



The State University
of New York

Office of the Chancellor

H. Carl McCall SUNY Building
353 Broadway, Albany, New York 12246

SUNY Global Center, 116 E 55th St,
New York, NY 10022

www.suny.edu

MEMORANDUM

November 14, 2025

TO: Members of the Board of Trustees

FROM: Dr. John B. King Jr., Chancellor

SUBJECT: Appointment of Dr. Terence L. Finley as President of Corning Community College

Action Requested

The proposed resolution approves the appointment of Dr. Terence L. Finley as President of Corning Community College.

Resolution

I recommend that the Board of Trustees adopt the following resolution:

Resolved that the appointment of Dr. Terence L. Finley as President of Corning Community College, by the Corning Community College Board of Trustees, at a salary of \$185,000, effective January 2, 2026, be, and hereby is, approved.

Background

Dr. Finley currently serves as the Vice President for Finance and Administration and Chief Financial Officer at Harris-Stowe State University. He brings nearly 25 years of leadership experience across corporate and higher education sectors, including previous service as Assistant Vice President for Business Services and Interim Associate Vice President for Auxiliary Enterprises at Prairie View A&M University, a member of the Texas A&M University System. A proud SUNY Brockport alumnus, Dr. Finley has also held executive roles in Fortune 500 companies such as Intel and NVIDIA. His professional career

reflects a deep commitment to fiscal stewardship, student success, and institutional transformation.

As a seasoned higher education executive, Dr. Finley has managed complex financial systems exceeding \$200M in annual budgets and has overseen capital projects totaling more than \$325M through innovative public/private partnerships. His leadership has resulted in increased institutional reserves, expanded faculty compensation, enhanced student support programs, and improved fiscal transparency. At Harris-Stowe, his work led to the elimination of institutional debt, a 275% increase in endowment value, and the largest state funding increase in over a decade.

Dr. Finley is also known for creating leadership development initiatives such as *LeadershipPVAMU* and *LeadershipHSSU*, designed to cultivate emerging leaders and strengthen succession planning across the institutions he has served. His holistic approach to institutional leadership blends strategic financial management with an equity-centered focus on student success, retention, and completion.

A native of New York, Dr. Finley earned his Ph.D. in educational leadership with an emphasis in higher education from Prairie View A&M, his M.B.A. in marketing and logistics from Pennsylvania State University, and his Bachelor of Science with concentrations in marketing and economics from SUNY Brockport.

A copy of Dr. Finley's CV is attached.

TERENCE L. FINLEY, PH.D.

EXECUTIVE SUMMARY

A seasoned executive with nearly 25 years of leadership experience across corporate and educational sectors, I bring a proven track record of success as a strategic thinker, visionary leader, and financial steward. Currently serving as the Vice President of Finance and Administration and CFO at Harris-Stowe State University, I have dedicated the last 15 years to higher education, championing the principles of access, adequacy, and equity for underserved, under resourced, underrepresented, and in some cases underprepared student populations. My deep commitment to educational excellence is underscored by my unwavering belief in the transformative power of education to drive societal change, elevate communities, and create long-term impact through student success.

I am a collaborative senior administrator with extensive experience in organizational leadership, strategy development and implementation, resource management, and goal attainment. I am a servant leader, deeply motivated by mentoring and inspiring others to perform at their highest capability. My leadership style is marked by integrity, credibility, collaboration, creativity, accessibility, accountability, and transparency. Throughout my career I have demonstrated a strong commitment to collaborative decision-making, continuous improvement, and an environment conducive to teamwork and mutual support. I have proven to be skilled in the use of data-driven and evidence-based approaches to improve organizational efficiencies and effectiveness as a means of improving institutional and academic outcomes. I am adept at optimizing the use of existing resources, identifying additional revenue streams, and innovative financing options aimed at supporting the university's strategic plan, academic enterprise, and the leadership's initiatives.

My non-traditional journey into higher education administration, grounded in leadership at the margins—transparent, inclusive, innovative, and compassionate—informs my ability to drive transformational change within a university setting. I possess a set of skills and experiences that inform my unique ability to turn an idea into a vision; a vision into a strategy; a strategy into actions; and actions into desired measurable outcomes. I am an entrepreneurial and creative leader who is risk-aware, yet not risk-averse. My leadership style is rooted in a student-centered approach, collaborating with academic partners, industry leaders, and campus stakeholders to foster positive institutional growth and enhance student experiences. This distinctive perspective allows me to challenge conventional approaches and foster innovation that truly serves the diverse needs of students, faculty, staff, and the broader campus community.

I have collaborated with faculty to design and implement student-centered academic initiatives, ensuring curriculum alignment with industry standards and workforce demands. This was accomplished in part via my establishing partnerships with local industries and community organizations, securing \$5M+ in philanthropic support to enhance student learning opportunities, career opportunities, and institutional sustainability.

A champion of innovation, I have successfully structured alternative funding models to support the development of new academic, athletic, and student service spaces, introduced a new budgeting

framework that aligns campus resources with strategic objectives, and integrated high-impact learning into institutional priorities. My experience also includes leading transformative organizational change, restructuring financial and auxiliary services to improve operational efficiency, and building strong partnerships both within and outside the university. I am passionate about advancing educational access and equity, ensuring that all students, regardless of background, have the resources and support needed to succeed. Through strategic financial planning, I have consistently supported institutional goals to increase access for underserved populations and foster an environment where education can truly transform lives.

I am highly analytical with an aptitude for quickly scrutinizing situations to identify and prioritize needs and solutions. I am an inclusive and results-oriented team player who embraces the “*student-first*” philosophy. I have a positive professional attitude with a commitment to outstanding customer service, goal attainment, and exceeding expectations. I practice ethical decision-making and responsible use of environmental, financial, and community resources to promote a sustainable university future. I am well versed regarding the multifaceted and ever-changing higher education landscape. I pride myself in demonstrating the highest integrity and the noblest forms of service—promoting student success and improved student outcomes, ensuring strategic resource stewardship, serving as a community resource, and modeling effective communication, collaboration, and transparency. I am dedicated to providing students, faculty, and staff with opportunities for personal development and professional growth.

I serve as a key liaison to the University’s Board of Regents, providing policy recommendations and ensuring fiscal and strategic alignment with institutional goals. I was a principal component of HSSU’s accreditation efforts with the Higher Learning Commission (HLC), overseeing compliance with institutional effectiveness standards, program assessment, and quality assurance measures. I also engaged with state legislators and public officials to advocate for increased funding, securing a 10% budget increase—the largest in a decade for the University—to support student scholarships, infrastructure updates, academic enterprise enhancements, and career readiness pathways.

I foster a student-first culture through institutional policies and budget allocations that result in increased student retention and completion rates. I am committed to student success, financial stewardship, institutional growth and sustainability. My leadership philosophy prioritizes transparency, ethics, collaboration, and innovation, ensuring educational institutions remain accessible, equitable, inclusive, and sustainable.

I am deeply committed to providing affordable, high-quality education that empowers scholars and fosters economic development. My leadership approach aligns with university’s that focus on inclusive excellence, student-centered financial planning, and community engagement. At every institution I have served, I have championed equitable access, financial sustainability, and strategic investments that enhance student opportunities and outcomes while upholding institutional values.

RESEARCH INTERESTS

My research agenda is inclusive of (a) Public scholarship to educate diverse democracies; (b) Organizational management and leadership as it relates to Learning Organizations; (c) Access, adequacy, and equity of educational resources for underserved populations; (d) Improving graduation and retention rates of students of color in postsecondary settings; (e) Investigating the intersection of



race, gender, and sexual orientation for marginalized populations within tertiary institutions; and (f) College student access, success, and outcomes.

EDUCATIONAL BACKGROUND

Prairie View A&M University, Prairie View, TX

Degree: Doctor of Education

Major/Concentrations: Educational Leadership/Higher Education Administration and Human Resources

Dissertation:

A Historically Black University and A Predominantly White Institution: A Causal-Comparative Study of the Access, Adequacy, and Equity of African American Student Engagement Measures and Their Effects on the Overall Quality of the Collegiate Experience

American Association of State Colleges and Universities (AASCU)

2023-2024 Millenium Leadership Institute (MLI)

Designed to diversify and enrich the American Presidency by enhancing the preparedness of traditionally underrepresented leaders in the highest ranks of higher education

Educational Certificate, 2024

National Association of Colleges and University Business Officers (NACUBO)

2017-2018 Fellows Program

Designed to prepare aspirant collegiate business officers for the role of Chief Financial Officer

Educational Certificate, 2018

Hampton University, Hampton, VA

Hampton Institute for Management Development

Executive Leadership Summit

On the Road to the Presidency

Educational Certificate, 2015

Pennsylvania State University, State College, PA

Degree: Master of Business Administration (M.B.A.)

Majors: Finance, Marketing, and Logistics

State University of New York at Brockport, Brockport, NY

Degree: Bachelor of Science

Majors: Marketing and Economics



PROFESSIONAL EXPERIENCE

Harris-Stowe State University, Office of Business Affairs, St. Louis, MO 2020 – Present
VICE PRESIDENT for FINANCE and ADMINISTRATION and CHIEF FINANCIAL OFFICER (CFO)

Major Responsibilities

- Provide administrative supervision for the areas of accounting, budgeting, disbursements, fiscal compliance, and treasury services; procurement and contract services; human resources and payroll services; information technology, ERP Project management, web services, and telecommunications; campus planning, physical plant and facilities operations; public safety, environmental health and safety/risk management; auxiliary services, economic development, Title III, sponsored programs and grant management.
- Provide advice, assistance, and counsel to the University President on a broad range of financial and budgetary matters relating to all university activities and operations. Consult regularly with members of the President's cabinet (i.e., Provost, Vice Presidents, Athletic Director, etc.) to develop and implement long-term financial and operational strategies—*consistent with SUNY Corning's Vibrant Workplace Culture Strategic Initiative.*
- Communicate financial performance and strategic decisions to stakeholders—BOR and state lawmakers—ensuring transparency and alignment with institutional and state goals.
- Responsible for the fiscal stewardship of all University assets. Work closely with senior-level officers in activities involving fiscal management and the development and implementation of institutional policies, rules, and procedures.
- Developed strategic financial partnerships that diversified university funding sources, supporting new student recruitment programs, retention efforts, and the institution's long-term sustainability—*consistent with Corning's Strategic Initiatives of Community Engagement and Financial Sustainability.*
- Led initiatives that increased retention & completion rates by 20% & 15%, respectively. Fostered a student-first culture—*consistent with SUNY Corning's Student Success Strategic Initiative.*
- Partnered with academic and industry leaders to integrate real-world applications into curricula, which is *consistent with SUNY Corning's Student Success Strategic Initiative.*
- Worked with the President's cabinet to set the vision on how the use of AI can bring strategic enhancements to the University by fostering innovation and continuous improvements. Partnered with the Academic Enterprise to integrate AI into the curriculum to enhance teaching and learning. Integrated AI into the university's back-office operations to improve the overall student experience.
- Implemented a transparent and inclusive budgeting model tied directly to institutional strategic goals, supporting measurable advancements in academics and student services—*consistent with SUNY Corning's Strategic Initiatives of Financial Sustainability as well as Student Success.*
- Successful annual completion and submission of Financial Statement and Federal A133 Single Audits.
- Facilitate compliance with local, state, and federal laws/regulations. Adherence to GASB/GAAP accounting standards. Preparation and submission of third-party reports.
- Established a Fiscal Compliance Office that fosters a culture of accountability and transparency within the business and financial operations of the University.
- Developed new and sustainable revenue sources for the University.

- Serve as the key liaison to the Board of Regents committees on Business Affairs, Capital Infrastructures, and Audits.
- Serve as a member of the University's Higher Learning Commission (HLC) Accreditation Team as the Chair of Criterion 5: Institutional Effectiveness, Resources, and Planning.
- Serve as a chief fundraiser using my experience at developing trust and cultivating long-term relationships with potential donors, industry partners, and community leaders to ensure strong financial support for the University.
- Responsible for stewardship of all major University contracts with third parties.
- Serve as a key member of the University's Collective Bargaining Agreement (CBA) team
- Advised and consult with the President on short-term and long-range plans, including prioritizing strategic initiatives supporting student recruitment, experience, retention, and success; faculty recruitment, retention, research, and professional development; high impact programs, and general university operations—*consistent with SUNY Corning's Student Success Strategic Initiative*.
- Serves as a key spokesperson for the University at national conferences, regional forums, and public events, articulating the institution's mission and strategic goals. Led community engagement initiatives, fostering partnerships with local businesses, civic leaders, and government officials to advance the University's roles as a regional economic driver and educational leader—'Communiversiety'.

Key Accomplishments Include:

- ✓ Increased the overall financial health of HSSU through the development of innovative budgeting models and cost-saving measures. Eliminated debt and increased cash reserves by 20% which directly contributed to strategic investments in faculty recruitment, research, and development, student scholarships, campus infrastructure improvements, and long-term capital projects.
- ✓ Introduced a new budgeting model that offered more campus-wide inclusion, transparency, and direct correlation with the University's strategic plan and President's initiatives.
- ✓ Managed crisis situations with transparency and collaboration, ensuring the institution's fiscal soundness during periods of instability and change:
 - Led the University through significant financial challenges by establishing a Fiscal Compliance Office, implementing cost-saving measures, optimizing resource allocation, transparent communication with all stakeholders, and fostering a culture of accountability and ethical oversight.
 - Obtained one of the most significant state funding increases (over 10%) in a decade to support University operations, programs, and capital needs
 - Completed three years of overdue Financial Statement and A133 Single/Federal Audits within one calendar year. Reduced audit findings by 75% in two years.
- ✓ Re-allocated funds to increase FTE faculty lines by 40%.
- ✓ Increased Faculty pay by \$10,000 (over three years).
- ✓ Worked in tandem with the academic enterprise, and instituted strategic budget realignments, to develop and implement student-centered strategies (e.g. establishment of a one-stop-shop student service center, creation of student certification programs, and introduction of a new assessment framework). Resulted in improved student retention and number of scholars graduating, ensuring that the University's mission to support underserved populations was met.

- ✓ Assisted in the development and maintenance of the University's Foundation Board and serves as key contributor to the Foundation's Investment Committee.
 - Led efforts with the Office of Institutional Advancement to establish an investment policy that resulted in an ~275% increase in endowment value.
- ✓ Completed significant capital improvements to campus facilities and grounds, including two 'mothballed' buildings that enable scholars to engage in emerging fields and related technologies leading to improved student outcomes while meeting Missouri workforce needs.
- ✓ Made significant resource investments to tackle mounting deferred maintenance needs of aging academic facilities to enhance the student experience.
- ✓ Cultivated relationships with donors, corporate sponsors, and alumni to strengthen long-term financial support for the institution:
 - Secured \$5M+ in philanthropy and grant support towards advancing the University's Mission, enhancing scholarship and academic programs, and improving University facilities.
- ✓ Worked alongside the Faculty Senate and Staff Council to co-create inclusive policy frameworks and governance structures, strengthening shared decision making.
- ✓ Provided budgetary and operational support for the expansion of graduate degree offerings.
- ✓ Promoted environmental stewardship by incorporating sustainability principles in capital projects and long-term planning; advanced civic responsibility through community-based partnerships and economic development initiatives.
- ✓ Completed significant capital improvements to campus facilities and grounds—repurposing historical assets to foster learning in emerging fields while preserving campus heritage, aligning with values of sustainability and innovation.
- ✓ Championed experiential learning environments such as makerspaces and micro-credential to cultivate innovation, entrepreneurship, and student engagement in STEM disciplines.
- ✓ Developed articulation agreements and dual-enrollment programs in collaboration with K-12 and community colleges to smooth transitions and support first-generation college students.
- ✓ Served as a visible, accessible leader and campus ambassador, articulating the institution's value proposition and engaging community stakeholders in future-oriented planning.

INTERIM DEAN, College of Education, 2022–2023

- As Interim Dean of Harris-Stowe's College of Education, I launched an initiative to strengthen our teacher education program. The initiative focuses on expanding enrollment, creating clearer pathways to education careers, and enhancing STEM Education offerings. By providing enriched practical experiences and better preparation for licensure exams, HSSU aims to meet the evolving needs of education. As the former interim Dean of the College of Education, I contributed to program development, marketing, curriculum development and review, as well as identifying and recruiting advisory board members.

Prairie View A&M University, Office of Business Affairs, Prairie View, TX 2012 – 2020

ASSISTANT VICE PRESIDENT for BUSINESS SERVICES 2017 – 2020

INTERIM ASSOCIATE VICE PRESIDENT for AUXILIARY ENTERPRISES 2019 – 2020

Major Responsibilities

- Responsible for the strategic oversight, fiscal management, budgeting, accounting, contracting, staffing, reporting, and setting the vision and direction, in line with the

University's mission and goals, to underpin successful operations within Campus Planning & Space Management, 3rd Party Facilities Management Contract, Dining and Retail Services, Bookstore, Vending, I.D. Card Services, Conference and Event Services, Risk Management & Safety, Insurance, Transportation, Capital Construction, Renovations, Leadership Development & Training Programs, Vendor and Contract Management, and Economic/Real Estate Development.

Key Accomplishments Include:

- ✓ Directed strategic oversight of 250M+ in capital construction projects, across multiple campuses, aligning them with the University's Master Plan.
- ✓ Developed innovative financial strategies and public-private partnerships that generated \$6M in additional annual revenue for the University.
- ✓ Engaged with local businesses to create revenue-generating initiatives that aligned with both University needs and community development goals.
- ✓ Led initiatives to bring about greater economic development activities and job creation to the region.
- ✓ Worked closely with the City of Prairie View and Waller County Economic Development Council to spur local development in the area. PVAMU's total annual economic impact to the state of Texas was estimated at \$700M+ per year.
- ✓ Increased minority contractors/firms doing business with the University through inclusive procurement strategies.
- ✓ Restructured Auxiliary Services to take advantage of revenue-generating activities and opportunities for partnerships and programs that support growth in revenue sources to further the success of the University and its students.
- ✓ Guided the development and implementation of the University's Capital and Master plans.
- ✓ Provided leadership for the development of the University's Emergency Operation Plan.

LEADERSHIP DEVELOPMENT & ORGANIZATIONAL EXCELLENCE OFFICER 2013 – 2017

Provided advice, assistance, strategic guidance, and counsel to the Sr. Vice President for Business Affairs/Chief Financial Officer (CFO) on a broad range of financial and budgetary matters relating to university activities and operations. Consulted, regularly with members of the CFO's cabinet on a variety of matters related to general university operations. Reviewed and proposed new policies, as well as policy revisions, targeted at amplifying talent development activities within the faculty and staff ranks as a means of increasing skillsets—also served to bolster university recruitment and retention efforts. A key member of the presidentially appointed Strategic Planning Advisory Council responsible for constructing the 2015-2020+ strategic plan for the University.

- Devised and deployed organizational excellence, leadership, and employee development practices, activities, and programs aimed at fostering career advancement.
- Designed, developed, and managed the year-long LeadershipPVAMU™ program—Prairie View A&M University's inaugural faculty and staff leadership development program. LeadershipPVAMU™ was created to institutionalize a methodology that enables the targeted development of PVAMU's faculty and staff for future leadership positions—*consistent with PVAMU's Access & Quality and Leadership Core Values.*
- Lead process improvement related projects; forecasts and implemented cost savings and other enhancements by working with various business groups within the University to conduct needs assessments by evaluating current policies and procedures—leading to recommendations for efficiencies, cost savings, profit generation, and advancements in organizational effectiveness.
- Provided leadership, direction, and managerial oversight to the Office of Business Affairs administrators.
- Lead economic development efforts, including outsourcing, land purchases, and Public-Private Partnerships (P3) developments.
- Served as the University's representative on the Waller County Strategic Planning Committee.



ASSISTANT to CHIEF FINANCIAL OFFICER, Office of Business Affairs 2012 – 2013

- Formulated and devised the foundational Executive Business Officer Training Series (EBOTS)—a rigorous course of study (held over two consecutive summers) in business and financial management for current and future business administrators of Minority Serving Institutions (MSIs). The program was conceived to endow participants with an overview of the current issues, policies, procedures, and opportunities specifically applicable to MSIs.
- Conceived, developed, and implemented (amid extensive stakeholder involvement) campus-wide organizational needs assessment resulting in a cross-functional multi-year strategic plan related to the efficiency and effectiveness of the institution.
- Spearheaded university-related economic development activities by facilitating and negotiating development opportunities between the University, the City of Prairie View, landowners within the city, and independent developers.
- Executed an effective continuous improvement program within Business Affairs called the “4Cs” (Compliance, Communication, Customer Care, and Commitment).

ADJUNCT PROFESSOR, College of Education, Department of Educational Leadership 2014–2020

Served as an instructor for various doctoral and graduate-level courses:

Organizational Leadership
School Business Management
Educational Budgeting and Resource
Allocation

Introduction to Doctoral Studies
Dissertation Seminar
Dissertation Chair

ADDITIONAL RELEVANT PROFESSIONAL EXPERIENCE

Leadership Development and Change Management (LDCM) Group, Houston, TX 2008 – Present

CO-FOUNDER AND PRINCIPAL of a boutique consulting firm specializing in business operation improvement in the areas of Organizational Development and Talent Management—development of organization equity, diversity, and inclusion profile strategies, recruiting, employee retention, training, leadership development, organizational efficiency, and instructional design.

- Assisted organizations in optimizing their equity, diversity, and inclusion profiles as strategic assets through the design and assessment of their diversity agendas.
- Assessed and analyzed (on behalf of clients) campus climate, recruiting, hiring, promotion, and retention trends, policies, and procedures. Used resultant data to fashion innovative programs within and across organizational structures and disciplines to cure identified deficits and opportunities.
- Improved recruiting, bench strength, and employee retention rates in higher education organizations by designing and developing programs for new hires, effective teams, and emergent leaders.
- Improved productivity of small businesses across multiple industries by facilitating leadership classes, effectiveness coaching, and training tailored to meet their unique organizational needs.

Nvidia Corporation, Santa Clara, CA

2010 – 2012

SALES & MARKETING DIRECTOR, HP Account, HOUSTON, TX

- Charged with directing all worldwide marketing and sales activities for mobile, desktop, and tablet platforms between Hewlett-Packard (HP) & Nvidia.
- Recruited and developed a diverse team of sales & marketing professionals that now serve as mainstays on Nvidia’s top salespersons list.
- Crafted the company’s first formal sales agreement with HP incorporating volume incentives, which was



later adopted by other Nvidia sales teams company wide. Resulted in \$1B of additional yearly revenues for both companies.

Intel Corporation, Santa Clara, CA

1996 – 2010

EXECUTIVE BOARD MEMBER of the Network of Intel African American Employees (NIA)—part of Intel’s Diversity in Technology Initiative— from 2004-2008. NIA is a nationally chartered strategic employee resource group commissioned to enable unique recruitment, development, and retention programs while creating a robust leadership pipeline and increasing the representation of underserved populations at senior levels throughout the company.

- Member of the team charged with articulating a vision for a more diverse and inclusive Intel, assessing the company’s existing status relative to said vision, and making recommendations to bring the vision to fruition.
- Researched current recruitment, hiring, promotion, and retention policies and procedures; analyzed and benchmarked internal constructs and practices versus other organizations within and outside the technology sector relating to promoting diverse and inclusive environments.
- Forged a multi-point long-term plan for increasing diversity and inclusion at Intel. The plan was inclusive of a more expansive ideology of diversity and inclusion to incorporate a broader breadth of racial, ethnic, cultural, and gender-specific components; and the creation of a senior-level management position to assist with the implementation and continued maintenance of the plan.

MARKETING, SALES, & SOLUTIONS DIRECTOR, HP/Compaq Account, Houston, TX 2001-08

- Owned and facilitated the relationships between senior-level executives of HP and Intel—including being the liaison between the Chief Executive Officers (CEOs) of both companies.
- Oversaw sales, solutions, and marketing operations, including business and technology strategies, market research, consumer marketing, regional marketing (U.S., EMEA, Asia, South America), and marketing communications. Credited with building a global sales & marketing team that led the account to the 1st time ever, back-to-back-to-back, Billion Dollar quarters.
- Owned and facilitated ~\$200M annual Intel Inside Advertising budget—used to catapult sales, impressions, stimulate product awareness, and educate the consumer on the benefits of Intel’s products. Also used to finance sales support initiatives that led to substantial market share wins versus the competition across all product lines.

MOBILE AND HANDHELD FIELD SALES ENGINEER, HP/Compaq Account, Houston, TX 2009-11

- Developed, implemented, and provided strategic direction for the Worldwide Mobile product team. Architected unprecedented profitability and explosive market growth worldwide. Combined extensive strategic planning, competitive positioning, life cycle management, channel management, game-changing sales & marketing strategies, multicultural communications, and profit and loss (P&L) management to achieve the stated accomplishments.

FINISHED GOODS TRANSPORTATION MANAGER, Global Transportation Services, Chandler, AZ 2008

- Member of strategy setting corporate logistics management team. Focused on the strategic planning, implementation, and administration of all information systems and technology used in support of the program. Led technical and logistical staff members, managed budgets, selected and oversaw vendors, defined business requirements, and produced deliverables through formal project plans throughout Asia, Europe, North America, and South America.

COMMITTEE APPOINTMENTS

University Executive Leadership
University Budget

University SACSCOC
Strategic Plan Steering

Campus Master Plan
University Facilities Council
Emergency Management
Enterprise Application Governance (IT)
Athletics
Admissions & Suspension Appeals
Enrollment Management Taskforce

HLC Accreditation Team
Policy Development and Review
Board Finance
Operational and Fiscal Compliance
Program and Curriculum Review
Strategic Scheduling Team (Academic
Affairs/Registrar)

GRANT AWARDS/ADMINISTRATION

Principal Investigator, STEM Infrastructure Federal Congressional \$2M Award
Principal Investigator, Enrollment Management Automation Federal
Congressional \$2.1M Award

EDITORIAL POSITIONS

- 2015 & 2016 **Guest Editor, The Journal of the Texas Alliance of Black School Educators (JTABSE)**
- 2015 **Editorial Reviewer, The American Educational Research Association (AERA)**
Division A—Administration: Leadership Development
Division J—Postsecondary Education: Organization, Management, and Leadership
Division J—Postsecondary Education: College Student Access, Success, and
Outcomes
Committee: Committee on Scholars of Color in Education
- 2014 **Editorial Review Consultant, The Journal of the Texas Alliance of Black
School Educators (JTABSE)**
- 2014 **Editorial Reviewer, The American Educational Research Association (AERA)**
Division J—Postsecondary Education: Organization, Management, and Leadership
Division J—Postsecondary Education: College Student Access, Success, and
Outcomes
Special Interest Group: Research Focus on Black Education
- 2014 - Present **Co-Editor, Scholars Publishing Group**

RESEARCH AND SCHOLARSHIP

ARTICLES

Finley, T., Minigan-Finley, P., Horner, D., & Wills, F. (2025). *Are Institutions of Higher Education Learning Organizations: Only the Paranoid Survive*. Manuscript in Preparation.

Finley, T. & Minigan-Finley, P. (2024). *In the name of Access, Adequacy, and Equity for Underserved, Underrepresented, and under resourced student populations: The need to implement strategic and operational plans*. Manuscript in Preparation.

Finley, T., Minigan-Finley, P., & Yates, L. (2019). *Visionary servant leaders and learning organizations: The answer for leadership in higher education*. Manuscript in Preparation.

Finley, P. & Finley, T. (2015). *Improving recruitment, retention, and graduation rates of Black students: An institutional introspection approach*. *The Journal of the Texas Alliance of Black School Educators*, 2(1), 65-88.

Finley, T. & Minigan-Finley, P. (2013). *A Historically Black institution and a predominantly White institution: A comparative study of African American student engagement factors*. American Educational Research Association (AERA).

Williams, L. R., Finley, T., Nibbs, A., Irby, D. (1997). *Logistics Integration: The effect of information technology, team composition, and corporate competitive positioning*. *Journal of Business Logistics*, Vol. 18, No. 2, pp. 31-54.

PRESENTATIONS

Ethnographic and Qualitative Research Conference (EQRC)

Paper: *Images of An Ideal Mentor: Perspectives of African American Male Pre-Service Teachers*

Session: Pre-Service Teachers; Finley, T., Minigan-Finley, P. R. (2/2014), Las Vegas, NV

American Educational Research Association

Paper: *An Investigation of Non-cognitive Factors for Developmental Students at Historically Black Colleges and Universities*

Session: Toward Justice: Culture, Language, and Heritage in Education Research and Praxis

Minigan-Finley, P. R.; Moore, J.; Rowland, B.; Hairston-Greene, D; Finley, T. L.; and Yates III, L.;

Division J- Postsecondary Education: Organization, Management, & Leadership (4/2015), Chicago, IL

Paper: *Historically Black Colleges and Universities Functioning As Learning Organizations: Perceptions among Academic Administrators and Faculty*

Session: Toward Justice: Culture, Language, and Heritage in Education Research and Praxis

Minigan-Finley, P. R.; Finley, T. L.; Buckner-Manley, K.; Division J- Postsecondary Education: Organization, Management, & Leadership (4/2015), Chicago, IL

Paper: *Images of Ideal Mentors: Perspectives of African American Male Students in the Men Achieving Leadership Excellence (M.A.L.E) Program*

Session: Toward Justice: Culture, Language, and Heritage in Education Research and Praxis

Finley, T. L.; Mark, S; Hughes, D.; Johnson, K.; Hall, A.; Minigan-Finley, P. R; Yates, III, L.; & McFrazier, M. L.; Division J- Postsecondary Education: College Student Learning and Development: SIG-Research Focus on Black Education (4/2015), Chicago, IL

Paper: *A Historically Black Institution and a Predominantly White Institution: A Comparative Study of African American Student Engagement Factors*

Session: Closer Examinations of the Historically Black College and University Environment

Finley, T.; Minigan-Finley, P. R.; Division J- Postsecondary Education: College Student Learning and Development (4/2014); Philadelphia, PA

BOOK CONTRIBUTIONS

Yates, L., Williams, J., Finley, T., Minigan-Finley, P. (2020). *Cultured Pearls: An Investigation of Culturally Responsive Pedagogical Practices Used by White Teachers in Urban Settings*. In J. Conyers, *African Americans in Higher Education: Africana Studies*.

Finley, T.; McFrazier, M.; Barnes, D. (2015). *Images of ideal mentors: Perspectives of African American male pre-service teachers*. In L. Yates III, *Restructuring the future: Educating African American Male Pre-service Teachers* (pp. 49-78). Manuscript submitted for publication.



PROFESSIONAL ASSOCIATIONS

Member, American Red Cross Greater St. Louis Area Board of Governors (2021-Present)
Treasurer, Harris-Stowe Foundation (2021-Present)
Chairman of the Board of Directors, Prairie View Federal Credit Union (2014-2020)
Member, Advisory Committee of TIAA-CREF HBCU Leadership Exchange
Member, National Association of College and University Business Officers (NACUBO)
Member, American Educational Research Association (AERA)
 Division A: Administration, Organization, and Leadership
 Division J: Postsecondary Education:
 Special Interest Group: Multicultural/Multiethnic Education: Theory, Research, and Practice
 Special Interest Group: Critical Examination of Race, Ethnicity, Class, and Gender in Education
 Special Interest Group: Research Focus on Black Education
Member, National Association of College Auxiliary Services
Member, National Alliance of Black School Educators
Member, National Association of Multicultural Education
Member, Texas Alliance of Black School Educators

HONORS AND AWARDS

- Nominated for the American Education Research Association Division A (Administration, Organization, and Leadership) Dissertation of the Year.
- Recognized by Nvidia executive management for exceptional corporate contributions by receipt of a specially created '**Award for Vision**' that states, "Terence is a talented visionary and business leader who originates new concepts, innovative, bold strategies, creates opportunities, and applies highly developed sales, marketing, business management, and people skills to take on and overcome huge and daunting challenges."
- Received multiple Intel Top Achiever Awards by exceeding sales quotas and other company objectives. In addition, recognized by Executive Sales management for consistently superior performance.

Sincerely,

Terence La Mar Finley

Terence L. Finley, PH.D.

I lead with a commitment to a shared vision of excellence. I inspire the belief that all students can and will excel; Care more than others think is wise; Risk more than others think is safe; Encourage more than others think is plausible; Expect more than others think is possible; and Dream more than others think is practical. I lead through a CREED of Excellence. ~Terence Finley 2010