

ADAM A. SMITH

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QUALIFICATIONS SUMMARY

Experienced administrator; educator, reformer and educational leader.

Demonstrated success in increasingly responsible positions with proven abilities that include:

- innovative institutional and community leadership experience with an emphasis on student retention through advising, support services, strategic planning and coalition-building.
- senior-level academic and student affairs experience designing and implementing retention initiatives with measurable results at large, urban institutions.
- developed, funded and led federal and state programs that were identified as institutional, state and national models.
- revitalized public education system through urban education reform through charter public schools, school governance, community engagement, public/private sector partnerships, post secondary aspiration and increased higher education opportunities.
- successful federal, state and local grant-writing and program assessment experience.
- conducted fundraising campaigns yielding over \$4 million in private sector contributions.

PROFESSIONAL EXPERIENCE

THE UNIVERSITY OF ALABAMA, Tuscaloosa, Alabama

2015-Present

A public research university, and the flagship of the University of Alabama System with over 37,000 students in more than forty undergraduate, graduate, professional degree programs, including the state of Alabama's only law school.

Director – Undergraduate Academic Advising and Student Success

Reporting to the Office for Academic Affairs, oversee campus-wide academic advising efforts for undergraduate students focusing on establishing cohesion, partnerships, best practices and innovation to increase student retention and completion rates. Develop and administer new academic success center and advising unit focusing on holistic advising and support strategies.

Significant Projects and Outcomes:

- Redesigned and administered new institutional advising/success coaching model focused on proactive student supports to increase retention, persistence and graduation rates.
- Implemented intrusive, holistic & multi-tiered advising model starting with conditional admits students, growing to include undecided students and in turn all freshmen.
- Increased retention rates, overall grade point average (14%) & number eligible for Honors College of conditional admit students.
- Established Capstone Center for Student Success, a one-stop, holistic advising and student support space.
- Redesigned and coordinated first year experience course program and curriculum.
- Utilized predictive analytics, social media and tracking software to improve student success campus-wide.

Public, comprehensive, urban, world-class research institution with 31,000 diverse graduate and undergraduate students. Open enrollment institution that includes a community college, law school and one of the top engineering programs in the nation.

Assistant Vice President for Student Success and Special Assistant to the Office of Academic Affairs

Administer student success unit comprised of academic advising, academic success coaching and STEM scholarship programs focused on diverse student acquisition, retention and graduation. Managed unit of over twenty professional staff. Charged with increasing student retention and graduation rates.

Significant Projects and Outcomes:

- Redesigned and administered new institutional advising/success coaching model focused on proactive student supports to increase retention and yield.
- Increased retention rate campus-wide by 7.5% and 10% with at-risk student population, while diversifying and growing freshmen class.
- Administered student success programs aimed at over 4,000 students with a scholarship budget of over \$2.5 million annually.
- Created institutional advising model focused on Academic Success Coaching.
- Designed new student orientation program focused on historically underserved populations.
- Implemented recruitment coalitions aimed at first-generation and minority students.
- Developed programs to increase institutional summer enrollment and student engagement.
- Developed Choose Ohio First Scholarship Program that brought 600 new STEM students to the University with a 95% retention rate and 82% graduation rate.
- Diversified student population in the STEM fields through community collaborations with organizations serving non-traditional students, minority students, dislocated workers, veterans and more.
- Created partnership with Akron and Canton School Districts that engaged 300 high school students in Black Male Summit and follow-up mentoring activities.
- Implemented a system that created five (5) times more STEM Scholars than the previous year at the university.
- Managed \$2.5 million in annual scholarship dollars.
- Implemented and designed curriculum for First Year Experience (FYE) course required for all first-year students not directly admitted to degree granting college.
- Designed curriculum and taught success course aimed at students on academic probation.
- Created institutional advising model focused on Academic Success Coaching.
- Instructor First Year Experience, Student Success Seminar and Probationary Student LifeClass (2014-present).
- Coordinated Ohio Innovation Alliance, a partnership with three (3) two and four year institutions focusing STEM opportunities, fields of study and sustainability.
- Created model for recruitment, submission and acquisition of Nationally Competitive Fellowships.
- Established and supported institutional fellowship network of faculty.
- Responsible for three times the number of university students receiving the prestigious Fulbright Fellowship than have been received in history.
- Created and administered “Jump Start” bridge program aimed at orienting and retaining STEM majors.
- Tripled departmental budget and staffing.
- Implemented university’s first mathematics immersion STEM summer bridge program.

CITY OF ROCKFORD, Rockford, IL**2006-2009**

Third largest City in the State of Illinois with 150,000 diverse residents. Community educational issues have persisted for decades and include chronic truancy, lack of Bachelor's Degrees among adult population, minority-majority achievement gap, low state test scores, and a graduation rate among the lowest in Illinois.

Director of the Mayor's Office of Education and Life-Long Learning

Called into service by Mayor into new position within the Administration to address broad-based community education issues PreK-20 through reform and collaboration. Reported directly to the Mayor.

Significant Projects and Outcomes:

- Raised over \$2 million dollars annually for new education initiatives through grants and private donations.
- Built coalition between City, County, School District, Higher Education Institutions and business leaders to implement community-wide education reform.
- Developed, built and raised over \$2.5 million for city's first Teen Enrichment, Education and Recreation Campus Center comprised of hundreds of programs to serve high school students during the summer and after-school.
- Collaborated with numerous higher education institutions to establish community's City University concept.
- Built community and state-wide discussion regarding charter public school replication and growth in Rockford, including creating a coalition of teachers, parents, business leaders and community leaders resulting in first charter public schools for community.
- Developed innovative state legislative changes (SB 2743) that improved state-wide ability to provide intervention and support to truant students and their families.
- Established free summer public transportation for all middle and high school students with Rockford Mass Transit District.
- Achieved dramatic results through creation, funding and implementation of Truancy Eradication Initiative where chronic truancy was reduced by thirty percent (30%) in less than one year.
- Developed, funded and led Post Secondary Aspiration and Access Initiative placing paid Post Secondary Advisors and over eighty (80) volunteers within Rockford Public Schools.
- Developed, funded and led county-wide youth prevention initiative aimed at eliminating barriers between youth and life-long success. Initiative yielded over 3,000 members in its first year, holds monthly positive events for teens and has launched a youth-focused media campaign focusing on the results of positive choices.
- Represented Mayor on Boone and Winnebago Counties Workforce Investment Board.
- Coordinated and secured funding for tracking mechanism for all high school graduates from Rockford Public School District.
- Represented Mayor with local media, at local and state events and with numerous speaking engagements.

ROCK VALLEY COLLEGE, Rockford, IL**1999-2006**

Comprehensive community college serving 250,000 residents of five (5) counties in northern Illinois. 14,000 full and part-time students. Largest institution of higher education in Winnebago, Boone and Ogle Counties.

Dean of Students and Outreach

Position with primary responsibility for Admissions, Student Life, TRiO, WIA, Dual Credit, Student Center, High School Connections and Community Outreach Initiatives reporting directly to the Vice President of Student Development.

Significant Projects and Outcomes:

- Restructured staff and physical space/facility creating a Student Center that engaged attracted and retained students.
- Designed and implemented Student-Athlete Orientation and Retention Program resulting in eighty-five percent (85%) retention/matriculation rate.
- Restructured Admissions staff and developed college-wide efforts that focused on the recruitment and retention of diverse student populations.
- Appointed by President to design county-wide Alternatives to Incarceration Program for first-time, non-violent offenders. Model adopted by Winnebago County in 2007 as an Alternative to Incarceration Center.
- Re-organized college Student Leadership Model and Student Life Department into a program that empowered and involved all student groups. Model included the addition of a College Activities Board and Student Government Association.
- Primary budgetary responsibility of over \$1 million.
- Supervised four (4) Directors in a department of over forty (40) employees.
- Augmented college and community programming resulting in increased visits to the institution by the diverse community.
- Implemented college-wide student IDs.
- Designed, implemented and promoted successful ACT Prep Program aimed at creating educational pathways for first-generation and low-income students.
- Developed, funded and led Federal TRiO program acknowledged as a National Model due to its ninety-five percent (95%) high school graduation rate and ninety percent (90%) college placement rate with low-income, first generation students.
- Repeatedly submitted successful Federal, State, WIA and local grant proposals.
- Retained ninety-two percent (92%) of students annually through a program based on a culture of inclusion, structure, positive self-image and high expectations.
- Expanded number of students served by two hundred percent (200%) and overall budget by one-hundred and fifty percent (150%) in six years.
- Diversified departmental funding sources through successful fund development activities and multiple successful grant applications from varied sources.
- Primary responsibility for budget oversight, assessment, program evaluation and reporting.
- Coordinated public relations and fund development strategies.
- Supervised staff of over twenty-five (25).

JUDSON UNIVERSITY, Elgin, IL

2002-2009

Private, liberal arts institution thirty (30) miles from Chicago with focus on Adult Education through various satellite programs and multiple delivery models.

Adjunct Instructor/Graduate Program Mentor

Instruction in multiple disciplines specializing in non-traditional student populations.

Courses Taught:

- Organizational Leadership in Human Services.
- Workplace Diversity.
- Program Assessment and Evaluation.
- Human Resource Management.
- Urban Development.
- Introduction to Psychology.
- Organizational Health and Wellness.

YOUTHBUILD, Rockford, IL **1998-1999**
Comprehensive Community Solutions, Inc. an agency comprised of Federal YouthBuild, AmeriCorps, AmeriCorps VISTA* and low-income housing development programs.

Deputy Director

Provided leadership for \$2 million community development corporation.

ALLIED-DUNN'S MARSH NEIGHBORHOOD CENTER, Madison, WI **1995-1998**
Non-profit agency and community center serving over 6,000 low-income, diverse residents annually on Madison's southwest side.

Executive Director

Served as Chief Operating Officer reporting directly to Board of Directors.

AMERICORPS NATIONAL CIVILIAN SERVICE CORPS, Madison, WI **1994-1995**
Served as "Discipline Coordinator", Program Coordinator and Community Organizer at Mendota Elementary School and in the Vera Court Housing Projects.

EDUCATION

Additional Graduate Work, The University of Akron – Akron, Ohio, Ed. Admin. (2013-2015)

M.Ed., National-Louis University - Wheeling, IL, Educational Administration/Supervision, 2001

B.A., Concordia University - Mequon, WI, Theology/Elementary Education, 1994

RELEVANT EXPERIENCE

SELECTED GRANTS and SERVICE ACTIVITIES

The University of Akron

- Principal Investigator, *Choose Ohio First-STEM Scholarship Program*, Ohio Board of Regents, \$4 million, 2013-2014.
- Instructor – Orientation to College (BCE 101) – The University of Alabama 2016-Present.
- Instructor – Academic Potential (NEW 122) – The University of Alabama 2016-Present.
- Instructor – First Year Experience, Akron Experience and Probationary Student LifeClass 2013-2015.
- Higher Learning Commission (HLC) Re-Accreditation Writing Team.
- Black Male High School Summit Founder and Administrator.
- Retention Champions Campus-Wide Retention Coalition.
- Emergent Student Success Leadership Team.
- Safety Task Force.
- Research Initiatives Implementation Team.
- Intercollegiate Athletics Diversity Committee.
- Advisor – Male Excellence Network.
- Leadership Akron – 2011.

Additional Service and Involvement

- Canton City School District *Brighter Tomorrow III* Strategic Planning Team.
- Rockford Area Economic Development Council Education Solutions Team.

- Regional Attracting and Retaining Talent Steering Committee.
- 100 Black Men of Rockford, Inc. (President and Founder).
- Rockford Public School District Education Committee.
- Board of Directors – YMCA Black and Hispanic Achievers.
- Education Contributor – Essence Magazine.
- Rock Valley College Core Values Team.
- Rockford Public School District School Assignment Technical Committee.
- Vice President of Professional Staff Association.
- College Leadership Council.
- Student Affairs Council and its College’s Shared Governance Model.
- Rockford Public School District Referendum Steering Committee.
- Board of Directors – Junior Achievement of Rock River Valley.
- Board of Directors – Northwest Community Center.
- Director – Chicago Bears Youth Football Camps.
- Member - 100 Black Men of Madison, Inc.

SELECTED PROFESSIONAL AFFILIATIONS

- National Association of Student Personnel Administrators (NASPA).
- National Academic Advising Association (NACADA).
- National Association of Fellowship Advisors.
- United States Conference of Mayor’s Workforce Development Committee.
- Rockford Tooling and Manufacturing Association.
- Council for Opportunity in Education.
- Illinois College Access Network.
- NAACP.
- Mid-America Association of Educational Opportunity Program Personal.

INVITED SEMINARS & KEYNOTES

- Keynote Speaker for:
 - Akron Public School District Scholarship Night, 2015
 - Kent State University Spring 2010 Student Success Workshop
 - Northern Illinois Community Foundation Scholarship Dinner.
 - Rock Valley College Annual Leadership Banquet.
 - YouthBuild Rockford Graduation.
 - Wartburg College Dr. Martin Lutheran King, Jr. Day Celebration.
 - Saving Our Students Annual Meeting.
 - City of Rockford Annual Dr. Martin Luther King Jr. Celebration.
 - Northern Illinois Nursing Educators Annual Conference.
 - Downtown Rotary Annual Meeting.
 - Rockford Women’s Club.
 - Alpine Kiwanis.
 - River Rock Valley Cosmopolitan Club Annual Meeting.
 - Northern Illinois Ushers Council Annual Meeting.
 - Rockford Rotary Academy Annual Meeting.
 - Hands that Help Teacher Prep Program Annual Meeting.
 - Zeta Lambda Education Foundation (Hampton, VA) Alpha Phi Alpha Megagenesis, 2009 Keynote Speaker
- Radomski-Bomba, T., **Smith, A.A.**, Vang, M. (2015 , January). *Success Coaching and Retaining the Middle-of-the-Road Student*. Ohio College Personnel Association/Ohio Association of Student Personnel Administrators Annual Conference, Worthington, Ohio.
- Radomski-Bomba, T., **Smith, A.A.**, Vang, M. (2015 , May). *Academic Success Coaching or Academic Advising?: Building a Model that Retains All Students*. National Conference for Race & Ethnicity in American Higher Education (NCORE), Washington DC.
- Workshop Presenter: Mid-America Association of Educational Opportunity Program Personnel Annual Conference, “Increasing Programmatic Outcomes through Relationships and Expectations”.
- Workshop Presenter: National Conference for Race and Ethnicity in American Higher Education (NCORE) - *Attracting and Retaining Historically Underrepresented Students in Science, Technology, Engineering, Mathematics and Medicine (STEM)*.
- Workshop Presenter: Illinois Association of Educational Opportunity Program Personnel Annual Board Meeting, “Diversifying Funding Streams in TRiO Programs”.

References Available Upon Request