Dr. Jothany Blackwood

With over 14 years of academic experience, Dr. Jothany Blackwood brings a comprehensive instructional background to her position as Dean of Fine, Performing and Communication Arts at Fresno City College in Fresno, CA since 2006. She also served as the Liaison for Districtwide Strategic and Integrated Planning at State Center Community College District from 2010-2014, where she provided leadership for districtwide committees and processes for strategic and integrated planning, decision making, administrative services unit reviews, human resources, foundation, and annual resource allocation.

Formerly, Dr. Blackwood served as Academic Dean at San Joaquin Valley College in Visalia CA, and as Coordinator and Professor of Composition and Rhetoric at Fresno Pacific University in Fresno, CA. She was also the Director of the Writing Center and an English Instructor at Fisk University in Nashville, TN.

Dr. Blackwood continues to share her expertise in strategic and integrated planning with the American Association of Community Colleges (AACC), the Association for California Community College Administrators (ACCCCA), the Community College League of California (CCLC), and the Society for College and University Planning (SCUP). She also earned a certificate in Integrated Planning from the Society for College and University (SCUP) Planning Institute.

In February 2014, she received a Certificate of Special Congressional Recognition from the United States House of Representatives, Member of Congress for her service to the community. She also received Certificates of Recognition from the California Legislative Assembly, the State of California Senate, and the Wall of Honor Award from State Center Community College District.

Dr. Blackwood was also selected to participate in the Leadership Institute at Harvard University’s Graduate School of Education in December 2013. In 2012, she was presented the Heritage Award in Education by the California State Assembly for her advocacy for education in Central CA.

Dr. Blackwood earned a Bachelor’s and Master’s degree in English from Tennessee State University in Nashville, TN and an Ed.D. from California State University in Fresno, CA. In her spare time, she volunteers for Girl Scouts and as a Merit Badge Counselor for Boy Scouts.
July 23, 2014

Vice President for Academic Success Search
San Antonio College
Attention: Search Committee

Dear Search Committee:

I have read the announcement inviting applications for the position of Vice President for Academic Success with considerable interest. In response to the announcement, I am submitting for your review and consideration a cover letter and current curriculum vitae.

Minimum Education and Experience
My educational background includes a Doctor of Education degree with an emphasis in Educational Leadership in Community Colleges from California State University, Fresno; a Master of Arts degree, in English from Tennessee State University in Nashville, TN; and a Bachelor of Arts degree in English from Tennessee State University in Nashville, TN.

As an educational leader with over 13 years of experience in community college, private 2-year college, and 4-year universities, I have been actively involved in the development, implementation and assessment of strategies that support institutional goals, including increased transfer rates, remediation, course completion, and completion of certificate and associate degrees. I would welcome the opportunity to provide leadership in the achievement of these goals, as well as ensuring focus on student learning, student success and student learning outcomes. I believe that quality academic leadership will foster a greater degree of teamwork and continue a positive image of leadership by providing the highest quality of educational programs and services that are responsive to the learning needs of the community.

In dual roles as a Dean of Instruction at a community college and the Liaison for Districtwide Strategic and Integrated Planning for a complex, multi-college district, I currently provide districtwide leadership for strategic and integrated planning initiatives and projects to increase institutional effectiveness, including oversight of the district’s strategic plan and integrated planning model. In this role, I provide leadership for district strategic and integrated planning for the district and work collaboratively with senior–level leadership and constituency groups at two colleges, a center in candidacy to become a college, and two centers. I also provide leadership for key districtwide taskforces and committees charged with strategic planning, integrated planning, decision making, integrated processes, administrative services unit reviews and resource allocation.

My leadership is inclusive of the development, training, implementation and evaluation of strategic and integrated processes. While many processes have annual assessments, I routinely provide strategic recommendations to the Chancellor, vice chancellor and presidents on the basis of ongoing analysis of districtwide issues within the scope of my responsibilities. I am also experienced with guiding the college’s institutional effectiveness and research efforts. In terms of accountability, the best way to ensure accountability of strategic and educational planning is to make sure that the goals and strategies of these plans are reviewed on a regular and continuous basis and that expected outcomes are assessed as often as possible with performance metrics that can be measured quantitatively.

In my role as Dean of Fine, Performing and Communication Arts, I provide academic leadership for four departments and am responsible for the supervision and evaluation of 32 full-time and approximately 74 adjunct faculty. It is my responsibility to ensure that the evaluation of instructional faculty and staff are conducted on a regular and systematic
basis in accordance with collective bargaining agreements and board policies and regulations. I also ensure that employees work within the duties and responsibilities described in class specifications and in compliance with all employment policies and contract agreements. I also facilitate an environment that is conducive to faculty engagement in program review, curriculum review and assessment of Student Learning Outcomes to support student success and teaching excellence. My responsibilities included implementing principles of instruction, participating in accreditation and program review for departments within my division.

I have worked collaboratively with instructional deans and faculty in various initiatives, including developing the course schedule, and ensuring continuous improvement of programs and services. I currently provide oversight of multiple large scale and high-stakes solution-oriented projects across the district. I have introduced new processes to strengthen our planning culture to ensure transparency, accountability, continual improvement and compliance with accreditation standards. My background in planning will also transfer to college-level planning in enrollment management, educational master planning, program review, student learning outcomes and assessments, and overall instructional effectiveness.

It is an expectation that the Vice President for Academic Success will lead the college’s accreditation process. My role in a multi-college district has been central to implementing planning processes driven by accreditation recommendations to demonstrate compliance within aggressive timelines. I also serve as the primary writer for the district accreditation response for the college’s self-studies, as well participate in site visits. I have served as the Co-Chair of the Accreditation Sub Committee on Human Resources, as a member of the Accreditation Steering Committee, and I have responsible for ensuring compliance with WASC accreditation standards as well as specialized accreditations for programs.

The position of Vice President for Academic Success is of particular interest to me because I have a passion and commitment to seeing that the college continues to develop highly coordinated Instructional and Student Services linkages and that a focus on a planning culture supports instructional effectiveness to achieve improved student success. I understand that this position will provide instructional leadership in collaboration with the President, faculty, administrators, and staff. I have provided leadership and worked collaboratively with all constituency groups as an educational leader and in workgroups, taskforces, and districtwide committees to respond to district challenges and identify processes to demonstrate compliance with accreditation recommendations as well as to achieve strategic goals.

As a former Academic Dean at a private junior college, my leadership role included responsibility for 2 campuses in 2 cities, 17 academic departments, 13 Program Directors and 130 employees. In this role, I worked with industry and business partners to ensure academic training met workforce needs in the community. I also worked with multiple advisory boards to continuously improve career and technical programs. As Vice President for Academic Success, I would ensure the college continues to be a key stakeholder in economic development and workforce within the local area.

I understand that the Vice President for Academic Success will be responsible for collaborating with institutions of higher education and K-12 to enhance services for students. I currently provide oversight of multiple departments that maintain ongoing partnerships with local K-12 districts, universities and community organizations. I also engaged key community groups as external stakeholders during the development of the district’s strategic plan. As dean, I have ensured our academic programs maintained relationships, articulation agreements with 4-year colleges, dual enrollments with K-12 districts, and civic organizations throughout the city through various programmatic partnerships.

In relation to the Vice President for Academic Success maintaining professional visibility, I am prepared to meet that expectation. Due to recognition of my leadership within the district as well the community, I have received local and state recognition for my leadership in higher education from the U.S. House of Representatives, the State of California Senate, the California Legislative Assembly, the United States Treasury, Internal Revenue Service, the City of Fresno, Veteran’s Administration, Councilmember Cynthia Sterling, and the Chief of Police, among others. Most recently, I received the Heritage Award in Education from CA Assemblymember Henry T. Perea in the California State Assembly for my impact in the Central Valley. I believe that these numerous awards demonstrate my ability to provide strong leadership to the District and highlight my commitment to education and student success.
I also understand that the Vice President for Academic Success is expected to demonstrate excellent oral and written communication skills. Because of my strong verbal communication skills, I am often called upon by local, regional, and state organizations as a keynote speaker to discuss community college, leadership and higher education in general. I have spoken throughout California to groups as diverse as the United States Treasury, Rotary, The Veteran’s Administration, and college graduations, so I am very comfortable communicating with a broad base of constituency groups. To ensure districtwide communication on strategic matters related to planning, I also developed and delivered over 100 presentations within this past year on planning initiatives to various constituent groups.

I am quite passionate about strategic and integrated planning and earned a certificate of completion from the Planning Institute from the Society for College and University Planning (SCUP). I present regularly to colleagues in higher education at the regional, state and international level in the areas of strategic and integrated planning for community colleges. I have presented or am scheduled to present this year to the following organizations: Society for College and University Planning (SCUP), the American Association of Community Colleges (AACC), the Association of California Community College Administrators (ACCCA) and the Community College League of California (CCLC).

As a former Director of a Writing Center and composition instructor I have devoted my career to the improvement of communication skills of others, as well as, myself. This background will support my ability to prepare annual reports and updates, including the educational master plan and accreditation. I have also utilized my writing abilities in communicating the work of the district as the principal writer for multiple planning manuals, processes, reports, committee operating agreements and communications on behalf of the Chancellor that communicates the status of planning initiatives.

I have supported the use of technology and integrate it in the execution of my varied duties and in supporting faculty teaching. The ability to utilize technology to access data, maintain records, generate reports for planning purposes, and to communicate with others is a standard practice in order to fulfill the complex responsibilities in my dual roles. I am currently researching technology that will support district-level planning, accreditation and link to college planning. It is critical that the Vice President for Academic Success encourages ongoing and higher levels of sophistication as it relates to technology as it is integral to supporting student learning and success.

I have significant experience with budget development, oversight and fiscal accountability. I have successfully overseen the preparation and management of unrestricted and restricted general fund budgets. At the district level, I currently serve as the Resource Chair for the Resource Allocation Model Taskforce, which is identifying the fiscal model that our district will use to allocate state funding to the colleges/centers. In addition, I ensure that district office administrative reviews are conducted and the outcomes are used to develop annual operational plans, department and management objectives, and new resource allocation requests.

I have a demonstrated commitment to ensuring a healthy environment that celebrates diversity in its myriad forms, and encourages students, staff and faculty to work collaboratively to meet the range of institutional and support services necessary to serve a multi-ethnic, pluralistic environment. It has been my commitment to ensure an educational environment that was respectful and responsive to the needs of students from diverse socioeconomic, ethnic, language, academic, cultural and disability backgrounds.

I have been successful in promoting collegiality, staff cohesiveness, collaborative relationships and respect among all district constituents in guiding our district towards organizational change. I am a strong advocate of participatory governance, and I practice it, based on the principle that decisions should be made with input from those who are affected. Faculty and staff are much more likely to work with administrators and supervisors in a collegial manner if they have input into policies, procedures and decisions made. I believe that faculty, staff, students, and administrators must feel free to express their ideas, and be able to trust that their input will receive full consideration. My leadership practices stress sharing: shared responsibility, a shared vision of the future and shared accountability.
I have demonstrated the ability to have positive human relation skills with a broad range of constituency groups on districtwide committees, within the college community, and in the external community. My leadership and ability to engage with diverse constituents have been highlighted in numerous local and national media publications. I believe this recognition from media representing various communities reflects my ability to connect to diverse groups and demonstrates my passion for ensuring people realize their potential, particularly through educational access and success.

I have learned over the course of my 13 plus years in education to maintain a calm and profession manner under pressure. I have had many positive experiences, but I have learned more from the negative experiences to lead with a steadfast, determined focus on the desired outcomes to be achieved, using principle-centered leadership beliefs and values as my moral compass. I am open to constructive criticism as an opportunity to resolve issues and make improvements as needed. In my role advising the Chancellor, Vice Chancellor and senior leadership on strategic and integrated initiatives, many of which were politically sensitive, it was essential that I demonstrated a high sense of awareness and confidentiality.

I am proud of my role as a champion of innovative community college teaching and learning with a focus on student success, and the critical role community colleges must continue to play in higher education and workforce preparation. By carrying out its defined mission to provide transfer, career and technical education, ESL, basic skills development, community education and services, and economic and workforce development as open access institutions, community colleges are best equipped to successfully: incorporate new technology and creative innovations into educational curricula as they emerge; respond to community needs; provide innovative educational delivery systems; educate the diverse communities they serve; contribute to the economic and workforce needs of the community; form successful partnerships with K-12, universities, the business community and civic leaders; and contribute to improved local, state, regional, national, and international relationships and entrepreneurship. I fully understand the mission of San Antonio College and its overall role within higher education in the state of Texas, and can articulate that identify and mission to stakeholders.

I strongly believe that the Vice President for Academic Success is an advocate of the college with educational, political and community leaders and organizations at the local, state and national level. This advocacy should ensure recognition of the excellence of instructional and student services programs within the college and highlight the college as a key institution for current and emerging partnerships, external funding, and excellence.

I would welcome the opportunity to join your leadership team in your efforts to ensure the continued success and achievement of continuous prominence of the reputation of San Antonio College on a local, regional, and national level. I would enthusiastically embrace joining college leadership in reaching out to the citizens of the communities served by the college, government partners, business and industry partners, and educational partners to meet the economic needs of the citizens and communities you serve. I applaud your dedication and accomplishments in providing educational opportunity and equity for the citizens in your community, and I wish you every success in selecting the new Vice President for Academic Success at San Antonio College.

Cordially,

Jothany Blackwood, Ed.D.
Dr. Jothany L. Blackwood

EDUCATION

Ed.D. California State University, Fresno May, 2010
Major: Educational Leadership/ Community College
Dissertation: *The Influence of Mentoring on Female Leaders and Administrators in California Community Colleges* (Committee: Dr. Sharon Brown-Welty, Dr. Kenneth Magdaleno, and Dr. Donald Wise).

M.A. Tennessee State University, Nashville August, 1997
Major: English
Emphasis: Literature

B.A. Tennessee State University, Nashville May, 1996
Major: English
Emphasis: Literature
Cum Laude

Recent Presentations and Selected Awards/Institutes


*Heritage Award in Education,* CA Assemblymember Henry T. Perea, 31st Assembly District, California State Assembly, March 2012


Using Strategic Planning to Drive Organizational Change. Society for College and University Planning (SCUP) Regional Conference, Stanford University, Palo Alto, CA, March 2012.


The California State University System’s Initiative with Carnegie Project on the Education Doctorate (CPED), 2007-2010. A national program with colleges and universities across the country that partnered with the Carnegie Foundation to strengthen the educational doctorate and clarify program outcomes for Ed.D. and Ph.D. programs. Served as a facilitator for the CSU State Chancellor’s Office in leading the project with the California State University system.

LEADERSHIP AND ADMINISTRATIVE EXPERIENCE

October 2010- Present Liaison for Districtwide Strategic and Integrated Planning
Office of Vice Chancellor, Educational Services and Institutional Services
State Center Community College District, Fresno, California

State Center Community College District: a multi-college community college district with two colleges and three centers that serves approximately one million people and 18 unified and high school districts in more than 5,500 square miles of urban and rural territory, including most of Fresno and Madera Counties and portions of Kings and Tulare Counties. Total district enrollment averages over 40,000 students each semester. SCCCD is a merit district with over 2,300 faculty and classified staff represented by the California School Employees Association (CSEA) and the American Federation of Teachers (AFT).

Liaison for Districtwide Strategic and Integrated Planning: Responsible for districtwide planning for a multi-college district, provide leadership and administrative oversight of all aspects of planning as the liaison for the Office of the Vice Chancellor, Educational Services and Institutional Effectiveness. Coordinate districtwide strategic projects, processes, communication and related districtwide committees with the Chancellor, senior-level leadership, and constituent leaders across the district.

Responsibilities:
- Serve as an advisor to the Chancellor and Vice Chancellor, Educational Services and Institutional Effectiveness on strategic and integrated planning, including related districtwide committees, initiatives, projects, processes, and communication.
• Coordinate with senior management and a broad base of constituency groups regarding planning processes, strategies, and plans.
• Ensure consistent and transparent communication regarding districtwide planning
• Provide leadership for Districtwide strategic and integrated planning efforts.
• Provide leadership in the planning and implementation of Strategic Conversation and the districtwide Charrette.
• Provide leadership for the implementation of integrated planning process and development of an integrated planning manual.
• Provide leadership for the training and implementation of the District Office Administrative Services Unit Review (ASUR).
• Serve as Chair of the ASUR Response Team in ensuring continuous improvements of administrative services.
• Serve as the district liaison to College Brain Trust consultants on planning projects.
• Provided leadership for the update of the 2008-2012 districtwide Strategic Plan.
• Provided leadership for the planning and development of the 2012-2016 districtwide Strategic Plan.
• Serve as the Chair of the districtwide Strategic Planning Workgroup.
• Serve as the Chair of the districtwide Strategic Planning Committee.
• Serve as Chair of the District Decision Making Taskforce.
  ▪ Led the development of an operating agreement for a Districtwide Strategic Planning Committee (DSPC).
• Serve as Resource Chair for the District Resource Allocations Model Taskforce (DRAMT) and the District Budget and Resource Allocation Advisory Committee (DBRAAC).
• Serve as Resource Chair for the District Human Resources Staffing Plan Taskforce.

Accomplishments:
  ▪ Served as designee for Vice Chancellor on committees, projects and meetings.
  ▪ Key contributor to districtwide response for college accreditation reports.
  ▪ Serve as writer and resource for the Human Resources Staffing Plan.
  ▪ Serve on planning team for K-12 Summit with K-12 districts and partners in service area.
  ▪ Led the successful development and implementation of the District Integrated Planning Model and Manual.
  ▪ Led the successful development of the 2012-2016 District Strategic Plan in collaboration with College Brain Trust and District Strategic Planning Committee.
  ▪ Led the successful update of the 2008-2012 District Strategic Plan in collaboration with College Brain Trust and District Strategic Planning Workgroup.
  ▪ Presented key strategic presentations to the Board of Trustees, including the 2008-2012 Strategic Plan Update, The Timeline for the 20012-2016 Strategic Plan, the Evaluative Report on the 2008-2012 Strategic Plan, Strategic Conversation, Charrette, planning process for the 2012-2016 Strategic Plan and Next Steps, Annual Assessment of 2012-2016 Strategic Plan, the District Office Administrative Services Unit Review and Operational Planning, and Districtwide Integrated Planning Model and Manual.
  ▪ Delivered independently or as a co-presented over 100 districtwide presentations related to strategic planning to the Board of Trustees, Chancellor’s Cabinet, President’s Cabinets, Vice Chancellor’s Cabinet, Academic Senate, Classified Senate, Communications Council, Associated Student Government, and districtwide Management meetings.
  ▪ Served as Chair of the District Strategic Planning Workgroup and provided oversight of meetings, communications and intranet folders.
Serve as Chair of the District Strategic Planning Committee and provided oversight of meetings, communications and intranet folders.

Identified the linked processes and timeline for the planning and development of the 2012-2016 districtwide Strategic Plan.

Worked with all constituent groups to develop and approve the operating agreement for the Districtwide Strategic Planning Committee (DSPC).

Coordinate planning and implementation of planning structures with consultants from the College Brain Trust.

Coordinate the district/college institutional research team in development and revision of the District Profile, in collaboration with CBT and in identifying baseline data for the 2012-2016 Strategic Plan.

Helped facilitate the Visioning process with the Board of Trustees in collaboration with the College Brain Trust.

Introduced the process of Strategic Conversation to the district and provided leadership in the planning and implementation of the process in collaboration with the Board of Trustees and the Chancellor’s Cabinet.

Provide leadership in the planning for the district’s Charrette process in development of the 2012-2016 Strategic Plan.

Served as Co-Chair of the Integrated Planning Workgroup and provided oversight of meetings, communications and intranet folders.

Served as the primary writer on the district 2012-2013 Integrated Planning Manual.

Led the development, training and implementation of District Office Administrative Services Unit Review (ASUR), which includes department/unit review and annual operational planning.

Serve as Chair of the ASUR Response Team and provided oversight of trainings, meetings, communications and intranet folders.

Successfully led a pilot group of administrative district offices through the District Office Administrative Services Unit Review (ASUR) process and provided training to additional departments.

Developed and serve as a principal writer for The Linkage Report, a monthly districtwide newsletter on planning and accreditation.

Served as the Resource Chair to the Chair of Resource Model Allocation Taskforce.

Develop the timelines and phases of work to be completed in collaboration with the Chair of the Resource Allocations Model Taskforce (RAMT).

August 2006 - Present
Dean of Instruction, Fine, Performing and Communication Arts Division
Fresno City College, Fresno, California
State Center Community College District, Fresno, California

Fresno City College: a comprehensive college serving 915,000 residents in the city of Fresno, CA, the largest of three colleges, in the multi-college, State Center Community College District; 19,678 full-time equivalent students with 36,328 credit headcount; annual budget of $72 million; 309 full-time faculty and 655 adjunct faculty, 380 additional employees; and two collective bargaining unions. FCC offers approximately 809 courses with 2,278 sections.

Dean of the Fine, Performing and Communication Arts Division: Responsible for schedule development, oversight of general fund and co-curricular budgets of $4,254,327.00; supervise five department chairs, 32 full-time faculty, 46 adjunct faculty, 8 classified staff, and 9 hourly employees, oversee performance event schedule for four departments, as well as the college’s online newspaper.

Responsibilities:
- Provide leadership of the College's instructional programs and extracurricular schedule
- Develop district and co-curricular budget recommendations and administer budgets
- Monitor enrollment and adjust classes according to enrollment trends and fiscal budget
- Participate in the development and implementation of educational policies
- Provide management of daily operations of FPCA division
- Develop FPCA Division schedules of classes and performance calendar
- Develop full-time and adjunct faculty teaching load assignments
- Provide oversight of full-time faculty, adjunct faculty and classified staff evaluations
- Assist Chairs with recruitment and selection of full-time and adjunct faculty
- Facilitate the curriculum and program review processes
- Serve on college committees: President's Cabinet-member, Chancellor’s Training Committee, Dean's Council, Student Services Manager’s Council, Executive Director for Friends of the Arts (FOTA), Speaker’s Forum, Hiring Committees, Accreditation Steering Committee, Co Chair of Sub-Committee for Accreditation Human Resources, Sabbatical Leave Committee, and African American Faculty and Staff Association
- Chair the FPCA Division Council with Department Chairs

**Accomplishments:**
- Advocated for and secured approximately $763,300.00 over 4 years in unrestricted funding
- Established a linkage between the FPCA division and the EOC Conservation Corps Arts program
- Led the successful implementation of the division’s Interdisciplinary computer lab
- Led the establishment of the college’s online newspaper, The Rampage
- Led the creation of a new Chair position based on needs of department
- Led the reorganization of the division office with a new team of administrative support staff
- Implemented monthly meetings of the Chairs Council to improve communication and shared governance in decision making
- Led the reorganization of the Box Office Cashier position
- Led the redistribution of faculty release time and faculty overload guidelines for consistency throughout the division
- Led the revitalization of the Art Yard and brought all ongoing safety issues into compliance

**July 2004- January 2006**
**Academic Dean**
**San Joaquin Valley College, Visalia, California**

**San Joaquin Valley College:** an accredited private junior college that provides accelerated career-focused curriculum and instruction to its students in Visalia, CA; one of nine campuses located throughout California. It offers more than 20 accelerated Certificate and Associate of Science degree programs in the business, medical and technical fields.

**Academic Dean:** Served as the Chief Instructional Officer and a member of the senior management staff reporting directly to the Campus Director (comparable to president in other college structures). I was responsible for the daily operations and academic planning for multiple campuses with 17 academic degree and certificate programs at Visalia campus and satellite extension in Hanford, CA. Provided leadership for all academic programs and responsible for the hiring, training, supervision and evaluation of 13 Program Directors and 130 faculty and staff.

**Responsibilities:**
- Provide leadership of the College's 17 degree and certificate programs as Chief Instructional Officer
- Responsible for the hiring, training, supervision and evaluation of 13 Program Directors and 130 faculty and staff
- Identified, created and facilitated faculty and staff trainings
- Responsible for disciplinary and merit considerations of faculty
- Developed academic program budget recommendations and administer budgets
- Participated in student retention and success programs, orientations, and events
- Collaborated weekly with Dean of Student Services to monitor and improve student services
- Conducted programmatic meetings
- Led advisory conferences for vocational programs
- Maintained relevant data, reports, and program materials as required by WASC accreditation
- Serve as campus liaison for WASC accreditation, as well as vocational program accreditations
- Serve on college committees: Chair of Diversity Committee and Management Council

Accomplishments:
- Led the successful reorganization of scheduling academic programs for efficiency
- Led the development and implementation of the satellite campus with academic programs
- Led the training of Academic Deans throughout the system that spanned from northern to southern California
- Developed and implemented evaluation processes and forms that were adopted throughout the system of 7 colleges
- Organized and facilitated professional development trainings for faculty and staff

August 2002 - Coordinator of the Composition Program  
July, 2004 Fresno Pacific University; Fresno, CA

Fresno Pacific University: Fresno Pacific is the Central Valley's only accredited Christian university, offering leading academic programs, and ethical and spiritual development through traditional bachelor's degree, adult degree completion, master's, certificate and credentialing programs.

Coordinator of the Composition Program: Responsible for the leadership of the Composition program, curriculum, as well as worked with other Composition faculty to ensure compliance with educational policies and goals of the program.

Responsibilities:
- Created and utilized assessment tools for incoming and transfer students
- Led weekly meetings with Composition faculty and Writing Center
- Organized and implemented student and faculty workshops
- Designed composition courses and evaluated curriculum and textbooks for coursework
- Interfaced with the Writing Center and determine appropriate tutorial labs for students in composition courses
- Advised and mentored students for completion of degree
- Recruited and increased student staff for university newspaper, The Syrinx by 50%, as well as increase budget and scholarships through fundraisers and business ads
- Led seminar with composition instructors

Accomplishments:
- Led the pilot program of integrating tutors into composition courses with a marked increase in student performance
April 2001 – December 2001  
**Program Director**  
**Social Vocational Services; Fresno, CA**

**Social Vocational Services:** Social Vocational Services, (SVS), is a private not-for-profit service agency that has been providing supportive services to Californians with developmental disabilities for over 30 years. It currently serves approximately 3600 individuals in a variety of work-oriented, skill building, community access and residential support services in Southern, Northern and Central California. SVS is vended by 14 of California's 21 Regional Centers for the developmentally disabled; is certified by the CA Dept. of Rehabilitation and is accredited by the Rehabilitation Accreditation Commission (CARF) in the area of Supported Employment.

**Program Director:** Responsible for daily operations of Fresno, CA location and supporting clients with developmental disabilities in finding and keeping a job, living independently, learning new life skills or accessing community activities.

**Responsibilities:**
- Developed quality program in supported employment for developmentally disabled consumers
- Responsible for the hiring, training, and supervision of 33 professional staff members
- Increased recruitment and retention of consumers
- Organized educational, vocational, and recreational activities for clients, family and community
- Responsible for fiscal management of budget, payroll, billing, personnel records and workers compensation issues
- Implemented policy, procedures, and state licensing regulations
- Recruited, assessed eligibility, and retained consumers as appropriate for program

**Accomplishments:**
- Led the Fresno location through a successful audit and meeting goals for recruitment of clients.
- Led the establishment of an annual diversity event for clients and their families.

August 1998- March 2001  
**Director of the Writing Center**  
**Fisk University, Nashville, Tennessee**

**Fisk University:** From its founding as a historically Black College in 1866, academic excellence has been the hallmark of Fisk University, one of the foremost research and teaching universities in the United States. Fisk offers its students an exceptional curriculum and dynamic learning and mentoring experiences with an award-winning, professionally renowned faculty.

**Director of the Writing Center:** Responsible for providing leadership of a student support center that specialized in tutoring, coordinated with composition classes, and supported student success and retention. Provide oversight of daily operations, supervision of tutors, and the development of events and strategies to promote visibility of the Center.

**Responsibilities:**
- Led the Center to become a viable part of the college community and coordinate support for
composition classes
• Collaborated with administration and faculty to serve needs of students
• Coordinated center's informational and cultural events for student population
• Recruited, trained, and supervised student tutors
• Facilitated all components of program development and resource support

Accomplishments:
• Designed and implemented components of university's tutorial center to increase service from approximately 30 students to a documented 300 disadvantaged students each semester
• Led support for grant, Art in Public Places to secure mural for Center
• Organized and underwrote successful student events to promote student writing, including Poetry Nights and Essay Competitions
• Created and oversaw Center's newsletter for community awareness of program

FULL-TIME FACULTY TEACHING EXPERIENCE

August 2002 - July, 2004  Professor of Composition and Rhetoric
English Department
Fresno Pacific University; Fresno, CA

Fresno Pacific University: Fresno Pacific is the Central Valley's only accredited Christian university, offering leading academic programs, and ethical and spiritual development through traditional bachelor's degree, adult degree completion, master's, certificate and credentialing programs.

Professor of Composition and Rhetoric: A Pilgrimage faculty member indicating the university community approved my hire as faculty after demonstration of a profound academic, intellectual, and spiritual journey. Responsible for teaching diverse courses in literature, developmental writing, composition, and academic writing. Responsible for advising students in English major, working collaboratively with faculty on departmental projects, and supervising student extracurricular activities.

Responsibilities:
• Participated as a writer and respondent to California State Standards for the Secondary Program Review
• Taught diverse and academically challenged populations in literature, developmental writing, composition, and academic writing
• Functioned as liaison between the English Department and university regarding issues and concerns in the teaching of writing and academic discourse
• Mentored and advised students in the English major
• Collaborated with department faculty for seminars and events for majors
• Provided leadership of student newspaper, The Syrinx and F.A.I.T.H. student club
• Chaired and served on college committees: Academic Integrity Committee and hiring committees
• Conducted outreach to community organizations

January 2002 - May, 2002  English Instructor
English Department
Reedley Community College; Reedley, CA

Reedley Community College: a comprehensive community college with more than 11,147 students registered at Reedley College (RC campus, South Centers and North Centers). The college offers
associate degree programs, the first two years of a transfer program, and short-term career training programs.

**English Instructor:** Served as a one semester full-time sabbatical replacement. Responsible for teaching diverse courses in developmental and advanced writing, composition, and academic writing.

**Responsibilities:**
- Taught diverse and academically challenged populations in developmental and advanced writing, composition, and academic writing.

### Adjunct Faculty Teaching Experience

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<tr>
<th>Semester</th>
<th>Institution</th>
<th>Course</th>
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<tbody>
<tr>
<td>Summer, 2002</td>
<td>Reedley College, English Department</td>
<td>Developmental and Advanced Composition Courses</td>
</tr>
<tr>
<td>Fall 1998-2001</td>
<td>Fisk University, English Department</td>
<td>Developmental and Advanced Composition and Literature Courses</td>
</tr>
<tr>
<td>Summer, 1999-2000</td>
<td>Fisk University, Summer Alliance Bridge Program</td>
<td>Life Skills and Composition</td>
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<tr>
<td>Summer, 1999</td>
<td>Fisk University, UNCF Minority Medical Summer Program</td>
<td>Research Writing and MCAT Prep</td>
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### Publications


### Selected Community Activities/ Community Presentations

Sequoia Council Boy Scouts Troop 8900 – Merit Badge Counselor, Committee Member, and Parent Volunteer – 2012 – present.


*Connecting Strategic Conversations to Planning Outcomes.* American Association of Community Colleges (AACC). 93rd Annual Convention, San Francisco, CA. April 2013. I developed the proposal,
wrote the content for the panel and identified the panel participants, which included two community college chancellors and two Board of Trustee presidents from districts in central and southern CA.

Keynote speaker. Rosa Parks Awards Reception for Center for Women and Culture Student Assist. Fresno State University, Fresno, CA. February 2013.


Leading by Faith. Keynote Address for NAACP, Fresno, CA, February 2012.

Strategic Planning in Times of Declining Fiscal Resources. Panel with Dr. Deborah G. Blue and Dr. Fran White. Community College League of California Annual Conference, San Jose, CA, November, 2011.


You’re Enough. Keynote address at Links Mother’s Day Luncheon, Fresno, CA, May, 2010

Understanding Leadership. Keynote Address at AIM, Internal Revenue Service, Fresno, CA, September, 2009

Leadership Story. Keynote address at Internal Revenue Service, Fresno, CA, May, 2009

Diversity Address. Keynote address at United States Treasury, Emeryville, CA, February, 2007-2008


A Boy Called King. Keynote address at Clovis Police Department’s Martin L. King Community Breakfast, Clovis, CA, February, 2007.

Graduation Address. Keynote address at Joaquin Valley College’s Fall graduation, Hanford, CA, 2006

When We’ve Had Enough. Keynote address at World Aids Day Commemoration, Fresno, CA 2006

Graduation Address. Keynote address at Joaquin Valley College’s Spring graduation, Visalia, CA, 2005
Guest Lecture. Address at Fresno Pacific University Visalia Center, Visalia, CA, 2004-2005


Guest Lecture. Address at Tennessee State's Student Government Reunion, Nashville, TN, 1995

Selected Professional Activities

Chair, District Integrated Planning Model Workgroup (2012-2013); Chair, District Decision Making Taskforce (2012-Present); Co-Chair, Integrated Planning Workgroup (2012-present); Chair, District Strategic Planning Committee (2012-Present); Chair, District Strategic Planning Workgroup (2011-2012); Chair, District Administrative Service Unit Review (2011-Present); Chair, District Administrative Service Unit Review Response Team (2012-Present); Resource Chair, District Resource Allocation Model Taskforce (2011-Present); The National Council on Black American Affairs Leadership Institute: An Affiliate of the American Association of Community Colleges (AACC). Houston, TX, October, 2010; Representative for California State University Chancellor’s Office with Carnegie Project on Education Doctorate (CPED) (2007-2010); Member, Liberal Studies Advisory Board, CSU, Fresno (2009-2010); Member, Accreditation Steering Committee, Fresno City College (2010-Present); Co-Chair, Accreditation Sub Committee on Human Resources, Fresno City College (2010-Present); Chair, Academic Integrity Committee (2002-2004); Chair, Diversity Committee (2004-2006).

Media Recognition


Profile on Leaders. Deans & Provost, 11/1/11.

State graduates own crop of doctorates, The Fresno Bee, Fresno, CA, 5/21/10

19 educators make Fresno State history with independent Ed.D.s, Fresno State News, 5/18/10

College dean will share stories about King, The Fresno Bee Fresno, CA 1/18/08
  o Reprinted in USATODAY.com
  o Reprinted in Civil Rights News
  o Reprinted in Hanford Sentinel

Hanford remembers King, Hanford Sentinel Hanford, CA 1/29/08

South Valley celebrates progress made since King’s Day, The Fresno Bee, 1/21/08

Children shine at King’s celebration, Madera Tribune Madera, CA 1/21/08
Keep the dream alive, Madera Tribune Madera, CA 1/17/08

MLK legacy to be celebrated with art, music, dance, Madera Tribune Madera, CA 1/14/08

Hanford to pay tribute to King, Hanford Sentinel Hanford, CA, January 2008

Lifestyle, Hanford Sentinel Hanford, CA, January 2008

Community news, The Lemoore Advance Lemoore, CA, January 2008


FCC Dean Blackwood to Represent CA on Carnegie Project, The California Advocate Fresno, CA, 11/9/07

California Advocate’s Salute to 2007 Graduates, The California Advocate Fresno, CA 6/1/07

FCC’s Women of Mettle, Rampage Fresno, CA 3/21/07

City Notes, City Scene Fresno, CA 3/07

Poetry Jam unites FCC, Rampage Fresno, CA 2/07

The Black Church Responds to HIV/AIDS on World Aid’s Day, The California Advocate Fresno, CA 1/12/07

22nd Annual Rev. Dr. Martin L. King, Jr. Celebration, The California Advocate Fresno, CA, 1/12/07

Martin Luther King Jr. Unity Committee continues King’s Commemoration program despite lack of City Hall’s support, Fresno Famous Fresno, CA 1/10/07

3rd generation College Dean assumes leadership, The Tennessee Tribune, Nashville, TN, 11/30/06

Education, The Business Journal Fresno, CA 11/16/06

Local Scene, The Fresno Bee, 11/12/06

Blackwood carries on Educational Tradition, Rampage Fresno, CA 9/8/06

○ Reprinted in The Nashville Pride

Meet the newest Deans of Fresno City College, City Scene Fresno, CA, 2006

Luna and Swafford graduate from SJVC, Madera Tribune Madera, CA 4/20/05

Graduation, Visalia Times-Delta, Visalia, CA 4/11/05

Awards/Honors
Heritage Award in Education, CA Assemblymember Henry T. Perea, 31st Assembly District, California State Assembly, March 2012.
Plaque of Recognition, AIM, Internal Revenue Service, Fresno, CA, September, 2009.
Plaque of Recognition, NAACP, Hanford, CA, January 2008.
Letter of Recognition, Councilmember Dr. Brian Calhoun on behalf of City Hall Fresno, CA, February, 2007.
Letter of Recognition, Councilmember Cynthia Sterling on behalf of City Hall Fresno, CA.
Commendation from the City of Fresno, CA, September, 2006.
Letter of Recognition, Dr. Martin Luther King, Jr. Unity Committee on behalf of the City of Fresno, Fresno, CA, March, 2007.
Alpha Kappa Alpha Sorority, Inc. Award for Excellence in Composition, 1994.
Coca-Cola Award for Creative Writing, 1992.

Training


Conflict Resolution, Center for Peacemaking, Fresno Pacific University. 2002.