

EXECUTIVE SUMMARY

Senior academic executive with more than 25 years of progressive leadership across multiple institutions and two state systems, with demonstrated expertise in the core responsibilities of system-level academic coordination. Brings unique accreditation experience spanning eight accrediting bodies across health sciences, education, and business: SACSCOC (institutional; peer reviewer), ACEN (nursing), CEPH (public health), CAPTE (physical therapy), ACOTE (occupational therapy), CAHIIM (health information management), CAEP, and AACSB. Provided oversight of coordinated accreditation processes affecting single universities, and served as a SACSCOC peer reviewer conducting on-site and off-site reaffirmation reviews.

My experience includes eight years of academic leadership at Tennessee State University, an 1890 land-grant HBCU, building new degree programs aligned with its research and land-grant mission. My system experience includes joint academic program development and inter-institutional governance in Tennessee; system-wide accreditation coordination and legislative policy translation in Mississippi; and service as Co-Principal Investigator for the NSF-funded Tennessee Louis Stokes Alliance for Minority Participation (TLSAMP) — a multi-institutional STEM program requiring federal grant compliance and cross-institutional coordination. Additional expertise in AI governance and innovation at scale, external partnership development, and representation before major grant-making and regulatory bodies.

AREAS OF EXPERTISE

Academic Administrative Leadership	Performance Evaluation & Institutional Effectiveness
Multi-Institution Systems Coordination	Policy Design & Legislative Translation
Faculty Development	Regional & Discipline-Specific Accreditation Compliance
Federal Grant Leadership & External Representation	Financial Oversight & Budget Management
Community Outreach & Stakeholder Engagement	

ACCREDITATION LEADERSHIP

Comprehensive accreditation portfolio spanning eight bodies across health sciences, education, business, and regional accreditation — across two states and multiple institutions. Selected agencies noted below.

SACSCOC	Regional institutional accreditation — led decennial reaffirmation at JSU; served as SACSCOC Peer Reviewer (On-Site, March 2025; Off-Site, November 2022), evaluating peer institutions against regional accreditation standards
AACSB	Association to Advance Collegiate Schools of Business — business school reaffirmation, Jackson State University
ACEN	Accreditation Commission for Education in Nursing — nursing program accreditation, Tennessee State University
ACOTE	Accreditation Council for Occupational Therapy Education — occupational therapy program accreditation, Tennessee State University
APA	American Psychological Association
CAHIIM	Commission on Accreditation for Health Informatics and Information Management — health information management, Tennessee State University
CAEP	Council for the Accreditation of Educator Preparation — educator preparation programs; Mississippi system-wide coordination
CAPTE	Commission on Accreditation in Physical Therapy Education — physical therapy program accreditation, Tennessee State University
CEPH	Council on Education for Public Health — public health program accreditation, Tennessee State University & JSU
NASPAA	Network of Schools of Public Policy, Affairs, and Administration

EDUCATION

Ph.D., Business Administration, University of Nebraska-Lincoln
Master of Business Administration, Florida A&M University
B.S., Business Administration, Florida A&M University

PROFESSIONAL EXPERIENCE

Jackson State University — Jackson, MS
Professor of Business Administration & Senior Director for AI Initiatives July 2024 – Present

Lead institutional strategy for artificial intelligence adoption and innovation. Drive AI strategy across the institution, oversee cross-functional AI projects, and collaborate with researchers and external stakeholders to identify and implement AI solutions. Manage relationships with AI vendors and partners, ensure ethical AI practices, and stay abreast of emerging AI trends.

Provost & Senior Vice President for Academic Affairs / Professor of Business Administration

June 2020 – June 2024

Provided leadership, strategic vision, and direction for the JSU academy, including five colleges (Business, Education and Human Development, Health Sciences, Liberal Arts, and Science, Engineering and Technology), Graduate Studies, JSU*Online*, Honors College, JSU Global, and Student Success Center. Ensured academic quality and review of 90+ degree and certificate programs. Administered \$50M annual academic operating budget.

Key Contributions:

Institutional Leadership

- **Championed JSU Elevate**, the institution's multi-year strategic plan developed with campus-wide input, driving growth in academics, research, facilities, athletics, customer service, and brand management.
- **Pioneered JSU's inaugural Research Engagement Week**, featuring 100+ posters, panels, and presentations by faculty, staff, and students across data science, artificial intelligence, business, and public health.
- **Led cross-institutional efforts to reframe diversity, equity, and inclusion programming** in response to Mississippi state legislative changes — translating evolving legislative mandates into institutional academic practice while preserving mission integrity and accreditation compliance across peer institutions.

AI Governance & Innovation

- Built JSU's AI governance infrastructure — including the AI Infusion Committee (27 cross-divisional members), AI Social Impact Challenge (Cisco Foundation-sponsored), and partnerships with NVIDIA, Microsoft, Intel, and FedEx— developing a replicable model for system-wide AI adoption presented nationally and recognized as a framework for HBCU AI strategy.

Academic Program Development

- **Implemented “THEE Pathway,”** a cutting-edge general education curriculum offering undergraduate students flexible course options and seven new pathway themes; partnered with team to receive \$250K proposal to revise and implement new general education curriculum and mathematics course redesign.
- **Launched undergraduate Supply Chain Management Program (Fall 2022)** and received \$4M in Federal Funding to establish the Center for Supply Chain Management, addressing global supply chain vulnerabilities and underrepresentation of African Americans in the field.
- **Received \$5M State Governor's Emergency Education Relief (GEER) Grant** to establish a B.S. degree in Public Health; developed accelerated DrPH degree for nursing educators at Mississippi College.
- **Initiated Mississippi Teacher Residency (MTR) program** at the College of Education and Human Development, equipping aspiring teachers with hands-on experience and mentorship; one of the first among the Mississippi universities.
- Collaborated with Jackson Public Schools to create **Jackson Middle College**, a dual enrollment program to develop the next generation of math educators.

Student Success & Outcomes

- **First student in university history to receive a Truman Scholarship (2023)**, alongside multiple Fulbright HBCU Leader designations achieved during the same period.
- Directed an EAB-driven enrollment and retention campaign that helped move the university graduation rate to **52% (2023–24)**.
- Facilitated **44 student internship placements** at major organizations including the U.S. Army Research Laboratory, National Weather Center, and Mississippi Department of Transportation; 36 CSET students received professional placements or graduate program acceptances.
- Achieved a **100% internship match rate** for Clinical Psychology doctoral students (2021–2023). Providing additional resources to the Department of Psychology.
- **Built an internal student internship program** directly from student leadership feedback, with rotations across academic affairs, enrollment management, and student affairs.
- School of Social Work ranked among U.S. News & World Report's 2024 Best Graduate Schools.

Athletics Academic Compliance & Student-Athlete Support

- Sponsored and housed the Faculty Athletics Representative (FAR) within Academic Affairs, supporting NCAA Division I academic compliance from within the provost's office rather than delegating it to athletics.
- Supported staffing for athletic student support services and partnered with Athletics on a leadership development series for student-athletes, Leadership and Legacy.

Partnerships & Fundraising

- Secured significant philanthropic support including large gifts in excess of \$1M from FedEx, Gilead Sciences, Getty Images, and Walmart.
- Promoted external partnerships through an Executive in Residence program, engaging executives from Walmart, ERDC, and Woolpert to deepen practical application and learning for students.

Accreditation & Institutional Compliance

- Successfully completed the decennial review of regional accreditation by SACSCOC.
- Supported successful discipline-specific reaffirmation of programs in art (NASAD), business (AACSB), communicative disorders (ASHA), education (CAEP), engineering (ABET/CAC), industrial industry (ATMAE), music (NASM), psychology (APA), public policy (NASPAA), school counseling (CACREP), and social work (CSWE).

Faculty Development

- Facilitated pedagogical professional development through ACUE certification, with 25% of faculty completing at least one module and approximately 50 faculty earning full certification and badges.
- Promoted research collaborations through Spring Break Extreme, generating interdisciplinary and fundable projects.
- Led plans to improve promotion and tenure pathways for early and mid-career faculty through a coaching program engaging former NSF program officers.
- Ensured shared governance through regular collaboration with Faculty Senate, funding annual programming and supporting faculty through annual lecture series and disaster relief efforts.

Program Articulation Agreements

- Dual Enrollment Program with Jackson Public Schools (Jackson Middle College) – Launched 2023
- 3+3 Dual-Degree Law Program with Northern Illinois University — Launched 2023
- 3+3 Dual-Degree Law Program with University of Mississippi — Launched 2024

Tennessee State University — Nashville, TN (1890 Land-Grant HBCU)

Interim Vice President for Academic Affairs / Professor of Business Administration January 2018 – May 2020

Oversaw daily operations across all academic programs, coordinating communications and activities across faculty, staff, and students. Performed faculty evaluations and made informed recommendations to the President on retention and promotion. Administered \$63.8M annual academic operating budget. Coordinated summer programs, commencement, and other institutional activities.

Key Achievements and Contributions:

Multi-Institution Systems Work

- **Developed and launched joint academic programs in Criminal Justice and Social Work** in partnership with peer state institutions — coordinating curriculum alignment, shared governance, and cross-institutional program approval across independent campuses.
- **Established locally governed boards requiring multi-institutional cooperation**, building shared decision-making structures across independent institutions without direct positional authority — modeling the coordination function central to system-office leadership.
- **Served as Co-Principal Investigator for the Tennessee Louis Stokes Alliance for Minority Participation (TLSAMP)**, an NSF-funded multi-institution STEM equity alliance (\$1,058,692) — managing federal grant compliance, coordinating STEM pipeline programming across Tennessee state institutions, and representing the alliance before the National Science Foundation.

Academic Program Development

- Created and taught robust business administration curricula; collaborated to develop new programs including M.S. in Computer Science, B.S. in Public Health, and M.S. in Food and Animal Science.
- Developed new program proposals for an online delivery MBA program, graduate program in environmental science, doctoral program in agricultural science, and concentration for an integrated communications initiative (cross-listing art, music, and communications).
- Contributed to academic program reviews, creation of honors college, and development of coding initiative/certification, leveraging seed funding from Apple.

Accreditation — 17+ Specialized Bodies

- Coordinated system-wide accreditation compliance across 17+ specialized accrediting bodies — including five health sciences accreditors (ACEN, CEPH, CAPTE, ACOTE, CAHIIM) — ensuring institutional and programmatic compliance across all eight colleges simultaneously; one of the broadest accreditation portfolios among HBCU academic affairs leaders nationally.

Shared Governance & Strategic Planning

- Ensured shared governance through regular collaboration with Faculty and Staff Senates; worked with Faculty Senate Chair to enact a paperless process for undergraduate curricula and committee engagement.
- Collaborated with divisions to develop university strategic plan, promoting metrics in academics, brand awareness, research, and fundraising.

Associate Vice President for Academic Affairs / Professor of Business Administration June 2013 – December 2017

Contributed to development of new programs, degrees, majors, and concentrations. Served as liaison for all academics to the Tennessee Board of Regents and Tennessee Higher Education Consortium.

Encouraged excellence in research, scholarship, and community service. Oversaw the promotion and tenure process for faculty. Managed accreditation compliance across eight colleges.

Key Achievements and Contributions:

- Saved University \$10M over a 4-year period by developing and implementing a book bundle program offering low-cost textbook alternatives across the full general education core.
- Increased undergraduate degree FTE by 30% in one year by implementing re-enrollment strategies in collaboration with senior leadership in enrollment management, student affairs, and system standards.
- Managed SACSCOC reaffirmation of accreditation
- Provided support to Academic Affairs in the development of the strategic planning process, based on quantifiable measures

Jackson State University — Jackson, MS

Director, Center for University Scholars / Associate Professor of Management (tenured) June 2010 – May 2013

Spearheaded and coordinated all activities of the Center for University Scholars, including workshops, brown bag discussions, and professional development activities. Implemented Quality Enhancement plans and efforts to maintain SACSCOC accreditation. Liaised with other departments on student development activities.

Key Achievements and Contributions:

- Provided \$250K+ in graduate assistantships and an additional \$300K in travel support, enabling faculty participation in national and regional academic conferences.
- Created development opportunities for faculty by managing the Summer University Scholars Program and facilitating workshops on implicit bias in the promotion and tenure process.

Executive Director for Academic Quality / Associate Professor of Management (tenured) July 2010 – August 2011

Led daily program and process operations, assisting in coordination of the promotion and tenure process and development of undergraduate and graduate curricula. Collaborated with faculty to maintain regional accreditation compliance and update the faculty handbook.

ACADEMIC APPOINTMENTS

- 2020 – Present: Professor, Department of Business Administration, Jackson State University
- 2013 – 2020: Professor, Department of Business Administration, Tennessee State University
- 2003 – 2013: Associate Professor, Department of Management and Marketing, Jackson State University
- 1998 – 2003: Assistant Professor, Department of Management and Marketing, Jackson State University

GRANTS & FUNDED RESEARCH

Center for Supply Chain Management

Principal Investigator | U.S. Small Business Administration | \$4,000,000 | 2023–2027

Propel Impact Grant — AI Equity & Innovation at JSU

Principal Investigator | Ed Farm / Propel Center | \$200,000 | 2022–2023

Supported advancing equity in education through AI adoption and innovation at Jackson State University. Directed at the Department of Music, in partnership with the Apple Foundation

Tennessee Louis Stokes Alliance for Minority Participation (TLSAMP)

Co-Principal Investigator | National Science Foundation | \$1,058,692 | 2018–2023

NSF-funded multi-institution STEM equity alliance coordinated across Tennessee state institutions; built doctoral STEM pathways from the undergraduate level to the doctorate for underrepresented students statewide.

Institutional Capacity Building and Business Development

Principal Investigator | UNCFSP / U.S. Agency for International Development (USAID) | \$200,000 | 2003–2005

Engaging across multiple institutions and promoting internationalization of the curriculum

SELECTED SERVICE & LEADERSHIP

- SACSCOC Peer Evaluator — On-Site Reaffirmation Committee (March 2025)
- SACSCOC Peer Evaluator — Off-Site Reaffirmation Committee (November 2022)
- Member, CAA AI Taskforce (2024–Present)
- Member, APLU Council of Academic Affairs (2022–Present)
- Editorial Board Member, Journal of Leadership and Organizational Studies (2005–2015)
- Editorial Board Member, The International Journal of Applied Management and Technology (2004–2008)
- Reviewer, Organizational Behavior Division, Academy of Management (2005–2016)
- Reviewer, Journal of Management Education (2005–2008)

SELECTED PRESENTATIONS & PUBLIC THOUGHT LEADERSHIP

Recent Invited Presentations, Panels, and Moderation

Panelist, “CAA Virtual Conversation #2- What Do Provosts Need to Know About AI?” Council on Academic Affairs, APLU, March 9, 2026.

Speaker, “Artificial Intelligence, Innovation, and Community Impact.” Rankin County Kiwanis Club Luncheon, Brandon, MS, July 30, 2025.

Speaker, “AI in Higher Education.” Interdisciplinary AI Symposium, March 28, 2025.

Speaker, “Leadership, Legacy, and Innovation in the 21st Century.” Union Pacific Black History Month Program, Omaha, NE, February 20, 2025.

Speaker, “Using Generative AI Tools to Develop Innovative Research Topics.” , February 18, 2025.

Panelist, “Mississippi’s AI Revolution: Actionable Strategies for Today’s Businesses.” Accelerate Conference on Technology Innovation, November 20, 2024.

Panelist, “Approaches to Implementing AI at Scale.” APLU Annual Meeting, November 12, 2024.

Presenter, “Blacks in AI: Diverse Perspectives from HBCUs Driving AI Innovation.” HBCU AI Summit, Baltimore, MD, September 10, 2024.

Presenter, “Case Studies in AI Innovation.” Southern Spark Conference, Jackson, MS, July 12, 2024.

Moderator, “Strategy, Vision, and Opportunities for AI in Higher Education.” APLU Annual Meeting, November 12, 2023.

Panelist, “The Tip of the Spear: HIPs as Drivers of Educational Reform.” , June 21, 2023.

Panelist, “Black Resistance: Leadership in the Academe.” APLU Webinar, February 28, 2023.

Panelist, “Transformative Conversations: HBCUs Fall 2021 Update.” Gardner Institute, October 27, 2021.

Panelist, “HBCUs – Adjusting to the New Normal.” , August 30, 2020.

Presenter, “From Blocks to Communities.” UNCF Career Pathways Initiative Convening and Data Institute, Fort Lauderdale, FL, July 23–25, 2018.

SELECTED PROFESSIONAL DEVELOPMENT

- **AASCU Student Success Institute for Provosts (2021–2022).** National leadership development program for university provosts; topics included closing achievement gaps, asset-based student success approaches, transformational leadership, and strategic finance.
- **Leadership and Mentoring Institute (LMI) (2008).** Topics included higher education landscape, mentoring, conflict management, financial management, ethical decision-making, and linking program review to strategic planning and accreditation.

INTELLECTUAL CONTRIBUTIONS

Peer-Reviewed Journals

Williams, K., Mosley, A. L., & Steele, J. L. (in press). From Curriculum to Career—Integrating Industry Micro-Credentials into Academic Programs. *Research Issues in Contemporary Education*.

Smith, J. R., Reynolds, S. M., & Mosley, A. L. (2021). Women in corporate top management positions: A renewed revisit. *Journal of Administrative Sciences and Policy Studies*, 9(1&2): 1–11.

Smith, J. R., Lowery, J. L., McWilliams, D. L., & Mosley, A. L. (2021). A behavioral view and assessment of purchasing agents’ perception of supply disruption risk. *International Management Review*, 17: 54–66.

Smith, J. R., Tillman-Hawkins, A., Mosley, A. L., & Assad, J. C. (2019). The impact of race, ethnicity and gender on investor stock risk behavior. *Journal of Management Policies and Practices*, 7(1): 21–42.

Smith, J. R., Duncanson, K., Mosley, A. L., & Perkins, S. N. (2014). A cross-cultural analysis of the mediating role of purpose in life on organizational citizenship behavior. *Journal of Management Policies and Practices*, 2(4): 1–28.

Akoto, E., Hough, C. R., & Mosley, A. L. (2014). Individual level cultural orientations and the prediction of academic motivation. *Academy of Educational Leadership Journal*, 49–68.

Akoto, E., Mosley, A. L., Assad, J., Perkins, S. N., & Thiagarajan, P. (2014). Economic dependency on work: Testing the direct and indirect effects on commitment and citizenship. *The Journal of Applied Business and Economics*, 16(1): 96–109.

Smith, J. R., Tillman-Hawkins, A., Mosley, A. L., & Assad, J. C. (2014). A comparative analysis of race-ethnicity and gender impact on stock risk. *International Journal of Risk and Contingency Management*, 3(3): 20–42.

Dzathor, A. Y., Mosley, A. L., & White, M. M. (2013). A longitudinal examination of founding-owner-operator characteristics on nascent venture performance. *International Journal of Business and Social Research*, 3(5): 50–61.

Smith, J. R., Mosley, A. L., & McKinley-Floyd, L. (2008). Targeting ethnic consumers in the new millennium. In *Micro Marketing—Concepts and Cases* (P. Rao), pp. 50–62.

Smith, J. R., Duncanson, K., & Mosley, A. L. (2008). The mediating role of purpose of life on the relationship between satisfaction and organizational citizenship behavior. *International Journal of Business Research*.

- Smith, J. R., Okhomina, D. A., Mosley, A. L., & Perkins, S. N. (2007). A study of sociological factors influencing psychological traits of inner city used car dealers. *The Journal of Contemporary Management Research*, 1(1): 1–15.
- Smith, J. R., Dean-Dorsey, K., Mosley, A. L., & Glover, G. B. (2007). The case of licensed funeral directors: An empirical investigation of emotional labor. *Journal of Business and Economic Perspectives*, XXXII(2): 195–212.
- Smith, J. R., Gaylor, K. P., Mosley, A. L., & Perkins, S. N. (2006). Organizational commitment in higher education: A multidimensional perspective. *Journal of the Academy of Business and Economics*, VI(2): 199–207.
- Smith, J. R., McKinley-Floyd, L., & Mosley, A. L. (2006). Targeting ethnic consumers in the new millennium. *The Icfai Journal of Marketing Management*, 5(4): 21–30.
- Smith, J. R., Okhomina, D., & Mosley, A. L. (2005). An investigation of sociological influences on psychological traits and entrepreneurial orientation. *Academy of Entrepreneurship Journal*, 11: 71–92.
- Mosley, A. L., & McNeal, C. (2003). Tools for career advancement: A case study of a leadership development program. *Journal of Management Research*, 4: 32–37.

Chapters/Case Studies in Books

- Mosley, A. L. (2012). Colgate's Distasteful Toothpaste. In F. Luthans & J. Doh (Eds.), *International Management* (8th ed.). New York: McGraw-Hill.

Selected Peer-Reviewed Proceedings & Presentations

- Gibbs, S. R., Mosley, A. L., Lundy, H. W., & White, M. M. (2017). Opportunity Recognition and Firm Success: A Study of Novice and Experienced Ethnic Minority Entrepreneurs. United States Association for Small Business and Entrepreneurship, Philadelphia, PA.
- Akoto, E., Morgan, C., Mosley, A. L. (2010). Individual level cultural orientations and the prediction of academic motivation. Southern Management Association Meeting, St. Petersburg Beach, FL.
- Smith, J. R., Gaylor, K. T., Mosley, A. L., & Assad, J. C. (2010). A multidimensional perspective of organizational commitment in higher education. American Institute of Higher Education Conference, Orlando, FL.
- Smith, J. R., Dorsey, K., Mosley, A. L., & Glover, G. B. (2006). The case of licensed funeral directors: An empirical investigation of emotional labor. Academic Business World International Conference, Nashville, TN. Winner of Best Paper Award.

DOCTORAL EDUCATION — DISSERTATION COMMITTEE CHAIR

- Akoto, Edward. Economic Volatility, Employee Commitment and Extra-role Performance: Investigating the Moderating Effect of Perceived Inflation in Cross-National Unionized Employment Contexts.
- Crumbly, Jack. The Impact of New Service Development Competence, Information Exchange and Knowledge Integration on New Service Development Performance. (Co-Chair with Dr. Elizabeth Stammerjohan)
- Dzathor, Augustine. A Longitudinal Examination of the Impact of Founding-Owner Characteristics, Business Demographics, Innovation and Financial Structure on Nascent Venture Performance.
- Gibbs, SherRhonda. A Social Cognitive Approach to Opportunity Recognition: The Moderating Effect of Entrepreneur Type.