

# MICHAEL WADE

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## EDUCATION

### **Master of Arts in Organizational Leadership**

Cornerstone University, Grand Rapids, Michigan  
May 2019

### **Bachelor of Science in Business Administration**

Ferris State University, Big Rapids, Michigan  
May 2006

## PROFESSIONAL EXPERIENCE

### **Senior Associate Director for Recruitment, Access, and Community Engagement**

Office of Undergraduate Admissions, Division of Enrollment Management  
*University of South Carolina, Columbia, South Carolina*  
2019 to present

#### Key Responsibilities

- Direct specialized student recruitment and yield strategies that complement the department's recruitment and communication plans.
- Collaborate with enrollment management peer leaders, campus, and community partners to ensure the successful implementation of a comprehensive strategic recruitment plan.
- Serve on the admissions leadership team and contribute towards tactical and policy-driven decisions for the office.
- Develop and lead training for admissions staff and application review staff that promote a culture of fair and balanced practices.
- Lead special projects involving recruitment and admissions research, and brief university faculty and staff partners on market trends in the admissions landscape related to the recruitment of a well-rounded student body.
- Participate in on- and off-campus recruitment events, support admissions application and scholarship review, as well as interview and counsel students and families.

### **Assistant Director**

Office of Multicultural Student Services, Division of Student Affairs  
*Ferris State University, Big Rapids, Michigan*  
2009 to 2019

#### Key Responsibilities

- Managed the implementation of programming events and outreach related to the department's function and mission.
- Coordinated various cultural heritage celebrations for the campus community and external stakeholders.
- Supported the director in the administration of ongoing and new initiatives that support student development and retention.
- Developed assessment of departmental efforts and reported data annually to divisional and institutional leaders.
- Trained, supervised, and evaluated student staff, interns, and graduate assistants.
- Designed and managed the department's marketing materials, website, and social media.

**College Day & Special Programs Coordinator**

Office of Multicultural Student Services, Division of Student Affairs  
Ferris State University, Big Rapids, Michigan  
2006 to 2009

Key Responsibilities

- Developed and implemented the college readiness curriculum for the state & federally funded grant.
- Facilitated workshops, college tours, and summer camps each year for a cohort of over 800 students.
- Provided supervision, leadership, and training for high school site administrators, and for the summer program's student staff and interns.
- Supported the director with the submission of annual performance grant reports, and with quarterly, and annual grant budget requests.

**TEACHING EXPERIENCE****Instructor, University 101, University 201**

University 101 Programs, Division of Student Affairs and Academic Support  
University of South Carolina, Columbia, South Carolina  
2022 to present

- Teach a three-credit-hour seminar course for first year undergraduate students in their first semester at USC Columbia.
- Design and plan instruction alongside a peer leader that helps students to foster academic success, develop and connect with the university, and that promotes personal development, well-being, and social responsibility.
- Evaluate, grade, and provide feedback to students on assignments one-on-one and through Blackboard.

**EDUCATION / TRAINING**

Enrollment Leadership Academy. *College Board*. 2024 to Present.

Dialogue for Belonging Program. *University of South Carolina*. 2024.

Managing High Performing Teams Certificate. *University of South Carolina*. 2023.

Emerging Leaders Program. *University of South Carolina*. 2022.

LEAD: Supervisory Essentials Certificate Program. *University of South Carolina*. 2021.

**PRESENTATIONS / WORKSHOPS****Student Development**

- "USC Male Professionals Panel Discussion". *TRIO Opportunity Scholars Male Initiative*. University of South Carolina, Columbia SC. March 2023.
- "Why KNOT? Professional Dress in Society Today". *Office of Multicultural Student Affairs' Brother to Brother Black Male Initiative: Cuts and Conversations Series*. University of South Carolina, Columbia, SC, March 2023.
- "Dress for Success & Resume Workshop". *Student Life*. University of South Carolina, Columbia, SC, January 2023.

- “Getting Ready for College and Finding Your Fit”. *The 4th annual Successteam Leadership Academy for Young Men*. University of South Carolina-Aiken, Aiken, SC, June 2022.
- “Real Talk: Black Male Experiences at a PWI Panel Discussion”. *TRIO Opportunity Scholars Program*. University of South Carolina, Columbia, SC, February 2022.
- “Dress For Success”. *Office of Multicultural Student Affairs' Brother to Brother Black Male Initiative: Cuts and Conversations Series*. University of South Carolina, Columbia, SC, February 2022.
- “Challenges, Choices, and Changes”. *Office of Multicultural Student Affairs' Brother to Brother Black Male Initiative: For the Brothers Retreat*. White Oak Conference Center, Winnsboro SC, February 2020.
- “Leadership: Lessons Learned from Multicultural Student Advising & Support”. *College of Pharmacy Honor Society Induction Ceremony*. Ferris State University, Big Rapids, MI, February 2019.
- “Becoming a Culturally Competent Pharmacist”. *College of Pharmacy Dean's Advisory Board Awards Reception*. Ferris State University, Big Rapids, MI, April 2019.
- “Challenges, Choices, and Changes”. *Office of Multicultural Academic Student Services' Men About Change Game Changers Summit*. Central Michigan University, Mt. Pleasant, MI, February 2018.
- “What Is Achievement?”. *The 3rd annual African American Male Achievement Conference*. Grand Rapids Community College, Grand Rapids, MI, March 2018.
- “Multicultural Student Support and Advocacy”. *Residence Life Resident Advisor Training*. Ferris State University, Big Rapids, MI, August 2009 to August 2019.

### **Enrollment Management**

- “Discover Pathways to the UofSC”. *South Carolina annual TRIO Fall Conference*. Midlands Technical College, Columbia, SC, October 2021.
- “The High School Pipeline is Shrinking: It's Time for Higher Ed to Expand Theirs”. *CampusLogic Shift Summit: Student Financial Success Conference for Higher Education Leaders*. Virtual, June 2021.
- “Shaping the Future of the University Of South Carolina: Demographic and Enrollment Trends That Impact Our Student Body”. *2020 System Advisors' Educational Conference*. University of South Carolina, Columbia, SC, February 2020.
- “Shaping Your Class for Diversity Goals”. *CampusLogic - RaiseMe Executive Enrollment Webinar Series*. Virtual, September 2020.
- “Recruiting Diverse Talent - Casting A Wider Net”. *The Southern Association of Colleges and Employers, Inc. Annual Conference*. Virtual, December 2020.

**Academic Course Presentations**

- “Race Matters”. *College of Arts & Sciences Communications Spring semester 366: Diversity and Communication course*. Ferris State University, Big Rapids, MI, August 2009 to August 2019.
- “First Thoughts: How to Build Cultural Competency”. *Retention and Student Success Academic Literacies Center's annual Student Success Speaker Series*. Ferris State University, Big Rapids, MI, August 2009 to August 2019.

**Faculty & Staff Development**

- “Radical Candor: A Tool for Transparent and Transformative Team Success”. *The Collegiate Information & Visitor Services Association's (CIVSA) Region V Workshop*. University of South Carolina, November 2024.
- “Teaching Experience Workshop Panel”. *University 101 Programs*. University of South Carolina, Columbia SC. July 2024.
- “Teaching Experience Workshop Panel”. *University 101 Programs*. University of South Carolina, Columbia SC. July 2023.
- “Collaborative Leadership in Action: Developing Strategic Partnerships for Multicultural Recruitment and Retention”. *National Association of Student Personnel Administrators (NASPA) South Carolina State Conference*. Claflin University, Orangeburg, SC, May 2023.
- “Being a Diversity & Inclusion Leader”. *Staff Center for Training and Development's Employee Leadership Development Program*. Ferris State University, Big Rapids, MI, November 2018.
- “Class, Community and Climate Panel Discussion”. *Faculty Center for Teaching and Learning's New Faculty Transition Program*. Ferris State University, Big Rapids, MI, October 2017.

**PUBLICATIONS**

Schroeder, R., Chaney, M., Wade, M. (2012). The Phoenix of Cooperation: How a Collaborative Team Can Rise from the Ashes of a Campus Political Disaster. *Environments for Student Growth and Development: Libraries and Student Affairs in Collaboration*, 1, 211-218. Association of College and Research Libraries, a division of the American Library Association.

**RECOGNITIONS / AWARDS**

Nominee, University 101 M. Stuart Hunter Award for Outstanding Teaching. *University of South Carolina*. 2022, 2023, 2024.

Recipient, Student Affairs Student First Award. *Ferris State University*. 2016.

Recipient, Academic Affairs Diversity Enhancement Award. *Ferris State University*. 2013.

Recipient, Vice President for Diversity & Inclusion Office Social Justice Award. *Ferris State University*. 2010.

**UNIVERSITY AFFILIATIONS & APPOINTMENTS**

Office of Access and Opportunity Dialogue for Change Advisory Committee. University of South Carolina. 2024 to Present.

Office of the Provost Transfer Student Advisory Council. University of South Carolina. 2019 to Present.

Office of Undergraduate Admissions Academic Recruitment Council. University of South Carolina. 2019 to Present.

Office of Undergraduate Admissions College Access Advisory Council. University of South Carolina. 2019 to Present.

University Strategic Plan Student Success & Enrollment Committee. Ferris State University. 2018 to 2019.

Ferris State Athletics Gender Equity Taskforce. Ferris State University. 2017 to 2018.

University Enrollment Taskforce. Ferris State University. 2015 to 2016.

Diversity and Inclusion Office Diversity and Inclusion Plan Workgroup. Ferris State University. 2014 to 2016.

Athletics Athletic Advisory Committee. Ferris State University. 2013 to 2019.

University College Achievement Gap Taskforce. Ferris State University. 2013 to 2014.

**PROFESSIONAL CONFERENCES AND ORGANIZATIONS**

National Association of Student Personnel Administrators

National Association for College Admission Counseling

Southern Association for College Admission Counseling

American Association of Collegiate Registrars and Admissions Officers

**COMMUNITY / SERVICE AFFILIATIONS**

Alpha Phi Alpha Fraternity, Inc.

Ferris State University Alumni Association