

PATRICK E. TURNER, Ed.D.

ACADEMIC HISTORY

- Ed.D.** Educational Leadership (November 2012)
Concentration: Curriculum and Instruction
University of Phoenix
- M.S.** Human Resource Development (December 2003)
Georgia State University
- B.S.** Public Administration (December 1993)
Kentucky State University

EMPLOYMENT HISTORY

NEW MEXICO STATE UNIVERSITY

Associate Vice-President of Student Academic Success – VP Office of Student Success 8/23 – present

- *Oversee the development and enhancement of initiatives and experiences to meet the needs and interests of first-year students
- *Curricula development, design and assessment of first year programs and FYEX courses
- *Faculty hiring, development and training on research-based teaching strategies
- *Provide strategic counsel and advice on areas related to measuring and enhancing access, retention, thriving, graduation, and post-graduation outcomes of all of NMSU's various student populations.
- *Advise the VP of Student Success on strategy, tactics, and operations related to student success initiatives, programs, and services
- *Facilitates campus interactions with faculty and programs, identifies opportunities, and develops tactics to achieve student success strategy.
- *Supervise the day-to-day operations of the First-Year Experience program which includes approximately three graduate students and ten faculty and staff members
- *Collaborate with campus stakeholders to develop, sustain, evaluate student success programs, initiatives, and outreach to at-risk students.
- * Partner with senior administrators to establish university-wide and department specific goals and metrics for student success, including retention, credential completion, thriving measures, and post-graduation employment outcomes.
- *Promotes research-informed and strategic activities and programs for student success at the undergraduate levels.
- *Provide data, analysis, and support to senior leadership for professional presentations on student success.

*Direct and coordinate campus-wide efforts to increase the retention, persistence and degree attainment of minority male students.

Associate Provost, Student Success – Office of the Provost 6/21 – 8/23

- *Provide strategic counsel and advice on areas related to measuring and enhancing access, retention, thriving, graduation, and post-graduation outcomes of all of NMSU's various student populations.
- *Advise the Provost on strategy, tactics, and operations related to student success initiatives, programs, and services
- *Facilitates campus interactions with faculty and programs, identifies opportunities, and develops tactics to achieve student success strategy.
- *Oversee the development and enhancement of initiatives and experiences to meet the needs and interests of first-year students
- *Supervise the day-to-day operations of the First-Year Experience program which includes approximately three graduate students and ten faculty and staff members
- *Collaborate with campus stakeholders to develop, sustain, evaluate student success programs, initiatives, and outreach to at-risk students.
- * Partner with senior administrators to establish university-wide and department specific goals and metrics for student success, including retention, credential completion, thriving measures, and post-graduation employment outcomes.
- *Initiated, develops, manages, evaluates, and promotes research-informed and strategic activities and programs for student success at the graduate and undergraduate levels.
- *Provide data, analysis, and support to senior leadership for professional presentations on student success.
- *Coordinate efforts to increase the retention, persistence and degree attainment of minority male students
- *Track, assess and evaluate the offering of General Education courses to ensure curricular is meeting student demand and seamless pathways for success

Director –First Year Initiatives – Office of the Provost 5/20 – 6/21

- *Develop the vision, strategic direction, and accountability for programs and services designed to enhance the experience of first-year undergraduate students.
- *Coordinate programs and initiatives that provide first-years students with a clear pathway to campus information and resources
- *Design assessment and evaluation tools to ensure program effectiveness
- *Oversee the development and enhancement of initiatives and experiences to meet the needs and interests of first year students
- *Collaborate across the university and draws upon student development literature and best practices to ensure meaningful connections for students as they transition to NMSU
- *Supervise the day-to-day operations of the First-Year Experience program which includes approximately three graduate students and ten faculty and staff members
- *Lead the development and revisions of curricular and faculty support resources, including Faculty Resource Manual, SharePoint intranet, and Campus Resource Guide Develop new lesson plans, activities, and assignments as needed
- *Ensure resources are current, reflect best practices, and support all major course topics and

strategies

- *Manage and coordinate the textbook selection for FYE and UNIV courses
- *Design faculty development initiatives and provide individual support and counsel to FYE/UNIV instructors of effective teaching and learning practices
- *Hire, train and supervise Graduate Teaching Assistants (GTA) assigned to conduct research and teach academic courses

Acting Director –Black Programs – Office of the Provost 10/19 – 5/20

- *Implement student recruitment and selection strategies to fulfill program enrollment targets
- *Implement a comprehensive mentoring program for new and continuing students within the program
- *Implement an academic intervention and success program which provides individual one-on-one academic support services and connects students to various campus resources to improve academic performance
- *Implement academic and co-curricular programming for Black Program students in collaboration with campus, student support units, and academic programs across campus
- *Review assessments and make changes as needed to ensure program success
- *Collaborate with campus offices to design marketing materials and implement a plan of communication
- *Monitor the program budget and ensure accuracy of budget reports
- *Develop a strong research agenda on issues affecting Black students, locally and nationally, and provide professional development opportunities to staff as well as the campus community utilizing lessons learned from Black Programs and research of current best practices
- *Prepare and submit annual and program reports as required by the Deputy Provost

Associate Director of Academic Success - Student Success Center 1/19 - 10/19

- *Collaborate with the Provost and Senior VP for Academic Affairs in the strategic planning and implementation of assessment measures for overall program effectiveness with a focus on access, retention, and student success
- *Develop and maintain strategic relationships and collaborations with academic departments, faculty, campus and community partners, and alumni
- *Design and implement co-curricular programs and initiatives
- *Provide educational support and skill development to assist students in becoming independent and intentional learners
- *Assist undergraduate students with creating an individual plan for success and development of academic skills
- *Design curricula and teach one or more sections of UNIV college success courses that focus on academic skills development
- *Develop and implement annual programming and signature events, ensuring that programs are intentional, collaborative, and effectively promoted campus-wide resource
- *Perform outcome assessment and create a strategic plan to enhance programs and services
- *Oversee the workload and mentor undergraduate and graduate staff members
- *Supervise Program Coordinators in program development and outreach efforts

UNIVERSITY OF MONTANA –HELENA COLLEGE

Director of Student Success, Student Support Center 9/16 – 12/18

- *Manage institutional efforts to promote student retention, persistence, and degree completion utilizing the Starfish software systems
- *Design, evaluate, and assess programs and services that support the social and academic success of at-risk and first-generation students
- *Development, oversight, proliferation, implementation and oversight of the Student Support Center (SSC) advising efforts including the formal advising periods of summer, fall and spring
- *Assist in the design and assessment of curricula that helps students achieve academic and occupational goals
- *Provide strategic guidance, training, evaluation and supervision of Academic Advisors, tutors, orientation leaders, administrative assistants, and temporary workers
- *Generate advising reports related to advising effectiveness, advising trends, and advising efforts
- *Collaborate with academic departments, Academic Division Chairs, faculty, Student Affairs Directors, Registrars, and Undergraduate Council on advising efforts
- *Develop programs and initiatives that support student academic progress, transition, career development and co-curricular engagement
- *Participate as an active member of the Helena College (HC) leadership team in efforts related to vision/mission, training and development of staff, and SSC efforts as a university partner.

GEORGIA STATE UNIVERSITY**Budget and Academic Manager**, School of Accountancy 1/09- 8/16

- * Provided advising to student on developing an academic plan, navigating the enrollment processes, submitting a grade petition, and interpreting university academic guidelines-policies
- *Counseled graduate and undergraduate students on course requirements, prerequisites and policy changes
- *Coordinated and manage the internship field study course Acct 4391/8391
- *Managed the daily operation of departmental academic advisement, registration, course overflows, and prerequisite authorization.
- *Managed the financial affairs of the School of Accountancy which includes an \$8,000,000 operating budget and \$60,000 in scholarships and \$113,000 of foundation endowments funds
- *Maintained the integrity of departmental foundation accounts, processed budgets amendments, prepare financial reports, assure budget compliance, and process Personnel Effort Reports (PER), process reimbursements and payments.
- *Managed and coordinated faculty search and recruitment hiring process
- *Assisted faculty with the management and record-keeping of individual grants, conference registrations travel expense statements and reimbursement
- *Conducted the hiring process for student assistants, presidential scholars, and graduate research assistance.
- * Responsible for the management and coordination of all faculty, part-time instructors, staff and temporary/student human resource matters and payroll function.

Adjunct Instructor – First-Year Programs (Business and Finance) 01/09 – 07/16

- *Planned, developed, and delivered first-year curricula and courses with a focus on

business

- *Organized, manage, and delivered educational outreach, activities and on-campus resources
- * Coordinated and, managed counseling and academic advisement session
- *Supervised student mentors and Supplemental Instructors (SI) to work with program participants
- *Assisted with the collection of university student retention data and statistics
- *Assisted with on-campus recruitment and program informational activities

Instructional Counselor-Facilitator, Andrew Young School of Policy Studies,
8/07- 12/08

- *Administered the Loving Couples, Loving Children (LCLC) curriculum
- *Performed home visits and interviews to determine the level of support and services need by clients
- *Facilitated educational workshops, lectures, exercises and group discussions
- *Provided clients services referral and for such issues as poverty, drug addiction, homelessness, child and spousal abuse
- *Conducted needs assessment and analysis of client's physical, social and psychological condition
- *Data entry of case management reports notes into the BISFIS data system

Business Manager II, Department of Communication 7/01- 8/07

- *Oversee the department 3,000,000 budget and manage expenditures and reimbursements
- *Serve as intermediary between other administrative and business units
- *Advisor to Chair regarding budget transfers and distribution
- *Coordinate and assist with the purchasing of departmental supplies and equipment
- *Ensure that department complies with the university policies and procedures
- *Assist faculty with the management and record keeping of individual grants and contracts

TEACHING EXPERIENCE

FYEX -1112 FYE Study Abroad
FYEX- 1112 First-Year Experience
FYEX -1117 Financial Literacy
FYEX -1131 Personal Learning Skills
UNIV - 350 Peer Educator
UNIV- 112 Academic and Personal Effectiveness
GSU- 1010 Freshman Seminar
ACCT- 4391 Undergraduate Internship
ACCT - 8391 Graduate Internship

MENTORSHIP

Ghana Student Association
Director-Men of Color Project
Kappa League- Kappa Alpha Psi Fraternity Incorporated
Ghana Student Association- Advisor

Black Student Association (BSA)

PUBLICATIONS

- Turner, P., & Miranda Zepeda, E (2023, June). Navigating White Waters: Generation Z untraditional college transition amidst unprecedented social, academic, and health crisis. *Higher Education Studies*, 13(2).
<https://ccsenet.org/journal/index.php/hes/article/view/0/48647>
- Turner, P. E. (2022). Men of Color: First-Year Students Attending a Predominantly White Two-Year Institution. *Journal of Postsecondary Student Success*, 1(3).
https://doi.org/10.33009/fsop_jpps129046
- Johnston, E., Burleigh, C., Rasmusson, X., Turner, P., Valentine, D., & Bailey, L. (2021). Multimedia Open Educational Resource Materials for Teaching-Online Diversity and Leadership: Aligning Bloom’s Taxonomy and Studio Habits of Mind. *Higher Learning Research Communications*, 11 (2)
- Turner, P., & Miranda Zepeda, E. (2021, June). Welcoming Ain’t Belonging: A case study that explores how two-year predominantly white colleges can foster an environment of validation and mattering for Men of Color. *Higher Education Studies*, 11(2), 1-13.
- Turner, P., Johnston, E., Kebrtichi, M., Evans, S., & Heflich, D. (2018) Influence of online computer games on the academic achievement of nontraditional undergraduate students. *Cogent Education*. Taylor and Francis Publishing.
<https://doi.org/10.1080/2331186X.2018.1437671>
- Turner, P. (2016, Spring) Supporting freshman male students during their first-year of college. *College Student Journal*, 50 (1), 86-94.
- Turner, P., & Thompson, E. (2014, Spring). College retention initiatives meeting the needs of millennial freshman students. *College Student Journal*, 48(1), 94-104.

BOOK CONTRIBUTIONS

- Turner, P (2025), *First Year Unleashed: A Guide to the College Adventure*. Kendall Hunt
- Hays, L., & Kammer, J. (2021). *Teaching Digital Literacy: A Faculty Guide to Integrating Digital Skills with Disciplinary Content*. Stylus Publishing.
- Platt, C.S., Holloman, D.B., & Watson, L.W. (2015). *Boyhood to Manhood: Deconstructing black masculinity through a life span continuum*. New York, NY: Peter Lang.

GRANTS AND AWARDS

- PI- APLU Powered by Publics Institutions “Equity Roundtable” \$3500
- El Paso Electric – Investing in Men of Color Entrepreneurship for \$4500
- Co-PI - APLU Powered by Publics Institutions “Transforming Institutions to Increase Student Success Grant; \$15,000

INVITED LECTURES, PRESENTATION, ROUNTABLE AND WORKSHOP

2023 NASPA Webinar-Presenter

2023 NASPA Conference on Student Success in Higher Education-Workshop Presenter
 2023 National Organization of Student Success National Conference-Workshop Presenter
 2022 National Organization of Student Success (Ohio Chapter)
 American University (UAM) 1st English Language Teaching Congress 2022 Nicaragua
 Arizona State University- REMOTE Faculty Summit “Maximizing Success for Learner”
 28rd National Conference on Students in Transitions
 AHEPP Family Engagement in Higher Education
 40th Annual Conference on First-Year Experience
 Maximizing Access to Research Careers Program (MARC)
 NMSU Teaching Academy Lecture Series
 4-H Youth Development and Aggie Next Steps
 Admission and Welcome Student Orientation
 APLU Conference Panelist
 NACADA Regional 8 Conference
 36th National Conference on the First-Year Experience
 23rd National Conference on Students in Transitions
 34th Annual Conference on the First-Year Experience
 22nd National Conference on Students in Transition

BOARD APPOINTMENTS

Journal of The First-Year Experience & Students in Transition (*December 2026*)
 Association for Undergraduate Education at Research Universities (UERU)
 Journal of Postsecondary Student Success

KEYNOTE SPEAKER

2024 13th International Conference on Supplemental Instruction
 2024 NM American Kinesiology Association “*Exemplars of Inclusive Excellence*”
 2023 NASPA Webinar “Validation and Mattering for Men of Color”
 2023 Massasoit Community College “Student Services Enrichment and Development”

EXPERT PANELIST

2023 UERU “The Equity/Excellence Imperative: A Focus on High-Impact Practices”
 2023 NM Black Education Act Conference “*Strategies to Engaging Black Males*”
 2022 APLU Panelist for “*Building Momentum for Equity in a Changing World*”

PROFESSIONAL MEMBERSHIP

- American Educational Research Association (AERA)
- American Association of Blacks in Higher Education (AABHE)
- American Society of Curriculum and Development (ASCD)
- NASPA Student Affairs Administrators in Education
- Association of Study of Higher Education (ASHE)
- National Academic Advisement Association (NACADA)
- ATIXA Title IX Coordinator
- Higher Learning Research Communications (Reviewer)
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PROFESSIONAL SERVICE**New Mexico State University**

- 2023-2026 Association of Undergraduate Research Universities (Board Member)
- UERU Curricular Analytics Campus Coordinator
- Strategic GOAL 1- Enhance Student Success and Social Mobility
- APLU Digital Literacy Education Pilot Project
- NMSU Student Retention Committee
- National Association of Student Success (NOSS) Southwest Chair
- Associate of Public Land-grant Universities (APLU) Campus Representative
- Associate Dean's Academic Council (ADAC)
- Coordinator for Men of Color Project
- Campus Space Committee (Co-Chair)
- Campus Planning Committee
- NMSU Faculty Senate Antiracism & Anti-discrimination Taskforce
- Curricular Complexity and Analytics Committee
- NMSU Diversity Council Member
- Palgarave Macmillian- Book Proposal Reviewer
- Sankfo Living and Learning Community
- Hispanic Association of Colleges and University (HACU) Team Member
- Higher Learning Commission (HLC) Criteria Team Member
- Search Committee Member for Vice Provost of Academic Affairs
- Acting Director for Black Programs
- Black Student Association – Advisor
- Provost Council on African American Affairs
- Grant Writing Team for STEM-ESS
- Grant Writing Team for Howard Hugh Medical Institute-Inclusive Excellence
- Grant Writing Team for Howard Hugh Medical Institute-Driving Change

Helena College-University of Montana

- Northwest Commission on College and University Peer Evaluator
- Strategic Enrollment Planning (SEP) Steering Committee
- Retention, Progression and Completion Committee (Chair)
- Proposal Reviewer for Students in Transition Conference
- Proposal Reviewer for NASPA-Assessment and Persistence Conference Program Review 2018
- Academic Standard and Curriculum Review (ASCAR)
- Strategic Planning, Assessment and Accreditation Committee (SPAA)
- Institutional Effectiveness Committee (IE)
- College Council (Co-Chair)
- Complete College American Pathway Committee
- Academic Recovery Program – Coordinator
- Title IX Coordinator
- Academic Reinstatement Committee
- Financial Reinstatement Committee
- Behavioral Assessment Team (Chair)

- Student Advocate Representative

Georgia State University

- Search Committee for Robinson College of Business-Dean (Staff Representative)
- Proposal Reviewer for National Resource Center for The First-Year Experience and Students in Transition
- School of Accountancy Scholarship Committee 2013
- University Staff Advisory Council
- Co-Chair, College of Arts & Sciences Staff Advisory Council

PROFESSIONAL SKILLS

NVivo Qualitative Certified User, Canvas, COGNOS, StarFish Solution, Accuplacer, EAB, Test Placement, Banner Academic System, IPORT, ADP Payroll Information System, Degree Works PeopleSoft, Microsoft Word 2000, Spectrum Financial System, Financial Edge, Desire2Learn, SPSS, and, WordPress Software