

Jesse L. Mason, Jr., Ph.D.

Collaborative, equity minded, academic and student affair administrator with 14 years of diverse and cross-cultural progressively responsible post-secondary experience with community and technical colleges and four year and terminal-degree institutions - providing planning, directing, implementing, and evaluating initiatives and programs which engage people to find effective solutions that allow institutions to thrive and as they fulfill their mission and uphold their values.

Areas of Expertise

- Transformational and Adaptive Leadership
- Partnering and Collaborating with government and community agencies
- Accreditation Leadership
- Budget and Resource Management
- Team Building and Development
- Strategic Planning and Implementation
- Effective Communication
- Shared Governance
- Collaborative Relationship Building (in non-union and collective bargaining institutions)
- Equity Literacy
- Culturally Responsive Programming
- Assessment of Student Learning
- Faculty and Staff Development
- Retention Initiatives
- Leadership Development
- Fundraising

Education

University of Minnesota Minneapolis, MN

Ph.D. (Cognitive and Biological Psychology)

Morris Brown College Atlanta, GA

B.S. (Psychology) Magna Cum Laude

Executive and Leadership Training

Thomas Lakin Institute for Mentored Leadership
President's Round Table of African-American CEOs
(2019)

Advance Leadership Development Training in Higher Education
Academic Premier (2018)

Executive and Advance Leadership Training: MBA Essentials
University of Minnesota Carlson School of Business (2017)

Administrative/Managerial Training and Certifications

Art of Supervision	Threat Assessment
Science of Supervision	Poverty Coach certification
Project Management	Data Privacy and Management

Administrative Experience

Provost/Vice President of Academic and Student Affairs (June 2018-Present)

North Hennepin Community College

Serves as the Chief Academic and Student Affairs Officer of the college and is expected to provide the educational and administrative leadership to achieve a high standard of excellence and innovation in teaching and learning, student development, and faculty and staff professional development. The Provost will provide the vision and overall guidance for academic and student affairs, policy formulation, educational planning, and new program development in an integrated academic and student development setting. The Provost reports to the college President and serves as the CEO's proxy in the President's absence.

Accomplishments

- Improve fiscal accountability in Academic and Student Affairs (transparency and processes for resource management)
- Implementation of the Comprehensive Student Experience strategic direction:
 - Planning and Implementation of Guided Pathways
 - One-Stop student service model
 - Improving quality online course offering
 - Planning and implementation of student-centered scheduling
 - Re-design of FYE
 - Planning and establishing Workforce and Experiential Learning Center
- Improved scheduling, course cancelation, and faculty assignment process
- National Alliance of Concurrent Enrollment Partnerships Accreditation
- Expanded K-12 partnerships by including alternative learning centers and Adult Basic Education
- Improved and strengthen relationships with community ABE programs
- Established Center for Teaching and Learning
- Pilot Non-cognitive AND Multiple Measures assessment for student placement
- Improve data-informed decision making processes
- Re-organization of Academic and Student Affairs to better serve students

Dean, Academic Affairs (July 2015 – June 2018)

Century College (White Bear Lake, MN)

Manage over 25 disciplines related to Social and Behavioral Sciences, Communication, PE and Health, Communications, Humanities, Linguistics, Fine Arts, and Translating and Interpreting. I have the opportunity to lead a talented faculty and staff of 120 people. A review of my portfolio would also include work with the Mental Health Committee, Honors Program, and other duties as assigned or needed. Responsibilities include curriculum and program planning, development and evaluation of faculty and staff, enrollment management and class schedule development, budget development and management (over \$7 million personnel and non-personnel), support for student success, develop and support strategic initiatives and other duties as assigned or needed.

Accomplishments

- NASM Accreditation of Music Department
- Successfully implemented intercultural development training for division leadership.
- Revamped division retention and completion efforts through program planning and accountability measures.
- Increased faculty diversity in several disciplines from 12% to 40%
- Increased overall division course completion rates by 2 percent (from 79.8% AY15 to 81.9% AY17). Division also saw improvements in course completion rates for traditional underserved population by 2-3%.

- Re-organization/modification of disciplines, programs and course offerings in several disciplines to increase saturation rates and respond to a “student-centered” course schedule
- Increased engagement of assessment across disciplines through specific feedback and work plan accountability.
- Implemented division planning process around planning and assessment through division retreats, discipline meetings, and the introduction of 3-year work plan.
- Successful creation of new programs (Mental Health Behavioral Aid II, Minnesota Transfer Pathways in Psychology, Communication, Theater, Sociology, etc.)
- Increased programmatic and collaborative grants (from 0 to 5)
- Partnered with community and other higher education institutions and agencies to develop educational programming (partnerships with Karen Organization of Minnesota and University of Minnesota Dental School)
- Reorganization of the Mental Health Committee to a goal oriented and data driven model

Minnesota State-wide Committees

- Student Success Advisory Committee (FY19-present)
- Policy Council FY19-present
- Transfer Pathway Team for Exercise Science and Kinesiology-(FY17)
- 2018 Capital Budget Scoring Team (FY17)
- Deans’ Professional Development Workgroup (FY17-FY18)

Chair and Associate Professor, Psychology (July 2013-2015)

Clark Atlanta University (Atlanta, GA)

Supervisor for the Department of Psychology. Responsible for: Administrative duties needed or assigned by the Dean (School of Arts & Sciences) and the Provost and Vice President for Academic Affairs; Maintenance of the standards of the discipline; Realization of the professional expectations of departmental faculty and staff, as well as students majoring in Psychology and those to whom the department offered elective and cognate courses.

Accomplishments

- Developed partnership with University of Minnesota for Summer Research Experience (Grant)
- One of the founding advisors of the AUC Nu Rho Psi Chapter (National Honor Society in Neuroscience)
- Created a Behavioral Health Laboratory (undergrad and advance students research on health disparities and health behaviors)
- Aligned and updated departmental student learning outcomes with national organizational (American Psychological Association)
- Implemented 3-year work plan for strategic planning and continuous improvement

- Increased grant submissions for research among faculty through incentive programming and direct support
- Created and organized department research consortium
- Developed proposals for two graduate programs in Psychology
- Introduced courses in Neuropharmacology and Health Psychology
- Created assessment plans for student learning outcomes and accreditation activities
- Developed and re-organized faculty evaluation framework to align with institutional processes

Coordinator/Chair, Social Science Division (2012-2013)

Minneapolis Community and Technical College, Minneapolis, MN

Coordinated review and development of college curriculum; collaborated with Dean in scheduling of classes, budget management, selection, orientation of faculty and adjuncts, determining instructional resources, and on articulation agreements with system 4-year institutions and other 4-year institutions; advocated for discipline and faculty in regards to teaching and learning environment; programmed planning and implementation meetings; planned and conducted advisory meetings, evaluation, design, and delivery of marketing efforts; facilitated and maintained professional relationship with k-12 districts and 2 and 4 year institutions.

Accomplishments

- Organized and developed retreats centered on division outcomes and strategic planning
- Implementation of the Associates of Arts degree with Emphasis in Psychology
- Increased partnerships in articulation agreements
- Introduced new courses in educational psychology and cross-cultural psychology
- Increased faculty engagement in student affairs organizations
- Implemented learning communities
- Created and developed RFPs for cultural climate assessment
- Created community program in collaboration with community organizations for pipelines (e.g., GED-College, Prison-to-College)

Coordinator/Director (Founder), African American Education Empowerment Program and the Student African American Brotherhood (2011-2013)

Minneapolis Community and Technical College

Coordinated student co-curricular programming around student engagement, retention, graduation, and leadership development; and co-managed \$100,000.00 budget in collaboration with Vice president of Academic Affairs, implementation of meetings and leading advisory of faculty, staff, and community members; design, delivery of marketing efforts; facilitate and maintain relationships with K-12 schools and other 2-4 years institutions; represent college in community collaboration across

the different units of the institution; develop programming, goals, assessment, and annual reports to institution leadership, supervise student workers and administrative Assistant.

Accomplishments

- Increased semester-to-semester persistent rates to 83%
- Fall to Spring – SAAB Retention Rate for males high participants -94% with an average GPA of 2.9
- Increased cultural and academic programming of the institution
- Increased partnerships with K-12 and community organizations (Pathway to Success Partnership with South High School's Umoja Program; Richfield Middle Schools/AVID Program; Southside Charter School MLK Event with Hollis Watkins (Freedom Fighter and Civil Rights Activist)
- Increased leadership development among students
- Received National and Statewide Awards for Stellar Chapter of the Year (SAAB Nationals (2012 and 2013) and Minnesota State Diversity Award (2013)
- Increased faculty participation in program activities (mentoring, tutoring, etc.)
- Organized sub-groups to meet student needs (i.e., Student African-American Brotherhood (SAAB), Student African American Sisterhood (SAS), African American Parity, and Student Transition Program)
- Successfully partnered with administrators of national organizations (i.e., SAAB and SAS) on special programming

Academic/Education Experiences

Faculty: Psychology (2007-2015)

Minneapolis Community and Technical College (Minneapolis, MN)

Courses Taught: General Psychology, Life Span Development, and Social Psychology; New Course Creation (introduced Fall 2011):

Educational Psychology (Approved Fall 2012)

Cross-Cultural Psychology (Approved October 2011); served on institutional, community, and advisory committees

Adjunct Faculty (2009 – present)

St. Catherine University (Saint Paul, MN)

Courses Taught: Life Span Development (on-line course);

Community Integrated Learning Course

Assistant Professor (2006 – 2009)

St. Catherine University (Minneapolis, MN)

Courses Taught: General Psychology and Life Span Development;

Student Advising; Adjunct: Department of Psychology (St. Paul Campus)

Post-Doctoral Associate (2006-2007)

University of Minnesota Medical School (Minneapolis, MN)
Programs in Health Disparities

Adjunct Faculty (2004–2006)

Inver Hills Community College (Inver Grove, MN)
Courses Taught: General Psychology; Student Success Strategies; Social Psychology;
Child and Adolescent Development; Adulthood and Ageing

Adjunct Faculty (2006)

Anoka-Ramsey Community College (Minneapolis, MN)
Courses Taught: General Psychology; Child and Adolescent Development

Adjunct Faculty(2005-2006)

College of St. Catherine (Minneapolis, MN)
Course Taught: General Psychology

Instructor (2003-2004)

University of Minnesota , Department of Psychology (Minneapolis, MN)
Course Developed and/or taught: Race and Drug Addiction Seminar; Race, Gender, and Sexuality;
Complicated Relationships in Drug Addiction

Section Leader (2003)

University of Minnesota , Department of Psychology (Minneapolis, MN)
Course: Research Methods and Statistics

Teaching Assistant (2001-2003)

University of Minnesota , Department of Psychology (Minneapolis, MN)
Courses taught: Classical Conditioning and Learning; Introduction to Psychology

Research Laboratory and Undergraduate Research

- Primary Investigator: Mason Behavioral Health Lab (Clark Atlanta University, Atlanta, GA)
- Trained 20 undergraduates and 2 graduate students
- 80% of undergraduates subsequently enrolled in graduate programs
- Two grants ((Notice of Intent (NOI) and 1-Seed Grant)

Academic/Education Experiences Continued

North Hennepin Community College (Provost)

- Sub-committees of Center for Innovation in the Arts building project
 - Programming

- Marketing
- Co-Chair Policy Committee
- Shared Governance Council
- Campus Wide Steering Committee
- Presidents Leadership Team
- President's Cabinet
- Diversity and Equity Committee
- Sponsored taskforce and workgroups:
 - Student Success Steering Committee
 - Deans workgroup
 - Deans and Directors
 - Department Coordinators

Century College (Dean-Academic Affairs)

- Co-Chair Mental Health Committee
- Academic Affairs Standards Committee (Curriculum)
- Academic Pathways sub-committees
- Equity & Inclusion Committee
- Strategic Enrollment Committee
- Concurrent Enrollment Committee
- K-12 Partnership Workgroup
- Assessment of Student Learning Committee
- Honors Contract Program
- Student Showcase
- AQIP Accreditation Committee (co-chair, sub-committee)
- Behavioral Intervention Team
- Presidential Search Advisory Committee
- Chair – College Lab Assistant Search Advisory (5)
- Chair – Adult Transition Specialist Hiring Advisory
- Chair – Academic Pathways Advisors Hiring Advisory

Clark Atlanta University (Department Chair)

- University General Education Core Re-development Committee
- Served on hiring Committee for the Vice President of Sponsored Programs and Community Outreach
- University Retention Task Force
- University Research in Sponsored Programs Research Cabinet
- RISE Executive Research Committee
- University Senate
- Faculty Handbook Revision Committee
- Academic Distinction Committee
- Woodruff Library Academic Committee

Minneapolis Community and Technical College (Coordinator/Chair)

- Social Responsibility Embedding Committee (2009-2010)
- Social Responsibility Caucus (2009)
- President's Task Force on increasing Graduation Rates (2010-2011)
- Chair, Psychology sub-committee on assessing critical thinking in course work (Life Span Development)
- Student African American Brotherhood Steering Committee (2011-present)
- Hiring Committee for Philosophy Instructor (2011) and Power of You Advisor (2011)
- Co-facilitator, Teaching Circle: Cross Cultural Pedagogy (2011)
- Facilitator, Diversity, Multiculturalism and the Modern Student (2011)
- Co-Chair, Faculty Scholarship Fundraising Committee (2011)
- Hiring Committee for Power of You (Retention Program Advisor, 2011)
- Hiring Committee for American Indian Success (Retention Program Advisor, 2012)
- MCTC AQUIP (Accreditation) Committee (2011-2013)
- Manage RFP for Equity and Equality Audit (2011-2012)
- Coordination and Creation of "Clear Path" Initiative aimed at creating college readiness, job skills, personal development, and employment opportunities for dislocated youth and adult work-force re-entry (2011)
- Founding member of the Anoka-Ramsey and Minneapolis Community and Technical College Internal Review Board (2012)
- Student Success Steering Committee (2011-2013)

St. Catherine University (Assistant Professor)

Liberal Arts and Sciences sub-committee work

- Augsburg Advantage Pathway Initiative
- Curriculum Alignment
- Campus Climate Committee –Faces Committee
- Internal Review Board

Professional and Research Experiences

Consultant for Undergraduate Research Experience: Xcel Energy Grant for Undergraduate Research Experience, Century College (2016-2018)

Steering Committee Member and Research Advisor: RISE Research Program, Clark Atlanta University, 2013-2015

Research Cabinet Member: Office of Institutional Research, Clark Atlanta University (2014-2015)

Chair: Minnesota Minority Education Partnership's (now Minnesota Equity Partnership) African American Male Education Advisory (2011-2013)

Co-Facilitator: Cross-Cultural Pedagogy Teaching Circle, Minneapolis Community and Technical College (2010)

Facilitator: Diversity, Multiculturalism, and the Modern Student Faculty Learning Community, Minneapolis Community and Technical College (2011-2012)

Case Worker: MAABSCO: STEP Group Home (Victoria, MN, 2003-2004)

- Supervised and managed youth in transition
- Provided career counseling, job placement, and decision making
- Building safety

Graduate Research Assistant: University of Minnesota (Minneapolis, MN, 2001-2006)

- Data Collection
- Participant Inclusion/Exclusion Interview
- Data Entry
- Sample Analysis
- IRB Proposal and Tracking
- Manage Project Budget

Primary Care Counselor: Wilder Foundation, St. Paul, MN (2001– 2003)

- Behavioral Modification training for children ages 9-14 with emotional and behavioral disorders
- Therapeutic plan for clients
- Recreational Planning
- One-on-one counseling sessions

Selected Abstracts

Mason, J. (2014). The Relationships among Nicotine Metabolism, PAH Exposure, Smoking Behaviors, and Environmental Tobacco Exposure among Black and White Smokers: An Exploratory Analysis, Society for Research on Nicotine and Tobacco, Seattle WA.

Mason, J. (2009). Nicotine addiction in African-Americans: An Epigenetic Approach, National Institute of Drug Abuse: Frontiers in Addiction Research Mini-Conference at the Society of Neuroscience Annual Meeting, Chicago, IL.

Mason, J. (2008). Smoking Behaviors and Health Disparities among African-Americans: A Multidimensional Approach, Psychology Colloquium-College of St. Catherine, St. Paul, MN.

Selected Presentations and Speaking Engagements

Presenter, Kente Summit, Hamline University. Faces and Spaces: Black Collegiate Males in the Classroom (2019)

Presenter, Student African American Brotherhood/Brother2Brother, Western Conference (2019)

Co-facilitator, Minnesota State Academic and Student Affairs Spring Conference. The Amazing Life of a Dean at Minnesota State (October 2017).

Cultural Consultant and Facilitator. PharmacoNeuroImmunology Summer Research Program, University of Minnesota (2017- present; Each Summer). Presentation topics:

- How Graduate School Transforms: Your Place in the World (Ethnic/Racial Identity)
- Overcoming Fears and Other Barriers: Strive to be GREAT
- Black and Brown Faces in White Spaces: Socialization and Navigation

Presenter/Speaker, Washington County U Lead Summer Youth Work Experience (2017). Presentation Topics:

- How Higher Education Transforms Lives
- Academic Achievement

Facilitator, Racial Identity: Expertise, Complexity, and Need, Junior Entrepreneurs of Minnesota, University of Minnesota Office of Community Development (2017).

Keynote Speaker, Sovereignty and Solidarity Luncheon, Minneapolis Community and Technical College (2017).

Keynote Speaker, Hubert Humphrey Job Corp Center Graduation (2017).

Presenter, Kente Summit (2016), Hamlin University.

Presenter, Kente Summit (2015), St. Thomas University.

Presenter, Student African American Brotherhood National Conference (2014). The Role of Health of Advisors in Retention Programs.

Presenter, Du Boise Legacy Consortium (Clark Atlanta University, 2014). Smoking Behaviors and Health Disparities : A Multidimensional Approach.

Publications

Mason, J. (2010). State of education for African American males in Minnesota (Policy Brief). *Minnesota Minority Education Partnership, African American Males in Education Advisory Policy Brief for Racial Equity in Education Conference, Minneapolis, MN.*

Ziggeler, J., **Mason, J.**, Boettcher, A., Hatsukami, D., Murphy, S. (2010). Nicotine metabolism in African and European Americans: Variation in glucuronidation by ethnicity and UGT2B10 haplotype. *Journal of Pharmacology and Experimental Therapeutics*, 332(1), 202-209.

Grants

Goodwill Easter Seals Minnesota Business Service Pathways, Minnesota Department of Employment and Economic Development, Pathways to Prosperity Competitive Grant: 2020-2021

A Collaboration in Teaching and Learning in the Photographic Arts with the Somali Community and Schools. Minnesota Art's Board Art's Learning Grant: 9/2017-8/15/2018

African American Male Leadership Program. St. Paul Foundation. 6/2018-12/2019

Improve access to and quality of oral health care for Minnesota's underserved limited English proficiency (LEP) population by developing oral health care providers' capability to work with trained interpreters (manager). Minnesota Department of Employment & Economic Development 7/2016-12/2017

Health & Human Services pathway for Minnesota's Karen community (in Partnership with Century College Translation and Interpreting Program; manager). Minnesota State College and Universities Office of Diversity and Equity, Inclusive Excellence Grant (PI) 3/2016-12/2017

National Institutes of Health: PAR-13-10 NIH Summer Research Experience Programs (R25) written in collaboration with the University of Minnesota, Consultant (Coordinator) 3/2016-8/2020

School of Arts and Sciences, Clark Atlanta University, Small Grant Award for Research and Lab: Mason Behavioral Health Lab 2/2013-6/2014

General Mill "Community of Color" grant for the organization of the Student African American Brotherhood Program 8/2010-5/2011

Ethnic/Racial differences in health outcomes related to smoking, HIV, and racial attitudes. National Institute of Drug Abuse, University of Minnesota 5/2004 -5/2006

Ethnic/Racial Differences in Nicotine Metabolism and Carcinogen Exposure

P50DA013333 and Transdisciplinary Tobacco Use Research Center Supplemental Grant
The goal of this project was to investigate ethnic/racial differences in nicotine metabolism, smoking behaviors, and smoking related carcinogenic exposure among African-American and White smokers.

Tobacco Use Research Center, University of Minnesota 8/2001-5/2004
Ethnic/Racial Differences in Smoking Behaviors and Nicotine Metabolism
The goal of this pilot study was to investigate the relationship between smoking behaviors and nicotine metabolism among African American smokers.

Selected Scholarships and Honors

Hubert Humphrey Policy Fellow for Politics and Governance (2012-2013)

Minnesota Minority Educational Partnerships' African American Male Education Advisory, Policy Fellow, (2010-2011)

NIDA Mini-Convention at the Society of Neuroscience Annual Meeting: Frontiers in Addiction Research: Travel and Presentation Award (2010)

PharmacNeuroimmunology Training Grant/Scholar – University of Minnesota (2001-2006)

MacArthur Interdisciplinary Program on Global Sustainability and Justice Scholar – University of Minnesota (2000-2006)

Professional Memberships/Activities

- American Psychological Association
- Council on Undergraduate Research
- One of the founding advisors for Nu Rho Psi chapter, Atlanta University Center
- Phi Kappa Phi Honor Society
- Association of Black Psychologists
- American Association of Community Colleges
- Psi Chi International Honor Society for Psychology
- Phi Beta Kappa Scholastic Honor Society
- Society for NeuroImmunopharmacology
- Society for Research on Nicotine and Tobacco

Member, The Brooklyn Bridge Alliance for Youth Executive Team (July 2018-present)

Member, Twin Cities Men's Center 2019-present)

Member, Board of Directors, Solid Ground and chair of Policy and Advocacy sub-committee (May 2017-current)

Member, KAREN Program of Minnesota, Business Advisory Committee (2016-2018)

Member, Southside Family Charter School Development Committee (2012-2013)

Chair, Minnesota Education Equity Partnerships– African American Males in Education Advisory (2011-2012)
