

Robert C. Mock Jr., Ed.D.

██████████, MD 21804

Home/Cell ██████████ Email: ██████████.com

EDUCATION

Doctor of Education in Higher Education Administration
University of Arkansas at Little Rock, 2001

Master of Arts in Interpersonal & Organizational Communication
University of Arkansas at Little Rock, 1998

Baccalaureate of Science in Industrial Engineering, Minors in Mathematics & Physics
Southern Illinois University Edwardsville, 1990

PROFESSIONAL EXPERIENCE

Executive Vice President Strategic Initiatives & Chief of Staff	2022~Present
Interim Athletic Director (Division I) & Chief of Staff	2022-2022
Executive Vice President Strategic Initiatives & Chief of Staff	2019-2022
Interim Vice President for Enrollment Management & Student Experience & Chief of Staff	2018-2019

University of Maryland Eastern Shore, Princess Anne, Maryland

The University of Maryland Eastern Shore (UMES) Chief of Staff provides leadership, operations expertise, community outreach, strategic planning to ensure that the university's mission as the State of Maryland's 1890 Historically Black Land Grant University (HBCU). UMES ranks in the Top-20 of the nation's HBCU, according to U.S. News & World Report's annual survey of higher education quality. As a member of the twelve-university System of Maryland UMES is a Carnegie Classified Doctoral Research and Teaching Institution that nurtures and launches leaders in a student-centered environment. As the second in charge reporting to the President, the Executive Vice President & Chief of Staff often participates in lieu of the President at the University System of Maryland Board of Regents meetings and before State and Federal Legislators. The Chief of Staff co-leads, develops and supports an effective Cabinet and manages campus revenues approximately \$130 million, and supports university policies to provide for effective leadership and accountability for nearly 3,000 students.

- Assures the effective and efficient operation of assigned functional areas by providing sound counsel, advice and direction; ensuring the President has all the information necessary to make informed decisions
- Provides direct staff support to the President, with the primary goal of implementing the President's vision and successfully achieve the University's mission.
- Represent the President at a variety of internal and external meetings and events and as well as at the Presidential Cabinet meetings involving the senior management discussions of policies and procedures, when the President is unavailable.
- Serves as the President's liaison with vice presidents, interfaces with the Board of Regents when necessary, and other senior staff.
- Leads studies and research projects and conducts fact-finding on sensitive issues as directed by the President (HBCU Coalition Lawsuit settled for \$577 Mil. March 2021).

- In coordination with the senior staff of the University, develops and distributes planning documents, position papers, issue papers, television and radio scripts, marketing materials, special news releases, special and occasional reports, speeches and studies to be used by the President and other university system of Maryland administrators in contact with the public.
- Works collaboratively with senior officials and other managers in addressing crises that may have university wide impact.
- Provides feedback to the vice presidents from the President's perspective as needed.
- Assist in the coordination of such community relations activities as may be required to successfully advance the vision and agenda of the President and the Board of Regents.
- Serve as the liaison to government agencies, commissions, and associations and stakeholders in public higher education.
- Assists in the construction and implementation of the University's strategic plan.
- Where appropriate and required by circumstances, serves as spokesperson for the University.

President

2015~2017

Johnson & Wales University Charlotte Campus, Charlotte, North Carolina

The Charlotte campus president provides vision and leadership to ensure that the university's mission is carried out and enhanced at the campus level. As a member of the Four University Campus president and chief operating officer's executive team, the Charlotte Campus president participates in university-wide governance and strategic planning. The campus president has the overall responsibility for campus academic initiatives and student outcomes fostering continuous program innovation and teaching excellence. The president develops, leads, and supports an effective team, manages campus revenue approximately \$75 million and expenses, and supports university policies to provide for effective delegation and accountability for 2,101 students.

- Creates campus strategic plans and prioritizes initiatives to further develop the campus and support the university's, mission, guiding principles, and strategic plan
- Oversees campus efforts focused on enrollment management, academics, and student engagement ensuring that appropriate academic outcomes and standards are realized
- Initiates and engages in dialogue at the university executive level on campus and university-wide matters such as new programming and facility needs
- Communicates effectively with campus constituents, obtaining input, as appropriate, and providing support and rationale for decisions, practices, and policies
- Foster a campus culture rich in diversity and inclusion. Models and sets standards for ethical conduct in support of the university's code of conduct and policies
- Oversees the development and management of the campus budget and fiscal affairs; allocates and manages campus resources to ensure alignment with the university's financial plan
- Oversees the development and execution of campus facility master plans in conjunction with other members of the university's executive team
- Provides leadership and direction for campus leadership team members by driving the team's agenda in support of the university's mission, guiding principles, and strategic plan; monitors the team's collective and individual efforts and achievements; oversees other university departments, as appropriate
- Collaborates with functional leaders to implement university policies, protocols, and

programs at the campus level; identifies gaps in academic program delivery, student services, or administrative support activity and plans for improvements, as necessary

- Develops and fosters meaningful relationships with members of the local/regional community including city, county and state officials, to contribute to the university's ability to further the university's mission
- Ensures that the campus successfully aligns its activity with the university's strategic plan, guiding principles, accreditation expectations, state specific requirements, risk management and compliance efforts, university policies, and procedures
- Collaborates with members of the university's resource development team to advance fundraising efforts and to support donor relations
- Participates in campus events to maintain visibility and to actively engage with members of the campus community
- Participates in university-wide initiatives and leads and/or participates in special assignments; performs other duties as assigned

Vice President for Student Affairs

2010~2015

University of Kentucky, Lexington, Kentucky

The Vice President for Student Affairs position reports to the President and the Provost at the University of Kentucky. In the role of Vice President of student affairs I am responsible for the overall supervision and direction of a division that includes the Office of the Dean of Students; Counseling and Testing Center; Dining Services; Residence Life and Housing Assignments Office; Student Center; Student Involvement; Student Publications; Disability Resources; Greek Affairs; Campus Recreation; The Violence Intervention & Prevention Center; Alcohol Education; New Student and Parent Programs; Judicial Affairs; and Student Affairs Administration. Division of Student Affairs Chief Financial Officer and \$69 million budget including education & general institutional funds, grants, and auxiliary revenues, University Housing, Greek Housing, Contract Dining Administrative Services (\$45 million), University of Kentucky Student Union, Campus ID office & Information. Currently there are over 700 full-time staff and 500 part-time staff including, Graduate Assistants and under graduate student employees reporting to the position. The enrollment is over 30,000 students.

- Serves on the following: President's Council, University of Kentucky Athletic Association Board of Directors, Performance Evaluation Project, Provost's Retention Taskforce, Board of Trustees Student Affairs Committee, Campus Security Project-Building Card/Access Transition, Development Advisory Council, Facilities Transformation Workgroup Committee, Greek Alumni Council [Greek Housing Strategy Committee], Housing Master Plan Committee, Management of Student Policy Committee, Performance Evaluation Task Force, Public Relations Grand Council, SACS Leadership Team, Students of Concern Team, Student Success and Graduation Task Force, UK IT Security Working Group, UK Senior Administrators Group
- Fundraising \$600 Million 8–10-year Public/Private Partnership for Student Housing and campus revitalization of infrastructure
- The Southern Association of Colleges and Schools Commission on Colleges (SACS-COC) Leadership Team, Developer Evaluation Committee and the President's Council
- Policies and Processes Regarding Legal and Ethical Conduct
- Faculty appointment in the College of Engineering, College of Communication & Information, College of Education and the College of Arts & Sciences in the

Africana/African-American Studies Department. Developed and facilitated an Intercultural Communication in Black Greek Letter Organizations: Groups, Organizations and Identity course to help student retention, academic success and student engagement.

- The University of Kentucky is the flagship campus of the Commonwealth of Kentucky and is the primary land-grant campus in the state with an annual budget exceeding \$3.1 Billion dollars. Serving over 30,000 students, the university is dedicated to improving people's lives through excellence in education, research and creative works, service and health care. The university offers programs in seventeen colleges and a medical center.

Associate Vice Provost for Student Affairs

2009~2010

University of Arkansas, Fayetteville, Arkansas

Reports to the Chief Student Affairs Officer/Vice Provost for Student Affairs and is dedicated to developing and conducting programs and services to promote academic success and student develop by providing overall leadership and direction for the following: Division of Student Affairs Chief Financial Officer and \$70 million budget including education & general institutional funds, grants, and auxiliary revenues, University Housing, Greek Housing, Contract Dining Administrative Services (\$35 million), Arkansas Student Union, Campus ID office & Information. Currently there are over 505 full-time staff and 600 part-time staff including, Graduate Assistants and under graduate student employees reporting to the position.

- Serves on the following: Chancellor's Administrative Policy Council, Council of Deans, Academic Affairs Executive Group, Global Campus (Distance Education Taskforce), Veteran's Resource Information Center and serves on the Veteran's Taskforce.
- Developed and implemented the Veteran's Resource Information Center.
- Coordinates the Rwanda Presidential Scholars Program.
- Faculty appointment in the J. William Fulbright College of Arts and Sciences Department of Communication and African-American Studies Program. Developed and facilitated an Intercultural Group Communication & Identity in Black Greek Letter Organization course to help student retention, academic success and student engagement.
- The University of Arkansas is the flagship campus of the University of Arkansas System and is the primary land-grant campus in the state. Serving approximately 25,000 students, the university offers a wide range of academic programs in six colleges and the schools of law and architecture.

Assistant Vice Chancellor for Student Affairs

2007~2009

University of Arkansas, Fayetteville, Arkansas

- Reports to the Chief Student Affairs Officer/Vice Chancellor for Student Affairs and is responsible for providing overall leadership and direction for the following: First Year Experience Programs (Orientation, Welcome Week, Family Weekend, Academic Convocation, ROCK Camp); Pre-College Programs (College Project Talent Search, Upward Bound/Talent Search, Veterans' Upward Bound, Math/Science Academy, and Gifted and Talented Programs); Student Support Services; Enhanced Learning Center (Tutoring, Supplemental Instruction, Academic Warning); International Students and Scholars; Off-Campus Connection. A Director serves each of the departments. The gross budget responsibility for this area is over \$6.1 million. Currently there are over 50 full-time staff and 100 student employees reporting to the position.
- Serves on the Chancellor's Administrative Policy Council and the Council of Deans.

- Developed and implemented the Rwanda Presidential Scholars Program.

Student Services Division Chief & Director of Recruitment and Retention 2004~2007
University of Arkansas at Little Rock, Little Rock, Arkansas

- Reports to the Vice Chancellor for Educational Student Services and the Provost/Vice Chancellor for Academic Affairs. Responsible for student services and the recruitment and retention of students through the implementation of programs grounded in student development theory. University of Arkansas at Little Rock enrolls approximately 12,000 students including undergraduates, graduates and a Law School.
- Served on the Chancellor's Advisory Council and the Dean's Council.
- Faculty member in the First Year Experience program and the Speech Communication department. Developed two-year community college articulation agreements with Pulaski Technical College, National Park Community College and Arkansas State University at Beebe. Co-Chaired the implementation of the Foundations of Excellence initiative to address the First Year of College and improve retention and success rates.
- Supervises: Recruitment & Retention staff full-time and part-time student employees including: recruiters, welcome center coordinator, office manager, Banner 7x technician, two-year college articulation agreement personnel, graduate assistants, telephone recruiters, work-study students, Chancellor's Leadership Corps Scholarship recipients and an off-site two-year community college liaison. Manages a budget in excess of \$673,407 including two university vehicles and a freestanding University Welcome Center building.
- Chair of the 35-member university wide recruitment and retention taskforce. Increased enrollment Spring 2005, Fall 2005 and Spring 2006, Fall 2006, Fall 2007 (15-yr high), Spring 2008. Increased average ACT by a full point (1.0). Duties include developing the university five-year minority recruitment and retention plan for students, faculty and staff.
- Serving on the North Central Association of the Higher Learning Commission Self-Study Steering Committee. Completes the annual minority recruitment & retention report due to the Arkansas Department of Higher Education each fiscal year.
- Created a culture that is inclusive and integrates the faculty, staff, administration and students that supports the university strategic plan to recruit more academically accomplished traditional students and retain the non-traditional student base.
- Established the Office of Recruitment and Retention at the UALR. Secured campus facility for a new University Welcome Center. Developed the design, functional layout and long-term strategic plan to address retention through learning communities, increased admission standards, peer tutorial program and improved educational student services. Coordinated with the Office of Communication the media marketing strategies.
- Implemented Noel Levitz programs, Goal Quest and various television/radio advertisements, mass mailings and marketing strategies designed to locate and identify new student markets, monitor changes in student population and strategically determine how to recruit the desired students. Constructing an on-campus tracking system for prospective students using a database to coordinate university recruitment and retention with campus visits initiated by academic units.

Associate Dean, College of Professional Studies
University of Arkansas at Little Rock, Little Rock, Arkansas

2001~2004

- Responsible for college wide academic affairs, faculty promotion & tenure process, student affairs and ombudsmen related issues, recruitment, retention, assessment. Served as ROTC Department Chair and student affairs judicial officer. Hearing judicial cases, conduct investigations, coordinate the Behavioral Standards Committee, revise staff handbook; participated with judicial board training, facilitate faculty development workshops addressing classroom disruptions and academic dishonesty.
- Assist Dean with the coordination of five departments and two schools with approximately 3,000 Students 157 employees including faculty, staff, administrators and an annual budget in excess of \$12 million dollars.

The academic departments, schools and programs are listed as follows:

- | | |
|---|---|
| • <u>Audiology & Speech Pathology</u> | <u>Institute of Government</u> |
| Speech & Hearing Clinic | MPA, Applied Research Group |
| <u>Speech Communication</u> | Arkansas Public Administration Consortium |
| Baum Center & Speech Communication | <u>School of Social Work</u> |
| Interactive Learning Center | Mid-South Center for Education |
| Health Services Administration | Research and Training |
| Criminal Justice | <u>Community Outreach</u> |
| Military Science (ROTC) Dept. Chair | Channel 62 Television Station |
| School of Mass Communication | KUAR & KLRE Radio Stations |
- Accomplishments of the college: led university in grants and contracts, first year orientation program, graduate certificate programs, diversity initiatives and on-line majors. Additional responsibilities included facilities management, logistics and maintenance.
 - Developed an articulation agreement with Philander Smith College ROTC program University of Arkansas Clinton School of Public Service Inaugural Faculty member
 - Former President Clinton Library: *Bridging the Divide* November 16, 2004
Guest lecturer in graduate programs in Higher Education Leadership
Racial Attitudes Conversation facilitator 2003 & 2004
Central Arkansas Transit Authority taskforce member
Established first college-wide computer laboratory
Department Chair for Military Science 2002-2003
Annual College-wide Assessment Symposium
College website maintenance and updates
Speech 1300 Faculty 1999-2004

Faculty Instructor, Department of Speech Communication 1999~2004
University of Arkansas at Little Rock, Little Rock, Arkansas

- Responsible for instruction in the basic speech course. The teaching load included four or five sections and 150 students per semester during full-time teaching appointment and one section per semester during full time appointment as Associate Dean in the College of Professional Studies. Participated in the upgrading of the basic course and the Speech Communication Interactive Learning Center. Serving on departmental, college, and university committees (graduate council, curriculum subcommittee), especially those dealing with assessment and teaching in the Learning Communities program.

Continuing Education Program Coordinator 1995~1999
University of Arkansas-Fayetteville, Arkansas State University,

University of Arkansas at Little Rock, (Arkansas Public Administration Consortium)
Little Rock, Arkansas

- Provided and coordinated management development and technical training for individuals working with the workforce development training programs in Arkansas. Established course curricula in collaboration with a three - university consortium including University of Arkansas at Little Rock, University of Arkansas-Fayetteville, Arkansas State University and the Arkansas State Employment Security Department. Managed Graduate Assistant (GA) and the Master in Public Administration (MPA) internship programs of the three-university consortium.

MILITARY EXPERIENCE

Medical Service Corps Hospital Administrative Officer Captain 2002~2010
U.S. Army & National Guard, North Little Rock, Arkansas

- Medical Detachment officer advises commanders and staff in all aspects of patient administration. Plans organizes, directs, and controls patient administration in a variety of health services facility, a clinical support division, a department, service, or branch of a military medical/dental facility. Serves as the certified Equal Opportunity Advisor and the Certified Mediation Specialist. Collects, analyzes patient and organizational data.

TEACHING FACULTY EXPERIENCE

Faculty Instructor, School of Education, Social Sciences, and the Arts 2018~Present
University of Maryland Eastern Shore, Princess Anne, Maryland

- Groups, Organizations and Identity: Intercultural Communication in Black Greek Letter Organizations course to help student retention and academic success.

Faculty Instructor, College of Arts and Sciences 2015~2017
Johnson & Wales University Charlotte Campus, Charlotte, North Carolina

- Groups, Organizations and Identity: Intercultural Communication in Black Greek Letter Organizations course to help student retention and academic success.

Faculty Instructor, College of Communication & Information, 2011~2015
The College of Arts and Sciences and the College of Education
University of Kentucky, Lexington, Kentucky

- Altered the previously created Groups, Organizations and Identity: Intercultural Communication in Black Greek Letter Organizations course to help student retention, academic success and student engagement.

Faculty Instructor, J. William Fulbright College of Arts and Sciences 2009~2010
University of Arkansas, Fayetteville, Arkansas

- Developed an Intercultural Group Communication & Identity in Black Greek Letter Organizations course to help student retention, academic success and student engagement.

Faculty Instructor, University College First Year Experience Program 2006~2007
University of Arkansas at Little Rock, Little Rock, Arkansas

- Responsible for instruction in the Personal Awareness course. The learning community course linked with freshmen developmental writing and a service-learning component.

One section per year.

Faculty Instructor, Department of Speech Communication 1999~2004
University of Arkansas at Little Rock, Little Rock, Arkansas

- Responsible for instruction in the basic speech course. The teaching load included 4 or 5 sections and 150 students per semester during full-time teaching appointment and one section per semester during full time appointment as Associate Dean in the College of Professional Studies. Selected by students in the Residence Hall Association as the best faculty & staff member at UALR.

Management Specialist, College of Business 1999~2004
Management Education and Development Program
University of Arkansas at Little Rock, Little Rock, Arkansas

- Responsible for developing business management curriculum and provide professional training.

OTHER EDUCATION

Harvard University Graduate School of Education, Seminar for New Presidents, 2016
American Association of State Colleges and Universities, Millennium Leadership Initiative, 2011
Harvard University Graduate School of Education,
Institute for Management and Leadership of Education, 2009
Leadership Charlotte 2017 *Leadership Kentucky 2012 *Leadership Maryland 2020
United States Department of Defense Certified Dispute Resolution Mediator, 2008
United States Department of Defense Equal Opportunity Certified Consultant, 2008
United States Department of Labor Malcolm Baldrige Facilitator, 1998

ACADEMIC RESEARCH & CONTRACTED CONSULTING

Professional Consultant

Robert Mock, LLC Owner 1999-Present

Mock, R. (2024). *Organizational Development & Non-Verbal Communication for Law Enforcement Officers*, University of Arkansas System-Criminal Justice Institute Little Rock, AR. December 10-11, 2024 & June 9-10, 2025 (**25 years of a Continuous Contractual Services 1999-Present**).

Mock, R. (2024). *Implicit Bias*, Pulaski County Sheriff Office Little Rock, AR. Oct. 14-16, 2024.

Mock, R. (2024). *Race Relations, Healing & Social Justice*, University of Arkansas System-Criminal Justice Institute Little Rock, AR. June 27, 2024.

Mock, R. (2024). *Organizational Development & Non-Verbal Communication for Law Enforcement Officers*, University of Arkansas System-Criminal Justice Institute Little Rock, AR. February 13-14, 2024 (**25 years of a Continuous Contractual Services 1999-Present**).

Mock, R. (2022). *Organizational Transformation & Leadership for Law Enforcement Employees*, Springdale PD, Washington Co. Sheriff Department, Fayetteville PD, Fayetteville, AR. May 31-June 2, 2022.

Mock, R. (2021). *Updating Campus COVID-19 Testing Strategies: A Peer-to-Peer Conversation Series #3*, The National Academies of Science, Engineering and Medicine. Washington, DC. August 2, 2021.

Mock, R. (2021). *Divine Nine Black Greek Letter Organizations and Beyond*, Ohio University,

Athens, OH. April 13, 2021.

Mock, R. (2021). *Lessons on Character and Integrity: Leadership from the Movement*, Valparaiso University Valparaiso, IN. April 7, 2021.

Mock, R. (2021). *My Journey as an African-American Higher Education Administrator*, Ohio University, Athens, OH. April 6, 2021.

Mock, R. (2021). *NAACP Know Your Rights* University of Maryland Eastern Shore, Princess Anne, MD. March 30, 2021.

Mock, R. (2021). *Race Relations & Diversity & Inclusion*, Charlotte Racial Consortium, Johnson & Wales University Charlotte Campus Student Fellows, Charlotte, NC. March 24, 2021.

Mock, R. (2020). *Racial Injustice in a Global Pandemic*, University of Maryland Eastern Shore, Princess Anne, MD. August 28, 2020.

Mock, R. (2020). *Leading Change amid COVID-19 & BLM George Floyd Movement*, University of Kentucky Residential Life Staff Professional Development, Lexington, KY. June 11, 2020.

Mock, R. (2017). *Packing Someone's Parachute*, Champaign Urbana School Foundation, Distinguished Alumni, Champaign, IL. April 1, 2017.

Mock, R. (2017). *Leadership from a Presidential Perspective*, National Association of Student Personnel Administrators, San Antonio, TX. March 12, 2017.

Mock, R. (2017). *Exploring the Presidency*, National Association of Student Personnel Administrators, San Antonio, TX. March 11, 2017.

Mock, R. (2016). *Expectations of the Chief Business Officer*, The Business of the University Conference, Prairie View A&M University, Prairie View, TX. November 7, 2016.

Mock, R. (2016). *Realize Your Dreams*, Southern Illinois University Day Community Breakfast, Southern Illinois University Edwardsville, Edwardsville, IL. October 13, 2016.

Mock, R. (2016) *Navigating a Career Path to a Presidency*, National Association of Student Personnel Administrators, Indianapolis, IN. March 14, 2016.

Mock, R., Sullivan, T., Horras, J., Worsley, F., Tyner, L., & Kruger, K. (2015). *Building Effective Partnerships between Greek Organizations and Universities*, Association of Public Land Grant Universities, Indianapolis, IN. November 15, 2015.

Mock, R. (2015). *Strategic Planning Retreat*, University of Illinois, Urbana IL, Oct 8-9 2015.

Mock, R. (2015). *Strategic Planning*, Prairie View A &M University, Prairie View Texas, July 3-4 2015.

Mock, R. (2014). *Art of Communication Generation Next for Rural Law Enforcement Officers*, Cincinnati, OH. June 11, 2014.

Mock, R., Daples, P. & Sawyer, G. (2013). *Leading Change: Multivariable Organizational Environments*, 27th Richard F. Stevens Institute. NASPA Conference Newport Beach, CA. July 17-21, 2013

Mock, R. (2012). *"Black Old School Elegance."* Lyman T. Johnson Banquet. University of Kentucky Lexington, KY. April 23, 2012.

Mock, R. (2011). *Greek Report*, Kentucky Association of Blacks in Higher Education. Lexington, KY. November 4, 2011

- Mock, R. (2011). *Art of Communication Generation Next for Rural Law Enforcement Officers*, Nashville, TN., September 22, 2011, Salt Lake City UT, Aug. 22, 2011, Denver CO, April 14, 2011.
- Mock, R. (2011). *The State of the Black Male*. Lexington, KY. February 13, 2011.
- Mock, R., and Mencke, B. (2010). *Meeting the Mental Health Care Needs of Veterans on Campus* Annual American College Personnel Association, Boston, MA. March 20-24, 2010.
- Mock, R., and Mencke, B. (2010). *Student Affairs Approach to working with Veterans on Campus* Annual, National Association of Student Personnel Administrators, Chicago, IL. March 6-10, 2010.
- Mock, R. (2009). *Changes, Challenges, & Choices*, University of Arkansas-Fort Smith 22nd Annual Arkansas Black Student Association Conference, Fort Smith AR. Nov. 6, 2009.
- Mock, R., L. Williams & C. Stewart (2009). *Student African American Brotherhood & Brother-2-Brother: Retaining Black Males in Higher Education*, the National Symposium on Student Retention Buffalo, NY September 30-October 2, 2009.
- Mock, R., and Mencke, B. (2009). *Meeting the mental Health Care Needs of Returning Veterans on Campus* Annual, National Association of Student Personnel Administrators, Boston, MA March 7-11, 2009.
- Mock, R. (2009). Northwest Arkansas Community College Jan 30, 2009, *Meeting the mental Health Care Needs of Returning Veterans on Campus*.
- Mock, R. (2009). *A Time of Transformation-Martin Luther King Jr* Associated Student Government and Black Student Association Fayetteville, AR. January 19, 2009.
- Mock, R. (2008). *Meeting the mental Health Care Needs of Returning Veterans on Campus* Regional National Association of Student Personnel Administrators, Tulsa, OK November 2-7, 2008.
- Mock, R. (2007). *It Happened in Little Rock*, Just Communities of Central Arkansas, 50th Anniversary Central High School Little Rock, AR. September 28-29, 2007.
- Mock, R. (2006). *Phenomenal Man*, Men's Day, Second Baptist Church, Little Rock, AR.
- Mock, R. (2005). *Facilitation of Strategic Plan & Curriculum Development*, National Center on Rural Law Enforcement Board of Directors, St. Louis, MO.
- Mock, R. (2005). *Closing the Achievement Gap*, University of Arkansas at Pine Bluff, 12th Annual Conference on Educational Access Speaker, Pine Bluff, AR.
- Mock, R. (2004). *Executive Leadership for Law Enforcement*, Federal Bureau of Investigation National Academy & Alaska Association of Chiefs of Police State Conference Anchorage, AK.
- Mock, R. (2003). *The Journey from Vision to Value*, Arkansas Executive Summit, CEO Panel Discussion (Riceland Foods, Alliance Rubber Co. & Heifer Project International), University of Arkansas at Little Rock, Arkansas Business Publishing Group & Arkansas State Chamber of Commerce, Little Rock, AR.
- Mock, R. (2003). *Souls of Black Folk* by W.E.B. Dubois. University of Arkansas Phillips Community College. Black History Month Series, West Helena, AR.
- Mock, R. (2002). *The Impact of Affirmative Action on African-American Administrators at Predominantly White Institutions*. Association of American Colleges and Universities Diversity

and Learning Conference Education for a World Lived in Common St. Louis, MO.

Mock, R. (2002). *The Impact of Affirmative Action on African-American Administrators at Predominantly White Institutions*. National Conference on Race & Ethnicity in American Higher Education, New Orleans, LA.

Mock, R. (2002). Commencement Address: *Achieving Your Dreams*. Accelerated Learning Center Little Rock School District, Little Rock, AR.

Dissertation & Thesis Committees

Clement-Montgomery, Trisha. (2018). *Collaboratively-Led Living-Learning Programs: An Exploration for how collaboration is facilitated between student affairs units and academic affairs in LLPs*. University of Kentucky.

Soltis, Jennifer. (2011). *From Combat to Campus: How Colleges and Universities Can Ease the Transition for Veterans and Service Members*. University of Kentucky.

O'Brien, Matt. (2010). *The Impact of Campus Housing on Academic Performance and Retention*. University of Kentucky.

Twillie, Lisa. (2010). *Bridging the Divided Recruitment Offices' Perceptions of their Communicative Relationships with their Campuses*. University of Arkansas at Little Rock.

Cooper, Philis (2001). *A Dramatistic Analysis of the Centers for Disease Control and Prevention Documents: A Study of Viral Hemorrhagic Fever*. University of Arkansas, Little Rock

Selected Publications

Vianden, J., Kuykendall, J. A., Mock, R., & Korb, R. (November 2012) Exploring messages African American men receive about attending a predominantly white university. *CSPA-NYS Journal of Student Affairs*.

Jones, K., Mock, R., & Cearley S. (2006). Report from an Interdisciplinary Case Study on a Public Transit System in Crisis. *Journal of Public Transportation*, 9(4), 23-33.

Mock, R. (September 2003) A Call for Regional Leadership: Public Transit in Central Arkansas *University of Arkansas at Little Rock*.

OTHER EXPERIENCE

Associate Plant Manager 1994~1995

Illinois Tool Works, Augusta, Arkansas

- Provide leadership and direction for all facility operations. Manage, over 600 different types of construction fasteners, 106 non-union employees and \$30 million in assets. Manage all fastening system production operations and \$10 million annual budget.

Quality Control Manager 1989~1994

Pepsi-Cola Company St. Louis, Missouri

- Achieve superior ratings for water quality for management of water treatment facilities, plant production and related facility operation needs at Fortune 500 Pepsi-Cola Company. Responsible for the total quality and reliability plant produced 15,000 gallons of purified water per hour. Possess a reputation for total engineering professionalism including workable and cost-effective solutions to water treatment, structural analysis, external/internal drainage and intake, hazardous waste containment/disposition, 60 union 4 non-union employees, \$22-million-dollar annual budget and production equipment.

PROFESSIONAL CONFERENCES AND ACTIVITIES

Howard Hughes Medical Institute: Driving Change Chevy Chase, MD. November 9-10, 2023.

United Negro College Fund, Thurgood Marshall College Fund, Partnership for Education Advancement: Transformation Officer Leads Executive Conference. Atlanta, GA November 1-2, 2022.

FEMA-Historically Black Colleges & Universities Executive Conference. Atlanta, GA. September 15-16, 2021

The Annual National Association of Student Personnel Administrators Annual Conference. San Antonio, TX. March 11-15, 2017

ACADEMIC HONORS

- Graduate Research Forum Award 2001: *Affirmative Action's Impact on the Employment Status of African-American Administrators at Predominantly White Institutions*
Alpha Phi Alpha Fraternity, Inc. Southwest Region Graduate Scholarship Winner 1997
American Society of Training & Development Carol Glenn Graduate Scholarship 1996
Alpha Phi Alpha Fraternity, Inc Midwest Region Undergraduate Scholarship 1990
- Kentucky Association of Blacks in Higher Education Wendell Thomas Award 2014
President of Alpha Epsilon Lambda Graduate School Honor Society 1997-99
- Who's Who Among Students in American Colleges & Universities 1990
Teaching Advancements for Minority Students Scholarship 1998-01
SIUE Black Student Association Academic Achievement Award 1990
- Alpha Epsilon Lambda Graduate Honor Society 1997-99
Pepsi-Cola Company Summer Intern Scholarship 1989
- UALR Staff Senate Community Service Award 1998
SIUE National Action Council of Minority Engineers 1990
SIUE Minority Engineering Program Scholarship 1988-90
Phi Kappa Phi Honor Society 2019-Present
The National Dean's List 1997
M.A. & Doctorate 4.0 GPA(s)

CERTIFICATIONS

- Harvard University Graduate School of Education, Seminar for New Presidents, 2016
American Association of State Colleges and Universities
Millennium Leadership Initiative, 2011
Harvard University Graduate School of Education,
Institute for Management and Leadership in Education, 2009
United States Department of Defense Certified Dispute Resolution Mediator 2008
United States Department of Defense Equal Opportunity Certified Consultant 2008

COMMUNITY SERVICE

- Just Communities of Central Arkansas, 50th Anniversary Central H.S. Facilitator 2007
Arkansas Department of Health & Human Services, Division of Volunteerism,
Positive Atmosphere Reaches Kids program youth speaker/facilitator 1997, 2000
- Maryland Energy Admin. Strategic Energy Investment Advisory Board 2019-Present
- United Way of the Lower Eastern Shore Board Personnel Chair 2019-Present
National Guard Youth Challenge Program Mentor (Antoine Pettigrew) 1997-99

- Central Arkansas Transportation Authority university committee 2003-2004
 Second Baptist Church Christian Academy School Board Chair 2004-2007
 UALR Staff Senate Community Service Award 1998; Senator 2002-2005
 Northwest Arkansas Dr. Martin Luther King, Jr. Committee 2009-2010
- Salisbury Area Chamber of Commerce Education Network 2018-Present
 Little Rock Career Development Center Board Member 1997-2000
 UALR Faculty Advisor Alpha Phi Alpha Fraternity, Inc. 1996-2001
 - Somerset County Economic Development Commission 2018-Present
 K-7th Grade Boys/Girls Basketball, Track Coach 2004-2022
 Single Parent Scholarship Fund Board Member 1998-2001
 Community Resources Technicians Board 2002-2007
 Beaumont Middle School Budget Committee 2011-2014
 Polo Ridge Elementary School Career Day Speaker 2017
 Foster Parent 2009-2011 Adoptive Parent 2011-Present
 United States Army National Guard Officer 2002-2010
 - NASA Wallops Regional Partners Board 2018-Present
 Arkansas State Police & YMCA Supporter 1995-98
 Charlotte Center City Partners Board, 2015-2017
 Charlotte Regional Partnership Board, 2015-2017
 Charlotte Regional Visitor Authority Board 2017
 Urban League of Lexington, Kentucky 2011-2015
 Goodwill Industries Board of Directors 1997-2007
 Shepherd's Ranch Mentor (Jacoby Lee) 1996-2000
 Johnson's Montessori Board Chair 2004-2006
 President of Alpha Epsilon Lambda 1997-2001
 Little Rock Public Schools Volunteer 1996-99
 Arkansas Acts Against Violence Volunteer
 Volunteer Partnership Development 1999
 UALR Graduate Council 1999-2001
 Leadership Kentucky Graduate 2012
 Project Blueprint Graduate 1996
 Leadership Charlotte Class 38, 2017
 Leadership Maryland Class of 2020
 - Sigma Pi Phi (Boule') 2013-Present

GRANTS

- Rockefeller Foundation: University of Maryland Eastern Shore \$285,000 & \$640,000
 Author (2021)
 National Science Foundation: University of Arkansas at Little Rock Science Scholars
 Co-author \$579,175 (2007)

NEWS MEDIA APPEARANCES

WEFT Radio Station 90.1 FM Champaign, IL June 30 & July 28, 2024
 WESM Radio Station 91.3 FM, Princess Anne, MD April 16, 2024
 WMDT 47 ABC TV Station Salisbury, MD April 15, 2023
 Public Access Channel 14 Salisbury, MD March 10, 2023
 Public Access Channel 14 Salisbury, MD November 1-30, 2022
 WEFT Radio Station 90.1 FM Champaign, IL May 29, 2022

WMDT 47 ABC TV Station Salisbury, MD February 25, 2022
WBOC TV & WMDT 47 ABC TV Station Salisbury, MD September 8, 2021
WEFT Radio Station 90.1 FM Champaign, IL June 27, 2021
Salisbury Independent Newspaper, Salisbury, MD April 8, 2021
Salisbury Daily Times Newspaper, Salisbury, MD March 29, 2021
WMDT 47 ABC TV Station Salisbury, MD March 24, 2021
WEFT Radio Station 90.1 FM Champaign, IL August 23, 2020
WMDT 47 ABC TV Station Salisbury, MD July 14, 2020
WEFT Radio Station 90.1 FM Champaign, IL Jan. 19, 2020
WESM Radio Station 91.3 FM, Princess Anne, MD October 31, 2019

AWARDS AND RECOGNITIONS

Southern Illinois University Edwardsville, Hall of Fame, October 2017
Who's Who in Black Charlotte Top 10 Game Changer, October 2017
Champaign Urbana Schools Foundation, Distinguished Alumni Award, April 2017
Southern Illinois University Edwardsville, Give Community Day, October 2016
The Multicultural Foodservice and Hospitality Alliance, February 2016
Tribute to Black/African American Leadership in Food Service & Hospitality, February 2016
Kentucky Association of Blacks in Higher Education Wendell Thomas Award 2014

