

Rodney D. Smith, Ed.D.

Education

- Ed.D. Harvard Graduate School of Education**, Cambridge, Massachusetts
Administration, Planning and Social Policy (APSP).....1986
- Ed.M., Harvard Graduate School of Education**, Cambridge, Massachusetts
Administration and Planning with concentration in International Education.....1984
- M.A. Fisk University/Meharry Medical College Joint Program**, Nashville, Tennessee
Clinical/Educational Psychology.....1976
- B.A. Saint John's University**, Collegeville, Minnesota
Psychology Major with Ecology Minor.....1974

Fellowships

- Millennium Leadership Institute Fellow** - American Association of State Colleges and Universities.....2000
- Bush Foundation Fellow to Harvard Institute for Education Management (IEM)**.....1997
- Organization of American States (O.A.S.) Research Fellow**.....1983 - 1986

Professional Development Experiences

- Department of Homeland Security**, Emergency Management Planning, Preparation, Training and Education for Colleges and Universities, NETC, Dept. of Homeland Security, MD.2009
- Honorary President and Professor**, Dali University, Kunming Province, China United States Sino-American Higher Education Program.....2003
- Institutional Advancement Seminar**, Harvard University, Cambridge, MA..2002
- New President's Institute**, Harvard University, Cambridge, MA.2001
- Millennium Leadership Institute (MLI)** (Lecturer) American Association of State Colleges and Universities, Washington, D.C.2000

Harvard Institute for Educational Management (IEM), Harvard University, MA.....1997

Institutional Leadership Experiences

President and Chief Executive Officer

University of The Bahamas.....2014 – 2020

Provided visionary and transformative leadership within a unionized environment with three labor unions. Focused upon a vision of creating and building a strong foundation for the continued growth and development of the institution to be competitive at a global level. Implemented an institution-wide data management system (Banner); implemented an advanced fundraising and marketing division, inclusive of grants management and sponsored research plus graduate studies and research units; transformed the campus culture through extensive leadership training and development using Lean Kaizen Six Sigma and MBO; and, created a new strategic plan for the University, based on the researched needs of the country (National Development Plan) and the University. Played a leading role in drafting the University of The Bahamas Bill to create the University's governance structure; then led the institution's transition from College to University of The Bahamas. Raised significant funds and initiated system-wide campus maintenance and expansion programs. Initiated and completed several multi-million-dollar infrastructural developments at the multi-campus system; including creation of a one-stop-shop for all student services, a new graduate studies center, a new sustainability research facility with six new laboratories; and, residential facilities, including a \$95M public-private partnership for a 200-seat cafeteria, 500-seat ballroom, 1,000 beds, spiritual center, and fitness facilities. Re-introduced and increased the number of annual Fulbright Scholars with support from the US State Department. Established the U.S. based, University of The Bahamas Foundation (501-C-3) and expanded the Canadian Friends of The Bahamas Foundation. All while expanding new undergraduate and graduate degree programs and co-chairing the National Development Planning Steering Committee, serving on the Boards of the American Association for State Colleges and Universities (AASCU), the Bahamas National Trust (BNT), the National Advisory Council on Education (NACE), the National Accreditation Council of The Bahamas (NACOB), and the National Arts Gallery of The Bahamas (NAGB).

University Profile: Established in 1974, as The College of The Bahamas (COB), and Chartered in 2016 as University of The Bahamas (UB), this comprehensive teaching and research institution is the national higher education institution of The Commonwealth of The Bahamas. With an enrolment of approximately 5000 students, UB offers master, bachelor and associate degrees, certificates and diplomas, academic upgrading, personal and professional

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development programs at four locations: two in New Providence, one in Grand Bahama and a field research campus in San Salvador. The first doctoral degree program will be offered in spring 2020. University of The Bahamas (UB) is committed to internalization and cultural diversity. Students represent fourteen other countries, spanning across continents. The majority of international students are from Jamaica, followed by the United States, Guyana and Haiti. Others come from Brazil, Cambodia, Canada, Dominica, France, Japan, Kenya, Nauru, Nigeria and Philippines.

Vice President for Administrative Services

Chief Administrative and University Planning Officer

Hampton University.....2008 - 2014

Responsibilities: Campus-wide Academic and Non-academic units Assessment, Strategic and Long-Range Planning, Institutional Research, Institutional Effectiveness, Operations Analysis and Research, Internal Auditor, Marketing and Student Recruitment, Academic Clearance and Graduation, Offices of Admissions, Financial Aid and Scholarships, Registrar and University Athletics (NCAA, Division I). Special Projects as assigned by the President and working closely with the Executive Vice President, Provost, Vice Presidents, Chief Information Officer and all academic deans. Taught course in the doctoral program in Educational Management: *Strategy and Strategic Planning*.

University Profile: Hampton University, founded in 1868 as a multicultural, historically black institution. It is a selective, private, and non-denominational institution. It is classified as a Master’s College and University (medium programs) by Carnegie Classifications and its highest level of offering is Doctor’s degree – research/scholarship and professional practice. It is a comprehensive teaching and research institution with a strong liberal art undergirding and was recognized by the John Templeton Foundation as one of Americas one hundred “character-building colleges.” The enrollment is in excess of 5,000 students of diverse ethnic backgrounds (mostly of African descent) drawn from 49 states, 35 territories and nations. The endowment stands at \$285,345,000 (Feb. 2019). The institution’s annual operating budget is around \$175,000,000. The faculty numbers 219 (FT) and 97 (PT) with over 850 administrative support staff. The University has launched four atmospheric research satellites and is the site of the world’s eighth and largest Proton Beam Cancer Treatment Center (\$225,000,000) and the country’s only Research Institute for Skin of Color. The University is organized into three colleges: The Undergraduate College, the Graduate College, and the College of Education and Continuing Studies. The Undergraduate College has seven schools: Business, Engineering and Technology, Liberal Arts, Journalism and Communications, Nursing, Pharmacy and Science. The University offers 71 baccalaureate, 34 masters and 9 doctoral degree programs and is NCAA Division I in Athletics. Hailed by the John Templeton Foundation as one of Americas

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one hundred “character-building colleges,” Hampton University maintains a Code of Conduct for all faculty, staff and students.

The Registry for College and University Presidents

Peabody, Massachusetts.....2006 – 2012
Served as a consultant to institutions, boards and systems of higher education. Conducted Institutional reviews in preparation for presidential searches, including the University of New Orleans (UNO) Institutional Review, post-hurricane Katrina.

President and Chief Executive Officer

College of the Bahamas.....2004 – 2005

College Profile: Contracted by the Bahamas Government to lead the first stages of the transformation of a 4,000-student multi-campus (nine campuses) college into a multi-campus university system serving traditional and non-traditional age students. The College had satellite locations on six islands: The Law School, College of Nursing and the School of Hospitality and Tourism are separate campuses located in the capital along with the main Oakes Field campus. Extension specialty locations are on five other islands.

President and Chief Executive Officer

Ramapo College of New Jersey, Mahwah, NJ.....2001 – 2004

Added new academic programs, restructured the senior administration, reorganized the College Foundation Board, significantly increased the number of campus facilities (\$80.1+ million), increased fundraising, initiated and began implemented of the College’s first strategic plan, increased enrollment and overall SAT and GPA of entering students. **(Accomplishments are listed in subsections under institutional advancement, academic, enrollment, legislative, experiences).**

College Profile: Ramapo College is an Award-Winning Public Liberal Arts College. It is a comprehensive institution with a strong liberal arts foundation that serves 5,685 (Spr. 2018) traditional and non-traditional age students from New Jersey, surrounding states, and from 66 countries. An NCAA Division III institution, the College is referred to as “New Jersey’s Public Liberal Arts College.” It is a Co-founder of the Council of Public Liberal Arts Colleges (COPLAC) within the United States. It is the site of the Governor’s School for International Studies and is a designated Fulbright Center. The college had 21 study abroad programs by 2004 (up from 13 in 2001) and was recognized by the John Templeton Foundation as one of Americas one hundred “character-building colleges.” The College emphasized international education, interdisciplinary teaching, experiential learning and multicultural understanding. In 2004, the operating budget exceeded \$95,000,000.

Other Administrative Experiences

HAMPTON UNIVERSITY, Virginia

Vice President for Planning and Dean of the Graduate College.....2000 – 2001
Responsibilities: Human Resources, strategic planning processes, coordinating the Graduate College Council and training and supervision of the newly appointed chief student affairs officer. Maintained an indirect reporting oversight of the student affairs division while reorganizing and managing the Graduate College and Council.

Vice President for Administrative Services and Director of Strategic Planning.....1999 - 2000
Responsibilities: Financial Aid and Scholarships, Admissions, Registrar, Human Resources, and directing strategic planning processes. Maintained an indirect reporting oversight over the student affairs division.

Vice President for Student Affairs and Academic Dean for freshman and Undecided Majors.....1996 – 1999
Responsibilities: Residential Life, Judicial Affairs, Academic Support and Assessment Center, University Testing Services, Career and Placement Center, Freshman Studies, New and Transfer Student Orientation, Implementation of University Code of Conduct, Student Health Services, Academic Advising Services, Counseling Center, Student Activities and Student Organizations, Pan-Hellenic Organizations, Trio-programs (Student Support Services, Educational Talent Search, Upward Bound), International Student Advisement and Americans with Disabilities Act (ADA) Compliance.

Dean of Students and Assistant Professor.....1993 – 1996
Responsibilities: Residential Life, Judicial Affairs, Academic Support and Assessment Center, University Testing Services, Career and Placement Center, Freshman Studies, New and Transfer Student Orientation, Implementation of University Code of Conduct, Student Health

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Services, Academic Advising Services, Counseling Center, Student Activities and Student Organizations, Pan-Hellenic organizations, Trio-programs (Student Support Services, Educational Talent Search, and Upward Bound), and Americans with Disabilities Act (ADA) Compliance. Taught graduate course in Educational Research while providing thesis supervision for ten students.

Director, Academic Support and Assessment Center and

ADA Section 504 Compliance Coordinator.....1992 - 1993

Interim Principal and

Educational Consultant

Sunland Lutheran School, Grand Bahama, Bahamas.....1989 – 1990

Psychologist and Educational Consultant

The Antoni Clinic, Grand Bahama, Bahamas1986 – 1992

Program Coordinator

Harvard Institute for Educational Management.....1984

Director, School Psychological Services

and Senior School Psychologist

Ministry Of Education, Bahamas Government, Nassau, Bahamas...1976 – 1986

Pioneered School Psychological Services for over 60,000 children in The Bahamas. Conducted human relations development training for over 2,000 educators and community nurses. Founding member of the College of The Bahamas. Senior member of the National Curriculum Development Committee.

Select Faculty/Teaching Experiences

Professor of Education, Ph.D. In Education Management, Hampton University

Taught Strategy and Strategy Planning.....2011 - 2012

Tenured Professor of Education, (Tenure with Presidency) – Taught a freshman class.

Ramapo College of New Jersey2001 - 2004

Assistant Professor, Educational Research Techniques and Problems

The Graduate College, Hampton University, Hampton, Virginia.....1992 - 1993

Teaching Fellow, *Professor Susan Johnson*, Organizational Effectiveness and Advanced Supervision

Harvard Graduate School of Education, Harvard University, Cambridge.....1984 – 1986

St. John’s University / College of Saint Benedict Off-Shore Program, Lecturer

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Nova University Off-Shore Program,1976 – 1981
Human Relations Development Training for Educators;
Educational Psychology;
Statistics for Social Sciences;

Select Honors/Awards

- **2018 Lighthouse Award for contributions to education.** Saint Augustine’s College Alumni Awards. Nassau, Bahamas
- **2016 Person of the Year** – For Outstanding Work in the establishment of the University of The Bahamas. The Jones Communications International, Ltd. Nassau, Bahamas
- **Chi Alpha Epsilon Academic Honor Society**, Alpha Chi Chapter, Ramapo College.
- **Omicron Delta Kappa**, the National Leadership Honor Society, Ramapo College.
- **Delta Mu Delta**, National Honor Society in Business Administration, Ramapo College.
- **Distinguished Service Appreciation Award**, Ramapo College Board of Trustees, 2004.
- **New Jersey Association of State Colleges and Universities Award for Invaluable Contributions** to the Advancement of New Jersey State Colleges and Universities, 2004.
- **Recognition and Appreciation Award and Resolution**, Department of Education Board of Examiners, State of New Jersey, for invaluable guidance in formulation of Board decisions and policies, 2004.
- **Hinandog (meaning devotion in Tagalog) Award** from the Filipino American Student Association of Ramapo College, 2004.
- **Appreciation and Heartfelt Gratitude Award**, the Student Body of Ramapo College of New Jersey, 2004.
- **Institutional Award for Recognition and Appreciation for support given to the Department of Athletics Intramurals and Recreation**, Ramapo College Athletic Association, 2004.
- **Togetherness Award**, Ramapo College Security Department, 2004.

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- **Caribbean Heritage Committee Award**, Caribbean-American Community, Bergen Community College, New Jersey, 2003.
- **True Bridge Builder Award**, D.C. Hampton University Parents Club of Washington, D.C. 2001
- **Distinguished Leadership Award**, Nominated by Hampton University President, 1999.

Institutional Advancement Experiences

- Initiated the University's Annual President's Golf Tournament and Spa Day – for Friend and Fundraising. 2018.
- Held the first President's Gala Soiree, raised in excess of \$600,000 for Endowed Scholarships to benefit First-Generation College Students, November 2017.
- Raised in excess of \$10M over three years, 2014-2017, University of The Bahamas.
- \$2.6M Renovation of the Students Services Centre, University of The Bahamas, 2017-18.
- Completed \$6M building of the Franklyn Wilson Graduate Studies Centre, University of The Bahamas, 2017-18.
- Initiated and completed the \$10M GTR Campbell Small Island Sustainability Research Complex, University of The Bahamas, 2017-18.
- Initiated the first \$100M PPP Residential Facility, University of The Bahamas-North, 2017-18.
- Initiated and completed the first \$3M UB – North Residential Hall;
- Initiated, secured funding and led restoration efforts post-Hurricane Dorian (2019) in the rebuilding of the UB-North Campus;
- Secured \$18.1 Bond Funding for facilities construction and renovations, 2017.
- Completed construction of the new \$2.8M University Entrance, University of The Bahamas, 2016.

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Participated and led efforts to transition the College to University, 2015-2016.

- Secured major donations for a 50-acre expansion (\$9 million) to an island campus at College of The Bahamas.
- Negotiated the purchase of a 40,000 square foot (\$4 million) complex, expanding the main campus, and established an additional 36 faculty and deans' offices, 16 wired graduate seminar rooms, a 36-seat board/conference room, a state-of-the-art University book store with a coffee shop and copier/duplicating services center all at College of The Bahamas.
- Made major fundraising presentations to help secure \$9.5 for the building of the library
- Collaboratively achieved on-schedule completion of the following at Ramapo College:
 - A \$34 million student apartment townhouse (22 buildings, 528 beds),
 - A \$24.3 million, 115,000 square foot expansion of the Sports and Recreation Center,
 - A \$23 million eight-story residential building,
 - Renovated and restored the college's historic \$1.8 million Havemeyer House, and
 - Completed plans for a \$14+ million academic building to house the Center for International Education and Entrepreneurship (CIEE).
- Collaboratively drove a 400% increase in fund raising/grant activities by developing/expanding a Grants Administration Department and reorganizing the Ramapo College Foundation.
- Secured a Labor-Health and Human Services Department \$800,000 grant for the Center for International Education and Entrepreneurship at Ramapo College;
- Secured a Veterans Administration - Housing and Urban Development grant for expansion of the Sports and Recreation Center at Ramapo College.
- Hampton University Principal investigator for the Third Black Colleges Retention Initiative funded by the Pew Charitable Trust and managed by the Southern Education Foundation (\$314,000).
- Hampton University Principal Investigator for three Aetna Foundation Retention Grants (\$250,000 +).
- Hampton University Campus Coordinator, John Templeton Foundation Award for Character Building Colleges and Universities four consecutive years, 1996-2000.

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- Worked with Bill Bradley in cultivating donors for the Bill Bradley Sports and Recreation Center at Ramapo College.
- Collaboratively worked with the HU Provost and the Vice President for Development in securing access for academic deans to Foundations for cultivation and fundraising purposes.
- Appointed Member, the HU University Budget Exceptions Committee during the economic recession, resulting in savings to the University with no lay-offs, 2008-2012.
- Constructed a University Band Shell for campus events and instituted major campus repairs on the main campus at College of The Bahamas.
- Collaboratively highlighted the prominence and distinctiveness of Ramapo College and moved the institution's ranking from #2 to #1 in its category among public comprehensive colleges in the North as noted by *U.S. News & World Report*.
- Oversaw negotiation and signing of a \$3.8 million management contract between Ramapo College and the New Jersey Meadowlands Education Center.
- Hosted annual Distinguished Citizens' Dinner and Dance / Auction, raising funds for student scholarships at Ramapo College.
- Hosted annual Golf Tournament, raising funds for students' scholarships at Ramapo College.
- Hosted annual events for scholarship donors to meet with scholarship recipients at Ramapo College.
- Executive Committee, Ramapo College Foundation. 2001-2004
- **Campus Spokesperson** for the Fund-Raising Leadership Team Solicitations Committee for \$200 Million Endowment Campaign. 1999-2001

Strategic and Institutional Planning Experiences

- Initiated Institutional Long-Range and Strategic Planning process for University of The Bahamas., 2017-19.

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- **Chair**, Hampton University Strategic Planning Steering Committee for 2012-2022. Completed the University's third strategic plan: A Commitment to a Culture of Results, 2012-2022.
- Conducted extensive national planning sessions with political, civic, corporate, union and governmental leaders to design an Adult Learner-focused institutional strategic plan for the College of The Bahamas, 2004-2005.
- Initiated and completed Ramapo College of New Jersey's first campus community-wide strategic plan entitled Enhancing Institutional Excellence at Ramapo College, 2003.
- **Chaired** the planning process and produced Hampton University's second Ten-Year Strategic Plan: Maintaining the Competitive Edge, 2001-2010.
- **Chair**, ongoing University-wide Task Force on Institutional Effectiveness and Sustainable Assessment of all Academic and Non-Academic Units.
- Successfully implementing the University's first sustainable data management and assessment system for all academic and non-academic areas.
- Became the national "go to" expert on using strategic planning with Nuventive's Tracdat and has presented to standing room only audiences at the annual Nuventive Users' Conference.
- Commission Member, Strategic Planning Commission for Bergen County, Vision 2020: Steering the Future of Bergen County, New Jersey, 2003.
- **Chair**, University Planning Council, Hampton University, 2000.
- **Chair**, Institutional Planning Support Staff, Hampton University, 2000.
- **Chair**, Facilities Resources Committee, Hampton University, 2000.

State and Legislative Experiences

- Participated and led efforts to complete the UB Bill which led to Government's enactment of the UB Act to establish the University of The Bahamas, Chartered November 10, 2016.
- Presented before the Cabinet of the Government of The Bahamas on several initiatives to advance Higher Education, including:
 - Government Tertiary Education Grant (Free Tuition);
 - Permanent Residency based Endowment Plan;

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- Restoration and re-establishment of the Grand Bahama Campus, post-hurricane Dorian;
 - Creation of the Bahamas Higher Education Commission;
 - Amalgamation of institutions to create the University of The Bahamas System.
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- Successfully negotiated with government ministers for building new roads and redirecting traffic around campus at College of The Bahamas.
 - Testified before the New Jersey House Senate Appropriations Committee on the Higher Education Budget, 2002
 - Hampton University representative to the Virginia Department of Transportation on redesign of Hampton Roads Bridge Tunnel, 2011-2012.
 - Campus Legislative Coordinator, Council of Independent Colleges in Virginia (CICV), 2000.
 - Hampton University Representative, the Educational Foundation of the CICV, 2000.
 - Hampton University Representative, the Virginia Tidewater Consortium for Higher Education, 2000.
 - Board of Directors of the Virginia Space Grant Consortium, Aerospace Partnerships in Education, Research and Industry. 1999-2000.
 - Hampton University Representative, State Council of Higher Education of Virginia. 1998-2000.
 - Cultivated and lobbied Staffers and Congressional Representatives in Washington, D.C. 1998-2004.
 - Chair, Education, Business and Labor National Committee, Bahamas National Multi-Sector Commission on Immigration, 2004-2005.
 - Board Member, Bahamas National Antiquities and Museums Board, 2004-2005.
 - Board of Examiners, Credentials Committee, New Jersey Department of Education. 2001-2004.
 - Governor appointed chair, New Jersey United Nations Day, 2003.

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- Board of Trustees, New Jersey Association of State Colleges and Universities, 2001-2004.

Academic Affairs Administration Experiences

- Developed and implemented an ongoing HU University-wide Managerial/Leadership Development Program for all Academic Deans, Chairs, Directors and Non-academic Supervisors. 2011-2012.
- Special Task Force Leadership team member with Executive Vice President and Provost in efforts to increase foundation fundraising, grants management and institutional direction initiatives.
- Advisory Board member, HU Programs in International Education.
- Led implementation of new undergraduate interdisciplinary majors: Bioinformatics, Integrated Sciences at Ramapo College, 2001-2004.
- Member, HU Academic Leadership Team.
- Member, HU Instructional Program Committee.
- **Chair**, HU Faculty and Staff Grievance Committee.
- Member, HU Honors College Council.

Student Affairs Administration Experiences

- Conducted Student Activities Office Audit and provided oversight for the new Chief Student Affairs Officer and select student development staff, 2008.
- **Chair**, Student Affairs Council, HU 1993-1999.
- **Chair**, Student Development Leadership Team, HU 1993-1999.
- **Chair**, Task Force for the Implementation of the Code of Conduct, HU, 1993-1994.
- **Chair**, Crisis Management Committee, HU, 1993-1999.
- **Chair**, Student Government and Administrative Council, HU, 1993-1999.

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- **Chair**, Task Force on Freshman Registration and Orientation, 1996-1999.
- **Chair**, Committee on Admissions, 1999-2000.
- Served on Peer Review Panel, Southern Association of Colleges and Schools, Commission on Colleges, 1999.
- SACS Steering Committee, Southern Association of Colleges and Schools, University Self-Study – **Received SACS Institutional Commendation for Student Affairs Division**, HU, 1998.
- **Chair** / Coordinator, Conference on “Abstinence and the African American Youth”, National Association for Equal Opportunity in Higher Education (NAFEO), HU, 1998.
- **Elected to Editorial Board**, Journal of the National Association of Student Affairs Professionals.
- **National Conference Chair**, 1995, National Association of Student Affairs Professionals.
- **Presidential Award for Outstanding Service**, National Association of Student Affairs Professionals.
- Named **Most Outstanding Chief Student Affairs Officer at a Four-Year Institution**, Virginian Association of Student Development Administrators, 1995.

Athletics Planning and Management Experiences

- **Chair** and Primary Contact, Hampton University’s NCAA Academic Program Performance Review, summer 2011.
- As Chief Administrative Officer assisted in securing Hampton University’s NCAA Division I re-certification, 2009.
- **Chair**, Executive Steering Committee for Hampton University National Collegiate Athletic Association (NCAA), Division I, Two-Year Certification Self-Study, 1998-1999.

Enrollment Management Experiences

- **Chair**, HU Annual New Student / Freshman Intake Committee for assuring the complete readiness of the campus and all personnel, 2008 – 2012.

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- Conducted HU Management Training sessions for Administrative Services staff focusing on customer relations management. 2010.
- **Co-Chair**, HU University-wide Admission Standards Debates. 2009-2010. Led and implemented campus-wide debates on student admission and scholarship standards leading to new policies.
- **Chair**, HU Marketing and Student Recruitment Committee, 2010.
- **Chair**, HU University-Wide Website Redesign Committee. 2010.
- **Chair**, HU University-wide Academic Clearance and Graduation (degree-auditing) Standing Committee – Leading campus-wide efforts in improving the degree audit and graduation system, 2008-2012.
- Co-authored a \$780,000 + proposal to improve retention for all HU students and establish an Assessment and Retention Center, implement a student-centered needs assessment system, and improve persistence to graduation for all students.
- Co-authored a \$750,000 + proposal to implement a HU University / Community-wide Mitigation Emergency Management Planning Process and hire a certified Emergency Management Coordinator.
- Broke every enrollment record in the 34-year history of Ramapo College and achieved a first-year record-breaking Freshman to Sophomore retention rate of 97% during this period, 2003.
- Freshman SAT scores increased by more than 80 points from 1090 in fall 2000, to 1170 in fall 2003; with projections of 1195 in fall 2004. Ramapo College was at its highest ever full-time equivalent numbers.
- Collaboratively increased alumni participation by 2% each year and exceeded all alumni giving goals (116% of goal within six months) at Ramapo College.
- Created the HU Faculty Development Advisors Program – nationally recognized by Educational Leadership Magazine and the Pew Charitable Trust.
- Restructured and created the University's first stand alone Counseling Center.
- Implemented Hampton University's first Supplemental Instruction Program.
- Expanded and restructured the Hampton University's Big Brother Big Sister Program.

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- Used Title III funding to design and implement a new HU tutoring / mentoring program.

Civic and Professional Appointments

- Board of Directors, American Association of State Colleges and Universities (AASCU), Washington D.C. U.S.A. 2019 – 2022. Committee Member, International Education Committee.
- Board Member, National Advisory Council on Education (NACE), Nassau, Bahamas. 2017 – Present.
- Council Member, Bahamas National Trust (BNT), appointed by Cabinet of the Government of the Commonwealth of The Bahamas, 2017 – Present.
- Board Member, National Art Gallery of The Bahamas (NAGB), appointed by Government of the Commonwealth of The Bahamas, 2017 – Present.
- Board member, National Accreditation and Equivalency Council of the Bahamas, 2016-2017
- Board of Trustees, Hampton Roads Academy, 2012-2014.
- Board of Directors, Peninsula Council for Workforce Development, Hampton Roads, Virginia, 2010 – 2014.
- Board of Directors, Virginia Peninsula Chamber of Commerce. 2008 - 2014.
- Member, Urban League of Hampton Roads, Whitney M. Young Awards Committee, 2012.
- Chair, Committee on Higher Education and Lifelong Learning, Board of Trustees, Council for Adult and Experiential Learning (CAEL), 2001-2010.
- Senior Advisor on International Higher Education to Maximsnews.com, a Global News Network for the international community, based at the United Nations, 2005-2008.
- Member, Committee on International Education, American Council on Education, 2002-2004.
- Member, Committee on International Education, Committee for the Prevention of Drug and Alcohol Abuse, American Association of State Colleges and Universities, 2001-2004.
- Board of Directors, New Jersey-Edge and New Jersey-Transfer, Committees of the New Jersey Presidents' Council. 2001-2004.

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- Board of Trustees, Hackensack University Medical Center Foundation, Hackensack, New Jersey. 2001-2010.
- Board of Directors, Commerce and Industry Association of New Jersey (CIANJ).2001-2010.
- Executive Committee, National Council of Public Liberal Arts Colleges (COPLAC). 2002-2004.
- Co-Chair, Russ Berrie Prize for Making a Difference, Mahwah, New Jersey. 2001-2004.
- Co-Chair, African-American / Jewish Community Relations Symposia – four consecutive years. 1996-2000.

Select Presentations

Smith, Rodney D., Inaugural Ellucian Live 2020 President’s Panel. June 22, 2020.

Smith, Rodney D., Global Leaders Panel Discussion, Ellucian Banner, Washington, D.C. January, 2020.

Smith, Rodney D. “President’s Inaugural Address – Building a University for the Future.” Delivered at the University of The Bahamas’ Charter Day, November 10, 2016. Thomas A. Robinson National Stadium, Nassau Bahamas, 2016.

Smith, Rodney D. “Addressing Educational Needs in an Archipelagic Island Nation – Why Assessing The Bahamas through International Standards is Erroneous.” Presidents Forum, Heads of Government Meeting, Panama City, Panama, 2015.

Smith, Rodney D., “Building a Stronger Team”. Staff Development Seminar for Dominion Physical Therapy and Associates, Inc. February, 2012.

Smith, Rodney D., and Boyd, Angela. “Student Enrollment, Retention and Graduation: Trends and Best Practices”. 2012 Winter Educational Staff Institute, Hampton University, January 2012.

Smith, Rodney D., and Haysbert, JoAnn. “The Presidential Interview: An Agenda for Success.” On the Road to the Presidency- Annual Executive Leadership Summit. Hampton University, November 2- 4, 2011.

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Smith, Rodney D; Murphy, Pollie; Gibbons, Regina; Baker, Spencer. "Using Technology to Make Life Easier: TracDat and Class Climate." Spring 2011 Faculty Institute, Hampton University.

Smith, Rodney D. (March 2011) "Effective Leadership", Opening Speaker for Leadership Institute, Hampton Roads Academy, Hampton, Virginia.

Smith, Rodney D. (October, 2010) "Faculty Productivity: Facts and Statistics", HU Strategic Administrative Leadership Training (SALT) Retreat for deans, directors and chairpersons. Virginia Beach, Virginia.

Smith, Rodney D. (August, 2010) "Strategic Planning and Enrollment Management", Administrative Retreat, Hampton University, Hilton Head, South Carolina.

Smith, Rodney D. (July, 2010) "Using TracDat to Report and Evaluate Progress of the University's Strategic Plan." 2010 Nuventive Users Conference, Sponsored by Microsoft and Datatel, Pittsburgh, PA.

Smith, Rodney D., (2008) "Transformational Leadership – From Servant Leadership to Community Organizer." Presentation to the Five-Year MBA students of Hampton University.

Smith, Rodney D., (2007) the New 21st Century Doctorate of Education at Eastern Kentucky University. Presentation to the faculty of the Educational Leadership and Policy Studies Program, Eastern Kentucky University.

Smith, Rodney D., (2007) Three Challenges facing The Desert Community College District. Presentation to select Palm Desert Community College faculty and staff, Palm Desert, California.

Smith, Rodney D., (2006) The Role of Student Services in Promoting Student Success. Presentation to select faculty, students and staff at Purdue University - Calumet Campus.

Smith, Rodney D., (2004) "Higher Education – A Twenty-First Century Context." Presentation to the Greater Montvale Business Association, Inc., New Jersey.

Smith, Rodney D., (2004) "Transitioning from the Presidency," Presentation/Lecture Millennium Leadership Institute, American Association of State Colleges and Universities, Washington, D.C.

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Smith, Rodney D., (2003) "American Higher Education Systems". Presentation to the faculty, staff and students of Dali University, Kunming Province, China.

Smith, Rodney D., (2003) "A Comparison between the Higher Education Systems in America and China." Presentation at the Fourth Annual International Education Conference in Beijing, People's Republic of China.

Smith, Rodney D. (2003) "China: Yesterday, Today and Tomorrow". Presentation as discussion paper at Ramapo College of New Jersey.

Smith, Rodney D., (2003) "Competing Equities and Changing Dimensions Versus the Historic Struggles Against Race and Gender Discrimination," Presentation to the Third Annual Diversity Issues in Higher Education Conference, National Conference for Community and Justice at the University of Medicine and Dentistry of New Jersey.

Smith, Rodney D., (2002) "International Education Initiatives Post 9/11," Presentation to the Faculty Network Symposium, New York University.

Smith, Rodney D., (2001) "Team-Building in Presidential Leadership," Presentation/Lecture Executive Leadership Institute, Hampton University, Hampton, VA.

Smith, Rodney D., (2001) "Transitioning to the Presidency – What a Difference a Year Makes," Presentation/Lecture to the Millennium Leadership Institute, American Association of State Colleges and Universities, Washington, D.C.

Smith, Rodney D., (2000) "The Disparity between African American Males and Females entering Colleges and Universities." Interview on National Public Radio (NPR), Washington, D.C.

Smith, Rodney D., (2000) "The Role of the Public Liberal Arts College in American Higher Education." Presentation before select faculty, staff and students of The Evergreen State College, Olympia, Washington.

Smith, Rodney D., (2000) Hampton University Strategic Planning Process. 2000 2001 Action Plan, Presentation to the Hampton University Board of Trustees, Sullivan and Cromwell, New York.

Smith, Rodney D., (2000) "Challenges Facing Higher Education During the Next Decade." Presentation, The Evergreen State College, Olympia, Washington. 2000.

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