

T. Hampton Hopkins, Ed.D.
6028 Zinnia Drive
Matthews, NC 28104
704-614-2785
hhopkins@carolina.rr.com
[Google Scholar](#)

EDUCATION

Ed.D.	2007	The University of North Carolina at Charlotte	Educational Leadership (Research Methods)
M.S.	1995	The University of Tennessee at Knoxville	Leadership Studies (Higher Education)
B.S.	1989	Winthrop University	Business Administration (Marketing)

LEADERSHIP EXPERIENCE

2016-Present President
Carolinas College of Health Sciences

As the chief executive officer, work with the board of directors and senior leaders to set the strategic vision for the college and communicate the vision to internal and external stakeholders. Provide executive leadership to achieve the mission of the college and administrative oversight for academic affairs, student affairs, administration and finance, continuing education and alumni relations and development. Select accomplishments:

- Transitioned the college from associate to baccalaureate status
- In collaboration with others, secured external funding via grants, gifts-in-kind, and fundraising in excess of \$390,000.

2001-2016 Dean of Student Affairs and Enrollment Management
Carolinas College of Health Sciences

Provided senior leadership, vision and strategic direction for the student services and enrollment management division of the college. Leadership responsibilities in student affairs included student activities, student development, residential living, orientation, advising, tutoring and academic support, honor code and discipline, disability services, workforce development and placement, and counseling and health liaisons. Leadership responsibilities in enrollment management included admissions, records and registration, student recruitment, retention, distance education and e-learning, and marketing and public relations. Additional responsibilities included articulation of the mission and goals of the department and the college, institutional effectiveness and accountability, development and

administration of budgets, policy development and communication, facility planning and management and prior management of institutional research and financial aid. Served as the senior student affairs officer of the college reporting to the president. Select accomplishments:

- Increased enrollment by 31% since 2001.
- Developed a comprehensive facilities master plan and emergency response plan.
- Developed workforce and career pathways and improved placement of graduates.
- Created the Student Success Center, which was recognized by CCSSE in the report titled *Making Connections*.
- Implemented online student and enrollment management services for new student orientation, registration, transcript requests, student support, and admissions.

1998-2001 Project Manager, Bank Officer
First Union National Bank (now Wells Fargo)

Responsible for leading multiple cross-functional project teams in the implementation of corporate marketing strategy, human resources recruiting, and consumer research. Select accomplishment:

- Successfully managed a large enterprise-wide project (>\$1 million) by completing it on time and under budget.

1997-1998 Volunteer Coordinator
Mecklenburg County Department of Social Services

Developed and facilitated volunteer and employee development activities and served as the lead project manager for trial implementation of meals to homebound adult clients.

1993-1997 Director of Student Life
Pellissippi State Technical Community College

Responsible for the leadership of comprehensive student development functions including leadership development, student activities, student organizations, service and co-curricular learning, new student orientation, and student center operations. Additional responsibilities included partnering with academic affairs in student retention and advising. Supervised professional and student staff and reported to the dean of student affairs. Select accomplishments:

- Created faculty mini-grants to engage faculty and students in service learning.
- Developed a partnership with human resources to create a health and wellness program.

1990-1993 Assistant Director of Student Activities (1991-1993); Program Coordinator (1990-1991)

The University of North Carolina at Asheville

Responsible for the coordination of student activities functions including student leadership, student programming and Greek social organizations. Additional responsibilities included managing the campus activities board, implementing policies and procedures related to the operation of student activities, student center, cultural events, and special concerts and programs, and partnering with athletics in the coordination of intramural activities. Select accomplishments:

- Collaborated with athletics to increase intramural sports and attendance at athletic events.
- Expanded Concerts on the Quad, a summer concert series attracting community members.

TEACHING/CURRICULUM DEVELOPMENT

Courses Taught

City University of Seattle, Associate Faculty (2015-Present)

LDRD 609: Leading Organizational Change

LDRD 630: Ethical Organizational Leadership

LDRD 652: Building Academic Communities through Educational Technology

LDRD 656: Academic Governance in Higher Education

LDRD 657: Academic Governance and Resource Allocation in Higher Education

LDRD 658: Resource Allocation and Higher Education

LDRD 660: Community, Vocational and Technical Colleges

LDRD 662: Student Populations and Experiences

LDRD 664: The Future of Higher Education

LDRD 668: Institutional Assessment and Evaluation

National University, Graduate Faculty (2012-Present)

EDA 641: Leading and Managing Change in Higher Education

EDA 642: Policy and Governance in Higher Education

EDA 644: Higher Education Law and Politics

Montreat College, Adjunct Faculty (2011-2015)

BS 430: Organizational Strategic Planning

ML 542: Strategic Planning

ML 578: Current Issues in Management and Leadership

The University of North Carolina at Charlotte, Associate Graduate Faculty (2007-2013)

ADMN 8000: The American College Student

ADMN 8170: Introduction to the Community College

Carolinas College of Health Sciences, Adjunct Faculty (2006-Present)

GEN 101: Experiential Leadership

GEN 102: Leadership Development

MLS/HTL 206: Special Studies (Introduction to Research Methods)

Pellissippi State Technical Community College, Adjunct Instructor (1994-1996)

FYE 1000: Freshman Year Experience

HUM 1000: Leadership Development

Curriculum and Course Development

National University

EDA 641: Leading and Managing Change in Higher Education

EDA 642: Policy and Governance in Higher Education

EDA 644: Higher Education Law and Politics

EDA 648: Student Services and Enrollment Management

The University of North Carolina at Charlotte

ADMN 8000: The American College Student

ADMN 8000: Leadership and Administration in Higher Education

ADMN 8170: Introduction to the Community College

ADMN 8439: Practicum in Adult Education

Carolinas College of Health Sciences

GEN 101: Experiential Leadership

GEN 102: Leadership Development

IDS 101: College Student Success

MLS/HTL 206: Special Studies (Introduction to Research Methods)

Pellissippi State Technical Community College

FYE 1000: Freshman Year Experience

HUM 1000: Leadership Development

Student-Directed Scholarship

City University of Seattle

Laura V. Carrillo de Anda

Higher Education Administration

Soraya Reyes Guerrero

Higher Education Administration

The University of North Carolina at Charlotte

Connie Johnston

Educational Leadership

Dianne Little

Educational Leadership

Peter Lehmueller

Educational Leadership

Ruth Parker

Educational Leadership

RESEARCH/SCHOLARSHIP

Publications (*peer-reviewed)

*Castle, S. R., Marron, J., & Hopkins, T. (2015). Assessing student learning in courses taught by course authors vs. other qualified instructors. *Proceedings of the 8th International Conference of Education, Research and Innovation*, 4552-4558. Retrieved from <http://library.iated.org/view/CASTLE2015ASS>

Armstrong, S., & Hopkins, H. (2013). Parents as partners: A small college perspective. *Leadership Exchange: Solutions for Student Affairs Management*, 11(2), 16.

*Hopkins, T. H. (2008). Early identification of at risk nursing students: A student support model. *Journal of Nursing Education*, 47(6), 254-259.

Hopkins, T. H. (2007, November). Customer service and student respect: A winning combination. *Leadership Abstracts*, 20(11). League for Innovation in the Community College Web site: <http://www.league.org/publication/leadership/>

Hopkins, T. H. (2007). Development and validation of the College Student Departure Inventory. The University of North Carolina at Charlotte. Unpublished doctoral dissertation.

Hopkins, H. (1996, May). Leadership development in half the time: Creating programs for two-year colleges. *Campus Activities Programming*, 29(1), 55-58.

Hopkins, H. (1995, October). A challenge to managers: Five ways to improve employee morale. *Executive Development*, 8(7), 26-28.

Hopkins, H. (1992, August). Ten steps to planning the perfect event. *Blue Ridge Business Journal*.

Hopkins, H., & Barefoot, K. (1992, November). The natural link: Programmers and food service working together. *The Bulletin of ACUI*.

*Hopkins, H. (1989, December). The three R's of volunteerism: Responsibility, reward and recreation (NACA Prize Papers Competition, 2nd Place). *Campus Activities Programming*.

Hopkins, H. Co-curricular involvement and nontraditional student success: Implications for community colleges. Unpublished Manuscript.

Conference Presentations (*peer-reviewed)

National Presentations

*Hopkins, H., & Marron, J. (2015, March). *Navigating a culture of service excellence*. Paper presented at the National Association of Student Personnel Administrators Annual Conference, New Orleans.

- *Hopkins, H., Dougharty, H., Heida, D., & Sloan, D. (2014, March). *Mid-level institute for small college and university professionals*. Pre-conference workshop presented at the National Association of Student Personnel Administrators Annual Conference, Baltimore.
- *Hopkins, H., Avery, B., Balistreri-Clarke, M., Johnson, L., & Price, J. (2014, March). *Transformers: A panel of CSAOs from small colleges and universities*. Panel discussion presented at the National Association of Student Personnel Administrators Annual Conference, Baltimore.
- *Hopkins, H., Balistreri-Clarke, M., Dougharty, H., Price, J., & Dobberstein, T. (2013, March). *Small colleges and universities roundtable*. Roundtable discussion presented at the National Association of Student Personnel Administrators Annual Conference, Orlando.
- *Marron, J., & Hopkins, H. (2013, March). *The Higher Education Leadership Personal Skill Set (HELPSS)*. Paper presented at the National Association of Student Personnel Administrators Annual Conference, Orlando.
- Hopkins, H. (2011, October). *Developing an online application in SonisWeb: A discussion and model*. Presented at the SonisWeb User Group Meeting, Orlando.
- *Grieve, K., Hopkins, H., McClellan, G., Sachs, M., & Wong, J. (2011). *Students on community: What is it, does it matter, and are we in?* Paper presented at the National Association of Student Personnel Administrators Annual Conference, Philadelphia.
- *Hopkins, H., Dougharty, H., Myers, D., & Heida, D. (2011). *Beyond the white collar: Training non-exempt and student staff*. Presented at the National Association of Student Personnel Administrators Annual Conference, Philadelphia.
- *Hopkins, H. (1996, February). *Leadership development at a two-year college*. Paper presented at the National Association for Campus Activities National Convention, Anaheim, CA.
- *Hopkins, H. (1995, February). *Planning activities for your diverse populations*. Presented at the National Association for Campus Activities National Convention, Nashville, TN.

State/Regional Presentations

- Castle, S. R., Marron, J., & Hopkins, H. (2016, March). *Assessing student learning in courses taught by course authors vs. other qualified instructors*. Paper presented at the National University 2016 Spring Symposium, La Jolla, CA
- *Hopkins, H. (2012, December). *Small college and university division law and policy roundtable*. Roundtable discussion presented at the National Association of Student Personnel Administrators Student Affairs Law and Policy Conference, Charlotte, NC.

- *Little, D., & Hopkins, H. (2012, October). *The man (or woman) in the mirror: Do others see the same leader that you see?* Presented at the North Carolina Community College System Conference, Raleigh.
- Hopkins, H. (2009, November). *Customer service in higher education*. Paper presented at the Charlotte Area Educational Consortium Fall Workshop.
- *Little, D., & Hopkins, H. (2008, March). *Pandemic: The inevitable crises threatening the future of the community college*. Presented at the joint meeting of the North Carolina Association of Community College Instructional Administrators and the North Carolina Student Development Administrators Association, Asheville.
- Hopkins, H. (2005, December). *Early identification of at-risk nursing students*. Poster session presented at the University of North Carolina at Charlotte Doctoral Student Research Forum, Charlotte.
- *Hopkins, H. (2005, October). *Student support team: A collaborative approach to retention*. Paper presented at the Eastern Regional Competency-Based Education Consortium, Myrtle Beach, SC.
- Hopkins, H. (2005, October). *College success for adult students: Adult learning and the role of the educator*. Presented at the Charlotte Area Educational Consortium Annual Conference, Charlotte.
- Hopkins, H. (2003, October). *Providing customer service and demanding student respect: Are they mutually exclusive?* Paper presented at the Charlotte Area Educational Consortium Annual Conference, Charlotte.
- Hopkins, H. (1996, April). *Don't believe everything you hear: Positive programming experiences on small campuses*. Presented at the National Association for Campus Activities Southeast Coffeehouse Conference, Winston-Salem, NC.
- Hopkins H., & Barefoot, K. (1992, October). *The natural link: Programmers and food service working together*. Paper presented at the Association of College Unions International Region 5 Annual Conference, Chapel Hill, NC.

Grants and Other Funding

- Hopkins, H., & Anderson, E. (2007). *Creating a culture of academic integrity on campus*. Charlotte Area Educational Consortium [\$2000].
- Thomasson, S., Hopkins, H., & Terrell, J. (2006). *Learning and accountability reframed: New millennium strategies for success in higher education*. Charlotte Area Educational Consortium [\$2000].

- Hopkins, H. (2005). *Butt Out: Great American Smokeout*. Mecklenburg County Health Department [\$950].
- Hopkins, H., & Masters, S. (2003). *Recruitment and retention grant*. North Carolina Center for Nursing [\$5,000].
- Sheppard, E., Muchane, M., & Hopkins, H. (2003). *Quality education, quality healthcare: Responding to the healthcare worker shortage in the Carolinas*. Duke Endowment [\$300,162].
- Hopkins, H. (1995). *New volunteer opportunities*. Learn and Serve America: Higher Education, U. S. Department of Education [not funded].
- Hopkins, H. (1994). *Alcohol and drug awareness and prevention training for students*. Fund for the Improvement of Postsecondary Education (FIPSE), U. S. Department of Education [not funded].

SERVICE

Service to the Institution

Carolinas College of Health Sciences

2001-Present Member and Chair (2016-Present), President's Council

2001-Present Member and Chair (2016-Present), Leadership Team

2001-2016 Member, Curriculum Committee

2014-2016 Member, Environment of Safety Committee

2016 Planning and Assessment Committee

2008-2015 Member and Chair (2009-2015), Strategic Planning Committee

2008-2010 Member, SACS-COC Accreditation Leadership Team

2004-2009 Chair, Student Support Team

2003-2007 Member, Institutional Effectiveness Committee

2003-2005, Member and Chair (2003-2005), Development Committee
2016-2017

The University of North Carolina at Charlotte

2011 Member, Ad Hoc Committee on Adjunct Faculty Voice in Governance

Pellissippi State Technical Community College

- 1995-1997 Member, Academic and Student Affairs Leadership Team
1995-1997 Member, Student Support Services (TRIO) Steering Committee
1995-1997 Chair, Commencement Committee
1994-1997 Academic Advisor

The University of North Carolina at Asheville

- 1993 Member, Highsmith University Center Design Committee
1992-1993 Academic Advisor
1991 Member, Chancellor Search Committee

Service to the Profession

Editorial Service

- 2006-2010, National Association of Student Personnel Administrators Annual Conference
2012 Proposal Reviewer

Professional Leadership Positions

- 2016-Present American Health Science Education Consortium
Secretary (2017-Present)
- 2015 Southern Association of Colleges and Schools Commission on Colleges
Member, Off-Site Reaffirmation Committee, Student Affairs (2015)
- 2006-2016 National Association of Student Personnel Administrators
Director, Small Colleges & Universities Division (2013-2015)
Volunteer Coordinator, Small Colleges & Universities Division (2008-2012)
State Public Policy Representative, North Carolina (2007-2011)
Member, Annual Conference Program Committee (2011)
Annual Conference Proposal Reviewer (2006-2010, 2012)
Member, Planning Committee, Small Colleges & Universities Institute (2006, 2014, 2016)
- 2002-2013 Charlotte Area Educational Consortium
Chair (2008-2010, 2012-2013)
Treasurer (2006-2008)
- 1993-1996 Association of College Unions International
National Conference Planning Committee (1996)
Region 5 Conference Planning Committee (1993, 1994)
- 1992-1996 National Association of Campus Activities
Volunteer Coordinator, Southeast Region (1996)

Member and Chair (1995), Southeast Region Conference Planning Committee (1992-1995)

Service to the Community

Community Leadership Positions

2017-Present Member, Health Science Academy at Monroe Middle School Advisory Board

2016-Present Mentor and Coach, Patriots Path

2015-Present Member, Charlotte Chamber of Commerce Workforce Development and Education Committee

2014-Present Member, Carolinas HealthCare System Diversity and Inclusion Task Force

2016, 2018 Faculty, Carolinas HealthCare System Diversity Certificate Program

2011-2016 Member and Chair (2013-2016), Matthews United Methodist Church Staff Parish Relations Committee

2009-2013 Member, Carolinas HealthCare System Leadership Development Institute (LDI) Curriculum Committee

2014-2017 Member and Vice Chair (2016-2017), Hawthorne Academy of Health Sciences Advisory Board

2007-2008 Member and Executive Committee (2008), Charlotte Mecklenburg Senior Centers Board of Directors

2007-2008 Chair, Town of Stallings Transportation Advisory Board

2007 Member, Charlotte Chamber of Commerce, One College Initiative Planning Committee

2005-2007 Member, Charlotte Metro Credit Union, Regional Advisory Board

1999-2002 Member and Chair (2002), Town of Matthews Planning and Zoning Board

1999-2002 Member and Board of Directors (2002), Matthews-Mint Hill Rotary Club

1998-2003 Volunteer and Board of Directors (1999-2003), Matthews Alive Festival

Workshops, Invited Presentations and Speaking Engagements

- Welp, M., & Hopkins, H. (2017, May). *White men as full diversity partners*. Presented at the Carolinas HealthCare System 15th Annual Diversity Symposium, Charlotte, NC.
- Hopkins, H. (2016, October). *Unconscious bias and micro-inequities*. Presented at the Carolinas HealthCare System Diversity Certificate Program, Charlotte, NC.
- Hopkins, H. (2016, October). *Education and the new graduate: Transitioning from college to career*. Keynote address delivered at the Carolinas HealthCare System Annual Nurse Educator Symposium, Charlotte, NC.
- Hopkins, H. (2015, April). *The culturally competent care provider*. Presented at the Carolinas HealthCare System 13th Annual Diversity Symposium, Charlotte, NC.
- Hopkins, H. (2015, January). *The effect of leading from the middle*. Keynote delivered at the Catawba Valley Community College Supervisor Academy, Hickory, NC.
- Hopkins, H. & Little, D. (2014, June). *Communication*. Workshop conducted for Plastics Color Corporation, National Sales Meeting, Greensboro, NC.
- Hopkins, H. (2014, March). *Effective communication*. Keynote delivered for the Center for Primary Care, Annual Partner Dinner, Augusta, GA.
- Hopkins, H. (2013, October). *Leadership and potential*. Keynote address delivered at the Phi Theta Kappa Induction Ceremony, Charlotte, NC.
- Hopkins, H. (2013, June). *Team building in the sales environment*. Workshop conducted for Plastics Color Corporation, National Sales Meeting, Albemarle, NC.
- Hopkins, H. (2013, June). *Life in the fast lane: Social media in the classroom*. Presented at the Carolinas College Faculty Development Workshop, Charlotte.
- Hopkins, H., Knudson Carl, T., & Waite, Z. (2012, November). *Student support, safety, and success at the smallest of the smalls: Creating a supportive and prepared small college campus*. Webinar presented via the National Association of Student Personal Administrators Small College Division.
- Hopkins, H. (2010 - 2017, April). *Ethical leadership*. Keynote address delivered at the Catawba Valley Community College Student Leadership Institute, Hickory, NC.
- Hopkins, H. (2009, April). *Personal leadership styles*. Keynote address delivered at the Catawba Valley Community College Student Leadership Institute, Hickory, NC.
- Hopkins, H., McCabe, D., Stell, L., Carl, D., & Sullivan, K. (2008, April). *Creating a culture of academic integrity on campus*. Moderated a panel discussion, Carolinas College of Health Sciences, Charlotte, NC.

Hopkins, H. (2008, January). *Customer service and student respect: A winning combination*. Keynote address delivered at the Itawamba Community College Professional Development Day, Fulton, MS.

Hopkins, H. (2004, August). *Strategies for effective advising: Understanding the changing student population*. Presented at the Carolinas College of Health Sciences Faculty Meeting, Charlotte.

Hopkins, H. (1995, November). *Team-building in the classroom*. Workshop conducted for the University of Tennessee Chapter of the American Association of University Professors, Knoxville, TN.

Hopkins, H. (1994, May). *Volunteer communications: How to manage conflict*. Workshop conducted for the Center for Neighborhood Development, Knoxville, TN.

HONORS, AWARDS AND SELECTED PROFESSIONAL DEVELOPMENT

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| 2018 | Pillar of the Profession, National Association of Student Personnel Administrators |
| 2017 | President's Excellence in Teaching Award, City University of Seattle |
| 2012 | Introduction to the Incident Command System for Higher Education (ICS 100) |
| 2012 | National Incident Management System (NIMS): An Introduction (ICS 700) |
| 2010 | Carolinas College of Health Sciences Student Success Center was recognized by CCSSE in the report titled <i>Making Connections</i> |
| 2007 | Recipient of the University of North Carolina at Charlotte College of Education Outstanding Research Proposal Design Award |
| 2007 | Recipient of the University of North Carolina at Charlotte College of Education Legacy for Leadership Outstanding Dissertation Award |
| 1997 | Outstanding Service Award, Mecklenburg County Department of Social Services Visioning Conference |
| 1995 | Finalist, Pellissippi State Technical Community College Innovations Award |
| 1994 | Phi Theta Kappa Leadership Development Program, Instructor Certification |

PROFESSIONAL MEMBERSHIPS

2017-Present American Council on Education

2016-Present American Health Science Education Consortium (Executive Council 2017-Present)

2002-Present National Association of Student Personnel Administrators (Board of Directors 2013-2015)