

**KENYA LeNoir MESSER, Ed.D.**

Assistant Professor, Higher, Adult and Lifelong Education (HALE)  
Michigan State University  
620 Farm Lane, Room 423 Erickson Hall, East Lansing, MI 48824-1034  
[messerke@msu.edu](mailto:messerke@msu.edu) / 646-528-0600

**EDUCATION:**

**Ed.D.**, Columbia University, Teachers College, 2008  
*concentration* Higher Education Administration  
John Dewey Scholar  
Fellow of the US/UK Exchange, University of London, and Teachers College

**M.A.**, Columbia University, Teachers College, 2004  
*concentration* Counseling and Student Personnel Administration

**B.S.**, Union College NY, 1990  
*major* Psychology  
Inducted into the Delphic Honor Society

***International Study and Research***

College Year in Athens, Athens, Greece, 1990  
Loyola University Graduate School of Education, Rome, Italy, Summer 1995  
University of London, Institute for Education, London, England, Summer 1998  
University des Antilles, French W.I., Martinique and Guadeloupe, September 2015 to present

**TEACHING EXPERIENCE:**

*Assistant Professor*, EAD 805 Administration of Higher Education, HALE, College of Education, Michigan State University, 2022 to present.

*Assistant Professor*, EAD 871 Collegiate Contexts of Teaching and Learning, HALE, College of Education, Michigan State University, 2022 to present.

*Assistant Professor*, EAD 882 Seminars in Higher Education Administration, HALE, College of Education, Michigan State University, 2022 to present.

*Assistant Professor*, EAD 850 Issues and Strategies in Multicultural Education, HALE, College of Education, Michigan State University, 2023 to present

*Instructor*, ELRC 7600 An Exploration of Race and Gender in American Higher Education, College of Human Sciences and Education, Louisiana State University, 2018 to 2019.

*Co-led, Study Abroad*, Louisiana to the Caribbean: A Comparative Survey of Culture, Music, Food, the Environment, and the Slave Economy. College of Humanities and Social Sciences, Louisiana State University and the Université des Antilles, Martinique & Guadeloupe, 2015 to 2019.

*Lecturer*, Diversity 101, Law Tutors Clinic, Paul M. Herbert Law School, Louisiana State University, 2017 to 2019.

*Adjunct Professor*, Dissertation Advisor, Union University, OH, 2016 to 2018.

*Instructor*, First Year Seminar: Strategies for College Success, Wilberforce University, 2006 to 2008.

*Instructor*, Intercollegiate Partnership Program, Barnard College and LaGuardia Community College, Summers 1997, 1998.

*Teaching Assistant*, Community Collaboration Program, Columbia Business School, Summers 1994, 1996.

### **RESEARCH AND CONSULTING EXPERIENCE:**

*Consultant*, Success Labs, 2016 to 2019. Conducted executive coaching, professional development and team building sessions focused on organizational leadership, diversity, equity and inclusion, and emotional intelligence for corporations and non-profit agencies.

*Consultant*, Latimer Education Inc., 2010 to 2012. Conducted research and provided data analysis for strategic visioning and planning. Developed student services, enrollment, and retention models for client institutions. Researched and made recommendations about learning management systems and other technological platforms. Wrote and developed curriculum for Psychology courses. Prepared reports and demographic and higher education trend data for CEO and COO. Assisted CEO, COO and CAO with special projects and presentations pertaining to student access, affordability, and success, to institutional leaders and state and federal agencies.

*Principal Investigator*, Wilberforce University, National Minority Male Health Project (NMMHP) sponsored by the U.S. Office of Minority Health, in consortia with Morehouse College, 2006 to 2010. Responsible for investigating health disparities among minority men in southwestern Ohio. Research focused on eliminating disparities through early intervention and education of adolescent and young adult males about linkages between participation in high-risk behaviors, low college persistence and poor long-term health. Utilized data to advocate for increased funding and support from state and federal agencies. Responsible for implementation, evaluation, and successful re-awarding of the grant.

*Co-Principal Investigator*, Wilberforce University, Title III Program, U.S. Department of Education, 2006 to 2010. Responsible for the investigation of strategies to enhance the retention and success of students enrolled in Wilberforce University. Managed the implementation and evaluation of all retention and support programs and program staff through the duration of the grant. Was responsible to the DOE for the annual review, successful re-application, and re-awarding of the grant.

*Faculty Advisor/Project Director*, Wilberforce University/University of Pittsburg, Vira I. Heinz Program (VIH), 2006 to 2009. Responsible for managing and evaluating the Wilberforce partnership with the VIH Program for Women in Global Leadership that

prepared women for tomorrow's global challenges by offering unique opportunities for study abroad, international experiences, leadership development and community service.

*Research Associate/Co-Investigator*, School of Oral and Dental Surgery, Columbia University College of Physicians and Surgeons, 1996 to 2000. Conducted an extensive study of the racial and social environmental climate of the dental school. Facilitated the advisory committee's implementation of recommendations and outcomes from the study.

*Research Assistant*, Dr. Dawn Person, Higher Education Administration Program, Teachers College, 1996 to 1997. Managed data collection and analysis. Participated in all aspects of grant and report writing. Served as principal assistant on research projects focusing on retention, multiculturalism, student cultures and evaluation and program assessment within higher education.

*Research Associate*, William Penn Foundation, William Penn Project, Teachers College, 1995 to 1997. Assisted with a research project funded by the National Science Foundation and the William Penn Foundation aimed at studying the retention of Black and Latinx students in Math, Science, and Engineering majors at sixteen institutions of higher education east of the Mississippi River.

## **PUBLICATIONS:**

### ***Book Chapters***

LeNoir Messer, K. (2006). Black male student athletes' issues and strategies for success. In M. Cuyjet (Ed.), *Black Men in College*. Wiley and Sons.

LeNoir, K., & Person, D. (1997). Retention issues and models for the African American male student athlete. In M. Cuyjet (Ed.), *Helping African American Males Succeed in College*. Jossey Bass.

### ***Edited Publications***

LeNoir Messer, K. (Ed.), Louisiana State University Annual Diversity Impact Report. (2015, 2016, 2017, 2018)

LeNoir Messer, K. (Ed.), University of Pennsylvania Parent and Family Handbook. (2013, 2014, 2015)

LeNoir, K. (Ed.), Columbia Parent and Family Handbook. (2002, 2003)

Person, D., & LeNoir, K. (1997). The Columbia School of Oral and Dental Surgery Campus Climate Study. Columbia School of Oral and Dental Surgery.

## **SELECTED PROFESSIONAL PRESENTATIONS:**

New Orleans Entrepreneur Week, Talent Pipelines and Partnerships Higher Education Leaders Panel, New Orleans, LA. March 2022.

Louisiana Board of Regents Trusteeship Symposium, President's Panel, Baton Rouge, LA. March 2020.

Diversity in Philanthropy, CASE District IV Conference, Dallas, TX. February 2019.

Pathways to Leadership in Higher Education, Association of Blacks in Higher Education Conference, New Orleans, LA. March 2018.

Louisiana Queer Conference Welcome Address, Baton Rouge, LA. April 2016.

Preparing for Lifelong Learning, Women's History Month Keynote Address, Blue Cross, Blue Shield of Louisiana, Baton Rouge, LA. 2016.

An Examination of High-Risk Behavior Participation and the Impact on African American Student Persistence in College, Educational Policy Institute International Conference on Student Retention, San Diego, CA. May 2008.

Assessment, Evaluation and the Importance of Data Based Decision Making in Planning and Development, UNCF Institute for Capacity Building Annual Meeting, Atlanta, GA. July 2007.

Thriving in Change: A Core Competency in the New Millennium, Conference Program, National Association of Student Personnel Administrators Conference (NASPA), Tampa, Florida. March 2005.

#### **EXECUTIVE LEADERSHIP AND ADMINISTRATIVE EXPERIENCE:**

**President and CEO, Louisiana Association of Independent Colleges and Universities (LAICU),** Baton Rouge, LA, November 2019 to August 2022.

**Associate Vice Provost,** Office of Diversity, Equity and Inclusion, **Louisiana State University,** Baton Rouge, LA, March 2015 to October 2019.

**Director,** Office of Parent Outreach and Development, **University of Pennsylvania,** Philadelphia, PA, August 2012 to March 2015. Member of the Assistant Vice President for Undergraduate Programs 5-person senior leadership team & member of the \$4.3 billion dollar Making History campaign team.

**Vice President,** Division of Student Development and Enrollment Management, **Wilberforce University,** Wilberforce, OH, August 2005 to September 2009. Member of the President's 6-person cabinet.

**Associate Dean and Chief of Staff,** Division of Student Affairs, **Columbia University,** New York, NY, 2001 to August 2004. (Served as Assistant Dean 2000-2001 and was promoted).

**First Year Dean,** First Year Class Center, **Columbia University,** New York, NY, 1998 to 2000. (Promoted to Assistant Dean).

**Associate Director of Student Life and Residence Director**, Dean of Students Office, **Barnard College**, New York, NY, 1994 to 1996.

**Admissions Counselor, Coordinator of Minority Student Recruitment**, Office of Admissions, **St. John Fisher College**, Rochester, NY, 1990 to 1992.

**AWARDS AND HONORS:**

2024 MSU Alliance for Africa Partnership Program inaugural cohort of Africa Global Partnership Scholar

2023 National Center for Faculty Development and Diversity (NCFDD) Faculty Success Program

2021 Influential Woman in Business, Baton Rouge Business Report, 2021

New Orleans 500 Influential, Involved and Inspiring Leaders, Biz New Orleans, 2021

AAI Executive Leadership Academy Fellow, Washington, DC, 2019

Council for A Better Louisiana (CABL) Leadership Louisiana Cohort, 2019

Transition Team subcommittee, Baton Rouge, Mayor President Weston Broome, 2017

National Diversity Council Women's Leadership Symposium, 2016

Alumni Leadership in Service Award, Union College, 2015

Delegate, Consulate General of France, Louisiana Delegation, Martinique & Guadeloupe W.I., 2015

Inducted into the Consortium of Doctors, LTD, 2012

National Minority Male Health Project, U.S. Office of Minority Health

Urban League Black Leadership Development Program, 2005

National Association of Student Personnel Administrators (NASPA) Senior Student Affairs Officers Institute, 2002

**MEMBERSHIPS, CERTIFICATIONS AND CIVIC ENGAGEMENT:**

Jr. Faculty Mentor, Sister Circle, Michigan State University

Trustee, Executive Committee, Admissions and Enrollment Chair, Union College, NY

Trustee, New Orleans Museum of Art (NOMA)

Chair, Union College Terrace Council

Trained Facilitator, National Coalition Building Institute (NCBI)

Certified, Emergency Management Institute, US Department of Homeland Security

***Past Board Memberships & Affiliations:** Episcopal School Board of Trustees, Rotary Club of Baton Rouge, Center for Planning Excellence (CPEX), United Negro College Fund Regional Leadership Council (UNCF), Louisiana STEM Council, Council for the Advancement and Support of Higher Education (CASE), Council of Independent Colleges (CIC), National Association of Independent Colleges and Universities (NAICU), American Council on Education (ACE), National Association of Diversity Officers in Higher Education (NADOHE), National Association of College Admissions Counselors (NACAC), Association of International Educators (NAFSA), National Association of Student Personnel Administrators (NASPA), Junior League of NYC, Junior League of Dayton, Urban League of Dayton (Life Member), Association of Higher Education Parent Programs Professionals (AHEPPP), UNCF Institute for Capacity Building Program Board, Parent Fund Lead (Old Trail School, St. Peter's School, Episcopal School), Campus Ministry Lead, United Christian Faith Ministries, March of Dimes Mother's March Volunteer.*