

CARMEN J. WALTERS, PH.D.

PROFESSIONAL BIO

Dr. Carmen Jean Hawkins Walters is a retired higher education professional who has worked in the field for more than 30 years beginning her career in K-12, expanding to workforce development, human resources, and enrollment in the Community College systems, climbing to the highest ranks of College President, and Chief Executive Officer. She has a blended set of skills including curriculum and policy development, fundraising, student enrollment, retention management, team building, conflict resolution, strategic planning, organizational and change management, as well as inspirational and motivational speaking.

Throughout Dr. Walters' career, she became known as a visionary leader who galvanizes teams through difficult challenges having served in top leadership roles during hurricane's Katrina and Rita as well as serving as President and CEO during the COVID Pandemic. While leading as College President at Tougaloo College, an historically Black College in Tougaloo MS, Dr. Walters and her leadership team developed and launched the College's five-year strategic plan that elevated the student experience, expanded academic programs, strengthened fundraising that built a more robust endowment; enhanced campus facilities and grounds; increased academic, corporate and foundation partnerships; and magnified quality and distinctiveness and recognition for the College at the regional, national, and international level. Under Walters' leadership, the team raised more than \$25 million, renovated several buildings, and moved the College's ranking from #15 to #12 of the 107 Historically Black Colleges and Universities and #3 for social mobility.

Dr. Walters serves on several boards, is the recipient of numerous awards, and regularly devotes her time to many civic leadership organizations. She is a member of the Pontchartrain Louisiana Chapter of the Links, Inc. and the former president and active member of Alpha Kappa Alpha Sorority, Inc., Theta Zeta Omega Chapter, in Ocean Springs, MS. Under her leadership, the chapter raised more than \$30,000 for programs and scholarships.

Dr. Walters recently launched her consulting business, C. J. Walters and Associates. She is a frequent and sought-after speaker. Through her agency she and her team shares workshops on strategic planning, organizational and change management, enrollment management, leadership development, fundraising, college retention and completion, emotional intelligence, diversity and inclusion, grief management strategies, human resources management, church administration, and other current higher education issues. A native of Harvey, Louisiana, Dr. Walters has two daughters and was married to the late Wayne Walters. She earned her Ph.D. from Mississippi State University, a Master of Arts in Postsecondary Counseling from Xavier University of Louisiana, and a Bachelor of Science in Accounting and Business Administration from Southern University in New Orleans.