

# Lloyd A. Holmes

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## EDUCATION

Ph.D. The University of Mississippi December 2002  
University (Oxford), Mississippi  
Major: Educational Leadership

Dissertation Title: *African American Freshman Students' Perceptions of Community at Four Predominantly White Public Universities in the Southern Universities Group*

M.Ed. The University of Mississippi December 1993  
University (Oxford), Mississippi  
*Phi Kappa Phi* Honor Society  
Major: Higher Education/Student Personnel Services

B.Accy. The University of Mississippi August 1992  
University (Oxford), Mississippi  
Major: Accounting

A.A. Itawamba Community College May 1990  
Fulton, Mississippi  
*Phi Theta Kappa* Honor Society  
Major: Accounting

## WORK HISTORY

July 2020 – Present De Anza College (Cupertino, CA)  
*President*

April 2014 – July 2020 Monroe Community College (Rochester, NY)  
*Vice President for Student Services*

- Serve as a senior officer of the college
- Served as chief diversity officer for the college (2016-2018), including oversight for the college civility committee
- Serve as college representative for the League for Innovation in Community Colleges

- Responsible for establishing, cultivating, leading, and sustaining a vision for Student Services which has student learning and success at the center of all activities
- Provide leadership in the creation of a planning structure which links planning, budgeting, data/evidence, and assessment to decision-making and the demonstration of division effectiveness
- Promote the academic and personal achievement of students through oversight of student services areas, including Counseling and Disability Services, Veteran Services, Advisement and Transfer Services, Housing and Residence Life, Athletics, Student Life and Leadership Development, Educational Opportunity Program, Health Services, Student Rights and Responsibilities, Enrollment Management (Admissions, Registration and Records, Financial Aid, and Marketing and Web Services)
- Work to ensure compliance with increasing external demands for accountability and compliance with federal and state regulations, including, but not limited to, Clery Act, Title IX, and Higher Education Opportunity Act
- Serve as board chair to the MCC Association, Inc., a not-for-profit organization that provides financial and management support for many student services, including the college bookstores, the Guon Child Care Center, the residence halls, athletics, co-curricular programs and campus food services
- Responsible for developing, implementing, and recommending policies, practices, and operational standards that provide structural support for student success
- Responsible for the development of division-specific goals and objectives which support the college's strategic initiatives

February 2008 – March 2014      North Shore Community College (Danvers, MA)  
*Dean of Students*

- Served as judicial officer and was responsible for coordinating the judicial system and managing responses to both academic and non-academic student conduct issues
- Provided leadership and direction for various departments, including Student Life, Health Services, and Recreation and Wellness
- Oversaw student graduation ceremonies

- Acted as liaison between the college and Lynn Economic Opportunity Head Start program
- Oversaw the college shuttle system
- Developed, implemented, and provided support to campus-wide programs that promote responsible behavior, good citizenship, and civic engagement
- Served on various university committees, including the Enrollment Management Team
- Served as chair of the college's Students at Risk Committee
- Served as chair of the college's Student Development Governance Committee
- Served as a member of the college's Criminal Offender Registration Information (CORI) Board
- Served as a lead member of the Clery Act compliance committee; responsible for ensuring compliance with the Higher Education Opportunity Act (HEOA)
- Served as chair of the college's Special Withdrawal Committee
- Served as the college grievance officer
- Served as secretary for the Massachusetts Community College Chief Student Affairs Officers (CSAO) group, which consists of officers from each of the 15 Massachusetts community colleges

September 2004 –  
February 2008

Coastal Carolina University (Conway, SC)  
*Dean of Students*

- Served as primary judicial officer and was responsible for coordinating the judicial system and managing responses to student conduct issues
- Provided leadership and direction for the student activities and leadership program, including Greek Life, Student Government, campus programming, Student Media, and commuter services
- Developed and managed assessment programs within the Division of Student Affairs for the purpose of planning, program improvement, and effectiveness; included oversight of assessment programs and annual reports for all departments within the division
- Provided leadership for professional development programs within the Division of Student Affairs
- Oversaw the budget and budgeting process for the department and all university-funded student organizations

- Provided support to campus-wide programs that promote responsible behavior, good citizenship, and civic engagement
- Served as instructor for various adjustment to college and leadership courses
- Served on various university committees
- Responded to various student crises

*Interim Director of Counseling Services (07/2005 – 07/2006)*

- Oversaw the crisis intervention program for the entire university
- Oversaw budget and budgeting process for department
- Oversaw functions of Student Disability Services to include testing and accommodations
- Served as liaison between university and local hospital for contracted health services for campus.
- Assisted in the creation of a university-operated Student Health Services

January 2004 – May 2004

The University of Mississippi School of Education (Oxford, MS)  
*Adjunct Professor of Leadership and Counselor Education*

- Taught EDLD 662 (College Teaching), a course for graduate students in the higher education program
- Served on departmental committees as needed

July 2003 – September 2004

The University of Mississippi (Oxford, MS)  
*Associate Dean of Students*

- Coordinated all university non-academic judicial matters involving students and student organizations
- Provided supervision to full-time staff members, graduate assistant, graduate practicum students, and student workers
- Oversaw all budget matters in the Office of the Dean of Students, to include budget development and management
- Assisted in the supervision of student government association
- Coordinated and/or chaired all departmental job searches
- Interpreted, developed, and updated university policies and procedures related to non-academic discipline
- Served as member of University Crisis Intervention team

- Held responsibility for data collection and completion of departmental assessment of services for inclusion in the university-wide assessment of departments
- Served as member of university Academic Dismissal and Suspension Standing Committee
- Served as member of Student Life Standing Committee
- Assisted in editing and updating the *M-Book: Handbook of Standards and Activities*
- Presented programs to various groups as requested

September 1998 – June 2003

The University of Mississippi

*Assistant Dean of Students (Judicial)*, July 2001 – June 2003

*Assistant Dean of Students (Judicial and Multicultural Affairs)*,

August 1998 – June 2001

- Coordinated all university non-academic related judicial procedures involving students and student organizations
- Coordinated selection and training of University Judicial Council
- Supervised office operations for judicial functions
- Interpreted, developed, and updated university policies and procedures related to non-academic discipline
- Served as member of Crisis Intervention Team
- Served as supervisor for graduate assistant, graduate practicum students, and undergraduate student workers and volunteers
- Oversaw data collection and completion of departmental assessment of services for inclusion in the overall assessment of University departments
- Coordinated and monitored a variety of multicultural programming activities, including focus week/month programming and award ceremonies
- Oversaw and managed budget for Office of Multicultural Affairs
- Taught EDLD 105, Freshman Year Adjustment to College Seminar

August 1997 –  
September 1998

Department of Financial Aid

The University of Mississippi

*Financial Aid Advisor*

- Communicated with students and parents about various financial aid opportunities, issues, and procedures
- Counseled students on maintenance and eligibility for aid

- Maintained contact with departments within the university regarding financial aid matters
- Communicated with government agencies and lenders on matters dealing with the disbursement of student aid

July 1996 – August 1997

Student Health Services  
The University of Mississippi  
*Coordinator of Alcohol and Drug Programming*

- Developed curriculum for class on alcohol and other drugs (AOD)
- Revised training manual for and presented First Chance, an educational program for AOD offenders
- Developed and implemented program ideas for individuals and groups outside the department
- Served as proxy for a member of the Mississippi State Department of Health HIV/AIDS Community Planning Group
- Served as American Red Cross certified HIV/AIDS instructor

August 1994 – July 1996

University Counseling Center (Bessie S. Speed Wellness Center)  
The University of Mississippi  
*Coordinator of Program Development*

- Planned, organized, and oversaw implementation of all outreach functions of the University Counseling Center
- Served as member of University Crisis Intervention team
- Taught EDLD 309 (Leadership Development Seminar) each semester
- Planned and coordinated new student orientation for the university
- Managed grants from agencies external to the university and prepared periodic reports to these agencies
- Supervised graduate assistants and several student workers
- Supervised Risque' Business, a traveling peer education group

January 1993 – August 1994

Bessie S. Speed Wellness Center  
The University of Mississippi  
*Wellness Programming Specialist*

- Presented wellness-related programs offered by the Counseling Center
- Maintained resource library for Counseling Center
- Planned and implemented focus week programming for center, along with other university personnel
- Taught EDLD 309 (Leadership Development Seminar) each semester

October 1992 – January 1993    Bessie S. Speed Wellness Center  
 The University of Mississippi  
*Graduate Assistant, Wellness Programming*

- Assisted in the supervision of student workers
- Presented wellness-related programs to other departments and organizations

August 1992 – August 1993    Department of Student Housing and Residence Life  
 The University of Mississippi  
*Residence Hall Director*

- Coordinated all activities of an residence hall
- Planned staff development activities for residence halls
- Served as advisor for Inter-Hall Council, the residence hall association

### **PROFESSIONAL AFFILIATIONS, CERTIFICATIONS, AND AWARDS**

National Association of Student Personnel Administrators (NASPA)  
 American College Personnel Association (ACPA)  
 Association for Student Conduct Administration (ASCA)  
 NASPA Institute for New Chief Student Affairs Officers, faculty member, October 2016  
 Recipient of 2013 North Shore Community College Governance Award  
 Institute for Control Theory, Reality Therapy, and Quality Management certified  
 SACSA/NASPA Region III Mid-Managers' Institute, June 1998

### **PROFESSIONAL AND COMMUNITY INVOLVEMENT**

American Association of Community Colleges Commission on Diversity, commissioner,  
 2017-2020  
 Foodlink, board member, 2019-2022  
 Memorial Art Gallery, Director's Advisory Committee, member  
 GEVA Theatre, board member, 2018-2021  
 Growing Downtown Rochester Committee, member  
 Lynn Economic Opportunity, Incorporated, former board member  
 Summit on Black Greek Letter Organizations, NASAP, 2007 conference co-chair

Habitat for Humanity of Horry County, SC, former board secretary  
Red Cross of North Mississippi (Oxford, MS), former board chair  
Wood Creek Property Owners Association (Conway, SC), former board president  
Omicron Delta Kappa Honor Society, alumni member  
Lambda Sigma Honor Society, honorary member  
Phi Theta Kappa Honor Society, member

### **PUBLICATIONS**

Holmes, L. A. "A Critical Time for Change: Strengthening the Legacy" in *NASAP Focus*. Winter 2005.

Holmes, L. A., K. Sullivan, and T. D. Letzring. "African American Freshman Students Perceptions of Community" in *College Student Affairs Journal*. Fall 2002.

### **RECENT PRESENTATIONS**

Kress, A., A. Williams, and **L. Holmes**. "From the Boardroom to the Classroom: Enrollment is Everyone's Business" at Association of Community College Trustees Conference. October 2019.

Wade, A. C., **L. A. Holmes**, M. Rambish, and S. Dingee. "A Cross-Divisional Integrated Advising Model for Guided Pathways" at American Association of Community Colleges Conference. March 2019

Wade, A. C., **L. A. Holmes**, and K. P. Collins. "Guide Pathways Implementation – Lessons Learned from National, State, and Campus Perspectives" at SUNY Success Summit. October 2018.

**Holmes, L. A.** "Why Our Students Are Not Completing: A Non-Academic Look at Student Success" SUNY Food Insecurities Task Force Meeting (March 29, 2018) and New York Community College Trustees (NYCCT) Meeting (October 2017).

**Holmes, L. A.** and J. White. "Evolving a Guided Pathways Culture: Focus on Student Services" at SUNY Guided Pathways Institute. February 2018

**Holmes, L. A.** "Partnering for Persistence: Meeting Students' Basic Needs through Community College Collaborations" at Association of Community College Trustees Conference. October 2018.

Kress, A. M., **L. A. Holmes**, and V. M. Patterson. "Creating Comprehensive Social and Financial Support Systems for Students at a Community College" at American Association for Community Colleges Conference. April 2017

Wade, A. M., **L.A. Holmes**, and J. Wilkie. "The Schools at MCC: Effecting Authentic Organizational Change" at League for Innovations Conference. March 2017