

Dr. Solomon Tention



Dr. Solomon Tention serves as an *Assistant Professor of Advanced Studies, Leadership, & Policy at Morgan State University*. Prior to his role at Morgan State, Dr. Tention served in senior leadership roles at Dallas College to include, Sr. Director of Pre-Award/ Grant Monitoring & Continuity, Associate Dean of Academic Compliance, Associate Dean of Educational Partnerships & Programs, and Senior Manager for the SSEM Division. Prior to coming to Dallas College, Dr. Tention joined Dallas College from Noodle Partners, where his primary responsibility included developing and launching online student affairs programs and services for various graduate schools around the country.

Dr. Tention has also served in other Higher Education roles to include; Director for Student Engagement, Title IX Coordinator, Student Conduct Administrator, Campus Director, and Adult Education Instructor. Dr. Tention's experience also expands across various instructional capacities within K12 and post-secondary settings. He began his education career as a HS/MS teacher, and now serves as a faculty member at both the undergraduate and graduate level.

Dr. Tention has authored several publications and has presented at a variety of national conferences, emphasizing student success and retention. As a current member of the Review Board for the Journal of Underrepresented and Minority Progress, Journal of Student Affairs, and Journal Research Initiatives, Dr. Tention maintains a research agenda that focuses on Student Affairs, Cultural Competency, Diversity & Inclusion, Social Capital, Educational Psychology, Internationalization, Social Justice, Community Colleges, and Student Success. Dr. Tention earned a Bachelor of Arts in Sociology, a Master of Education in General Education Leadership, a Doctor of Education in Higher Education Leadership, and is an alumnus of the American Association of Community College's John E. Roueche Future Leader's Institute, ACPA Institute for Aspiring Senior Student Affairs Officers, NAPE Equity Institute, and Advancement Services Institute.

Foundational Quote: *"Success is a ladder that cannot be climbed with your hands in your pocket"*

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- [Linkedin Profile](#)

EDUCATION & PROFESSIONAL EXPERIENCE

EDUCATION

Trident University, Cypress, CA

Accreditation: WASC

Doctor of Education: Higher Education Leadership

Dissertation Defense: September 30th, 2016

Dissertation Focus: Cultural Competency & Student Success

Liberty University, Lynchburg, VA

Accreditation: SACSCOC

Master of Education: Teaching and Learning: General Education Leadership & Instruction

Nicholls State University, Thibodaux, LA

Accreditation: SACSCOC

Bachelor of Arts: Sociology

Associate of Applied Science: Interdisciplinary Studies

PROFESSIONAL INSTITUTES

Council for Advancement & Support of Education (CASE)

Advancement Services Institute, Summer 2023

National Alliance for Partnerships in Equity

Equity Institute, Spring 2023

American College Personnel Association

The ACPA Institute for Aspiring Senior Student Affairs Officers- Fall 2018

American Association of Community Colleges

AACC John E. Roueche Future Leaders Institute (FLI) - Fall 2017

(Institute Competencies: Organizational Strategy, Institutional Finance, Research, Fundraising and Resource Management, Communication, Community College Advocacy)

North Texas Commission Foundation Emerging Leaders of North Texas, Fall 2023

CERTIFICATIONS

Essentials of Nonprofit Board Governance Certification

Governance with Equity: DEI for Nonprofit Boards Certification

EVALUATION EXPERIENCE

ATE Fellowship (February 2025- Pres)

- **Fellowship Summary:** The National Science Foundation's Advanced Technological Education (ATE) Program students at two-year colleges get high-paying, highly skilled jobs. EvaluATE serves as the ATE program's evaluation hub. The ATE Evaluation Fellowship supports experienced evaluators who identify as Black, Brown, and Indigenous to work on evaluations of ATE projects. This initiative responds to two areas of need within the ATE community: a larger pool of qualified evaluators and increased diversity of ATE evaluators. Diversifying the pool of ATE evaluators aligns with NSF's aim to broaden participation in STEM.

Sr. Director, Pre-Award & Grants Management Compliance (GMC)

- Led the design and implementation of comprehensive evaluation plans for the Carl Perkins Comprehensive Local Needs Assessment (CLNA) across **two funding cycles**, ensuring alignment with federal reporting requirements and institutional priorities.
- Developed and executed the full evaluation cycle for the **Perkins Leadership Grant**, optimizing outcomes reporting and demonstrating program impact. Evaluation findings informed reallocation of grant resources and contributed to successful re-application for second-round funding.
- Spearheaded grant monitoring and evaluation compliance for over **\$300M in awarded funds per cycle**, creating customized evaluation tools to support performance tracking and federal/state audit readiness.
- Created and deployed a **Grant Evaluation Matrix**, identifying and remediating "Red Zone" grants at risk, significantly improving grant performance and reporting compliance.
- Applied mixed-methods evaluation designs (survey data + stakeholder interviews) to assess implementation fidelity and program outcomes.

PI Consultant, Trivium Consulting, LLC

- Designed a robust, outcomes-focused **evaluation plan** for a National Science Foundation (NSF) grant proposal at a regional community college, integrating formative and summative assessment frameworks to measure innovation and scalability.

Director of Student Engagement, South Louisiana Community College

- Led the evaluation strategy for a **Predominantly Black Institutions (PBI) Center for Minority Excellence Grant** (\$500,000 awarded in Spring 2016), aligning project objectives with institutional equity and student success goals.
- Oversaw administration and analysis of the **OSE Student Experiences Survey** and **Noel-Levitz Student Satisfaction Survey**, transforming raw data into actionable insights for grant reporting and continuous improvement.
- Collaborated across departments to ensure integrity and completion of evaluation components using third-party instruments, demonstrating leadership in evaluation implementation and stakeholder communication.

PROFESSIONAL EXPERIENCE

Morgan State University

Organization Description: Morgan State University, founded in 1867, is a Carnegie-classified high research (R2) institution offering more than 140 academic programs leading to degrees from the baccalaureate to the doctorate. As Maryland's Preeminent Public Urban Research University, and the only university to have its entire campus designated as a National Treasure by the National Trust for Historic Preservation.

School of Education & Urban Studies

August 2024- Pres

Program: MA/EDD/ PHD Community College Executive Leadership

Assistant Professor of Advanced Studies, Leadership, & Policy

Dallas College- Central Office

Organization Description: Since 1965, we have served more than three (3) million students. Dallas College formerly known as the Dallas County Community College District (DCCCD) is one of the largest community college systems in the state of Texas, with a student enrollment of approximately 80,000 students and includes seven campuses located around the Dallas/Fort Worth area.

Sr. Director of Pre-Award / Grant Monitoring & Continuity

May 2022- July 2024

Associate Dean for Academic Compliance

February 2021- May 2022

Associate Dean for Educational Partnerships & Programs

July 2020- February 2021

Sr. Manager for Student Affairs & Enrollment Management

November 2019-July 2020

Noodle Partners

November 2018-November 2019

Student Affairs Lead- Division of Student Affairs & Learning

South Louisiana Community College

November 2015—November 2018

College Description: SLCC serves approximately 13,000 students across 8 regional campuses. The college is 15th out of the top 100 institutes of higher education awarding associate degrees and is also among the top 100 issuing one-year certificates leading to employment.

Director of Student Engagement (Title IX Coordinator, ADA Coordinator, Student Conduct, Coordinator, Graduation Coordinator)

Campus Director/Student Services

March 2014-August 2016

Adjunct Adult Education Instructor-- Division of Academic Affairs

December 2013-March 2014

Assembly School, New Iberia, LA

Secondary Teacher

May 2013-January 2014

Founding Head Football Coach/Associate AD

May 2013- June 2014

West St. Mary High School, Baldwin, LA

August 2012- May 2013

Secondary Teacher/ Assistant Athletic Coach

AMI Kids Alternative Charter School, Thibodaux, LA

May 2011-May 2012

AMI Career Mentor/Instructor

PROFESSIONAL INTERNSHIPS/FELLOWSHIPS

Louisiana Governor's Office, Baton Rouge, LA January 2011-May 2011
Nicholls State Policy Research Fellow-Office on Women's Policy

Nicholls State University Student Programming, Thibodaux, LA May 2011-May 2012
Student Programming Association Chairperson

Nicholls State University-, Thibodaux, LA January 2010-December 2010
Andrew Price Alternative School -Behavior Interventionist Intern

West Thibodaux Middle School, Thibodaux, LA June 2011-November 2011
Assistant Football Coach

University of Tennessee –Chattanooga, Chattanooga, TN Summer 09' 10', 11'
Upward Bound Math Science Fellow/College Prep Seminar Instructor

Houma School, Houma, LA May 2010-December 2010
Assistant Athletic Coach – Football, Soccer

COMMITTEE EXPERIENCE

- SLCC Foundation's Faculty & Staff Annual Appeal (Fall'14/ Fall '15)
- SLCC Chancellor's Cabinet (SP 14')
- SLCC Hiring Committee (SP 14', FA14' SP15' FA15' SP16')
- SLCC Strategic Planning Steering Committee (SP15', FA15', SP16')
- SLCC Carl Perkins Grant Review Committee (SP15')
- SLCC Non-Traditional Recruitment Committee (SP15', FA15', SP16')
- SLCC Admissions / Enrollment Systems Committee (SP15', FA15', SP16')
- SLCC Perkins Grant Funding Special Populations Committee (SP15')
- SLCC Commencement Planning Committee (SP15', FA15', SP16)
- SLCC Chair- Internationalization Committee (SU 16')
- SLCC Chair- Judicial Hearing Committee (SU 16')
- SLCC Chair- New Student Orientation Advisory Council (SU 16')
- SLCC Chair- Title IX Steering Committee (SU 16')
- SLCC Chair- Student Engagement Advisory Council (SU 16')
- Community College for International Development (CCID)- Werner Kabush Award- Review Committee (FA16')
- Retention & Completion Council (SP17')
- SLCC Strategic Enrollment Management Council (SP18')

PROFESSIONAL DEVELOPMENT/PRESENTATIONS/ PUBLICATIONS

Relevant Professional Development:

- Quality Matters: Applying the QM Rubric Certificate
- LCTC Annual Conference (March 2014, March 2015)
- Community College for International Development: Latin America & Caribbean Forum- Summer Regional Forum 2016- San Antonio, TX
- LCTCS Board of Regents- “Narrowing the Gap for Adults”
- American Association of Community Colleges- Annual Conference, Chicago, IL- Spring 2016
- ATIXA Title IX Certification Conference- Spring 2017- Orlando, FL
- Student Affairs Professionals in Higher Education (NASPA)
 - Community Colleges Institute- Spring 2017
 - Multicultural Institute-Advising Equity & Inclusive Practice-Fall 2017

PROFESSIONAL ORGANIZATION MEMBERSHIPS

(NASPA) Student Affairs Administrators in Higher Education 16’17’

Community College for International Development 16’

ATIXA- Association of Title IX Administrators 16’

PROFESSIONAL ORGANIZATION –LEADERSHIP POSITIONS

Region III- SLPKC Webinar Coordinator

August 2016 -March 2017

(NASPA) Student Affairs Administrators in Higher Education

Region III-Student Leadership Programs Knowledge Community (SLPKC)

- Attends monthly Region III SLPKC conference calls
- Coordinates quarterly SLPKC webinars.
- Develops various web professional development opportunities for members of the SLPKC
- Develops strategies for making archived webinars readily accessible to members.
- Co-chairs and serves as an advocate for Student Leadership Programs in the region.
- Develops strategies to increase membership in the Student Leadership Programs KC by promoting the KC to Region III members.
- Implements initiatives that encourage Region III individuals to submit program proposals for national, regional and state conferences.
- Attends NASPA National Conference and participate in all Student Leadership Programs KC activities

Community College Institute Planning Committee Member

July 2017-March 2018

(NASPA) Student Affairs Administrators in Higher Education

- Participates in monthly committee calls between August 2017 - March 2018;
- Spends 3-4 hours a month, outside of committee conference calls, working with projects, tasks, and subcommittees
- Consults on overall programmatic contents including redesigning themes, learning outcomes, and program description
- Actively promote the conference to constituents;
- Contributes to marketing by writing blog posts, sharing information about the institute with networks, and promoting on social media;
- Serves as a member of the Programs Review Team

Program Reviewer, 2018 NASPA Strategies Conference
(NASPA) Student Affairs Administrators in Higher Education

September 2017

Small Group Facilitator, 2018 NASPA Undergraduate Student Conference
(NASPA) Student Affairs Administrators in Higher Education

March 2018

FACULTY TEACHING EXPERIENCE

UNDERGRADUATE

Colorado Technical University, Colorado Springs, CA
Academic Division: General Education & Psychology
Faculty Rank: Associate Professor of General Education & Psychology

April 2020- April 2021

South Louisiana Community College, Lafayette, LA
Academic Division- Division of Academic Affairs

March 2014- April 2021

Course: *Intro to Psychology*
(Provided Instruction Traditional & Online)

Course Description: This course introduces students to the fundamental principles of psychology and to the major subjects of psychological inquiry.

South Louisiana Community College, Lafayette, LA
Academic Division- Division of Academic Affairs

March 2014—December 2016

Course: *Seminar of First Year Experience*
(Provided Instruction Traditional & Online)

Course Description: This academic-centered seminar introduces students to the college. This course is designed to provide students with the skills, knowledge, and dispositions that will promote success in community college settings. This course was also designed to help students grow as learners and active college community members. Topics included (but were not limited to): time management, self-knowledge, learning, wellness, reading, writing, APA format, technology, college information, student services, campus organizations, and academic integrity policies.

Trident University- Cypress, CA
Academic Division: University College
Course: *Trident University Experience for Students in Transition*

April 2017-August 2017

Course Description: The purpose of this course is to assist transfer students in making a smooth transition to Trident University. Various subject areas will be covered to help students take full advantage of Trident's information technology and academic resources. Students within this course complete self-assessments, engage in academic planning, learn about leadership and the importance of understanding diverse perspectives, enhance critical thinking skills, improve research and information literacy skills, and engage in advanced career exploration.

This course surveys current theories for educating the young child along with related practical applications. Curriculum and materials will be examined and evaluated as they relate to national standards and developmentally appropriate approaches to early childhood development.

GRADUATE

Franklin University

September 2020-Pres.

Academic Division: School of Education

Program: Doctor of Education (EDD)

Role: Associate Doctoral Faculty, Faculty Advisor, & Methodologist

Liberty University- Lynchburg, VA

August 2021-Pres.

Academic Division: School of Education

Program: Doctor of Education (EDD)

Role: Applied Research Faculty

Description: Primary responsibilities include serving as a mentor for numerous doctoral candidates, reviewing capstone project manuscripts, and providing feedback specific to applied research methods. The faculty mentor helps doctoral student's complete capstone projects that are methodologically sound, and also teaches applied research methods courses for the School of Education. (**Courses: EDUC880 Applied Research & Methodology, EDUC887: Capstone I, EDUC888 Capstone, EDUC889 Capstone III**)

Harvard University

February 2022- Pres.

Program: Harvard BOK Higher Education Teaching Certificate

Role: Adjunct Faculty Team (Focus: Student Assessment)

Description: The Higher Education Teaching Certificate, inspired by the in-person seminar program currently offered by Harvard's Derek Bok Center for Teaching and Learning, provides students with effective postsecondary education teaching methods. Over eight weeks, students engage deeply with, and reflect on, your practices, portfolio, and journey in the higher education field. Students explore various approaches to pedagogy, discover the most relevant research on how students learn, and broaden their range of teaching skills.

Colorado State University- Greenwood, CA

July 2018-February 2021

Academic Division: School of Professional Studies

Program: Masters of Teaching & Learning,

Program: Principal Licensure Program

Course: OTL544 *Leading the Learning Strategy*,

Course Description: This course addresses the critical leadership competencies necessary for the design, execution, and evaluation of effective academic or professional learning, training and development. Specifically, there will be an analysis of the key aspects that influence today's learners including business drivers, a diverse global workforce, and technology.

Course: OTL 542 *Learning Technologies*

Course Description: This learning technology course prepares students to identify and effectively apply technology to support digital learning. Specifically, the course will provide students with an overview of numerous technology tools and within each overview, students will have an opportunity to discuss, practice, and consider effective and ineffective application of each learning technology. Upon completion of the course, students will deliver a teaching technology portfolio that will contain advanced application of common technology tools like online videos, gaming, and open educational resources.

Course: OTL 541 *Assessment and Evaluation in Learning and Performance*

Course Description: This course is an examination of methods and techniques for evaluation and assessment of workplace learning. Analysis of contemporary issues in today's learning environments.

Course: ELL 530 *Assessments & Administration of ELL Programs*

Course Description: This course is an introduction to issues surrounding the assessment of English-language learners, including standards-based, standardized, and classroom assessment instruments. It will also discuss federal legislation and court decisions that have influenced the education of English-language learners. Students in the course will likely have various views of and experiences with language and content assessment instruments. Therefore, students will be encouraged to apply what they learn to their current teaching contexts in order to make the content meaningful and immediately applicable.

Course: EDL 560 *External Development Leadership*

Course Description: This course investigates external development as it relates to school leadership standards. Students learn to effectively design structures and processes that result in community engagement, support, and ownership with a focus on proactively creating opportunities for parents, community leaders, and business representatives to participate. This course will demonstrate the importance of community building and school stakeholders whose investments of resources and good will provide continuous support.

Course: OTL 515 *Teacher as an Instructional Change Agent*

Course Description: The focus of OTL515 is on the teacher leader as an instructional change agent, in a role typically referred to as instructional coach. This course investigates the change process from the coach's perspective. Whether working with one client or team of teachers, the position of instructional coach requires knowledge of change processes, curriculum content, professional learning standards, and barriers that inhibit change. This course introduces strategies for professional growth including interpretation of research and professional collaboration to lead and advocate for effective change.

Trident University- Cypress, CA
Academic Division: College of Education

June 2018-April 2020

Program: Masters of Education: Higher Education Concentration

Course: *EDU 530 Foundations of Early Childhood Development*

Course Description: This course surveys current theories for educating the young child along with related practical applications. Curriculum and materials will be examined and evaluated as they relate to national standards and developmentally appropriate approaches to early childhood development.

Course: *EDU 508 Diversity in US Education*

Course Description: This course provides an overview of essential concepts related to equity and diversity in educational settings. Students will develop an awareness of race, ethnicity, culture/class, gender, and disability and explore how educators and leaders can support equity. Emphasis will be on the exploration of the social, economic, and political forces that influence educational systems.

Course: *EDU 509 Leadership & Organizational Theory*

Course Description: This course examines the impact of leadership theories and organizational theories applicable to educational settings. Students will reflect on the application of appropriate leadership and organizational theory to a wide variety of educational settings with an emphasis on understanding the role of leadership on organization, culture, and climate.

DIRECTED STUDENT LEARNING

Student Affairs Internship Supervisor

January 2018 -May 2018

M.A Student Affairs in Higher Education- Northwestern State University

Candidate: Angelica Ortega

DISSERTATION COMMITTEE SERVICE

Recommendations for Solving the Problem of an Increase in Behavior Referrals Amongst Students in 6th-8th Grade at Surfside Middle School in Panama City Beach **Doctoral Candidate: Melissa Holmes, School of Education, Liberty University (Graduation May 2023) Role: Applied Dissertation Research Chair**

Recommendations to Solve the Problem of Low Pass Rates Amongst 9th to 12th Grade Students in Online Physical Education Classes at George Washington High School In Mangilao, Guam **Doctoral Candidate: Jasmin Wenzel, School of Education, Liberty University (Graduation May 2023) Role: Applied Dissertation Research Chair**

Recommendations to Solve the Problem of Low Literacy Scores Amongst African American and Native American Students at Warren County Middle School in Warrenton, NC **Doctoral Candidate: LaDonna Y. Booker, School of Education, Liberty University (Graduation May 2023) Role: Applied Dissertation Research Chair**

Recommendations for Solving the Problem of Low Reading Scores for Fifth-Grade Students on the SC READY Exam at Thomas E. Kerns Elementary School **Doctoral Candidate: Loren Simmons, School of Education, Liberty University (Graduation May 2023) Role: Applied Dissertation Research Chair**

Recommendations to Solve the Problem of Teacher Attrition at Chattahoochee Hills Charter School in Chattahoochee Hills, Georgia **Doctoral Candidate: Troynelius Waymon, School of Education, Liberty University (Graduation December 2023) Role: *Applied Dissertation Research Chair***

"Teacher Participation and Professional Learning Communities: A Qualitative Descriptive Study" **Doctoral Candidate: Dion Thomas, School of Education, Franklin University (Graduation: May 2023) Role: *Methodologist***

"A Qualitative Study Informed by Critical Race Theory (CRT): Black White-Collar Workers Assess Racism, Biases, and Discrimination in Organizational Settings" **Doctoral Candidate: Lloyd Demmons, School of Education, Franklin University (Graduation: June 2023) Role: *Methodologist***

EDITORIAL REVIEW BOARD SERVICE

Journal of Research Initiatives, Fayetteville State University

- "A Multivariate Investigation of the Motivational, Academic, and Well-Being Characteristics of First-Generation and Continuing-Generation College Students" by Christopher L. Thomas and Staci Zolkoski. **(Review May 2023)**

Journal of Underrepresented & Minority Progress, STAR Scholars Network Special Issue: Intersectionality, From Theory to Practice

- An Examination of Sense of Belonging in Second Generation Afro-Caribbean College Women at a Hispanic-Serving Institution (July 2023)

Journal of Student Affairs, Colorado State university

- Reader Board Member

FACULTY DEVELOPMENT

Certifications:

- Quality Matters Certificate: *Applying the QM Rubric Certificate*
- CITI Program: Social & Behavioral Research - Basic/Refresher

Coursework:

- FCC990 Online Teaching for Adult Learning – CSU Global Campus
- INST580 Doctoral Teaching and Advising- Franklin University
- INST58 Doctoral Teaching and Advising- Franklin University

Roles:

- Faculty Reviewer-EDL 520: Instructional Leadership – CSU Global Campus
- Faculty Reviewer- EDL 530: School Culture & Equity Leadership – CSU Global Campus

LEARNING MANAGEMENT SYSTEMS (LMS)

- Proficiency in Blackboard, Moodle, CANVAS, Other Internal LMS

PRESENTATIONS & PUBLICATIONS

Presentations:

- Tention, Solomon. (2014). "Educational Goal Setting". Gulf Coast Teaching Services: NYTD Conference
- Tention, Solomon. (2015). "Engagement and its Impact on Student Recruitment" SLCC Student Services Professional Development.
- Tention, Solomon. Bex, Darcee; Miller, Charles; Harder, Natalie (2016). "Empowering Employees to Co-Lead a "Good to Great" Journey toward a High Performing Culture". American Association of Community Colleges 2016 Annual Conference-Chicago, IL. Convention Track: Creating and Sustaining a High-Performance Culture in Community College
- Tention, Solomon. (2017). "Bridging the Gap Between Professional Experience & Pedagogy". Corporate College Professional Development Conference. South Louisiana Community College.
- Tention, Solomon. (2017). "Title IX Awareness for Student Group & Organization Leaders". SGO Summer Conference/Retreat. South Louisiana Community College.
- Tention, Solomon. (2017). "SLCC 16'-17' Report-Student Conduct, Title IX, & Campus Climate: Fostering a Campus Environment for Student Success". Student Services Convocation. Professional Development Retreat. South Louisiana Community College.
- Tention, Solomon. (2017). "Cultural Competency and Student Success: Best Practices for implementation at 4-year and 2-year Post-Secondary Institutions" Trident University Culture of Research and Education Series. Webinar Presentation.
- Tention, Solomon. (2017). "Student Code of Conduct & Managing Conflict in the Classroom". Academic Affairs Adjunct Faculty Professional Development Conference. South Louisiana Community College.
- Tention, Solomon. (2017). "Cultural Competency, Student Leadership, and Career Development". LSU Multicultural Student Leadership Conference.
- Tention, Solomon. (2017). "Re-designing Student Life Within Community College Settings". University of Houston- Clear Lake Student Leadership Conference.
- Tention, Solomon. (2017). "Understanding the relationship and practice of Vincent Tinto's Theory of Institutional Departure from a Cultural Competency Lens". NASPA Multicultural Institute: Advancing Equity & Inclusive Practice.
- Tention, Solomon. (2018). "Redesigning Student Engagement within Community College Settings". NASPA National Conference". '.
- Tention, Solomon (2020). "Cultural Competency & High Performing Teams". Dallas College. Student Life &Engagement Leadership Conference
- Tention, Solomon (2021). "Change Management: The Psychology of People & Culture". The Chair Leadership Conference
- Tention, Solomon (2022). "Change Management: The Psychology of People & Culture". 30th Annual Joint Safety and Environmental.
- Tention, Solomon (2022). "Ecosystem Building: Trauma Informed SEL Schools". 2022 Bond Academy.
- Tention, Solomon (2023) "Building a Diverse and Inclusive Workplace". Texas Association of Black Personnel in Higher Education
- Tention, Solomon (2023) "Change Management: The Psychology of People & Culture". Texas Association of Black Personnel in Higher Education
- Tention, Solomon (2023) "Ecosystem Building: Trauma Informed SEL for Post-Secondary Settings". Texas Association of Black Personnel in Higher Education

- National Grant Management Association- “Discover, Design and Deliver: Building an Internal Controls Grant Monitoring System” February 2024
- Tention, Solomon (2024) League of Innovations Conference, “It's Not Just the Money: Developing a Culture of Strategic Grant Seeking”
- Tention, Solomon (2024) CASE 2024 District IV Annual Conference, “It's Not Just the Money: Developing a Culture of Strategic Grant Seeking”
- Tention, Solomon (2024) American Association of Community Colleges (AAAC), “It's Not Just the Money: Developing a Culture of Strategic Grant Seeking”
- Tention, Solomon (2024) Session Moderator & Speaker—North Texas Regional Convening Dallas College
- Tention, Solomon (2024) CASE Online Conference. “It's Not Just the Money: Developing a Culture of Strategic Grant Seeking”

Quoted Articles:

- Tention, S. April (2016). *“New Study Aboard Population”*. Inside Higher Education. Retrieved From. <https://www.insidehighered.com/news/2016/04/20/community-colleges-look-globally-programs-entice-and-retain-students>
- Tention, S. July (2018). *“The Right Balance”*. Community College Journal. <http://www.ccjournal-digital.com/ccjournal/20180607?pg=18#pg18>

Publications:

- Tention, S. (2016). “An exploratory study: Cultural competency as an indicator of student success in the roles of administration and faculty within post-secondary education settings”. (Order No. 10250018). *Dissertation*. Available from ProQuest Dissertations & Theses Global. (1864674476). Retrieved from <https://search.proquest.com/docview/1864674476?accountid=28844>
- Tention, S. (2016). “SLCC Develops International Programming”. Community College for International Development (CCID). International News. *Newsletter*. Summer 2016 Edition.
- Tention, S. (2017). “SLCC Develops New Engage Mentorship Program”. Community College for International Development (CCID). International News. *Newsletter*. Summer 2017 Edition.
- Tention, S. (2017). *“Social Justice: Creating a Culture of Equity in Post-Secondary Education Settings”*. Living Education eMagazine. Fall 2017 Edition.

Book Chapter:

- Tention, S. (2018). “Gumbo for the Soul: Males of Color Share Their Stories, Meditations, Affirmations, and Inspirations” *Book Chapter*: “Social Capital and its Impact on My Personal and Academic Success”. A Volume of Contemporary Perspectives on Multicultural Gifted Education. (IAP) Information Age Publishing.
- Tention, S. (2020). “The King in Me”: The King in Me” is a three-part series of illustrated journals, ebooks, audiobooks, and practical guides designed to help men of color discover their life’s purpose through self-exploration, healing, and personal development. SIM EDU Consulting, LLC Publications

