

Charles Gibbs, Ed.D.

PROFESSIONAL SUMMARY

A nationally recognized leader and influencer in higher education at two Carnegie R2 Research institutions, having served at the executive level of both institutions. A proven fundraiser, enrollment management specialist, and student affairs professional with experience in ensuring fiscal stability and growth. Experienced in developing and strengthening HBCU collaborations and corporate partnerships.

EDUCATION

Ed.D., Howard University, 2020

M.Ed., Education Administration and Policy, Howard University 2004

Bachelor of Business Administration, Marketing, Howard University, 1991

PROFESSIONAL EXPERIENCE

CLARK ATLANTA UNIVERSITY

Atlanta, GA

President of the Propel Center HBCU Consortium at Clark Atlanta University Oct 2021 – June 2023
(while continuing to serve as *Vice President for University Affairs*)

The Propel Center is a comprehensive academic innovation hub located at Clark Atlanta University that serves all 107 HBCUs by bringing critical resources and tools to underserved students and educators from around the world. It provides advanced technology, academic programming resources, faculty development initiatives, and funding to ensure student success. The Propel Center was designed to be similar to the United Negro College Fund (UNCF) and Thurgood Marshall College Fund (TMCF), as a resource model for HBCUs primarily in the areas of enriched academics, enhanced faculty and student research, as well as innovative technology.

- Transitioned from Vice President at Clark Atlanta University to the competitive position of President of this global technology and innovation academy that supports all 107 HBCUs.
- Ensured that Clark Atlanta University and other HBCUs had the cutting-edge technology required to be competitive in the business world.
- Worked with HBCUs to develop a Carnegie academic assessment model that would assist the eleven (11) HBCUs in advancing from R2 to R1, and others from R3 to R2.
- Assisted HBCUs in developing and implementing competitive academic programs and ensuring that curriculum components remain relevant and aligned with workforce development needs.
- Assisted HBCUs in establishing sound financial policies to ensure SACSCOC compliance, particularly since several HBCU experienced accreditation challenges with fiscal management.
- Developed strategic plans for HBCUs and ensured that the plans contained measurable components.
- Assisted HBCUs in developing reliable and responsible budgets.
- Implemented a student services model that included student engagement, student achievement, and career development.
- Formed over 100 public private partnerships with HBCUs and corporate leaders to assist in resource development and legislative alliances, with a special focus on capacity building for smaller HBCUs.
- Provided avenues for student research in competitive areas such as engineering, computer science, technology, artificial intelligence, agriculture, arts and entertainment, health sciences, and business.

CLARK ATLANTA UNIVERSITY

*Vice President for University Affairs, Chief of Staff
and Chief Executive Advisor to the President*

Atlanta, GA

September 2019 – January 2022

Served as Vice President and Chief Executive Advisor to the President for this R2 Carnegie Doctoral Research university with the responsibility of assisting with the overall leadership and management of the institution. Clark Atlanta University is a private HBCU, the first in the Southern United States and the largest UNCF member school, with a student population of almost 4500, and 1100 faculty and staff. Offers 45 Bachelors, 30 Masters, and 8 Doctorate degrees.

- Provided continuous leadership in conjunction with the university's president for the planning and operation of all aspects of university academic programs and services, in conformance with the Board of Trustees, institutional board policies, governing board regulating policies, and state law.
- Implemented the vision, short-term, and long-term goals, spearheaded the strategic plan for the University, and managed high priority projects designed to achieve the strategic vision.
- Assisted in managing the day-to-day operations of the University and assured an organized and efficient institution.
- Spearheaded the R2 to R1 initiative to advance Clark Atlanta University to the R1 research status.
- Ensured that proper accounting and financial controls were in place in concert with sound fiscal policies, and that accounting and financial reporting were timely and accurate.
- Ensured quality academic programs existed in each of the departments with qualified faculty that continued to contribute to positive outcomes, including online programs and instructional technology.
- Ensured SACSCOC accreditation standards were consistently met; and that all academic units on the campus were accredited. Worked closely with the accreditation liaison for the University.
- Served as member of the Strategic Planning Committee and Academic Program Review Committee.
- Provided an environment for students that ensured student success and cultivated student engagement.
- Ensured that faculty and staff were exposed to emerging technologies including smart technology, artificial intelligence, and machine learning.
- Provided avenues for student development, including training, student internships, and permanent placement opportunities.
- Increased the focus on international students and enhanced international initiatives and recruitment.
- Created and expanded innovative programming and educational opportunities (both credit and non-credit) to increase community engagement, promote workforce development, and generate revenue.
- Managed the athletics programs of the University and ensured NCAA compliance.
- Served as Chair of the Comprehensive Master Plan for the university including strategy, analysis for acquisition, expansion, and campus sustainability.
- Spearheaded the \$250 million comprehensive campaign, securing almost \$100 million in year one.
- Ensured that fundraising for the University was sustained, and that new donors and partnerships with the corporate community were developed and cultivated, both locally and nationally.
- Enhanced the marketing, digital communications, and public relations of the University.
- Continued the national and international prominence of the University and enhanced the global brand.
- Ensured the national rankings of the University were maintained and continued to improve.
- Worked with state legislators to enhance relationships and ensure funding for the University.
- Monitored compliance with relevant laws and regulations; built relationships with elected officials.
- Ensured understanding of the information technology framework of the university, including data comprehension, knowledge of the foundational IT system, hardware, software, and various platforms.
- Managed buildings and facilities of the university, actively increasing the footprint of the institution.
- Collaborated with the Office of Enrollment Management and developed a successful Enrollment Plan.
- Ensured the University operated with a shared governance approach, whereby faculty, staff, and students participate in policy development and the decision-making process.

MILES COLLEGE

Vice President for Student Affairs and Dean of Students
(held various positions simultaneously)

Fairfield, AL
June 2016 – Sept 2019

Served as Vice President and Chief Student Affairs Officer with the responsibility for student development and success. Miles College is a private HBCU with a student population of just under 2,000.

- Provided leadership, management, and supervision for student services, programs, and personnel.
- Reorganized the Office of Student Affairs to improve operational efficiencies, and restructured several organizational components including conduct, judicial affairs, student elections, and the student general assembly.
- Completed multi-million dollar renovations and upgrades to three (3) student residence halls including roofing, plumbing, carpentry, painting, tiling, mold analysis and several other repairs.
- Ensured the University Police Department was adequately staffed and provided a safe and secure educational environment through collaborative interaction with students, faculty, and staff.
- Successfully implemented virtual fall and spring career fairs which resulted in an increased number of student participants as well as potential employers.
- Ensured that 80% of the students were placed in permanent placement opportunities through the Career Services Center.
- Enhanced the resume writing workshops and video interviews to better serve the student population.
- Increased student participation in campus activities including student elections, intramural sports, and Greek life.
- Improved the University Counseling Center by hiring more staff and ensuring that Telehealth Counseling was adequately staffed. Also continued the Wellness Days initiative.

MILES COLLEGE

Vice President for Student Affairs and Dean of Students
Vice President for Institutional Advancement (added responsibilities)

Fairfield, AL
August 2017 – November 2018

Served as Vice President of Institutional Advancement with a primary role for designing and implementing comprehensive fundraising and advancement programs for the institution.

- Provided strategic leadership for the College's efforts to build and nurture relationships, both internal and external, that were vital to the academic, economic, and philanthropic advancement of the institution.
- Developed programs that engaged the university alumni and maintained alumni services.
- Recruited and developed talented team members who were focused on significantly increasing constituent involvement and fundraising outcomes.
- Directed initiatives and served as primary lead and in the areas of Institutional Development, Alumni Affairs, Federal Contracts and Grants, Title III; Institutional Research and Effectiveness, Congressional Relations, and Public Relations.
- Spearheaded the annual Miles College Giving Campaign by securing a record \$325,000.
- Met revenue goals for institutional giving programs as set by the Board of Trustees and the President in accordance with the strategic plan.
- Updated policies, processes and procedures for institutional programs and fundraising efforts.
- Established goals and objectives for campaign volunteers and staff structures, linking these goals to fundraising and the budget, in alignment with fiscal year planning.
- Implemented best practices for obtaining future partnerships and development activities.
- Implemented internal and external communication programs in accordance with goals and objectives.

MILES COLLEGE

Vice President for Student Affairs and Dean of Students
Director of Facilities Management (added responsibilities)

Fairfield, AL
May 2017 – May 2019

Served as the Chief Facilities Management Officer with the responsibility for the effective operation of the facilities department for continuous maintenance and operation of the infrastructure of the college.

- Directed the infrastructure, systems, equipment, and grounds with the strategic intent in the execution of capital construction projects and emergency planning.
- Monitored the budget of the facilities department.
- Led the strategic effort for a \$1 million summer renovation for campus reopening in academic facilities and residence halls.
- Executed a \$2 million strategy to outfit four on-campus residence halls with new infrastructure including furniture, HVAC, lighting, painting, and technology upgrades.
- Provided strategic leadership in the acquisition and demolition of purchased parcels to expand the College's footprint for the construction of academic facilities in accordance with the campus Master Plan.
- Ensured that all campus facilities remained in compliance with safety laws and regulations.
- Directed the long-range planning of facilities and infrastructure for the institution.

MILES COLLEGE

Vice President for Student Affairs and Dean of Students
Executive Director for Public Safety

Fairfield, AL
July 2016 – August 2018

Served as Chief Public Safety Executive with the direct responsibility for overseeing the safety of students, faculty, and staff as well as the physical assets.

- Directed the entire realm of public safety operations and ensured compliance with local, state, and federal laws.
- Along with the Chief of Police, led the 32-member police force, providing 24-hour university protection.
- Decreased safety campus complaints of physical and verbal assaults by 25% within the first year.
- Led efforts to ensure proper and accurate Cleary Act data reporting of all on campus health and safety information.
- Provided strategic leadership for the development and creation of emergency web-based notifications that provided faculty, staff, and students with information and instructions during emergency situations that could affect their well-being.
- Launched the mobile app "Bear Claw," a mobile anonymous tip line that assists with allowing the college community to report anonymous tips of inappropriate activity in and around the campus in real time.

HOWARD UNIVERSITY

Vice Provost for Student Affairs

Washington, DC
August 2008 – June 2016

- Served as Vice Provost providing leadership, management, and supervision for student services programs, including personnel, financial aid, recruiting, and retention.
- Responsible for a \$25 million operating budget focused on student success and student services.
- Ensured that the curriculum allowed students to persist and drive their academic and personal goals.
- Implemented other initiatives that assisted students in continuing their enrollment at the university.
- Enhanced academic support and student advising to improve student growth and development.

- Ensured that financial aid was properly administered including compliance, disbursement of funds, and student aid reporting.
- Provided executive leadership for the University Counseling Center, focusing on individual and group counseling services, evaluation and medication management oversight.
- Provided expert leadership in the re-writing and passage of the Student Government Association Constitution with 85% of the current student body voting in the affirmative to pass the constitution in a special election.
- Directed the entire realm of public safety operations and ensured compliance with local, state, and federal laws.
- Responsible for executing effective Summer Readiness Preparedness for the entire campus reopening.
- Guided priorities and budget alignment for \$3.5 million residence hall renovation and grand reopening.
- Provided executive leadership over a \$7 million Residence Life operating budget, generating over \$18 million in revenue annually.
- Monitored the budget of the facilities department.
- Managed summer readiness operating budget of \$11 million; servicing 14 residence halls.
- Directed the infrastructure, systems, equipment, and grounds with the strategic intent in the execution of capital construction projects and emergency planning.
- Led the strategic effort for a \$1 million summer renovations for campus reopening in academic facilities and residence halls.
- Executed a \$2 million strategy to outfit 4 on-campus residence halls with new infrastructure.
- Provided strategic leadership in the acquisition and demolition of purchased parcels to expand the University's footprint for the construction of academic facilities.
- Led the acquisition and demolition of several residential properties purchased by the institution as a part of the institution's campus-wide expansion.
- Implemented innovative technological approaches and software systems to help increase the ease of selection of housing room assignments for returning and new students.

HOWARD UNIVERSITY

Vice Provost for Student Affairs, Senior Director of Alumni Affairs

Washington, DC

July 2012 – June 2014

Responsible for managing all aspects of alumni relations including developing alumni programs, implementing the alumni strategy, and managing systems and technology in support of the efforts associated with the Office of Alumni Affairs. Also plan and execute major events that support the Alumni Association's domestic and international 90,000 membership base.

- Instrumental in increasing the University's alumni giving rate from 7% to 10% through more alumni engagement and key initiatives that included the creation of the "Gift-A-Senior Campaign" and implementation of the Alumni Insight Conference Call Series. This campaign supported graduating Seniors with outstanding balances that hindered their ability to graduate.
- Established and implemented the first ever Bison Pre-Alumni Club to create a cultural shift of philanthropy of undergraduate student engagement.
- Managed communication strategies and partnerships with the University's national organization to leverage and promote initiatives and activities.
- Successfully implemented yearly Alumni Trustee Elections to select the Alumni Trustee member to the University Board of Trustees.
- Managed the Charter Day activities that recognized distinguished alumni honored the largest alumni contributors.

HOWARD UNIVERSITY*Vice Provost for Student Affairs & Director, Intercollegiate Athletics*

Washington, DC

September 2008 – July 2012

Responsible for the management and direction of 19 Division I Women's and Men's Intercollegiate Athletic Sports. Supervised 19 head intercollegiate athletic coaches, 15 Para-professional staff members, and a staff of 17 full-time staff members with responsibility of a \$20 million operating budget.

- Led all aspects of athletic programs of the University including hiring coaches and staff, managing operational teams, the budget, fundraising, and marketing.
- Ensured the university remained in compliance with NCAA and all athletic rules and regulations.
- Served as the University's representative to the NCAA Council of Athletic Directors.
- Implemented key fundraising strategies to achieve the University's aggressive athletic fundraising goals by securing a record \$450,000 in private and corporate fundraising dollars within 6 months.
- Led efforts in the department re-organization by hiring key staff personnel that supported the positions of: Senior Women's Administrator, Head Softball Coach, Strength and Conditioning Coach and Head Men's Basketball Coach.
- Led the \$1.5 million renovation of the Men and Women visitors' locker rooms.
- Led the \$250,000 new construction effort to design and build the new Men's basketball wing.

HOWARD UNIVERSITY*Dean, Office of Residence Life and Director of On-Campus Housing*

Washington, DC

July 2003 – August 2008

Planned and directed all functions of university-owned and operated student residence halls, including programming and management, with responsibility for \$18 million in revenue and a \$7 million budget.

- Provided oversight of the construction of new residential facilities and coordination with the various schools and colleges to create living and learning communities.
- Supervised and managed 14 residence halls, with more than 5,000 on-campus residents, and a residential student and staff workforce of over 150 paraprofessionals.
- Managed the \$5 million in Summer Readiness Renovation Program for University housing.
- Guided union employees through contract negotiations resulting in a new 5-year sustained contract for valued employees.
- Spearheaded the development of a new RSVP housing selection process system for students.
- Launched the Office of Residence Life Leadership Institute (ORLI) to support Residential Assistants in leadership development.
- Created the Residence Life Wellness program for the well-being of residential housing employees.

HOWARD UNIVERSITY*National Recruiter for Undergraduate Studies*

Washington, DC

September 1998 – June 2003

- Managed a portfolio of student applicants that required full packaging and assessments to include completion of applications, FAFSA, transcripts and recommendation letters.
- Responsible for maintaining external and internal recruitment contacts and representing the University at recruitment related activities.
- Served as the liaison to counselors, 1,500 prospective students, parents, and the general public.
- Developed strategies that incorporated additional national and international markets for engaging and attracting top talent to Howard University.
- Managed database of records and contacts with prospective students and applicants, and prepared reports on recruitment progress across regions to achieve university enrollment goals.

OTHER PROFESSIONAL EXPERIENCE

100 Black Men of America, Incorporated

Chief Executive Officer

Atlanta, GA

July 2023 – Present

Serves as CEO of this non-profit organization that focuses on improving educational, economic, and social conditions of communities nationwide. Motivating and empowering students to become self-sufficient and overcoming challenges are the basic tenants of the organization, with more than 125,000 students in mentoring and outreach programs. At the request of former Chairman and mentor, Tommy Dortch, who had been diagnosed with a terminal illness, I was asked to obtain a leave of absence and serve as the chief executive of the 100 Black Men to stabilize the organization before his transition.

- Responsible for the growth and development of the organization, managing the overall operations, and driving profitability.
- Expand higher educational opportunities and resources for people of color and those in under resourced communities.
- Elevate the HBCU collective by increasing the emphasis on empowerment, health and wellness, mentoring, and educational learning experiences.
- Create a long-term strategy for building and leading a strong team of professionals to carry out the mission and goals of the organization.
- Make major corporate decisions and enhance organizational resources.
- Ensure that the strategic plan is implemented, and the goals of the organization are met.
- Significantly increased funding for programs and initiatives, and ensured the organization remained financially viable.

Professional and Civic Affiliations

- United Way of Greater Atlanta Board Volunteer Involvement Program
- Executive Leadership Summit, Hampton University
- Millennium Leadership Institute, American Association of State Colleges & Universities
- Executive Management Development Certification Program, Harvard University
- Higher Education Leadership Foundation (H.E.L.F) Fellow, Beta Cohort Livingstone College
- National Association for Student Affairs Professionals (NASAP)
- American Colleges of University Housing Officers (ACUHO-I)
- Mid-Atlantic College and University Housing Officers (MACUHO)
- Association for Student Conduct Association (ASCA)
- Project Giveback (Former Board Member)
- Manhood 101 (Founding Board Member)
- We Feed Our People Community Outreach Organization (Member)
- Fairfield Chamber of Commerce
- Council on Minority Affairs
- Omega Psi Phi Fraternity, Incorporated (Member)
- 100 Black Men of America, Incorporated (Member)

Selected Awards and Recognitions

- Distinguished “What They See is What They Will Be Leadership Award”, Cape Fear Region 100 Black Men of America (2023)
- Project Giveback Leadership Award
- 2006 Montclair High School Commencement Speaker
- Administrator of the Year, Howard University, Student Government Association
- Inducted into the Howard University “Bison Express” Football Hall of Fame, Class of 2004
- Dr. Martin Luther King Jr. Celebration, Mt. Zion Baptist Church (Keynote Speaker)
- MLK Drum Major Award 2022
- Mayor’s Committee on Leadership Development
- Divine Nine Trailblazer Award

Selected Intellectual Contributions

- Gibbs, Charles J, “Why the HBCU Mission is Critical in a Racially Divided America,” *HBCU LIFEstyle.com*, 2016.
- Gibbs, Charles J, “Ideation, Innovation, and Collaboration: Developing Effective Fundraising Strategies Post-Covid 19,” *Higher Education Leadership Foundation*, Charlotte NC, Panelist, 2022.
- Gibbs, Charles J, “The Key to Successful Public Private Partnerships,” *HBCU Philanthropy Symposium*, Presenter and Facilitator 2022.
- Gibbs, Charles J, “Our HBCUs: Public & Private Partnerships-The Key Purpose Behind Investments,” *The National Summit for Sustainability of HBCUs*, Panelist, 2022
- Gibbs, Charles J, Host of HBCU Today at Prairie View A&M University. A student run online show to highlight the work of HBCU Presidents, 2022.
- Gibbs, Charles J, “Juneteenth Story of Freedom,” Presenter at Wiley College Freedom Film and Digital Project, 2021
- Gibbs, Charles J, “HBCU Today,” Presenter at Prairie View A&M University, Executive Management Series, 2020.
- Gibbs, Charles J, “Born 2 Sing,” Presenter at Bishop State Community College, Impact Project, 2020
- Tolson, Ivory, and Gibbs, Charles J, “African American Males an Academic Success” *YouTube*, Readone Communications, 2013.