

# *Dr. Toneyce Randolph*

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## EXECUTIVE SUMMARY

An accomplished and visionary leader in higher education with 17 years of experience advancing institutional success through strategic planning, innovative program development, and inclusive leadership. Demonstrates a strong track record of excellence in academic affairs, fiscal and advancement accountability, enrollment management, grant writing, community engagement, and effective problem-solving. Skilled in fostering collaboration among diverse stakeholders to uphold and advance the mission of higher education institutions. Dedicated to promoting equitable opportunities for students, staff and faculty while championing the principles of diversity, inclusion, and academic excellence.

Career achievements span nearly two decades of academic and student support leadership at private colleges offering associate and baccalaureate degrees, as well as certificates. Distinguished positions include the current role of Provost and Senior Vice President for Academic Affairs, as well as previous roles as Vice President for Academic Affairs and Academic Dean. Campus-based appointments have encompassed responsibilities as Registrar, Admissions Counselor, Admissions Manager, Director of Admissions, Director of the Teaching and Learning Center, and adjunct faculty member.

## Major and Career Accomplishments

Throughout my career as a three-time Chief Academic Officer (CAO) across three institutions, I have consistently championed academic excellence, innovation, and student success. With each appointment, I embraced the challenge of leading transformative initiatives that strengthened academic programs, enhanced faculty development, and improved institutional outcomes. My tenure as CAO has been marked by a steadfast commitment to fostering inclusive learning environments, advancing strategic goals, and positioning each college as a beacon of opportunity and achievement for its diverse student populations.

### ***Morris Brown College***

- Outstanding Citizen Award State of Georgia
- Development and creation of the five-year strategic plan
- Reinstatement of Tenure and Promotion
- Implementation of new Learning Management System (LMS)
- 73% retention rate
- 4.0 out of 5.0 Performance Evaluation from supervisor two years in a row
- Development of key roles to support student success
- Awarding of \$416,550.99 in academic scholarships
- Management of \$10,196,920 in sponsored program funds
- Feature in *HBCU Times* magazine as a Power Alum of LeMoyne-Owen College
- Feature in *Diverse Issues in Higher Education* as top 40 female higher education leaders.
- Implementation of Title III program in the amount of 1.6 million and management of grant.
- Awarded Full Professor Tenure 2024

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- 85% terminal degree faculty rate
- Budget management \$543,880.00.
- Interview with Dr. Shawn Boyd “*How to Play the Game of College*”

## ***Clinton College***

- Development and approval of 6 new degree programs
- Approval of Nursing program from South Carolina Board of Nursing
- Creation of 7 certificate programs and 8 minors
- Development and implementation of Educational Technologist position.
- Terminal degree faculty from 25% to 60%
- Secured \$4.1 million in grants to support the college work program and Cybersecurity. Department of Energy and Savannah Nuclear River
- Secured partnership with Winthrop \$1.4 million in scholarship funds available to students.
- Development and creation of Music, Cybersecurity and Nursing classroom plans.
- Management of \$1,774,410.00 budget.
- Inaugural Honors Convocation
- HBCU Library Alliance has approved programming for the Digital Library and Learning Commons at Clinton College totaling \$21,000.00
- Graduate of Harvard Management and Leadership Program Summer 2023

## ***Concorde Career College***

- Development and approval of 3 new degree programs
- Approval of Nursing program from Tennessee Board of Nursing
- Transition all academic programs online during pandemic
- Award for crisis management
- Successfully secured reaffirmation from a failing report
- Budget management of \$1.5 million
- 3.5% attrition rate on a budget of 4.0%
- Instituted Occupational Advisory Board

## **EDUCATION**

Northcentral University, ***Doctor of Education/Ed.D.***, Higher Education,  
University of Memphis, ***Master of Liberal Arts***, Education  
LeMoyne-Owen College, ***Bachelor of Arts***, Criminal Justice

## **ADVANCED PROFESSIONAL DEVELOPMENT AND CERTIFICATES**

Higher Education Leadership Foundation (winter 2022)  
The Association for the Advancement of Sustainability in Higher Education Certificate (2022)  
Harvard Institute for Management and Leadership in Education (summer 2023)  
D2L Teaching and Learning Certificate (2024)  
D2L Building Assessment and Learner Grades Certificate (2024)  
D2L Communication and Engagement Certificate (2024)  
D2L Developing Course Materials Certificate (2024)  
Candid Learning Introduction to Grant Proposal Writing (2024)  
Candid Learning Introduction to Finding Grants (2024)  
Philanthropy University: Introduction to Fundraising Certificate (2024)

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## **ADMINISTRATION& LEADERSHIP**

*2023-Present*

**Provost & Senior Vice President of Academic Affairs**

**Full Professor Tenure**

*Morris Brown College*

*Atlanta, GA*

Morris Brown College (MBC) is a private religious (African Methodist Episcopal) based college located in Atlanta, Georgia. MBC is a four-year private institution and serves 450 students each year (13,500 credit). MBC offers 9 baccalaureate degrees and 4 certificates. Nearly 85% percent of MBCC students attend school full-time. MBC is accredited by the Transnational Association of Christian Colleges and Schools, which means credits can transfer to other institutions upon their discretion and policy.

### **Key Responsibilities**

The Provost & Senior Vice President for Academic Affairs serves as Chief Academic Officer for the College and serves as second-in-command during the President's absence. The Provost & Senior Vice President for Academic Affairs is the most senior member of the President's Executive Cabinet. This office is responsible for the implementation of the College's instructional programs and the direct supervision and development of the faculty.

- Reviews all degree programs to ensure alignment with institutional goals and accreditor standards, specifically adhering to the guidelines of the Transnational Association of Christian Colleges and Schools (TRACS).
- Provides guidance and supervision to four full-time Department Chairs, the Assistant Provost, Assistant Vice President of Institutional Effectiveness, Registrar, Executive Director of Online Learning and Educational Technology and academic services staff, consistently earning exemplary leadership evaluations.
- Serves as the Accreditation Liaison for the institution and actively participates as an accreditation reviewer, leveraging expertise to uphold institutional compliance and standards. Completion and submission of the annual report without any violations for the past 2 years. Leading the college in the 2026 reaffirmation visit.
- Leads institutional academic planning, setting academic values, policies, and best practices to advance the institution's mission.
- Directs resource allocation, managing state funding and overhead distribution, and preparing comprehensive budget requests for academic and capital projects, subject to presidential review and approval. Academic Affairs budget \$543,880 and Sponsored Program management and Chair of Committee \$10,196,900.
- Oversees faculty affairs, including recommendations and approvals for faculty promotions, tenure decisions, special hires, retentions, and new appointments. Supports academic units in establishing promotion and tenure policies. Instituted the college's Tenure and Promotion guidelines.
- Oversee the administration and strategic management of the Title III program, ensuring compliance and effective utilization of resources in the amount of \$1.6 million.
- Advances globalization initiatives to foster international engagement and global academic opportunities for students and faculty.
- Directs the development and implementation of the college's information technology

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infrastructure, enhancing academic and administrative efficiency. Implemented and led the charge for a new learning management system and training staff, faculty and students.

- Provides oversight into research and scholarship activities, promoting and supporting high levels of scholarly productivity. Awarded scholarships to students in the amount of \$416,550.99. Created the President's Honor College and Honors Convocation to support scholarship and service.
- Offers leadership in admissions and financial aid, ensuring equitable access and maintaining quality standards for undergraduate education securing a 73% retention rate.
- Successfully led the college to develop its next five-year strategic plan, aligning institutional goals with evolving educational and societal needs. The 2024-2029 strategic plan was voted and approved on by the Board of Trustees.
- Serves as a senior member of the college's cabinet, contributing to executive-level decision-making and institutional governance. As the senior member of the cabinet, the creation of several key positions was initiated. 6 new positions were created under the leadership of Provost.
- Represented the College in fundraising, community engagement, partnership development and other opportunities to foster student support and institutional stability. This led to funds being secured for student scholarships

*2021-2023*

## **Vice President of Academic Services**

*Clinton College*

*Rock, Hill SC*

Clinton College (CC) is a private religious based (African Methodist Episcopal Zion) college located in Rock Hill, SC. CC is a four-year private institution and serves on average 200 students each year. Clinton College offers 5 associate degrees, 9 baccalaureate degrees and 8 certificates. Nearly 80% of CC students attend school full-time. Clinton College is accredited by the Transnational Association of Christian Colleges and Schools, which means credits can transfer to other institutions upon their discretion and policy.

## **Key Responsibilities**

The Vice President of Academic Services provides strategic direction and leadership to ensure the College effectively achieves its mission of promoting student success and enriching the college community through education, career development, and self-discovery. This includes developing, implementing, and evaluating academic programs to maintain high-quality educational standards and align with institutional goals, while supervising, mentoring, and supporting faculty to foster professional growth and instructional excellence. The Vice President leads the design and execution of academic policies, curriculum development, and assessment practices to enhance student learning outcomes, drives initiatives supporting accreditation requirements, institutional compliance, and continuous quality improvement, and collaborates with college leadership to establish long-term academic strategies reflecting the institution's vision and objectives.

- Conducts comprehensive reviews of all degree programs, providing recommendations aligned with the standards set by the Transnational Association of Christian Colleges and Schools (TRACS). Regularly evaluates program curricula, student learning outcomes, and faculty qualifications to ensure compliance with accreditation standards, enhance academic quality, and maintain institutional credibility. Implements best practices from peer institutions and emerging trends in higher education to drive continuous improvement.
- Provides leadership, mentorship, and supervision to over five full-time division chairs and

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academic services staff, achieving consistently high-performance ratings. Develops professional growth opportunities for academic leaders through workshops, mentoring programs, and performance feedback. Cultivates a collaborative and inclusive environment that supports innovation, accountability, and alignment with institutional goals.

- Directed the restructuring of 7-degree programs and implemented departmental modifications to foster a culture of inclusive excellence. Conducted extensive stakeholder consultations to ensure that curricular changes reflected diverse perspectives and addressed gaps in equity. Enhanced student access to high-demand fields through program redesigns that integrate cultural competence and interdisciplinary approaches.
- Successfully developed 6 new degree programs to support the institution's strategic enrollment management plan. Led market research and needs analyses to identify high-growth career fields, resulting in programs that attract non-traditional students, improve enrollment numbers, and increase graduation rates. Engaged industry experts and advisory boards to ensure program relevance and workforce alignment.
- Designed and launched 7 certificate programs to enhance strategic enrollment initiatives. Created stackable credentials that provide flexible, workforce-oriented pathways for students seeking upskills or transition into new careers. Increased enrollment in professional studies and continuing education through targeted marketing and outreach.
- Established 8 new academic minors, contributing to the college's strategic enrollment goals. Introduced interdisciplinary minors that align with student interests and employer demands, such as data analytics, digital media, and sustainability. Strengthened student retention and degree completion rates by offering minors that complement existing majors.
- Recruited more than 5 new divisional leaders and staff members, aligning vision imperatives with organizational objectives.
- Conducted nationwide searches to attract diverse and highly qualified leaders, ensuring alignment with institutional values. Improved team performance and morale by onboarding individuals with a shared commitment to innovation and student success.
- Increased the proportion of full-time faculty holding terminal degrees from 25% to 60%, enhancing academic quality and institutional prestige. Implemented competitive hiring practices and professional development programs to attract and retain top-tier faculty. Strengthened institutional rankings and accreditation outcomes through a highly qualified academic workforce.
- Administers an annual operating budget exceeding \$1.7 million, prioritizing institutional advancement and strategic initiatives.
- Ensures fiscal responsibility by aligning budget allocations with institutional goals and performance metrics. Identifies cost-saving measures and reallocates resources to areas of critical need while maintaining operational efficiency.
- Secured over \$4.13 million in grant funding, strengthening the institution's financial sustainability and demonstrating exemplary resource stewardship. Authored successful proposals that funded academic innovation, student support services, and capital improvements. Established partnerships with foundations, corporations, and government agencies to expand institutional capacity and reach.
- Spearheaded the renovation of academic services spaces, creating modern, user-friendly, and aesthetically enhanced facilities.
- Oversaw design and construction processes, ensuring that spaces met accessibility standards and reflected a student-centered approach. Enhanced service delivery and student satisfaction by integrating technology and ergonomic designs.
- Led the implementation of advanced organizational enterprise tools, improving network, web, and telecommunications infrastructure.
- Upgraded learning management systems, faculty portals, and student information systems to

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improve user experience and data security. Streamlined administrative processes and enhanced online learning capabilities through cutting-edge technological solutions.

- Forged partnership with Winthrop University to promote learning, scholarship, and service in alignment with the college's strategic plan. Developed joint initiatives that provide students with experiential learning opportunities, internships, and community engagement projects. Strengthening institutional reputation through collaborative programs that address regional educational needs.
- Developed and implemented a college work program designed to reduce student debt and account balances.
- Created structured work opportunities that allow students to gain practical skills while offsetting tuition costs. Improved financial literacy among students by integrating debt management workshops into the program.
- Serves as an integral member of the institution's cabinet, contributing to strategic decision-making and leadership. Provides data-driven insights and policy recommendations to support institutional goals.

*2018-2021*

### **Academic Dean**

*Concorde Career College Memphis, TN*

*Private College*

Concorde Career College is a private for-profit located in Memphis, TN. Concorde Career College is an allied health career college that serves on average 950 students each year. Concorde Career College offers diplomas, and associate degrees. Nearly 92% percent of CC students attend full-time school. Concorde Career College is accredited by the Council on Occupational Education, which means credit can transfer to other institutions upon their discretion and policy.

### **Key Responsibilities**

The Academic Dean is responsible for providing strategic leadership and oversight of the institution's academic programs to ensure alignment with the college's mission and goals. Key responsibilities include managing faculty recruitment, evaluation, and development; overseeing curriculum design, implementation, and assessment to maintain accreditation standards; and fostering an environment that supports student success and retention. The Dean collaborates with other departments to integrate career-focused training into academic offerings, ensures compliance with regulatory and accreditation requirements, and promotes innovative teaching practices. Additionally, they handle budget planning, institutional reporting, and the development of partnerships to enhance the college's academic reputation and workforce readiness outcomes.

- Conducted comprehensive reviews of all degree programs, providing strategic recommendations aligned with guidelines established by the institutional accreditor, the Council on Occupational Education.
- Successfully led the college through an institutional accreditation reaffirmation visit, achieving positive outcomes.
- Served as the institutional accreditation liaison, ensuring compliance and continuous improvement.
- Attained programmatic accreditation for three academic degree programs.
- Achieved a 100% reaffirmation rate for programmatic accreditation across all academic degree programs.
- Provided leadership, mentorship, and supervision for more than 13 full-time program directors, two associate deans, and staff, earning consistently high leadership ratings.



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- Recruited and developed divisional leaders and staff to align with strategic vision imperatives and institutional objectives
- Spearheaded the restructuring of a degree program (nursing) to foster an environment of inclusive excellence.
- Successfully developed and launched two new degree programs to expand academic offerings.
- Led retention initiatives that exceeded the standard 3.5% goal for the institution's largest campus.
- Managed an annual revolving budget exceeding \$1,500,000, aligning expenditure with institutional advancement efforts and strategic priorities.
- Directed a renovation process that modernized academic service spaces, enhancing usability and aesthetic appeal.
- Oversaw the implementation of advanced technological tools, including networking, web, and telecom enhancements, to optimize institutional operations.
- Chaired the institution's advisory committee board to foster collaboration and strategic planning.
- Contributed as a key cabinet member, advising on institutional decision-making and long-term strategy.

*2014-2018*

### **Director of Teaching and Learning and Student Retention Center**

*LeMoyne-Owen College*

*Memphis, TN*

LeMoyne-Owen College (LOC) is a private college located in Memphis, TN. LOC is a four-year private institution and serves on average 700 students each year. LeMoyne-Owen College offers 2 associate degrees, and 22 baccalaureate degrees. Nearly 84% percent of LOC students attend school full-time. LeMoyne-Owen College is an accredited institution through the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award the baccalaureate and the associate degree, which means credits can transfer to other institutions upon their discretion and policy.

### **Key Responsibilities**

The Director of the Teaching and Learning and Student Retention Center is responsible for fostering academic excellence and improving student retention by leading innovative teaching practices, providing professional development for faculty, and implementing strategies to enhance the student learning experience. This role involved developing and overseeing programs that support pedagogical innovation, facilitating workshops on evidence-based teaching methods, and collaborating with academic departments to align instructional practices with institutional goals. Additionally, the director monitors student retention data, identifies at-risk populations, and coordinates interventions to improve persistence and graduation rates. Key responsibilities include managing the center's resources, assessing program effectiveness, and cultivating partnerships across campus to create a supportive, inclusive environment that promotes both student and faculty success.

- Increased student engagement in the Teaching and Learning Center by 37.5% between 2015 and 2018.
- Developed and implemented a comprehensive tutoring system to provide students with tailored academic support.
- Licensed and integrated AccuTrack tutoring software to streamline service delivery in the Teaching and Learning Center.
- Redesigned and enhanced the tutoring program to improve student outcomes and satisfaction.
- Introduced a new training model for tutors, reading and writing specialists, and math specialists.

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- Reimagined academic workshops to foster increased student participation and learning outcomes.
- Established Academic Student Support Groups to promote collaborative learning.
- Integrated Aquos Smartboard technology for use in study groups and center activities.
- Customized academic support plans utilizing Title III funding to target specific student needs.
- Designed and implemented successful plans for students to identify through early warning notifications.
- Managed a Title III HBCU Initiative budget of \$35,900 to support academic support services.
- Planned and delivered the academic curriculum for the Summer Academic Enrichment Program.
- Supervised hiring, training, and performance evaluations of all tutors and specialists in the Teaching and Learning Center.
- Conducted Title III quarterly and annual reporting for Student Affairs, ensuring compliance with funding requirements.
- Ensured all academic support services adhered to institutional policies and relevant regulatory standards.
- Provided academic advising for freshman students, guiding them in their academic and personal development.
- Played a key role in grant writing and management for the Career Pathways Initiative.
- Served as the SACSCOC Accreditation QEP team lead, spearheading quality enhancement initiatives to support accreditation requirements.

## **FACULTY EXPERIENCE & ACADEMIC LEADERSHIP**

LeMoyne-Owen College Director of Teaching and Learning (2014-2018)

LeMoyne-Owen College Adjunct Faculty, Freshman Seminar (2015-2018)

Concorde Career College Academic Dean (2018-2021)

Concorde Career College Occupational Advisory Committee Chair (2018-2021)

Clinton College Vice President of Academic Affairs (2021-2023)

Clinton College Adjunct Faculty, Exploration of Hip-Hop Lyrics (2021-2023)

Clinton College Curriculum and Instruction Committee (2021-2023)

Clinton College Library Service Committee Chair (2021-2023)

Morris Brown College Provost (2023-present)

Morris Brown College Adjunct Faculty, Exploration of Hip-Hop Lyrics (2023-present)

Morris Brown College Committee Chair-Curriculum and Instruction (2023-present)

Morris Brown College Committee Chair Enrollment and Retention Management (2023-present)

Morris Brown College Academic Council Chair (2023-present)

## **STATE & FEDERAL GRANTS & ALLOCATED FUNDING**

Oversight and guidance for MBC administrators who manage those directly responsible for the following grants: Morris Brown College (2023-present)

- Federal Grant, Title III \$1.6 million

Sponsor Programs Committee Chair Oversight

- Arthur Blank Foundation \$3 million
- Chick-fil-A, Inc. \$1 million
- Coca-Cola Foundation, Inc. \$400,00
- CareSource Georgia Co. \$25,000
- The Same House \$50,000



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- Betty & David Fitzgerald \$50,000
- Aetna \$25,000
- Georgia Power Foundation, Inc. \$100,000
- Ray M. & Mary Elizabeth Lee Foundation \$20,000
- Women of Morris Brown College \$35,000
- Revision Church Atlanta \$25,000
- Dr. William F. Pickard \$50,000

Oversight and guidance for Clinton College administrators who manage those directly responsible for the following grants: (2021-2023)

- Federal Grant, Title III \$95,000.00
- Federal Grant, Student Support Services (SSS), a component of TRIO \$129,967
- Department of Energy, Workforce Development Savannah River Plutonium Processing Facility, \$2,467,680.00
- Department of Energy, Minority Serving Institution Partnership Program (MSIPP) \$1,668,931.00
- Higher Education Emergency Relief Funds \$405,000

### **PROFESSIONAL PRESENTATIONS, PUBLICATIONS/CONSULTATIONS**

#### **Academic Contributions and Presentations**

##### **Conference Presentations:**

- “Towards Belonging: Moving Past the Buzzwords”: Presented at Winthrop University.
- “Hip Hop Diagnosis: Exploring Lyrics and Traumatic Experiences of First-Generation College Students”: Roundtable presentation at the International Conference on Urban Education, October 2022.
- Georgia Association for Women in Higher Education Annual Conference panelist, February 2024.
- National Alliance of Black School Educators Conference, President’s panel, November 2024
- Hawaii International Conference on Education, Panelist, January 2025. “RESURGENT STRATEGIES: MORRIS BROWN COLLEGE’S TRIUMPH IN EDUCATIONAL ADMINISTRATION AND REACCREDITATION”

##### **Doctoral Research and Publications:**

- “Past is Prologue: A Case Study on the Viability of Historically Black Colleges and Universities”: Doctoral dissertation completed at Northcentral University, June 2019.
- “Hip Hop Diagnosis: Exploring Lyrics and Traumatic Experiences of First-Generation College Students” Published in Conference Proceedings.
- “The Burden of Ambition.” "The Burden of Ambition" is a compelling chapter in an upcoming book that delves into the systemic barriers, discrimination, and resilience faced by women of color as they navigate their ascent to leadership in higher education (Summer 2025).

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## **Workshops and Academic Presentations:**

- “An On-Course Introduction for Helping Students Persist”: Co-presented with Dr. Linda White at LeMoyne-Owen College, 2015.
- “Let’s Talk: Creating Effective Ways to Communicate”: Presented at LeMoyne-Owen College, 2015.
- “Sink or Swim: Increasing Retention Efforts”: Delivered to Freshman Staff and Faculty at LeMoyne-Owen College, 2015.
- “Teaching and Learning”: Presented during the LeMoyne-Owen College all-campus retreat for faculty and staff, 2015.
- “Innovation in Teaching Academic Survival Skills to Minorities”: Presented at Southwest Tennessee Community College, 2017.
- “Preparing for Success”: Delivered to Upward Bound Administrators at LeMoyne-Owen College, 2017.
- “Creating the Magic: Effective Ways to Brand and Recruit”: Presented to college students at LeMoyne-Owen College, 2017.

## **ARTICLES/ MEDIA**

- (2024) Dr. Shawn Boyd, How to Play the Game of College Podcast Memphis, TN
- (2024) Diverse Issues in Higher Education, Top 40 Women Leading in Higher Education Article
- (2024) HBCU Times, Featured Spotlight on Dr. Toneyce Randolph Power Alumnus Article
- (2023) 102.6 The Situation, The New Sound of Morris Brown College, Atlanta, GA Media
- (2023) Black Wall Street, Appointment of Provost at Morris Brown College Article
- (2023) The Business Journal, Morris Brown College names new Provost amid Hard Reset Article
- (2023) Inside Higher Education, Morris Brown College appoints new Provost Article
- (2023) WCNC Charlotte. Clinton College New Stem Programs and Scholarship
- (2023) HBCU Buzz Clinton College New Stem Programs and Scholarships Article
- (2023) Women in Academia Article, New Provost
- (2021) Journal of Blacks in Higher Education, New Vice President Article
- (2021) WSOC TV Media, Vice President of Academic Affairs give student support

## **PROFESSIONAL CONSULTANT EXPERIENCE**

Morehouse School of Medicine – accreditation support, 2024

Southwest Tennessee Community College – Academic Support Leadership Retreat, 2018

## **COMMUNITY ENGAGEMENT**

Steele Creek AME Zion Church, Member

Stars Academy Charlotte, Vice President

Stars Academy Charlotte, Board Member

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Old English Consortium Committee, Rock Hill, SC

Alpha Kappa Alpha Sorority Incorporated, Kappa Omega Chapter

## **AWARDS/RECOGNITIONS**



2023 - Faculty Member of the Year, Clinton College

2023-Memphis Tennessee Top 20 Young Professional Honoree, City of Memphis

2020 - Above and Beyond Crisis Management Award, Concorde Career College

2014 Outstanding Customer Service Support for Student, LeMoyne-Owen College