

Curriculum Vitae

Education

University of Georgia
Athens, GA

PhD: Higher Education

December 2018

Georgia College & State University
Milledgeville, GA

Master's Degree: Public Administration

May 2010

Bachelor's of Arts Degree: Mass Communication

July 2007

Relevant Experience

Georgia College

Milledgeville, GA

Director of Call Me MISTER & Minority Retention

July 2014 – current

Director of Call Me MISTER Program

- Build and coordinate state's first and only "Call Me MISTER" initiative for recruitment & retention of underrepresented male teachers
- Create and execute comprehensive strategic plan involving both k-12 and higher education stakeholders
- Strategically recruit prospects from inquiry to enrollment
- Advise and mentor individual students from initial enrollment to graduation and beyond
- Give presentations and provide expertise on both Call Me MISTER and the general topic of teacher diversity institution-wide and at key state stakeholder conferences
- Manage, maintain, and create relationships with local partners to build pipelines toward education careers for underrepresented populations
- Procure and manage external grant resources totaling over \$80,000
- Manage and allocate scholarship funding to students each semester
- Recruit both freshmen and transfer students to campus via school visits, college fairs, and coordination with Admissions office on various campus events
- Oversee summer pipeline initiatives such as the *Rising MISTER* Academy for high school students
- Create and teach specific online courses for student participants designed around key tenets of Call Me MISTER
- Develop and prepare data reports for institutional purposes and to external entities

Program Director, African-American Male Initiative

- Design and manage multi-tiered mentoring system for high school and college Black males at GC, where Black men account for less than three percent of undergraduate population
- Advise Black male students on concerns related to their holistic development, including academic and social issues
- Lead coordination of key events and activities related to retention, progression, and graduation of Black male students
- Supervise multiple faculty members and student staff as part of program administration
- Communicate directly with University System of Georgia leadership on initiative progress

and key concerns

- Procure and manage external grant resources totaling over \$200,000 over ten years
- Manage overall budget of \$60,000/yr., including institutional matching funds

Diversity & Retention Coordinator *Sept. 2010 – June 2014*

Diversity & Retention Coordinator

- Managed Cultural Center and supervised staff of several student workers, graduate assistants and part-time employees
- Advised several student organizations that served to embrace campus diversity, including the Black Student Alliance and Art as an Agent for Change
- Advised/counseled students of color on academic, social, and professional matters
- Worked with various community organizations and stakeholders to increase campus-community bridge, including local churches and area chapter of 100 Black Men
- Spearheaded creation/development of Cultural Center for minority students and diversity programming in Summer 2011
- Served in directorial role for 6 months before merging into *The Office of Institutional Equity & Diversity*
- Planned/implemented numerous programs/activities per year designed to incorporate diversity education, often in conjunction with cultural heritage months. Responsible for bringing prominent speakers, including:
 - Dr. Mark Anthony Neal (Feb. 2011); Duke professor of African-American studies, noted scholar on Black Masculinity and author of “New Black Man”
 - Tim Wise (March 2012); antiracist educator and writer; author of “White Like Me: Reflections on Race From a Privileged Son” and “Between Barack and A Hard Place”
- Chair for annual MLK Day Celebration Committee between campus and community
 - Provided leadership in planning key events to commemorate Dr. Martin Luther King Jr.
 - Communicated with key constituents regarding collaboration and other details regarding events
- Created advisory board (Fall 2012) for the Cultural Center, composed of influential community members and designed to increase campus-community synergy
- Chair of *Mary & Payton Cook Scholarship* committee, charged with overseeing selection process for the institution’s only scholarship devoted solely to students of color
- Assisted with investigations involving discriminatory issues (faculty/staff/student)
- Developed and prepared reports on diversity statistics relevant to the University

SOAR Program Director (Student-Oriented Activities & Resources)

- Oversaw doubled growth of SOAR program for minority students, which increased from 75 students in 2010 to 150 in fall 2011.
- Helped grow professional mentorship tier of program (with faculty director) from 40 in 2010 to over 120 in Fall 2013
- Maintained 100% freshman-sophomore retention rate for new students entering Fall 2010. Continued above-average retention rate for Fall 2011/Fall 2012 freshman classes and currently maintaining 4-year graduation rate nearly double that of GC minority students
- Increased exposure of program to local community through partnerships and relationships with media outlets
- Added high school Early College students to increase recruitment pipeline to college via this

- program
- Hosted workshops and support-driven activities designed to empower students of color and strengthen social, academic, and professional networks

GC AAMI Program Director (African-American Male Initiative)

- Description provided within above details for current position

Minority Youth & Business (MYB) Program Director

- Recruited 20-25 rising minority high school juniors and seniors for week-long summer camp with a business focus
- Supervised staff of two program coordinators and two counselors
- Taught elements of business plans to participants
- Planned and administered all aspects of program, including:
 - Initial contact of target high schools and key administrators
 - Evaluation of all applications & admissions decisions on each student
 - Scheduling of activities and procurement of speakers
 - Taught aspects of business plan development and various elements of college preparation to participants
 - Manage annual budget of nearly \$20,000

Admissions Counselor

Aug 2007 – Sept 2010

- Coordinated recruitment activities for geographic territory and several target markets, including the Southwest GA territory (61 counties), local area (7 counties), and dual enrollment.
- Cultivated relationships with high school counselors through frequent communication
- Planned/implemented admitted student receptions and counselors' luncheons with limited budgetary freedom
- Traveled across the state regularly to reach prospective students and their schools
- Mentored & advised current GC students on various issues regarding their college experience
- Assisted with development of student diversity recruitment team as co-advisor
- Assisted with planning and execution of official University events
- Gave tours of campus facilities to visiting families and school groups
- Regularly gave presentations in front of large groups of up to 1000 people (of all ages and demographics)

Skills

- ◆ Extensive public speaking experience
- ◆ Knowledge/experience with teaching coursework, syllabus creation, execution via online learning modules
- ◆ Supervisory experience
- ◆ Planning/organizing events
- ◆ Administrative decision-making
- ◆ Interpersonal communication
- ◆ Budget development and adherence
- ◆ Grant writing experience (over \$200,000 procured via external funding sources)
- ◆ Community-building

- ❖ Computer Skills: Microsoft Office, Oracle Banner, Web Xtender, Adobe Audition, ProTools
- ❖ Able to speak, understand, and write intermediate level Spanish

Select Presentations, Keynotes and Panels

- Little, C.E. (2021, February). *Black men to the blackboard*. Panel moderator for virtual zoom discussion around Black male teachers.
- Little, C.E. (2019, November). *Black men, white classrooms: a critical race theoretical analysis of the GC Call Me MiSTER program*. Presented at the 2019 NAME (National Association for Multicultural Education) Conference in Tucson, AZ.
- Little, C.E. (2019, May). *Victory lap*. Keynote speech delivered at the 2019 Baldwin High School Honors Day program in Milledgeville, GA.
- Little, C.E. (2019, May). *See it, then be it: lessons from growing a more diverse teacher pipeline*. Keynote speech delivered at the 2019 statewide Teacher Induction Summit at Middle Georgia State University in Macon, GA.
- Lewis, W., Little, C.E., & Parkinson, T. (2019, March). *Invited panel: successful degree completion strategies from higher ed*. Presented as an invited panel at the 2019 Spring Training for the National College Access Network in Atlanta, GA.
- Little, C.E. (2019, February). *Black males and education*. Presented as an invited classroom lecture for Culture, Identity, and Diversity in Teaching course at Georgia College in Milledgeville, GA.
- Little, C.E. (2019, February). *Repairing the pipeline: shifting the paradigm for Black male teachers*. Presented as a keynote address at the Executives Forum for the Georgia College College of Business in Milledgeville, GA.
- Little, C.E. (2018, April). *Call Me MiSTER: 'Where are all of the black teachers?'*. Presented as an invited presenter at the statewide Georgia Teacher Induction Summit in Macon, GA.
- Daniel, J.; Costanza, V.; Little, C.E.; Mitchell, A.; Patterson, A. & Young, J. (2017, November). *Untying teachers' hands*. Presented as an invited panel at the 2017 National Association for the Education of Young Children (NAEYC) Conference in Atlanta, GA.
- Little, C.E. (2017, September). *Teacher diversity & Call me mister*. Presented at the Middle Georgia P-20 Collaborative in Macon, GA.
- Little, C.E. (2017, March). *LMI alumni presentation & panel*. Presented at the American Association of Blacks in Higher Education 2017 Conference in Raleigh, NC.
- Little, C. E. (2017, March). *Black & male at a PWI*. Presented at the American Association of Blacks in Higher Education 2017 Conference in Raleigh, NC.
- Little, C. E. (2017, March). *Call me mister*. Presented at the Critical Issues in Education 2017 Conference in New Orleans, LA.
- Brown, J., Jones, H., and Little, C. E. (2016, October). *Call me mister: transforming classrooms in the state of Georgia*. Presented at Georgia College Middle Grades Summit in Milledgeville, GA.
- Little, C.E. (2016, April). *Call me mister: transforming classrooms in the state of Georgia*. Presented at the 2016 Georgia Professional Standards Commission Program Approval Technical Assistance Workshop at Middle Georgia State College in Macon, GA.
- Little, C. Emmanuel (2014, March). *The language: reading realities through rap music*. Elephants in the Room: Diversity & Privilege in Education. Presented at Georgia College, Milledgeville, GA.
- Belk, K., Little, C. E. & Pugh, C. (2014, March). *Student success strategies*. MAP/MRO Professionals Spring 2014 Meeting. Co-presented at Middle Georgia State College, Macon, GA.
- Little, C.E. (2013, October). *Cracking the codes: The system of racial inequity film workshop/discussion*. Presented at Georgia College in Milledgeville, GA.

Little, C.E. & others (2013, March) *Shaping our future: How should higher education help create the future we want?* Co-presented at Georgia College in Milledgeville, GA.

Jackson, B. & Little, C.E. (2012, Feb.) *Decoding Tim Wise: power, responsibility, & privilege*. Workshop co-presented at Georgia College in Milledgeville, GA.

Bill, B., Little, C. E. & Ruffin, L. (2011, May). *MALE connection*. Co-presented at 2011 National Conference on Race & Ethnicity (NCORE) in San Francisco, CA.

Little, C.E., McClure, S. & Womack, V. (2011, Feb.) *Too black?*. Panel co-presented at Georgia College in Milledgeville, GA.

Professional Service

- ❖ Chair of Diversity Committee for the GC College of Education (August 2019 - present)
- ❖ Member of GC-Baldwin PDS (Professional Development in Schools) Committee (2018 - present)
- ❖ Member of Search Committee for University Provost (May 2019 - October 2019)
- ❖ Member of the College of Education's Diversity Committee (August 2014 – present)
- ❖ Member of President's Commission on Diversity (Sept 2010 – present)
- ❖ Co-chair of President's Commission on Diversity (June 2015- June 2017)
- ❖ Chair of Enrollment Management subcommittee of President's Commission on Diversity (Feb. 2012 – Spring 2017) – a University taskforce charged with enforcing campus-wide diversity initiatives
- ❖ Member of University QEP (Quality Enhancement Planning) Committee (Sept. 2013 – Spring 2014)
- ❖ Member of MAP/MRO network for minority advisement programs and retention officers (Sept. 2010 – Aug. 2014)
- ❖ Chair of GC-Milledgeville MLK Day planning committee (2012-2014)
- ❖ Member of MOVE (Multicultural Organization that Values Empowerment) for GC (2011 – 2014); chair/spokesperson for Membership & Nomination subcommittee from 2012-2014

Professional Memberships

- ❖ Member of Baldwin County Communities In Schools Board of Directors (Nov. 2019 - present)
- ❖ Member of the American Association of Blacks in Higher Education (AABHE) (March 2019 – present)
- ❖ Member of the Georgia College Educator Preparation Stakeholders' Council (March 2019 – present)
- ❖ Member of the National Association of Multicultural Educators (NAME) (February 2019 – present)
- ❖ Member of the Milledgeville Chamber of Commerce's Board of Directors (Jan 2018- present)
- ❖ Alumni of the Leadership and Mentoring Institute (Summer 2013) sponsored by the American Association of Blacks in Higher Education

Honors and Awards

- ❖ Spring 2019: *Honorable Mention/Recognized* by the American Association of Blacks in Higher Education (AABHE) as a Dissertation Award Recipient.
- ❖ Spring 2019: Recognized as one of *Milledgeville's top 20 under 40* by the Milledgeville Magazine
- ❖ Fall 2018: *J. Douglas Toma Award for Excellence in Scholarship*: Received from the Institute of Higher Education at the University of Georgia.
- ❖ December 2017: *Honor roll nominee: Outstanding First-Year Student Advocate*. Recognized by the National Resource Center and Cengage Learning.

Grants Received

- ❖ Community Foundation of Central Georgia. *Rising MiSTER Scholarships*. Amount: \$18,500. Received in 2021.
- ❖ Georgia Power. *Call Me MiSTER*. Amount: \$10,000. Received in 2020.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$15,000 Received in 2020.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$15,000 Received in 2019.
- ❖ Georgia Power. *Call Me MiSTER*. Amount: \$10,000. Received in 2019.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$15,000. Received in 2018.
- ❖ Georgia Power. *Call Me MiSTER*. Amount: \$5,000. Received in 2018.
- ❖ Betty and Davis Fitzgerald Foundation. *Call Me MiSTER*. Amount: \$75,000. Received in 2016.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2016.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2015.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2014.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2013.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2012.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2011.

Teaching Experience

- ❖ ***EDUC 2110 (Fall 2019, Georgia College)***: Taught three-credit-hour course for pre-education students (college freshmen, sophomores, and juniors) focused on a broad overview of the k-12 educational landscape.
- ❖ ***EDMG 4950 (2017, Georgia College)***: Created and delivered online course designed around key tenets of Call Me MiSTER for student participants in Spring and Fall 2017.
- ❖ ***Rising MiSTER Academy (2015-present, Georgia College)***: Taught/co-taught aspects of K-12 lesson plan, professionalism, and general educators' best practices to high school males via an annual summer program at Georgia College.
- ❖ ***Minority Youth & Business (2011-2014, Georgia College)***: Taught aspects of a business plan to high school students of color via an annual summer program at Georgia College.
- ❖ ***Leadership seminars and mentorship workshops (2010-present, Georgia College)***: Lead instructor for biweekly and monthly workshops for the African-American Male Initiative and Call Me MiSTER program. Used relevant articles and texts to lead discussions and critical thinking activities related to student learning outcomes.

Publications

- ❖ Little, C.E. (2020). Foreword. In Thomas, U., *Cases on strategic partnerships for resilient communities and schools*. IGI Global.
- ❖ Little, C.E. (2019). Memoir of a former impostor. In *Gumbo for the soul III: males of color share their affirmations, meditations, and inspirations*. Charlotte, NC: Information Age Publishing.
- ❖ Little, C.E. (September 2015). *On blazers and blackness*. *Diverse Issues in Higher Education*.
- ❖ Little, C.E. (September 2015). *Response: How universities are recruiting more teachers of color*. Edweek.

Reviewer Experience

- ❖ International Journal of Qualitative Studies in Education (2019). Manuscript Reviewer.

References

- ❖ **Dr. Paul Jones**

Fort Valley State University
President
Phone: 478-825-6315
jonesp@fvsu.edu

❖ **Dr. Allen Gee**
Columbus State University
Professor of English/Donald J. Jordan Endowed Professor in Creative Writing
Phone: 706-565-1231
gee_allen@columbusstate.edu

❖ **Dr. Veronica Womack**
Georgia College
Executive Director
Rural Studies Institute
Phone: (478) 445-1382
veronica.womack@gcsu.edu