

Richard “Ricardo” Gregory Johnson III  
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**PROFILE**--Areas of expertise include; Management Practices, Program Evaluation, Public Policy, Grant writing, First-year college issues, and Multiculturalism.

### **EDUCATION**

**Doctorate**, Public Administration and Organization Development, School of Business,

**Golden Gate University**, San Francisco, CA.

**Dissertation:** *A Program Evaluation, the California State University Hayward and National Hispanic University Upward Bound Projects.*

**Master of Arts**, Public and Social Policy, Graduate School of Arts and Sciences, **Georgetown University**, Washington, DC. **Thesis:** *“The Impact of Businesses on the Public Education System.”*

**Masters of Science**, Public Management and Administration, School of Public Services, **DePaul University**, Chicago, IL.

**Thesis:** *Perspectives of African American Alumni on Non-Black Universities.*

**Bachelor of Arts**, Urban Studies and Community Affairs, College of Arts and Sciences, **Johnson C. Smith University**, Charlotte, NC. Dean’s List: Honors Graduate. **Thesis:** *“Homelessness: A Continuing Problem in America.”*

### **OTHER EDUCATION**

**Certificate**, University of Vermont, President’s Leadership Series. Burlington, VT.

## ***WORK EXPERIENCE***

1999-Current, ***Director***. TRIO Programs (Project STAY and Upward Bound) /***Assistant Director***. Academic Support Programs (ASP) Department, University of Vermont, Burlington, VT.

- Responsible for the overall operation of Project STAY (SSS/TRIO).
- Responsible for writing project grant (\$1,417,462 dollars).
- Responsible for evaluation of Project STAY programs.
- Responsible for recruitment of project participants.
- Responsible for writing all Federal reports.
- Designed new intake process of participants.
- Responsible for the Project STAY, Upward Bound, and Academic Support Programs budgets.
- Serves as advisor for project participants.
- Serves as advisor for multicultural and queer students.
- Provides direct supervision to Project STAY Staff and Upward Bound Director, Writing Center Director, Learning Skills Director, Supplemental Instruction Director, Tutor Coordinator and Outreach Coordinator.
- Responsible for teaching at least two UVM classes per year.
- Responsible for training Project STAY and Upward Bound Staffs.
- Responsible for designing mentoring and graduate school programs.
- Responsible for steering the UVM TRIO grant writing team

1997-1999, ***Director***. Montana State University-Billings Upward Bound Project. Billings, MT

- o Responsible for overall operation of project.
- o Designed and implemented project's new academic year.
- o Responsible for planning curriculum of all UB Classes.
- o Redesigned entire scope of project.
- o Responsible for hiring and supervising program staff.
- o Responsible for all program budgeting (\$387, 874.00).
- o Responsible for evaluation of staff and programs.
- o Interface with university committees and faculty.
- o Taught university and Upward Bound classes.
- o Responsible for writing grant proposal.
- o Responsible for representing project in all public forums.

- o Created new project admissions/termination policies.
- o Responsible for handling all staff/student disputes.
- o Responsible for advising seniors on financial aid and college admission information.
- o Responsible for assisting with implementation of MPA degree program.

1995-1996, *Education Coordinator*. Seneca Center, San Leandro, CA.

- o Supervised educational/social programs that enhanced the learning environment of students attending Seneca Center Alternative Education School.
- o Designed and implemented the multicultural program which was the largest educational programs within the center.
- o Trained students in expressing their views on stereotypes, fears and likes about other races.
- o Researched and coordinated Black History Month and National Hispanic Month celebrations. Activities included: Lectures, receptions, dance troops, displays and presentations.

1991-1995 *Education Coordinator*. Mills College Upward Bound Project. Oakland, CA.

- o Supervised the academic component of the project. Entailed providing academic assistance needed by students.
- o Supervised all tutors part-time staff.
- o Interfaced with teachers to ensure a higher academic success rate for the students.
- o Provided immediate academic counseling for students that dropped below a 2.0 (4.0 scale).
- o Wrote information for the \$300,000.00 grant awarded to the project by United States Department of Education.
- o Supervised social/cultural programs.

### ***TEACHING EXPERIENCE***

1999-Current, *Adjunct Professor*. University of Vermont

- o Race and Culture
- o African American Cultural and Literature
- o Psychology 15

1997-1999 *Adjunct Professor*. Montana State University-Billings and Upward Bound. Billings, MT

- o Principals of Management
- o Introduction to Multiculturalism
- o Policy and the Media
- o Learning Styles
- o Introduction to Public Administration
- o Management for Public Agencies

1991-1995, *Instructor*. Mills College Upward Bound Project, Oakland, CA.

- o Introduction to Computer Science
- o Introduction to Journalism
- o Basic English
- o Composition

1993-1995, *Doctorate Candidate*. Golden Gate University, San Francisco, CA.

- o Introduction to Management (Graduate Level)
- o The Public Administrator (Graduate Level)
- o Public Administration Budgeting (Graduate Level)
- o Understanding the Bureaucracy (Graduate Level)

1990-1991, *Instructor*. University of Nebraska, Lincoln, NE.

- o Introduction to Multicultural Education
- o Graduate Studies in Multicultural Education

### ***PROFESSIONAL PRESENTATIONS***

2002 (Summer), “How do you start a grant proposal” University of Vermont, Burlington, VT.

2002 (Spring), NEOA Association Regional Conference. Westbrook, CT. “The nuts and bolts grant writing”

2002 (Spring), “How do you start a grant proposal” University of Vermont, Burlington, VT.

2001 (Fall), “How do you start a grant proposal” University of Vermont, Burlington, VT.

1999, "What are the academic and cultural needs of the Population served by a Student Support Services Project/TRIO?" University of Vermont. Burlington, VT.

1998, Diversity Workshop, Montana State University-Billings, MT.

1998, ASPIRE Regional Conference, Jackson Hole, WY. "Topics In Student Affairs."

1997, ASPIRE Regional Conference, Rapid City, SD. "Conducting a Program Evaluation."

1996, American Society for Public Administration Western Regional Conference, San Francisco State University, San Francisco, CA. "Management Practices in Upward Bound."

### ***MODERATOR/FACILITATOR***

2002, "Why Diversity." TRIO Programs, Burlington, VT

2000, "Tools to Assess Your Student Support Services Program." Council on Education-National Conference, Washington, DC

1998, "The Importance of Selecting the Right Graduate School." Council on Education-National Conference, Washington, DC

### ***UNIVERSITY-Wide COMMITTEES***

President's Commission on Racial Equality (UVM)

Interim President's Search Committee (UVM)

TRIO Day Committee-Chair (UVM)

Director, Lesbian and Gay Student Affairs Search (UVM)

Registrar's Search Committee-Interviewer (UVM)

First-Year Retention Committee-Steering Committee (UVM)

Multicultural Faculty and Staff Committee-Co Chair (UVM)

Building Our Community-Co Chair (UVM)

Academic Standing Committee-Arts and Sciences (UVM)

Director, Upward Bound Search-Chair (UVM)

Academic Coordinator, Upward Bound Search-Chair (UVM)

Student Affairs Management (MSU-B)

Enrollment and Retention (MSU-B)

International Affairs (MSU-B)

## ***PROFESSIONAL AND CIVIC ORGANIZATIONS***

American Society for Public Administration  
ASPRIE (Regional TRIO Association) Recorder/Treasurer  
Alpha Phi Alpha Fraternity Incorporated (Life Member)  
Alpha Phi Omega National Service Organization (Campus  
Advisor)

## ***BOARDS***

NEOA/TRIO (current) Secretary  
Imani Board (past)  
Imani MSM Advisory Board (past)  
Yellowstone County Board on Local and Regional Planning (past)  
Billings Studio Theater (past)  
    Personnel Committee  
    Long Range Planning Committee

## ***HONOR SOCIETIES AND EDUCATION FRATERNITIES***

Pi Alpha Alpha/Public Administration (Past President)  
Phi Delta Kappa/Education  
Pi Gamma Mu/Social Sciences

## ***Publication(s)***

“Multicultural Collaboration” (with John Dodd, Florence Garcia and  
Ester Morales) Collaboration Guide for Early Career Educators.  
edited by Mary Susan E. Fishbaugh/Paul H. Publishing Co  
(Fall, 2000). 165-185 pp.

## ***RESEARCH IN PROGRESS***

2002, Retention: A Study of First-year ALANA Students  
2001, Black gay poetry in American culture

### **Reference List For Dr. Richard G. Johnson III**

1. Mr. Wayne Kitchen, Director-Upward Bound Project, California State University, Hayward, CA (510) 885-2960.
2. Dr. George Candler, Professor-Public Administration, Bridgewater State University, Bridgewater, MA (508) 697-2442.
3. Dr. Georgia Day, Assistant Vice President, Fairfield University, Fairfield, CT (203) 254-4019.
4. Mr. David Lounesbury, Assistant Director, Career Services, University of Vermont, Burlington, VT (802) 656-0118.
5. Dr. Glen Elder, Professor-Geography, University of Vermont, Burlington, VT (802) 656-2087.
6. Dr. Luke Petriccione, Director, Center for Veterans' Education and Training Services, Montana State University, (406) 657-2075.
7. Dr. Judith McEenany, Professor-Education, Montana State University, (406) 657-2011.