

CURRICULUM VITAE

University of Idaho

NAME: Sydney Freeman, Jr., Ph.D., CFD, COI, SOLC, EMC

DATE: August 23, 2021

RANK OR TITLE: Professor

PRIMARY DEPARTMENT: College of Education, Leadership & Counseling

AFFILIATED FACULTY APPOINTMENTS: Department of History; Africana Studies program

OFFICE LOCATION AND CAMPUS ZIP:

College of Education Building Rm# 403
University of Idaho
Moscow, Idaho 83844-3080

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WEB: [My faculty portfolio](#)

DATE OF FIRST EMPLOYMENT AT UI: July 2015

STATUS OF TENURE: Tenured

DATE OF PRESENT RANK OR TITLE: Appointment as Associate Professor, University of Idaho, 2015

EDUCATION BEYOND HIGH SCHOOL:

Degrees: (List most recent degree first: Degree, institution name, city, state, date, major or area of specialization.)

Ph.D. in Educational Leadership, Auburn University, AL., 2011, Higher Education Administration emphasis.

M.Ed. in Educational Leadership, Auburn University, AL. 2008, Higher Education Administration emphasis.

B.A. in Interdisciplinary Studies, Oakwood University (formerly known as Oakwood College), Huntsville, AL., 2007, Business Management, Public Relations, and Vocal Performance concentrations.

Certificates and Licenses:

EMC (Executive Management Certified), Management and Strategy Institute (MSI), Downingtown, PA, (2019), Executive Leadership emphasis.

SOLC (Strategic Organizational Leadership Certified), Management and Strategy Institute (MSI), Downingtown, PA, 2019, Organizational Leadership emphasis.

COI (Certified Online Instructor), Learning Resources Network (LERN), River Falls, WI., 2016, Online Teaching emphasis

CFD (Certified Faculty Developer), Learning Resources Network (LERN), River Falls, WI. 2012, Faculty Development emphasis.

College/University Teaching-Graduate Certificate, Biggio Center for the Enhancement of Teaching & Learning- Auburn University, Auburn, AL. 2010, Higher Education Teaching emphasis.

“It’s All About Business” Certificate, Wake Forest University, Pre-Graduate Business Training Program, Babcock School of Management. Winston Salem, NC, 2006, Business Leadership emphasis.

Leadership & Team Building-Certificate, Diversity Educational Exchange Program, Oakwood University/Southern Adventist University. Atlanta, GA, 2004, Leadership & Team Building emphasis.

EXPERIENCE:**Teaching, Extension and Research Appointments:**

2015-Current Professor, Adult, Organizational Learning & Leadership, Department of Leadership and Counseling, College of Education, University of Idaho, Moscow, ID. (Doctoral University: High Research Activity-A Research Doctoral: STEM-dominant University-Carnegie Classification)

Since 1889, the University of Idaho has provided motivated students with a transformative higher education experience that prepares them to solve real-world problems and achieve success in their lives and careers. Beginning with our beautiful residential campus in Moscow, the university's reach extends throughout Idaho, serving over 11,000 students with educational centers in Boise, Coeur d'Alene and Idaho Falls; nine Research and Extension centers; and Extension offices in 42 counties. It is one of the nation's land-grant research universities. The University of Idaho's Adult, Organizational Learning and Leadership master's and doctoral programs prepares leaders in a wide range of careers, including higher education, business, government agencies and nonprofit organizations. It offers a master's degree and delivers a professional certificate in Human Resource Development.

Leadership, Responsibilities and Accomplishments:

Published numerous peer-reviewed articles, book chapters, book reviews and non-peer-reviewed manuscripts, etc. Taught two courses each semester, along with a shared course (Research Apprenticeship) co-taught with colleagues within AOLL program each semester. Advised master's and doctoral students. Highly engaged in university service. Served as chair of my department's promotion and tenure committee (P&T) and served on the P&T committees at both the college and university-wide levels. Chaired the Faculty Affairs and Awards committee and simultaneously served on the university-wide Faculty Affairs committee. Served on the search committee for the 19th President of the University of Idaho. Majority of service has centered around providing leadership related to scholarly publishing. Served as a member of the Association of the Study of Higher Education's Strategic Planning Publications Workgroup, as Vice Chairperson of Publications for American Association of University Administrators, and in various capacities on multiple journal editorial boards. Named one of "the Alumni Faces of Oakwood University", "the 2020 recipient of the College of Education Outstanding Young Alumni award" and recognized as one of the recipients of the "Accomplished Under 40" for the year 2020 by the Idaho Business Review. Earned certifications in Executive Management (EMC) and Strategic Organizational Leadership (SOLC). The University of Idaho has implemented or has agreed to implement six of policy and practice recommendations including, funding a study on the contributions of Blacks at the University of Idaho, reestablishing a Black Cultural Center and hiring its director, changing the name of an academic department, certificate, and resolution to include the nomenclature, equity and justice. Led in founding the UI Black Faculty and Staff Association.

Teaching & Advising

- Teaches two 3-hour courses in fall and spring semesters.
- Advises more than 20 masters and doctoral students.
- Serves as Affiliate faculty in the African Studies program minor.
- Facilitates two or more research, teaching, or administrative internships each semester.

Research

- Publishes an average of more than six peer-reviewed articles per year.
- Writes in a variety of venues including peer-reviewed journals, practice-based academic magazines, etc.

Service

- Serves on various committees at the department, college-wide, and university-wide levels including committees that evaluate tenure and promotion, and faculty affairs issues.
- Facilitates departmental faculty research group to support the development of faculty scholarship.

Outreach

- Serves as the founder and editor of the Journal for the Study of Postsecondary and Tertiary Education.
- Serves as an editorial board member of five high impact peer-reviewed journals.
- Active member of the Association for the Study of Higher Education and the American Association of University Administrators.

Academic Administrative Appointments: (List position titles and locations since receipt of Bachelor's degree)

2011-2015 Director, The Teaching & Learning Center, College of Veterinary Medicine, Nursing, & Allied Health, Tuskegee University, AL (HBCU-A Doctorate Granting, Science, Technology, Engineering, and Math Dominant University-Carnegie Classification)

Tuskegee University is an independent and state-related institution of higher education. Its programs serve a student body that is coeducational as well as racially, ethnically and religiously diverse. With a strong orientation toward disciplines which highlight the relationship between education and work force preparation in the sciences, professions and technical areas, Tuskegee University also emphasizes the importance of the liberal arts as a foundation for successful careers in all areas. Accordingly, all academic majors stress the mastery of a required core of liberal arts courses. Tuskegee enrolls more than 3,000 students and employs approximately 800 faculty and support personnel. Physical facilities include more than 5,000 acres of forestry and a campus on which sits more than 100 major buildings and structures. Total land, forestry and facilities are valued in excess of \$500 million.

Leadership, Responsibilities, and Accomplishments:

Provided leadership for the development and implementation of a comprehensive program for the Teaching & Learning Center that focused on student retention and success. Managed the Teaching and Learning Center activities including staff personnel, student workers, student tutors, resources, and equipment. Lead in the day-to-day operations of the Teaching & Learning Center and the development of policies, procedures, and record keeping, etc. Coordinated academic enrichment and resource support for over 500 students.

Academic Planning and Faculty Affairs

- Led in the academic support efforts that caused the attrition rates of veterinary students to decrease from 7 students (10.6% annually) to 3 (6% annually) over a 3-year period.
- Assumed primary responsibility for the management of learning resources and integration into the instructional program.
- Utilized various university resources to conduct continuous assessments and improvements in instructional program (syllabi alignment, computer skills, etc.).
- Provided faculty members with technological assistance to enhance their pedagogical skills.
- Assisted faculty in the development of computer-based competency examinations that simulate case-based and evidence-based learning modules.
- Developed and revised in-house instruments to evaluate and assess teaching performance.
- Coordinated with faculty to provide proctoring services, in-class visits, and other classroom related instructional needs.
- Developed a system for evaluating formative and summative activities of the Teaching and Learning Center.
- Provided support for students who require special academic accommodations.

Student Affairs

- Provided academic advising and mentoring to students in Masters' programs in the fields of Veterinary Science, Public Health, and Occupational Therapy, and PhDs in Integrative Biosciences, Interdisciplinary Pathobiology and Doctorate in Veterinary Medicine.
- Managed the administration of approximately 400 tutorial sessions annually. Managed both computer and study labs that serviced all students within the college.

Finance, Administration and Planning

- Provided leadership in four critical areas: student enrichment, counseling, faculty development, and instructional technology support.
- Led a staff of two full-time employees and 24-graduate assistants that provided support for 91-faculty.
- Co-led in the \$70,000 renovation of the student study lab.
- Served on various university and college committees.

2006-2007 Academic Coordinator, Living Learning Center, Peterson Hall, Oakwood University, Huntsville, AL.
(HBCU-A Baccalaureate University composed of Diverse Fields-Carnegie Classification 2012)

Oakwood University is a private, historically black Seventh-day Adventist university owned and operated by the Seventh-day Adventist Church.

Leadership and Responsibilities:

Served academically at-risk freshman males at Oakwood University. Managed a staff of 11 individuals. Provided oversight and coordination in the areas of English, Math, and Science tutoring. Was responsible for teaching, mentoring and leading Oakwood University's first learning community, which served over 200 freshmen.

Student Affairs

- Coordinated seminar discussions for students and working cooperatively with the director and coordinator of residential life to recruit tutors, and mentors and broaden program curriculum.
- Incorporated different methodologies (seminars, lecture series, group and one-on-one tutoring) and participated in designing an academic curriculum that blurred the distinctions between learning and living.
- Worked closely with the director of the Center for Academic Success to connect academically at-risk male students to campus programs and academic discussions that enhanced their academic growth.
- Oversaw academic progress of at-risk students individually and collectively. Helped students develop their individual learning plans.
- Coordinated all academic and logistical efforts related to weekly academic seminars.
- Supervised and consulted on a regular basis with tutors and mentors to discuss student progress.
- Conducted research and assessment of program outcomes and program components.
- Assisted in developing and administering policy and procedures for living and learning center to assure criteria student academic success.
- Provided leadership in overall program administration and operations through curriculum development and revisions and feedback on student satisfaction and performance.
- Coordinated a leadership development series.

TEACHING ACCOMPLISHMENTS: (Academic and Extension teaching)

Areas of Specialization: Higher Education as a Field of Study; Higher Education Leadership; & Faculty Careers.

Courses Taught:**University of Idaho**

AOLL 570 Introduction to Research in Adult, Organizational Learning, & Leadership; Fall 2015
2018
AOLL 583 Organizational Leadership; Spring 2016; Spring 2020; Summer 2020; Spring
2021
AOLL 528 Program Planning, Development, and Evaluation, Spring 2018
AOLL 507 Future of Education and Work; Summer 2018; Fall 2019; Fall 2020, Fall 2021
AOLL 597 Practicum; Summer 2018, Spring 2019; Summer 2019, Fall 2021
AOLL 599 Non-thesis Master's Research; Summer 2016
AOLL 581 Theory, Practice, & Challenges in Leadership, Fall 2016, Fall 2017,
Summer 2018, Fall 2018; Summer 2019, Summer 2021, Fall 2021
AOLL 504 Research Apprenticeship; Fall 2018, Spring 2019, Fall 2019, Spring, 2020,
Fall 2020
AOLL 504 On Being a Faculty Member; Spring 2021
AOLL 600 Doctoral Research & Thesis; Summer 2016
AOLL 600 Doctoral Research and Dissertation; Fall 2016, Spring 2017
ED 668 Writing for Publication. Spring 2017, Spring 2018, Spring 2019; Spring 2020
ED 598 Internship: Higher Education; Spring 2016, Fall 2017, Spring 2018, Summer 2018
ED 621 Doctoral Seminar II; Spring 2019
ED 589 Theoretical Applications & Design of Qualitative Research; Spring 2016 Spring
2017
ED 590 Advance Qualitative Research: Data Analysis; Fall 2015, Fall 2016; Fall 2017
EDAD 570: Methods of Educational Research, Fall 2019

Auburn University

HIED 8500 The Professoriate; 2014
HIED 7200 Organizational Issues in Higher Education, Spring 2014
EDLD 8950 Doctoral Seminar in Educational Leadership, 2011-2014
NUR 4910: Professional Nursing Concepts IV, Spring 2010
UNIV 1000: The Auburn Experience, 2008-2010
ORIEN 1010: Orientation to Education, 2008

Oakwood University

OM 4400: Career Management Seminar, 2008

Non-credit Classes, Workshops, Seminars, Invited Lectures, etc.:**Non-credit Classes**

Freeman Virtual Research Laboratory, Spring 2016

Workshops & Seminars

1. **Freeman, Jr. S.** (April 30, 2020). *Thriving in Unfamiliar Spaces*. Next Step Summit! Laurel, MD.
2. **Freeman, Jr. S.** (September 17, 2019). *Finding yourself, finding your people*. Athena Group-Promoting an Inclusive and Equitable Climate for Women. University of Idaho, Moscow.
3. **Freeman, Jr. S.** (August 10, 2018). *Implementing the Four Disciplines of Execution (4DX) to achieve the CIELO team objectives and task*. President's Advisory Group Training, Adam State University, Mosca, CO.
4. **Freeman, Jr. S.** (August 10, 2018). *Integration of the Four Disciplines of Execution (4DX) to address ASU Academic Master Plan 2019-2025*. President's Advisory Group Training, Adam State University, Mosca, CO.
5. **Freeman, Jr. S.** (August 10, 2018). *Personal leadership development*. President's Advisory Group Training, Adam State University, Mosca, CO.
6. **Freeman, Jr. S.** (August 11, 2018). *Introduction to the Four Disciplines of Execution (4DX)*. President's Advisory Group Training, Adam State University, Mosca, CO.
7. **Freeman, Jr. S.** (November 14, 2017). *Empowering others through your personal narrative*. College of Education-Faculty Research Group, University of Idaho, Moscow, ID.
8. **Freeman, Jr. S.** (August 15, 2017). *Go ye therefore: The mandate to take Oakwood research to the world*. Office of Faculty Development and Research, Oakwood University, Huntsville, AL.
9. **Freeman, Jr. S.** (August 15, 2017). *Developing effective syllabi*. College of Education-Faculty Orientation, University of Idaho, Moscow, ID.
10. **Freeman, Jr. S.** (April 5, 2017). *Dear leaders, you gotta do your homework*. UI Leadership Academy, University of Idaho, Moscow.
11. **Freeman, Jr. S.** (March 5, 2017). *Online courses quality reviews*. The Distance and Extended Education Office and the Doceo Center, University of Idaho, Moscow.
12. **Freeman, Jr. S.** (November 5, 2015). *The publication process*. The 2015 Association for the Study of Higher Education Conference, Denver, CO.
13. **Freeman, Jr. S.** (November 21, 2014). *Executive educational leadership development in the 21st Century*. Tuskegee University, AL
14. Findlay, H. J. & **Freeman, Jr. S.** (November 11, 2014). *Writing for professional publications*. Tuskegee University, AL

Invited Lectures

1. **Freeman, Jr. S.** (February 28, 2020). *Blacks at the University of Idaho*. Course: History 213: Race and Ethnicity Through the Ages, University of Idaho, Moscow.
2. **Freeman, Jr. S.** (April 24, 2019). *Strategies for leadership in higher education*. Course: Content and Context of Adult Learning, University of Missouri, Columbia, MO.
3. **Freeman, Jr. S.** (November 14, 2018). *What is the Leadership & Counseling Department?* Course: Student Ambassador, University of Idaho, Moscow, ID.
4. **Freeman, Jr. S.** (March 28, 2018) *Historically Black Colleges and Universities (HBCUs)*. Course: Introduction to Africana Studies, University of Idaho, Moscow, ID.
5. **Freeman, Jr. S.** (March 29, 2018). *Preparing for the journey and the destination: Reflections from a practitioner-scholar*. Course: Doctoral Seminar II, University of Idaho, Moscow, ID.
6. **Freeman, Jr. S.** (September 13, 2017). *Presidential leadership in higher education*. Course: Educational Leadership, University of Missouri, Columbia, MO.
7. **Freeman, Jr. S.** (January 18, 2016). *Turning qualitative research results into infographics for public use*. Course: Graphic Design Studio, University of Idaho, Moscow, ID.
8. **Freeman, Jr. S.** (October 12, 2016). *Let's talk about race*. Course: Student Ambassador, University of Idaho, Moscow, ID.
9. **Freeman, Jr. S.** (September 15, 2016). *Race and gender in education*. Course: Teaching Culturally Diverse Learners, University of Idaho, Moscow, ID.
10. **Freeman, Jr. S.** (May 19, 2016). *Race and gender in education*. Course: Race & Education, University of Idaho, Moscow, ID.
11. **Freeman, Jr. S.** (April 7, 2016). *African American spirituality and education*. Course: Educational Leadership, University of Missouri, Columbia, MU.
12. **Freeman, Jr. S.** (April 24, 2014). *Political context of contemporary leadership in higher education*. Course: Educational Leadership, University of Missouri, Columbia, MU.
13. **Freeman, Jr. S.** (September 16, 2013). *The HBCU experience: A faculty and student perspective*. Course: Educational Leadership, Auburn University, Auburn, AL.
14. **Freeman, Jr. S.** (March 7, 2013). *Leadership in higher education*. Course: Educational Leadership, University of Missouri, Columbia, MU.
15. **Freeman, Jr. S.** (September 13, 2012). *Faculty responsibilities*. Course: The Professoriate, Auburn University, Auburn, AL.
16. **Freeman, Jr. S.** (January 9, 2012). *The manuscript dissertation*. Course: Doctoral Seminar, Auburn University, Auburn, AL.

Keynote Addresses

1. **Freeman, Jr. S.** (February 24, 2021). Where do we go from here? (the National Society of Black Engineers (NSBE) and the Center for Inclusion). South Dakota School of Mines and Technology, Rapid City, SD.
2. **Freeman, Jr. S.** (October 31, 2020). *Blacks in the Bible* (Adventist Youth Ministries). Berean Seventh-day Adventist church, Jackson, MS.
3. **Freeman, Jr. S.** (April 8, 2019) *What I would tell my 21-year old self*. Phi Alpha Theta Inductions Banquet, University of Idaho, Moscow, ID.
4. **Freeman, Jr. S.** (August 10, 2018) *Be bold, be brave, be excellent*. President's Advisory Group Training, Adam State University, Mosca, CO.
5. **Freeman, Jr., S.** (April 28, 2018). *Owen Troy, Sr.: Implications from his life for modern day application for the Adventist church*. Pacific Union College, Angwin, CA.
6. **Freeman, Jr., S.** (April 26, 2018). *Owen Troy, Sr.: The most important theologian you never heard of*. Pacific Union College, Angwin, CA.
7. **Freeman, Jr., S.** (February 17, 2018). *Passing the baton of leadership: What I've learned in school and in life*. Adams State University, Alamosa, CO.
8. **Freeman, Jr., S.** (February 7, 2018). *Owen Troy, Sr.: The importance of Black Adventist history* (School Assembly). Pine Forge Academy, Pine Forge, PA.
9. **Freeman, Jr. S.** (April 23, 2013) *An academic's guide to writing prolifically-while having a life beyond the ivory tower!* Keynote Address, Oakwood University, Huntsville, AL
10. **Freeman, Jr. S.** (March 11, 2012). *Becoming the leader that your destined to be: Men's Conference*. Keynote Address, Oakwood University, Huntsville, AL
11. **Freeman, Jr. S.** (October 4, 2010) *Leading yourself well: Transitioning from undergraduate education to graduate school*. Keynote Address, Auburn University, Auburn, AL
12. **Freeman, Jr. S.** (November 12, 2007). *Life after Oakwood: A graduating seniors guide to preparing for after graduation*. Keynote Address, Oakwood University, Huntsville, AL
13. **Freeman, Jr. S.** (October 25-28, 2008). *33rd Annual Youth Motivational Task Force, Empowering Tomorrow Leaders Today*. Oakwood University, Huntsville, AL

Hosted/Conceptualized Institutional Events

1. Allen, C. (March 2021). "Black women's spirituality in the Black Lives Matter Movement" University of Idaho, Moscow.
2. **Freeman, Jr., S.**, Berry, C. A., Garcia, N. M. & Pilgeram, R. (Tonia Dousay). (January 28, 2021). Why should you call me doctor? The importance of academic titles. [The Diverse Dialogues Series]. University of Idaho, Moscow.
3. Onaci, E. (January 20, 2021). "Free the Land! The New Afrikan Independence Movement (NAIM) and the Biographical Consequences of Social Movement Activism." University of Idaho, Moscow.
4. Bodovski, K. (April 12, 2019). Is Academia an Olympic Sport? From Burnout to Balance: Off the Rails on the Modern Tenure Track. University of Idaho, Moscow.

5. Douglas, T. (February 27, 2019). "Empowerment Through Identity Development." University of Idaho, Moscow.

Workshop, Training & Instructional Materials:

The following publication is utilized as a resource in the following Higher Education Administration graduate program and in the Organization and Governance in Higher Education course:

- University of Denver in Department of Higher Education in the Morgridge College of Education.

Freeman, Jr. S. & Kochan, F. (2012). The academic pathways to university leadership: Presidents descriptions of their doctoral education. *International Journal of Doctoral Studies*, 7, 93-124.
https://works.bepress.com/sydney_freeman_jr/26/

The following publication is utilized as a foundational resource in the following Ph.D. Higher Education Administration Portfolio Guidelines:

- Morgan State University in Department of Advanced Studies, Leadership & Policy in the School of Education and Urban Studies.

Freeman, Jr. S., Hagedorn, L., Goodchild, L. & Wright, D. (Eds). (2014). *Advancing higher education as a field of study: In quest of doctoral degree guidelines-Commemorating 120 Years of excellence*. Stylus Publishing.

The following publication is utilized as a required reading in the following courses at the following university and workshops at the following conference:

- Idaho State University in EDLH 7732 College and University Curriculum.

Freeman, Jr. S. (2012) The future of higher education preparation: Implications for policy and practice. *Journal of Education Policy*.1, 1-8. https://works.bepress.com/sydney_freeman_jr/30/

The following publication is utilized as a required reading at the following workshops at the following conference:

- Council of Ethnic Participation (November 5, 2015) "Career advancement strategies in the academy." The 2015 Association for the Study of Higher Education Conference, Denver, CO.
- Council for the Advancement of Higher Education (November 4, 2015) "Early Career Faculty Teaching Workshop", Denver, CO.

Freeman, Jr. S. (2014). Strategies for doctoral students who desire to become higher education faculty members: Implications for practice. *International Journal of Doctoral Studies*, 9, 271-291.
https://works.bepress.com/sydney_freeman_jr/33/

The following publication is utilized as a required reading at the following workshops at the following conference:

- County Leadership Series (November 21, 2014) "Opportunities and challenges in education in the second decade of the 21st Century", Tuskegee University, AL.

Freeman, Jr. S. & Kochan, F. (2013). University presidents' perspectives of the knowledge and competencies needed in 21st century higher education leadership. *Journal of Educational Leadership in Action*, 1, 1-20.
https://works.bepress.com/sydney_freeman_jr/22/

The following publication is utilized as a required reading in the following courses at the following university and workshops at the following conference:

- James Madison University in COUN 898 Dissertation Seminar.
- Council for the Advancement of Higher Education (November 19, 2014) “Early Career Faculty Teaching Workshop”, Washington, D.C.

Freeman, Jr. S. (2014). Strategies for doctoral students who desire to become higher education faculty members: Implications for practice. *International Journal of Doctoral Studies*, 9, 271-291.
https://works.bepress.com/sydney_freeman_jr/33/

The following publication has been utilized as a required reading at the following workshops at the following conference:

- Council for the Advancement of Higher Education (November 13, 2013) “Early Career Faculty Teaching Workshop”, St. Louis, MO.

Freeman, Jr. S., Hagedorn, L., Goodchild, L. & Wright, D. (Eds). (2014). *Advancing higher education as a field of study: In quest of doctoral degree guidelines-Commemorating 120 Years of excellence*. Stylus Publishing.

SCHOLARSHIP ACCOMPLISHMENTS:**Publications, Exhibitions, Performances, Recitals**

Refereed/Adjudicated: (i.e. books, book chaps., journals, proc., abstr., etc.; provide citations-author, date, title, publisher)

Books (*Award Winning Book)

1. **Freeman, Jr. S.,** Hagedorn, L., Goodchild, L. & Wright, D. (Eds). (2014). *Advancing higher education as a field of study: In quest of doctoral degree guidelines-Commemorating 120 Years of excellence*. Stylus Publishing. *Auburn University's Graduate School "2015 Auburn Authors Award" winning book
2. **Freeman, Jr. S.,** (In-Progress). *Black Adventist theology*. [Submitting to Spectrum Book Publishing].
3. **Freeman, Jr. S.** (In-Progress). *Owen Troy, Sr.* [Submitting to Pacific Press].

Books Chapters

1. **Freeman, Jr., S.** (2021). Forward. In N. D. Hartlep (2nd Eds). *The Model Minority Stereotype: Demystifying Asian American Success*. Peter Lang Publishing.
2. **Freeman, Jr., S.** (2020). Prologue: A Tribute to Dr. Kochan, the Model Mentor. In L. Searby and E. Reames (Eds). *The art and science of mentoring: A festschrift in honor of Dr. Frances Kochan*. Information Age Publishing. Charlotte, NC.
3. Felder, P. P., Liggans, G., Chirombo, F. & **Freeman, Jr., S.** (2020). Programmatic efforts and the Black doctoral experience: A literature review. In P. Felder, M. Barker & M. Gasman (Eds). *SANKOFA: African American perspectives on race and culture in the US doctoral Education*. (pp. 41-60). SUNY Press.
4. **Freeman, Jr., S.** & Freeman, L. (In Press). The spokes that sat by the door revisited: Being unapologetically Black in a place that's not experienced Blackness. In J. Alston and C. Tyson (Eds). *The undivided life: faculty of color bringing our whole selves to the academy*. Information Age Publishing.
5. **Freeman, Jr., S.** & Shaw, M. (2020). Preparing for the storm in times of peace: Strategies for preparing higher education presidents for campus racial crises. In T. M. O. Douglas, K. Shockley, and I. Toldson (Eds). *Campus uprisings: Perspectives for parents, students, faculty, staff and administrators on race, resistance, and hopes*. (pp. 116-141). Teachers College Press.
6. **Freeman, Jr., S.** & Kochan, F. (2020). Mentoring across race, gender, and generation in higher education: A cross cultural analysis. In B. J. Irby, J. Boswell, L. Searby, F. Kochan, and R. Garza (Eds). *International Handbook of Mentoring: Paradigms, Practices, Programs, and Possibilities*. (pp. 471-186). Wiley-Blackwell Publishing.
7. **Freeman, Jr., S.** (2018). Forward. In N. D. Hartlep (Eds). *Asian/American Scholars of Education: 21st Century Pedagogies, Perspectives, and Experiences*. (pp. XV-XXI). Peter Lang Publishing.
8. **Freeman, Jr., S.** & Lee, J. M. (2018). Successful financial models at HBCUs. In S. Davis & W. Kimbrough (Eds). *Models of success: How Historically Black Colleges and Universities survive the recession*. (pp. 59-76). Information Age Publishing.
9. **Freeman, Jr. S.,** Hagedorn, L., Goodchild, L. & Wright, D. (2014). Introduction. In **S. Freeman, Jr., L.** Hagedorn, L. Goodchild, & D. A. Wright (Eds). *Advancing higher education as a field of study: In quest of doctoral degree guidelines-commemorating 120 of excellence*. (pp. 1-11). Stylus Publishing.

10. **Freeman, Jr. S.** & Kochan, F. (2014). Towards a theoretical framework for the doctorate in higher education administration. In **S. Freeman, Jr.,** L. Hagedorn, L. Goodchild, & D. A. Wright (Eds). *Advancing higher education as a field of study: In quest of doctoral degree guidelines-commemorating 120 of excellence.* (pp. 145-167). Stylus Publishing.
11. **Freeman, Jr. S.** & Wright, D. (2014). The future of higher education guidelines and their implementation. In **S. Freeman, Jr.,** L. Hagedorn, L. Goodchild, & D. A. Wright (Eds). *Advancing higher education as a field of study: In quest of doctoral degree guidelines-commemorating 120 of excellence.* (pp. 241-263). Stylus Publishing.
12. **Freeman, Jr. S.,** Hagedorn, L., Goodchild, L. & Wright, D. (2014). Afterward. **Freeman, Jr. S.,** Hagedorn, L., Goodchild, L. & Wright, D. In S. Freeman, Jr., L. Hagedorn, L. Goodchild, & D. A. Wright (Eds). *Advancing higher education as a field of study: In quest of doctoral degree guidelines-commemorating 120 of excellence.* (pp. 265-281). Stylus Publishing.

Refereed Journal Commentaries

1. **Freeman, Jr. S.** (2021). Pandemics, you will not break our spirit: Consulting Editor's comments and acknowledgements. *Journal of Higher Education Management*, 36(1), 8-9.
https://issuu.com/aaui10/docs/twin_pandemics/8?fbclid=IwAR18vxpnPZC93FzoHq-6Nc0r5XKZtyeC-YJZBTC_Okjl-WUCm9ZlPkiBGQ
2. **Freeman, Jr. S.,** Carr-Chellman, A., & Kitchel, A. (2018). The negentropic university: A commentary. *Teachers College Record.*
3. **Freeman, Jr. S.** (March 28, 2017). Moving into the new Trump era: A Black scholar's response. *Berkeley Review in Education.*
4. **Freeman, Jr. S.** (2016). Higher education as a vocation: A commentary. *Teachers College Record.*

Non-Peer Reviewed/Evaluated

1. Shaw-Bonds, M. & Freeman, Jr. S., (2020). Preparing for racial unrest on campus. The American Federation of Teachers. https://www.aft.org/ae/fall2020/bonds_freeman
2. Carr-Chellman, A.A., Kitchel, A., **Freeman, Jr. S.,** Gauert, S. (2020). Why picking up your socks isn't enough....Or how negentropy could save the university. *Profound Living.*
[https://www.profoundliving.live/why-picking-up-your-socks-isnt-enough-or-how-negentropy-could-save-the-university.](https://www.profoundliving.live/why-picking-up-your-socks-isnt-enough-or-how-negentropy-could-save-the-university)
3. Thacker, R. S., **Freeman, S., Jr.,** & Campbell, D. (2019). Setting a new global agenda: Learning from international approaches to higher education leadership development. *Journal for the Study of Postsecondary and Tertiary Education*, 4, 299-306. <https://doi.org/10.28945/4469>
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Other: (reports, newsletters, guest editorships, monographs and monograph chapters, book reviews, case studies, instructors' manuals, and encyclopedia entries)

Reports

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2. **Freeman, Jr. S.** (2018). Special issue: Shared governance in higher education. *Workplace: A Journal for Academic Labor*.
3. Felder, P. & **Freeman, Jr. S.** (2017). Special issue: Black students in doctoral education. *Western Journal of Black Studies*.
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1. Snowden, T.J. & **Freeman, Jr., S.** (2017). Academics go public. [Book Review for “Academics go public” by Marybeth Gasman] *Journal of Faculty Development*. 31(2), 67-68.
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1. **Freeman, Jr. S.** & O'Neil, C. (2020). Troy, Owen Austin, Sr. (1899–1962). *SDA: Encyclopedia of Seventh-day Adventist*. <https://encyclopedia.adventist.org/article?id=8CFZ&highlight=owen|troy>
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Case Study

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Peer Reviewed/Evaluated (Currently under review/revise and resubmits or in-progress)

1. Al-Asfour, A., **Freeman, Jr., S.**, Forthun, G., & Mapendo, V. (Revise & Resubmit). Creating community on campus: Attracting, retaining, and graduating first-generation Native American students. *Education Sciences*.
2. Squire, D., **Freeman, Jr. S.**, Imel, J., Voznak, R.*Bird, S., & Blansett, R. (under review). Examining Whiteness in Seminal Student Affairs Documents: Implications for The Field. [*Journal of Minority Achievement, Creativity, and Leadership*].
3. Karkouti, I., Harrod, R., & **Freeman, Jr., S.**, (in-progress). Social supports of departmental chairs. [*Submitting to the Innovative Higher Education*].
4. Douglas, T., **Freeman, Jr. S.** & Snowden, T. J. (in-progress). Preparation for the Historically Black College & University Presidency: 3 case studies. [*Submitting to the International Journal of Educational Leadership Preparation*].
5. **Freeman, Jr. S.**, Lyne, A., & Symonds, B. (In-Progress). Owen Troy, Sr.: The champion of advanced theological training. [*Submitting to Andrews University Seminary Studies*.]
6. Louis, D., **Freeman, Jr. S.**, & *Williams, E. (In-Progress). The few, the proud, the rare: Perspectives of Black males in the field of higher education regarding successfully navigating the academy. [*Submitting to Journal of Negro Education*.]
7. Keleher, J. & **Freeman, Jr. S.** (In-Progress). Does my sexual orientation really matter? Perspectives of Black males in the field of higher education regarding successfully navigating the academy. [*Submitting to Journal of Higher Education*.]
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9. Felder-Small, P. & **Freeman, Jr. S.**, (in-progress) Towards a theoretical model of higher education leadership preparation program effectiveness: A faculty perspective. [*Submitting to Qualitative Inquiry*].

10. Felder-Small, P. & **Freeman, Jr. S.**, (in-progress) Successfully navigating PWIs and HBCUs: A Dou-ethnography. [*Submitting to Leadership*].
11. Hester, E. & **Freeman, Jr., S.** (in-progress). Politics and Power in Higher Education: How things get done. [*Submitting to the Journal of Higher Education Policy and Management*].
12. Hester, E. & **Freeman, Jr., S.** (in-progress). Becoming a faculty member in higher education: How things get done. [*Submitting to the Journal of the Professoriate*].
13. Hester, E. & **Freeman, Jr., S.** (in-progress). Skills it takes to become a faculty member in higher education. [*Submitting to the Journal of the Professoriate*].
14. *Manzanares, L., *Gerry, B., Agramon, A., Aguilera-Gonzalez, D. & **Freeman, Jr. S.** (in-progress). Towards a Theory of Profound Scholarship. [*Submitting to William & Mary Educational Review*].
15. *Manzanares, L., *Gerry, B., Agramon, A., Aguilera-Gonzalez, D. & **Freeman, Jr. S.** (in-progress). Black experiences on higher education campuses. [*Submitting to William & Mary Educational Review*]

Exhibitions

1. **Freeman, Jr., S.** (December 3-6, 2017). "*Dr. Owen Troy, Sr. (1899-1962): A life of service and scholarship.*" "The 2017 Preachers Evangelism and Leadership Conference", Huntsville, AL.

Poster Presentations (Refereed/Adjudicated):

1. **Freeman, Jr. S.** (April 11, 2011). *Research on Department Chairs: Empirical Examples, Future Directions.* (Poster Presentation). The American Educational Research Association Annual Meeting, New Orleans, LA.

Professional Meeting Papers (Refereed/Adjudicated):

1. **Freeman, Jr. S.**, Perez, D., Salle, M., & Ng, J. (December 2, 2020). *Now You Have Tenure: What's Next.* The 2020 Association for the Study of Higher Education Conference, New Orleans, LA.
2. **Freeman, Jr. S.** (April 17-21, 2020). *Women's way of leading and mentoring: Opening critical spaces for future-orientation in higher education.* the American Educational Research Association Annual Meeting, San Francisco, CA.
3. Eicke, D., Thacker, R., McNaughtan, J., & **Freeman, Jr. S.** (April 17-21, 2020). *Factors influencing faculty satisfaction.* the American Educational Research Association Annual Meeting, San Francisco, CA.
4. **Freeman, Jr. S.**, Chambers, C., Dancy, T. E., Wood, J. L., & Zamani-Gallaher, E. (November 15, 2019). *Navigating the fast track to full professor: Recommendations from Black faculty who rose to the rank of full before age 45.* The 2019 Association for the Study of Higher Education Conference, Portland, OR.
5. *Thacker, R. & **Freeman, Jr. S.** (November 15, 2019). '*When I show up*': *Black provosts at Predominantly White Institutions.* The 2019 Association for the Study of Higher Education Conference, Portland, OR.
6. *Thacker, R. & **Freeman, Jr. S.** (November 14, 2019). *Toward a theory of higher education as a field of study.* The 2019 Association for the Study of Higher Education Conference, Portland, OR.
7. **Freeman, Jr. S.**, Krier, K., Al-Asfour, A., & Thacker, R. (July 1, 2019). *An examination of the barriers to leadership for faculty of color at U.S. universities.* Informing Science + IT Education Conferences, Jerusalem, Israel.
8. **Freeman, Jr., S.**, & Findlay, H. J. (June 7, 2018). *Stopping the bleeding before the cut: A new model of higher education human resource development and management.* American Association of University Administrators, Chester, PA.

9. Peterson, K., **Freeman, Jr. S.**, Ward, K & Gmelch, W. (April 13-17, 2018). *Research on department chairs: Empirical examples, future directions*. the American Educational Research Association Annual Meeting, New York City, NY.
10. **Freeman, Jr., S.** & Chambers, C. (November 10, 2017). *To be young, Black, and full: Narratives of Black full professors under the age of 45*. The 2017 Association for the Study of Higher Education Conference, Houston, TX.
11. **Freeman, Jr., S.** & Briscoe, K., Davis, T. & McTier, T. (November 9, 2017). *Making the most out of the mentor-protégé program* [Panel]. The 2017 Association for the Study of Higher Education Conference, Houston, TX.
12. Forthun, G. & **Freeman, Jr., S.** (August 4, 2017). *Executive higher education doctoral programs in the United States: A demographic market-based analysis*. InSite Conference, Ho Chi Minh (Saigon), Vietnam.
13. Kochan, F. & **Freeman, Jr., S.** (April 27 – May 1, 2017). *Mentoring across race, gender, and generation in higher education: A cultural analysis*. American Educational Research Association 2017 Annual Conference, San Antonio, TX.
14. Kochan, F. & **Freeman, Jr., S.** (April 13, 2016). *Exploring cultural diversity in cross-cultural mentoring: An in-depth analysis*. International Mentoring Association 2016 Annual Conference, Auburn, AL.
15. Hilton, A. A., **Freeman, Jr., S.**, Lee, Jr., J. M., McClain, K. (November 5, 2015). *The governing structures of state supported Historically Black Colleges and Universities*. [Panel] The 2012 Association for the Study of Higher Education Conference, Denver, CO.
16. **Freeman, Jr., S.** & Lee, J. M. (October 9, 2015). *Successful financial models at HBCUs*. 2015 HBCUStory Symposium. Nashville, TN.
17. Findlay, H. J., **Freeman, Jr., S.**, & Findlay, H. E. (June 12, 2015). *Generational and fatal leadership in a time of unprecedented challenges and changes*. American Association of University Administrators, Clearwater, FL.
18. Chambers, C., & **Freeman, Jr. S.** (June 29-July 5, 2015). *Core curricula in higher education doctoral programs: Becoming an discipline*. InSite Conference, Tampa, FL.
19. Wolfe, B., **Freeman, Jr. S.**, Dilworth, P., & Smith, D. (November 14, 2014). *Best practices-A history of policy, practice, and personal experience: Navigating the administrative pipeline for people of color*. Alabama Association of Higher Education Diversity Officers, The University of Alabama, Tuscaloosa, AL.
20. Searby, L., Reames, E., Kensler, L., Kochan, F., **Freeman, Jr. S.**, (February 21, 2014). *Scholars together: The value of EDL student and faculty co-authoring*. Alabama Association of Professors of Educational Leadership, Montgomery, AL.
21. **Freeman, Jr. S.**, Diramio, D., Hart, J., Hyle, A., & Chambers C. (November 14, 2013). *Advancing Higher Education as a Field of Study?* [Panel]. The 2013 Association for the Study of Higher Education Conference, St. Louis, MO.
22. **Freeman, Jr. S.** (March 17-21, 2011). *Preparing the University Leaders of the Future: The Role of Guidelines and Standards*. The Oxford Roundtable-International symposium on Higher Education, Oxford, UK.
23. **Freeman, Jr. S.**, Diramio, D., Wright, D., Hagedorn, L., Morphew, C., Goodchild, L., & Dean, L. (November 24-25, 2011). *National dialogue on higher education programs: Are guidelines needed?* The 2012 Association for the Study of Higher Education Conference, Las Vegas, NV.

24. **Freeman, Jr. S.** & Diramio, D. (November 24-25, 2011). *Elitism or pragmatism? Faculty hiring at top graduate programs in higher education administration*. The 2012 Association for the Study of Higher Education Conference, Las Vegas, NV.
25. **Freeman, Jr. S.** & Kochan, F. (April 13-17, 2012). *Academic pathways to university leadership: Presidents descriptions of their doctoral education*. the American Educational Research Association Annual Meeting, Vancouver, Canada.
26. **Freeman, Jr. S.** & Kochan, F. (April 13-17, 2012). *The role of assessment and accountability in higher education doctoral programs: A presidential perspective*. The American Educational Research Association Annual Meeting, Vancouver, Canada.
27. **Freeman, Jr. S.** & Kochan, F. (November 16, 2011). *Towards a theory of higher education leadership development: Program guidelines and standards for doctoral programs in higher education*. The 2011 Association for the Study of Higher Education Conference, Charlotte, NC.
28. **Freeman, Jr. S.** (November 3, 2011). *A presidential curriculum: An examination of the relationship between higher education administration programs and preparation towards the university presidency*. Mid-South Education Research Association, Oxford, MS.
29. **Freeman, Jr. S.** (April 15, 2011). *Pathways to a research university presidency: Two presidents reflections*. Harvard Graduate School of Education Student Research Conference, Cambridge, MA.
30. **Freeman, Jr. S.** (March 3, 2011). *A presidential curriculum: A four stage model for the university presidency*. The 21st Annual Graduate Scholars Forum, Auburn University, AL.
31. Moore, S., Wells, J., Exford, T. J. & **Freeman, Jr. S.** (February 26, 2011). *A model of support for African American doctoral student success: Bridging mentoring, professional development, and scholarship*. The 2011 American Association of Colleges for Teacher Education Annual Meeting, San Diego, CA.
32. **Freeman, Jr. S.** (November 17, 2010). *Presidential perceptions on the future of higher education administration programs: Implications for curriculum*. The 2010 Association for the Study of Higher Education Conference, Indianapolis, IN.
33. **Freeman, Jr. S.** (March 26, 2010). *The university president's knowledge, skills, and competencies: A review of literature*. Harvard Graduate School of Education Student Research Conference, Cambridge, MA.
34. **Freeman, Jr. S.** (January 17, 2009). *National Holmes Scholars-A model of excellence*. 14th Annual Holmes Partnership Conference, Charleston, SC.
35. **Freeman, Jr. S.** (January 17, 2009). *Industrialist vs. Talented 10th: Consequences of group tracking*. National African American Student Leadership Conference, Rust College-Holly Springs, MS.
36. **Freeman, Jr. S.** (April 1, 2008). *¿ Puede Ayudarle? Best practices of diversity offices serving Hispanics*. American College Personnel Association, Atlanta, GA.
37. Good, J., Dagley, P., & **Freeman, Jr. S.** (February 21, 2008). *Involving professional partners in teacher education assessment*. Eastern Educational Research Association, Hilton Head Island, SC.
38. **Freeman, Jr. S.** (January 18, 2008). *Millennial's Rising: an African American student process driven approach to the development of the Black community*. National African American Student Leadership Conference, Rust College-Holly Springs, MS.
39. **Freeman, Jr. S.** (October 18-20, 2012). *But I'm an academic too: Reflections of year one as a Black administrative scholar*. 19th Annual HBCU Faculty Development Network. Orlando, FL. (Accepted).

40. Wright, D., **Freeman, Jr. S.**, & Burrell, C. (March 30, 2010). Using *technology for global leadership development across the disciplines: A U.S. perspective*. AUA, Conference, University of Warwick - Manchester, UK (Accepted).
41. **Freeman, Jr. S.** (November 4, 2009). *Quality assured? Comparative perspectives on benchmarks and standards in higher education*. The 2009 Association for the Study of Higher Education Conference, Vancouver, British Columbia (Accepted).
42. **Freeman, Jr. S.** (January 6, 2009). "*Getting what you came for: The influence of graduate student expectations on higher education administration curriculum*". 7th Annual Hawaii International Conference on Education, Honolulu, Hawaii (Accepted).
43. **Freeman, Jr. S.** (April 4, 2008). *Millennial leadership: Institutional leaders using the process-based leadership approach to strengthen student leadership*. The American Institute of Higher Education (AmHighEd) Conference Orlando, FL (Accepted).

Grants and Contracts Awarded: (provide principal and co investigators, title, sponsor, funding dates, amount)

- 2020 Principal Investigator-**Sydney Freeman, Jr.**, "The Contributions of Blacks to the University of Idaho," Presidential Research Fund on Diversity, Equity, and Inclusion Grant, University of Idaho, **\$9,485.00**
- 2019 Principal Investigator-**Sydney Freeman, Jr.**, "Developing Higher Education Leaders in a Global Era." Lyle Spencer Research Grant, The Spencer Foundation. **\$1,000,00.00 (Not Funded)**
- 2016 Principal Investigator-**Sydney Freeman, Jr.**, "Owen Troy: USC's Black Religious Pioneer." McAdams Adventist History Research Grant. **\$2,500.00**
- 2016 Principal Investigator-**Sydney Freeman, Jr.**, "Owen Troy: Adventism's First Academic Theologian." McAdams Adventist History Research Grant. **\$7,000.00**
- 2016 Co-Principal Investigators-Kelly Ward, **Sydney Freeman, Jr.**, Walter Gmelch, "National Department Chair Survey", UCEA Center for the Study of Academic Leadership Program Mini-Grant Proposal, Center for the Study of Academic Leadership, **\$4,000.00**
- 2015 Principal Investigator-**Sydney Freeman, Jr.**, College of Education Dean's Excellence Fund & Dean of Students Fund for Student Leadership Matching Research Grant, University of Idaho, **\$1,000.00**
- 2012 Principal Investigator- Tsgaye Habtemariam, Title VII, Section 736 of the Public Health Service (PHS) Act, Centers of Excellence Grant, U.S. Department of Health & Human Services, (2012), **\$1,600,000.00**

Honors and Awards:

- 2021 University of Idaho Mid-Career Faculty Award
- 2020 "Accomplished Under 40" Honoree Award by the Idaho Business Review.
- 2020 Auburn University College of Education Outstanding Young Alumni Award.
- 2018 National Pine Forge Academy Alumni Association Meritorious Award.
- 2018 Nominated for the Blackboard Exemplary Course Award (received overall rating of "Accomplished").
- 2018 Nominated for the Diverse Issues in Higher Education Emerging Scholar Award
- 2016 Higher Education Leadership Foundation (H.E.L.F.)-Gamma Fellow

- 2015 American Association of University Administrators' Robert MacVitte Emerging Leader Award.
- 2015 Auburn University's Graduate School "2015 Auburn Authors Award.
- 2013-present Affiliate of the Center for Minority Serving Institutions.
- 2013 Project "Angel Tree" Award.
- 2009 North American Division Regional Graduate Scholarship-\$2,000.
- 2008 Inducted into the Auburn Network of Holmes Scholars.
- 2008 North American Division Regional Graduate Scholarship-\$1,000
- 2007 Graduate assistantship through the Office of the Dean of the College of Education
- 2007 Appointed to Auburn University's Adult & Higher Education curriculum committee.
Oakwood College Archives (Inducted 2006) as "Prominent Black Student"

SERVICE:

Major Committee Assignments: (National, State, District, County, University, College, Departmental and dates)

University-Level:

- 2020-Present Member, University of Idaho Presidential Working Group, Online Education.
- 2020-Present Member, University of Idaho Black Lives Matter Faculty & Staff Advisory Committee.
- 2020 Member, University of Idaho Working Group, Scholarships for Diverse Students.
- 2020-Present Contributor, University of Idaho Ubuntu-Diversity Equity, & Justice Committee.
- 2019-2020 Member, University of Idaho Promotions Committee.
- 2019 Member, University of Idaho Presidential Search Committee.
- 2016-2019 Member, University of Idaho Faculty Affairs Committee.
- 2016-Present Member, University of Idaho, Social Issues Forum Committee.
- 2015-Present Member, University of Idaho Black History Month/Martin Luther King Day Committee.
- 2015-Present Contributor, University of Idaho Black Student Union
- 2015-2016 Member, University of Idaho Provost Strategic Planning Review Committee.
- 2012-2014 Member, Tuskegee University National Exam Preparation Center Committee.
- 2012-2014 Member, Tuskegee University Faculty Community Development Committee.

College-Level:

- 2020-Present Member, Dean's Advisory Committee
- 2018-Present Member, College of Education Health & Human Sciences Tenure and Promotion Committee.

- 2016-2019 Chair, University of Idaho's College of Education Faculty Affairs and Awards Committee.
- 2016-2018 Member, University of Idaho's College of Education Cascading Plan Task Force (CPTF).
- 2015-2000 Outside Member, Promotion & Tenure Committee for the University of Idaho's College of Arts & Architecture.
- 2012-2013 Ex-Officio Member, Tuskegee School of Veterinary Medicine Admissions Committee.
- 2011-2012 Ex-Officio Member, Tuskegee College of Veterinary Medicine, Nursing, and Allied Health Dean's Council.
- 2011-2014 Member, Centers of Excellence Grant Committee.
- 2011-2014 Member, Academic Programs & Initiatives Committee.
- 2011-2014 Member, Database Committee.
- 2011-2014 Member, Faculty/Student Relations Committee.
- 2011-2014 Ex-Officio Member, Academic Advisory Committee.
- 2009-2011 Student Representative, Graduate curriculum committee.

Departmental-Level:

- 2021 Member, Faculty Search Committee.
- 2020-Present Member, Tenure & Promotion Committee.
- 2019-2020 Chair, Tenure & Promotion Committee.
- 2016-2018 Leader, Doctoral Research Team (University of Idaho).
- 2011-2014 Chair, CVMNAH Teaching & Learning Center Committee.
- 2011-2014 Chair, Faculty & Student Needs Assessment Committee.
- 2008-2011 Student Representative, Adult & Higher Education Graduate curriculum committee.

Professional and Scholarly Organizations (including memberships, committee assignments, editorial services, offices held and dates)

Memberships:

- 2019-2020 Member, Association of the Study of Higher Education, Strategic Planning Publications Workgroup
- 2019-Present Executive Board Members-Vice Chairperson—Publications, American Association of University Administrators
- 2015-Present Member, Informing Science Institute

- 2015-2019 Member of Board of Directors, University Council of Education Administration's Center for the Study of Academic Leadership
- 2014-2019 Member of Board of Directors, American Association of University Administrators
- 2012-2014 Member, International Doctoral Education Research Network.
- 2012-2014 Member, the Doctoral Education across the Disciplines SIG, (AERA)
- 2009-2011 Member, National Scholars Honor Society
- 2009-2011 Member, Golden Key International Honor Society
- 2009-Present Member, American Educational Research Association
- 2009-2011 Member, Delta Epsilon Iota
- 2008-2011 Member, Brothers of the Academy
- 2008-Present Member, Association of the Study of Higher Education
Committee Assignments:
- 2016-Present Member, American Association of University Administrators' Committee on Professional Ethics
- 2012-2016 Chair, Ad Hoc Committee on Higher Education Leadership Program Guidelines, (ASHE-CAHEP)
Editorial Services
- 2020-Present Editor-in-Chief, *Journal of Higher Education Management*
- 2020-Present Editorial Advisory Board Member, *Diversus*
- 2017-Present Editorial Review Board Member, *Journal of Negro Education*
- 2015-Present Founder & Editor-in-Chief, *Journal for the Study of Postsecondary and Tertiary Education*
- 2014-2015 Managing Editor, *Journal of HBCU Research + Culture*
- 2014-2021 Assistant Editor, *International Journal of Leadership in Education*
- 2014-Present Editorial Review Board Member, *Journal of Higher Education Management*
- 2014-2015 Editorial Review Board Member, *Journal of Healthcare, Science, and the Humanities*
- 2015-Current Reviewer, *International Journal for Researcher Development*
- 2014-Present Reviewer, *American Journal of Education*
- 2012-Present Reviewer, *International Journal of Doctoral Studies*
- 2011-Present Reviewer, *Teachers College Record*
- 2011-Present Reviewer, *Journal of Adventist Education*

Outreach Service: (Including popular press, interview articles, newspaper articles, workshops-seminars-tours organized, Extension impact statements)

Broadcast Interview

1. Person, D., Foster, S., Foster, P. & Freeman, Jr., S. (Kenneth Anderson.). (2021, August 15). What's Going On?. [wjou.com (2nd Chance)].
2. Freeman, Jr. S. (Mike Robinson). (2021, August 13). Understanding the Role of the HBCU Board of Regents. [Living Education eFocus News (Forest from the Rain)]. https://www.forestoftherain.net/living-education-efocus-news-8203dr-sydney-freeman-jr.html?fbclid=IwAR0mMyVYn6lXPfx4Ayhaet5h5fHOKLal5LF0kFj_yBiufxMKvsmEkao4zSQ
3. Freeman, Jr. S., Logan, J. S., Nixon, M. T., Kennedy, S., Nixon, P., & Madrid, G. (Egwu Nwamkpah). (2021, July 20). Higher Learning. [The Boymanship Podcast (Facebook Live)]. <https://www.facebook.com/boymanship/videos/933964980499773>
4. Person, D., Burton, A., Foster, P. & **Freeman, Jr., S.** (Kenneth Anderson.). (2021, July 18). What's Going On?. [wjou.com (2nd Chance)].
5. Crichton, J. (**Sydney Freeman, Jr.**). (2021, May 29). Saturday Soul: Combating White Pathology. [drsdydneyfreemanjr.com (Facebook Live)]. <https://youtu.be/Z5XrtJz1ahg>
6. Freeman, Jr. S. (Tiffany S. Carter). (2021, May 17). Work Hard, Dream Big, & Never Give Up! [(Tiffany Talks)]. <https://www.youtube.com/watch?v=881m5dfhldk&t=1966s>
7. Person, D., Burton, A., Foster, S. & **Freeman, Jr., S.** (Kenneth Anderson.). (2021, May 16). What's Going On?. [wjou.com (2nd Chance)].
8. Anderson, K. (**Sydney Freeman, Jr.**). (2021, April 27). Saturday Soul: Minding your Own Business. [drsdydneyfreemanjr.com (Facebook Live)]. <https://youtu.be/8HdsPmneUBI>
9. Person, D., Burton, A., Gamble, B. & **Freeman, Jr., S.** (Kenneth Anderson.). (2021, April 18). What's Going On?. [wjou.com (2nd Chance)].
10. **Freeman, Jr. S.** (Mark Johnson). (2021, April 7). A professor at U of I becomes school's first African American man to be promoted to full professor. [(KTVB 7)]. Boise, ID. <https://youtu.be/sAjMcv3Svrs>
11. **Freeman, Jr. S.** (Tim Pham). Meet the first African American man promoted to full professor at University of Idaho. [(KTVB 7)]. Spokane, WA. https://youtu.be/e1gZ_hBPijc
12. **Freeman, Jr. S.** (Sigmund Seroka). (2021, April 4). University of Idaho Promotes First African American Male to Position of Full Professor. [Northwest Public Broadcasting (Murrow News 8)]. Pullman, WA. <https://www.nwpb.org/2021/04/02/university-of-idaho-promotes-first-african-american-male-to-position-of-full-professor/>
13. Theodore, J. M. (**Sydney Freeman, Jr.**). (2021, March 27). Saturday Soul: the Emotionally Corrective Experience. [drsdydneyfreemanjr.com (Facebook Live)]. https://youtu.be/M38BZXii_9o
14. **Freeman, Jr., S.** (2021, March 26). 360 Coverage: Importance of diversifying higher education institutions. . [KHQ-Q6 (360 Coverage)]. Spokane, WA. https://www.khq.com/the_630/360-coverage-importance-of-diversifying-higher-education-institutions/video_a60acbfa-8ea3-11eb-95ca-9735c47583ad.html
15. Pyper, A. (2021, March 28). 36-year-old becomes first African American man to be promoted to Full Professor at U of I. <https://idahonews.com/news/local/36-year-old-becomes-first-african-american-man-to-be-promoted-to-full-professor-at-u-of-i>
16. Vanderhorst, R. & **Freeman, Jr., S.** (Chelsea Burrows). (2021, February 27). Saturday Soul: Unfinished Business. [drsdydneyfreemanjr.com (Facebook Live)]. https://youtu.be/oR73qXKj_Ds

17. **Freeman, Jr., S.** (Emil Cox). (2021, February 27). Sabbath School: Black History Month recognizing Dr. Sydney Freeman, Jr. [Mt. Olivet S.D.A. Church, Camden, N.J.].
18. **Freeman, Jr., S.** & Goings, R. (Nicholas D. Hartlep). (February 5, 2021). The academic publishing industry. [The model minority stereotype project]. Berea, KY. <https://youtu.be/z8DQDaY-pQ0>
19. **Freeman, Jr., S.**, Berry, C. A., Garcia, N. M. & Pilgeram, R. (Tonia Dousay). (January 28, 2021). Why should you call me doctor? The importance of academic titles. [The Diverse Dialogues Series]. University of Idaho, Moscow. <https://youtu.be/bwa3BBIV4o8>
20. **Freeman, Jr., S.** (Nosakhere Thomas). (2020, December 5). Thriving in Unfamiliar Places. [Sabbath Show (Rainbow Community Praise Center)]. <https://youtu.be/sFnmWzqyTJw>
21. Maponga, J., Vanderhorst, R. & Souffrant, L. (**Sydney Freeman, Jr.**). (2020, November 21). Decolonizing the Black Mind-Decolonizing into Sovereignty. [drsydneymfreemanjr.com (Facebook Live)]. https://youtu.be/oR73qXKj_Ds
22. Johns, M., Moore-Johnston, L. Vanderhorst, R., Llewellyn, T., & Souffrant, L. (**Sydney Freeman, Jr.**). (2020, September 12). Decolonizing the Black Adventist Mind-Part 2. [drsydneymfreemanjr.com (Facebook Live)]. https://youtu.be/oR73qXKj_Ds
23. Johns, M., Ray, C. & Burrows, C. (**Sydney Freeman, Jr.**). (2020, November 20). Decolonizing the Black Adventist Mind-Decolonizing into Service. [drsydneymfreemanjr.com (Facebook Live)]. <https://youtu.be/B9SpMAFedVI>
24. Moore-Johnston, L., Llewellyn, T., & Douglas, T. (**Sydney Freeman, Jr.**). (2020, November 19). Decolonizing the Black Adventist Mind-Part 2. [drsydneymfreemanjr.com (Facebook Live)]. <https://youtu.be/Jo8g4gm58tA>
25. **Freeman, Jr., S.** (Kenneth Anderson). (2020, November 15). Decolonizing the Black Mind Virtual Summit. [2nd Chance (WJOU Radio-Oakwood University)]. <https://www.facebook.com/2ndchanceonline/videos/373218763736106>
26. **Freeman, Jr., S.**, Fisher-Hickman, H., & Ellis, M. (Randall Goldson). (2020, October 31). Integration and Black Education. [Mount Zion SDA Church, Hamden, CT (Youtube)]. <https://youtu.be/q11Y4d0LPgo>
27. Hemmings, O., Taylor, T., London, I., & Pilgram, D. (**Sydney Freeman, Jr.**). (2020, October 17). Decolonizing Adventist Theology. [drsydneymfreemanjr.com (Facebook Live)]. <https://www.youtube.com/watch?v=wuHs8AVXR3k>
28. **Freeman, Jr., S.** Willis, E., Grissom, B., Edmond, D. C., & Hodgins, R., (Robert Johnson). (2020, September 26). The Relevance of Regional Conferences in 2020. [Northeast TV (Facebook Live)]. <https://www.youtube.com/watch?v=B5vdX40ydrE>
29. Douglas, T. M., Sepolen, J., Allen, C., Souffrant, L. C., & Mota, M. (**Sydney Freeman, Jr.**). (2020, September 12). Decolonizing the Black Adventist Mind-Part 2. [drsydneymfreemanjr.com (Facebook Live)]. <https://www.youtube.com/watch?v=LPCtu3yG5Tg>
30. Mota, M. (**Freeman, Jr., S.**). (2020, September 11). Dr. Sydney Freeman, Jr. in conversation with Pastor Michelle Mota: Short discussion on “Decolonizing the Black Adventist Mind”. [drsydneymfreemanjr.com (Facebook Live)]. <https://www.youtube.com/watch?v=r4mJCrOa0mI&t=544s>
31. Douglas, T. M., (**Freeman, Jr., S.**). (2020, September 10). Dr. Sydney Freeman, Jr. in conversation with Dr. Ty Douglas: Short discussion on “Decolonizing the Black Adventist Mind”. [drsydneymfreemanjr.com (Facebook Live)]. <https://www.facebook.com/sydney.freeman.961/videos/890419910039>

32. **Freeman, S., Jr.**, Douglas, T. M., & Strong, S. (Leslie Pollard) (2020, September 10). Alumni Activist. [Inside Oakwood with Dr. Leslie Pollard (WJOU Radio-Oakwood University)]. <https://www.facebook.com/watch/?v=771034436987107&extid=iMBzSVWIZEV0Aygk>
33. Souffrant, L. C., (**Freeman, Jr., S.**). (2020, September 9). Dr. Sydney Freeman, Jr. in conversation with Pastor Lawrence C. Souffrant: Short discussion on “Decolonizing the Black Adventist Mind”. [drsydneymfreemanjr.com (Facebook Live)]. <https://www.facebook.com/sydney.freeman.961/videos/890393712539>
34. **Freeman, S., Jr.**, (Marquis Johns) (2020, September 9). Sovereignty, Decolonization and Collaboration. [The Next NormalX]. <https://www.instagram.com/p/CE71VWZFW8I/>
35. Allen, C., (**Freeman, Jr., S.**). (2020, September 8). Dr. Sydney Freeman, Jr. in conversation with Claudia Allen: Short discussion on “Decolonizing the Black Adventist Mind”. [drsydneymfreemanjr.com (Facebook Live)]. <https://www.facebook.com/sydneyfreemanjr/videos/1206650029700377/>
36. **Freeman, Jr. S.** (Hannah L. Whisenant). (2020, August 27). KJEM Takes 5 - Episode 2: Dr. Sydney Freeman, Jr. [KJEM Jazz (KJEM Takes 5)]. <https://soundcloud.com/kjemjazz/kjem-takes-five-episode-2-dr-sydney-freeman-jr>
37. Vanderhorst, R, Moore-Johnston, L., Llwellyn, T. & Knight, C. W. (**Freeman, Jr., S.**). (2020, August 15). Decolonizing the Black Adventist Mind. [drsydneymfreemanjr.com (Facebook Live)]. <https://youtu.be/bITKCVj1n4Y>
38. **Freeman, Jr., S.**, Sanders, S. R., & Simpson, T. (Michael Satz). (2020, August 4). City Club of Boise: Racism in Idaho And Beyond. [City Club of Boise (Boise State Public Radio)]. <https://www.boisestatepublicradio.org/post/city-club-boise-racism-idaho-and-beyond#stream/0>
39. **Freeman, Jr., S.** (Hannah Snyder). (2020, August 3). Sydney Freeman and Hannah Snyder. [StoryCorps (American Folklife Center at the Library of Congress)- Special Collection at National Museum of African American History & Culture]. <https://archive.storycorps.org/interviews/sydney-freeman-and-hannah-snyder/>
40. **Freeman, Jr., S.**, Ahmed, A. A., Zintgraff, C., Malhotra, V. K., Priyam, M., Mittal, P., Sinha, S. & Chattopadhyay, S. (Semi Mehta). (2020, July 29). Evolving Paradigm of Higher Education amidst the Coronavirus Pandemic. [Impact and Policy Research Institute (IMPRI)-Facebook Live]. <https://www.facebook.com/imprindia/videos/226202948542073>
41. **Freeman, Jr., S** (Molly Wampler). (2020, July 21). University of Idaho professor challenges higher ed to take action for Black lives [Idaho Matters (Boise State Public Radio)]. <https://www.boisestatepublicradio.org/post/university-idaho-professor-challenges-higher-ed-take-action-black-lives#stream/0>
42. **Freeman, Jr., S** (Steve Kirch). (2020, July 14). College professor writes paper about improving the lives of African Americans on college campuses [Twin Falls, Idaho (KMVT/KSVT)]. <https://www.kmvt.com/2020/07/14/college-professor-writes-paper-about-improving-the-lives-of-african-americans-on-college-campuses/?fbclid=IwAR0fEq5UYj-O1sKrtJM8deVr1F4Cx5V6uNvfVdw43lbgIDS1H9swVnuAHUI>
43. **Freeman, Jr., S**, Vanderhorst, R., & Pottinger, J. (Corey Johnson). (2020, March 25). Black men and the Black church [Alleghany East Conference of SDA Relationship Ministries]-Facebook Live]. <http://www.facebook.com/aecrelationships>
44. **Freeman, Jr., S**, Anderson, J., & Washington, D. (Darrell Palmes). (2020, March 25). How are you dealing with the Corona Virus? [Decatur Seventh-Day Adventist Church-Facebook Live]. <https://www.facebook.com/DecaturSDA/videos/2472495392852076>

45. **Freeman, Jr., S.**, Macwan, M., & Tagade, T. (Semi Mehta). (2020, June 8). Blacks in the USA and Dalits in India. [Impact and Policy Research Institute (IMPRI)-Facebook Live]. <https://www.youtube.com/watch?v=rPs6MhY2NRA&feature=youtu.be>
46. **Freeman, Jr., S.**, Perinchief, J.R., Durrant, D., Monteiro, M., Iris, D., Mills-Pitcher, S.& King-Turner, M (Spencer, M. & Smith, J.). 2020, June 12). Rise Up! [The Hamilton Seventh-Day Adventist Church Young Adult Ministry-Facebook Live]. <https://www.facebook.com/biblestudyfridays>
47. **Freeman, Jr., S.**, West, M., Holt-Roberts, G., & Vanderhorst, R. (Smith, S., Fordham, F., & Anderson, P.). 2020, June 19). The Struggle is Real. [National Pine Forge Alumni Association-Facebook Live]. <https://www.facebook.com/pfaalumni/>
48. **Freeman, Jr., S.** & Thompson, C. C. (Loren Siebold). (2020, June 13). Black Lives Matter and the Adventist Church [Adventist Today Sabbath Seminar-Zoom Live]. <https://atoday.org/adventist-today-sabbath-seminar-june-13/>

Podcast Interview

1. **Freeman, Jr., S.** (2021, April 9). Collecting Stories Together, In A Year Spent Apart: A StoryCorps Northwest Special. [Northwest Public Broadcasting]. <https://www.nwpb.org/2021/04/09/storycorps-northwest-special/>
2. **Freeman, Jr., S.** (Richard Martin). (2021, March 3). Black Excellence & Education. [The Living Room]. <https://youtu.be/3YAh95ti3g8>
3. **Freeman, Jr., S.** (Leigh Cooper). (2020, October 26) Season 3 Episode 2: Sydney Freeman Jr. -Universities Supporting the Black Community. [The Vandal Theory]. <https://soundcloud.com/uidaho/episode-32-sydney-freeman-universities-supporting-the-black-community>
4. **Freeman, Jr., S.** & Johns, M., (Austin Humphreys & Kaggia Kimathi Scott). (2020, September 15) Episode 27. [The Academy Podcast]. https://www.facebook.com/austin.humphreys.7/posts/3623426171035720?notif_id=1599859954330093¬if_t=feedback_reaction_generic_tagged&ref=notif
5. **Freeman, Jr., S.** (Pierre Quinn). (2020, March 24). Leading in Academia. [Leading While Green]. <http://pierrequinn.com/episode113/>
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8. **Freeman, Jr., S.** (John Grant, Amber Boyd, & Jacquie Forbes). (2019, June 12). Where is our Black Messiah [Street Academy]. https://youtu.be/IY_QUQBUvJE

Popular Press

1. **Freeman, Jr., S.** (August 5, 2021). The Future of Black Scholars. Diverse Issues in Higher Education. <https://diverseeducation.com/article/221712/>
2. **Freeman, Jr., S.** (July 1, 2021). A Faculty Evaluation Manifesto to Counteract Bias. Academe Blog. <https://academeblog.org/2021/07/01/a-faculty-evaluation-manifesto-to-counteract-bias/>

3. The Dadish (July 1, 2021). Congratulations @drsydneyfreemanjr: Break down all of those generational setbacks! The Dadish <https://www.instagram.com/p/CQybzXIFEEL/>
4. **Freeman, Jr., S.** (June 23, 2021). The Rise of the Supervisor Educator. HigherEdJobs. <https://www.higheredjobs.com/articles/articleDisplay.cfm?ID=2754>
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8. The Black Man Can (June 9, 2021). First Black Male to Become a Full Professor at the University of Idaho. The Black Man Can. <https://www.instagram.com/p/CP3mfeVhN0C/>
9. Black Educators Matter (June 10, 2021). First Black Male to Become a Full Professor at the University of Idaho. The Black Man Can. <https://www.instagram.com/p/CP9p8dEsnUx/>
10. Black News Matter (June 7, 2021). First Black Male to Become a Full Professor at the University of Idaho. The Black Man Can. <https://www.blacknews.com/news/sydney-freeman-jr-first-black-male-full-professor-university-of-idaho/>
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12. **Freeman, Jr., S.** (April 7, 2021). At 36, he is the first African-American man to be promoted to Full Professor at U of I, here's his amazing story. Face 2 Face-Africa. <https://face2faceafrica.com/article/at-36-he-is-the-first-african-american-man-to-be-promoted-to-full-professor-at-u-of-i-heres-his-amazing-story12>
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16. Anjorin, A. & **Freeman, Jr., S.** (November 3, 2020). Should higher education campuses prepare for life after the US presidential election? *Diverse: Issues in Education*. <https://diverseeducation.com/article/195203/>
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23. **Freeman, Jr., S.** (June 25, 2020). 10 Concrete Policy Changes PWIs Can Enact to Show Black Lives Matter. Diverse: Issues in Education. <https://diverseeducation.com/article/182222/>
24. **Freeman, Jr., S.** (June 25, 2020). 10 Concrete Policy Changes PWIs Can Enact to Show Black Lives Matter. News AKMI. <https://newsakmi.com/news/education/10-concrete-policy-changes-pwis-can-enact-to-show-black-lives-matter/>
25. **Freeman, Jr. S.** (May 17, 2020). Trusting in God when Black lives don't seem to matter. Adventist Today Magazine. <https://atoday.org/trusting-god-when-black-lives-dont-seem-to-matter/>
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27. **Freeman, Jr. S.** (March 27, 2020). 'Professoring' while Black: Strategies for thriving in the White Professoriate. Diverse Issues in Higher Education. <https://diverseeducation.com/article/171115/>
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33. **Freeman, Jr. S.** (August 18, 2017) The Birth of a Denomination, Part 3: Black Adventist Leaders Today. Adventist Today Magazine. <https://atoday.org/29532-2/>
34. **Freeman, Jr. S.** (August 16, 2017) The Birth of a Denomination, Part 2: Black Adventists in the Early Years. Adventist Today Magazine. <https://atoday.org/the-birth-of-a-denomination-the-early-denominational-years/>

35. **Freeman, Jr. S.** (August 13, 2017) The Birth of a Denomination, Part 1: Black People in the Bibles. Adventist Today Magazine. <https://atoday.org/the-birth-of-a-denomination-part-1-black-people-in-the-bible/>
36. **Freeman, Jr. S.** (May 18, 2017). "Homework for White Leaders." *Diverse Issues in Higher Education*. p. 25.
37. **Freeman, Jr., S.** (December 29, 2016). Looking Forward. *Diverse Issues in Higher Education*. [http://mydigimag.rrd.com/publication/?i=352472&p=44&l&m&ver&view&pp#{"issue_id":370269,"view": "articleBrowser","article_id": "2669066"}](http://mydigimag.rrd.com/publication/?i=352472&p=44&l&m&ver&view&pp#{)
38. **Freeman, Jr., S. & Palmer, R. T.** (December 20, 2016) *Examining Characteristics of Effective Leadership at Historically Black Colleges and Universities*. MSIs Unplugged. <https://msisunplugged.com/2016/12/20/examining-characteristics-of-effective-leadership-at-historically-black-colleges-and-universities/#respond>
39. **Freeman, Jr., S. & Mountford-Zimdars** (January 4, 2016) *the Under-Realized Potential of Higher Education as a Field of Study within and Beyond the U.S.* A Community of Higher Ed Scholars. <http://aeradivisionj.blogspot.com/2016/01/the-under-realized-potential-of-higher.html>
40. **Freeman, Jr., S.** (February 20, 2015). "Noble Progressivism or Dangerous Apostasy? A firsthand account of "Surge Church," a Seventh-day Adventist Sunday Service." *Spectrum Magazine*. <http://spectrummagazine.org/article/2015/02/19/perspective-noble-progressivism-or-dangerous-apostasy-firsthand-account-%E2%80%9Csurge-ch>

Interview Articles

1. Littleton, G. (July 1, 2021). COE alum Sydney Freeman breaks barriers, shatters stereotypes, in the Gem state. *Keystone Magazine*. <http://www.education.auburn.edu/homepage/keystone-magazine/keystone-2021/coe-alum-sydney-freeman-breaks-barriers-shatters-stereotypes-in-the-gem-state/>
2. Chambers, C. R. (January 13, 2021). Interview with Sydney J. Freeman, Jr., Professor of Leadership, College of Education, Health and Human Sciences, University of Idaho. *Thrive-East Carolina*. <https://thrive.ecu.edu/2021/01/13/interview-with-sydney-j-freeman-jr-professor-of-leadership-college-of-education-health-and-human-sciences-university-of-idaho/>
3. Fiske, P. (November 19, 2020). Revival of the Black Student Union: Creating a new era after being established for 50 years. *Argonaut*. <https://www.uiargonaut.com/2020/11/19/revival-of-the-black-student-union/>
4. Fiske, P. (November 19, 2020). Seeking establishment at the UI Moscow campus: The Black faculty and staff on campus hope to support all groups. *Argonaut*. <https://www.uiargonaut.com/2020/11/19/seeking-establishment-at-the-ui-moscow-campus/>
5. Finnegan, B. (October 11, 2020). Focusing on equality: University of Idaho community looking for a more inclusive way forward. *The Blot*. https://www.blotmagazine.com/2020/10/09/now-more-than-ever-people-are-listening/?fbclid=IwAR3LHRKkjE-LUfX2YrjYXJ8lQIdsm_Tj4KN3AIVXOfZdQPjeG-7UWgh59oM
6. Pearce, E. (September 16, 2020). Working for better support of the Black community in Moscow. *The Argonaut*. https://www.uiargonaut.com/2020/09/16/working-for-better-support-of-the-black-community-in-moscow/?utm_source=newsletter-61&utm_medium=email
7. Pearce, E. (September 3, 2020). Focusing on equality: University of Idaho community looking for a more inclusive way forward. *The Argonaut*. <https://www.uiargonaut.com/2020/09/03/focusing-on-equality/>
8. Kroc, N. (September 1, 2020). 7 Ways to Support Black Employees. *Society for Human Resource Management*. <https://www.shrm.org/about-shrm/Pages/default.aspx>

9. Chavhan, A. (August 28, 2020). NEP 2020: “A Futuristic Policy For Higher Education” Youth Ki Awaaz. <https://www.youthkiawaaz.com/2020/08/national-employment-policy-in-light-of-higher-studies/>
10. Staff. (August 6, 2020). NEP's 'big' challenge: 7.5 lakh students in foreign lands, only 40,000 return each year. Counterview. <https://www.counterview.net/2020/08/neps-big-challenge-75-lakh-students-in.html>
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12. Adkins, L. T. (July 23, 2020). Historically black colleges and universities offer success. Share America. <https://share.america.gov/historically-black-colleges-and-universities-offer-success/>
13. Murphy, K. (October 3, 2019). University leaders should be approachable, experts say. But they can't be inappropriate. News Observer. <https://www.newsobserver.com/news/local/education/article235749882.html>
14. West, C. (August 2, 2019). A Debate Over Race, Inclusion, and ‘The Idaho Way’ at Boise State University. Bitterroot-the West’s Magazine. <https://bitterrootmag.com/2019/08/02/a-debate-over-race-inclusion-and-the-idaho-way-at-boise-state-university/>
15. Inside Oakwood (July 10, 2019). Future of Research and Practice about Minority-Serving Institutions.
16. Byrd, A. (May 23, 2019). The tale of three tenured black male Seventh-day Adventist professors. Spectrum Magazine. <https://spectrummagazine.org/interviews/2019/tale-three-tenured-black-male-seventh-day-adventist-professors>
17. Alumni News (Spring, 2019). Dr. Ty-Ron Douglas, ‘00, Dr. Sydney Freeman, ‘07, and Dr. Andre Denham, ‘01 Oakwood Magazine. p. 39
18. University of Idaho’s The Daily Register (April 16, 2019). Sydney Freeman Jr. Named to National Council. <https://www.uidaho.edu/news/daily-register-archive>
19. Pfannenstiel, K. (2019). UI Goes Green. The Argonaut. <https://www.uiargonaut.com/2019/04/11/ui-goes-green-2/?fbclid=IwAR2EQ4batCHEqR6HscO0iAlM6hDqYi2Q-6qfQjj-Jxax81jj1cxOXR4otZY>
20. Faces of Oakwood (Summer, 2017). Sydney Freeman, Jr. Oakwood Magazine. p. 45
21. Roberts, T. (November 12, 2016). Helping Higher Education: Sydney Freeman, Jr. brings higher education research to UI. <http://www.uidaho.edu/ed/leadershipcounseling/featured-stories/hhe-story>
22. Littleton, G. (2016). Dr. Sydney Freeman, Jr. (MEd, 2008, PhD, 2011)-Keystone Magazine: The Magazine of the Auburn University College of Education, v. XII, p. 61.

Newspaper Articles

1. Banda, A. (April 21, 2021). Sydney Freeman Jr. makes history as first African American man descended from slaves to gain full professorship. Argonaut. <https://www.uiargonaut.com/2021/04/21/sydney-freeman-jr-makes-history-as-first-african-american-man-descended-from-slaves-to-gain-full-professorship/>
2. Arnis, G. (April 7, 2021). Meet the first African American man promoted to full professor at University of Idaho. Krem. <https://www.krem.com/article/entertainment/places/inland-northbest/man-becomes-first-african-american-man-promoted-to-full-professor-at-university-of-idaho/293-d3965b70-58b5-4eff-bdfd-55fa852d07f3>

3. Giacomazzo, B. (March 30, 2021). Sydney Freeman Jr. Makes History as the First African American Man to Become a Full Professor at the University of Idaho. <https://afrotech.com/university-of-idaho-professor>
4. Kyaw, A. (March 29, 2021). Dr. Sydney Freeman, Jr. Becomes Historic First at University of Idaho. Diverse: Issues In Higher Education. <https://diverseeducation.com/article/209686/>
5. Counterview. (June 11, 2020). "Race, caste bias, human rights aren't 'internal matter' any more: Indo-US web talk". <https://www.counterview.net/2020/06/race-caste-bias-human-rights-arent.html>
6. UP Dainik Bhaskar. (June 11, 2020). "Murder of George Floyd is not a problem of any one country". <https://updainikbhaskar.com/india/murder-of-george-floyd-is-not-a-problem-of-any-one-country-dr-sydney-freeman-jr-105364/>
7. Journal of Blacks in Higher Education (May 20, 2008). "Three Black Scholars Making News". <https://www.jbhe.com/2016/05/three-black-scholars-making-news/>
8. Roberts, T. (May 9, 2016). Freeman Becomes Certified Online Instructor. Retrieved May 14, 2016 from <http://www.uidaho.edu/news/news-articles/kudos/2016-spring/050916-certification>
9. Hilsenbeck, K. (February 11, 2016). For the long haul — Graduate students research first-generation college students. <https://www.uiargonaut.com/2016/02/11/persisting-through-college-graduate-students-research-first-generation-college-students/>
10. "Freeman, Auburn Grad, Named 2015 Emergent Leader of the Year" (July 24, 2015). <http://education.auburn.edu/news/2015/july/Freeman%20Auburn%20Grad%20Named%202015%20Emergent%20Leader%20of%20the%20Year%20.html>
11. Johnson, G. (Summer, 2015). Alumni News 2000s-Dr. Sydney Freeman, Jr. '07". Oakwood Magazine. P. 42
12. Littleton, G. (2015) Sydney Freeman (Med, 2008, PhD, 2011)-Dr. Frances Kochan. Centennial Book: Auburn University College of Education, p. 92.
13. Riley, A. (Fall/Winter, 2014-15). "*Dr. Sydney Freeman nominated to prestigious board.*" Tuskegee Veterinary Medical Perspective, p. 16.
14. "Freeman named to national association and releases book" (July 11, 2014) retrieved July 18, 2014 from <http://www.education.auburn.edu/news/2014/news-system-name1.html>
15. "Sydney Freeman, recent Auburn graduate, named to Administrators Board" (July 8, 2014) retrieved July 18, 2014 from http://www.tuskegee.edu/Articles/freeman_named_to_national_association_and_releases_book.aspx
16. Gasman, M. (November, 2013). "*The Center for Minority Serving Institutions Affiliates Highlight: Dr. Sydney Freeman*" <https://www.facebook.com/pages/The-Center-for-Minority-Serving-Institutions/595777627126990>
17. Johnson, A. (February, 2013). "*Oakwood alumnus models excellence at Tuskegee University,*" OU? Oh, Yes! Newsletter. Oakwood University, Vol. 3, No.7, p. 1-2
18. Hill, F. (February 7, 2013). "*Freeman's mission focused on TU Vet School.*" Tuskegee News, p. 1 & 6.
19. Hill, F. (January 31, 2013). "*Veterinary Medicine student realizing his goal at TU.*" Tuskegee News, p. 1 & 6.
20. Millet, D. (July 29, 2015). "*Alumni News, Drs. Sydney & Lynda Freeman,*" Inside Oakwood Newsletter. Oakwood University, para. 8.

21. Riley, A. (Fall/Winter, 2012-13). "Dr. Sydney Freeman, Certified Faculty Developer." Tuskegee Veterinary Medical Perspective, p. 17.
22. "Job Changes: Sydney Freeman, Jr." (January, 2012).
<http://www.insidehighered.com/people/2011/12/30/director-teaching-learning-center-college-veterinary-medicine-nursing-allied>
23. "On the Move: Dr. Sydney Freeman" (January 19, 2012) Diverse Issues in Higher Education.
<http://readperiodicals.com/201201/2572550771.html>
24. Riley, A. (October, 2011). "Freeman appointed director of the teaching-learning center at Tuskegee University." http://www.onemedicine.tuskegee.edu/News/TLC_Director.htm
25. James, F. (August, 2011). "NPFAAA Congratulates Sydney Freeman, Jr."
<http://www.pineforgeacademyalumni.org/>
26. "Mt. Olivet Member Earns Inducted into Honor Societies." (June, 2009). Visitor Magazine. Columbia Union Conference/Review & Herald Publishing, p. 25.
27. Johnson, L. (April, 2008). "Freeman Inducted into Honor Societies,"
<http://education.auburn.edu/news/2009/04/freeman.html>
28. Golden Key International Honor Society inducts Sydney A. Freeman Jr. " Visitor (April 29, 2009). "Magazine. Columbia Union Conference/Review & Herald Publishing, p. 25.
29. Johnson, L. (Oct. 2008). "College of Education recognizes Holmes Scholars,"
<http://education.auburn.edu/news/2008/10holmes.html>
30. Reynold, D. (Oct. 2008). "Extension's Jennifer Wells Recognized as Holmes Scholar,"
<http://www.aces.edu/departments/extcomm/npa/newsline/archives/003816.php>
31. Millet, D. (Oct. 2007). "Millennial's Rising: An African American Student's Process Driven Approach to the Development of the Black Community," Acts & Facts Newsletter. Oakwood College, p.3.
32. Millet, D. (Oct. 2006). "It's All About Business for Oakwood Student: Sydney Freeman, Jr. Acts & Facts Newsletter. Oakwood College p.3
33. Michaels, B. (March, 2006). "Mt. Olivet Member Earns Prestigious Scholarship." Visitor Magazine. Columbia Union Conference/Review & Herald Publishing, p. 24.

Community Service: (non-academic unrelated to employment)

- 2019-Present Board Member, National Alumni Council, Auburn University-College of Education
- 2017-Present Board Member, United Way of Moscow/Latah County
- 2012-2015 Board Member, Bethany Christian Academy

PROFESSIONAL DEVELOPMENT: (workshops and seminars attended)

Teaching

1. McCaulley, E. (March 13, 2021). "Reading While Black". Seminary Now. Seminarynow.com
2. Anthony-Stevens, V. (October 14, 2019). "What is Culturally Responsive Pedagogy?" Center for Excellence in Teaching and Learning. University of Idaho, Moscow, ID.

3. Haltinner, K. & Sarathchandra, D. (March 20, 2019). "I Don't Deny and I'm Not a Skeptic, I Full Out Dissent: Navigating Politically Divisive Topics in Research and Teaching." Center for Excellence in Teaching and Learning. University of Idaho, Moscow, ID.
4. Matias, C. & Khalil, D. (January 30, 2019). "How to be a critical scholar in troubled times - Maintaining critical work." Critical Educators for Social Justice (CESJ) SIG of the American Educational Research Association. Washington, D.C.
5. Quinlan, S. (Spring, 2018). "HIST 590: Issues and Methods in History." University of Idaho, Moscow, ID
6. Habib, D. & Saunders, C. (September 27, 2017). "BbLearn Grade Center Demystified." University of Idaho, Moscow, ID.
7. Jones, M. (August 2, 2017). "Enhance your qualitative research with NVivo." RMIT Vietnam, Ho Chi Min City, Vietnam.
8. QSR International (May 22-29, 2017). Moving on with NVivo 11 for Windows course. Doncaster, Victoria, Australia.
9. QSR International (May 1-8, 2017). Fundamentals of NVivo 11 for Windows online course Doncaster, Victoria, Australia.
10. Campbell, D. (Fall 2016). "ED 620: Grant Writing." University of Idaho, Cour d'Alene, ID.
11. Rose, A. (March 2, 2017). "Meet NVivo: Using NVivo as a Research Tool". QSR International, Burlington, MA.
12. Atkisson, P. (October 19, 2016). "Write Winning Grant Proposals." Best Western, University Inn, Moscow, Idaho.
13. Stipek, D. (October 18, 2016). "NAEd/Spencer Postdoctoral Fellowship Webinar." Stanford University, California.
14. Jackson, K. (October 13, 2016). "'IIQM-ATLAS.ti Webinar Series: The Four Voices of Qualitative Data Analysis Software" University of Alberta, Canada.
15. Kern, A. & Johnson, G. (Fall 2015). "ED 504: Introduction to Indigenous Research Theories." University of Idaho, Cour d'Alene, ID.
16. Angell, N. & Thanos, K. (September 24-25, 2015) "Idaho Colleges and Universities: Open Course Adoption" University of Idaho, Moscow, ID.
17. Hall, C. (September 17, 2015) "Taking Active Learning to a New Level: Infusing Technology" University of Idaho, Moscow, ID.
18. University of Idaho (September 11, 2015) "12th Annual Advising Symposium", Moscow, ID.
19. Findley, H. (November 7, 2014) "Introduction to SPSS" Tuskegee University, AL
20. Council for the Advancement of Higher Education (November 13, 2013) "Early Career Faculty Teaching Workshop", St. Louis, MO.
21. McArthur, J. (November 29, 2012) "Create Online Surveys-Using Google Docs" Tuskegee University, AL
22. McArthur, J. (November 27, 2012) "Create Apps in 1 hour" Tuskegee University, AL
23. McArthur, J. (November 13, 2012) "Ning.com- Create a Social Network for Your Courses" Tuskegee University, AL

24. McArthur, J. (November 13, 2012) "Xtranormal.com- Create animated video lectures for your students" Tuskegee University, AL
25. McArthur, J. (November 1, 2012) "Ipad in the classroom (teacher tools)" Tuskegee University, AL
26. Findley, H. (April 11, 2012) "Grant Writing" Tuskegee University, AL
27. Findley, H. (February 24, 2012) "Writing for Publication" Tuskegee University, AL
28. Chaudhury, R. and Nickson, S. (February 20-21, 2012) "Writing for Publication" Biggio Center for Enhancement of Teaching and Learning, Auburn University, AL
29. Zakrajsek, T., Lewis, K. and Reder, M. (October 26-27, 2011) "Getting Started: Workshop for New Faculty Developers" Professional and Organizational Development and the Historically Black Colleges & Universities Faculty Development Network Annual Meeting, Atlanta, GA
30. Findley, H. (September 22, 2011) "New Faculty Development Institute: Teaching Millennial Students" Tuskegee University, AL

Administration/Management: (workshops and seminars attended)

1. Human Resources (April 8, 2021). University of Idaho Search Committee Training. University of Idaho, at Moscow.
2. Human Resources (April 8, 2021). U of I Minimizing Unconscious Bias in Recruitment and Hiring. University of Idaho, at Moscow.
3. Quinn, P. (January 13, 2021). How to Develop New Leaders? The Cardell Group, LLC. Laurel MD
4. Quinn, P. (December 27-30). 4 Nights to Clarity. The Cardell Group, LLC. Laurel MD
5. Human Resources (December 11, 2020). "2020 University Required Training D." University of Idaho, at Moscow.
6. Wolf-Wendel, L. (December 3, 2020). "Academic Leader Workshop". Association for the Study of Higher Education. New Orleans, LA.
7. Washington, K. B. (November 13, 2009) "How to generate consistent monthly revenue without self-funding: Webinar for nonprofit founders". Kamila Brown Washington, Atlanta, GA
8. Harvard Graduate School of Education (April 22, 2020). "HGSE Education Now: Leadership through Crisis", Harvard University", Cambridge, MA.
9. (In-Progress) "Life Coaching Certification". New Skills Academy, Hertfordshire, England.
10. Human Resources (May 6, 2019). "FERPA Basics". Adams State University, Alamosa, CO.
11. Human Resources (May 6, 2019). "Intersections: Preventing Harassment & Sexual Violence". Adams State University, Alamosa, CO.
12. Human Resources (May 6, 2019). "Checkpoint: Data Security & Privacy". Adams State University, Alamosa, CO.
13. Human Resources (April 25, 2019). "Clery Act Basics". Adams State University, Alamosa, CO.
14. Environmental Health & Safety (March 2, 2017). "Defensive Driving." University of Idaho, at Moscow.

15. Human Resources (October 4, 2016). "IT Security." University of Idaho, at Moscow.
16. Human Resources (October 4, 2016). "Safety and Security Awareness." University of Idaho, at Moscow.
17. Human Resources (October 4, 2016). "Diversity and Inclusion." University of Idaho, at Moscow.
18. Human Resources (July 15, 2016). "Managing Chaos & Pressure at Work." University of Idaho, at Moscow.
19. Human Resources (April 5, 2016). "Mission and Goals." University of Idaho, at Moscow.
20. Human Resources (January 20, 2016). "Stewardship of Resources." University of Idaho, at Moscow.
21. Human Resources (January 20, 2016). "Performance Management Resources and Training." University of Idaho, at Moscow.
22. Human Resources (January 20, 2016). "Navigating the Employment Legal Landscape Resources and Training, Part One (ADA, FLSA and Time/Leave Entry)" University of Idaho, at Moscow.
23. Human Resources (January 20, 2016). "Navigating the Employment Legal Landscape Resources and Training, Part Two (FMLA, Other Policies, Documentation Strategies)." University of Idaho, at Moscow.
24. Human Resources (January 20, 2016). "Strategies for Selection and Hiring Success Resources and Training." University of Idaho, at Moscow.
25. Robinson, K. M. (December 2, 2014) "Title IX Compliance" Tuskegee University, AL
26. Findley, H. (October 17, 2014) "A Systems Approach to Teamwork" Tuskegee University, AL
27. Findley, H. (October 10, 2014) "Suicidal Leadership" Tuskegee University, AL
28. Findley, H. (September 19, 2014) "Leadership for Accountability" Tuskegee University, AL
29. Findley, H. (September 12, 2014) "Talent Management" Tuskegee University, AL
30. Hughey, A. (September 13, 2013) "How to Enhance Your Credibility as a Higher Education Professional", Western Kentucky University, Bowling Green, KY.
31. Findley, H. (March 14, 2013) "Effective Business Writing" Tuskegee University, AL.
32. Findley, H. (February 15, 2013) "Stress Management" Tuskegee University, AL
33. Findley, H. (January 31, 2013) "A systems Approach to Team Building" Tuskegee University, AL
34. Findley, H. (October 5, 2011) "Making the Transition to Supervisor/Manager" Tuskegee University, AL