

ADMINISTRATIVE VITAE

Timothy L. Beard, Ph. D., CRC, BCMC
-President Emeritus-

Summary of Career Objective: I seek a chief executive position in higher education (university or college president), to further serve and perpetuate college students' success. As University/College President, I will continue to commit to fulfilling all the necessary duties and responsibilities of a visionary who advocates sustaining open access to affordable and quality educational opportunities for student populations.

SUMMARY OF SENIOR ADMINISTRATIVE & ORGANIZATIONAL EXECUTIVE **APPOINTMENTS (1989-2024):**

College President, Pasco-Hernando State College, New Port Richey, FL, 2015-2024
Chairman, Florida College System Council of Presidents (COP), Tallahassee, FL, 2023-24
Chairman, Florida College System, Policy and Advocacy Committee, Tallahassee, FL, 2022-23
Representative, Florida Statewide Credentialing Committee, Tallahassee, FL, 2019-Present
Vice-President, Pasco Hernando State College, New Port Richey, FL, 2007- 2015
Vice-President and Dean of Student Affairs, University of South Alabama, 2003-2007
President Elect- National Council of Student Development, 2014-2015
Chairman, Chancellor's Leadership Executive Academy and Alumni Group, 2012-2014
State Board Member for Independent Colleges and Universities 2000-2001
Vice-President, Dorothy N. Beard Scholarship Foundation, 2001-2010
President, Progressive Care Foundation, 1991-1995
President and Owner, Charlotte Harris Rosier Quality Care Center, 1989-1993

SUMMARY OF FLORIDA A&M UNIVERSITY ADMINISTRATIVE AND FACULTY **EXPERIENCE (Spanning 14 Years)**

Assistant Professor, Florida A&M University (FAMU) School of Allied Health Sciences, 1999-2003, "Professor/Teacher of the Year" FAMU – 2000-2001
Director of Student Affairs, FAMU School of Allied Health Sciences, 1999-2003
Adjunct Professor, FAMU School of Allied Health Sciences, 1998-1999
Director of Graduate Student Services, FAMU-Florida State University (FSU) College of Engineering, 1997-1999
Director of Instructional Research, FAMU-FSU College of Engineering, 1995-1997
Director, Career Services, FAMU-FSU College of Engineering, 1990-1995
Assistant Director of Career Center, Florida A&M University, Tallahassee, FL, 1989-1990

EDUCATION

Doctor of Philosophy (Ph. D.)

Florida State University (FSU), Tallahassee, FL, 1998

Major: Rehabilitation Counseling/Higher Education

Professional Specialization & Certification: Higher Education Administration-

Certified Rehabilitation Counselor (CRC), Board Certified Master Counselor (BCMC)

Master/Bachelor of Science Degree

Florida State University, Tallahassee, FL 1986/87

Major: Rehabilitation Counseling

Specialization: Career Development

Associate Degree

Florida A&M University (FAMU), Tallahassee, FL 1985

Major: General Education/Physical Therapy

Other Program of Study: Health Sciences

LEADERSHIP ACADEMIES

- **2010**, Florida College Chancellor's Leadership Program for Future Presidents
- **2007-2008**, Leadership Pasco Florida Graduate
- **2005-2006**, Leadership Mobile, Alabama

RELATED EXECUTIVE & MANAGERIAL ADMINISTRATIVE EXPERIENCE:

College President- Pasco- Hernando State College, New Port Richey, FL, 7/2015-2/2024

Reporting to a nine-member Gubernatorial appointed and Senate confirmed District Board of Trustees, as the President, I exercised all powers and performed all duties described in Florida Statute 1001.65 and as prescribed by policies of the District Board of Trustees.

As College President, served as the chief executive officer of the College, corporate secretary of the District Board of Trustees (DBOT), and was responsible for the operation and administration of the College. In fulfilling these roles as President, recommended the adoption of rules, as appropriate, implemented provisions of law governing the operation and administration of the district, ensured the mission of the College and the rules and policies of the State Board of Education (SBE) were executed. Primary duties and responsibilities further included:

- Prepared annual budget requests and an operating budget pursuant to law for approval by the DBOT at such time and in such format as the State Board of Education (SBE) prescribed.
- Established and implemented policies and procedures to recruit, appoint, transfer, promote, compensate, evaluate, reward, demote, discipline, and remove personnel, within law and rules of the SBE and in accordance with rules or policies approved by the DBOT.
- Governed College admissions, subject to law and rules or policies of the DBOT and SBE.
- Approved, executed, and administered contracts for and on behalf of the DBOT for licenses; the acquisition or provision of commodities, goods, equipment, and services; leases of real and personal property; and planning and construction to be rendered to or by the College, provided such contracts are within law and guidelines of the SBE and in conformance with policies of the DBOT, and are for the implementation of approved programs of PHSC.
- Acted for the DBOT as custodian of all College property and financial resources and prioritized use of college space, property, equipment, and resources to impose charges for the use of those items.
- Directed and supported fund-raising and grant solicitation activities to increase financial resources available to support the College's programs and services.

- Established the internal academic calendar of the College within general guidelines of the SBE.
- Administered and maintained the College’s intercollegiate athletics program to promote high standards of academic and athletic achievement, equity, citizenship, behavior, and integrity for its student-athletes, employees, and support groups.
- Recommended to the DBOT the establishment and termination of programs consistent with the mission and goals of the College and governing law.
- Awarded degrees and credentials of completion.

- Recommended to the DBOT a schedule of tuition and fees to be charged by the College, within law and rules of the SBE.
- Organized the College to efficiently and effectively achieve strategic goals.
- Reviewed periodically the operations of PHSC to determine effectiveness and efficiency relative to achieving the goals of its strategic plan adopted by the SBE.
- Entered into agreements for student exchange programs that involved students at the College and students in other institutions of higher learning.
- Approved the internal procedures of student government organizations and provided purchasing, contracting, and budgetary review processes for these organizations.
- Ensured compliance with federal and state laws, rules, regulations, and other requirements that are applicable to the College.
- Maintained all data and information pertaining to the operation of the College and reported on the attainment by the College of institutional and statewide performance accountability goals.
- Certified to the Department of Education (DOE) projects’ compliance with the requirements for expenditure of Public Educational Capital Outlay funds prior to release of funds pursuant to the applicable provisions of law.
- Provided law enforcement agencies and fire departments that have jurisdiction over the College a copy of the floor plans and other relevant documents for each educational facility as defined in s. 1013.01(6), Florida Statutes and submit, by October 1 of each year, revised floor plans and other relevant documents for each educational facility that was modified during the preceding year.
- Developed and implemented jointly with school superintendents for Pasco and Hernando counties a comprehensive articulated acceleration program, including a comprehensive inter-institutional articulation agreement.
- Was responsible for student discipline in accordance with the law and rules of the PHSC DBOT.
- Submitted an annual employment accountability plan to the DOE in accordance with the law and rules of the Department.
- Annually evaluated, or have a designee annually evaluate, each department chairperson, dean, provost, and vice president in achieving the annual and long-term goals and objectives of the College’s employment accountability plan.
- Performed other such duties as the law, rules of the SBE or policies of the DBOT required.

Selected Accomplishments as College President:

- 99% Evaluation and Performance rating from DBOT as President from 2021-2024
- Bestowed the honor of being named as “President Emeritus” by unanimous vote by DBOT.

- By unanimous vote, DBOT bestowed the name of campus Library “The Dr. Timothy L. Beard Library” January 2024
- PHSC selected as an Aspen Nominee as a top 15% of Community/State College in the nation.
- PHSC was nominated in fall 2023 for Entrepreneurship “College of the Year.”
- College accreditation reaffirmed (for 10 years) by Southern Association on Accreditation Commission on Colleges (SACS-COC)
- Added 25 new academic programs from 2015-2024.
- Florida Governor’s Award, Top College for Performance Based Funding increase- 2017
- Awarded College’s first bachelor’s degree in business Applied Science and Nursing- 2017
- Annually, top performing Licensed Nursing (LPN) and Bachelor of Nursing (BSN) program in the State and nation (graduates licensure passing rate of 100% annually).
- Selected by Wallet Hub as the number one college in the country for Return on Education Investment (ROEI) -2016
- Implemented new College Enterprise Resource Processing (ERP) System
- Established the Faculty Development Institute
- Established the Linking in Faith and Education (LIFE) program.
- Established the Center for Innovation and Strategic Partnership program.
- Established joint partnerships with Hernando County Schools and Hernando County Commissioners to construct Corporate College
- Multiple cross country State championships and national championship appearances
- National World Series top three finish by PHSC baseball team
- Several national championship appearances by PHSC volleyball team
- Acquisition of lights for PHSC baseball and women’s softball fields
- Received operational funding from Florida Legislature, increase of 100%.
- Acquired \$85,000,000 in funding from Florida Legislature, \$25,000,000 in recurring operational dollars from 2021-2024.
- Received \$75,000,000 increase in grant funding from combined Federal and State government.
- 15% to 25% increase in salaries for full time employees
- Significant promotions and upgrades approved for PHSC employees.
- Acquired over \$60,000,000 for new construction and maintenance repair, including funding for the PHSC Instructional and Performing Arts Center, the Wilton Simpson Stem, Student Success, and Community Engagement Center, and the Fire Science Academy
- Through PHSC Foundation, \$1,500,000, awarded annually in student scholarships.
- Exceeded first major fundraising goal of \$10,000,000 by raising \$15,000,000.
- Increased PHSC Foundation assets by 30%.

Vice – President of Student Development and Enrollment Management

Pasco- Hernando State College (PHSC), New Port Richey, FL

February 2007 – June 2015

Selected Accomplishments:

- PHSC Making Achievement (MAP)-Works selected as Chancellor’s Best Practice Program (for student persistence)

- Developed and negotiated contract with local health care agency to provide psychological intervention services to PHCC students (first to develop such contract among the Florida College System Colleges)
- Established and developed College's Comprehensive Enrollment Engagement Plan, which was been highly instrumental in facilitating an enrollment increase of more than 40 %.
- Developed and established college wide student engagement program, "Get Acquainted Day."
- Established College's Annual Enrollment Management and Student Development Summit.
- Developed program to hire peer enrollment management specialists to enhance student retention.
- Acquired, established, and developed "Making Achievement Possible" (MAPS) Works program to help retain 85% of first time in college students.
- Established the Office of Multicultural Student Affairs
- Provided leadership in the establishment of the "Men of Excellence Program" to recruit, retain, and graduate African American and Latino male students.
- Established the PHSC community program, "Success is A Choice" to empower African Americans and Latino youth in professional development.
- Selected by the Southern Association of Colleges and Schools (SACS) to serve on several Accreditation Onsite Review and Reaffirmation Committees.

General and Routine Duties:

Responsible for all services, activities, and personnel associated with Student Development & Enrollment Management Division. Assists the President in the administrative functions of the College. Directly supervise the student development and enrollment management functions of the College through the Associate Dean of Student Enrollment and Retention, which include advising and registration, admissions and records, financial aid/Veterans services, information center, and career and testing. Directly supervise the student activities and engagement functions of the College through the Associate Dean of Student Activities and Engagement that include student activities, athletics, multicultural affairs and equity services, and students with disabilities. Recommends policies and procedures to the President for managing the institution more effectively and efficiently. Prepares appropriate federal, state, legislative, and other reports. Provides assistance to the College's liaison to the Southern Association of Colleges and Schools (SACS) with college-level accreditation activities. Represents the College on state councils and committees related to pertinent areas of responsibility. Chairs the College's Council for Student Development and Enrollment Management. In collaboration with the Vice-President of Instruction/Campus Provost, monitors the activities of the state-wide Articulation Coordinating Committee and participates as needed. Serves as a member of the President's Cabinet and the College's Executive Management Team. Provides oversight and assists in implementing the College's Equity Plan. Prepares and maintains appropriate budgets. Collaborates with other Vice Presidents on all related matters. Serves on other committees as required. Provide monthly reports and presentations to the District Board of Trustees.

Vice –President for Student Affairs (Acting, August 2005 – December 2005) & Dean of Student Affairs, Adjunct Professor (January 2003 – February 2007), University of South Alabama (USA), Mobile, AL

Selected Accomplishments:

- Enhancement of staff morale through implementation of shared governance management style
- As a university representative, provided assistance in improving University’s image and relationship with external community.
- Provided leadership in the promotion and reclassification of management and staff positions.
- Provided leadership in raising over \$ 4,000 to aid students and families who suffered losses due to hurricane Katrina.
- In conjunction with the Athletic Department, established “Pelphrey’s Posse” and “Outlaws” student organizations to support athletic events.
- Provided leadership in developing Student Affairs priorities and strategic plan.
- Provided leadership in establishing a task force to assess the major functions and role of *the Student Government Association (SGA)*
- Reorganized the Office of Minority Student Affairs to increase productivity and efficiency.
- Provided leadership in obtaining the renewal of federal grants for the University’s Trio Programs
- Provided leadership in the transitioning to the Banner Informational System

General and Routine Duties:

Duties included providing oversight and supervision to the Division of Student Affairs. Managed the division budget (between \$20 to \$30 million dollars). Met weekly with the University’s President and his cabinet to provide collaborative input relative to issues affecting University students and other stakeholders. Represented the University and the Division of Student Affairs at external and internal functions and activities. Provided oversight and leadership to a personnel force of 500 employees (including student workers). Provided oversight and supervision to over 20 program and department directors, coordinators, and managers. Responsible for over 20 departments and services, including the University Housing Department, Campus Police, Auxiliary Services (Bookstore, Food Services, Athletic Arena), Student Media Center, Student Recreation Center, Student Center, Student Services Center, Campus Involvement, Special Programs and Events, Minority Student Affairs, Judicial Affairs, Counseling and Testing Center, Special Student Services, (Trio) Talent Search, Upward Bound, Student Support Services, and Student Government. In conjunction with the Office of Enrollment Management, provided assistance in the planning of orientation activities.

**Assistant Professor & Director of Student Affairs and Enrollment Management
Florida A&M University, School of Allied Health Sciences, Tallahassee, FL
August 1999 – December 2002**

Selected Accomplishments:

- Established and developed policies and procedures for the Office of Student Affairs in the School of Allied Health Sciences

- In conjunction with the University's Trio Programs, established a School of Allied Health Sciences Mentoring Program
- Established the Student Executive Council in the School of Allied Health Sciences
- Awarded "Teacher of The Year" for excellence in Teaching (out of 700 faculty members)
- Provided leadership in the recruitment of minority students from economically disadvantaged backgrounds.
- Provided leadership to establish enrollment management strategies as a member on the university-wide enrollment management team.
- Conducted annual assessments of students with physical and mental challenges who applied for university admission.

General and Routine Duties:

Developed policies and operational procedures for the Office of Student Affairs. Provided management and supervision in the Office of Student Affairs. Provided assistance to the dean of the School of Allied Health Sciences in administrative matters, including budget development. Authorized students' excused absences and change of majors. Provided oversight and guidance in developing programs in judicial review, retention, academic enhancement, admissions, recruitment, registration, and scholarships acquisitions. Established and monitored policies relative to students' academic and non-academic appeals and grievances. Responsibilities included developing and coordinating university mentoring program for "at risk students." Coordinated graduate students' enrollment and financial assistance activities. Provided assistance in the coordination of semester orientation activities. Provided career and personal counseling to students experiencing academic difficulties that impeded upon their academic progression. Served as advisor to the Student Executive Council in the School of Allied Health Sciences.

Florida A&M University/Florida State University College of Engineering, Tallahassee, FL (Multiple positions held from 1990-1999)

Selected Accomplishments:

- Established the operational policies and procedures for the office of Career Services, Instructional Research and Special Programs, and Graduate Student Services – Established accreditation criteria for engineering colleges.
- Successful recruitment of Fortune 500 Companies to recruit engineering majors for internships and employment.
- Establishment of "Placement Partners Program" with Fortune 500 Companies and raised over \$50,000.

Director of Graduate Student and Enrollment Management Services: Florida A&M (FAMU)/Florida State University (FSU) College of Engineering, Tallahassee, FL August 1997 – August 1999

General and Routine Duties: Monitored academic and career progress of engineering students. As a Special Assistant to the Associate Dean, was responsible for overseeing and making final decisions on all student academic appeals, including course withdrawals, grade changes, and student complaints. Finalized and authorized the admissions and awarding of financial aid (Graduate Student Fellowships, tuition waivers, teaching assistantships) to all.

engineering graduate students. Developed proposals to solicit funding for graduate education. Served as the College of Engineering liaison to the office of financial aid and the University School of Graduate Studies. Collaborated with University Retention Committee to develop recruiting and retention strategies. Served as the College of Engineering representative from the Dean's office in the University Faculty Senate. Represented the Dean's Office as a member of the Graduate Faculty Council. Supervised and managed staff and budgets in the Office of the Associate Dean, including Career Services, Graduate Student Services and Minority Programs.

Director of Instructional Research Assessment & Special Programs:

FAMU-FSU College of Engineering, Tallahassee, FL

August 1995 – August 1997

General and Routine Duties:

Developed instruments to assess the effectiveness of academic programs at the College of Engineering. Provided assistance and served on the College of Engineering team for establishing accreditation standards for engineering colleges in the southeast. Other duties consisted of developing and implementing special programs to retain women, minorities, and students with disabilities. Assessed the effectiveness of the summer bridge program for minority engineering freshmen students, analyzed data to calculate the retention rate of engineering students, conducted oral lectures to incoming freshmen regarding professional and career development, which included employment preparation (job interviewing, resume writing, etc.), and career decision making. Supervised and delegated assignments to office manager and student assistants. Developed proposals to solicit funds from corporations to finance minority retention initiatives. Served as the liaison between the College of Engineering and the University office for Students with Disabilities.

Director of Career Services

FAMU/FSU College of Engineering, Tall, FL

August 1990 – August 1995

General and Routine Duties:

Developed and implemented policies and operational procedures for the Career Service Office. Implemented, coordinated, and monitored career service programs for engineering students, supervised office employees, developed annual budget for the office, attended professional conferences, solicited corporations to recruit engineering students, planned and coordinated job fairs.

PROFESSIONAL HIGHER EDUCATION TEACHING EXPERIENCE:

- Adjunct Professor, University of South Alabama (USA), 8/2003-12/06
- Assistant Professor, Florida A&M University (FAMU), School of Allied Health Sciences, 8/99 "Teacher of the Year" 2000-2001
- Adjunct Professor, Florida A&M University, School of Allied Health Sciences, 12/98-5/99
- Adjunct Professor, FAMU-FSU College of Engineering, 8/98-12/98
- Rehabilitation Instructor, College of Education Florida State University, 8/97-12/97
- Professional Development Instructor, FAMU-FSU College of Engineering, 6/94-6/95
- Psychology Instructor, Keiser Community College, 1/95-3/95
- Career Development Instructor, Florida State University, 8/87-12/87

Courses of Instruction

Human Growth & Development, at the University of South Alabama (USA)
Freshmen Seminar & Continuing Education (USA)
Introduction to Rehabilitation (FAMU)
Medical Aspects of Disabilities (FAMU)
Psychological & Sociological Aspects of Disabilities (FAMU, FSU)
Supervision & Management in Rehabilitation (FAMU)
Evaluation & Assessment in Rehabilitation (FAMU)
The Freshmen (first year) Experience (FAMU/FSU College of Engineering)
Introduction to Psychology (Keiser College)
Career & Life Planning (FSU)

OTHER RELATED PROFESSIONAL APPOINTMENTS

Assistant Career Counseling & Placement Center Director
Florida A&M University, Tallahassee, FL, 8/89-9/90

Medical Disability Quality Control Analyst
Office of Disability Determinations/ Department of Labor, Tallahassee, FL, 12/87-8/89

Career Advisor
Florida State University, Tallahassee, FL, 8/85-12/87

Instructional Assistant/Youth Group Treatment Counselor
Leon County School Board/ HRS Walter S. Criswell House, Tallahassee, FL, 12/84-12/87

**CLINICAL AND PROFESSIONAL REHABILITATION
MANAGEMENT/SERVICE EXPERIENCE:**

- Certified Rehabilitation Counselor (CRC) & Mental Health Professional:
- Sub-Contractor and Private Provider for HRS and Community Intervention Research Center (CIRC), Tallahassee, FL, 3/95-12/2002
- Founder and Former Owner of Charlotte Rosier Quality Care Adult Congregate Living Facility (ACLF), Tallahassee, FL, 12/89-8/92
- Home Support Manager: Private provider for HRS Developmental Services, Tallahassee, FL, 8/86-12/92
- Therapeutic Foster Care Parent: Boy's Town of America, Tallahassee, FL, 8/89-12/96

Capital Projects Acquisitions, Involvement and Estimated Costs (President, Planning & Facilities Committee Member or Divisional Representative Roles)

Pasco Hernando State College (Six locations) (2/2007-2024)	\$120 million
University of South Alabama, Campus Recreation Center, Mobile AL (2005-2007)	\$30 million
Florida A&M University, School of Allied Health Sciences, Tallahassee, FL (2000-2002)	\$35 million

Florida A&M – Florida State University College of Engineering, Tall., FL (1996-1998)	\$35 million
Florida State University, The University Center, Tallahassee, FL (1989-1992)	\$100 million
Progressive Care Facility, Tallahassee, FL (1991)	\$30 thousand
Charlotte Harris Quality Care Home, Tallahassee, FL (1989)	\$35 thousand

Dr. Beard's – PHSC Initiatives and Programs Developed to Facilitate the Enrollment and Success of African American, Latino, and Students from Lower SES Families and Backgrounds:

- **Monthly Community Conversations-** Established and led community listening forums monthly in Hernando and Pasco counties to address community and educational needs.
- **Pathways to Student Success Academy-** Established local partnership between k-12 and PHSC to address the low rate of students acquiring post-secondary education credentials.
- **Men of Excellence Student Organization (MOE):** Designed to promote and support the academic and personal development of male college students.
- **MAP-Works (Making Achievement Possible- Works):** Serves as a system for students to become academically and socially engaged within their first three weeks in college. It enhances a student's ability to be more successful in college.
- **Faculty and Staff to Students Mentoring Program:** The program epitomizes its motto, "we make a living by what we get, and we make a life by what we give." The mentors meet with their student mentees weekly for a minimum of 30 minutes.
- **Student Assistance Program (SAP):** The major component of the SAP consists of early intervention through counseling services. SAP is designed to provide services in the areas of problem identification assessment and referral services, crisis intervention, short –term problem resolution, monitoring and follow up services.
- **Outreach Retention Campaign:** The Information Center (IC) Representatives contact students before and after the start of each semester to inquire about any challenges they may have encountered relative to registration.

Dr. Beard's -PHSC Student Development Programs Developed and Recognized by Florida Association of Community Colleges or the Chancellor's Office as "Best Practice" or noted for other recognitions:

- **Making Achievement Possible (MAP) Works - Chancellor's Best Practice - 1st Place, 2011**
- **Welcome and Engagement Team (2008-2009) - 1st Place Student Development Commission**
- **Faculty and Staff to Student Mentoring Program (2009) - 1st Place FACC Outreach Retention Campaign (2009-2010), Finalist, FACC**
- **PHSC Student Assistance Program (SAP) in Mental Health - First program of its kind among the Florida College System Colleges, program now adopted by over 30 % of all colleges in the system.**
- **Men of Excellence (MOE) - Several students inducted into PTK, including one member who was elected to the **All - Florida Academic Team and Recipient of the Coke Cola \$ 1,000 Scholarship****

GRANTS & PROGRAM FUNDING

- **2019-** Acquired \$150,000,000 (State and federal) in new dollars for PHSC. **2024**
- **2007** Pasco-Hernando State College. Provided assistance and participated in the Colleges' Foundation fundraising activities that have grossed over \$80,000,000, 2007-2015
- **2006** Co-PI – The Alabama Louis Stokes Partnership Alliance Program with Alabama HBCUs. \$250,000 Grant for four years to fund program to produce African American Science, Technology, and Mathematics graduates.
- **2002** Co-Director of \$ 900,000 Allied Health Career Opportunity Grant Co-Director of \$330,000 Scholarship Program funds for students from disadvantaged backgrounds (Allied Health students). Florida A&M University, Tallahassee, FL.
- **2001** Co-Director of \$ 315,000 Scholarship Program funds for students from disadvantaged backgrounds, Florida A&M University, Tallahassee, FL.
- **2000** Co-Director of \$ 375,000 Rehabilitation Services Administration Grant for the purpose of providing scholarships to minority students. Florida A&M University
- **1999** Acquired \$ 7,000 grant from NSF to research the most efficient methodology to perform outcome assessment activities with private and public organizations. FAMU/FSU College of Engineering.
- **1998** Received \$ 4,000 from Champion International to operate a Pre-College Engineering Academic Support Program with a local high school. FAMU-FSU College of Engineering.

- **1993** Acquired over \$10,000 from Champion International to support Career Service Programs. FAMU-FSU College of Engineering.
- **1990** Acquired \$40,000 from private industries to support Engineering Career Service Programs

RESEARCH

Beard, T., (2006). The relationship of television viewing and retention variables of Allied Health Sciences students. Unpublished research article submitted for publication Spring 2006.

Beard, T., Roberts, T. (2002). The relationship between television viewing, grade point average and academic progress of Allied Health Students. Journal of Allied Health Sciences, Winter 2002.

Roberts, T., Beard, T., (2002). The relationship between television viewing, grade point average and academic progress of college students. The McNair Journal, Florida A&M University.

Awoniyi, S., Beard, T., Buzzyna, G., Kuncicky, D., Nnaji, Braswell, B., Ritzenthaler, B. (1999). "A Template for Engineering Curriculum 2000 requirements." The Innovator, p 1, vol. 11, spring (1999).

Camp, J., Drummond, R.J., Malec, M., Ray, K., Parker, W.M., Haynes, T., Beard, T. (1996). An examination of Holland's theory regarding an African American sample compared with a white sample.

Beard, T. L., Burkhead, J., Ebner, D., Sampson, J., Collins, Collins, E., Hudson, B. (1998) The relationship of writing self-efficacy and retention variables to the academic progress of students with learning disabilities in higher education. An unpublished doctoral dissertation, Florida State University.

SELECTED PRESENTATIONS

Beard, T. L., (June 2014). Division of Florida Colleges Chancellor's Leadership Seminar (CLS), St. Augustine, FL. Workshop Facilitator for group discussions on major issues facing the Florida College Systems (FCS).

Beard, T. L., (October 2013). Council of Student Affairs (CSA) and Council of Instructional Affairs (CIA), Tampa, FL. Panelist to address the major challenges relative to the implementation of Florida Legislation regarding developmental education.

Beard, T. L., (December 2012). Southern Association of Colleges and Schools, Commission on Colleges, Dallas, TX. Topic: Culture Shock – The Retention of African American Men

Beard, T. L., (October 2012). Selected Presenter at the National Council of Student Development (NCSDD), Louisville, KY. Topic: Culture Shock – The Retention of African American Men

Beard, T. L., (May 2012). Selected Presenter at the Association of Florida Colleges Student Development Commission Conference. St. Petersburg, FL. Topic: Meeting the 21st Century Challenges of Higher Education Through Cultural Diversity.

Beard, T. L., (April 2012). Selected Presenter at the American Association of Community Colleges, (AACC) Conference, and Tampa, FL. Topic: Improving Retention Rates and Success Among African American Men.

Beard, T. L., (March 2012), Black and Brown College Bound Conference – Hyperspecialization-2015 and Beyond. Tampa, FL

Beard, T.L., (October 31, 2011), National College Student Retention Conference Presenter: Making Achievement Possible – Works. A presentation on college student retention. Charleston, SC

Beard, T.L., (July 2010). Selected Presenter at the 2010 Annual "Making Achievement Possible" Workshop. Springfield, MO

Beard, T. L., (April 2010). Selected Presenter at the American Association of Community Colleges, (AACC) Conference, and Seattle, WA. Topic: Improving Retention Rates and Success Among African American Men.

Beard, T.L., (January 2010). Selected Speaker of the Martin Luther King Day Celebration. Brooksville, FL

Beard, T.L. (August 2009). Selected Presenter at the Progressive Church Leadership Retreat, Orangeburg, SC

Beard, T.L., (July 2009). Selected Presenter at the 2009 Annual "Making Achievement Possible" Workshop. Springfield, MO.

Beard, T.L., (March, 2009), National Association of Student Personnel Administrators (NASPA) Conference. Presenter: "Making Achievement Possible" – Works. A presentation on college student retention. Washington D.C.

Beard, T.L., (March, 2009), American College Personnel Association (ACPA) Conference. Presenter: Making Achievement Possible – Works. A presentation on college student retention. Seattle, Washington.

Beard, T.L., (November 2008), Black, Brown, and College Bound Conference, Tampa, FL
Presenter: The Recruitment and Retention of African American and Latino Males.

Beard, T.L., W.G., (April 2008). The Cost to Lead and the Price to Follow. Leadership Development Workshop. Tallahassee, FL.

Beard, T.L., W.G., (March 2008). The Cost to Lead and The Price to Follow. Leadership Development Workshop. Gainesville, FL.

Beard, T.L., (November 2007), Black, Brown, and College Bound Conference. Tampa, FL Panelist and Guest Presenter. Starting A Mentoring Program From Scratch.

United States Department of Education's 20th Annual Meeting on Alcohol and Other Drug Abuse and Violence Prevention in Higher Education (October 2006). Program participant in Higher Education Administrator Forum. Washington, D.C.

Beard, T. L., (July 2000, July 2001, July 2002, July 2003, July 2004, July 2005, July 2006, July 2007), The Florence Youth Challenge Workshops for Spiritual & Life Planning. The Progressive Church, Florence, SC.

Beard, T.L., 2004, Guest Speaker, The Back-to-School Educational Program. The United Methodist Christian Church, Mobile, AL

Beard, T. L., (1998, October), FAMU's LDEC: Presenting A Model of Retention and Academic Progress Through Research and Practice. The Student of Color National Conference on Retention in Higher Education. Hyatt Regency Hotel, Atlanta, GA.

Beard, T.L. (1994, June). Sexual development in childhood and adolescence: The appropriate Godly responses. Presentation to school age youth of The Progressive Church, Tallahassee, FL.

Beard, T.L. (1993, January). Sexual development in childhood and adolescence: The appropriate Godly responses. Presentation to school age youth of the Progressive Church, Tallahassee, FL.

Beard, T.L. (1992, July). Overview of career planning process. Presentation to graduating high school seniors at the National Youth Convention, Columbia, SC.

Beard, T.L. (1990, August). A look at the structure of America's work force: Exploring the market using the Holland theoretical model. Presentation at the Progressive Church National Youth Convention, Columbia, SC.

Beard, T.L. (1987, October). The Process of career decision-making using the Holland approach. Presentation to Quincy Shanks High School seniors, Quincy, FL.

Beard, T.L. (1987, May). Overview of career planning and decision-making. Presentation to Leon County High School Seniors, Florida A& M University, Tallahassee, FL

Beard, T L. (1986, November). The fallacies of the career decision-making process.
Presentation to Florida State University Athletes, Florida State University, Tallahassee, FL

GUBERNATORIAL BOARD APPOINTMENT

State Board of Independent Colleges and Universities, Board Member, 07/2000- 10/2001

Appointed by Governor Jeb Bush as Board member to provide governance and oversight to Florida's independent colleges and universities. Received appropriate documentation from universities and college presidents to ensure full compliance to Florida statues relative to operation, awarding of college degrees, staffing of personnel, and fiscal ability to provide educational services to students and stakeholders. Reviewed and approved applications of foreign entities who applied to establish post secondary educational institutions in the state of Florida.

ADVISORY, OTHER BOARD APPOINTMENTS, COMMUNITY SERVICE

(1991-2024)

- Enduring Faith Ministry Board of Directors, Gainesville, FL
- Impact Board of Directors, Tampa, FL
- Bayonet Hospital, HCA Hospital, New Port Richey, FL
- Pasco County Economic Development Council, Land O' Lakes, FL
- Pasco Hernando Work Force Board, New Port Richey, FL
- Community Development Corporation, Board Member, Tampa, FL
- Florida Community College Council of Student Affairs, Chairman
- Member, Board of Directors, Take Stock in Children, Hernando County, FL
- Advisory Council Board Member, Salvation Army, New Port Richey, FL
- Member, Board of Directors, Hopeville Community Corporation. Spring Hill, FL
- Spring Hill Kiwanis
- 100 Black Men of Tampa Bay, Inc.
- Hernando Revitalization Board Member, Brooksville, FL
- Shiloh Problem Solvers, Board Member, Spring Hill, FL
- NAACP, Hernando County,
- African American Club, Spring Hill, FL
- Advisor to the FAMU/FSU College of Engineering Engineers' Week Committee, Tallahassee, FL
- FAMU Minority Scholarship Committee, Tallahassee
- FAMU Honors Planning Convocation Committee Member, Tallahassee
- Advisor to Apostolic & Christian Student Fellowship, Tallahassee
- College of Engineering Joint Curriculum & Development Committee, Tallahassee, FL
- Southeastern University and College Coalition for Engineering Education
- FAMU Graduate Faculty Council, Tallahassee, FL
- Consultant/Mentor Florida A&M University Trio and Students with Learning Disabilities, Tallahassee, FL
- Advisory Board, Seminole and Rattler Learn and Success Center, Tallahassee, FL
- Vice-President, Progressive Reach Out Foundation, Tallahassee, FL
- Administrator for College of Engineering Career Services and Special Program Foundation, Tallahassee, FL

- FAMU/FSU College of Engineering United Way Campaign Coordinator, Tallahassee, FL
- Florida State Board of Independent College and Universities (Board Member), Florida
- Advisor for the FAMU School of Allied Health Student Executive Council, Tallahassee, FL
- Mayor’s Next Generation Leadership Association of Mobile, Mobile, AL
- University of South Alabama Student Government Association, Advisor, Mobile, AL
- University of South Alabama Dean of Students – Administrative & Professional Mentoring Program, Advisor & Mentor, Mobil, AL
- Agape Student Organization, University of South Alabama, Mobile, AL
- University of South Alabama Dean of Students Resident and Peer Advisory Council, Advisor, Mobile, AL
- University Of South Alabama Strategic Planning Committee, Mobile, AL
- Spiritual Overseer and Leader- University Ministries of Mobile, Mobile, AL
- Vice-President, Dorothy Beard Scholarship Foundation, Port St. Joe, FL
- 2006 Leadership Mobile Academy Graduate, Mobile, AL
- Alabama NASP Board of Director Member- Membership Committee Chairman (2006), Mobile, AL
- Mobile Rotary International Member, Mobile, AL

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

- Florida College Council of Student Affairs, Chairman, 2011-2012
- Southern Association of College Student Affairs Personnel (SACSA)
- National Association for Student Affairs Personnel and Administrators (NASPA)
- National Rehabilitation Association
- National Rehabilitation Counseling Association American Association of Community Colleges (AACC)
- Florida Association of Community Colleges (FACC)
- Alabama NASPA (2003-2007)
- National Council of Student Development, President Elect (2014-2015)