1985-1987

University of Georgia, Graduate Teaching
Assistant, Speech Communication

Academic and Governance Committees

Chair, Learning Leadership Council, 2015-present

Chair, Academic Management Council, 2015-present

Member, Collegewide Deans, 2004 -2011 (Convener 2009-2010)

Steering Committee Member, Middle States Self-Study Accreditation Report, 2008 (MC) and 2015 (FCC)

Member (Dean's Representative), Academic Assembly, 2004-2010

Member, Hood College Graduate School Advisory Council, 2006-2010

Awards and Honors

K. Patricia Cross Future Leader, American Association for Higher Education

2012 *On Their Shoulders We Stand* – MC Women's and Gender Studies Award Recipient

Cross-Cultural Faculty Development Project Title III, Institutional Grant, U.S. Department of Education

New York University Competitive Research Grant – 1999

Ph.D. Class Representative, received NYU degree at Yankee Stadium – Bronx, NY

Commencement Class Marshal, Harvard Graduate School of Education

Helen Hayes Awards Judge, Washington Theater Awards Society

Selected Professional Activities

Member, *Maryland Council of Community College Chief Academic Affairs Officers* (Convener 2017-19).

Scholar, *Midlevel Administrators of Community Colleges Leadership Development Institute* (2010),

National Association of Black American Affairs

Member, *American Association of Community Colleges*

Member, *Council for the Study of Community Colleges*

Member, *Actors' Equity Association*

Outside Reader, Doctoral Candidates in Morgan State University Program in Community College Leadership, Grambling University, Frostburg State University and Capella University

Publications and Presentations

Keynote Speaker, 100th Annual Conference. *Exploring Global Learning Opportunities at Community Colleges: The Frederick Community College Journey*. (2020). Association for Advancement in Community College Teaching. Catonsville, MD.

Author, *Pathways to Promotion: Redesigning a Community College Faculty Promotion Process*. (2016). Taylor and Frances online. [Tandfonline.com/doi/full/10.1080/10668926.2016.1244498](https://doi.org/10.1080/10668926.2016.1244498).

Presenter, American Association of Community College. *Pathways to Promotion: Redesigning a Community College Faculty Promotion Process* with Gregory Coldren, Tony Hawkins, and Julie Shattuck. Annual Meeting. (2017). New Orleans, LA.

Trainer. *Facilitative Leadership: Untapping the Power of Participation*. Interactive Associates. Certified in 2012.

Presenter, Academic Leadership Program. (2007-2010). Center for Professional and Organizational Development. Montgomery College.

Featured Presenter. Case Study: A Tool to Engage Students. (2009). Center for Teaching and Learning Professional Development Saturday Series. Montgomery College.

Participant, *Re-envisioning the Ph.D.* (2000). Center for Instructional Development and Resources. University of Washington.

Author. *Multicultural Activities for the Small Groups Communication Class*, (1996). Houghton Mifflin. Marlene Cohen, Susan Richardson and Tony Hawkins.

Author. *Multicultural Activities for the Public Speaking Class*, (1996). Houghton Mifflin. Marlene Cohen, Susan Richardson and Tony Hawkins.

Author. *Multicultural Activities for the Speech Communication Classroom*, (1995). Houghton Mifflin. Marlene Cohen, Susan Richardson and Tony Hawkins.

Presenter. ‘Integration of Gay and Lesbian Youth Issues in School Personnel Certification Programs.’ Sponsored by the Massachusetts Department of Education, Parents and Friends of Lesbians, and Gays, and Gay, Lesbian, Bi-Sexual Youth, Boston, MA. January-March, 1997.

Presenter. ‘The BRAT PACK: Younger Faculty Respond to the Changing Community College.’ Panel Presentation, Association for Advancement in Community College Teaching Annual Conference, Columbia, MD. 1994.

Presenter. ‘Supporting Faculty Development through a Technology-Based Faculty Resource Center.’ Leadership 2000 Conference, Washington, DC. July 1993.

Presenter and Author. ‘The Speech Teacher: Re-tooled, Revived, and Revisited.’ Paper presented at the Eastern Communication Association Conference, New Haven, CT. April 1991.

Theatrical Appearances

Candide. Arena Stage, Washington, DC

Of Thee I Sing. Arena Stage, Washington, DC

Ziggy. American Theater for Actors, New York City

The Last Living Newspaper. Theater of the First Amendment, Fairfax, VA

Iolanthe. InterAct Theater Company, Fairfax, VA

Taming of the Shrew. New Jersey Shakespeare Festival, Madison, NJ

Oil City Symphony. The Studio Theater, Washington, DC

Cinderella. The Olney Theater Center for the Arts, Olney, MD

Romeo and Juliet, Prince George's Community College, Largo, MD

Master Harold . . . and the boys, (Director) Prince George's Community College, Largo, MD

Ma Rainey's Black Bottom, (Director) Prince George's Community College, Largo, MD

Before It Hits Home, (Director) Prince George's Community College, Largo, MD