

From: "Bimper, Albert" <Albert.Bimper@unt.edu >
To: "Keller, Harrison" <Harrison.Keller@unt.edu >
Subject: A Request for Your Valued Perspective: 360 Feedback for My Leadership Development
Date: Wed, 3 Dec 2025 14:00:00 +0000
Message-ID: <SA3PR01MB850295B7CED47CEEC6B672D1ECDBA@SA3PR01MB8502.prod.exchangelabs.com >

Dear, Harrison.

As you are aware, I have been participating in the Academy for Innovative Higher Education Leadership program, which is designed in partnership between Georgetown University and Arizona State University to develop future higher education leaders. As a key component of the program, I will be completing a Leadership Circle Profile (LCP), an assessment designed to measure my current leadership skills and develop my potential as a next generation leader in higher education.

I am reaching out to you specifically because I sincerely value our professional relationship and deeply respect your perspective on my work. Your honest insights will be incredibly helpful as I work to maximize my effectiveness. A confidential login email will be arriving soon from **notifications@theleadershipcircle.com**. Please kindly keep an eye on your inbox for it. If it's playing hide-and-seek, you might find it in your spam/junk folder.

The email will contain the link to the survey. If the link isn't clickable, simply copying and pasting it into your web browser will work. The survey takes approximately 20 minutes to complete. I realize your time is both limited and highly valued, and I truly appreciate you making the time to participate. And I want to emphasize that all written comments are reported completely anonymously across the board. Quantitative ratings are also anonymous for those that participate, with the exception of those provided by you and the Provost McPherson because of your more direct supervisory roles.

Nonetheless, your honest feedback truly means a great deal to me, and I am very grateful for your willingness to participate in my development.

Thank you so much for your time and support. Please feel free to reach out to me with any questions.

-albert

Albert Bimper Jr., Ph.D.

Executive Dean

College of Liberal Arts & Social Sciences

University of North Texas



From: McPherson, Michael <Michael.McPherson@unt.edu >

Sent: Tuesday, February 10, 2026 11:44 AM

To: Bimper, Albert <Albert.Bimper@unt.edu >

Cc: Everett, Brandi <Brandi.Everett@unt.edu >

Subject: very nearly there

Albert,

The committee was generally happy with your TRIP plan. The group wasn't sure exactly how much you propose to spend on each project - you broke the expenses out a little differently. I think the group was curious about this because they are wondering if the spending was spread a bit too thin to make a big impact in any particular area. So:

- if you could give us a sense of proposed spending on each project it would help.

ImpactLab for Social Sciences - \$658K

■ Materials, supplies and data sets, survey & assessment, personnel costs, operational & programming

Civic Deliberation & Leadership - \$247,500

■ Materials and supplies, personnel costs, operational & programming, assessment

Human Centered AI - \$143,500

■ Personnel costs, operational & programming, survey & assessment, materials and supplies, infrastructure

LEAPH/Humanities - \$192K

■ Materials and supplies, personnel costs, operational & programming, assessment

REU/Seed/Publication Fees & Services/Momentum Circle projects - \$117K

- depending on what you come back with, what they may suggest is that you shift some spending around. For example, you've got LEAPH and the civil discourse initiative underway. I could see the committee suggesting moving some \$\$ from those to the other two.

Both of these efforts have started with about than \$9K. The majority of initial energy for these has come from faculty and students volunteering their time and the use of unrestricted gift money available. The other components that have been started are simply around curricular revisions, communications (e.g., [Civic Deliberation](#) and other similar projects), and advancement outreach (e.g., [Dean's Momentum Circle | University of North Texas](#)) to coincide with the co-curricular research and engagement activities that will require invest from TRIP or other resources in case TRIP is delayed or was not to materialize.

- as we discussed, the group sees some overlap with Karen's proposed center and wants you to chat with her. This doesn't mean that either of you needs to alter what you are doing; the idea is to take advantage of each other's work where useful.

I appreciated the connection to her initiatives. Karen and I had a brief connected and have scheduled a follow-up meeting to discuss further. She has given me a high-level overview of what she is thinking. I foresee our opportunities for collaboration occurring most with our efforts in LEAPH.

You are almost there, I promise.

Mike

Michael A. McPherson, Ph.D.

Provost and Vice President for Academic Affairs

University of North Texas

Michael.mcpherson@unt.edu

From: "McPherson, Michael" <Michael.McPherson@unt.edu >

To: "Keller, Harrison" <Harrison.Keller@unt.edu >

Subject: Re: Following up on Restructure Conversations

Date: Fri, 13 Mar 2026 13:07:39 +0000

Message-ID: <CH0PR01MB6827D7B790EC12A040674BE4F545A@CH0PR01MB6827.prod.exchangelabs.com >

Small coda: Though the original gift agreement called it the Mayborn Graduate Institute, for reasons we've not tracked down yet, BOR approved a name change in 2007 to Mayborn Graduate School. Sticking with that name now seems logical and easiest, but it would create a school within a school. If we want to change the name back to MGI (or some other thing) we would need to go back to the BOR to do so. Is this a thing you have opinions on?

Michael A. McPherson, Ph.D.

Provost and Vice President for Academic Affairs

University of North Texas

Michael.mcpherson@unt.edu

From: Bimper, Albert <Albert.Bimper@unt.edu >

Sent: Wednesday, March 11, 2026 11:30 AM

To: McPherson, Michael <Michael.McPherson@unt.edu >

Early priorities to work through:
School director leadership development
Staffing needs assessment and realignments (college, division, and schools)
New leadership structures within schools for functional operation
Alignment of policies and procedures
Operational budgets, fees, etc.
Curriculum assessments
Advancement reviews
Space needs assessment
....and more

-albert

Albert Bimper Jr., Ph.D.

Executive Dean

College of Liberal Arts & Social Sciences

University of North Texas



From: McPherson, Michael <Michael.McPherson@unt.edu >

Sent: Wednesday, March 11, 2026 11:26 AM

To: Bimper, Albert <Albert.Bimper@unt.edu >

Subject: Re: Following up on Restructure Conversations

I fear this may be a dumb question, but I am not seeing what's in green or in yellow. What am I missing?

Michael A. McPherson, Ph.D.

Provost and Vice President for Academic Affairs

University of North Texas

Michael.mcpherson@unt.edu

From: Bimper, Albert <Albert.Bimper@unt.edu >

Sent: Wednesday, March 11, 2026 11:19 AM

To: McPherson, Michael <Michael.McPherson@unt.edu >

Subject: Re: Following up on Restructure Conversations

Yes, I can confirm that the following highlighted in **Green** will all go into effect Fall 2026.

Other "details" highlighted in **Yellow** are expected to come with this change and will begin now and will likely carry through the next academic year.

I hope that is clearer.

-albert

Albert Bimper Jr., Ph.D.

Executive Dean

College of Liberal Arts & Social Sciences

University of North Texas



From: McPherson, Michael <Michael.McPherson@unt.edu >

Sent: Wednesday, March 11, 2026 11:03 AM

To: Bimper, Albert <Albert.Bimper@unt.edu >

Subject: Re: Following up on Restructure Conversations

Albert,

Can you confirm that your intention is to put this into effect Fall 2026, rather than work on the details in the coming year and implement by Fall 2027?

Michael A. McPherson, Ph.D.

Provost and Vice President for Academic Affairs

University of North Texas

Michael.mcpherson@unt.edu

From: Bimper, Albert <Albert.Bimper@unt.edu >

Sent: Tuesday, March 10, 2026 12:42 PM

To: McPherson, Michael <Michael.McPherson@unt.edu >

Cc: Strange-Galindo, Crystal <Crystal.Strange-galindo@unt.edu>

Subject: Following up on Restructure Conversations

Mike,

I recall from the last provost's council that you wanted each of us to share the direction of our restructuring efforts. Following up on what we have previously discussed, here is the following structure our leadership team will implement after spring break:

In keeping with Dr. Keller's messaging and priorities, CLASS's new divisional structure, beginning Fall 2026, will be as follows:

- Division of Humanities
 - The School of Historical & Philosophical Inquiry - (anticipated director, Michael Wise)
 - Includes the consolidation of the departments of history and philosophy & religion
 - The School of Language, Literature & Culture (anticipated director, Christoph Weber)
 - Includes the consolidation of the departments of world languages, literatures & culture, and

- a portion of english (Literature)
- The School of Creative Writing & Performance Arts (anticipated director, Steve Wolverton)
 - Includes the consolidation of the departments of dance & theatre, a portion of english (Creative Writing), a portion of communication studies (Performance)
- Division of Social Sciences
 - The School of Culture, Society & Place (anticipated director, Matthew Painter)
 - Includes the consolidation of the departments of anthropology, sociology, and a portion of geography & the environment (Human)
 - The School of Public Policy & Environmental Sciences (anticipated director, John Ishiyama)
 - Formally the departments of political science & international studies, economics, and a portion of geography & the environment (Physical)
 - Also includes the recent addition of environmental science graduate program
 - The School of Psychology (continuing director, Don Dougherty)
- Division of Communication, Applied Liberal Arts & Media
 - The School of Communication, Media & Writing (anticipated director, Jim Mueller)
 - Includes the consolidation of media arts, technical communication, journalism, a portion of communication studies, and a portion of english (First-year writing program)
 - We are strategically expanding the reach of the Mayborn Graduate Institute's resources and opportunities to encompass the entire School of Communication, Media & Writing. This evolution, fully aligned with the Mayborn MOU and validated by University Advancement, ensures that these transformative gifts serve as a catalyst for excellence across our broader academic community.
 - A cornerstone of this new structure is the creation of a more dynamic and integrated ecosystem for our student media units.
 - The School of Applied Liberal Arts (continuing director, Megan Morrissey)

Summary:

3 divisional model remains

Only schools within each division. All departments ended.

A total of 8 schools make up CLASS beginning Fall 2026

A reduction of 7 current department chairs

- All schools will be led by a "director"

Broader communication to CLASS stakeholders will begin week of March 16th:

Messaging from Dean (planned)

Meetings with all current chairs (scheduled)

Meetings with student ambassadors (scheduled)

Meetings with new school directors (scheduled)

CLASS faculty and staff spring assemblies (3/24 & 4/7, respectively) (scheduled)

CLASS advisory board (scheduled)

Early priorities to work through:

School director leadership development

Staffing needs assessment and realignments (college, division, and schools)

New leadership structures within schools for functional operation

Alignment of policies and procedures

Operational budgets, fees, etc.

Curriculum assessments

Advancement reviews

Space needs assessment

....and more

-albert

Albert Bimper Jr., Ph.D.

Executive Dean

College of Liberal Arts & Social Sciences

University of North Texas



TOMORROW Now



COLLEGE OF LIBERAL ARTS
& SOCIAL SCIENCES

From: "McPherson, Michael" <Michael.McPherson@unt.edu >
To: "Keller, Harrison" <Harrison.Keller@unt.edu >
Subject: the latest
Date: Tue, 17 Mar 2026 17:52:23 +0000
Message-ID: <CH0PR01MB6827EA12D8D3660C330EADDCF541A@CH0PR01MB6827.prod.exchangelabs.com >
Attachments: program changes (draft).docx

The first 7 pages are the summary you need.

Michael A. McPherson, Ph.D.
Provost and Vice President for Academic Affairs
University of North Texas
Michael.mcperson@unt.edu

From: "Keller, Harrison" <Harrison.Keller@unt.edu >
To: "Stucky, Alan" <Alan.Stucky@untsystem.edu >
Subject: FW: [EXT] letter from UNT AAUP-AFT regarding academic program changes
Date: Fri, 10 Apr 2026 16:02:57 +0000
Message-ID: <BL3PR01MB7113B474745A4EAD9D8F63AEA592@BL3PR01MB7113.prod.exchangelabs.com >
Attachments: Chapter Response-4-3-2026.pdf

FYI; thanks again for your help — H

From: AAUP UNT-AAUP <unt.aaup@gmail.com >
Date: Friday, April 3, 2026 at 11:08 AM
To: Keller, Harrison <Harrison.Keller@unt.edu >, McPherson, Michael <Michael.McPherson@unt.edu >
Subject: [EXT] letter from UNT AAUP-AFT regarding academic program changes

~~You don't seem to get email from untaaup@gmail.com. Learn why this is important~~

Dear President Keller and Provost McPherson,

Please find a letter attached from the UNT chapter of AAUP-AFT regarding program closures and changes. We expect to receive a prompt response.

Sincerely,
UNT AAUP-AFT members
UNT.AAUP@gmail.com

American Association of University Professors/American Federation of Teachers

University of North Texas Chapter

Friday, April 3, 2026

Dear President Keller and Provost McPherson,

As faculty and members of the UNT chapter of the AAUP-AFT we recognize the financial challenges facing the university. We are concerned about the future of our students, our colleagues, and our scholarly careers. We are alarmed by the sudden multiple announcements (seven messages since Feb 17) about changes to academic programs, including President Keller's March 19 announcement describing significant changes to 85 academic programs and Dean Bimper's March 20 email to CLASS faculty announcing major restructuring.

These announcements raise serious concerns about shared governance, transparency, and the viability of President Keller's imposed restructuring of UNT's academic programs. The academic program changes are broad and unevenly distributed. For example, CLASS (48 programs) and College of Information (14 programs) are disproportionately affected, accounting for 73% of all impacted programs. We observe a total of 43 closures in CLASS and 13 in COI. We note that 12 of the closures, or 17%, are focused on identity-based programs: one major (LLAS), one master's (WGST), six minors and four certificates (including LMAS, Africana and LGBTQ Studies). In addition, four Linguistics-related programs were closed (BA, MA, MS and minor in Human Language Technology) as well as undergraduate/graduate minors and certificates focused on applied skills and vulnerable populations (for example: Special Education, Applied Gerontology, Autism Intervention, GIS). The uneven distribution of the program closures raises multiple questions about intent and impact on faculty and students.

Dean Bimper's email to CLASS discussed change, reviewed ongoing restructuring since 2023, and then announced "a more streamlined model" of "uniting departments into interdisciplinary schools" spread across three divisions. Bimper's email included department mergers and splits, most notably the departments of English and Communication, which will be distributed across multiple new schools and social science departments. The following week, Dean Bimper responded to faculty questions during CLASS' Spring General Assembly. This was the first time since President Keller announced the likelihood of academic changes in February that faculty had a chance to ask questions and voice concerns. It was clear during the Assembly's question-and-answer period that while continuity and faculty input are being promised in principle, an unprecedented quantity of academic destruction and disruption has been decided without first soliciting faculty input. While the urgency of budget pressures repeatedly has been cited as the primary reason for bypassing faculty involvement, the administration has not provided an accounting to track and assess budget impacts or cost savings of these decisions.

The administration made decisions affecting program closures without following processes outlined by existing university policies and without involving faculty bodies assigned to such processes. [UNT Policy 06.029](#), Academic Program Discontinuation: Policy Process and Application asserts that discontinuation of academic programs is embedded within the university's Academic Program Review (APR). It includes external approval requirements, specifically accreditation approval from SACSCOC and THECB, before programs are discontinued, and requires a mandatory teach-out plan for program closures. In addition, the policy outlines the need for internal approval involving departments before colleges and administrators consider and approve program closure.

While the numerous messages sent by President Keller, Provost McPherson, and Dean Bimper justifying program closures and mergers align with evaluation criteria for program closure outlined in APR and in policy 06.029, they do not appear to follow other criteria also outlined in this policy, including consultation with departments, SACSCOC, THECB, and a phased-out regulated process. This policy does grant some decision authority to Deans, Provost, and President Keller to discontinue programs, but not without the involvement of other internal and external bodies. This top-down approach represents a significant departure from established principles of shared governance and undermines the values and goals of [UNT's strategic plan](#). Faculty input cannot be retroactive; it must be integral to decision-making from the outset. Our policies require shared governance and due process because faculty have detailed knowledge about their own academic programs and units that administrators do not.

This top-down approach and disregard for internal processes is contributing to a culture of fear and misinformation among students and faculty. Faculty have concerns about how directors of new schools are selected, professional and tenure track faculty are concerned about promotion and tenure guidelines established by departments based on disciplinary and department expectations, and departments have questions about their existing majors and established programs. The justification for these confusing and opaque changes were framed as budget-driven, yet the data, financial models, and assumptions underlying the restructuring have not been made sufficiently transparent or even disclosed. Faculty, students, and staff cannot responsibly evaluate or support a plan without [access to the evidence used to formulate it](#). Without details, and in absence of significant faculty and student input, morale and trust are [unprecedentedly low](#).

We are demanding that our most pressing questions and concerns be directly and immediately addressed in writing by the President, Provost, and Deans. We consider this request urgent, and require a response in the form of a campus-wide forum within 15 business days. We are concerned that the administration's continuing silence on these crucial matters will undermine any efforts to achieve the university's strategic goals and live up to "UNT values" constantly emphasized by administrators.

We respectfully demand the following:

- An immediate moratorium on closures and reorganization of academic programs until governance structures, policies, and procedures are clearly defined in writing and discussed with faculty and students in each unit affected.
- Provide full transparency and accountability about the financial rationale of each decision, and set and use specific benchmarks to determine the restructuring of academic programs.
- Provide information on how the university may be pursuing remedies related to the specific reasons given by President Keller for the budget shortfall: decline in international master's student enrollment and loss of state appropriations.
- Develop a clearly articulated framework for shared governance with faculty input in every unit, with defined mechanisms ensuring faculty authority in curriculum and faculty and student evaluation.
- Respect the right of faculty to maintain existing promotion and tenure guidelines and create new ones in order to preserve and ensure disciplinary standards and academic freedom.
- Offer clear criteria and timelines for faculty placement within new schools.
- Provide a list of committees tasked with budget and academic restructuring.
- Share a list of all academic program changes that includes the specific data points used to determine the changes.
- Follow existing policy for program closures and mergers.

It is not lost on us that these unprecedented changes at UNT are occurring alongside similarly reactive and reactionary restructurings and eliminations at other Texas universities as well as the [censorship of an art exhibit](#) on our own campus.

We request that the above concerns are initially addressed at a campus wide forum in person and live streamed and with ample time for Q&A. This forum should be led by President Keller and Provost McPherson before finals week of the Spring 2026 semester. The forum should be followed by a written plan no later than May 15, 2026. The plan must detail exactly how the administration will address the issues stated above, and must be circulated within the entire campus community and posted publicly to the budget website.

The UNT chapter of AAUP-AFT
unt.aaup@gmail.com

From: "Coll, James" <James.Coll@unt.edu >
To: "Keller, Harrison" <Harrison.Keller@unt.edu >
Subject: Draft 1
Date: Fri, 17 Apr 2026 21:40:38 +0000
Message-ID: <LV2PR01MB994316844ECD211871898E72C89D202@LV2PR01MB994316.prod.exchangelabs.com >
Attachments: Draft.Dear UNT Faculty and Staff Colleagues.docx

A first stab is attached—wanted to get it to you prior to close of business today. I've also sent Heidi a copy and will collect her feedback as well as others this weekend.

-Jim

--

James P. Coll, Ph.D.

Vice President of Marketing and Communications

Main: 940-565-2108 | Direct: 940-369-8182

[LinkedIn](#) | [Instagram](#) | [X](#)

[Our Core Values:](#)

Courageous Integrity | Be Curious | We Care

Better Together | Show Your Fire



From: AAUP UNT-AAUP <unt.aaup@gmail.com >
To: harrison.keller@unt.edu, Michael.McPherson@unt.edu
Subject: [EXT] Re: letter from UNT AAUP-AFT regarding academic program changes
Date: Wed, 22 Apr 2026 15:08:55 -0500
Message-ID: <CAOB4xg8nDEpS_gCQDA6fG4ZaxbsBSgUJpwaG5Np66xDPVw0- 4w@mail.gmail.com>
Attachments: Chapter Response-4-3-2026.pdf

Dear President Keller and Provost McPherson,

Regarding our letter sent to you on April 3 (attached again), more than 15 days have passed and we have received no response from you as we requested.

We ask for a response to the demands outlined in the letter. For your information, the letter has been posted publicly here. <https://aaup-texas.org/blog/f/backlash-over-unt-program-censorship-and-closures>

Thank you for your time and attention.

Sincerely,
UNT AAUP

On Fri, Apr 3, 2026 at 11:07 AM AAUP UNT-AAUP <unt.aaup@gmail.com> wrote:
Dear President Keller and Provost McPherson,

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American Association of University Professors/American Federation of Teachers

University of North Texas Chapter

Friday, April 3, 2026

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The UNT chapter of AAUP-AFT
unt.aaup@gmail.com

From: "Wheeler, Megan" <Megan.Wheeler@unt.edu >
To: "Keller, Harrison" <Harrison.Keller@unt.edu >
CC: "Sewick, Alayne" <Alayne.Sewick@untsystem.edu >
Subject: Re: Two quick things
Date: Wed, 29 Apr 2026 01:23:12 +0000
Message-ID: <CO1PR01MB7387B7F7576474B28187B24DE5342@CO1PR01MB7387.prod.exchangelabs.com >
Attachments: 25-26_provost_orgchart_012226.pdf; 2024-25_provost_orgchart_083024.pdf; 24-25_President_OrgChart_Aug2024- 1.pdf; 25-26_president_orgchart_updated041326- 2.pdf

Please find, attached, org charts for:

- President's Office from summer 2024 (24-25_president_orgchart_aug2024- 1.pdf) and the current version (25-26_president_orgchart_updated041326- 2.pdf)
- Provost's Office from summer 2024 (2024-25_provost_orgchart_083024.pdf) and the current version (25-26_provost_orgchart_012226.pdf)

Please let me know if you need anything else.

Megan

Chief of Staff
Office of the President

From: Wheeler, Megan <Megan.Wheeler@unt.edu >
Date: Tuesday, April 28, 2026 at 9:47 AM
To: Keller, Harrison <Harrison.Keller@unt.edu >
Cc: Sewick, Alayne <Alayne.Sewick@untsystem.edu >
Subject: RE: Two quick things

I'll pull org charts and get them to you today.

Megan

Chief of Staff
UNT Office of the President

From: Sewick, Alayne <Alayne.Sewick@untsystem.edu >
Sent: Tuesday, April 28, 2026 9:45 AM
To: Keller, Harrison <Harrison.Keller@unt.edu >
Cc: Wheeler, Megan <Megan.Wheeler@unt.edu >
Subject: Re: Two quick things

Good Morning,
Megan has completed the RIF documentation. We'll review it at our 1:1 this week and then send it to OGC for approval, which typically takes about two weeks. If you'd like that expedited, I can request prioritization.

Based on our earlier conversations, we were pacing this until your new position was created and recruitment began. That position should be reviewed by Compensation this week and posted early next week, and Megan and I will align on messaging.

For the org charts for your office and the Provost's office, I'll defer to Jeanette and Megan, as org chart

updates are managed by the departments. Elizabeth can also pull historical versions from the accreditation materials if needed---Alayne

Sent via the Samsung Galaxy S10+, an AT&T 5G Evolution capable smartphone
Get [Outlook for Android](#)

From: Keller, Harrison <Harrison.Keller@unt.edu>
Sent: Tuesday, April 28, 2026 8:20:12 AM
To: Sewick, Alayne <Alayne.Sewick@untsystem.edu>
Cc: Wheeler, Megan <Megan.Wheeler@unt.edu>
Subject: Two quick things

1. What is the status of my comms RIF and posting?
2. Could you send me the org charts for the president and provost from when I first arrived at UNT and the current versions?

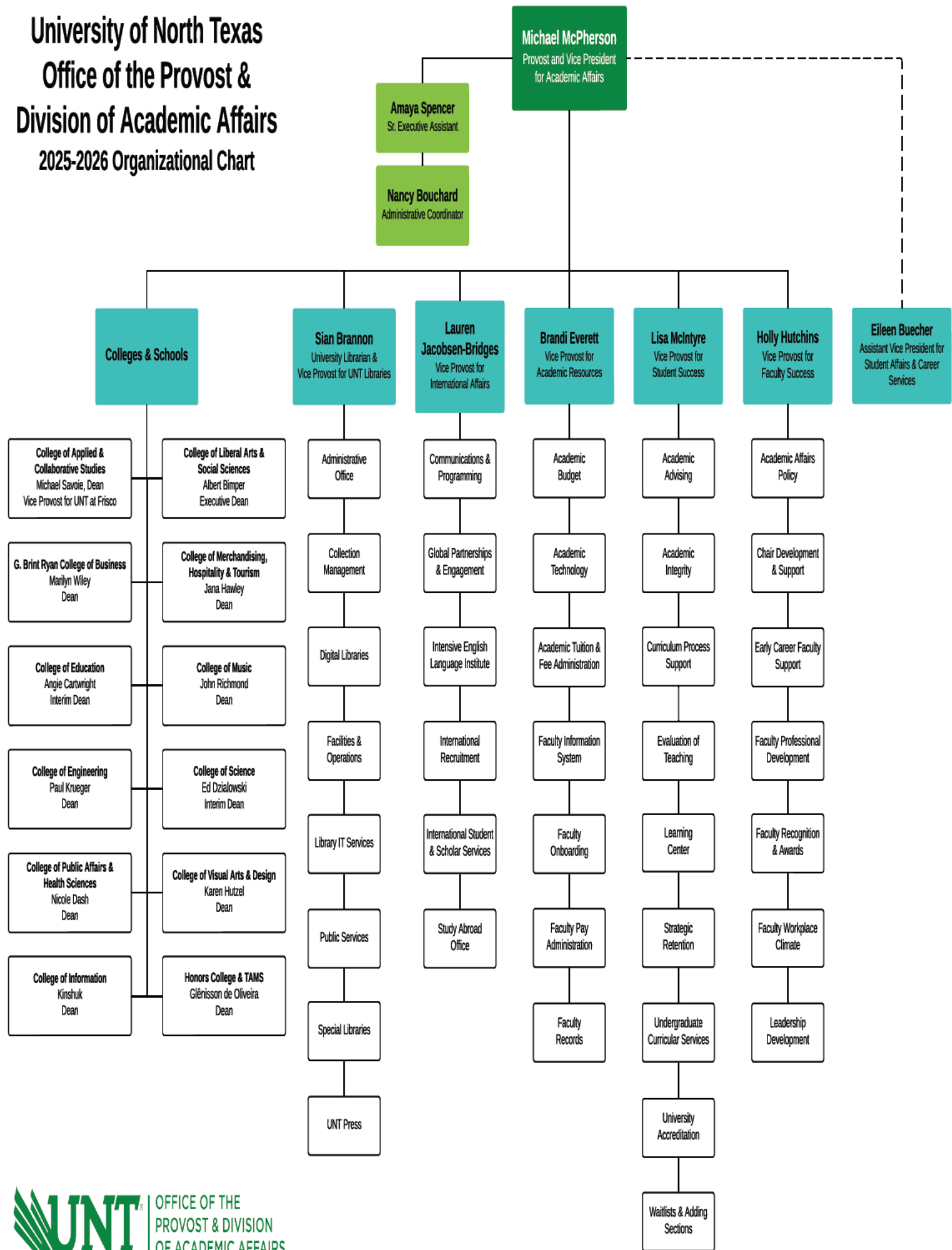
Harrison Keller, Ph.D.
President, University of North Texas
<https://president.unt.edu>
(940) 565-4307



University of North Texas

Office of the Provost & Division of Academic Affairs

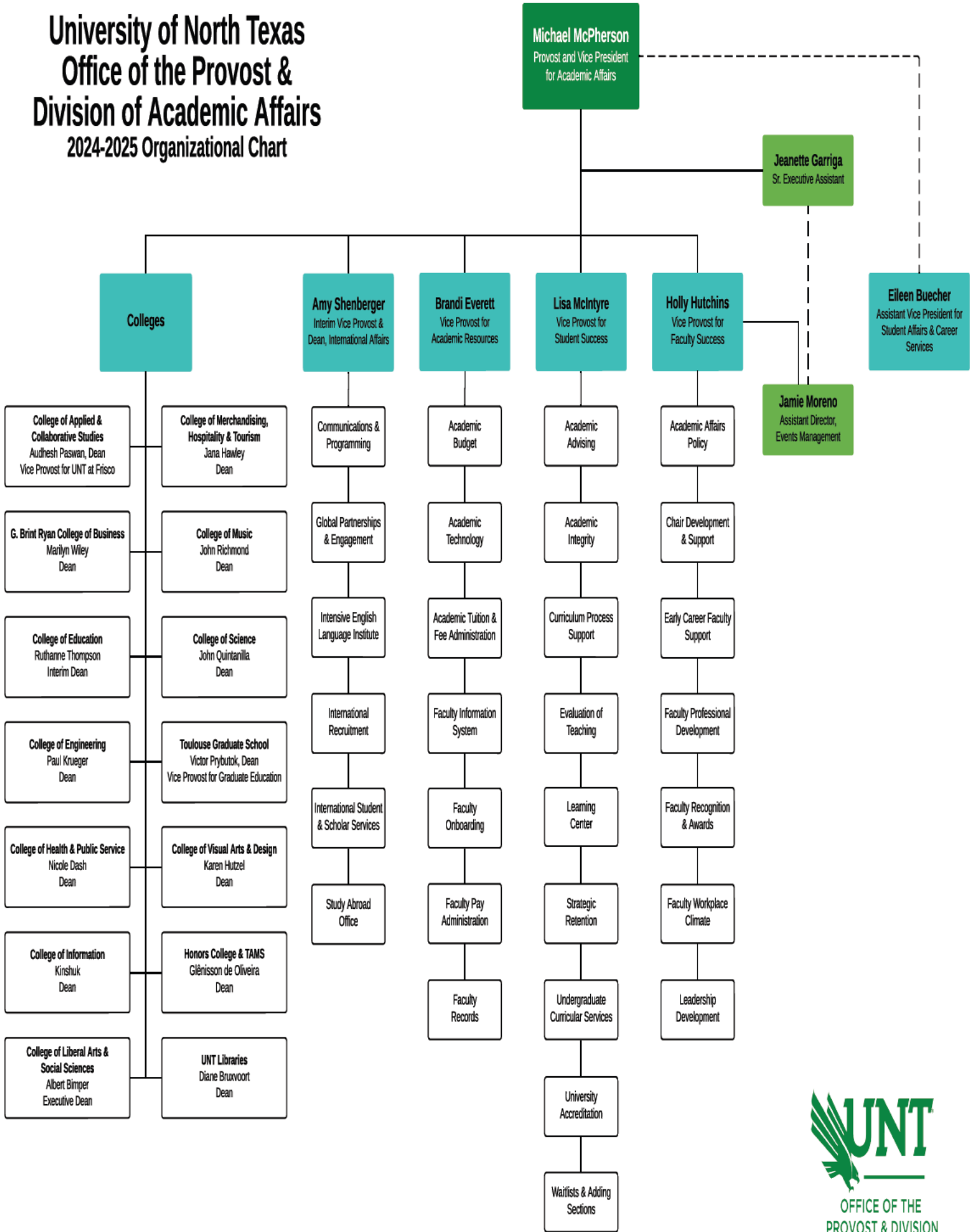
2025-2026 Organizational Chart



University of North Texas

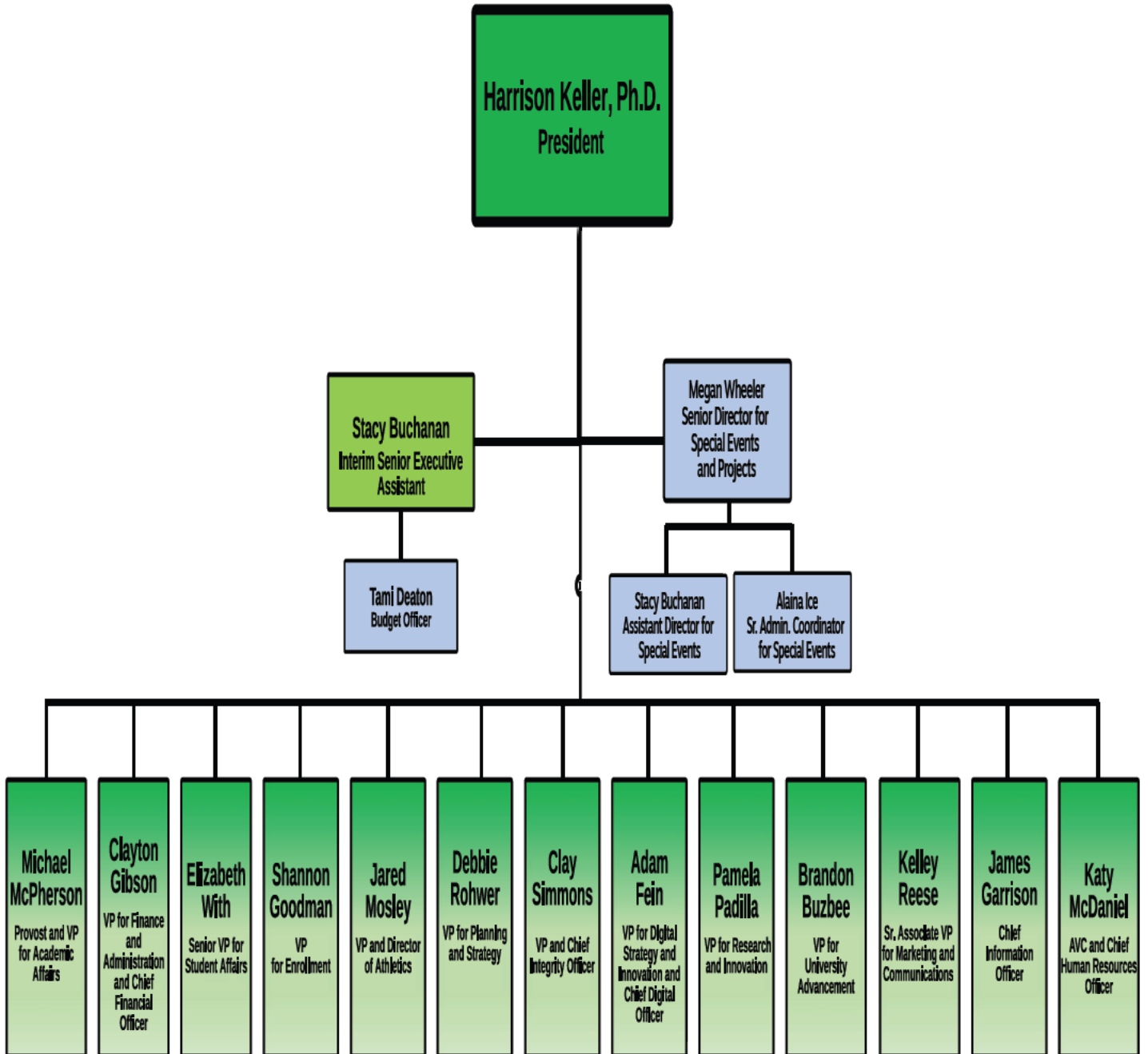
Office of the Provost & Division of Academic Affairs

2024-2025 Organizational Chart



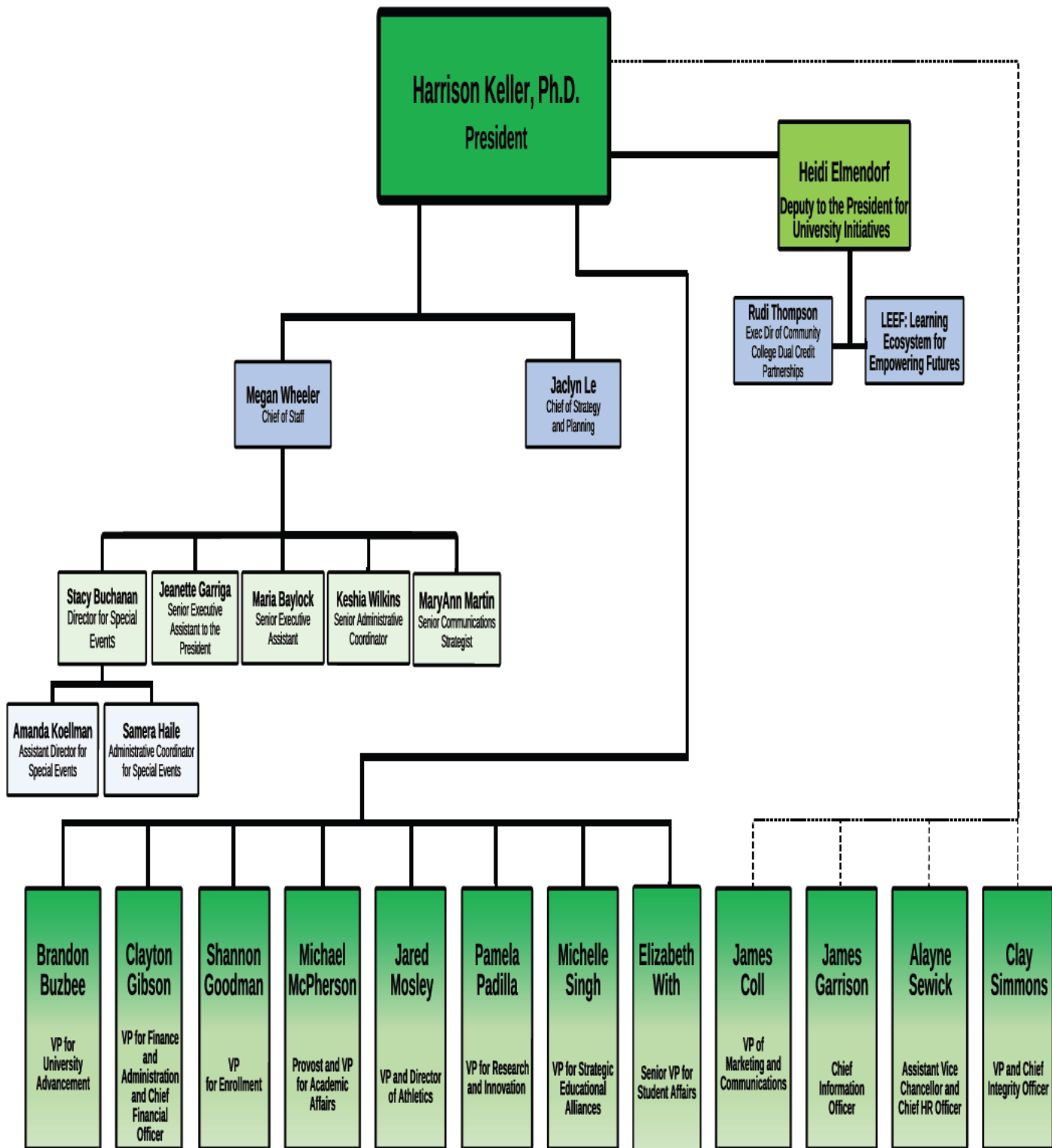
Office of the President

2024-2025 Organizational Chart



Office of the President

2026-2027 Organizational Chart



From: "Keller, Harrison" <Harrison.Keller@unt.edu >
"Goodman, Shannon" <Shannon.Goodman@unt.edu >, "Condrey, Coby" <Coby.Condrey@unt.edu >, "Sewick, Alayne" <Alayne.Sewick@untsystem.edu >, "Bimper, Albert" <Albert.Bimper@unt.edu >, "Ames, Alex" <Alex.Ames@unt.edu >, "Buzbee, Brandon" <Brandon.Buzbee@unt.edu >, "Simmons, Clay" <Clay.Simmons@unt.edu >, "Gibson, Clayton" <Clayton.Gibson@unt.edu >, "With, Elizabeth" <Elizabeth.With@unt.edu >, Graduate Student Council-President <gsc-pres@unt.edu>, "Garrison, James" <James.Garrison@unt.edu >, "Mosley, Jared" <Jared.Mosley@unt.edu >, "McIntyre, Lisa" <Lisa.Rodrigue@unt.edu >, "Wiley, Marilyn" <Marilyn.Wiley@unt.edu >, "Wheeler, Megan" <Megan.Wheeler@unt.edu >, "McPherson, Michael" <Michael.McPherson@unt.edu >, "Singh, Michelle" <Michelle.Singh@unt.edu >, "Padilla, Pamela" <Pamela.Padilla@unt.edu >, SGA President Email <sgapresident@unt.edu >, "Coll, James" <James.Coll@unt.edu >, "Stowers, Renaldo" <Renaldo.Stowers@untsystem.edu >
To: "Hanson, Gyllynn" <Gyllynn.Hanson@unt.edu >, "Hestand, Christi" <Christi.Hestand@unt.edu >, "Acker, Rhonda" <Rhonda.Acker@unt.edu >, "Kaltenbaugh, Sandra" <Sandra.Kaltenbaugh@unt.edu >, "Rucker, Christina" <Christina.Rucker@unt.edu >, "Duke, Dana" <Dana.Duke@unt.edu >, "Le, Jaclyn" <Jaclyn.Le@unt.edu >, "Garriga, Jeanette" <Jeanette.Garriga@unt.edu >, "Martin, Lisa" <Lisa.Martin@unt.edu >, "Baylock, Maria" <Maria.Baylock@unt.edu >, "Elmendorf, Heidi" <Heidi.Elmendorf@unt.edu >, "Peterson, Amy" <Amy.Peterson@unt.edu >, "Garza Turner, Kim" <Kimberly.GarzaTurner@unt.edu >, "Buchanan, Stacy" <Stacy.Buchanan@unt.edu >
CC: **Subject:** Important Announcement: Provost McPherson stepping down, transitioning to Senior Adviser to the President
Date: Mon, 4 May 2026 15:46:37 +0000
Message-ID: <DM8PR01MB71094D70B062EA54AE26ACA7EA312@DM8PR01MB7109.prod.exchangelabs.com >
Attachments: 050426_PHK_OfficialNotice_Provost.pdf

Dear Colleagues,

Soon you will receive an Official Notice email notifying faculty and staff of Provost McPherson's decision to step down from his current role at the end of the spring semester. I want to make sure you receive the message directly from me; it is attached to this email.

I am grateful that Mike has accepted my offer to continue to serve UNT as Senior Advisor to the President, a role in which he will continue to advance our mission and lead important strategic efforts. More information will be shared about an interim Provost appointment after the upcoming Board of Regents meeting.

On Tuesday, May 12, at 5 p.m. in the Jade Ballroom (Union, Room 333) we will host a reception in honor of Mike's many accomplishments as Provost. I hope you will join me in congratulating him.

Respectfully,

Harrison

Harrison Keller, Ph.D.

President, University of North Texas

<https://president.unt.edu>

(940) 565-4307



Subject: [TEST] Provost McPherson stepping down, named Senior Advisor to the President

Date: Monday, May 4, 2026 at 10:05:27 AM Central Daylight Time

From: Official Notice

To: OfficialNotice

This is a **preview email**. Here's a note from the person who sent it:

"REVIEW for PHK."

AN OFFICIAL NOTICE FROM THE **PRESIDENT**



Dear UNT Faculty and Staff Colleagues:

I am writing to share with you the important news that Dr. Michael McPherson has decided to step down from his current role as Provost and Vice President for Academic Affairs at the conclusion of the spring semester. Mike has served in this capacity since June 2022, following three months in an interim role.

Upon my arrival to UNT in August 2024, Mike immediately became a trusted partner for me and invaluable source of institutional knowledge. Since then, he has continued to expertly help our university navigate complex challenges and opportunities as we seek a bold path forward. I am grateful Mike has accepted my offer to continue to serve UNT as Senior Advisor to the President, a role in which he will continue to lead important efforts to advance the goals outlined in our [Look North: UNT 2030](#) strategic plan, especially goals related to student success and accelerating students' [time to value](#).

As an expert in the economies of developing countries, Mike's service to the university dates back to 1992 when he joined the UNT faculty. Prior to his appointment as Provost, he served as Vice Provost for Student Success, acting Dean of the Mayborn School of Journalism, and Associate Vice Provost for Faculty Success. I look forward to his additional contributions to faculty and student success in his new role.

We will host a reception in appreciation to Mike for his service to the university as Provost on Tuesday, May 12, at 5 p.m., in Jade Ballroom (Union, Room 333). I hope you will stop by and join me in congratulating Mike on his many accomplishments.

More information will be shared about an interim Provost appointment after the

upcoming Board of Regents meeting.

Respectfully,

Harrison Keller, Ph.D.
President

On May 9, 2026, at 9:54 AM, Le, Jaclyn <Jaclyn.Le@unt.edu> wrote:

I started working on it yesterday but wasn't able to get very far yet. Can I get you a draft early in the week? When do you need it?

Thanks,
Jaclyn

Jaclyn Le (she/her)
Chief of Strategy and Planning
University of North Texas
jaclyn.le@unt.edu

On May 8, 2026, at 8:58 PM, Keller, Harrison <Harrison.Keller@unt.edu> wrote:

Hi Jaclyn — just checking in. Have you had a chance to draft some slides for the executive session discussion about organizational structure? Thanks for your help — H

Harrison Keller, Ph.D.
President, University of North Texas
<https://president.unt.edu>
(940) 565-4307
<image001.png>

<image001.png>

From: "Le, Jaclyn" <Jaclyn.Le@unt.edu>
To: "Keller, Harrison" <Harrison.Keller@unt.edu>
Subject: Re: System slides
Date: Tue, 12 May 2026 01:06:07 +0000
Message-ID: <PH7PR01MB85161A7132AED1D195EB033FFB392@PH7PR01MB8516.prod.exchangelabs.com>
Attachments: 2026.05.11 - BOR Presentation DRAFT v2.pdf

 [Version 2 of the deck \(SharePoint link\)](#)

Updated the deck with the changes we discussed. The new org chart is on the last slide. Lucid is a separate diagramming platform, and there's no way for me to import the diagram into PPT in an editable format. Let me know if you have any additional changes.

Thanks,
Jaclyn

Jaclyn Le (she/her)
Chief of Strategy and Planning
University of North Texas
jaclyn.le@unt.edu



From: Keller, Harrison <Harrison.Keller@unt.edu>
Date: Monday, May 11, 2026 at 9:57 AM
To: Le, Jaclyn <Jaclyn.Le@unt.edu>
Subject: Re: System slides

I started tweaking it early this morning. Can we find time today to talk through some of it after I talk to Chancellor Mike? Thank you for your help with this!

Harrison Keller, Ph.D.
President, University of North Texas
<https://president.unt.edu>
(940) 565-4307

On May 11, 2026, at 7:00 AM, Le, Jaclyn <Jaclyn.Le@unt.edu> wrote:

 [Here's a draft deck for your review and editing](#). The file was too big for me to attach, so I've included a PDF version for easier access.

I've also attached the current Provost org chart. If you'd like a revised version, I need to get the original file from UBSC to edit. Let me know.

Thanks,
Jaclyn

Jaclyn Le (she/her)
Chief of Strategy and Planning
University of North Texas
jaclyn.le@unt.edu
<image001.png>

From: Keller, Harrison <Harrison.Keller@unt.edu>
Date: Saturday, May 9, 2026 at 10:35 AM
To: Le, Jaclyn <Jaclyn.Le@unt.edu>
Subject: Re: System slides

Thank you — I appreciate your help with this — H

From: Le, Jaclyn <Jaclyn.Le@unt.edu>
Date: Saturday, May 9, 2026 at 10:17 AM
To: Keller, Harrison <Harrison.Keller@unt.edu>
Subject: Re: System slides

Ahh got it. I didn't see a deadline in Rachel's email that you forwarded to me. Will try to get something to you on Monday.

Jaclyn Le (she/her)
Chief of Strategy and Planning
University of North Texas
jaclyn.le@unt.edu

On May 9, 2026, at 10:14 AM, Keller, Harrison <Harrison.Keller@unt.edu> wrote:

Well, they wanted it yesterday but haven't pinged me. I'm hoping I can have until Tuesday or so

Harrison Keller, Ph.D.
President, University of North Texas
<https://president.unt.edu>
[\(940\) 565-4307](tel:9405654307)

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University of North Texas
jaclyn.le@unt.edu

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Harrison Keller, Ph.D.

President, University of North Texas

<https://president.unt.edu>

(940) 565-4307

<image001.png>

<image001.png>

<vpaa_orgchart_25-26.pdf>

<2026.05.11 - BOR Presentation DRAFT.pdf>

From: "Keller, Harrison" <Harrison.Keller@unt.edu >
To: "Elmendorf, Heidi" <Heidi.Elmendorf@unt.edu >
Subject: FW: Bio, CV, and Upcoming meeting dates
Date: Thu, 14 May 2026 20:50:35 +0000
Message-ID: <DM8PR01MB7109BE187DDA81DE0D70DFB1EA072@DM8PR01MB7109.prod.exchangelabs.com >
Attachments: CURRICULUM VITAE_AB_North Texas_pk.pdf

From: Bimper, Albert <Albert.Bimper@unt.edu >
Date: Wednesday, April 29, 2026 at 4:11 PM
To: Keller, Harrison <Harrison.Keller@unt.edu >
Subject: Bio, CV, and Upcoming meeting dates

Harrison, please see my CV attached as requested. Below, I have also included a bio as well as some dates of meetings that we already have on the books that you may consider joining if/when cleared to begin discussing changes with others. Although right around the corner, the dates in bold are easiest to plug you in without any calendar complications of all those already attending and without much explanation needed.

Bio description:

Appointed in 2023, Dr. Albert Bimper Jr. serves as Executive Dean of the College of Liberal Arts & Social Sciences (CLASS) at the University of North Texas. A senior university leader and member of the President's Cabinet, he reports directly to the Executive Vice President and Provost.

Dr. Bimper stewards a budget of over \$52 million while leading the most diverse and comprehensive college of the university's thirteen academic colleges, which comprises the Division of Social Sciences; Division of Communication, Media & Performance; and the Division of Humanities – housing 15 departments, 2 schools, multiple programs and research centers, the university's writing center, and a public-serving psychology clinic. The college offers BS, BA, MS, MFA and PhD degrees. Driven by the college's mission to *Amplify Human Potential to Propel Transformation*, he works with his leadership team of divisional and associate deans and cabinet members to foster a dynamic environment where curiosity, discovery, and meaningful impact can flourish.

Beyond executing college-wide priorities, Dr. Bimper has significantly expanded the college's research enterprise and advancement strategy. His leadership is defined by the mobilization of faculty, alumni, and regional partners to meet ambitious institutional and system-wide goals. His tenure as executive dean has been marked by a strong commitment to interdisciplinary collaboration, elevating research and scholarship, igniting a vibrant philanthropic culture of excellence, while advancing student success and academic excellence. He has a robust record of accomplishment, successfully hiring and appointing college executive leaders and academic unit heads across the college. He has championed significant growth within the college including a major college-wide reorganization, the creation of a new college strategic plan well-aligned with UNT's *Look North 2030* strategic plan and the launch of several new academic programs and hubs for engaging research and creative activities.

Under Dr. Bimper's leadership, the CLASS advancement team has undergone a cultural transformation that yielded an increase in fundraising by more than 1700%. This remarkable growth included securing the largest gift in the college's history – a milestone that reflects the team's dedication and the deep commitment of their alumni and partners. At the university level, he has been instrumental in major initiatives. He chaired the

steering committee in the initial development of the new university budget model, and is a core team member focused on expanding Work-Integrated Learning across the curricula to achieve institutional priorities for enhanced student success.

Dr. Bimper officially joined UNT, after most recently serving at Colorado State University, a public land-grant research university, in a variety of advancing leadership roles, including interim director of the School of Education, Chief of Staff in the Office of the President, Associate Dean and Executive Director for the College of Liberal Arts, Assistant Vice Provost for Academic Affairs, and Assistant Vice President for Student Affairs. His faculty experience includes roles at both Kansas State University and Colorado State. His administrative experience spans several areas and includes leadership roles in multiple colleges, academic affairs, student affairs, and intercollegiate athletics.

A native of Arlington, Texas and graduate of Arlington Bowie high school, Dr. Bimper earned his Ph.D. in Curriculum and Instruction with a concentration in Cultural Studies in Education at the University of Texas at Austin. He earned a master's degree in Health and Kinesiology from Purdue University and a bachelor's degree in Health and Exercise science from Colorado State University. Dean Bimper's passion for student success is rooted in his own experience as a first-generation college graduate and a collegiate football player at Colorado State who went on to win a Super Bowl with the Indianapolis Colts. He understands the transformative power of education and is driven to create opportunities for others, just as they were created for him.

Dean Bimper and his wife, Nsiong, are proud parents of their three children – Tripp, Caydence and Austin.

Scheduled CLASS meetings to consider for socializing info:

- **Tuesday, May 5th, 2:30-4:30p, Executive Team meeting (only associate/divisional deans present)**
- **Monday, May 11th, 9:30-11:00a, CLASS Restructure Planning team (all new school directors, 3 staff representatives are present)**
- Tuesday, May 12th, 2:30-4:30p, Executive Team meeting (only associate/divisional deans present)
 - Maybe not ideal because this meeting occurs after the restructure planning team in the same week

-albert

Albert Bimper Jr., Ph.D.

Executive Dean

College of Liberal Arts & Social Sciences

University of North Texas



Albert Y. Bimper Jr., Ph.D.

Executive Dean

University of North Texas

General Academic Bldg., Suite 210H
Office of the Executive Dean
1155 Union Circle #305189, Denton, TX 80523
E: albert.bimper@unt.edu | O: 940.565.3952

ACADEMIC LEADERSHIP & PROFESSIONAL APPOINTMENTS

Executive Dean, College of Liberal Arts & Social Sciences, University of North Texas, 2023 – present
Professor, Anthropology, College of Liberal Arts & Social Sciences, University of North Texas, 2023 – present

Director (interim), School of Education, College of Health & Human Sciences, Colorado State University, 2023

University Chief of Staff (interim), Office of the President, Colorado State University, 2022 – 2023

Associate Dean & Executive Director, College of Liberal Arts, Colorado State University, 2022 – 2023

Professor, College of Liberal Arts, Colorado State University, 2022 – 2023

Assistant Vice Provost for Academic Affairs, Colorado State University, 2021 – 2022

Assistant Vice President for Student Affairs, Colorado State University, 2019 – 2021

Associate Professor, College of Liberal Arts, Colorado State University, 2017 – 2022

Director, Sport Management, College of Liberal Arts, Colorado State University, 2014 – 2022

Senior Associate Athletics Director, Department of Athletics, Colorado State University, 2013 – 2022

Assistant Professor, College of Liberal Arts, Colorado State University, 2013 – 2017

Assistant Professor, Special Education, Counseling and Student Affairs, College of Education, Kansas State University, 2012 – 2013

Graduate Teaching Assistant, Curriculum & Instruction, College of Education, The University of Texas at Austin, 2009 – 2012

EXECUTIVE SUMMARY OF QUALIFICATIONS & PERFORMANCE

- Designed and advanced a bold vision and strategic plan
- Fostered a culture of shared governance through empathetic dialogue
- Championed and stewarded the enhancement of the teaching, research, outreach, and service missions to advance interdisciplinary capacities and cross-campus partnerships
- Steered a broad and diverse portfolio of increasing responsibilities in numerous senior administrative roles

- Demonstrated expertise in strategic philanthropy and advancement efforts, including annual giving, principal gifts, planned-giving, donor stewardship, corporate and foundation relations, and alumni engagement
- Managed intricate budgets by balancing competing priorities, successfully funding future programs and initiatives
- Proven track record of developing programs that expand community outreach, broaden constituent access, and foster a welcoming environment for all stakeholders
- Experienced in managing staffing decisions, coordinating hiring processes, and addressing complex personnel issues directly
- Directed complex organizational change, utilizing transparent communication to maintain institutional stability and stakeholder buy-in during large-scale academic realignments
- Supported project design and construction management for new facility construction and renovations
- Chaired and participated in senior and high-profile executive searches for higher education leaders
- Strong understanding of the role of intercollegiate athletics in higher education rooted in a deep commitment to the dual mission of academic and athletic excellence
- Advanced institutional reputation by directing comprehensive communication strategies that engaged a broad spectrum of internal and external partners
- Recognized for measured, inclusive leadership and the ability to forge strong relationships across a broad spectrum of cultural, ethnic, and professional backgrounds

EDUCATION & DEGREES

- Ph.D.** **The University of Texas at Austin**, Austin, Texas.
College of Education (Ranked #2 by U.S. News & World Report while attended),
Curriculum & Instruction – Cultural Studies in Education
- M.S.** **Purdue University**, West Lafayette, Indiana.
College of Health and Human Sciences, Health & Kinesiology
- B.S.** **Colorado State University**, Fort Collins, Colorado.
College of Health and Human Sciences, Health & Exercise Science

CAREER INSTITUTIONAL PROFILES

University of North Texas – Carnegie R1 university (doctoral – very high research activity); Public Research Institution, Hispanic-serving and Minority-serving Institution; ~45,000 students, One of the 5 largest universities in Texas and among the 40 largest in the United States. NCAA Division 1A – American Athletic Conference; Accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

Colorado State University – Carnegie R1 university (doctoral – very high research activity); Public Land-grant Research Institution; Emerging Hispanic-serving Institution; ~33,000 students (*at the time of employment*); >315 degree programs, NCAA Division 1A – Mountain West Conference (currently PAC12); Accredited by the Higher Learning Commission (HLC).

Kansas State University – Carnegie R1 university (doctoral – very high research activity); Public Land-grant Research Institution; ~27,000 students (*at the time of employment*); NCAA Division 1A – BIG 12 Athletic Conference; Accredited by the Higher Learning Commission (HLC).

STRATEGIC LEADERSHIP & INSTITUTIONAL STEWARDSHIP EXPERIENCE

Executive Dean, *College of Liberal Arts & Social Sciences*, University of North Texas, July 2023 – May 2026

Executive Dean of the College of Liberal Arts & Social Sciences (CLASS) at the University of North Texas University (UNT) is a senior member of university leadership serving on the President's Cabinet. CLASS is the largest, most diverse and comprehensive college of the university's thirteen academic colleges. The executive dean works closely with UNT's vice presidents and academic deans and the college's executive leadership in supporting the CLASS's priorities related to student and faculty success, teaching, research, scholarship, and creative activity.

Responsibilities:

The Executive Dean, reporting directly to the Provost and Vice President for Academic Affairs, serves as the chief executive officer of the CLASS, responsible for the oversight and management of the college's \$52 million budget. CLASS is comprised of the Division of Social Sciences, Division of Communication, Media & Performance, and the Division of Humanities – housing 15 departments, 2 schools, multiple programs and research centers, the university's writing center, and a public-serving psychology clinic. The college offers BS, BA, MS, MFA and PhD degrees. There are 336 full-time and 143 part-time faculty, 127 staff members, and nearly 8,000 enrolled students in the college. In addition to setting and executing college-wide priorities in collaboration with the dean's executive leadership team, the executive dean provides leadership for the college's research enterprise, advancement strategy and initiatives, and the mobilization of CLASS's faculty, alumni, staff, students, community and external partners and leaders to meet institutional, system, regional goals. The executive dean oversees all allocations of funds to all academic units and programs and approves faculty appointments, promotions, and tenure recommendations.

Key Achievements/Activities:

Leadership & Strategy

- Chaired steering committee of new hybrid-RCM, incentive-based performance budget model, aligning resource allocation with institutional strategic priorities
- Completed design of college's comprehensive 5-year strategic plan (entitled *Momentum Ignited 2030*)
- Leading a college-wide reorganization into an interdisciplinary divisional, school-based model
- Championed interdisciplinary research and educational engagement hubs (e.g., Civic Deliberation and Leadership; Lab for Engaged, Applied, & Public Humanities; Impact Lab for Applied Social Science Research)
- Work with faculty council and college leadership to enhance budget transparency and fiscal literacy, refine college-level bylaws, and engage with university matters pertaining to faculty senate
- Promoted differential tuition and tuition sharing models in departments
- Invested in significant facility renovations for psychology clinic, research lab spaces, performance spaces, and enhanced department and classroom technology
- Managed consolidation of programs as well as faculty and staff transitions proceeding the dissolution of another university college into CLASS
- College website redesign, conversion to new institutional platform

Student Success & Retention

- Champion of CLASS's participation in the National Work-Integrated Learning Accelerator, a multi-institution initiative, co-designing curricula with EdTech, workforce, and industry partners to enhance student employability.
- Drive the evolution of pedagogical practices to foster more active and impactful student learning.
- New degree programs, minors, and certificates
- Collaborated with Vice Provost for Student Success office to advance academic coaching support and career development
- Outperformed institutional 4- and 6-year graduation rate averages
- Achieved a record-high 82% first-year retention rate (a 4.7% increase), significantly outperforming the institutional average.
- Realized 6.3% increase in retention for at-risk cohorts and reduced the student academic probation rate by 3.6%.
- 3.6% increase in CLASS's first time in college (FTIC) fall-to-fall student retention to 92%
- Lowered DFW rates by 3.8% through targeted interventions in prerequisites, course management, and the expansion of the "Take Flight" advising program. Enhanced targeted communication outreach to students recommended for support
- 16% increase of CLASS undergraduates earning Dean's & President's list recognition
- Increased recognition of student academic achievement and ambassador leadership
- Collaborated with divisional deans and department chairs to improve distribution of Tuition Benefit Program funds across college for PhD and master's students

- Implemented improvements to graduate funding offer letters to ensure clarity, fairness, and alignment with college-wide practices while still allowing for appropriate flexibility

Faculty Success & Talent Management

- Instituted early- and mid-career faculty workshops and resourced competitive summer research enhancement grants to drive scholarly output. Established workshop trainings for departmental action planning
- Implemented a series of college-led grant proposal workshops
- Partnered with the college cabinet and faculty council to refine promotion and tenure guidelines to improve recognition for research/creative activity excellence, community engaged scholarship as well as improved workload policies for greater transparency
- Recruited and onboarded >40 new faculty members (25+ Tenure-Track) and hired 12 key unit leaders (i.e., department chairs, school deans and directors), including Divisional Deans and Department Chairs
 - Established an Associate Dean for Research (founding) for faculty and student research initiatives
 - Divisional Deans: Humanities, Social Sciences, and Communication, Media & Performance (founding)
 - Associate Dean for Academic Affairs
 - Director of Faculty Initiatives (founding)
 - Director of UNT Writing Center (within Dept. of English)
 - Senior Communication & Marketing Strategist

Advancement & Engagement

- Closed university's 2nd largest gift ever to that date. Increased total fundraising giving by an astounding 1729% after establishing priorities for a new, robust advancement strategy for annual giving, major commitments, stewardship, partnership, and planned giving. Garnered multiple endowed professorships and chairs, endowed scholarships, and large planned gifts
- Launched "Tomorrow, Now," the college's first comprehensive campaign
- Founded the CLASS Thinkers Guild and the Dean's Momentum Circle, creating a premier donor experience and tiered-giving plan, respectively
- Revitalized the College Advisory Board. Appointed new chair and executive members.
- Established a digital newsletter (i.e., CLASS Connections) for external stakeholders and alumni
- Launched the design of a CLASS Executive-In-Residence program

Director (interim), School of Education, College of Health & Human Services, Colorado State University, January 2023 – June 2023

Director of the School of Education (SOE) reports directly to the Dean of the College of Health and Human Sciences at Colorado State University. Serves as a member of the dean's cabinet. In collaboration with the school's faculty, students, and staff, the director provides leadership to build

upon the strengths of the school and develop new opportunities to fulfill the SOE's role within the university's land-grant mission.

Responsibilities:

The director is responsible for managing the school's budget, curriculum and academic programming, and personnel. The SOE includes approximately 43 faculty and 5 full-time staff. Oversee a diverse academic portfolio ranging from foundational undergraduate degrees and teacher licensure to specialized graduate programs, including an M.A. in Counseling, an M.S. in Student Affairs, and research-intensive M.Ed. and Ph.D. tracks in Education and Human Resource Studies. This comprehensive curriculum is supported by a robust network of professional certificate programs and strategic community engagement partnerships.

Key Achievements/Activities:

- Completed faculty and staff annual evaluations along with as merit increases and equity pay decisions
- Oversight of faculty tenure and promotion cases.
- Established greater school budget transparency, including online revenue streams.
- Appointed and reappointed school faculty leadership roles.
- Led data-informed, school-wide discussions regarding strategic goal alignment and programmatic reorganization
- Filled open faculty lines

Chief of Staff (interim), Office of the President, Colorado State, June 2022 – April 2023

Chief of Staff (COS) for Colorado State University serves as a key member of university executive leadership with responsibility for central coordination of the direction of activities for the Office of the President. Serves as the close confidant and administrative partner for president in promoting and supporting the land-grant mission of CSU, both internally and externally; provides high-level support through the office of the president in leading an effective executive leadership team and administrative activities.

Responsibilities:

COS oversees and manages the internal operations of the Office of the President; Provides context that helps set executive priorities and initiatives, anticipating the needs of the president, and addressing issues on the president's behalf; Advises and counsels the president on issues relating to organizational strategy and planning, mission, policy development and problem resolution, budgeting, creating reports as requested; Assists in the implementation of long- and short-term goals and important initiatives and monitoring progress against those goals and objectives; ensures timely decision-making on matters of strategic importance; COS reviews and follows up on institutional audit processes and reviews and advises on accreditation documents with the various accrediting bodies. COS triages the range of issues and requests that come to the Office of the President from internal and external constituents; Coordinates the regular

evaluation of executive leadership team; Assist the president with communications, including that which may require sensitivity/discretion to university's constituents.

Key Achievements/Activities:

- Provides oversight and administrative direction for Presidential commissions and high-level working groups. Key areas included Commission for Gender Equity on the Faculty, the Native American Advisory Council, the Safety Task Force, the Sustainability Tracking, Assessment & Rating System (STARS) Committee. Supported the growth of emerging leaders through the Presidential Fellows program and the Multicultural Student Advisory Council.
- Supported the implementation of the university's core mission-centric agendas:
 - Ensuring rigorous progress in student success
 - Address compensation equity and competitiveness; position reclassifications (Faculty, Staff, Graduate teaching assistants)
 - Rural initiative and Spur campus activation, Support collaboration between campuses
 - Enhance research and innovation: thematic initiatives and funding
 - Continue progress on key capital projects and space utilization strategy
 - Inclusive excellence, campus-wide strategy and implementation
- Strategize tactics for recovery of institutional budget deficit
- Support president in filling vacant executive, senior leadership roles
- Honors program enhancements

Associate Dean & Executive Director, College of Liberal Arts, Colorado State, July 2022 – February 2023

Reporting directly to the Dean of the College of Liberal Arts, the Associate Dean & Executive Director (ADED) serves in a leadership role within the College of Liberal Arts housing 19 academic disciplinary departments and programs. The ADED provides strategic leadership and implements a data-driven approach to oversee Sport Management (undergraduate and graduate) and Public Policy & Administration (graduate). Provide support and collaboration with the Director of Arts Management.

Responsibilities:

Provides administrative oversight and management of strategic planning, budget planning and monitoring, faculty hires, tenure and promotion activities, curricular and instructional design for in-resident and online instruction, accreditation processes, and donor/development engagement. Coordinates with academic success coordinators to ensure adequate course capacity during registration, as well as orientation for the programs' incoming students. Liaise with CSUOnline to ensure adequate capacity in programs' online course offerings. Manage schedule offerings and programs' revenue generation. ADED broadly supports the Dean and the college to ensure the integration and coordination of the College's strategic planning, programs

and initiatives. The ADED works with the Dean and college advancement to identify and nurture funding opportunities, support and strengthen the college's alumni relations.

Key Achievements/Activities:

- Refined course sequencing to better serve students
- Established faculty program coordinator role in Public Policy & Administration
- Completed faculty and staff searches (graduate program director, undergraduate program director, adjunct instructors, online academic advisors, program administrative support)
- Revised student handbooks and implementation of program policies
- Led strategic planning processes
 - Establish priority goals for enhancing learning environments that foster success and wellness, increasing the productivity and impact of faculty research, scholarship, and creative activity, increase allocations of professional development funds for tenured and tenure-track faculty, increase allocation of research stipends for undergraduate and graduate research activity

Assistant Vice Provost for Academic Affairs (Asst. VP), Office of the Provost & Executive Vice President for Academic Affairs, Colorado State University, July 2021 – June 2022

Reporting directly to the Provost & Executive Vice President for Academic Affairs, the Asst. VP supports the stewardship of the institution's academic mission to advance its student success profile through strategic, university-wide priorities in the areas of academic and budgetary resource planning and management, curricular affairs, institutional accreditation and assessment, faculty affairs, general education, large-scale initiatives, academic policy development, and human resources. Serves as a key advisor providing cross-functional leadership between academic units and university administration.

Responsibilities:

Support institutional strategy for access, enrollment, and undergraduate success, managing a support center (e.g., Student-Athlete Support Center) and supporting collaborative initiatives designed to enhance student achievement and retention.

Key Achievements/Activities:

- Oversight of Student-Athlete Support Center
- Participation in revision planning for the University's Academic Master Plan
- Assisted in design and planning of the Provost's Academic Colleges Symposium
- Assisted in the review, approval and distribution process of over BOG approved funds for Student Success multi-year funding proposals submitted by academic colleges and other units
- Served on committee to review strategic efforts and resources targeting Students for Recommended Support

Assistant Vice President of Student Affairs, Division of Student Affairs, Colorado State University, July 2019 – June. 2021

Served a dual reporting role to the Director of Athletics and the Vice President of Student Affairs. Oversight of \$825,000 budget that supported student success and programming for 400 student athletes across 16 Division-I varsity sports. Supervision of twelve FTE staff including a unit director, assistant directors, academic coordinators, learning specialists, and graduate assistants as well as an average of 40 student hourly and non-student hourly employees.

Responsibilities:

Hiring authority for all FTE administrative professional positions, graduate assistants and internship positions within Student Athlete Support Services (SASS). Oversight of staff performance standards and evaluation. Oversight of physical operations, expenditures and capital resources. Provided vision and strategic leadership for a wide range of academic and student development services to support student-athlete success for a diverse student athlete population. Oversight and primary engagement of SASS fundraising and sponsorships efforts. Managed SASS staff compliance with appropriate NCAA, conference and institutional regulations and policies including student athletes initial and continuing eligibility requirements. Senior member of the Athletics Department leadership team, serving a key role in the friend-raising and fundraising efforts in support of the department and divisional goals to support students' success and their overall experiences.

Key Achievements:

- Collaborate with staff to develop SASS strategic plan
- Partner with SASS team to scale a coordinated subject-based tutoring system, integrating individualized and small-group session formats to enhance academic persistence and course success. Led team in facilitating a two-step advising process in partnership with college academic advisors across all eight colleges
- Partnered with ACNS Canvas team to facilitate an integration of Canvas supported technology, streamlining data access for academic coordinators, significantly increasing the speed and accuracy of performance interventions
- Support the implementation of objective-based study hall model
- Collaborated with SASS staff to implement Discover-U program including a four-year career engagement plan, student internships and undergraduate research initiatives
- Implemented summer bridge programming
- Student-athletes recorded a cumulative 3.31 GPA for all sport teams in Fall 2020
 - 6 teams had over a 3.500 term team GPA in Fall 2020
- 215 Student-athletes earned academic recognition on Fall 2020 Athletic Director's Honor Roll
 - 83 student-athletes earned this honor for the 1st time

- Student-athletes achieved the highest term GPA on record in Spring 2020 with a 3.25GPA.
 - This performance was higher than the general study body.
- Student-athletes recorded a cumulative 3.09 GPA for 2019-20 academic year. 2nd highest on record.
- 142 Mountain West All-Academic selections with 3.0+ GPA in 2019-20 academic year. This was a 7% increase from 2018-19.
- 82 Mountain West Scholar-Athlete Awards with 3.5+ GPA in 2019-20 academic year. This was a 14% increase from 2018-19.
 - 7 student-athletes earned a perfect 4.0 GPA
- 8 student-athletes presented their undergraduate research in local and national conferences in the 2019-20 academic year
- Led efforts to build community and a culture of inclusion and support for SASS employees through leadership, communication, and personal interaction with all staff.

Director, Sport Management, College of Liberal Arts, Colorado State University, January 2014 – June 2022

Founding director for the Sport Management program at Colorado State. A direct report to the Dean of the College of Liberal Arts. Responsible for oversight of the graduate and undergraduate programs. Directed the development of comprehensive curricula and online and in-person instructional modalities, ensuring high-impact learning experiences across both physical and virtual classrooms.

Responsibilities:

Administration and oversight of the sport management program also included strategic planning, strategic student recruitment and enrollment initiatives, curriculum and materials development, co-curricular program development, event planning and implementation, establishing a diverse advisory council, cultivating donor engagement, and participating in strategic development (fundraising) initiatives, hiring, managing FTE tenure-track, adjunct faculty, and professional staff.

Key Achievements:

- Assisted in securing two corporate partnerships – Denver Broncos Football Club of the National Football League (est. 2014) and the Colorado Rockies of Major League Baseball (est. 2021).
- Developed an interdisciplinary curriculum with four specialization tracks including business foundations, media and communication, intercollegiate athletic leadership, and sport marketing
- Designed and implemented an undergraduate minor.

- Developed a program code outlining program mission and values, learning objectives, organizational structure, voting and governance oversight, faculty and staff performance evaluation processes, and student appeals processes
- Masters in Sport Management online program ranked 7th nationally in 2021 by BestMastersPrograms.org
- The sport management program was self-funding and profitable in the first year.

Senior Associate Athletics Director, Department of Athletics, Colorado State University, July 2013 – June 2022

Responsibilities:

Served as the founding Chief Diversity and Inclusion Officer for the Athletics department, a groundbreaking appointment within NCAA intercollegiate athletics. Responsible for the administration and oversight of all diversity and inclusion initiatives and budget. Coordinated comprehensive training in support of athletic and institutional strategic goals. Collaborated with campus offices across academic affairs and student affairs, the NCAA, and the Mountain West Conference.

Key Achievements:

- 2014 recipient of the NCAA Diversity Award
- Designed and coordinated the first education abroad program, Green & Global, through a partnership with CSU's Office of International Program's.
- Co-directed John Mosley Leadership Program in partnership with student affairs.
- Rambition – student-led leadership and community service group.
- Coordinate department wide Courageous Conversations events on diverse topics to advance complex understandings of challenging issues impacting communities
- Facilitated Title IX education training sessions in collaboration with university's offices of Safety & Assessment, Title IX.
- Launch Together Initiative

HONORS & RECOGNITION

- The Academy for Innovative Higher Education Leadership - Arizona State University/Georgetown University, *National Fellow Recipient*, 2025-2026.
- Minority Leader by BizWest, *Recipient*, 2022.
- EAB Rising Higher Education Leaders Fellow, *National Fellow Recipient*, 2021-2022.
- Athletic Leadership Award, *National Recipient*, Black Student Athlete Summit, Austin, TX, 2020.
- Emerging Scholar Award. Diverse: Issues in Higher Education. *National Recipient*, 2018.
- Board of Governors Excellence in Undergraduate Teaching Award, *Nominee*, Colorado State University, 2017.

- The LeRoy T. Walker Young Professional Award, *National Recipient*, Society of Health and Physical Education (SHAPE) America Conference, Minneapolis, MN, 2016.
- Honorary Co-Chair, Hall of Fame Luncheon, Special Olympics-Colorado, 2016.
- NCAA Diversity Award, *National Co-Recipient*, Colorado State University, NCAA National Convention, Washington, D.C., 2014 (accepted with CSU President Anthony Frank)
- Michael Granof Outstanding Graduate Student Award, *Nominee*, The University of Texas at Austin Graduate School. College of Education. The University of Texas at Austin, Austin, TX., 2012.
- Graduate Diversity Award. *Recipient*, North American Society for the Sociology of Sport Conference, Minneapolis, MN, 2011
- College of Education Graduate Student Research Scholarship, *Recipient*, Department of the College of Education, The University of Texas at Austin, Austin, TX, 2011.
- Graduate Recruitment Fellowship, *Funded Graduate Fellow Recipient*, Division of Diversity and Community Engagement. The University of Texas at Austin, Austin, TX, 2011-2012.
- African and African Diaspora Studies Department Graduate Teaching Assistant, *Recipient*, The University of Texas at Austin, Austin, TX, 2010-2011
- Youth Mentor and Role Model Award, *Recipient*, Austin Alumni Chapter of National Society of Black Engineers and Fresh Start, Austin, TX, 2009
- Graduate Doctoral Recruitment Fellowship, *Funded Doctoral Fellow Recipient*, Division of Diversity and Community Engagement. The University of Texas at Austin, Austin, TX, 2009-2010.
- Graduate Assistantship, *Funded Recipient*. Purdue Athletics Department. Purdue University, West Lafayette, IN, 2008-2009
- Super Bowl XLI Champion, Indianapolis Colts, National Football League, 2006-2007 season
- Outstanding National Panhellenic Council Officer, *Recipient*, Black Student Services at Colorado State University, 2004
- Fully Funded Athletic/Academic Undergraduate Scholarship, *Recipient*, Colorado State University, Fort Collins, CO, 2001-2006

PROFESSIONAL ENGAGEMENT & SERVICE

University Committees:

University of North Texas

2025-present	Core Member, Work-Integrated Learning (WIL) Initiative, National WIL Learning Accelerator, Arizona State University
2025-present	Member, University Budget Council
2025-present	Member, University Budget Implementation Committee
2024	Presidential Investiture
2024-2025	Chair, University New Budget Model Steering Committee
2024-present	Member, President's Cabinet
2023-present	Member, Provost's Council

2023-2025 Member, Steering Committee for UNT Initiative for the Advancement of the Art
– Faculty Fellows program

Colorado State University

2022-2023 Chair, Strategic University Partner Activation Committee - Canvas Credit Union

2022-2023 Member, Presidential Search Committee for the 16th President of Colorado State University – Fort Collins Campus. (Appointed by Chancellor Anthony Frank), Parker Executive Search firm retained.

2022-2023 Member, President's Cabinet

2021 Member, Head Football Search Committee for the 24th Head Football Coach at Colorado State University.

2020 Search Chair, Captain of Field Services, Colorado State University Police Department,

2020-2022 Tri-Chair, Campus Rams Read

2020-2021 Member, University Return-to-Campus COVID-19 Pandemic Planning Sub-Task Force

2019 Member, Head Football Search Committee for the 23rd Head Football Coach at Colorado State University.

2018-2019 Member-voting, Presidential Search Committee for the 15th President of Colorado State University – Fort Collins Campus. (Appointed by President & Chancellor Anthony Frank), Parker Executive Search firm retained.

2018 Member, Head Basketball Search for the 20th Head Basketball Coach at Colorado State University. Fogler Consulting search firm retained.

2017-2018 Member, Transfer Student Success Taskforce

2017 Member, Martin Luther King Jr Scholarship Committee

2017-2018 Member, CSUnite committee

2016-2021 Faculty Council, Department Representative

2016-2021 Judge, Multicultural Undergraduate Research Art and Leadership Symposium (MURALS)

2016-2019 Member, President's Commission on Diversity and Inclusion

2015-2018 Member, Preferred Advertising & Community Standards Advisory Committee

2014-2015 Member (voting), Colorado State University's Director of Athletics Search Committee– Fort Collins Campus. DHR International Executive Search firm retained.

2014-2016 Member, Assessment for Community Issues

2014-2016 Member, Science of Learning & Pedagogical Innovation Taskforce

2014-2015 Member, Faculty Institute for Inclusive Excellence Committee

2014-2018 Member, Operations Team for Diversity

2013-2019 Faculty marshal, Spring Commencement

2013-2014 Member, Strategic Planning, SPARC Campus Climate Sub-Committee

2013-2018 Member, Internal Advisory Committee, Office of the Vice President for Diversity

Kansas State University

- 2012-2013 Member, Review Committee of Academic Support Services
- 2012-2013 Senior Seminar Design and Programming Committee
- 2012-2013 Faculty marshal, Spring Commencement

College/Division Committees

College of Liberal Arts, Colorado State

- 2022-2023 Member, Council of Chairs
- 2018-2022 Member, Faculty Council, CLA Representative

Division of Student Affairs, Colorado State

- 2019-2021 Member, Vice President's Leadership Team (VPSA-ELT)
- 2019-2021 Member, Academic Cluster
- 2019-2021 Member, Students Recommended for Support Committee

Department/Program Committees

Colorado State University

(Sport Management)

- 2019-2023 Chair, Sport Management Graduate Studies Committee
- 2019-2023 Chair, Sport Management Council Board
- 2017-2023 Representative, Curriculum Committee, College of Liberal Arts
- 2014-2019 Director, Denver Broncos Sport Management Institute Advisory Committee

(Ethnic Studies Department)

- 2017-2023 Member, Tenure & Promotion Committee
- 2017-2019 Member, Executive Committee
- 2017-2018 Member, Ethnic Studies Scholarship Committee
- 2016 Member (voting), Ethnic Studies Department Chair Search Committee
- 2013-2023 Member, Department Council

(Department of Athletics)

- 2020-2022 Ex-officio member, Together Initiative Council
- 2020 Return to Campus – COVID-19 – Athletics Steering Committee
- 2019-2023 Member, Special Admit Academic Admissions Plan Committee
- 2017-2019 Member, Undergraduate Engaging in Research Committee
- 2016-2019 Chair, Education Abroad Committee (Green & Global Initiative)
- 2015 Member, Athletics Development – Major Gift Officer Search Committee (2)
- 2014 Member, Senior Associate Athletics Director for Sales, Marketing & Communications Search Committee
- 2014 Member, Director of Student-Athlete Support Services Search Committee
- 2014-2018 Chair, Declare Your Future Day Committee

2013-2017	Member, Annual Student-Athlete Welcome Back/Orientation Committee
2013-2018	Chair, Athletics Council for Diversity & Inclusion
2013-2019	Co-Director, Rambition
2013-2019	Co-Director, John Mosley Leadership Program
2013-2022	Member, Athletics Executive Team

Kansas State University

(Department of Special Education, Counseling & Student Affairs)

2012	Member, SECSA Lecture & Luncheon Coordinating Committee
2012	Member, SECSA Departmental Bylaws Review Committee

The University of Texas at Austin

(Department of Curriculum & Instruction)

2010-2011	Session Chair and Liaison, Conference Planning Committee, Consortium for Research in Teacher Education
2010-2011	Membership Recruitment Committee, Consortium for Research in Teacher Education

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Professional Society Involvement

- Council of College of Arts and Sciences (CCAS)
- Association of Public and Land-Grant Universities (APLU)
- North American Society for Sport Management (NASSM)
- Association for the Study of Higher Education (ASHE)
- North American Society for the Sociology of Sport (NASSS)
- American Educational Research Association (AERA)
- National Academic Advising Association (NACADA)
- American Alliance for Health, Physical Education, Recreation, and Dance (AAHPERD)
- College Sport Research Institute (CSRI)

Editorial Board

2019-2022	<i>Quest</i> , National Association of Kinesiology in Higher Education (NAKHE)
2012-2015	<i>Journal of Issues in Intercollegiate Athletics</i>

National Conference Abstract Referee

2014	Research Consortium, SHAPE America conference proposal referee • Sociocultural Aspects of Physical Activity
2014	General conference division – Student Environments: Programming, activities, matriculation, development, ASHE, Co-chair proposal referee
2014	ASHE Pre-Conference, Issues in Intercollegiate Athletics, proposal referee

- 2012 Research Consortium, AAHPERD conference proposal referee
- Sociocultural Aspects of Physical Activity
- 2013 College Sport Research Institute abstract reviewer

Manuscript Referee

- *Sport, Education and Society*
- *Journal of Intercollegiate Sport*
- *Journal on Issues of Intercollegiate Athletics*
- *Qualitative Research in Sport, Exercise and Health*
- *International Review for the Sociology of Sport*
- *Journal of Women and Minorities in Science and Engineering*
- *Group Processes & Intergroup*
- *Journal of Black Studies*
- *Journal on Issues of Intercollegiate Athletics*

Session Facilitator/Chair

- 2013 Session chair, Association for the Study of Higher Education, St. Louis, MO.
- 2012 Roundtable facilitator, Graduate Student Forum, AAHPERD, National Convention
- 2012 Invited Faculty Member, Roundtable facilitator, Graduate Student Forum, AAHPERD, National Convention

ADVANCED LEADERSHIP DEVELOPMENT

- 2025-2026 The Academy for Innovative Higher Education Leadership, Arizona State University & Georgetown University
- 2024 Crucial Conversations, University of North Texas, Office for Faculty Success
- 2024 Advanced Development for Deans and Academic Leaders, Council for Advancement and Support of Education
- 2022 EAB Chief of Staff Strategy Forum
- 2022 Student Success Analytics Certificate Program, The California State University
- 2021-2022 Education Advisory Board (EAB) Rising Higher Education Leaders Fellowship
- 2020 The Power of Feedback: Constructive and Positive, Talent Development at Colorado State University
- 2020 Situational Leadership, Talent Development at Colorado State University
- 2020 Mindset for Supervisors, Talent Development at Colorado State University
- 2020 Inclusive Excellence Part 1 & 2, Talent Development at Colorado State University
- 2019 Integrity: Building the Character of Great Leadership, Talent Development at Colorado State University
- 2019 Safe Zone Training, Pride Center at Colorado State University
- 2015 Whitcomb Leadership Institute, National Collegiate Athletic Association (NCAA)

RESEARCH & SCHOLARSHIP

PUBLISHED WORKS

Refereed Book Manuscripts:

Bimper Jr., A. Y., (manuscript in preparation), *Through the Portal: Disrupting Student Athlete Development in an Era of Higher Education Defined by Disruption*

Bimper Jr., A. Y., 2020, *Black Collegiate Athletes and the Neoliberal State: Dreaming from Bended Knee*, Lexington Books: Rowman & Littlefield Publishing.

Refereed Journal Articles:

Bimper Jr., A. Y., (in progress), "Making Global Citizenship the Goal: Short-term Education Abroad Experiences of Student Athletes," *Journal of Intercollegiate Sport*,

Black, R., & **Bimper Jr., A. Y.** 2017. Successful Undergraduate African American Men's Navigation and Negotiation of Academic and Social Counter-Spaces as Adaptation to Racism at Historically White Institutions. *Journal of College Student Retention: Research, Theory & Practice*, 1521025117747209.

Harrison, L. Jr., **Bimper Jr., A. Y.**, Smith, M. P., & Login, D. A. 2017, "The Mis-education of the African American student-athlete," *Kinesiology Review*, 6, pp. 60-69.

Bimper Jr., A. Y., 2016, "Capital Matters: Social sustaining capital and the development of Black student-athletes," *Journal of Intercollegiate Sport*, 9(1), pp. 106-128.

Bimper Jr., A. Y., & Harrison, L., Jr. 2015, "Are we committed? Institutional integrity across intercollegiate athletics," *International Review for the Sociology of Sport*, pp. 1-18.

Bimper Jr., A. Y., 2015, "Mentorship of Black student-athletes at a predominately white American university: Perspective on student-athlete development," *Sport, Education & Society*, pp. 1-19.

Clark, L., Harrison, L. Jr., & **Bimper Jr., A. Y.**, 2015, "Generations: Academic and athletic integration of a southern PWI basketball program," *Research Quarterly for Exercise and Sport*, pp. 281-291.

Bimper Jr., A. Y., 2014, "Lifting the veil: Exploring student athlete experiences," *Journal of Sport & Social Issues*, pp. 1-19.

Bimper Jr., A. Y., 2014, "Game Changers: The role athletic identity and racial identity play on academic performance," *Journal of College Student Development*, 55(8), pp. 795-807

Bimper Jr., A. Y., Harrison, L. Jr., & Clark, L., 2012, "Diamonds in the rough: Examining a case of successful Black male student athletes in college sport," *The Journal of Black Psychology*, 39(2), pp. 107-130.

Bimper Jr., A.Y., & Harrison, L., Jr., 2011, "Meet me at the crossroads: African American athletic and racial identity," *Quest*, 63(3), pp. 275-288.

Harrison, L., Jr., Sailes, G., Rotich, W. K., & **Bimper Jr., A. Y.**, 2011, "Living the dream or awakening from the nightmare," *Race, Ethnicity and Education*, 14(1), pp. 91-103.

Non-Refereed Journal Articles/Chapters:

Harrison, L., Jr., **Bimper Jr., A. Y.**, Smith, M., & Clark, L., 2017. "By any means necessary: The Albert Means University of Alabama recruiting scandal," In: *Scandals in College Sports*, S. R. Harper & J. K. Donnor (Eds). New York: Routledge. pp. 32-40.

Bimper Jr., A. Y., 2015, "Black pioneers: Transformations of the color line across the line-of-scrimmage," In: *Scrimmage: Football in American Art from the Civil War to the Present*, L. Frickman, J. Hartz, & D. M. Knapp (Eds.), Portland, OR: Brown Printing Co., pp. 29-33.

Harrison, L., Jr. & **Bimper Jr., A. Y.**, 2013, "Race, ethnicity, and sport," In: *Race, Ethnicity, and Leisure*, M. Stodolska, K. J. Shinew, M. F. Floyd, & G. J. Walker (Eds.), Champaign, IL: Human Kinetics, pp. 215-227.

Harrison, L., Jr., Sailes, G., Rotich, W. K., **Bimper Jr., A. Y.**, 2011, "Living the dream awakening from the nightmare," In: *The Education of Black Males in a "Post-Racial" World*, A. L. Brown & J. K. Donner (Eds.), New York: Routledge, pp. 91-101.

PERFORMANCES, EXHIBITS, PRODUCTIONS:

Scrimmage: Football in American Art from the Civil War to the Present, 2015, The University Art Museum Exhibit (Invited co-contributor), Colorado State University, Fort Collins, CO

Bimper Jr., A. Y., Martinez, T., Earl, R, A Long Road: Black History at Kansas State University, 2014, Kansas State University (Invited co-contributor), Manhattan, KS

- Nominated for 2015 Emmy Award – Heartland Region, National Academy of Television, Arts & Sciences

GRANT FUNDING

- 2025 “Mean Green Gaming Lab,” South, J., Dong, P., **Bimper Jr., A. Y.**, Diamond Eagles Excellence Fund, University of North Texas, \$80,000.
- 2025 “Enhancing Credentials of Value,” McIntyre, L., Le, J., **Bimper Jr., A. Y.**, Garrison, J., McKay, M., National Work-Integrated Learning Accelerator, Arizona State University, \$150,000.
- 2017 “Enhancing Urban Community Well-being Through Horticulture and Design,” Davis, J., Bell, C., **Bimper Jr., A. Y.**, Bonanno, A., Dunbar, B., Melby, C., Sharvelle, S., Stallones, L., & Steger, M. School of Global Environmental Sustainability (SoGES), Global Challenges Research Teams, Colorado State University, \$10,000.
- 2013 “Kansas State University’s Black History: A Digital Museum and Archive,” Martinez, T., Rankin, C., & **Bimper Jr., A. Y.**, Tilford Incentive, Kansas State University, \$4,000.
- 2011 Graduate Research Fellowship, **Bimper Jr., A. Y.**, The John L. Warfield Center for African and African American Studies, The University of Texas at Austin, \$3000.
- 2011 Graduate Student Research Fellowship, **Bimper Jr., A. Y.**, Curriculum and Instruction Department of the College of Education, The University of Texas at Austin, \$3000.
- 2010 “Understanding Role Models for African Americans in the Contexts of Social Studies, Physical Education and Sport,” **Bimper Jr., A. Y.**, Curriculum and Instruction Department of the College of Education, The University of Texas at Austin, \$2000.
- 2010 Graduate Research Fellowship, **Bimper Jr., A. Y.**, College of Education, The University of Texas at Austin, \$2500.
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PROFESSIONAL MEETING PRESENTATIONS & INVITED LECTURES

- January 2021, Bimper Jr., A. Y., “Developing intentional summer bridge initiatives: Advocacy and agency.” The Student-Athlete Conference, Austin, Texas.
(Invited Keynote)

November 2020, Bimper Jr., A. Y., "Short-term education abroad: The new frontier to student athlete development," Association for the Study of Higher Education, Virtual Conference (Refereed)

November 2020, Bimper Jr., A. Y., "Does it count if it can't be measured: Culturally relevant and responsive programmatic curriculum design for student athletes," Annual Symposium of Higher Education and Sport. Madison, WI (Virtual, Inaugural conference proceedings). (Invited Keynote)

August 2020, Bimper Jr., A. Y. "Race, Sport, and Restorative Justice: Implications for Higher Education" Center for Race and Ethnicity in Sport in the School of Kinesiology and the National Center for Institutional Diversity, University of Michigan – National virtual conference. (Invited Panelist)

November 2019, Bimper Jr., A. Y., "Global citizenship programming for intercollegiate athletes," North American Society for the Sociology of Sport, Virginia Beach, Virginia. (Refereed)

April 2018, Bimper Jr., A. Y. "Where to Now? A Discussion on Sport Retirement and Athlete Career Transitions" College Sport Research Institute, Columbia, South Carolina. (Invited Panelist)

February 2018, Bimper Jr., A. Y. "Why *Educate* When We are Only Required to *Graduate*?" University of Colorado Inclusive Summit, Boulder, Colorado. (Invited Keynote)

November 2017, Bimper Jr., A. Y., "Re-imagined pedagogical approaches to student athlete development," North American Society for the Sociology of Sport, Windsor, Ontario. (Refereed)

April 2017, Bimper Jr., A. Y., Abdul-Rauf, M. Clarendon, L., & Nasir, N. "Voice of the People: Athletes, Race, and Activism in Our Changing Times," Berkley Law and the Division of Equity & Inclusion, Berkley, Berkley, California. (Invited Panelist-Keynote)

October 2016, Harrison, Jr., L, Bimper Jr., A. Y., Smith, M., & Logan, A. "The mis-education of the African American athlete," National Academy of Kinesiology, Austin, Texas. (Invited Presentation, Refereed)

June 2016, Bimper Jr., A. Y., Ray, S., Johnson, B., & Ruff, D. "John Mosley Leadership Program: Leadership, mentorship and community," National Association of Academic Advisors for Athletics, Dallas, Texas.

(Refereed)

June 2016, Rubin, L., Bimper Jr., A. Y., & Navarro, K. "Exploration of Assessing Summer Bridge and First Year Experience Programs for Student-Athletes," National Association of Academic Advisors for Athletics, Dallas, Texas.

(Refereed)

April 2016, Bimper Jr., A. Y., "Why is Race So Difficult to Discuss 2.0," NCAA Inclusion Forum, Indianapolis, Indiana.

(Invited Panelist)

January 2016, Bimper Jr., A. Y., "A call for vigilant leadership: Attention to today's factors affecting student-athlete experiences," The Student-Athlete Conference, Austin, Texas.

(Invited Keynote)

September 2015, Bimper Jr., A. Y., "Black Pioneers to the Present," University Art Museum, Colorado State University, Fort Collins, Colorado.

(Invited Keynote)

September 2015, Bimper Jr., A. Y., The Remarkable Black Athlete: From Past to Present., College of Education, University of Texas-San Antonio, San Antonio, Texas.

(Invited Guest Lecturer)

June 2015, Bimper Jr., A. Y., "Cross Cultural Mentoring," National Athletic Trainers Association, St. Louis, Missouri.

(Invited Keynote Panelist)

June 2015, Bimper Jr., A. Y., "Purposeful Leadership: Elevating Inclusion in Intercollegiate Athletics," National Association of Collegiate Directors of Athletics, Orlando, Florida.

(Invited Presenter)

April 2015, Bimper Jr., A. Y., "Why is Race So Difficult to Discuss," NCAA Inclusion Forum, La Jolla, California.

(Invited Presenter)

April 2015, Bimper Jr., A. Y. & Williams, J., "Best Practices for Athletics Departments," NCAA Inclusion Forum, La Jolla, California.

(Invited Panelist)

April 2015, Bimper Jr., A. Y., "Bridging Scholar-Practitioner Gaps in Intercollegiate Athletics and Higher Education," American Educational Research Association, SIG-Research Focus on Education and Sport, Chicago, Illinois.

(Invited Panelist)

March 2015, Clark, L., Bimper Jr., A. Y., Smith, M., & Logan, A., "Sport Aspirations and the Education of African American Males," Society of Health and Physical Education America, Seattle, Washington.

(Refereed)

February 2015, Bimper Jr., A. Y., "Race and Athletics: How Far Have We Come?" Great Conversations, College of Liberal Arts, Colorado State University, Fort Collins, Colorado.

(Invited Keynote)

January 2015, Bimper Jr., A. Y., "Where Do We Go From Here?" The Student-Athlete Conference, The University of Texas at Austin, Austin, Texas.

(Invited Panelist)

July 2014, Bimper Jr., A. Y., "Called to be Change Agents," Finding Leaders Everywhere, United States Olympic Training Center, Colorado Springs, Colorado.

(Invited Presenter)

April 2014, Bimper Jr., A. Y., "Empowering Excellence: Culturally Meaningful Pedagogy Enhancing Black Student Athlete Development," American Alliance for Health, Physical Education, Recreation, and Dance, St. Louis, Missouri.

(Refereed)

April 2014, Harrison, L., Smith, M., Clark, L., Bimper Jr., A. Y., Robbins, P., Miller, I., Keating, X., & Cosgrove, J. "Athletic Identity and Academic Self-Concept in Adolescent Basketball Campers," American Alliance for Health, Physical Education, Recreation, and Dance, St. Louis, Missouri.

(Refereed)

February 2014, Bimper Jr., A. Y., "Carter G. Woodson to Now," Colorado State University, Fort Collins, Colorado.

(Invited Keynote)

January 2014, Bimper Jr., A. Y. "Black History at Kansas State," Martin Luther King Jr. Fellowship Luncheon, Kansas State University, Manhattan, Kansas.

(Invited Keynote and Panelist)

Nov. 2013, Bimper Jr., A. Y., Harrison, L. Jr., “(Re)Examining Intercollegiate Athletic Missions,” Association for the Study of Higher Education, St. Louis, Missouri.
(Refereed)

October 2013, Bimper Jr., A. Y., “Paths Paved by Moses Fleetwood Walker, Jackie and More,” Youth Sports Symposium, Negro League Baseball Museum, Kansas City, Missouri.
(Invited Panelist)

April 2013, Bimper Jr., A. Y., “NCAA Black Male Student Athlete Identity and Academic Outcomes,” American Alliance for Health, Physical Education, Recreation, and Dance - National Convention, Charlotte, North Carolina.
(Refereed)

February 2013, Bimper Jr., A. Y., “Living Out The legacy: Remembering 50 Years of Pursuing the Dream,” MLK Jr Wreath Laying Ceremony, Manhattan, Kansas.
(Invited Keynote)

January 2013, Smith, M. P., Clark, L., & Bimper Jr., A. Y. “The Quintessential Scholar Athlete: Paul Robeson,” Texas Alliance of School Educators, Austin, Texas.
(Refereed)

January 2013, Harrison, L. Jr., Bimper Jr., A. Y., Robbins, P., Smith, M. P., & Clement, M. “The Blind Side: Examining Black Athletes’ Dream of Professional Football Against the Reality of Regular Employment,” National Collegiate Athletic Association Scholarly Colloquium on College Sports, Grapevine, Texas.
(Refereed)

November 2012, Bimper Jr., A. Y. “Student Athlete Development: Voices from the Bottom of the Well of Intercollegiate Sport,” North American Society for the Sociology of Sport, New Orleans, Louisiana.
(Refereed)

April 2012, Bimper Jr., A. Y., Clark, L., Smith, M., & Harrison, L. Jr. “Roll Tide Roll by Any Means Necessary: College Recruiting Scandal Involving Albert Means,” College Sport Research Institute, The University of North Carolina-Chapel Hill, Chapel Hill, North Carolina.
(Refereed)

April 2012, Bimper Jr., A. Y., “Using Critical Sport Scholarship,” College Sport Research Institute, The University of North Carolina-Chapel Hill, Chapel Hill, North Carolina.
(Invited Panelist)

March 2012, Bimper Jr., A. Y. "What it takes to play: Qualitative case study examining successful Black athletes," American Alliance for Health, Physical Education, Recreation, and Dance - National Convention, Boston, Massachusetts.
(Refereed)

February 2012, Bimper Jr., A. Y., "From Jack Johnson, Robeson, Ali, Carlos and Smith to You: How Will We Remember You?" Bedichek Middle School Black Heritage Month, Austin Independent School District, Austin, Texas.
(Invited Keynote)

January 2012, Bimper Jr., A. Y. "Reform of NCAA Academic Systems of Practice: Insights from a Case Study Examining the Sociocultural Production of Athletes," National Collegiate Athletic Association Scholarly Colloquium on College Sports, Indianapolis, Indiana.
(Refereed)

November 2011, Bimper Jr., A. Y., "Empowering Students of Color," Arlington Bowie High School, 2011 Clayton Scholars, Arlington Independent School District, Arlington, TX
(Invited Keynote)

May 2011, Clark, L., Bimper Jr., A. Y., & Harrison, L. Jr. "The Integration of LSU Athletics: An Athletic and Academic Legend and Legacy," North American Society for Sport History, The University of Texas at Austin, Austin, Texas.
(Refereed)

April 2011, Bimper Jr., A. Y. "Questioning Success: Gaining Insight into Student Athlete's Tour de Force," College Sport Research Institute (CSRI), The University of North Carolina-Chapel Hill, Chapel Hill, North Carolina.
(Refereed)

April 2011, Bimper Jr., A. Y. & Harrison, L., Jr. "When Two Rivers Meet: African American Racial and Athletic Identity," American Educational Research Association (AERA), SIG-Research Focus on Education and Sport, New Orleans, Louisiana.
(Refereed)

April 2011, Bimper Jr., A. Y. "The Invisible Athlete," American Educational Research Association, SIG-Research Focus on Black Education New Orleans, Louisiana.
(Refereed)

March 2011, Bimper Jr., A. Y., "Engineering a Legacy: Past, Present, and Future Black Student Athletes," Fresh Start, National Society of Black Engineers, Austin, Texas.
(Invited Keynote)

January 2011, Bimper Jr., A. Y. "Student Athlete Athletic Identity and Academic Adversity," National Collegiate Athletic Association (NCAA) Scholarly Colloquium on College Sports, San Antonio, Texas.
(Refereed)

July 2010, Bimper Jr., A. Y., "The Unstoppable Athlete," Economic Empowerment Summit of Community Empowerment Collaborative Initiative presented by Alpha Kappa Alpha Sorority, Inc., Taylor Middle School of Taylor Independent School District, Taylor, Texas.
(Invited Keynote)

April 2010, Bimper Jr., A. Y., Smith, A., & Harrison, L. Jr. "Ethnic identity and task valuations in sport," College Sport Research Institute, The University of North Carolina-Chapel Hill, Chapel Hill, North Carolina.
(Refereed)

December 2009, Centeio, E., Dauenhauer, B., Bimper Jr., A. Y., Moore, C., Shelton, J., Wallace, J., & Oh, J. "Fitness Education: A National Scope and Sequence Project, The Texas Association for Health, Physical Education, Recreation & Dance, Arlington, Texas.
(refereed)

OTHER ACTIVITIES

Special Services /Activities related to research interests/community and professional expertise, etc.:

April 2025, Thomas, W., Bimper Jr., A. Y., & Marion, B. "Fostering a Partnership for Success: Advancement School for College Leadership," District IV Annual Conference, Council for Advancement and Support of Education, Dallas, TX.
(Panelist)

February 2018, "The Paradox of the Athlete." Dialogues Around Difference, School of Social Work at Colorado State University, Fort Collins, CO.
(Invited Keynote)

October 2016, "Courageous Dialogue on Social Unrest: The role and opportunities of CSU Athletics." Department of Athletics, Colorado State University, Fort Collins, CO.
(Event Moderator)

August 2016, "We Are CSU." Ram Welcome - University Fall Orientation Week, Colorado State University, Fort Collins, CO.
(Invited Keynote)

2016-present, *Research Consultant* for funded research, 2016 NCAA Innovations in Research and Practice Grant Program, Dorsch, T., Miranda, K, Lowe, K, & Arnett, J. (2016 funded research),

"Promoting Positive Parent Involvement: Developing a Novel Online Education Module for Parents of NCAA Student-Athletes"

September 2015, Bimper Jr., A. Y., "Inspiration, ELEVATED," National Intramural-Recreational Sports Association Region V Conference, Colorado State University, Fort Collins, Colorado.
(Invited Keynote)

May 2015, Bimper Jr., A. Y., "Don't High Jump to a Low Bar," Finding Leaders Among Minorities Everywhere Program, United States Olympic Training Center, Colorado Springs, Colorado.
(Invited Presenter)

August 2015, "The State of Sport Management," Colorado State - Denver Alumni Event, Sports Authority Field, Denver, Colorado.
(Invited Speaker)

August 2015, "We Are CSU." Ram Welcome - University Fall Orientation Week, Colorado State University, Fort Collins, Colorado.
(Invited Keynote)

March 2015, Backpack-to-Briefcases, Colorado State University, Fort Collins, Colorado.
(Guest Emcee)

2014-2016, Think Tank, Colorado State University, Faculty Member, Fort Collins, Colorado.

2014-2016, Student-athlete senior mixer, Student-athlete support services and CSU Career Center, Colorado State University, Fort Collins, Colorado.
(Guest Emcee)

2013-2017, Donald Wilson Professional Mentoring Program, Colorado State University, Mentor, Fort Collins, CO. (6) Mentees

November 2014, Bimper Jr., A. Y., "Citizenship & Change: The social change model of leadership development," President's Leadership Program, A Call to Lead Initiative, Colorado State University, Fort Collins, Colorado.
(Invited Panelist)

November 2014, Bimper Jr., A. Y., "Own This Opportunity: You are Tomorrow's Greatest Leader," 2014 Colorado Education Services and Development Association Symposium, Colorado State University, Fort Collins, Colorado.
(Invited Keynote)

July 2014, Bimper Jr., A. Y. "Professors' Take on Working with Student-Athletes," Perspectives on Sports and Higher Education, Colorado State University, Fort Collins, Colorado.
(Invited Panelist)

April 2014, Bimper Jr., A. Y., "Personal reflections and lessons learned: Striving to become a change agent," Eco Leaders Sustainability Peer Education Program, Colorado State University, Fort Collins, Colorado.
(Invited Presenter)

November 2013, Bimper Jr., A. Y., "Citizenship & Change: The social change model of leadership development," President's Leadership Program, A Call to Lead Initiative, Colorado State University, Fort Collins, Colorado.
(Invited Panelist)

November 2013, Bimper Jr., A. Y., "What Football Can Teach Us About Us," Rock Creek High School, St. George, Kansas.
(Invited Keynote)

October 2013, Ethnic Studies Panel Presentation, Live Your Passion: College 2 Career, College of Liberal Arts, Colorado State University, Fort Collins, Colorado.
(Moderator)

September 2013, Legacy of Champions Dinner, Fort Collins Country Club, Colorado State University, Fort Collins, Colorado.
(Invited Keynote)

September 2013, Ontiveros, M, Bimper Jr., A. Y., Felix, O., & Hughes, B., "Think Tank: Exploring Our Changing Campus and Your Departmental Needs," Fall Leadership Forum, Colorado State University, Fort Collins, Colorado.
(Invited Co-Facilitator)

March 2013, Bimper Jr., A. Y., "Jobs in America for the Graduate," Graduate Student Council, Kansas State University, Manhattan, Kansas.
(Invited Panelist)

February 2013, Bimper Jr., A. Y., "Courage to Lead: The Significance of Teamwork," Leadership Challenge, Leadership Studies Program of Kansas State University, Rock Springs, Junction City, Kansas.
(Invited Presenter)

February 2013, Bimper Jr., A. Y., "Preparing for Life After Sport," Career Cat Workshops, Kansas State University, Manhattan, Kansas.

(Invited Panelist)

February 2012, Bimper Jr., A. Y., "Imagine it Now, Live it Tomorrow: Strong Character, Strong Student, Strong Athlete," Graham Elementary School Black History Month Program, Austin Independent School District, Austin, Texas.

(Invited Keynote)

February 2011, Bimper Jr., A. Y., "Preparing for opportunity: The impact of pursuing significance," Scholarship in Action Initiative, H.O.L.L.A., St. James Missionary Baptist Church Black History Month Program, Austin, Texas.

(Invited Keynote)

February 2010, Bimper Jr., A. Y., "Faces of Our Future Leaders," Bedichek Middle School Black History Month Program, Austin Independent School District, Austin, Texas.

(Invited Keynote)

March 2010, Bimper Jr., A. Y., "Athletes taking the next step: What does it take for a student athlete to champion a path to significance?" Project 5th Quarter, Lake Travis High School, Austin, Texas.

(Invited Guest Speaker)

June 2008, Bimper Jr., A. Y., "Importance of academic achievements before athletic pursuits," Junior NFL Player Development Youth Camp, Indianapolis, Indiana.

(Invited Keynote)

June 2007, Bimper Jr., A. Y., "Achieving on the field and in the classroom," Junior NFL Player Development Youth Camp, Topeka, Kansas.

(Invited Keynote)

TEACHING EXPERIENCE

Sport and Society; Sport Management Internship; Sport; Management Practicum; African Americans in Sport; Foundations of Sport Management; Leadership in Sport; Sport and Communities; Legals Aspects of Sport; Organizational Communication in Sport; Sport Management Seminar; Sport Management Internship; Intercollegiate Athletics; The College Student Athlete; Practicum in College Student Development Personnel

STUDENT ADVISING

Graduate Committee Memberships

- 28 Master's

- 17 Doctoral

BOARD & ADVISORY ACTIVITIES

2022-2023	Member, Fort Collins Community Fund Committee, The Community Foundation of Northern Colorado and Community Foundation Trust
2022-2023	<i>Trustee</i> , Board of Trustees for The Community Foundation of Northern Colorado and Community Foundation Trust
2021-2023	Board Member, Health & Exercise Science Department Advisory Board, Colorado State University
2021-2022	Advisory Member, Fort Collins Police Department Community Advisory Committee
2021-2022	Member, Fort Collins Church Network, Northern Colorado Community Task Force
2016-2020	Faculty Advisor, Phi Beta Sigma Fraternity, Inc., Nu Xi Chapter, Colorado State University,
2015-2016	Board member, Board of Directors for Special Olympics-Colorado
2015-2018	Faculty Advisor, Sports Management Club at Colorado State University
2014-2016	Colorado Regional Board Advisor, Positive Coaching Alliance
2012-2013	Faculty Advisor, Phi Beta Sigma Fraternity, Inc., Delta Chapter, Kansas State University
2012-2013	Faculty Mentor, PowerCat Mentoring Program, Department of Athletics, Kansas State University Athletics

PERSONAL

Place of Residence: Argyle, TX

Spouse: Nsiong Bimper

Children: Tripp (son), Caydence (daughter), and Austin (son)

Hobbies: BBQ, fly fishing, sports/fitness, beekeeping

From: "Elmendorf, Heidi" <Heidi.Elmendorf@unt.edu >
To: "Keller, Harrison" <Harrison.Keller@unt.edu >
Subject: Bimper CV
Date: Thu, 14 May 2026 21:19:17 +0000
Message-ID: <SA1PR01MB994359AFB702767EE755F9C158F8072@SA1PR01MB994359.prod.exchangelabs.com >
Attachments: Bimper_Leadership_CV_v4.docx

Heidi Elmendorf, Ph.D.
Deputy to the President for University Initiatives
University of North Texas
201 Hurley Admin Building

Albert Y. Bimper Jr., Ph.D.

Executive Dean, College of Liberal Arts & Social Sciences | University of North Texas

albert.bimper@unt.edu | 940.565.3952 | Argyle, TX

EXECUTIVE PROFILE

Senior university leader and President's Cabinet member at a Carnegie R1 Hispanic-serving institution, with a demonstrated portfolio spanning academic affairs, student success, major gift fundraising, budget strategy, and organizational transformation. Administrative career built across multiple R1 universities — including the Office of the President, the Provost's office, student affairs, academic affairs, and intercollegiate athletics — giving him an unusually comprehensive understanding of how research universities function. Scholarship centers on race, identity, and equity in higher education and collegiate sport. First-generation college graduate and Super Bowl champion with an authentic and grounded commitment to the transformative power of education.

EDUCATION

Ph.D., Curriculum & Instruction — Cultural Studies in Education

The University of Texas at Austin, College of Education (ranked #2 U.S. News while attended)

M.S., Health & Kinesiology

Purdue University, College of Health and Human Sciences

B.S., Health & Exercise Science

Colorado State University, College of Health and Human Sciences

SENIOR LEADERSHIP APPOINTMENTS

Executive Dean, College of Liberal Arts & Social Sciences

2023–present

University of North Texas — Carnegie R1, HSI, ~45,000 students

President's Cabinet member. Chief executive of the largest, most diverse college at UNT: \$52M budget, 15 departments, 2 schools, 336 full-time faculty, 127 staff, ~8,000 students.

Professor of Anthropology

2023–present

University of North Texas

Interim Director, School of Education

2023

Colorado State University — Carnegie R1, Land-grant

Interim University Chief of Staff, Office of the President

2022–2023

Colorado State University

Key executive leadership role; served as confidant and administrative partner to the President. Managed Presidential commissions, senior leadership evaluation, budget deficit strategy, and executive searches.

Associate Dean & Executive Director, College of Liberal Arts

2022–2023

Colorado State University

Professor, College of Liberal Arts

2022–2023

Colorado State University

Assistant Vice Provost for Academic Affairs, Office of the Provost

2021–2022

Colorado State University

Assistant Vice President for Student Affairs

2019–2021

Colorado State University

Dual report to Director of Athletics and VP for Student Affairs. \$825K budget, 12 FTE staff, 400 student-athletes across 16 Division I sports.

Associate Professor; Director, Sport Management; Senior Associate Athletics Director

2013–2022

Colorado State University

Founding director of Sport Management program; founding Chief Diversity & Inclusion Officer for Athletics.

Assistant Professor, Special Education, Counseling & Student Affairs

2012–2013

Kansas State University — Carnegie R1, Land-grant

Graduate Teaching Assistant, Curriculum & Instruction

2009–2012

The University of Texas at Austin

KEY LEADERSHIP ACHIEVEMENTS

Strategic Leadership & Organizational Transformation

- ▶ Chaired steering committee for UNT's new hybrid-RCM, incentive-based performance budget model — institution-wide initiative aligning resource allocation with strategic priorities.
- ▶ Led comprehensive college-wide reorganization of CLASS into an interdisciplinary divisional, school-based structure, including consolidation of programs from a dissolved university college.
- ▶ Designed and launched Momentum Ignited 2030, CLASS's five-year strategic plan, in direct alignment with UNT Look North 2030.
- ▶ Core team member of UNT's Work-Integrated Learning initiative, co-designing curricula with EdTech, workforce, and industry partners institution-wide.
- ▶ As Interim Chief of Staff at CSU: managed Presidential commissions, filled vacant executive roles, and advised on budget deficit recovery and inclusive excellence strategy.

Advancement & Philanthropy

- ▶ Increased total CLASS fundraising by 1,729% — including closing the second-largest gift in university history — through a comprehensive new advancement strategy spanning annual giving, major commitments, planned giving, and stewardship.
- ▶ Launched Tomorrow, Now, CLASS's first comprehensive campaign; founded the CLASS Thinkers Guild and Dean's Momentum Circle as tiered donor experience programs.
- ▶ Secured multiple endowed professorships, chairs, and scholarships; revitalized the College Advisory Board.

Student Success

- ▶ Achieved record-high 82% first-year retention — a 4.7-point increase — significantly outperforming the institutional average.
- ▶ Realized 6.3% improvement in retention for at-risk cohorts; reduced academic probation rate by 3.6%.
- ▶ Lowered DFW rates by 3.8% through targeted interventions in prerequisites, course management, and expansion of the Take Flight advising program.
- ▶ Increased FTIC fall-to-fall retention to 92% — a 3.6% gain.

Faculty Success & Talent Management

- ▶ Recruited and onboarded 40+ new faculty (25+ tenure-track) and hired 12 key unit leaders including founding divisional deans and an inaugural Associate Dean for Research.
- ▶ Partnered with faculty council to revise P&T guidelines; established early- and mid-career faculty workshops, competitive summer research enhancement grants, and grant proposal workshops.
- ▶ Championed three interdisciplinary research and educational engagement hubs: Civic Deliberation and Leadership Hub, Lab for Engaged Applied & Public Humanities, and Impact Lab for Applied Social Science Research.

HONORS & RECOGNITION

- ▶ National Fellow, The Academy for Innovative Higher Education Leadership — Arizona State University & Georgetown University, 2025–2026
- ▶ National Fellow, EAB Rising Higher Education Leaders Fellowship, 2021–2022
- ▶ Emerging Scholar Award, Diverse: Issues in Higher Education, 2018

- ▶ Athletic Leadership Award, Black Student Athlete Summit, 2020
- ▶ NCAA Diversity Award, National Co-Recipient (accepted with CSU President), 2014
- ▶ Board of Governors Excellence in Undergraduate Teaching Award, Nominee, CSU, 2017
- ▶ LeRoy T. Walker Young Professional Award, SHAPE America, 2016
- ▶ Super Bowl XLI Champion, Indianapolis Colts, 2007

ADVANCED LEADERSHIP DEVELOPMENT

- ▶ The Academy for Innovative Higher Education Leadership, Arizona State University & Georgetown University, 2025–2026
- ▶ Advanced Development for Deans and Academic Leaders, Council for Advancement and Support of Education, 2024
- ▶ EAB Rising Higher Education Leaders Fellowship, 2021–2022
- ▶ Student Success Analytics Certificate Program, California State University, 2022
- ▶ EAB Chief of Staff Strategy Forum, 2022

SELECTED SCHOLARSHIP & ACADEMIC RECORD

Books

Bimper Jr., A.Y. (2020). *Black Collegiate Athletes and the Neoliberal State: Dreaming from Bended Knee*. Lexington Books: Rowman & Littlefield.

Bimper Jr., A.Y. (manuscript in preparation). *Through the Portal: Disrupting Student Athlete Development in an Era of Higher Education Defined by Disruption*.

Selected Refereed Journal Articles

Black, R., & Bimper Jr., A.Y. (2017). Successful undergraduate African American men's navigation and negotiation of academic and social counter-spaces. *Journal of College Student Retention: Research, Theory & Practice*.

Harrison, L. Jr., Bimper Jr., A.Y., Smith, M.P., & Login, D.A. (2017). The mis-education of the African American student-athlete. *Kinesiology Review*, 6, 60–69.

Bimper Jr., A.Y. (2016). Capital matters: Social sustaining capital and the development of Black student-athletes. *Journal of Intercollegiate Sport*, 9(1), 106–128.

Bimper Jr., A.Y., & Harrison, L., Jr. (2015). Are we committed? Institutional integrity across intercollegiate athletics. *International Review for the Sociology of Sport*.

Bimper Jr., A.Y. (2015). Mentorship of Black student-athletes at a predominantly white American university. *Sport, Education & Society*.

Bimper Jr., A.Y. (2014). Game changers: The role athletic identity and racial identity play on academic performance. *Journal of College Student Development*, 55(8), 795–807.

Bimper Jr., A.Y. (2014). Lifting the veil: Exploring student athlete experiences. *Journal of Sport & Social Issues*.

Bimper Jr., A.Y., Harrison, L. Jr., & Clark, L. (2012). Diamonds in the rough: Examining a case of successful Black male student athletes. *The Journal of Black Psychology*, 39(2), 107–130.

Bimper Jr., A.Y., & Harrison, L., Jr. (2011). Meet me at the crossroads: African American athletic and racial identity. *Quest*, 63(3), 275–288.

Harrison, L., Jr., Sailes, G., Rotich, W.K., & Bimper Jr., A.Y. (2011). Living the dream or awakening from the nightmare. *Race, Ethnicity and Education*, 14(1), 91–103.

Selected Book Chapters

Harrison, L., Jr., Bimper Jr., A.Y., Smith, M., & Clark, L. (2017). By any means necessary: The Albert Means recruiting scandal. In S.R. Harper & J.K. Donnor (Eds.), *Scandals in College Sports*. Routledge.

Bimper Jr., A.Y. (2015). Black pioneers: Transformations of the color line. In *Scrimmage: Football in American Art from the Civil War to the Present*. Brown Printing Co.

Selected Presentations

Invited Keynotes & Panels (Selected)

- ▶ "Developing intentional summer bridge initiatives: Advocacy and agency." The Student-Athlete Conference, Austin, TX. (2021)
- ▶ "Does it count if it can't be measured." Annual Symposium of Higher Education and Sport, Madison, WI. (2020)
- ▶ "Race, Sport, and Restorative Justice." Center for Race and Ethnicity in Sport, University of Michigan. (2020)
- ▶ "Why Educate When We Are Only Required to Graduate?" University of Colorado Inclusive Summit. (2018)
- ▶ "Voice of the People: Athletes, Race, and Activism." Berkeley Law & Division of Equity & Inclusion. (2017)

Selected Refereed Conference Presentations

- ▶ "Short-term education abroad: The new frontier to student athlete development." ASHE, Virtual. (2020)
- ▶ "Re-imagined pedagogical approaches to student athlete development." NASSS, Windsor, Ontario. (2017)
- ▶ "(Re)Examining Intercollegiate Athletic Missions." ASHE, St. Louis, MO. (2013)
- ▶ "Reform of NCAA Academic Systems of Practice." NCAA Scholarly Colloquium, Indianapolis, IN. (2012)

Teaching

Representative courses (Colorado State University and Kansas State University): Sport and Society; African Americans in Sport; Leadership in Sport; Foundations of Sport Management; Sport and Communities; Legal Aspects of Sport; The College Student Athlete; Intercollegiate Athletics; Practicum in College Student Development Personnel.

Graduate committee memberships: 28 master's students; 17 doctoral students.

Selected Grant Funding

"Enhancing Credentials of Value." National Work-Integrated Learning Accelerator, Arizona State University. \$150,000. (2025)

"Mean Green Gaming Lab." Diamond Eagles Excellence Fund, University of North Texas. \$80,000. (2025)

"Enhancing Urban Community Well-being Through Horticulture and Design." School of Global Environmental Sustainability, CSU. \$10,000. (2017)

"Kansas State University's Black History: A Digital Museum and Archive." Tilford Incentive, Kansas State University. \$4,000. (2013)

Graduate Research Fellowships, The University of Texas at Austin. (2010–2011)

Selected Service & Editorial

- ▶ Editorial Board, Quest, National Association of Kinesiology in Higher Education, 2019–2022
- ▶ Editorial Board, Journal of Issues in Intercollegiate Athletics, 2012–2015
- ▶ Manuscript referee: Sport, Education and Society; Journal of Intercollegiate Sport; International Review for the Sociology of Sport; Journal of Black Studies; Group Processes & Intergroup Relations; and others
- ▶ Chair, New Budget Model Steering Committee, UNT, 2024–2025
- ▶ Member, Presidential Search Committee for 16th President of CSU (appointed by Chancellor), 2022–2023
- ▶ Member, President's Commission on Diversity and Inclusion, CSU, 2016–2019
- ▶ Professional Affiliations: CCAS, APLU, ASHE, NASSS, NASSM, AERA

From: "Le, Jaclyn" <Jaclyn.Le@unt.edu >
To: "Keller, Harrison" <Harrison.Keller@unt.edu >
Subject: BOR Slides PDF (just in case...)
Date: Thu, 14 May 2026 21:32:35 +0000
Message-ID: <PH7PR01MB8516D224528023B51BCC8EFDFB072@PH7PR01MB8516.prod.exchangelabs.com >
Attachments: 2026.05.21 - UNT Provost Presentation FINAL.pdf

Jaclyn Le (she/her)
Chief of Strategy and Planning
University of North Texas
jaclyn.le@unt.edu



LOOK NORTH

UNIT 2030

DEVELOP | DISCOVER | DRIVE

Academic Leadership Discussion

Board of Regents Meeting
May 21, 2026

Typical Provost Portfolios at R1 Universities

Over decades, most provost roles have grown to encompass a wide and often unwieldy range of functions



Academic Enterprise

- Colleges and schools
- Degree program approval
- Core curriculum
- Honors programs
- Continuing education
- Online / digital education



Student-Facing Functions

- Student affairs
- Student success
- Enrollment management
- Academic advising
- Admissions and financial aid
- First-year / transfer programs



Faculty and Teaching

- Faculty development
- Teaching and learning
- Curriculum/program review
- Academic technology
- Postdoctoral programs



Institutional Resources

- Libraries
- International programs
- Academic budget and planning
- Accreditation
- Museums, university press
- Academic facilities and space

Current Provost and Academic Affairs Role

UNT's Provost position reflects trends and patterns apparent at most R1 universities across the country

UNT's current structure reflects national trends:

- Provost oversees the full academic enterprise, spanning colleges and schools, student success, faculty development, and administrative functions
- This model has served UNT well, but it was built through accumulation over time rather than intentional design
- As UNT's strategic priorities have sharpened, the question is whether this structure still serves where UNT is headed

Provost and Vice President for Academic Affairs

Colleges and Schools

UNT Libraries

International Affairs

Academic Resources

Student Success

Faculty Success

Redesigning Academic Leadership at UNT

Delivering on our student success priorities requires aligning our leadership structure to our strategy

Student Success is a Defining Priority in *Look North: UNT 2030*

From first contact through early careers, our vision for student success demands elevated focus and dedicated leadership for undergraduate education

Current Structure Calls for a More Focused Approach

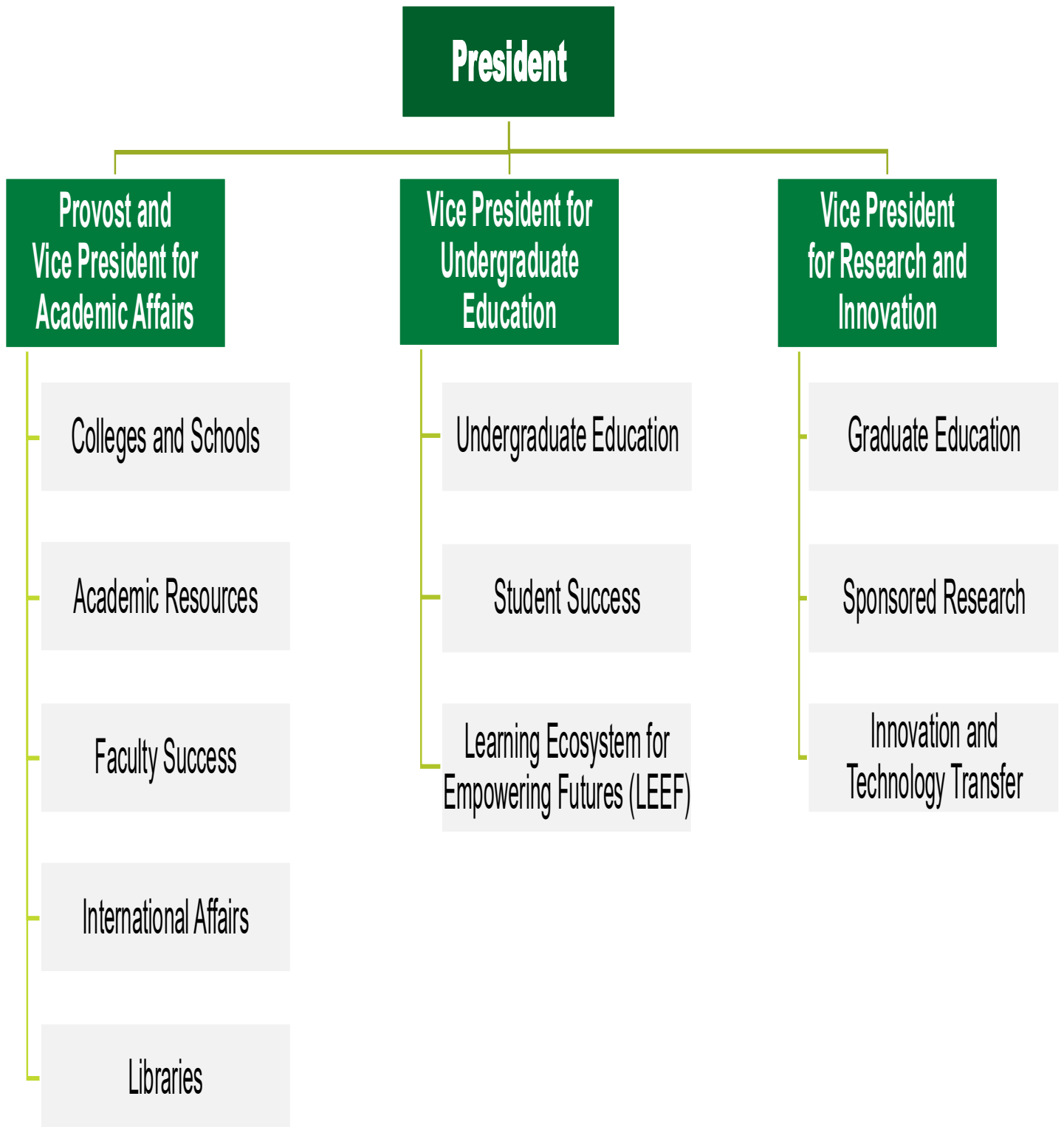
Responsibility for undergraduate education is distributed across colleges and divisions, and the breadth of the Provost portfolio limits the sustained focus required for success

Aligning Our Structure to Deliver on Our Priorities

A redesigned Provost role is better positioned to support colleges and faculty, while a new VP for Undergraduate Education provides the dedicated leadership our vision requires

Proposed Redesign for Leadership Structure

Moving from a broad, distributed model to focused leadership aligned with UNT's priorities



A New Vision for Academic Leadership

Three focused, complementary portfolios, each aligned to a distinct dimension of UNT's academic mission



Provost and Vice President for Academic Affairs

Strengthened leadership for the core academic enterprise, championing and supporting colleges and deans, and advancing faculty success



Vice President for Undergraduate Education

Dedicated, institution-wide leadership for undergraduate education and student success, elevating a priority central to UNT's mission



Vice President for Research and Innovation

Focused leadership for sponsored research and graduate education, driving UNT's research mission and graduate student success

A New Vision for Academic Leadership

Three focused, complementary portfolios, each aligned to a distinct dimension of UNT's academic mission



(Interim) Provost and Vice President for Academic Affairs

Dr. Albert Bimper

CLASS Executive Dean (2023-Present)

Member of President's Cabinet, University Budget Council, co-chair of development of strategic budgeting model

13+ years as faculty and administrator at Colorado State University and UNT



Vice President for Undergraduate Education

Dr. Heidi Elmendorf

Deputy to the President for University Initiatives (2024-Present)

Member of President's Cabinet and University Budget Council

30+ years of experience in teaching, research, and educational innovation, including 25+ years at Georgetown University



Vice President for Research and Innovation

Dr. Pam Padilla

Vice President for Research and Innovation (2022-Present)

Member of President's Cabinet and University Budget Council

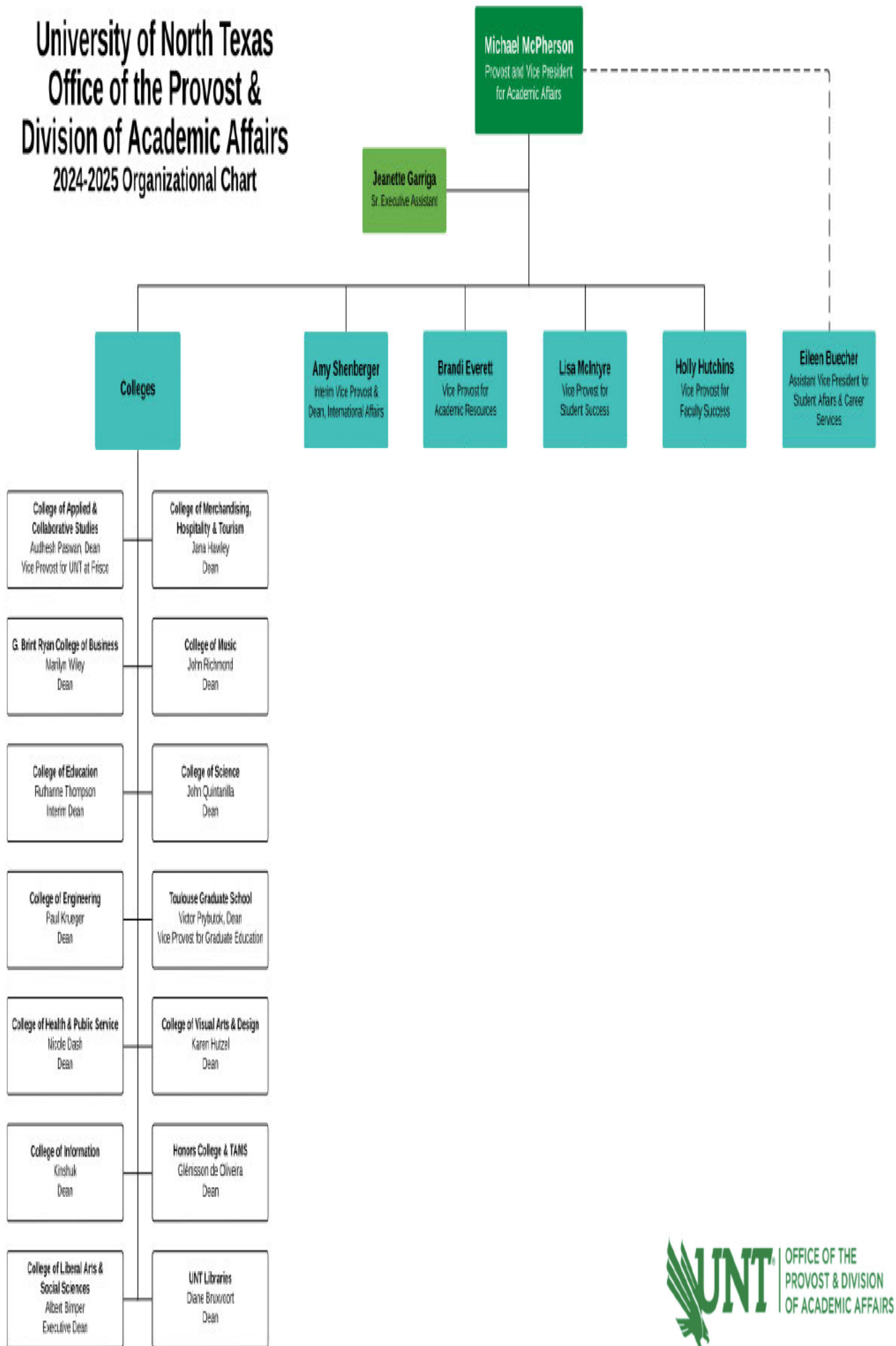
23+ years at UNT as a Professor of Biology and previously as dean of the College of Science and in other leadership roles

Organizational Charts

University of North Texas

Office of the Provost & Division of Academic Affairs

2024-2025 Organizational Chart

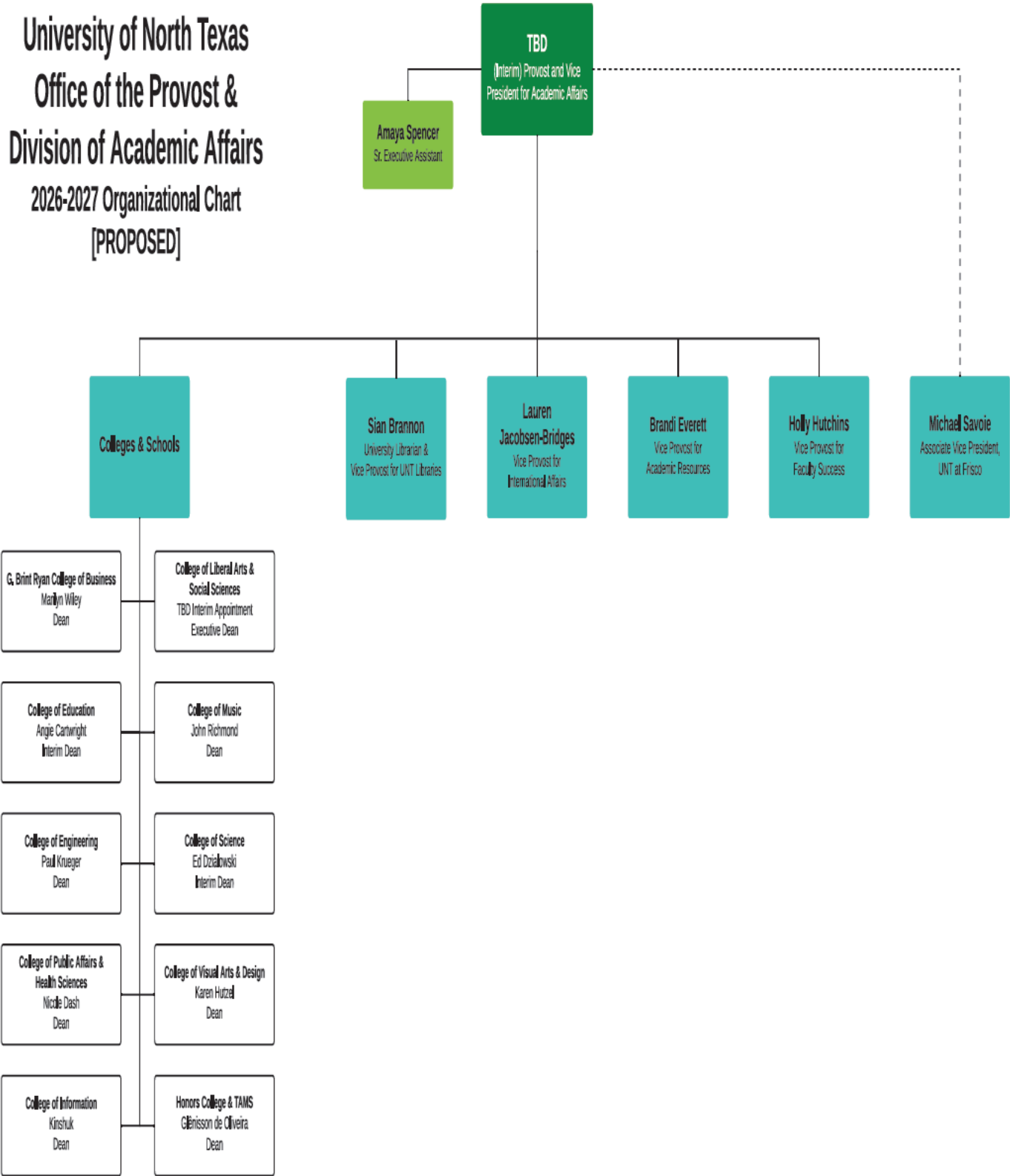


University of North Texas

Office of the Provost & Division of Academic Affairs

2026-2027 Organizational Chart

[PROPOSED]



From: "Keller, Harrison" <Harrison.Keller@unt.edu >
To: "Keller, Harrison" <Harrison.Keller@unt.edu >
Subject: Fwd: Calendar - Approval for AY26 Calendar
Date: Mon, 18 May 2026 01:41:24 +0000
Message-ID: <FBA4BAB9-E846-4899-A8FB-30F3A9501E56@unt.edu >
Attachments: image001.png; AY27 Calendar (PK).docx

Harrison Keller, Ph.D.
President, University of North Texas
<https://president.unt.edu>
(940) 565-4307

Begin forwarded message:

From: "Garriga, Jeanette" <Jeanette.Garriga@unt.edu >
Date: May 15, 2026 at 10:02:18 PM CDT
To: "Keller, Harrison" <Harrison.Keller@unt.edu >
Cc: "Elmendorf, Heidi" <Heidi.Elmendorf@unt.edu >, "Wheeler, Megan" <Megan.Wheeler@unt.edu >
Subject: Calendar - Approval for AY26 Calendar

We need to begin building your July–May calendar, as most of your recurring cadences conclude in late June. The file is included here for your reference:

[AY27 Calendar \(PK\).docx](#) (also attached).

This shared document outlines your regular meetings. Please review and provide your recommendations and approval. Megan, Heidi, and I have met to compile initial recommendations for your consideration.

I wanted to share this in advance for your review; however, I'm happy to schedule time to discuss if you prefer. Once I have your approval, I will begin coordinating and scheduling in preparation for AY27.

Thanks,

Jeanette

Participant	Cadence	Duration	Area	Notes
Interim Provost	Weekly	30 minutes	Academic Affairs	
Clayton Gibson	Weekly	30 minutes	Budget	
Mike McPherson	Every 2 weeks	30 minutes	Strategy	
Heidi Elmendorf	Every 2 Weeks	30 minutes	Administration	
Jaclyn Le	Every 2 Weeks	30 minutes	Strategy	
Megan Wheeler	Every 2 Weeks	30 - 40 minutes	Administration	*Stacy will be optional once a month in case there are events to discuss
Brandon Buzbee	Every 2 Weeks	30 minutes	Advancement	
Jim Coll & Comms	Every 2 Weeks*	30 minutes	Communications	Adjusting from monthly
Elizabeth With	Every 2 Weeks	30 minutes	Student Affairs	
Corporate Engagement	Every 2 weeks	30 minutes	Strategy	w/Jaclyn, Kim
President's Student Advisory Committee	Every 2 weeks (Friday Lunches)	1 hour	Student Affairs	w/Megan – all are on PK calendar but only commits to once a month
Faculty Senate EC & Meetings	Every 2 weeks	1 hour		Set by Faculty Senate
President's Cabinet	Every 2 weeks	1.5 hour		Attendees: • Deputy & Chiefs • VPs • Two Deans – Bimper/Wiley • SGA & GSC • Staff Senate & Faculty Senate Currently set for: June 10, July 8, July 22 for the summer and then every other week for AY27. Summer has full meetings – how do you want to set for the fall & spring: - New Deans? -smaller groups every other meeting? -1 hour instead of 1.5 hours?

Vacancy Planning	Every 2 weeks	20 minutes	Administration	Attendees: - Alayne - Megan - Sue Aichele - Interim Provost? - Brandi Everett - Clayton Gibson Current Settings: 6.11.26, 7.7.26, 7.21.26, 8.19.26 Cadence starts 9.2.26 – 1.1.27 every two weeks for 20 Minutes Recommendation : adjust to once monthly, keeping the attendees the same. For now, Brandi can represent VPAA (until we name an interim provost)
Provost Council	Every 2 weeks	2 hours	Academic Affairs	Heidi & Megan attend as well
Pam Padilla	Monthly *	30 minutes	Research	Adjusting from 2xs a month
Alayne Sewick	Monthly*	30 minutes	Human Resources	Adjusting from 2xs a month
Michelle Singh	Monthly*	30 minutes	Strategy	Adjusting from 2xs a month
James Garrison	Monthly	30 minutes	Information Technology	
Shannon Goodman	Monthly	30 minutes	Student Affairs	
James Garrison	Monthly	30 Minutes	Student Affairs/IT	
Jared Mosley	Monthly	30 minutes	Athletics	
Clay Simmons	Monthly	30 minutes	Compliance	
Amy Peterson	Monthly	30 minutes	Strategy	
Riddhi Chhaya	Monthly	30 minutes	Strategy/Advancement	w/Jaclyn & Heidi
Rey & Liz	Monthly	30 minutes	Compliance (Govt Relations)	
Research Meeting	Monthly*	30 minutes	Research	Attendees: - Pam Padilla - Clayton Gibson - Jaclyn Le - Heidi Elmendorf Currently set for: 2x a month ending July 1 Recommendation: Setting once a month and edit attendees?
Budget Meeting	Monthly	30 minutes	Budget	Clayton's recommendation to cancel these settings
Staff Fellowship Dinner	Monthly	1.5 hour	*	September – May

Faculty Fellowship Dinner	Monthly	1.5 hour	*	September – May
UBC Meeting	Monthly	1 hour	Budget	Attendees: • Clayton Gibson • Alayne Sewick • Albert Bimper • Elizabeth With • Marilyn Wiley • Interim Provost? • Pam Padilla • Megan Wheeler • Heidi Elmendorf <i>Optional:</i> • Walter Itoman • Diana Berman • Jasmine Carter • Brandi Everett • Chad Ramsey (sometimes added) Current Settings: 5.12.26, 6.25.26, 7.22.26 No settings from Aug -May Recommendation: Set once a month Aug – May. Since the members of UBC are listed online (https://president.unt.edu/strategic-budgeting/index.html), please update the attendee list to reflect them (HK, CG, EW, PP, AB, MW, DB, JC) as required and Alayne, Heidi, Megan, Walter, Brandi, and Chad as optional.
Talent Accelerator	Monthly	30 minutes	Strategy	w/Michelle, Jaclyn, Ben Last setting – 6.24.26
Student Success Group	Monthly	30 minutes	Student Affairs	Attendees: Core Group: • Lisa McIntyre • Jaclyn Le • Heidi Elmendorf w/Scrappy Squad: • Lisa McIntyre • Jaclyn Le • Heidi Elmendorf • Michelle Singh • Elizabeth With • Shannon Goodman • James Garrison

				Riddhi Chhaya Currently set for: All settings drop off July Recommendations: One group with new attendees that meets once a month
UNT & UNTH Discussion	Monthly	1 hour	Strategy	Attendees: - UNT & UNTH President, Provost, CFO - Heidi - Kim Garza Turner - Amy Peterson - Rey, Liz, or Emily (Gov Relations) Currently set for: Once a month per summer June – August. Starting a monthly cadence August – May for AY 26 Questions: Confirming same attendees?
Chairs Chat	Monthly	1 hour from 8-9 in the Union	*	Attendees: All chairs? Haven't sent invites on holds (need confirmation of who to invite) Currently set for: 6.9.26, 7.21.26, 8.12.26 Cadence starts on 9.29 for last Tuesday of every month through May
Alan Stucky	Quarterly	30 minutes	Compliance	
SGA Leadership	Quarterly	30 minutes	*	DSA suggested a joint meeting with GSV – one separate and one joint SGA & GSC per semester?
GSC Leadership	Quarterly	30 min	*	(Same as SGA)
Frisco Strategy	Quarterly	1 hour	Strategy	Attendees: - Heidi Elmendorf - Michael Savoie - Hope Garcia - Clayton Gibson - Kim Garza Turner - Megan Wheeler - Interim Provost – Mike? - Michelle Singh - Pam Padilla - Peter Oneill - Brandon Buzbee - James Coll

				• Amy Peterson • Elizabeth With • Jaclyn Le • Shannon Goodman • Melissa Mcguire • *Brenda Kihl • *Brittany Reiner • *Robert Brown • *Linda McKeiver Currently set for: Have no future settings Recommendation: Quarterly for 1 hour. Same attendees?
Staff Senate Leadership	Quarterly	30 minutes	*	w/Megan
FAR Meeting (Faculty Athletic Representative)	Per Semester	45 minutes	Athletics	w/Megan & FAR
SGA Meeting	Per Semester	1 hour	*	
Staff Senate Meeting	Per Semester	1 hour	*	
Staff Luncheons hosted by OOP	Per Semester	1.5 Hour		
Events Team Discussion (OOP)	Per Semester	1 hour		w/Megan, Heidi, Stacy *early Nov & late May

*Renaldo Stowers – as needed or regular cadence or per semester?

*Request monthly breakfasts with Chancellor Williams?

*August Settings. Do you want:

- New Student Convocation
- Speak to Football Team
- Lunch with Drum Majors

*Faculty & Staff Townhalls – Requested but not sure about cadences or attendees?

Theme-Based Block Schedule

Mondays & Fridays: Blocked with no regular standing meetings outside of PSAC Lunches

Tuesday: Engagement, Student Affairs, & Compliance

- *Theme:* Student Success & External Relations.
- **Morning:** Student Affairs focus (Elizabeth With, Shannon Goodman, James Garrison, and the Student Success Core/Plus groups) & Strategic Enrollment.

- **Afternoon:** Advancement & Communications (Brandon Buzbee, Jim Coll, Riddhi Chhaya) and Compliance (Clay Simmons, Rey & Liz).
- **Quarterly Slot:** Alan Stucky (Compliance) fits well into the Thursday afternoon rotation once per quarter.

Wednesday: Administration, Finance, & Operations

- *Theme:* Resource Management.
- **Morning:** Clayton Gibson (Weekly) and the Budget Meetings.
- **Afternoon:** Administration focus (Heidi Elmendorf, Megan Wheeler, Alayne Sewick) and Civil Discourse.

Thursday: Academic Affairs, Research, & Strategy

- *Theme:* Institutional Growth & Strategic Initiatives.
- **Morning:** Provost (Weekly), Pam Padilla, and the Research Meeting.
- **Afternoon:** Strategy focus (Jaclyn Le, Michelle Singh, Amy Peterson, Corporate Engagement, and the Talent Accelerator).

From: "Hutchins, Holly" <Holly.Hutchins@unt.edu >
"Bimper, Albert" <Albert.Bimper@unt.edu >, "Kinshuk, Kinshuk" <Kinshuk@unt.edu >, "Dzialowski, Ed" <Ed.Dzialowski@unt.edu >, "Richmond, John" <John.Richmond@unt.edu >, "Dash, Nicole" <Nicole.Dash@unt.edu >, "Cartwright, Angie" <Angie.Cartwright@unt.edu >, "Hutzel, Karen" <Karen.Hutzel@unt.edu >, "Krueger, Paul" <Paul.Krueger@unt.edu >, "Wiley, Marilyn" <Marilyn.Wiley@unt.edu >
To:
"Elmendorf, Heidi" <Heidi.Elmendorf@unt.edu >, "Ignatow, Gabe" <gabe.ignatow@unt.edu >, "Everett, Brandi" <Brandi.Everett@unt.edu >, "McIntyre, Lisa" <Lisa.Rodrigue@unt.edu >, "Padilla, Pamela" <Pamela.Padilla@unt.edu >, "Vogt, Elizabeth" <Elizabeth.Vogt@unt.edu >, "Keller, Harrison" <Harrison.Keller@unt.edu >, "Spencer, Amaya" <Amaya.Spencer@unt.edu >
CC:
Subject: Re: Reorg follow up materials
Date: Tue, 9 Jun 2026 18:10:33 +0000
Message-ID: <LV3PR01MB8536643CC4398D0046F97DC1891D2@LV3PR01MB8536.prod.exchangelabs.com >

Thanks Albert,

The materials you've provided are helpful, and I appreciate you sharing these.

Best,
Holly

Holly Hutchins, Ph.D.

Vice Provost - Faculty Success

Office of the Provost & Division of Academic Affairs

Hurley Administration Building, Suite 121

University of North Texas, Denton, Texas 76210

holly.hutchins@unt.edu

Visit [UNT Faculty Success](#) to see how our office helps UNT Faculty Soar!



From: Bimper, Albert <Albert.Bimper@unt.edu >
Sent: Tuesday, June 9, 2026 11:59 AM
To: Kinshuk, Kinshuk <Kinshuk@unt.edu >; Dzialowski, Ed <Ed.Dzialowski@unt.edu >; Richmond, John <John.Richmond@unt.edu >; Dash, Nicole <Nicole.Dash@unt.edu >; Cartwright, Angie <Angie.Cartwright@unt.edu >; Hutzel, Karen <Karen.Hutzel@unt.edu >; Krueger, Paul <Paul.Krueger@unt.edu >; Wiley, Marilyn <Marilyn.Wiley@unt.edu >
Cc: Elmendorf, Heidi <Heidi.Elmendorf@unt.edu >; Hutchins, Holly <Holly.Hutchins@unt.edu >; Ignatow, Gabe <gabe.ignatow@unt.edu >; Everett, Brandi <Brandi.Everett@unt.edu >; McIntyre, Lisa <Lisa.Rodrigue@unt.edu >; Padilla, Pamela <Pamela.Padilla@unt.edu >; Vogt, Elizabeth <Elizabeth.Vogt@unt.edu >; Keller, Harrison <Harrison.Keller@unt.edu >; Spencer, Amaya <Amaya.Spencer@unt.edu >
Subject: Reorg follow up materials

Hello all,

I wanted to follow up after our meeting yesterday with the following after having received a few inquiries from the group. I figured it would be best to share with all to save some time. The following is a recap of some of what CLASS has in place in our process thus far. As always, the CLASS team and I are open to your feedback and hope that you might find something amongst the following useful to your unique contexts.

Please find our current "reorganization" website here: <https://class.unt.edu/about-us/class-organization->

Working structure and titles:

- CLASS executive team meetings (weekly)
 - Dean, Divisional Dean (3), Associate Dean of Research, Associate Dean of Academic Affairs, and Associate Dean of Fiscal and Human Resources
- CLASS cabinet meetings (quarterly)
 - Executive team, Academic advising leadership team, Advancement officers, and Communications specialist
- Divisions are led by divisional deans
 - The title of divisional dean as decided in the college last restructure effort of 2023.
- Schools will be led by school directors (formerly known as chairs)

Current working groups for CLASS:

- Reorganization Planning Team (RPT)
 - Consists of incoming School Directors, Associate Dean for Academic Affairs, Divisional Deans, 3 staff representatives, and Dean
 - Scheduled to meet bi-weekly
 - Created a Teams channel for working group documents/communication
 - Each incoming director has created a transition year plan and transitional year org chart
- School Leadership Team (SLT)
 - Led by the incoming school director. Other individuals have been identified by school director (usually 1-3 individuals, with slight variances across the units)
 - Sets strategy and operational plans for the transitional year leading into the reorg launch of Fall 27. Planning faculty/staff inputs, meetings, etc.
 - Scheduled to meet weekly
- Staff Transition Team
 - Led by the 3 staff representatives that serve on the RPT and consists of identified staff members across the college
 - Facilitates solicitation of information and feedback to inform the other working groups.
 - Meeting schedule is TBD

Communication

- 1:1 meetings
 - With Dean - mostly in March, April. Some still ongoing as needed
 - With Divisional Dean - mostly in March, April. Mostly with staff are still ongoing as needed in summer months
 - Incoming school directors met with faculty in April-May. Meetings with staff members conducted primarily in May-June. Some still ongoing as needed
- CLASS website
 - Transitional year organizational chart (will update as needed)
 - General timeline of transitional year activity
 - FAQs (collected through previous listening sessions and working group meetings) - list will grow as needed
- Email communication
 - Dean emails planned for around 8-week intervals
 - Division/Associate Dean level content emails planned for around 6-week intervals
 - Incoming School Directors email communication planned for around 4-week intervals (dependent on all-faculty/staff meetings)
- Assemblies/Retreats

- CLASS cabinet (executive team + incoming school directors + advancement + advising team) retreats in August and January/February
- Fall assemblies for faculty and staff - scheduled for September
- Spring assemblies for faculty and staff - scheduled for March

Timeline

- Please find a draft checklist timeline for the 26-27 transitional year. Many items are focused on the operational things that need attention over the coming year. Additionally, it gives perspective of what and when things might need to be on our radar as a college.

Again, this is not all perfect and not mean to be prescribed for everyone. It's a high-level view of where we stand at the moment, and there are certainly more details happening and to still consider. But hopefully it offers a starting point for consideration for your units to think about as we continue the planning in the coming months together.

Thanks for the kickoff, Heidi.

-albert

Albert Bimper Jr., Ph.D.

Executive Dean

College of Liberal Arts & Social Sciences

University of North Texas



From: "Keller, Harrison" <Harrison.Keller@unt.edu >
"Dzialowski, Ed" <Ed.Dzialowski@unt.edu >, "Cartwright, Angie" <Angie.Cartwright@unt.edu >, "Brannon, Sian" <Sian.Brannon@unt.edu >, "Jacobsen-Bridges, Lauren" <Lauren.Jacobsen-Bridges@unt.edu >, "Krueger, Paul" <Paul.Krueger@unt.edu >, "Hutchins, Holly" <Holly.Hutchins@unt.edu >, "Bimper, Albert" <Albert.Bimper@unt.edu >, "Dash, Nicole" <Nicole.Dash@unt.edu >, "Hawley, Jana" <Jana.Hawley@unt.edu >, "McIntyre, Lisa" <Lisa.Rodrigue@unt.edu >, "Savoie, Michael" <Michael.Savoie@unt.edu >, "Richmond, John" <John.Richmond@unt.edu >, "Wiley, Marilyn" <Marilyn.Wiley@unt.edu >, "Everett, Brandi" <Brandi.Everett@unt.edu >, "de Oliveira, Glenisson" <Glenisson.Deoliveira@unt.edu >, "Elmendorf, Heidi" <Heidi.Elmendorf@unt.edu >, "With, Elizabeth" <Elizabeth.With@unt.edu >, "Sewick, Alayne" <Alayne.Sewick@untsystem.edu >, "Goodman, Shannon" <Shannon.Goodman@unt.edu >, "Stowers, Renaldo" <Renaldo.Stowers@untsystem.edu >, "Simmons, Clay" <Clay.Simmons@unt.edu >, "Buzbee, Brandon" <Brandon.Buzbee@unt.edu >, "Coll, James" <James.Coll@unt.edu >, "Garrison, James" <James.Garrison@unt.edu >, "Gibson, Clayton" <Clayton.Gibson@unt.edu >, "Mosley, Jared" <Jared.Mosley@unt.edu >, "Padilla, Pamela" <Pamela.Padilla@unt.edu >, "Singh, Michelle" <Michelle.Singh@unt.edu >, "Schuster, Jenna" <Jenna.Schuster@unt.edu >, "Chamberlin, Adam" <Adam.Chamberlin@unt.edu >, "Smith, Daria" <DariaSmith@my.unt.edu >, "Peeta, Abhinay" <AbhinayPeeta@my.unt.edu >

"Garriga, Jeanette" <Jeanette.Garriga@unt.edu >, "Baylock, Maria" <Maria.Baylock@unt.edu >, "Spencer, Amaya" <Amaya.Spencer@unt.edu >, "Wheeler, Megan" <Megan.Wheeler@unt.edu >, "Le, Jaclyn" <Jaclyn.Le@unt.edu >, "Garza Turner, Kim" <Kimberly.GarzaTurner@unt.edu >, "Peterson, Amy" <Amy.Peterson@unt.edu >, "McPherson, Michael" <Michael.McPherson@unt.edu >, "Cobb, Steven" <Steven.Cobb@unt.edu >

To:

CC:

Subject: Interim Provost Announcement
Date: Fri, 3 Jul 2026 17:04:00 +0000
Message-ID: <BL3PR01MB7113990B6F41506531E57EE8EAF42@BL3PR01MB7113.prod.exchangelabs.com >

Dear Colleagues,

Soon you will receive an official email announcing that the Board of Regents has approved the selection of Albert Bimper as interim Provost and Vice President for Academic Affairs, while we complete a national search for our permanent provost. Steve Cobb will serve as interim Executive Dean of the College of Liberal Arts and Social Sciences.

These appointments are effective immediately. I am deeply grateful to Albert and Steve for their willingness to take on these critical leadership roles for UNT. Please join me in congratulating them.

Respectfully,

Harrison

Harrison Keller, Ph.D.

President, University of North Texas

<https://president.unt.edu>

(940) 565-4307

From: "Sewick, Alayne" <Alayne.Sewick@untsystem.edu >
To: "Keller, Harrison" <Harrison.Keller@unt.edu >, "Garriga, Jeanette" <Jeanette.Garriga@unt.edu >
CC: "Sewick, Alayne" <Alayne.Sewick@untsystem.edu >
Subject: Fw: A Bimper Offer
Date: Mon, 6 Jul 2026 23:08:18 +0000
Message-ID: <SA1PR01MB6525FDA2728D3FD78C96BC51FAF12@SA1PR01MB6525.prod.exchangelabs.com >
Attachments: A Bimper Interim Provost AA.pdf

Harrison, Here is Albert's offer letter for signature.

Thanks,
Alayne

Sent via the Samsung Galaxy S10+, an AT&T 5G Evolution capable smartphone
Get [Outlook for Android](#)

From: Aichele, Sue <Sue.Aichele@untsystem.edu >
Sent: Monday, 06 July 2026 17:46:33
To: Sewick, Alayne <Alayne.Sewick@untsystem.edu >
Subject: A Bimper Offer

Sue Aichele
Director, Human Resources
Human Resources Department

UNT System
Human Resources

1500 N, I-35E, Denton, TX 76205
Office: 940.369.6301
UNTSystem.edu

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UNT SystemTM

Human Resources

July 1, 2026

By Electronic Mail

Dr. Albert Bimper

Albert.Bimper@unt.edu

Dear Albert:

I appreciate your service to the University of North Texas as Executive Dean, College of Liberal Arts & Social Science (CLASS) and I am pleased to offer you the temporary appointment of Interim Provost and Vice President for Academic Affairs. In this interim capacity, you will be a direct report to me. Your experience at the University of North Texas and within CLASS are supportive of my interest in having you as a member of my leadership team.

The terms of the offer of appointment as Interim Provost and Vice President for Academic Affairs, as well as your current salary status, are as follows:

Your start date for this appointment will be July 1, 2026. Your annual salary for service as Interim Provost and Vice President for Academic Affairs will be \$406,100.04 which will be paid at a monthly amount of \$33,841.67 on the first business day of each month and is subject to applicable withholdings. Any increase in annual salary will be in accordance with the compensation policies of UNT.

A search for the next Provost and Vice President for Academic Affairs will commence this summer. Depending on the selected candidate and official start date, this may impact the timing of when you will leave the Interim Provost position. As is true with any administrative appointment, you serve at the pleasure of the University.

Because your administrative position is full-time and on a 12-month basis, there are no teaching expectations and no additional compensation derived from teaching should you choose to do so.

At such time as you would leave the Interim Provost and Vice President for Academic Affairs appointment, you will return to your role as Executive Dean, CLASS, at a 12-month pay basis of 295,000.08. At such time as you would leave administration and return to faculty, your salary as Professor in Anthropology would be reduced to a nine-month pay basis of \$110,825.82 with the addition of any merit increases received during your appointment as dean calculated on the nine-month base salary, and contingent upon the provisions outlined in the university policy 06.009 "Tenured Administrators Returning to Full-time Academic Status."

Thank you, again, for your willingness to serve in this role. I look forward to a close collaborative working relationship during this time of transition. Please indicate your acceptance of this offer by signing below and returning this document to my office.

Sincerely,

Harrison Keller

President, University of North Texas

I accept this offer and agree to the terms outlined above.

Signature

Date

From: "Elmendorf, Heidi" <Heidi.Elmendorf@unt.edu >
To: "Keller, Harrison" <Harrison.Keller@unt.edu >
Subject: Re: DRAFT IN PROGRESS
Date: Tue, 7 Jul 2026 16:42:54 +0000
Message-ID: <SA1PR01MB99435976141062ACB982A92226F8F02@SA1PR01MB994359.prod.exchangelabs.com >

Suggestion for my paragraph:

Heidi Elmendorf, Ph.D.
Deputy to the President for University Initiatives
University of North Texas
201 Hurley Admin Building

From: Keller, Harrison <Harrison.Keller@unt.edu >
Sent: Tuesday, July 7, 2026 10:47 AM
To: Elmendorf, Heidi <Heidi.Elmendorf@unt.edu >
Subject: DRAFT IN PROGRESS

Respectfully,

Harrison Keller, Ph.D.
President

Harrison Keller, Ph.D.
President, University of North Texas
<https://president.unt.edu>
(940) 565-4307



From: "Coll, James" <James.Coll@unt.edu >
To: "Keller, Harrison" <Harrison.Keller@unt.edu >
Subject: Re: Draft
Date: Tue, 7 Jul 2026 17:31:10 +0000
Message-ID: <LV2PR01MB9943161C6CA1E5A5F29C7D9C589DF02@LV2PR01MB994316.prod.exchangelabs.com >
Attachments: Draft messages re UNT Exec Appointments.docx

Just a couple of small suggestions/thoughts here.

-Jim

--

James P. Coll, Ph.D.

Vice President of Marketing and Communications

Main: 940-565-2108 | Direct: 940-369-8182

[LinkedIn](#) | [Instagram](#) | [X](#)

[Our Core Values:](#)

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Better Together | Show Your Fire



From: Keller, Harrison <Harrison.Keller@unt.edu >
Date: Tuesday, July 7, 2026 at 12:02 PM
To: Coll, James <James.Coll@unt.edu >
Subject: Re: Draft

Revised version attached for editing — could you take a quick look at this? — H

Harrison Keller, Ph.D.

President, University of North Texas

<https://president.unt.edu>

(940) 565-4307

From: Coll, James <James.Coll@unt.edu >
Date: Monday, July 6, 2026 at 3:32 PM
To: Keller, Harrison <Harrison.Keller@unt.edu >
Subject: Draft

--

James P. Coll, Ph.D.

Vice President of Marketing and Communications

Main: 940-565-2108 | Direct: 940-369-8182

[LinkedIn](#) | [Instagram](#) | [X](#)

[Our Core Values:](#)

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