

## Contact Information

## Skills

An Imagineering leader blending theology, neuroscience and the science of performance. Gallup's StrengthQuest Strengths: connections, responsibility, activator, restorative, individualization. Executive experience, leadership fluency to cultivate sustained transformational excellence in high-pressure, chaotic environments. Creative, entrepreneurial, innovative and resourceful. Strategically focused on preparing all youth, but particularly under-represented youth for the global marketplace. Mission-driven leader with proven achievement of structural, cultural and psychological transformation. Nationally regarded thought leader, communicator, presenter and writer. Passionate about creating order and structure from theoretical abstractions. Future-oriented. Value knowledge and efficiency. Very high standard of performance. Logical and

## E. Bernard Franklin, Ph.D.

Senior leadership position, preferably as a chief executive officer.



## Experience

Emmitsburg, MD  
*August 2018 - Present*

### Vice President for Student Life Mount St. Mary's University

Provide leadership to continue the University's growth as a cohesive learning community focused on student success. Serve as the leader of the student life division, providing a strong commitment to student success, and an energetic, collaborative and healing approach.

Strategic planning of student success and graduation, especially for an increasing enrollment of first generation students of color.

Kansas City, KS  
*June 1992 - Present*

### President, Founder Center for Imagineering Leadership

The Center for Imagineering Leadership (CIL) focuses on the application and integration of future trends and data for leadership development/coaching, organizational strategy and strategic planning. CIL provides consulting services, speaking engagements, and training to individuals and organizations poised at the edge of reinvention to coach and assist them in re-imagining their future. Also, CIL is a private counseling practice primarily serving men. All work influenced by research and study of neuroscience.

Manhattan, KS  
*October 2017 - July 2018*

### Special Assistant to University President Kansas State University

Assist and support the creation of structures and systems that ensure a safe, productive, and highly effective learning environment for all students, most importantly for students of color and International students. Work informed from recent advancement in the study of neuroscience. Assist with other projects as needed.

Manhattan, KS  
*June 2011 - July 2018*

### Assistant Vice President for Student Life Kansas State University

Extend the successful KSU brand to the Kansas City urban education and civic communities that leads to student recruiting, and building and maintaining key strategic relationships.

Kansas City, KS  
*March 2016 - July 2018*

### Director, Kansas State College Advising Corps Kansas State University

Direct this college access program that focuses on assisting low-income, first generation students in completing their college enrollment process with a focus on directing them to their "best fit" post-secondary institution.

Shawnee Mission, KS

### Director, University Programs

rational. Keen public relations instincts; able to build strong partnerships and alliances. Inspirational. Compassionate. Social justice focused. Inquisitive. Spiritually centered, self-care focused. Prepared to make a measurable difference.

## Languages

### English

Native

### Spanish

Conversational--  
Intermediate

June 2015 - July 2018

**Shawnee Mission KS School District,**

Assist in developing and evaluating programs and services that target students and their families from underserved, marginalized backgrounds specifically. Also assist with developing trauma informed, resilience focused programs and services.

Kansas City, MO

May 2012 - December 2014

### President

#### Junior Achievement of Middle America

CEO of this nonprofit with a mission of taking financial literacy to K-12 throughout the KC region. Also responsible for extensive fundraising of nearly \$800,000 budget, and board development.

Kansas City, MO

May 2005 - December 2010

### President

#### Metropolitan Community College-Penn Valley

Responsible for the day-to-day operation of the urban flagship campus--one of the 5 campuses of the Metropolitan Community College. This campus of 6,000 student's, has Nursing and Allied Health and early childhood development as it's Center's of Excellence. In addition, the College includes the nationally regarded Frances Child Development Institute and the Anna and Kemper Carter Center for Visual and Arts and Imaging Technology. Completed a \$50 million world-class state of the art nursing and allied health education facility.

Kansas City, MO

April 2003 - May 2005

### Executive Director

#### Kauffman Scholars, Kauffman Foundation

Developed and managed the startup of a 20 year \$70 million 501(c)3 organization with a mission to support and guide under-performing urban 7 graders to high school graduation and provide scholarships for college. This unique, one of kind college access program had a mission to increase the number of urban students from Kansas City who graduate from college. The comprehensive program called for managing scholars academic progress, volunteers, parents program, relationships with school and district administrators (KCMO & KCK) and college and university partners, and research and evaluation.

Kansas City, MO

May 1999 - April 2003

### Founding Pastor

#### City Church

Organized a new Evangelical Covenant Church (Swedish Lutheran) plant in urban Kansas City area with a mission to build a multiracial/multicultural, cross-generational faith community to share hope with the hopeless and implement strategic social justice strategies.

Kansas City, KS

January 2000 - June 2002

### Assistant to the President

#### Donnelly College

Responsible for the strategic planning of this urban Catholic 2-year college in Kansas City, KS. Also assisted in the development of a satellite campus in the Lansing (KS) Prison facility.

Shawnee Mission, KS

### Vice President/Urban Director

July 1996 - December 1999

### **National Center for Fathering**

Directed the Center's effort to reach urban fathers through a variety of education and training programs.

Served as one of the Center's spokesmen, conference facilitators, and a consultant to numerous government, political, social service/community agencies, foundations, and faith organizations. Responsible for developing a strategic plan for implementing urban fathering programs and services, grant writing, and broad-based fund raising. Completed a field research trip to West Africa to discover the fathering/male heritage of the men who came over as slaves to the New World. Research led to an unpublished manuscript.

Manhattan, KS

July 1990 - June 1996

### **Assistant Dean of Student Life Kansas State University**

Primary responsibilities included developing and implementing a model comprehensive leadership development program to deliberately prepare students for the leadership challenges of the future. Further, supervised the Coordinator of Student Activities and functions related to the Student Government Association, the Student's Attorney, four hundred plus student organizations, and the student judiciary system. In addition, managed the University's response to student misconduct, including sexual and racial misconduct, and assisted in responding to student emergencies and crises, and other functions of the Dean of Student Life Office. Assisted in enrollment management efforts by developing and implementing recruitment and retention programs for students of color.

Accomplishments:

- Extensive involvement with male students and organizations; developed programs and services to impact their personal and leadership development, as "Just Guys," a men's support group.
- Successfully developed and implemented a summer-bridge and enrichment program for about 200 Kansas City area urban high school students who were participants of Project Choice, a drop-out prevention program of the Kauffman Foundation, Kansas City, MO (1991-1995) and was the campus point person for all Project Choice students once they arrived as full-time students. KSU graduated over 55% of the Project Choice students who enrolled as entering freshmen, the highest percentage of any other University partner of Project Choice.

Winter Park, FL

July 1989 - June 1990

### **Director of Student Activities & Organizations Rollins College**

As the first director, was responsible for creating a new office that complemented the academic program of studies and enhanced the overall educational experience of students through exposure to and participation in social, cultural, recreational, governance and developmental programs. Responsibilities included adviser to the Student Government Association, Student Entertainment Board, Inter-fraternity Council, the Black Student Union, the student newspaper, yearbook, radio

station, and resource person for approximately 70 other student organizations. Responsible for developing and implementing student leadership development programs, retreats, and workshops. Developed programs and services to encourage the celebration of diversity in the community. Finally, assisted the Dean of Students with other issues of student life, including misconduct and misbehavior, alcohol abuse, and Greek life.

Mobile, AL  
May 1984 - June 1989

**Director of University Center Programs and Special Events & Minority Student Affairs**  
**University of South Alabama**

Responsible for planning and implementing programs, activities, and services which complemented the academic mission of the university and enhanced the overall educational experience of students through exposure to and participation in social, cultural, recreational, educational, and governance programs. Managed the planning, advertising and promotion, and implementation of student entertainment and university special events, ensuring sound fiscal planning and budget development. In addition, managed the daily operations of a computerized ticket booth and the student entertainment board and its nine committees, and the Student Government Association. Planned and implemented student leadership workshops, retreats and training programs based on student development theory. Minority Student Affairs: Planned, managed, and implemented programs and services that enhanced academic success of African American students. Provided leadership development opportunities. Assisted in misconduct and misbehavior proceedings. Advised organizations as Black Student Union, and Greek fraternal organizations in program, activities, and social and entertainment functions.

Mobile, AL  
May 1983 - June 1984

**Management Training Program**  
**Albertson's Food & Drug**

General management training for a progressive grocery store chain.

Mobile, AL  
April 1983 - September 1983

**Assistant Manager**  
**Taco Bell**

General management responsibilities for a fast food chain.

San Antonio, TX  
June 1981 - January 1984

**Marketing Officer**  
**Frost National Bank**

Responsible for coordinating the marketing and advertising activities of the five Frost Family of Banks in San Antonio and south Texas. Assisted in creating advertising, and public relations materials for the largest bank holding company in south Texas. Supervised a secretary, and managed a budget of over \$500,000; including a \$150,000 budget for a major grand opening of a suburban banking facility.

Kansas City, MO

**Assistant Training Coordinator**

May 1979 - June 1981

#### Commerce Bancshares

Completed the Management Training Program with heavy emphasis in bank marketing. Assisted in developing training materials on banking skills, and technical and sales subjects.

Kansas City, MO

June 1976 - May 1979

#### Management Development Program (MDP)

##### AT&T

The MDP was a very selective program of college graduates with outstanding potential who were challenged and exposed to immediate responsibility of various phases of company operation. The first assignment was as a service consultant in the marketing department on the TWA national account, assisting in implementing, maintaining and servicing the airlines' WATTS reservations network. The second assignment was as data processing supervisor in the accounting department, where responsibilities included managing the processing of certain accounting functions, such as long-distance billing.

### Education

Manhattan, KS

1976

#### Bachelor of Arts

##### Kansas State University

Political Science, Pre-Law; Minor-English & Spanish.

Mobile, AL

1989

#### Master of Science

##### University of South Alabama

Counseling & Behavioral Studies. Research area: Boy's and Men's Development.

Manhattan, KS

1996

#### Doctor of Philosophy

##### Kansas State University

Counseling & Higher Education Administration. Outside area: Family Studies. Research area: Boy's and Men's Development. Dissertation: "Gender as a Factor in Evaluating Academic Environments and Learning Outcomes".

### Projects

**Therapist and Chaplin, NFL Kansas City Chiefs.** Served as a part-time member of the Kansas City Chiefs counseling team; providing service to the professional football players and their families. 1998-2003.

**Youth Consultant, Kauffman Foundation; Part-time.** Designed and created "Beyond the Boundaries", a summer college experience for urban youth for the Kauffman Foundation, based on my previous work with the Project Choice program. A call for proposals was made available to area colleges and universities, and the Foundation chose 2 universities to implement the program, UMKC, and Kansas State University. I consulted the universities in their implementation of the program. 2000-03.

**CONSULTANT, Wyandotte County United Way; Part-time.** Awarded a grant from the Kauffman Foundation to review the agencies serving children and families in urban Kansas City, KS, and make recommendations for improvement. 1999-2000.

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## **Achievements**

### **COURSES DEVELOPED and TAUGHT**

#### **Metropolitan Community College-Penn Valley**

- The Psychology of the African American Family

#### **Donnelly College, Lansing Prison Associates Degree Program**

- General Psychology

#### **Kansas State University**

- Seminar in Leadership Training, 2-semester hours credit (Fall 1991-95). Designed for first year students who previously held positions of leadership in their high school or community, and they were the recipients of a KSU Leadership Scholarship. The course offered examples of contemporary theories and models of leadership to assist potential student leaders in integrating these theories and models as they mature in the K-State community. Enrollment limited to 100, by permission only.
- Seminar in Group Leadership Training, 2 semester hours credit (Fall 1991-95). Designed for sophomores and juniors who were presidents of student organizations. The course provided insight into group dynamics and assisted group leaders with every aspect of effectively managing and leading a campus organization. Enrollment limited to 50, by permission only.
- Seminar in Group Leadership Training, 2 semester hours credit (Fall 1991-95). Designed for seniors who were presidents of several student organizations and who wanted to learn how to more effectively use the leadership skills they had developed and how to transition their effective leadership to younger peers. Enrollment limited to 50, by permission only.
- Seminar in Governance and Leadership Training, 2 semester hours credit (Fall 1995-96). Developed exclusively for student government leaders, this class provided an overview of the state and campus governance system. It also assisted students with their personal leadership development and how to effectively use their role to accomplish the goals and needs of the campus student community. Enrollment limited to 50, by permission only.
- Issues in Advanced Leadership, 3-semester hours credit (Spring 1991-96). This class was designed for the best and brightest student leaders and graduating seniors. The class offered critical discussion and evaluation of what they students had learned from their combined campus experiences and attempted to help them begin to integrate these skills into potential management and leadership skills that could be used in future career and or leadership roles. Enrollment limited to 20, by permission only.
- Issues in Group Leadership, Section B, 3-semester hours credit (Spring 1991-96). This course was an extension of the course offered to student leaders in the fall semester. Enrollment limited to 50, by permission only.

### **PROFESSIONAL AND COMMUNITY INVOLVEMENT**

1990 Co-coordinator, 1990 National Association for Campus Activities "Summer Student Government Workshops". One week each, 200 participants each; June, Loyola University, Chicago, Ill.; and July, Texas Christian University, Fort Worth, Texas. Summer 1990.

1992-95 Member, International Board of Directors, Delta Upsilon Fraternity.

1997-00 Member, Board of Directors, Kansas Children's Service League, Wichita, KS; since March 1997 to June 2000. KCSL is the premiere children's advocacy agency in the state of Kansas.

1997-05 Member of a network of 150 African American leaders who meet during a bi-annual summit to focus on the needs of families managed by the Institute for Black Family Development.

2000-02 Member, Board of Directors, LIGHT HOUSE, KCMO. The LIGHT HOUSE provides programs and services to mothers and families who are faced with an unplanned pregnancy.

2001-05 Chair of the Board, Urban Youth Leadership, KCMO; since May 2002. This 501- c3 organization seeks to intervene in the lives of urban youth to empower to be leaders, consider post-secondary education, and return to the KC metro productive members of their community.

2000-05 Chair of the Board, City Vision Ministries, KCK. As a CDC, CVM's mission is neighborhood and community redevelopment by constructing or remodeling low- income homes for families in Northeast KCK.

1999-2014 Member, Board of Directors, Partnership for Children, Kansas City, MO; since March 1999. The board is comprised of some of Kansas City's most distinguished community leaders and family groups. seeks to raise awareness of the critical issues facing metro children. PFC is best known for the annual Report Card on Children's Issues, and the nationally recognized public awareness campaign, "Is It Good for the Children?"

2004-20012 President, Delta Upsilon International Men's Fraternity.

2007-10 Community Advisory Board, Federal Reserve Bank, Kansas City District.

2008-10 Board, Truman Medical Center's; KC municipal safety-net hospital.

2008-12 Board, Health Care Foundation of Greater Kansas City.

2010-12 Chair of the Board, Satchel Paige Foundation.

2011 Board, Reaching Out From Within, KC KS

2012-14 Board, Mt. Carmel Redevelopment Corporation, KC KS

2012 Board, University Academy, KC MO.

2012 Board, Gordon Parks Charter Elementary School, KC MO

2012 Organizational Coach, Healthy Communities Wyandotte, KC KS

### **PROFESSIONAL PRESENTATIONS**

- Selected a faculty member of the 1992 National Association for Campus Activities "Train the Trainers Leadership Workshop", June 1992, University of Richmond, Virginia. Topics: gender, multicultural issues, and ethics in leadership development.
- Presented "In Search of the Missing Piece: Men's Issues in Leadership Development" and "African American Men at Risk." Selected one of twenty-five higher educational professionals from around the country to participate in a Leadership Symposium sponsored by the Kellogg Foundation and the University of Maryland-College Park. The think-tank gathering was for the creation of student leadership development paradigms to assist American college and university campuses in developing leaders for 2000 and beyond. Both of these papers have been published as resources of the National Clearinghouse for Leadership Programs, University of Maryland-College Park. Summer 1991.
- Faculty member, Center for Leadership Development, sponsors of the annual National Leadership Conference on Student Government, St. Louis, Missouri. Topic areas include creating an effective student government; organizational development and planning, inspiring others, and ethics. 1986 to present.

- Have spoken, presented, keynoted, and or consulted over 150 colleges, universities, and corporations on a wide range of urban youth and family development, diversity, personal development, leadership, capacity building, and future-focused visioning.

#### **MEDIA APPEARANCES**

"*Fathering the Next Generation*," February 2003, Focus On The Family, radio program dedicated to the African American family and Black History Month, Colorado Springs, CO.

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#### **Certifications & Courses**

**Coach Certificate**, Personal and Organizational Development, *Investment in Excellence*; Pacific Institute; Seattle, WA. August 2008.

**Leader Training Certificate**; Structural Racism and Youth Development: Issues, Challenges, and Implications; The Aspen Institute Roundtable of Community Change; Aspen, CO. July 2010.

**Certificate**; Trust-Based Relational Intervention, Intensive Professional Training; Attachment Disorder and Trauma-Informed Parent & Child Care. Institute of Child Development; Texas Christian University, Ft. Worth, TX. October 2012.

**Community Coach Certificate**; Maximum Community Development. Community Coalition Coaching/Leadership Training. Center for Creative Leadership (CCL). Greensboro, NC. October 2012.

**Instructor Certificate**. Mental Health First Aid USA. University of Missouri-Kansas City, KC MO. August 2014.

**Graduate Course**, Learning and the Brain: The Implications of Neuroscience for Educators. Research paper: Trauma-Informed Teaching and Learning: Brain Science Informing Education Reform. Kansas State University. July-August 2016.

**"Good To Great Training"**, with Jim Collins. November 2009.

**"Switch: How to Change Things When Change is Hard"**, with Chip Heath and Dan Heath. The Gathering of Leaders, New Profit, Boston, MA. February 2010.

**"The Five Dysfunctions of a Team"**, training by Patrick Lencioni. Completed online training. September 2014.

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#### **Honors & Awards**

Kansas State Board of Regents. Appointed to the Board by Kansas Governor. The nine-member Board is responsible for the oversight of the six state universities. Appointed at the age of twenty-four, for a four-year term, the youngest appointment in Kansas State history. Completed a two-year term as Chair of the Academic Affairs Committee, and one year as Chair of the Board. As Chair of the Board, was responsible for the Board and staff, and was the representative of the Board who appeared before the Governor and the Kansas Legislature on budget matters and related higher education issues. 1978-1981.

Member, Commission for the Advancement of Policy Affecting Youth, the Disadvantaged, and the Poor. Created by Mrs. Coretta Scott King, and Martin Luther King III to provide policy recommendations to President Jimmy Carter and his Cabinet. My area of expertise was higher education. 1978-1980.

Award Recipient, American College Personnel Association's (ACPA) Roberta Christie Essay Contest; "Teaching, Educating and Developing Men: The Missing Piece in Student Development Education in Colleges and Universities." 1992.

Chair, College Men's Development Task Force of the Standing Committee for Men, American College Personnel Association (ACPA). 1992-94.

Selected member, U.S. Department of Education--Dwight D. Eisenhower Program, "Empowering the Next Generation: New Approaches to Leadership and Leadership Development." This group of seven faculty and student affairs professionals was

charged with developing a prototypic leadership development program for undergraduate students and was led by Dr. Alexander Astin of UCLA. 1994. "Vision Award," for pioneering work in the area of educating urban men on the importance of fatherhood, Morehouse College Research Institute. 1998. Selected one of the 100 Most Influential African Americans in Kansas City. 1998 and 2009.

Member, Rhodes Scholar Selection Committee, State of Kansas. 2004.

Selected Chair, Rhodes Scholar Selection Committee, District XI, (KS, MO, AR, & MS). 2005-09.

Distinguished Leadership Award, Greater Kansas City Chamber of Commerce, for contributions to urban education. 2009.

"Urban Hero Award," presented by the Kansas City Downtown Council, for contributions to urban education. 2010.

Martin Luther King, Jr. "Living Legacy Award," MidAmerica Nazarene University. 2011.

Appointed to the Mayor's Bi-State Innovations Google Team. Responsible for coordinating the plan for implementing the Google high-speed fiber technology in the Pre-school to K-12 to higher education sector of our region. 2011.

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## Publications

- "African American Men at Risk." Published by the National Clearinghouse for Leadership Programs, University of Maryland-College Park, 1991.
- "In Search of the Missing Piece: Men's Issues in Leadership Development." PROfile, Newsletter for professional members of the National Association for Campus Activities. September, 1991.
- "Dad's of Destiny." This self-titled manuscript is based on field research in 1999 in Ghana and Ivory Coast that examined the historical traits and attitudes African men prior to the slave trade and which may have guided them early in their existence in the New World. Written to encourage and inspire urban fathers. Unpublished; being reviewed by several publishers.
- "Fatherhood in the African American Church;" chapter published in book, *The Faith Factor in Fatherhood: Renewing the sacred vocation of fathering*, 1999.
- "Healing the father wound in African American Men," in *Fuller Theological Seminary Magazine*, March, 1998.
- "As The World Turns: The Shifting Developmental Issues of Young College Men, Part I—White Males." *Programming*, the journal of the National Association of Campus Activities, April 1997.
- "As The World Turns: The Shifting Developmental Issues of Young College Men, Part II—Men of Color." *Programming*, the journal of the National Association of Campus Activities, September 1997.
- "Gender as a Factor in Evaluating Academic Environments and Learning Outcomes." Unpublished dissertation. Kansas State University, August 1996.

The following articles were written and published in *Today's Father*, the quarterly magazine of the National Center for Fathering:

- "College Age Children Need Dad," *Today's Father*.
- "A Challenge to Urban Churches," *Today's Father*
- "Building Your Child's Self Esteem," *Today's Father*.
- "James: A Glimpse at Inner-City Fathers," *Today's Father*.
- "An Answer to Anger and Violence." *Today's Father*.

- “African-American Boys: The Cries of a Crisis,” Midwest Voices Column, Kansas City Star, Jan 28, 2006.

The following articles were written and published in the Delta Upsilon Fraternity International Magazine.

- “Friendship,” DU Quarterly, Fall 2007.
  - “Carpe Diem,” DU Quarterly, Volume 126, No. 1 & 2, Winter, 2008.
  - “Your Health,” DU Quarterly, Volume 126, No. 3, Summer 2008.
  - “Change or Die,” DU Quarterly, Volume 126, No. 4, Fall 2008.
  - “Keeping the Hero Alert,” DU Quarterly, Volume 127, No. 1, Winter 2009.
  - “Delta Upsilon Next 175 Years,” DU Quarterly, Volume 127, No. 2, Spring 2009.
  - “Happy Birthday Delta Upsilon,” DU Quarterly, Volume 127, No. 3 & 4, Fall 2009.
  - “Your Vision of Your Future Defines Your Life,” DU Quarterly, Volume 128, Winter 2010.
  - “Our World is Dramatically Changing,” DU Quarterly, Volume 128, Summer/Fall 2010.
  - “Sexual Violence,” DU Quarterly, Summer/Fall 2011.
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