

Terry A. Lindsay, Ed.D.

EDUCATION

Ed.D.	Educational Leadership, Higher Education Administration Argosy University, College of Education and Human Development	2008
M.Ed.	College Counseling and Student Personnel State University of New York at Buffalo, Department of Counseling and Educational Psychology	1991
B.A.	African American Studies State University of New York at Buffalo, Department of African American Studies	1989

EXECUTIVE COACHING AND LEADERSHIP TRAINING

University of Georgia, Carl Vison Institute of Government	Class of 2024
Leadership Albany	Class of 2023
Leading Higher Ed	Class of 2022

SUMMARY OF PROFESSIONAL EXPERIENCE

31 years of experience in higher education institutions, with 11 years in executive leadership positions. Experience includes strategic planning, fundraising, grant writing, financial management, working on unionized campuses, and operating within a shared governance system. Additionally, experience in enrollment management, managing residence halls, coaching and professional development for faculty and staff, building strong teams, student retention, academic program development as well as establishing external partnerships for workforce training and economic development opportunities

LEADERSHIP EXPERIENCE

Albany State University (HBCU) is committed to promoting access, affordability, and student success. The university offers associate, baccalaureate, and graduate degrees as well as workforce certification programs with an enrollment of 6,600 students on two main campuses, and two learning sites

2020 – Present **Vice President for Student Affairs, Albany State University, Albany, GA**

Responsibilities

- As the Chief Student Affairs Officer, I am responsible for overseeing the planning, operations and strategic priorities for a division that serves both undergraduate and graduate population of 6,600 students
- Serve as a member of president’s executive cabinet and provide planning documents, Board of Regents reports, and other formal documents and reports as necessary
- Represents the President/University at various internal and external meetings with community officials, civic leaders, educational partners, funding agencies, and the general public as appropriate
- Develop and direct activities of the division, which involves goal setting; budget planning and management; improving the experience and outcomes of students; and the creation of relevant policies, procedures, and protocols
- Oversee an annual operating budget of \$15 million

- Manage a team of 35 administrative and professional staff members and directly supervise 7 senior members of the student affairs leadership team
- Develop partnership with local agencies and industry partners to create opportunities for students to participate in internships, civic engagement, and experiential learning opportunities
- Create long-range planning and budget priorities that promote student success, focusing on retention, persistence and completion
- As a key leader of the Crisis Management Team, ensures the safety and preparedness of the campus
- Served as a key member of the Strategic and Campus Master Planning Committees

Summary of Accomplishments

Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Accreditation

- Assisted with the completion of a successful SACSCOC accreditation reaffirmation

Student Learning and Success:

- Collaborated with cabinet members and other campus leaders to review and enhance the first-year student experience. This resulted in the launch of the University College, new learning communities, expanded wellness resources, and support for students enrolled in entry-level first-year courses, especially those with high rates of DFWI grades
- Created study tables, and tutoring services within the freshmen residence halls
- Partnered with the University System of Georgia to provide skills-based training sessions for students, faculty, and staff. These sessions include Mental Health First Aid and QPR Suicide Prevention, which enables the community to recognize and support students in need
- Established the Active Minds Mental Health Peer Educators program to provide support for students' holistic well-being
- Engaged in discussion with Hanover Research, cabinet colleagues, and academic deans to ensure the academic curriculum remains relevant and aligns with the workforce development needs of the community and region
- Redesigned MALES Mentoring program to help African American male students achieve success. The program provides them with a sense of purpose, peer support networks, and academic support, as well as leadership development opportunities
- Developed and implemented a residence life curriculum that includes academic and themed learning communities. These communities provide additional support and hands-on learning experiences for freshman students. The learning communities include health science and men of distinction
- Established the Student Organization Resource Center, which is designed to serve as a hub for innovation, and brings together student and faculty to collaborate on business and entrepreneurial ideas
- Implemented financial and digital literacy training to increase the persistence of first-year students
- Developed a training curriculum to provide weekly life skills training sessions for first-year students
- Launched seminars designed to provide restorative justice and community-building training activities for students who violate the university's student code of conduct. These seminars have a specific goal of cultivating a campus culture that values accountability, empathy, and personal growth, ultimately fostering positive behavior among our students
- Increased support for student travel to present research at conferences
- Increased student participation in International Education Week activities

Collaborative Engagement with Faculty and Academic Departments:

- Partnered with the Provost and the former Director of the First-Year Experience program to establish the Paraprofessionals Promoting Progression (P3) program. This program recruits and trains student leaders to serve as peer mentors and coaches, who provides educational support and guidance for first-year students

- Collaborated with faculty in the Education department to provide life skills training sessions for participants in the Aspiring Teachers Academy to increase the number of African American male students pursuing a career in teacher education
- Worked together with the nursing faculty to develop the Pre-Nursing Learning Community. This learning community provides students with the opportunity to participate in simulation-based learning experiences, where they interact with healthcare providers and engage in a variety of real-life scenarios
- Partnered with the academic deans and individual faculty to foster a culture that promotes students' well-being. This resulted in the development of Wellness Days and the annual WellFest Health Fair, involving 94 campus and community partners

External Partnerships and Workforce Development:

- Represent the university president at various external meetings to provide updates to area businesses, community partners, K-12 schools, and government agencies. This is done to increase the institution's visibility and public profile; share its accomplishments and outcomes; promote the university as a community resource; and expand opportunities that support students' learning and development
- Attended a meeting convened by Governor Brian Kemp of Georgia, along with business and industry partners, K-12 educators, Technical College System of Georgia leaders, and the University System of Georgia's administrators. The purpose of the meeting was to discuss and develop workforce development strategies and career pathways to increase employment in current and future workforce needs
- Serve as a member of the Talent, Education and Leadership committee of the Albany Area Chamber of Commerce. This involvement is designed to improve and strengthen the education-to-workforce pipeline, with a particular focus on leadership development
- Collaborated with Phoebe Putnam Hospital to sponsor a meeting at Albany State University for hospital workers, public health department employees, and students, faculty, and staff to discuss and address health equity concerns in Southwest Georgia

Financial Management and Fundraising Experience:

- Manage and provide oversight for the Student Affairs operating budget and financial resources. Ensure that funds are used efficiently and effectively, focusing on long-term sustainability and accountability
- Provide executive-level leadership for the residence life operating budget, which generates over \$13 million in revenue annually
- Successfully wrote a proposal and secured CARES and HEERF funding from the University System of Georgia to support student health and well-being initiatives; build a small residence hall to provide affordable housing for honors students; purchase two 56-passenger buses for experiential learning opportunities; address students' food, housing and emergency basic needs insecurities; resurface the outdoor basketball courts; construct two pavilions and install 32 solar-powered charging station benches for outdoor activities; and new furniture and equipment for game room for student centers
- Served as a member of a team that partnered with Dougherty County commission leaders to secure county funding for the construction of a new walking trail. This trail connects the campus to Downtown Albany
- Partnered with cabinet member and other campus leaders to secure funding to acquire a state-of-the-art mobile STEM lab
- Submitted proposal and received Home Depot's Retool Your School Campus Improvement Grant, totaling \$80,000, to upgrade the outdoor Amphitheater

Capital Improvement Projects:

- Completed an assessment of the capital repair needs of the residence halls, resulting in an investment of \$3 million for improvements and upgrades to enhance the living environment for students. These enhancements included installing new HVAC system (AAON Units), implementing new camera system, repairing elevators, upgrading fire alarm panel systems, replacing carpeting with tiles, refreshing floors and paint, and adding new furniture

- Renovated common area lounges to create modernized learning spaces equipped with up-to-date technology and resources, aimed at facilitating a positive learning environment for students
- Ensured that all residence halls remained in compliance with safety laws and regulations

Facility Master Plan:

- Serve on the Facilities Master Planning Committee, which focuses on improving the university's facilities and infrastructure
- Collaborated with the Director of Facilities to replace older outdoor lighting near the student center and parking lots with new LED lighting
- Provided leadership in developing a plan to consolidate all freshman students to East Campus
- Partnered with the Oracle Real Estate Group to conduct a student housing market study. The goal is to secure funding to build two residence halls with over 400 beds each by Fall 2027
- Collaborated with the committee to enhance the safety measures at the Student Centers by installing new camera systems and upgrading the door lock systems
- Enhance technology in the residence halls by upgrading Wi-Fi and increasing bandwidth to provide residents with reliable internet access for their academic and personal needs

Internal and External Engagement:

- Maintain high visible and active engagement with students, faculty, staff, and community leaders
- Host quarterly Town Hall meetings with students
- Attend monthly Faculty Senate and Staff Council meetings
- Participate in National Alumni Council meetings as appropriate

Civic and Community Engagement:

- Established the Rams in Action Community Engagement Program that allows students, faculty and staff to actively engage in monthly meetings with community agencies to identify community needs and develop solutions to address them
- Incorporated volunteerism and community engagement into the requirements of all registered student organizations
- Required all fraternities and sororities to complete community service hours each year
- Instituted a recognition ceremony to formally acknowledge and showcase students' contributions to civic and community engagement efforts

Paul Smith's College is a private, liberal arts, residential, coeducational institution in the Adirondack region of New York. The college provides workforce education and offers baccalaureate and associate degrees with enrollment of 700 students

2016 – 2020

Vice President for Student Affairs and Campus Life and Associate Professor of Leadership and Diversity, Paul Smith's College, Paul Smiths, NY

Responsibilities

- Served as a member of the senior leadership team
- Represented the president at many alumni engagement and donor relations events and activities
- Served as chief student affairs officer responsible for providing oversight and leadership to all departments within student affairs to ensure students had the support and resources necessary to thrive in college and beyond
- Served as interim Director of Residence Life and Housing **June 2019 – December 2019**
- Provided executive-level leadership, supervision, and direction to a division that included residence life and housing, dining and conference services, sexual assault prevention education (DOJ OVW grant), student conduct, health and counseling services, new student orientation, student activities, campus safety, diversity education, intercollegiate athletics, recreation and intramural sports as well as supervise 34 employees

Summary of Accomplishments

Middle States Commission on Higher Education:

- Chaired, Standard IV: Support of the Student Experience Subcommittee

Strategic Planning:

- Led the strategic planning and implementation process for student affairs by establishing priorities, and defining clear goals and actionable strategies and initiatives that align with the institutions' mission and goals
- Secured resources to support the completion of the plan
- Reviewed the student affairs scorecard with the college president to ensure progress towards the achievement of these goals, and adjusted as necessary to ensure successful implementation
- Held monthly meetings with unit and department leaders to review and evaluate the progress towards accomplishing the goals
- Connected annual performance evaluation of unit leaders to the department's achievement of action items

Enrollment Growth and Athletic Expansion:

- Convened a working group to gather information about emerging athletics sports programs, and worked with the athletic department and other key campus leaders to identify potential opportunities for growth and expansion
- Partnered with academic affairs to conduct a review of the academic curriculum, assessing whether we should expand our academic offerings by providing more online, flexible or evening courses or develop new academic programs tailored to the unique needs of our incoming student athletes
- Developed a five-year athletic strategic plan to increase the recruitment and enrollment of student-athletes by 10%. As part of this plan, we converted part-time coaches to full-time positions with recruiting responsibilities in women's volleyball, and men's and women's soccer. Additionally, we established four new athletic programs, including Nordic Skiing, men's and women's Ice Hockey, and eSports. The year following these changes, the women's volleyball team won the YSCC conference tournament championship. Two years later, the women's soccer team achieved back-to-back YSCC conference tournament championships. In 2024, the Nordic Skiing team won the USCSA national championship. Furthermore, in the same year, the women's hockey team won the women's hockey national championship
- Created a Memorandum of Understanding (MOU) and scholarship agreement to facilitate the transfer of qualified student-athletes from North Country Community College to Paul Smith's College seamlessly
- Developed in collaboration with Enrollment Management, the Chicago Urban Initiative Program to increase the enrollment of historically underrepresented students

Diversity, Equity, Inclusion and Belonging:

- Founded the Mosaic Cultural Immersion Experience (20-30 students participated each year)
- Created a quarterly Vice President Forum to provide all students including LGBTQI+ students with a safe space to discuss and address issues and concerns
- Increased the total number of DEIB-sponsored co-curricular programs and activities by 5%

Alternative Revenue Streams:

- In collaboration with Saranac Lake Area Chamber of Commerce board of directors and Paul Smith's College, established workforce training opportunities to address local business and community need
- Created non-academic credit programs, seminars, workshops and enrichment courses to support local youths, and community members, including programs such as swim lessons, low-impact exercise classes, meditation activities as well as arts and crafts workshops
- During summer months, rented-out-athletic facilities to summer leagues and youth tournaments

- Offered empty residence life beds and classroom spaces for youth camps and conferences in the summer months
- Submitted and received a \$300,000 grant from Department of Justice, Office of Violence against Women
- Collaborated with the vice president of finance and administration to negotiate a \$700,000 donation from Sodexo Corporation to support renovation of the dining services area
- Secured contributions totaling \$100,000 from alumni and private donors to remodel and equip a multi-purpose social space for students with upgraded technology and modern amenities
- Partnered with the vice president for institutional advancement and a local business proprietor to obtain \$200,000 to support the establishment of an eSports program

Student Academic Achievement and Excellence:

- Established a Speaker Series Symposium
- Co-chaired the College’s Retention Task Force, which was designed to review data and develop initiatives to improve students’ retention, completion, and graduation rates
- Expanded global education and cross-cultural understanding by providing students with hands-on study abroad learning experiences in Jamaica. This experience included research and information gathering related to public health and environmental justice issues and challenges affecting the Island
- Created a Holocaust course and integrated it with a spring break immersive experience at the US Holocaust Memorial Museum in Washington, DC, to provide students with an understanding of the Holocaust and its historical impact
- Develop a global academic partnership with the Council of Community Colleges of Jamaica

Partnerships with Churches to Promote Student’s Spiritual Growth and Interfaith Understanding:

- Collaborated with local Churches to develop and sponsor a non-denominational city-wide program focused on bringing together diverse faith leaders to explore and deepen interfaith understanding and cooperation. The program was designed to foster dialogue, build bridges of respect and empathy and promote religious harmony within our local community
- Invited Christian leaders to campus to provide weekly Chapel services to student who seek spiritual guidance and support

Collaboration and Shared Governance:

- Included faculty representatives in Student Affairs meetings to ensure their voices are heard and considered in decision-making processes
- Developed working groups that included faculty, staff and administration to address issues and challenges facing campus life or the institution
- Partnered with faculty and staff leadership to create an inclement weather plan
- Created an end-of-year awards dinner to recognize and celebrate the contributions of students, faculty, and staff

ADDITIONAL LEADERSHIP EXPERIENCE

North Park University (HSI) is an urban, private, coeducational, residential, four-year liberal arts university affiliated with Evangelical Covenant Church with enrollment of 3,200 students

2007 – 2016 **Dean of Diversity and Office of Collaboratory for Urban and Intercultural Learning and Associate Professor of Cultural Studies**, North Park University, Chicago, IL

Harper College is a large, suburban, public comprehensive two-year college enrolling 16,000 students

2002 – 2007 **Dean of Student Development (Dean of Students) and Associate Professor, Division of Student Development, Harper College, Palatine, IL**

Iowa Wesleyan University is a rural, small, private, four-year, residential liberal arts university related to the United Methodist Church. It's a university in the Wesleyan tradition that values learning, community, faith and service and enrolled 950 students

2000 – 2002 **Associate Vice President and Dean of Student Life (Chief Student Affairs Officer), and Assistant Professor of Education, Iowa Wesleyan University, Mt. Pleasant, IA**

Olivet College is a rural, private, coeducational, four-year liberal arts institution affiliated with United Church of Christ with enrollment of 1,200 students (**1995 – 2000**)

1999 – 2000 **Assistant Dean of Community Life, Director, Multicultural Education and the African American Cultural Center, and Instructor, First Year Experience Program, Olivet College, Olivet MI**

1996 – 1999 **Director, Multicultural Education and the African American Cultural Center**
1995 – 1996 **Coordinator, African American Student Development and the African American Cultural Center, Olivet College, Olivet MI**

College of the Holy Cross is an urban, four-year, liberal arts institution affiliated with Society of Jesus (Jesuits), serving 3,000 students

1993 – 1995 **Special Assistant for Multicultural Affairs and Complex Director, College of the Holy Cross, Worcester, MA**

TEACHING EXPERIENCE

2016 – 2020 **Associate Professor of Leadership and Diversity, Department of Environment and Society, Paul Smith's College, Paul Smiths, NY**

- Introduction to Africana Studies: People of the African Diaspora

2007– 2016 **Associate Professor of Cultural Studies, Department of Africana Studies, North Park University, Chicago, IL**

- Introduction to Afro Caribbean Studies

2011 – 2016 **Associate Professor, Masters in Higher Education Administration, North Park University, Chicago, IL**

- College Student Development and Administration

2002 – 2007 **Associate Professor, Division of Student Development, Harper College, Palatine, IL**

- Humanistic Psychology

2000 – 2002 **Assistant Professor, Department of Education, Iowa Wesleyan University, Mt. Pleasant, IA**

- Impact of Diversity on Students (multicultural education course)

1995 – 1996 **Instructor, First Year Experience Program, Olivet College, Olivet, MI**

BOARD OF DIRECTORS MEMBERSHIP

- Board of Directors, Albany Area Chamber of Commerce (2025—present)

- Talent, Education and Leadership committee, Albany Area Chamber of Commerce, (2023-present)
- Advisory Board, Work-Based Learning Program, Dougherty County School System (2023-2024)
- Board of Directors, United Way of Southwest Georgia (2021-present)
- Board of Directors, Saranac Lake Area Chamber of Commerce (2018–2020)
- Public Elected Official, District 62 School Board (2010–2016)
- Editorial Board, Journal of Hip-Hop Studies (2012–2016)
- Board of Directors, National Association for Black Culture Centers (2000-2004)

SELECTED COMMITTEE MEMBERSHIP

National Membership

- Member, NASPA – Student Affairs Administrators in Higher Education (1992-present)
- Member, Phi Beta Sigma Fraternity, Inc., National Office, Washington, DC (1987-present)

Council of Christian Colleges and Universities

- Founding member, Commission on Diversity for Chief Diversity Officers (2014-2016)

District 62 School Board

- Chair, Education Committee (2010-2016)

College Membership – Albany State University

- Member, Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Reaffirmation Planning Committee (2020)

College Membership – Paul Smith’s College

- Chair, Standard IV: Support of the Student Experience committee (2017-2018)
- Co-chair, College Retention Task Force (2018-2020)

College Membership – North Park University

- Founder and conference chair, Annual Student Diversity Leadership Conference (2009-2016)
- Founder and conference chair, Annual High School Student Leadership Conference (2010-2016)

SELECTED WORKSHOPS AND PRESENTATIONS

International

Jones, J., **Lindsay, T.**, “Closing the Achievement Gap – Issues and Strategies for Retention and Completion,” National Conference of the Council of Community Colleges of Jamaica, January 8-10, 2014, Jamaica, West Indies

National

Lindsay, T., Jordan, A., “Hunger on Campus: The Fight Against Student Food Insecurity,” NASPA, Student Affairs Administrators in Higher Education, March 21, 2022, Baltimore, MD

Lindsay, T., Barrington, P., “Services without Borders: Collaborative Approach to improve the Retention and Success of Underrepresented Students,” Council for Christian Colleges and University’s Diversity Conference, September 24-26, 2016, Chicago, IL

Lindsay, T., “Inclusion, Belonging and the Christian Academy: A Matter of Faith, Excellence and Institutional Survival,” September 22, 2015, Chicago, IL

Walters, E., **Lindsay, T.**, “A Tale of Two Colleges: Developing and Implementing a Comprehensive Advising System,” ACPA – College Student Educators International and NASPA – Student Affairs Administrators in Higher Education Joint Meeting, March 31-April 4, 2007, Orlando, Florida

Walters, E., **Lindsay, T.**, Mahmoudi, H., “New Recruiting Initiative Model,” United Nations Subcommittee of the General Assembly, December 8-9, 1997, New York, NY

Regional

Hebbs, K., Galasinski, J., **Lindsay, T.**, “A Matter of Faith: North Country Faith Leaders and Black Lives Matter,” Adirondack Diversity Initiative and the Adirondack North Country Association, November 10, 2020, Plattsburg, NY

Lindsay, T., “Using Institutional Data to Improve Student Success and Performance,” Associated Colleges of Illinois, Student Engagement Conference, October 12, 2015, Chicago, IL

Lindsay, T., “Demographic Trends: Implications for Christian Higher Education,” Trinity Christian College, November 18, 2013, Palos Heights, IL

Lindsay, T., “Diversity and Christian Higher Education,” Goshen College, March 26, 2013, Goshen, IN

Campus

Lindsay, T., “Engaging and Empowering Students to be Ethical Leaders,” Vice President’s Student Leadership Series, Spring 2024, Albany State University, Albany, GA

Lindsay, T., Johnson, K., “Character and Community: What do Students Expect from Us,” Student Affairs and Enrollment Management Joint Retreat, Fall 2023, Albany State University, Albany, GA

Johnson, K., **Lindsay, T.**, “Current Realities of Today’s College Student,” Faculty and Staff Conference, Fall 2022, Albany State University, Albany, GA

Lindsay, T., “Strategies to Promote Student Leadership, Engagement, Involvement and Professional Development,” Student Leadership Training, Spring 2021, Albany State University, Albany, GA

Widnie, Dorilas (student), **Lindsay, T.**, “CommUnity Conversation: Facilitated Dialogue on Building Bridges to Cultivate an Inclusive and Welcoming Campus Community,” Fall 2019, Paul Smith’s College, Paul Smiths, NY

Pimentel-Williams, R., **Lindsay, T.**, “Framework to Reduce Sexual Assault and Domestic Violence on Campus,” Workshop for Academic Departments, Fall 2018, Paul Smith’s College, Paul Smiths, NY

Lindsay, T., “Promoting Civility: Designing a Friendly Campus Community,” Workshop for New Faculty Orientation, Fall 2014, North Park University, Chicago, IL

Lindsay, T., “Creating Collaborative Partnerships between Student Life and Academic Affairs,” Workshop for Faculty Training, Fall 2001, Iowa Wesleyan University, Mt. Pleasant, IA

Local Community

Anthony Morman., **Lindsay, T.**, “Strategies to Support Rural Students’ Academic Success and Achievement,” Putnam County Charter School System, May 24, 2022, Eatonton, GA

SELECT MEDIA/NEWS COVERAGE

Albany State University

- Lindsay selected to participate in 2023 Leadership Albany
<https://www.asurams.edu/news/2023/lindsay-leadership-albany.php>

Paul Smith’s College

- Terry Lindsay developed the Emerging Leaders Program for first-year students
<https://www.youtube.com/watch?v=lfuIUL-hINg>
- Dr. Terry Lindsay discusses his role as the narrator of "Promised land: An Adirondack Folk Opera."
<https://www.youtube.com/watch?v=70RTA8dTIJE>

North Park University

- Terry Lindsay launched Student Diversity Leadership Conference
<https://www.northpark.edu/stories/fifth-annual-student-diversity-leadership-conference-addresses-achieving-peace-by-embracing-diversity/>