

EDUCATION

Doctor of Education • The University of Alabama • Tuscaloosa, AL • 2006

- Department: Educational Leadership, Policy, and Technology
- Concentration: Higher Education Administration with an emphasis on Student Affairs

Master of Education • University of Montevallo • Montevallo, AL • 1998

- Concentration: Counseling, Leadership, and Foundations
- Professional Track: Student Affairs in Higher Education

Bachelor of Science • University of Montevallo • Montevallo, AL • 1994

- Major: Sociology
- Minor: Mathematics

PROFESSIONAL EXPERIENCE

Ronald E. McNair Post-baccalaureate Achievement Program • University of Montevallo • Montevallo, AL

The McNair Scholars Program is a federally funded program designed to assist first-generation, low-income and/or underrepresented populations of undergraduate students in preparing for graduate studies with the goal of earning a doctoral degree and diversifying academia. Currently, the University of Montevallo is funded to serve 26 students who benefit each year from the intensive services provided through the McNair Scholars Program.

- Principal Investigator (2002, 2007)
 - Secured \$1,155,000 five-year grant through successful proposal to the Department of Education with a cumulative score of 100/100; Five-year grant awarded due to top-ranked national proposal
 - Secured \$880,000 four-year grant through successful proposal to the Department of Education with a cumulative score of 99/100; Only new program in AL in 2003 four-year funding cycle
- Project Director (2003 – Present)
 - Establish and implement goals and objectives of the federal grant program
 - Adhere to federal legislation and regulations governing program
 - Generate, administer and monitor program budget per federal and university regulations
 - Maintain program records for submission of university and government reports
 - Evaluate progress toward objectives semi-annually and modify services as appropriate
 - Recruit and train staff including faculty mentors, instructors, tutors, and office staff
 - Supervise faculty mentors engaged in undergraduate research with Scholars
 - Recruit and select program participants based on eligibility criteria
 - Assess participants' academic, professional, and personal needs in order to develop services
 - Coordinate program activities such as research seminars, graduate school visits, monthly development seminars, cultural events, and community service projects
 - Teach *Introduction to Research* seminar to program participants
 - Conduct personal development sessions for participants
 - Recognize achievements of McNair Scholars and attend recognition ceremonies
 - Monitor progress of participants throughout undergraduate and graduate education
 - Maintain contact with university administrators, faculty, staff, and alumni as well as fellow McNair Program directors to enhance recognition and effectiveness of the Program at the university, local, state, and national levels

McChesney Student Activity Center • University of Montevallo • Montevallo, AL

The SAC is a state-of-the-art facility designed to promote students' physical wellness, which includes a cardio/weight room, aquatic center, gymnasium, walking track and racquetball courts.

- Assistant Manager of Facilities (part-time, 2007)
 - Managed and maintained facility for University and Montevallo community
 - Supervised front-desk receptionists, life-guards, and cardio/weight room workers
 - Monitored and reported participant use of facility and equipment

Upward Bound Program • University of Montevallo • Montevallo, AL

Upward Bound is a federally funded program designed to prepare first-generation and/or low-income high school students for academic success at the baccalaureate level. UM serves approximately 110 area students annually.

- Student Development Coordinator (1999 – 2003)
 - Collected and maintained required documentation for federal grant program
 - Supervised graduate interns from counseling program and family and consumer sciences department to coordinate college peer mentoring program and track former participants
 - Conducted group and individual counseling sessions and personal growth classes
 - Designed and advised student ambassador leadership program
 - Supervised service projects and cultural enrichment activities
 - Coordinated meetings and provided workshops for parental involvement program
 - Contributed to compilation of successful grant proposal to Department of Education (2 cycles)
- Program Coordinator (1998 – 1999)
 - Planned and implemented career mentoring program and career site visits
 - Coordinated tutoring services on campus and at outreach sites in three counties
 - Administered ACT-PLAN and assessed results for program participants
 - Contributed to compilation of successful grant proposal to Department of Education (1 cycle)
- Residence Hall Coordinator (1995, 1997, 1998)
 - Supervised 75-80 students during six-week summer residential program
 - Coordinated and implemented various developmental programs and activities
 - Facilitated meetings with students and parents to discuss residence issues or conflicts
- Graduate Assistant/Counseling Intern (1995 – 1998)
 - Designed and advised the University of Montevallo TRiO Alumni Society
 - Developed and organized parental involvement program
 - Provided personal and group counseling for program participants

AmeriCorps College Bound Program • Council for Opportunity in Education • Washington, DC

The College Bound Program provided service members to TRiO Programs to mentor and tutor students, promote parental involvement in education, and provide service-learning and cultural opportunities to participants.

- Alabama State Coordinator (1997 – 1998)
 - Conducted state-wide visits to project sites to document progress of program objectives
 - Collected required program documentation from on-site service directors throughout state
 - Assisted Council in meeting national program objectives for the state of Alabama
 - Collaborated with other state coordinators to compile reports for Corporation for National Service
- Alabama Lead Member (1996 – 1997)
 - Assisted State Coordinator with conducting site visits and collecting required documentation
 - Supervised University of Montevallo service members
 - Collaborated with on-site service directors throughout the state to integrate service programs
 - Collected and compiled state and national quarterly reports for national council
 - Coordinated service projects and workshops for service members in Alabama
- Service Member (1995 – 1996)
 - Implemented parental involvement program at project site
 - Involved student participants in local community service projects
 - Served as a mentor to high school seniors in TRiO programs

PRESENTATIONS

- Southeastern Association of Educational Opportunity Program Personnel • Atlanta, GA • February 2008
Drop it Like it's Hot: Ineffective Leadership Skills for Year-One Emerging Leaders Class
- Alabama Association of Collegiate Registrars and Admissions Officers • Mobile, AL • June 2007
First-generation College Students: Searching for Opportunities in Higher Education
- Alabama Association of Educational Opportunity Program Personnel • Huntsville, AL • April 2007
My Space, Your Space, or Everyone's Space? The Use of Social Networking Sites in TRiO
- Alabama Smith Scholars Program • University of Montevallo • November 2006
Developing Professional Etiquette Skills for the Future
- Southeastern Association of Educational Opportunity Program Personnel • Greensboro, NC • February 2006
Stepping Stones and Pitfalls: Graduate School Motivators and Barriers for First-generation Students
- The University of Alabama Annual Graduate Research Conference • Tuscaloosa, AL • February 2006
Stepping Stones and Pitfalls: Graduate School Motivators and Barriers for First-generation Students
- National Academic Advising Association Conference • Salt Lake City, UT • September 2002
First-generation Students: Motivation to Obtain Higher Education and Perceived Barriers
- Alabama Association of Educational Opportunity Program Personnel • Montgomery, AL • April 2002
What are Parents Thinking About Education and Does it Matter?
- The University of Alabama Graduate Research Conference • Tuscaloosa, AL • March 2002
First-generation Students: Motivation to Obtain Higher Education and Perceived Barriers
- Alabama Community College Leadership Academy • Childersburg, AL • December 2000
Faculty Rewards in Alabama Community Colleges: A Survey of Expectations and Incentives
- Alabama Counseling Association Annual Conference • Mobile, AL • November 1998
Following the Graduate School Road: A Comprehensive Guide to Orientation
- National Council for Education Opportunities Association Training • Washington, DC • February 1997
Getting Parents Involved in Education
- National Council for Education Opportunities Association • Washington, DC • November 1996
An Introduction to the AmeriCorps College Bound Program for TRiO Programs
- University of Montevallo • 1995 – present
Numerous presentations related to graduate school preparation, leadership, grant-writing, parent involvement, academic success, professional etiquette, personal development, and others.

PUBLICATIONS

Dissertation

Payne, T. (2006). *Perceptions of first-generation college students: Factors that influence graduate school enrollment and perceived barriers to attendance*. The University of Alabama.

Professional Journals

Payne T. (2006). Stepping stones and pitfalls: Graduate school motivators and perceived barriers for first-generation college students preparing for graduate school. *Journal of Educational Opportunity*, 24(1), 9-37.

Payne T., Herndon, S., McWaine, L., & Major, C. (2002). Community college faculty rewards: expectations and incentives. *The Community College Enterprise*, 8(1), 61-73.

Handbooks

Student Development Handbook • UM Student Development Theories Class • Spring 1998

Theories in Student Development: A Compilation for Students.

Graduate Counseling Student Orientation Handbook • UM Student Development Theories Class • Spring 1998

Following the Graduate School Road . . . Practicum, Internships, and Comps, OH MY!

Alabama Unified State Plan • Governor's Commission on National and Community Service • March 1998

Building Bridges: A Framework for Volunteerism and Service in Alabama.

PROFESSIONAL DEVELOPMENT

Leadership and Diversity

- SAEOPP Emerging Leaders Institute (2 nominated per state for 2-year term) • 2007 – 2008
- State Leaders Caucus • Council for Opportunity in Education • Chicago, IL • 2007
- *SafeZone Ally Training* for gay and lesbian students • University of South Carolina • 2007
- Council for Opportunity in Education leadership seminar • New York, NY • 2006
- Council for Opportunity in Education leadership summit • Washington, DC • 2005, 2006
- *Counseling Strategies* • COE training • Minneapolis, MN • 2002
- *Student Affairs: Rising to the Challenge* • NASPA training • Birmingham, AL • 2002
- American Counseling Association/COE leadership training • Washington, DC • 2001
- *The Quest for Personal Excellence* • Chi Sigma Iota leadership training • Washington DC • 2000
- *Strategies for TRiO Counselors* • ASPIRE training institute • Orlando, FL • 2000
- *Counseling and Creativity* • Birmingham, AL • 2000
- *Celebrating the Human Spirit Across the Lifespan* • University of Montevallo • 2000
- NASPA Drive-in Conference • Birmingham, AL • 1999
- Alabama Leaders In Volunteer Efforts leadership training • Eufala, AL • 1999
- *One World, Many Faces* multiculturalism training • University of Montevallo • 1999

Project Management and Grant Writing

- Council for Opportunity in Education grant development conference • Baltimore, MD • 2006
- Relations with the Department of Education conference • Washington, DC • 2005, 2006
- Council for Opportunity in Education policy seminar • Washington, DC • 2005, 2006
- Council for Opportunity in Education new director's training • Washington, DC • 2004
- Council for Opportunity in Education grant writing conference • San Diego, CA • 2002
- Grant writing and contract management course • The University of Alabama • 2002

SERVICE

Alabama Association of Educational Opportunity Program Personnel

- Executive Board: Recording Secretary (2007 – 2009)
- TRiO Alumni committee co-chair (2007 – present)
- McNair/Student Support Services debate co-chair (2007 – present)
- Scholarship review committee member (2006 – present)
- State conference moderator and volunteer (yearly)

Alabama Counseling Association

- Chapter IV: Awards and resolutions committee co-chair (1999 – 2000)
- University of Montevallo graduate liaison (1997 – 1998)

Alabama Governor's Commission on National and Community Service (1997 – 1998)

Chi Sigma Iota Counseling Academic and Professional Honor Society International

- Chi Chapter: President (1998 – 2001) and awards committee chair (1999 – 2000)
- *One World, Many Faces: Multiculturalism* conference chair (1999)
- *Celebrating the Human Spirit Across the Lifespan* conference planning committee member (2000)

Council for Opportunity in Education

- National conference moderator and volunteer (yearly)

Southern Association for Counselor Education and Supervision

- Annual conference program designer (1998)

Southeastern Association of Educational Opportunity Program Personnel

- TRiO alumni directory co-coordinator (2007 – present)
- Regional conference moderator and volunteer (yearly)
- *Journal for Educational Opportunity* Co-editor (2008 – present); Editorial board (2007)

University of Montevallo

- Quality Enhancement Plan committee member for SACS reaffirmation (2008 – 2011)
- Diversity Task Force for strategic planning committee member (2008 – present)
- Learning Technologies committee member (2008 – present)
- Division of Student Affairs Appreciative Inquiry Team Leader (2008 – present)
- Division of Student Affairs emergency duty responder (1999 – 2006; 2008 – present)
- College of Arts and Sciences Undergraduate Research committee member (2007 – present)
- College Night committee member (2001 – present)
- Awards and Scholarships committee member (2007 – present)
- Presidential Inauguration committee member (2007)
- Jack Kent Cooke graduate scholarship faculty advisor (2003 – present)
- Emerging Leaders Involved Together for Excellence (ELITE) co-founder (1997 – 1999)
- Campaign for University of Montevallo faculty/staff campaign committee member (2006 – 2007)
- Search Committees: Student Support Services Director, Alumni Services Director, Upward Bound Student Development Coordinator, Counseling Center Counselor

University of Montevallo National Alumni Association

- Executive Board: Vice President of Clubs (2007 – present)
- Student Services committee member (2007 – present)
- Nominating committee (2007 – present)
- Chilton County alumni event/meeting coordinator (2006 – present)
- Class of 1994 Reunion/Homecoming co-chair (2004)

PROFESSIONAL AFFILIATIONS

Current Active Membership

- Alabama Association of Educational Opportunity Program Personnel (AAEOPP)
- American Association of University Women (AAUW)
- Council for Opportunity in Education (COE)
- Higher Education Partnership (HEP)
- National Association of Student Personnel Administrator (NASPA)
- Southeastern Association of Educational Opportunity Program Personnel (SAEOPP)

DISTINCTIONS

Southeastern Association of Educational Opportunity Program Personnel Emerging Leader • 2007 – 2008

Who's Who of American Women • 2007

Southeastern Association of Educational Opportunity Program Personnel TRiO Achiever • 2007

Alabama Association of Educational Opportunity Program Personnel TRiO Achiever • 2006

The University of Alabama College of Education Outstanding Graduate Student for Academic Citizenship • 2005

Golden Key International Honour Society Honorary Member • Inducted 2003

Alpha Epsilon Lambda Graduate and Professional Honor Society Member • Inducted 2002

Kappa Delta Pi International Honor Society in Education Member • Inducted 2001

Chi Sigma Iota Fellow • Inducted 2000

Chi Sigma Iota Chi Chapter Outstanding Service to Chapter Recipient • 2000

Chi Sigma Iota International Outstanding Individual Program for *Multiculturalism* Conference • 2000

Alabama Governor's Commission for Unified State Plan for Service Invited Author • 1998

University of Montevallo Graduate Honors Scholarship Recipient • 1998

Chi Sigma Iota Counseling Academic and Professional Honor Society Member • Inducted 1997