

## Jesse L. Mason, Jr., Ph.D.

An enthusiastic collaborative, equity minded, entrepreneurial leader with more than 17 years of higher educational experience advancing academic achievement, educational equity, and comprehensive student experiences that allow students, employees, and employers to succeed. An effective team builder, visionary, and promoter of innovation with a record of collaborative partnerships that have improved student success, retention, and persistence. Specializing in academic affairs, student services, shared governance, and cultivating institutional and system wide policies, processes, and leadership development that enhance students experiences and outcomes. Demonstrated strengths using data to inform decisions to lead high impact planning, practices to advance the mission and values of community colleges. Mission driven leader whose purpose is creating lifelong learners in diverse communities. Through improved student-centered experiences and creating innovative environments, a leader that is committed to continuous improvement.

### Education

**Ph.D.** Cognitive and Brain Sciences (formerly Cognitive and Biological Sciences),  
University of Minnesota Minneapolis, MN

Dissertation Topic: : *Smoking Behaviors and Health Disparities Among  
African-Americans: A Multidimensional Approach*

**B.S.** Psychology, Morris Brown College (Magna Cum Laude)

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### **Professional Experiences**

**6/18-Current Provost/Vice President of Academic and Student Affairs, North Hennepin Community College, Brooklyn Park, MN**

**North Hennepin Community College** is accredited by the Higher Learning Commission. It is one of the largest and most diverse colleges in Minnesota. NHCC serves approximately 10,000 students (53% being students of color and 50% first generation students). The college is a part of a multi-college and university system, Minnesota State Colleges and University system that has 37 colleges and universities on more than 50 campuses. The college is undergoing a transformative process with the implementation of its strategic plan.

Provost: Serves as the Chief Academic and Student Affairs Officer of the college and is expected to provide the educational and administrative leadership to achieve a high standard of excellence and innovation in teaching and learning, student development, and faculty and staff professional development. The Provost will provide the vision and overall guidance for academic and student affairs, policy formulation, educational planning, and new program development in an integrated academic and student development setting. The Provost reports to the college President and serves as the CEO's proxy in the President's absence.

As a highly adaptive leader that is responsive to needs and priorities of the institution, I have been able to utilize my other leadership styles such as visionary, transformative and leadership to develop teams and leadership that will allow us to advance the mission of the college and improve our students experience.

### **Accomplishments**

- Improve fiscal accountability in Academic and Student Affairs (transparency and processes for resource management) that has led to increases in state appropriations
- Successfully demonstrated progress in core components of concern (assessment of student learning and use of student persistence and completion data) in interim report to the Higher Learning Commission
- Created more than 33 new degrees and certificates
- Pilot Weekend College for Adult Learners (hybrid and cohort model)-Spring 2022 with full implementation Fall 2022
- Increased program offerings through Minnesota Transfer Pathways, new career offerings, and increased articulation agreements with 4-year institutions

- Received National Alliance of Concurrent Enrollment Partnerships Accreditation
- Expanded K-12 partnerships to include alternative learning centers and Adult Basic Education
- Expanded University partnership to include a graduate program in Education
- Established a retention initiative for males of color: Brother-to-Brother
- Established Center for Teaching and Learning/STaR Center
- Expanded and Reorganized Student Support Center: Tutoring, Math Resource Center, Writing Center, and Access Services
- Completed and inaugural - Integrated Academic and Student Affairs Master Plan
- Implementation of the Comprehensive Student Experience strategic direction:
  - Planning and Implementation of Guided Pathways
  - Implementation of Integrated student services (One-Stop student service model)
  - Increased training capacity to improve online learning delivery
  - Planning and implementation of student-centered scheduling)
  - Re-design of FYE
  - Planning and establishing Workforce and Experiential Learning Center
- Improved scheduling and course cancelation through stronger collaboration between Academic and Student Services
- Pilot Non-cognitive AND Multiple Measures assessment for student placement
- Improve data-informed decision making processes
- Re-organization of Academic and Student Affairs to better serve students
- Organized Undergraduate Research priority with creation of psychology lab and release credits for biological research coordination

**7/15-6/18    Dean of Social and Behavioral Sciences, Communication, PE and Health, Communications, Humanities, Linguistics, Fine Arts, and Translating and Interpreting, Century College, White Bear Lake, MN**

Century College Century College is a two-year community and technical college (multi-site) that is accredited by the Higher Learning Commission. As one of the largest and most diverse colleges in Minnesota, the college serves nearly 20,000 credit and non-credit students each year. Century College is an “Achieve the Dream” Leader College.

Dean: Manages over 25 disciplines related to Social and Behavioral Sciences, Communication, PE and Health (which includes co-management of athletics a\such as baseball, soccer, and

volleyball), Communications, Humanities, Linguistics, Fine Arts, and Translating and Interpreting. The Dean leads 120 faculty and more than 15 staff (from several bargaining units) in curriculum and program planning, development and evaluation of faculty and staff, program evaluation, enrollment management and class schedule development, budget development and management (over \$7 million personnel and non-personnel), support for student success, develop and support strategic initiatives and other duties as assigned or needed.

### **Accomplishments**

- NASM Accreditation of Music Department (2016)
  - Facilities renovation/updates to Music Department to align with accreditation standards
- Successfully implemented intercultural development training for division leadership.
- Revamped division retention and completion efforts through program planning and accountability measures.
- Increased faculty diversity in several disciplines from 12% to 40%.
- Increased overall division course completion rates by 2% (from 79.8% AY15 to 81.9% AY17). Division also saw improvements in course completion rates for traditionally underserved population by 2-3%.
- Re-organization/modification of disciplines, programs and course offerings in several disciplines to increase saturation rates and respond to a “student-centered” course schedule.
- Increased engagement of assessment across disciplines through specific feedback and work plan accountability.
- Implemented division planning process around planning and assessment through division retreats, discipline meetings, and the introduction of a 3-year work plan.
- Successful creation of new programs (Mental Health Behavioral Aid II, Minnesota Transfer Pathways in Psychology, Communication, Theater, Sociology, etc.)
- Increased programmatic and collaborative grants (from 0 to 5).
- Partnered with community and other higher education institutions and agencies to develop educational programming (e.g., partnerships with Karen Organization of Minnesota and University of Minnesota Dental School).
- Reorganization of the Mental Health Committee to a goal oriented and data driven model.
- 3 World Series appearances by Century’s Baseball Team (2015; 2016; 2017)

### **Served on Key Strategic Minnesota State Colleges and University-Wide Committees**

- Minnesota State College Faculty Contract-Bargaining Agreement team (present)
- Student Success Advisory Committee (FY19-20)
- Policy Council FY19-current

- Transfer Pathway Team for Exercise Science and Kinesiology-(FY17)
- 2018 Capital Budget Scoring Team (FY17)
- Deans' Professional Development Workgroup (FY17-FY18)
- Indigenous Men and Men of Color Workgroup – MinnState Equity and Inclusion (FY15 - FY20)

#### **State and National Representation and Engagement**

- **Co-Convener**, Minnesota Department of Higher Education/Department of Health's Reduce Vaccine Hesitancy in Higher Education Work Group (2021)
- **Co-convener**, Minnesota Department of Health Higher Education-Public Health, Health Disparities Work Group (2020-current)
- **Co-convener**, Student African American Brotherhood National Headquarters -Advisers Caucus (2017-current)

**2/13-6/15 Chair and Associate Professor, Psychology, Clark Atlanta University, Atlanta, GA**  
(while on unpaid Family Medical Leave from Minneapolis Community and Technical College)

Clark Atlanta University: Clark Atlanta University is a Historically Black College and University (HBCU), was one of the first four-year liberal arts colleges to serve a primarily African American student population. The university serves more than 4,000 students and is the largest institution of the Atlanta University Center Consortium (Morehouse, Spellman, and Morehouse School of Medicine) and the 37<sup>th</sup> member of the United Negro College Fund (UNCF) institutions. Clark Atlanta University is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the baccalaureate, masters, specialist, and doctorate degrees.

Chair, Department of Psychology: Supervisor for the Department of Psychology. Responsible for: Administrative duties needed or assigned by the Dean (School of Arts & Sciences) and the Provost and Vice President for Academic Affairs. Maintenance of the standards of the discipline, realization of the professional expectations of departmental faculty and staff, program evaluation, curriculum development, faculty evaluation, promotion and tenure, faculty development, advising, and student-centered experiences.

### **Accomplishments**

- Developed partnership with University of Minnesota for Summer Research Experience (Grant)
- One of the founding advisors of the AUC Nu Rho Psi Chapter (National Honor Society in Neuroscience)
- Created a Behavioral Health Laboratory (undergraduate and advanced students research on health disparities and health behaviors)
  - Trained 20 undergraduates and two graduate students
  - 80% of undergraduates subsequently enrolled in graduate programs
  - Two grants (Notice of Intent (NOI) and 1-Seed Grant)
- Aligned and updated departmental student learning outcomes with national organization (American Psychological Association)
- Implemented 3-year work plan for strategic planning and continuous improvement
- Increased grant submissions for research among faculty through incentive programming and direct support
- Created and organized department research consortium
- Developed proposals for two graduate programs in Psychology
- Introduced courses in Neuropharmacology and Health Psychology
- Created assessment plans for student learning outcomes and accreditation activities
- Developed and re-organized faculty evaluation framework to align with institutional processes

### **Faculty and administrative representation:**

- University General Education Core Re-development Committee
- Served on hiring Committee for the Vice President of Sponsored Programs and Community Outreach
- University Retention Task Force
- University Research in Sponsored Programs Research Cabinet
- RISE Executive Undergraduate Research Committee
- University Senate
- Faculty Handbook Revision Committee
- Academic Distinction Committee
- Woodruff Library Academic Committee

**8/07-6/15 Multiple Leadership Positions/Faculty, Minneapolis Community and Technical College**

**8/12-6/13 Coordinator/Chair, Social Science Division**

Coordinated review and development of college curriculum; collaborated with Dean in scheduling of classes, budget management, selection, orientation of faculty and adjuncts, determining instructional resources, and on articulation agreements with system 4-year institutions and other 4-year institutions; advocated for discipline and faculty in regards to teaching and learning environment; programmed planning and implementation meetings; planned and conducted advisory meetings, evaluation, design, and delivery of marketing efforts; facilitated and maintained professional relationship with k-12 districts and 2 and 4 year institutions.

**Accomplishments**

- Organized and developed retreats centered on division outcomes and strategic planning
- Implementation of the Associates of Arts degree with Emphasis in Psychology
- Increased partnerships in articulation agreements
- Introduced new courses in educational psychology and cross-cultural psychology
- Increased faculty engagement in student affairs organizations
- Implemented learning communities
- Created and developed RFPs for cultural climate assessment
- Created community program in collaboration with community organizations for pipelines (e.g., GED-College, Prison-to-College)

**2/10-6/13 Coordinator/Director (Founder), African American Education Empowerment Program and the Student African American Brotherhood**

Coordinated student co-curricular programming around student engagement, retention, graduation, and leadership development; and co-managed \$100,000.00 budget in collaboration with Vice President of Academic Affairs, implementation of meetings and leading advisory of faculty, staff, and community members; design, delivery of marketing efforts; facilitate and maintain relationships with K-12 schools and other 2-4 year institutions; represented college in community collaboration across the different units of the institution; develop programming, goals, assessment, and annual reports to institution leadership, supervise student workers and Administrative Assistant.

### **Accomplishments**

- Creation and renovation of AME space
- Increased semester-to-semester persistent rates to 83%
- Fall to Spring – SAAB Retention Rate for males high participants -94% with a mean GPA of 2.9
- Increased cultural and academic programming of the institution
- Increased partnerships with K-12 and community organizations (Pathway to Success Partnership with South High School's Umoja Program; Richfield Middle Schools/AVID Program; Southside Charter School MLK Event with Hollis Watkins (Freedom Fighter and Civil Rights Activist)
- Increased leadership development among students
- Received National and Statewide Awards for Stellar Chapter of the Year (SAAB Nationals (2012 and 2013) and Minnesota State Diversity Award (2013)
- Increased faculty participation in program activities (mentoring, tutoring, etc.)
- Organized sub-groups to meet student needs (i.e., Student African-American Brotherhood (SAAB), Student African American Sisterhood (SAS), African American Parity, and Student Transition Program)
- Successfully partnered with administrators of national organizations (i.e., SAAB and SAS) on special programming

### **Executive and Leadership Development**

#### **Future Presidents Institute**

American Association of Community Colleges (2021)

#### **Ensuring Equitable Student Success**

Harvard Graduate School Of Education (2020)

#### **Thomas Lakin Institute for Mentored Leadership**

President's Round Table of African-American CEOs  
(2019)

#### **Advance Leadership Development Training in Higher Education**

Academic Premier (2018)

#### **Executive and Advance Leadership Training: MBA Essentials**

University of Minnesota Carlson School of Business (2017)



**Administrative/Managerial Training and Certifications- Minnesota State Colleges and Universities System**

Art of Supervision	Threat Assessment
Science of Supervision	Poverty Coach certification
Project Management	Data Privacy and Management

**Academic/Teaching Experiences**

**Faculty: Psychology ( 2007-2015)**

Minneapolis Community and Technical College (Minneapolis, MN)

Courses Taught: General Psychology, Life Span Development, and Social Psychology; New Course Creation (introduced Fall 2011):

Educational Psychology (Approved Fall 2012)

Cross-Cultural Psychology (Approved October 2011); served on institutional, community, and advisory committees

**Adjunct Faculty (2009 –20015)**

St. Catherine University (Saint Paul, MN)

Courses Taught: Life Span Development (on-line course);

Community Integrated Learning Course

**Assistant Professor (2006 – 2009)**

St. Catherine University (Minneapolis, MN)

Courses Taught: General Psychology and Life Span Development;

Student Advising; Adjunct: Department of Psychology (St. Paul Campus)

**Post-Doctoral Associate (2006-2007)**

University of Minnesota Medical School (Minneapolis, MN)

Programs in Health Disparities

**Adjunct Faculty (2004–2006)**

Inver Hills Community College (Inver Grove, MN)

Courses Taught: General Psychology; Student Success Strategies; Social Psychology;

Child and Adolescent Development; Adulthood and Ageing

**Adjunct Faculty (2006)**

Anoka-Ramsey Community College (Minneapolis, MN)  
Courses Taught: General Psychology; Child and Adolescent Development

### **Selected Abstracts**

Mason, J. (2014). The Relationships among Nicotine Metabolism, PAH Exposure, Smoking Behaviors, and Environmental Tobacco Exposure among Black and White Smokers: An Exploratory Analysis, Society for Research on Nicotine and Tobacco, Seattle WA.

Mason, J. (2009). Nicotine addiction in African-Americans: An Epigenetic Approach, National Institute of Drug Abuse: Frontiers in Addiction Research Mini-Conference at the Society of Neuroscience Annual Meeting, Chicago, IL.

Mason, J. (2008). Smoking Behaviors and Health Disparities among African-Americans: A Multidimensional Approach, Psychology Colloquium-College of St. Catherine, St. Paul, MN.

### **Selected Presentations, Consultation, and Speaking Engagements**

Invited Presenter, American Psychological Association -Committee on Associate and Baccalaureate Education 2021 midcareer mentoring webinar series ( March 5 2021)

Presenter/Facilitator, University of Minnesota/Miami College Annual PharmacoNeuroImmunology Retreat, “Who Belongs Here? Confronting Racism and Creating Anti-Racist Spaces in Graduate and Doctoral Training Programs (2020)

Panelist, National Association of Diversity Officers in Higher Education, National Townhall, Commitment, Strategy, and Action: The Role of Diversity Officers in Advancing Anti-Racism in Times of Challenge and Pandemic (2020)

Presenter, Kente Summit, Hamline University. Faces and Spaces: Black Collegiate Males in the Classroom (2019)

Presenter, Student African American Brotherhood/Brother2Brother, Western Conference (2019)

Co-facilitator, Minnesota State Academic and Student Affairs Spring Conference. The Amazing Life of a Dean at Minnesota State (October 2017).

Cultural Consultant and Facilitator. PharmacoNeuroImmunology Summer Research Program, University of Minnesota (2017- present; Each Summer).

Presenter/Speaker, Washington County U Lead Summer Youth Work Experience (2017).  
Facilitator, Racial Identity: Expertise, Complexity, and Need, Junior Entrepreneurs of Minnesota, University of Minnesota Office of Community Development (2017).

Keynote Speaker, Sovereignty and Solidarity Luncheon, Minneapolis Community and Technical College (2017).

Keynote Speaker, Hubert Humphrey Job Corp Center Graduation (2017).

Presenter, Kente Summit (2016), Hamlin University.

Presenter, Kente Summit (2015), St. Thomas University.

Presenter, Student African American Brotherhood National Conference (2014). The Role of Health of Advisors in Retention Programs.

Presenter, Du Boise Legacy Consortium (Clark Atlanta University, 2014). Smoking Behaviors and Health Disparities : A Multidimensional Approach.

### **Publications**

**Mason, J.** (2010). State of education for African American males in Minnesota (Policy Brief). *Minnesota Minority Education Partnership, African American Males in Education Advisory Policy Brief for Racial Equity in Education Conference, Minneapolis, MN.*

Ziggeler, J., **Mason, J.**, Boettcher, A., Hatsukami, D., Murphy, S. (2010). Nicotine metabolism in African and European Americans: Variation in glucuronidation by ethnicity and UGT2B10 haplotype. *Journal of Pharmacology and Experimental Therapeutics*, 332(1), 202-209.

### **Selected Grants/Fundraising**

Minnesota Department of Education- Meal Access Grant (2020-2021)

Bachelor of Public Administration Career Pathways Collaboration Grant, Minnesota State Multi-Campus Collaboration grant, 202-2021

Goodwill Easter Seals Minnesota Business Service Pathways, Minnesota Department of Employment and Economic Development, Pathways to Prosperity Competitive Grant: 2020-2021

A Collaboration in Teaching and Learning in the Photographic Arts with the Somali Community and Schools. Minnesota Art's Board Art's Learning Grant: 9/2017-8/15/2018

African American Male Leadership Program. St. Paul Foundation. 6/2018-12/2019

Improve access to and quality of oral health care for Minnesota's underserved limited English proficiency (LEP) population by developing oral health care providers' capability to work with trained interpreters (manager). Minnesota Department of Employment & Economic Development 7/2016-12/2017

Health & Human Services pathway for Minnesota's Karen community (in Partnership with Century College Translation and Interpreting Program; manager). Minnesota State College and Universities Office of Diversity and Equity, Inclusive Excellence Grant (PI) 3/2016-12/2017

National Institutes of Health: PAR-13-10 NIH Summer Research Experience Programs (R25) written in collaboration with the University of Minnesota , Consultant (Coordinator)  
3/2016-8/2020

School of Arts and Sciences, Clark Atlanta University, Small Grant Award for Research and Lab: Mason Behavioral Health Lab  
2/2013-6/2014

General Mill "Community of Color" grant for the organization of the Student African American Brotherhood Program  
8/2010-5/2011

Ethnic/Racial differences in health outcomes related to smoking, HIV, and racial attitudes. National Institute of Drug Abuse, University of Minnesota  
5/2004 -5/2006

Ethnic/Racial Differences in Nicotine Metabolism and Carcinogen Exposure  
P50DA013333 and Transdisciplinary Tobacco Use Research Center Supplemental Grant  
The goal of this project was to investigate ethnic/racial differences in nicotine metabolism, smoking behaviors, and smoking related carcinogenic exposure among African-American and White smokers.

Tobacco Use Research Center, University of Minnesota  
Ethnic/Racial Differences in Smoking Behaviors and Nicotine Metabolism  
8/2001-5/2004

The goal of this pilot study was to investigate the relationship between smoking behaviors and nicotine metabolism among African American smokers.

### **Selected Scholarships, Awards, and Honors**

Hubert Humphrey Policy Fellow for Politics and Governance (2012-2013)

Minnesota Minority Educational Partnerships' African American Male Education Advisory, Policy Fellow (2010-2011)

NIDA Mini-Convention at the Society of Neuroscience Annual Meeting: Frontiers in Addiction Research: Travel and Presentation Award (2010)

PharmacoNeuroImmunology Training Grant/Scholar – University of Minnesota (2001-2006)

MacArthur Interdisciplinary Program on Global Sustainability and Justice Scholar – University of Minnesota (2000-2006)

### **Community Activities and Boards**

**Member**, Black Men Teach (2020-present)

**Member**, The Brooklyn Bridge Alliance for Youth Executive Team (July 2018-present)

**Member**, Twin Cities Men's Center 2019-2021)

**Member**, Board of Directors, Solid Ground and chair of Policy and Advocacy sub-committee (May 2017-2019)

**Member**, KAREN Program of Minnesota, Business Advisory Committee (2016-2018)

**Member**, Southside Family Charter School Development Committee (2012-2013)

**Chair**, Minnesota Education Equity Partnerships– African American Males in Education Advisory (2011-2012)

### **Selected Media Appearances**

"Police Reform Begins with Training," American Association of Community Colleges' Community College Journal, November 2020 [https://www.ccjournal-digital.com/ccjournal/december\\_january\\_2021/MobilePagedArticle.action?articleId=1644003#articleId1644003](https://www.ccjournal-digital.com/ccjournal/december_january_2021/MobilePagedArticle.action?articleId=1644003#articleId1644003)

"Community College Conversation with NHCC", CCX Media, July 2020 <https://livestream.com/ccxmedia/events/9214798?t=1595547678>

“North Hennepin Students Head Back to School”, CCX Media, August 2018

<https://www.youtube.com/watch?app=desktop&v=tLKNzAY0lcs>

“Criminal Justice Disparities: Black/Latinos/Natives Targeted for Prison”, TruthToTell, CivicMedia/Minnesota, February 13, 2012

<https://civicmediaminnesota.org/episode/truthtotell-feb-13-criminal-justice-disparities-blackslatinonatives-targeted-prison-audio-h/>