

ALAN V. COMEDY

ACADEMIC HISTORY:

The Catholic University of America
Juris Doctorate (1980)

Federal City College
Post Graduate (Education and Social Sciences)

Antioch University
Master's Degree (Education and Social Sciences - 1972)

Wilberforce University
Bachelor's Degree (Sociology and Psychology - 1970)

BACKGROUND SUMMARY:

Twenty two years of leadership and management experience in higher education acquired through positions held in Affirmative Action and Equal Employment Opportunity, College Teaching, Community Leadership, Diversity, Cultural Diversity, Grant Writing, Minority Affairs, Personnel and Human Resources, Mediation and Arbitration, Program Development and Evaluation, Problem Solver, Research, Training and Development.

BRIDGEWATER STATE COLLEGE February, 1997 to Present

- ◆ Assistant to the President for Office of Affirmative Action and Minority Affairs and Progress and Outreach

UNIVERSITY OF NORTHERN COLORADO September, 1988 - January, 1997

Carter Hall
Greeley Colorado 80639

- ◆ Served as Special Assistant to the Vice President for Student Affairs
Served as Loaned Executive to the Colorado Commission on Higher Education
Served as Special Assistant to the President for Affirmative Action and Equal Opportunity, Enrollment Management, Diversity for Students, Faculty and Staff
- ◆ Served as senior level administrator
- ◆ Coordinated and worked closely with administrators and faculty, the director of the cultural centers, the director of the academic learning center and other student support services to improve recruitment, retention and graduation rates
- ◆ Chaired the minority/student affairs task force to improve student services and retention

- ◆ Provided leadership on campus in the areas of diversity, minority affairs, and affirmative action
- ◆ Chaired the fundraising design team and worked with UNC Foundation and Research Corporation to identify and pursue other external funding resources
- ◆ Resolved problems with students, faculty, and staff in the areas of morale, teamwork, diversity, multiculturalism, recruitment and retention of students, faculty and staff
- ◆ Advised staff members, faculty and administrators on problems relating to policy, programs, and administration
- ◆ Counseled or advised individuals and groups on matters pertaining to personnel problems, educational and vocational objectives
- ◆ Established systems and procedures relative to students' academic success
- ◆ **Conducted research pertaining to the success of students, faculty and staff**
- ◆ Chaired the Campus Climate Improvement Advisory Council
- ◆ **Developed campus culture studies and assessments**
- ◆ Directed national workshops on affirmative action, diversity and minority affairs
- ◆ Managed external outreach programs
- ◆ Served as adjunct professor or visiting lecturer
- ◆ **Managed the Office of Minority Affairs, Diversity and Affirmative Action**
- ◆ Chaired the gay, lesbian and bisexual task force educational panel for the City of Greeley Human Relations Commission
- ◆ Chaired the international task force educational panel for the City of Greeley Human Relations Commission
- ◆ **Chaired the City of Greeley Human Relations Commission**
- ◆ Developed and wrote University diversity plan
- ◆ Developed and wrote research and selection processes for recruitment and retention faculty and staff

- ◆ **Developed training and educational programs for faculty and staff**
- ◆ Investigated faculty, staff and student complaints
- ◆ Responsible for overseeing compliance with federal and state administrative agencies
- ◆ Presented Affirmative Action reports to UNC Board of Trustees
- ◆ **Developed mentoring and orientation programs for faculty, students and staff**
- ◆ Devised a “healing the workplace” program for students, faculty and staff
- ◆ Practiced preventative maintenance through accountability, increased communication, and education
- ◆ **Conducted legal research and background checks**
- ◆ Ensured the legality of university contracts
- ◆ Handled student bankruptcy claims
- ◆ Served as a loaned executive with Colorado Commission on Higher Education
- ◆ Coordinated the writing of the American with Disability Act for the forty two public institutions of higher education
- ◆ Developed the Fair Labor Standards Act
- ◆ **Developed the drug and alcohol policies**
- ◆ Assisted in the development of diversity and multicultural plans for forty two institutions of higher education
- ◆ Researched the community colleges articulation agreements
- ◆ Researched policy analyses

SUNY HEALTH SCIENCES CENTER
Syracuse, NY

August, 1986 to December, 1988

- ◆ Served as senior level administrator during 30 month contract
- ◆ Directed and managed Affirmative Action/Equal Employment Opportunity Office

- ◆ Served as university compliance officer to state and federal agencies
- ◆ **Developed and implemented educational, training and orientation programs in the areas of gender, racial, religious, and sexual orientation equity**
- ◆ **Directed the student judiciary board and student mediation board**
- ◆ Directed and coordinated six federal and state compliance reviews

CHARLES COUNTY COMMUNITY COLLEGE **May, 1985 to May, 1986**
La Plata, MD

- ◆ Served as senior personnel manager
- ◆ Managed the Affirmative Action and the employee relations offices
- ◆ Represented the college at worker and unemployment compensation hearings
- ◆ Developed personnel policies and procedures
- ◆ **Developed a diversity and multicultural plan and outreach plan**

LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW
Washington, DC

- ◆ Served as legal and educational director/on 18 month contract
- ◆ **Directed and coordinated personnel, education, contracts, and grievances with unions**
- ◆ Responsible for monitoring court consent decree

THE CATHOLIC UNIVERSITY OF AMERICA **August, 1973 to June, 1983**
Washington, DC

- ◆ Served as **Director of Minority Affairs and Associate Dean of Special Services**
- ◆ **Directed, managed, and coordinated nine operations responsible for student development**
- ◆ Investigated faculty and student complaints
- ◆ **Educated and trained students, faculty and staff in the areas of assertiveness training, problem solving, prejudice reduction, confidence building, race and gender workshops, team work, communication skills, conflict resolution, and leadership skills**

- ◆ **Established a seven member campus consortium to improve enrollment management and student life**
- ◆ Developed a plan to improve and enhance survival skills programs for faculty, students, and staff
- ◆ **Researched needs and problems of students, faculty and staff**
- ◆ **Developed surveys and assessments to improve enrollment management**
- ◆ **Coordinated efforts of student serves with other campus offices and divisions**
- ◆ Chaired fundraising efforts for Partnership Program
- ◆ Served on Mayor's and Congressman's K-12 and Higher Education Task Force
- ◆ Developed "positive" and "how to succeed" programs
- ◆ **Developed approximately 200 internships and exchange programs**
- ◆ **Developed exchange programs and partnerships for faculty and graduate students**
- ◆ Developed and chaired the campus climate improvement advisory council
- ◆ **Chaired the Student Conduct and Appeals Board**

PARTIAL LISTING OF PRESENTATIONS:

Equity Teleconference, Commission on Women Issues, University of Northern Colorado, April 12, 1996;

Managing Sexual Orientation Conflicts on a College Campus, Higher Education Resource Center, March, 1995;

Improving Campus Climate on a College Campus, University of Northern Colorado, April, 1995;

Understanding the Academic and Social Needs of International Students, Community College of Denver, May, 1995;

Creating a Viable African-American Faculty and Staff, Chattanooga State College, October, 1995;

Meeting the Needs of Minority Students and Faculty, Chattanooga State College, October, 1995;

Diffusing Conflict Between People of Varying Needs, Chattanooga State College, October, 1995;

Strategies for Working and Selling the Campus on New Ideas, University of Northern Colorado, Educational Seminar, April, 1994;

The Necessity of Buy-In: How Do We Attain It? University of Northern Colorado, Educational Seminar, July, 1994;

Diversity versus Affirmative Action, Colorado Student Educational Leadership, Colorado State University, July, 1994;

Recruitment and Retention of Minority Students and Faculty on Predominantly White Campus, Higher Education Resource Center, Las Vegas, July, 1994;

Coordinating Campus Efforts for Positive Results: We Do Not Have to Function Alone. Higher Education Resource Center, Las Vegas, July, 1994;

Investigating Sexual Harassment Complaints, Weld County District 6, May 1993;

Diversity Issues in the Workplace, American Association for Affirmative Action Officers, June, 1993;

Academic Freedom and Tort Liability, University of Northern Colorado, July, 1993;

Developing a Diverse and Equitable Campus: Where Do You Start? University of Northern Colorado, September, 1993;

Investigating Racial Harassment Complaints, Fort Lupton School District, November, 1993;

Legal Issues Pertaining to the Civil Rights Act of 1991, University of Wyoming, Senate Chambers, 1992;

Understanding the Conflicting Roles of the Affirmative Action Officer in Higher Education, Higher Education Resource Center, July, 1992;

Resolving Complaints of Discrimination: Internal Complaint Resolution, Higher Education Resource Center, July, 1992;

Investigating Sexual Orientation Complaints and the Aftermath, Weld County District 6, August, 1992;

Academic Freedom and Diversity, University of Northern Colorado, August, 1992;

Career Advancement Strategies and Skills for Higher Education Administrators, American University, Washington, D.C., September, 1992;

Eliminating Racial Harassment on College Campuses: A Challenge for Higher Education Conference, Department of Education, November, 1992;

Faculty Rights and Responsibilities: Legal Issues, Western States Association of Faculty Governance Conference, Boulder, Co., February, 1991;

Sexual Harassment Awareness Seminar, Red Rocks Community College, Staff, Faculty and Administrators Day, March, 1991;

Sexual Orientation and Harassment Awareness Seminar, Community College at Denver, Staff Development Day, April, 1991;

Persuasion and Influence for Affirmative Action Officers in the Workshop, Colorado Affirmative Action/Equal Opportunity Coalition, Colorado Springs, October, 1991;

Managing Diversity in the Workplace, St. Louis, Mo. Symposium for Professional Managers, April, 1990;

Case Studies on “Harassment, Racial and Sexual Policies and Grievance Procedures versus First Amendment Rights and Academic Freedom”, Higher Education Affirmative Action Directors Conference, Denver, May, 1990;

The Law and Diabetes, American Diabetes Association, Second Annual Colorado Diabetes Educational Update, Denver, May, 1990;

Gender and Race: Better Understanding for a Better Future, Higher Education Resource Center, Washington, D.C., June, 1989;

Quest for the Best: Techniques for Affirmative Action Officers to Utilize for the Recruitment and Retention of Students, Faculty and Staff on a College Campus, Higher Education Resource Center, Washington, D.C., June, 1989;

Legal Issues Relating to Student Violence: College Student Personnel Association, University Northern Colorado, August, 1989;

Developing a Pool of Minority Students for College: American Society of Personnel Administrators, May, 1982;

Successful Minority Students: “How Can the Minority Student Determine if the College Environment is Conducive to Success?” American Society Personnel Administration, August, 1982;

Why Students Fail: How to Keep Students From Failing”? College of Education, Temple University, Spring, 1980;

Why Minority Students Succeed? American Council on Education, Fall, 1979.

PROFESSIONAL AFFILIATIONS:

Board of Directors, Minority Education Coalition of Colorado
Board of Directors and Chair, Higher Education American Association of Affirmative Action Directors, Region VIII
Board of Directors, Greeley Dream Team
Board of Directors, Center for Human Potential
Board of Trustees and Co-Chair, Colorado Advisory on Diversity and Multiculturalism at Institutions of Higher Education
Chair, Greeley Human Relations Commission

RESEARCH:

Recruiting and Retaining Students and Faculty of Color, July, 1994;
Multiculturalism in the 1990's, August, 1994;
Mind Over Matter: Myths About Recruiting and Retaining Students, Faculty and Staff of Color, May, 1990;
Investigating Discrimination Cases, May, 1988;
Investigating Sexual Orientation Cases of Discrimination, April, 1993;

ACADEMIC APPOINTMENTS:

Ballou Senior High School, Washington, D.C., History, September, 1971 to August, 1972;

The Catholic University of America, Adjunct Professor, Washington, D.C., Business Behavior and Organizational Structure, Summer Term, 1974 to 1982;

Montgomery College, Adjunct Professor, Rockville, MD. Business Law, 1976 to 1978;

Charles County Community College, Adjunct Professor, Business Organization and Business Law, August, 1985 to May, 1986;

University of Northern Colorado, Adjunct Professor, Business Law, Summer Term, 1991;

National Director, Higher Education Resource Center, Regis College, Affirmative Action, Diversity, and Multiculturalism, 1990 through the Present.

PUBLICATIONS:

Medical Economics Company, Inc. Racial Harassment in the Workplace, 1988;

Syracuse Journal-Herald, The Constitution and Its Growth in Regard to Race and Gender Relations, 1988;

Higher Education Group, Racial and Gender Implications in the Admissions Process for Faculty, Students, and Staff, Washington, D.C., July, 1990;

Higher Education Group, Diversity, Multiculturalism, and Affirmative Action and Equal Employment Opportunity, Boston, July, 1991;

Higher Education Resource Center, Diversity and Multiculturalism, San Francisco, July, 1992;

Higher Education Resource Center, Legality of Investigations During Discrimination Cases, Las Vegas, July, 1994.

CONFLICT RESOLUTION TRAINING:

Certified Mediator, District of Columbia Superior Court, Alternative Dispute Resolution Training Center, March, 1984 to December, 1985.

Impaneled Arbitrator, American Arbitration Association, Denver, Colorado, November, 1995.

GRANT PROPOSALS FUNDED:

Partnership Grants;

Catholic University Alumni Grants, May, 1981;

State University of New York, May, 1989;

State University of New York, May, 1990;

University of Northern Colorado, June, 1994;

University of Northern Colorado, September, 1994;

FISPE Grant, Finished Pre-Proposal, How to Improve Campus Climate? October, 1995.

CONSULTANTSHIPS:

Chattanooga State College, Chattanooga, Tennessee, October, 1995;

University of Colorado at Denver, Denver, Colorado, Fall and Spring, 1993-1994;

Higher Education Resource Center, Evergreen, Colorado, 1995;

Regis College, Denver, Colorado, Spring, 1992;

University of California, Irvine, Spring, 1990;

Hood College, Fall, 1982;

Colgate University, Spring, 1980.

REFERENCES:

Dr. Robert Dickeson, Former President, Former University of Northern Colorado, 901 Black Canyon Drive, Estes Park Co 80517, 970-586-9409

Dr. John Bernard Henry, Former Dean of Medicine, Health Sciences Center, Syracuse, New York, 315-464-5540

Dr. James E. Walker, President, Southern Illinois University, Mail Code 6801, Carbondale, Illinois 62901-6801, 618-536-3471

Dr. James Sulton, Academic Senior Officer, Colorado Commission on Higher Education, 609-292-4310

Dr. Vinnie Scalia, Dean, University of Northern Colorado, Greeley, Colorado, 970 351 2877

Mary Elinor Smith, Former Dean, The Catholic University of America, Washington, DC

Mr. David Figuli, Attorney at Law, University of Northern Colorado and Regis College, Denver, Colorado

Dr. Lucius Drake, Director/Faculty Member, Metropolitan State College, Denver, Colorado, 303-556-2653