

## Aaron Thompson

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### ACADEMIC PREPARATION

**Ph.D., Sociology,** University of Kentucky **1992**

Areas: Work, Gender and Inequality; Organizational Behavior; Stratification, Race and Ethnic Relations.  
Dissertation: "Views on affirmative action inside the university: The relationship between authority and attitudes."

**MA, Sociology,** University of Kentucky **1990**

**BA, Political Science & Sociology,** Eastern Kentucky University **1978**

### ADMINISTRATIVE EXPERIENCE

**Associate Vice-President for Academic Affairs-University Programs** **2005-2007**

The senior administrator that oversees curriculum and faculty matters

- General Education
- Curriculum
  - Oversight of curriculum development process to include monitoring and moving curricular matters through the approval process
  - Oversee creation and maintenance of Undergraduate and Graduate Catalog
  - Dean of Bachelor of Individualized Studies and General Studies
  - American Democracy Project and Service Learning
- Faculty
  - Oversight of the faculty recruitment and hiring process for Academic Affairs to include the recruitment process, the determination of appropriate salary ranges, and the insurance of appropriate credentials prior to recommendation to the Provost for approval.
  - Faculty Handbook
  - Teaching Learning Center
  - Oversight of the promotion and tenure process
  - Computation of "step-down" computations
  - Monitoring and analysis of faculty workload
- University-wide undergraduate programs
  - Appalachian Studies
  - Cooperative Education
  - International Studies
  - English Immersion Language Institute (EELI)
  - Women Studies

**Associate Vice-President for Academic Affairs & Research-Enrollment Management** **2001-2005**

*Academic Affairs*

- ◆ Oversee faculty development through The Teaching and Learning Center
- ◆ Oversee The American Democracy Project
- ◆ Administer General Education
- ◆ Oversee creation and maintenance of Undergraduate and Graduate Catalogs
- ◆ Calculate raises and step-down salaries for Deans and Department Chairs
- ◆ Administer evaluations for Deans and Department Chairs
- ◆ Resolve student appeals and grievances beyond the Colleges, etc.
- ◆ Other administrative responsibilities include chairing the Council on Academic Affairs, Provost Council, etc. in the Provost's absence
- ◆ Dean for Undeclared Students and Bachelors of Individualized Studies

*Enrollment Management*

- ◆ Administrator for overall enrollment efforts and line responsibility for the following areas:

Undergraduate Admissions	Financial Aid
International Studies (2001-2003) (EELI)	EKU English Language Instruction Program
Student Athletics Tutoring Offices	Office of the Registrar
Summer School (2001-2004)	Scholarships
Student Success Institute	Academic Advising office
Academic Testing office	First Year Programs office (2001-2003)
Summer orientation (2001-2003)	Freshman orientation classes
Academic Developmental Programs 2003)	Student Support Services (NOVA) (2001- 2003)
Education Pay\$ office (2001-2003)	Graduate Admissions Office (2001-2002)
Multicultural Student Services (2001-2002)	
Enrichment Center (Mentoring and Tutoring Programs) (2001-2003)	

**Assistant Vice-President for Academic Affairs and Executive Director  
of The Student Success Institute**

**1999-2001**

- ◆ Administrator responsible for the following areas:

Student Success Institute (created and implemented)	Summer School
Overall student retention	Undeclared students
University Academic Advising	Testing office
First Year Programs office	Summer orientation
Freshman orientation classes	Academic Developmental Education Office
Student Support Services (NOVA)	Education Pay\$ office
Enrichment Center (Mentoring and Tutoring) office	Other assigned duties from the Provost's office

**Acting Director of Academic Advising & Academic Testing**

**2000**

**Coordinator of Academic Success/Retention**

**1997 - 1999**

- ◆ Oversaw overall student retention
- ◆ Created, enhanced and directed programs and service units designed to increase student recruitment and retention
- ◆ Designed and administered/implemented the following: freshman entrance survey; bridge program for students that need remediation; and a mentoring program
- ◆ Coordinated a campus-wide retention effort

## ACADEMIC EXPERIENCE

**Professor, Department of Educational Leadership and Policy Studies** 2007  
Eastern Kentucky University  
Classes taught: Cultural leadership

**Professor, Department of Anthropology, Sociology, & Social Work** 2002-2007  
Eastern Kentucky University

**Associate Professor, Department of Anthropology, Sociology, & Social Work** 1997-2002  
Eastern Kentucky University  
Classes taught: Racial and cultural minorities; Race and gender stratification in complex organizations; Introductory sociology

**Assistant Professor, Department of Human Development and Family Studies** 1993 - 1997  
University of Missouri-Columbia.  
Classes taught: The multi-cultural study of children and families; The Black family; Work and family; Advanced study of multi-culturalism

**Co-created and co-taught *Focus on Kids* program** 1995-1997  
A parenting program designed for divorcing parents.

**Adjunct faculty, Department of Psychology,** University of Missouri-Columbia 1995-2001

**Adjunct faculty, Department of Rural Sociology,** University of Missouri-Columbia 1996-1997

**Assistant Professor, Department of Anthropology, Sociology, & Social Work** 1991-1993  
Eastern Kentucky University  
Classes taught: Racial and cultural minorities; Race and gender stratification in complex organizations; Social statistics and methodology; Introductory sociology

**Part-Time Instructor, Department of Sociology** 1990-1991  
University of Kentucky  
Classes taught: Social problems; Introductory sociology

## OTHER ACADEMIC EXPERIENCE

**Black Studies affiliate faculty,** University of Missouri-Columbia 1993-1997

**Social Science/Humanities section faculty,** Academic Retention office, 1994-1997  
Minority Transition Program, University of Missouri

**Adjunct Field Faculty,** The Graduate Program in Organizational Development and Behavior, Vermont College 1995-1999

**Part-Time Instructor,** Department of Anthropology, Sociology, & Social Work 1990-1991  
Eastern Kentucky University

**Part-Time Instructor,** Department of Business and Social Sciences. 1989-1990  
Lexington Community College, Lexington, Kentucky

## NON-ACADEMIC EXPERIENCE

**Owner**, Cultural Awareness Associates

**1991-Present**

Provides professional consulting, seminars and workshops in all areas of diversity, cultural awareness (race, gender, ethnic, region, religious, sexual discrimination and sexual harassment, sexual orientation, etc.), cultural competence, ethics, leadership and organizational management, strategic planning and assessment to individuals and organizations (i.e., law enforcement, non-profits, for-profit corporations, educators, healthcare, municipalities, and general workplace environments).

**Co-owner**, *Ripple Effects Resources* <http://rippleeffectsresources.com/>

**2006-Present**

Provides training videos for all areas of diversity, cultural awareness (race, gender, ethnic, region, religious, sexual discrimination and sexual harassment, sexual orientation, etc.), cultural competence, ethics, leadership and other human relations workplace strategies to individuals and organizations (i.e., law enforcement, non-profits, for-profit corporations, educators, healthcare, municipalities, and general workplace environments).

**Store Manager**, Kroger Company, Lexington, KY

**1985-1988**

**Owner**, J&T Vending Company, Lexington, KY

**1985-1988**

**Store Manager**, Winn-Dixie Food Stores, Louisville, KY

**1977-1985**

## PUBLICATIONS

### PEER-REVIEWED JOURNAL ARTICLES

Thompson, A. (expected 2009). "**Race Relations.**" *Encyclopedia of Race and Crime*.

Thompson, A. (expected 2009). "**White Privilege.**" *Encyclopedia of Race and Crime*.

Thompson, A. & Lawson, E.J. (1999). "**African American men and fatherhood: A look from divorced fathers.**" *Journal of African American Men*. 4(1), 37-51.

DeBord, K. & Thompson, A. (1997). "**Community diversity: Issues and strategies for a comprehensive multicultural framework.**" Bringing Excellence to Substance Abuse Services in Rural and Frontier America: 1996 Award for excellence papers. *Technical Assistance publication series 20*. Rockville, MD: Center for Substance Abuse Treatment publication number (SMA) 97-3134, pp. 55-61.

Ganong, L.H., Coleman, M., Thompson, A., & Goodwin, C. (1996). "**African-American and European-American college students' expectations for self and for future partners.**" *Journal of Family Issues*, 17(6), 758-775.

Lawson, E.J. & Thompson, A. (1996). "**Black men's perception of divorce-related stressors and strategies for coping with divorce: An exploratory study.**" *Journal of Family Issues*, 17(2), 249-273.

Lawson, E. J. & Thompson, A. (1995). "**Black men make sense of marital distress and divorce: An exploratory study.**" *Family Relations*, 44(2), 211-218.

Thompson, A. & Lawson, E. J. (1994). "**Divorce and fatherhood: Insights from black men.**" *Family Perspective*, 28 (3), 169-181.

Lawson, E. J. & Thompson, A. (1994). "**Historical and social correlates of African American divorce: Review of the literature and implications for research.**" *The Western Journal of Black Studies*, 8(2), 91-103.

## BOOKS

Cuseo, J.B., Fecas, V., & Thompson, A., (2007). *Thriving in College: Research-Based Strategies for Academic Success and Personal Development*. Kendall/Hunt.

Davis, R. & Thompson A. (eds.) (2001). *Focus on Success*. Dubuque, IA: Kendall/Hunt.

Lawson, E.J. & Thompson, A. (1999). *Black Men and Divorce*. Thousands Oaks California: Sage Publications.

Wilkinson, D. & Thompson, A. (eds.) (1991). *Race, Gender, and the Life Cycle*. Acton, Mass: Copley.

## BOOK CHAPTERS

Thompson, A. (2002). "**Boy you better learn how to count your money: An essay on education and the Black family.**" In Reid Luhman's, *Race and Ethnicity in the United States: Our Differences and Our Roots*. Fort Worth: Harcourt College Publishers.

Thompson, A. (2000). "**African American families: Historically resilient.**" in A. Strickland & R.W. Weems (eds.), *The African American Experience: An Historiographical and Bibliographical Guide*. Westport, Conn.: Greenwood Press.

Thompson, A. & Luhman, R. (1997). "**Familial predictors of educational attainment: Regional and racial variations.**" In Peter Hall's, *Race, Ethnicity, and Multiculturalism*: Garland Publishing.

Lawson, E. J. & Thompson, A. (1994). "**The health status of black women: A historical perspective and current trends.**" In Robert Staples (ed.), *The Black Family (6<sup>th</sup> Ed.)*. San Francisco: Wadsworth.

Lawson, E. J. & Thompson, A. (1992). "**The health of black older females: A historical perspective.**" In Barbara Kail (ed.), *Special Problems on Non-Compliance among Women of Color*. New York: Manton.

Hatch, Laurie R., & Thompson, A. (1992). "**Family responsibilities and women's retirement.**" In Maximiliane Szinovacz, David J. Ekerdt, and Barbara H. Vinick (eds.), *Families and Retirement*. Newbury Park, California: Sage.

Thompson, A. (1992-2007). "**Boy you better learn how to count your money: An essay on education and the Black family.**" In Reid Luhman's, *The Sociological Outlook (3<sup>rd</sup>-8<sup>th</sup> eds.)*. San Diego, California: Collegiate Press.

## BOOK REVIEWS

Thompson, A. (1998). [Review of The Black Family (Ed)]. *Journal of Marriage and the Family*, 60 (1), 269.

Thompson, A. (1996). [Review of Multiracial Couples: Black and White Voices]. *Family Relations*. 45(4), 480.

Thompson, A. (1996). [Review of Families in Multicultural Perspective]. *Family Relations*. 45(3), 353-354.

Thompson, A. (1996). [Review of Black Male Deviance]. *Family Relations*. 45(1), 119-120.

Thompson, A. (1994). [Review of Mixed and matched: Inter-religious courtship and marriage in Northern Ireland]. *Journal of Marriage and the Family*. 56(4) 1050-1051.

Thompson, A. (1994). [Review of Inside the mixed marriage: Accounts of changing attitudes, patterns, and perceptions of cross-cultural and interracial marriages]. *Journal of Marriage and the Family*. 56(4) 1050-1051.

Thompson, A. (1994). [Review of Research on the African-American family: A holistic perspective]. *Journal of Marriage and Family*. 56(1) 240-241.

Thompson, A. (1993). [Review of Family ethnicity: Strength in diversity]. *Journal of Marriage and the Family*. 55(4), 1050-1051.

Thompson, A. (1993). [Review of Black families at the crossroads: Challenges and Prospects]. *Journal of Marriage and the Family*. 55(1), 792-793.

#### **IN-HOUSE**

Thompson, A. (1994). **Divorced fathers: Perspectives of African-American Men**, *The African-Americanist*, 6 (1), 8-9.

#### **RESEARCH PRESENTATIONS**

##### **PEER-REVIEWED**

**“Creating Culturally Competent Classrooms: Understanding the Needs of a Diverse Student Body”** Annual Kentucky Association of School Administrators Conference, Louisville, KY, July 17, 2008.

**“Developing an Appreciation for Diversity in the First Year.”** Annual Conference on the First-Year Experience, San Francisco, California, February 19, 2008.

**“The Importance of Infusing Diversity into the First Year.”** Annual Students in Transition Conference, Cincinnati, Ohio, November 6, 2007

**“Civic Engagement & Stewardship: Cutting Edge Initiatives in Kentucky.”** Annual American Democracy Project Conference, Philadelphia, Pennsylvania, June 8, 2007.

**“Diversity Education for First-Year Students: Why, What, and How.”** Annual Conference on the First-Year Experience, Addison, Texas, February 20, 2007, Co-presenter J. Cuseo.

**“Centralizing and Institutionalizing Service Learning and Civic Engagement at Your Institution.”** Annual American Democracy Project Conference, Snowbird, Utah, June 16, 2006.

**“Educator-publisher Partnerships: Collaborating to Promote the Success of first-Year Students.”** Annual Conference on the First-Year Experience, Atlanta, Georgia, February 26, 2006, Co-presenters J. Cuseo, V. Fecas, P. Carty, T. Bower.

**“Diversity Education for First-Year Students: The Why, The What, and The How.”** Annual Conference on the First-Year Experience, Phoenix, Arizona. February 7, 2005, Co-presenter J. Cuseo.

**“Is Kentucky Southern: An argument based on the history of racial politics in KY?”** The annual conference held by the Center for History and Politics. Richmond, KY, September 20, 2000.

Discussant for **“The social contexts of couple relationships: Marriage processes: Race, typologies, quality and adjustment.”** National Council on Family Relations Annual Conference, Milwaukee, WI, November 1998.

**“A qualitative analysis of the role of family in the retention of African American males at predominately White universities: A preliminary application of the Social Convoy Model.”** Presentation at the annual conference of the National Council on Family Relations, Washington, DC, November, 1997. Co-presenter: Jennifer Hardesty & Reid Luhman.

**“Rising to the challenges and opportunities of a new millennium.”** Panel discussant at the 14<sup>th</sup> Annual *KADE* Conference. Richmond, KY, October, 1997.

**“Experiences in providing parenting education to divorcing parents.”** Symposia presentation at the annual conference of the National Council on Family Relations, Kansas City, MO, November, 1996.

**“Contesting the meaning of race.”** A panel discussant on racial classification, racial dualism, and race relations in the U.S., University of Missouri-Columbia, April, 1996.

**“Black men and marital satisfaction.”** Paper presented at Groves Conference on Aging. Lexington, KY, April, 1995. Co-presenter: Erma Lawson.

**“Family correlates of educational attainment for African American and European American students.”** Paper presented at the annual conference of the National Council on Family Relations, Minneapolis, MN, November, 1994. Co-presenter: Reid Luhman.

Discussant for **“And justice for all: Families of color in the United States.”** National Council on Family Relations Annual Conference, Minneapolis, MN, November 1994.

**“Infusing multiculturalism into the classroom.”** Workshop conducted at *Wakonse Conference on College Teaching*, Lake Michigan, May, 1994.

**“The art of political correctness.”** Workshop conducted at *Wakonse Conference on College Teaching*, Lake Michigan, May, 1994.

**“Predictors of educational attainment for African Americans: Regional variations.”** Paper presented at the Southern Sociological Society Annual Conference, Raleigh, NC, April, 1994. Co-presenter: Reid Luhman.

**“Families and schools: Ethnicity, race, and multiculturalism.”** Discussant at the Missouri Symposium of Research and Educational Policy, Columbia, MO, March, 1994.

Discussant for "**A research agenda for the interaction of race and gender.**" National Council on Family Relations Annual Conference, Baltimore, MD, November, 1993.

Workshop Chair for "**The community struggle for African centered education.**" Black Studies Fall Symposium, University of Missouri-Columbia, Columbia, MO, November, 1993.

"**Understanding divorce in the African American family: Black men speak out.**" Paper presented at the National Council on Family Relations Annual Conference, Baltimore, MD, Co-author: Erma J. Lawson. November, 1993.

"**Has Affirmative Action failed as a political process in mainly white universities?**" Paper presented at the Kentucky Political Science Association Annual Meeting, Richmond, KY, March, 1993.

"**Married female's perception of men sharing housework: A Black-White comparison.**" Paper presented at the National Council on Family Relations Annual Conference, Orlando, FL, November, 1992.

"**Adolescents self-conceptions: Sociocultural differences.**" Paper Presented at the National Council on Family Relations Annual Conference, Denver, CO, November 1991. Co-presenter: Patricia Wilson.

"**Effects of family circumstances on the work and retirement status of African-American and White women.**" Paper presented at the National Council on Family Relations Annual Conference, Seattle, WA, Co-presenter: Laurie R. Hatch. November, 1990.

"**Inequalities in middle management mobility in corporations based on race and gender.**" Paper presented at the Society for Applied Sociology Annual Conference, Cincinnati, OH, October, 1990.

"**Differences in the self-ratings of health among the elderly.**" Poster presented at the College of Medicine, University of Kentucky. Co-author: Shireen Rajaram. October, 1990.

"**Barriers to the mobility process for women and minorities in large corporations.**" Paper presented at the Anthropologist and Sociologist of Kentucky Annual Conference, Louisville, KY, October, 1989.

#### **INVITED LECTURES AND SPEECHES**

"**Engaging Your Students: Contributing to the Educational Experience**" Invited speech given to high school educators in STEM fields, sponsored by the Howard Hughes Foundation, Columbia, MO, July 14, 2008.

"**Four Pillars of Success: They Foundation to Academic Excellence**" Keynote address given to faculty and staff of University of Missouri, Columbia, MO, July 14, 2008.

"**Getting Negative People to Speak Your Positive Language**" Invited speech given to Kentucky Circuit Court Clerks conference, Lexington, KY, June 19, 2008.

"**Understanding the Needs of a Diverse Community: The Role of Public Servants**" Invited lecture given to Maysville Police Department, Maysville, KY, April 24, 2008.

**“Recruitment in the 21<sup>st</sup> Century”** Invited luncheon speech given to Kentucky Association of Secondary and College Admission Counselors, Lexington, KY, March 14, 2008.

**“Turning Obstacles into Opportunities”** Invited lecture given to Family, Career, and Community Leaders of America, Lexington, KY, March 4, 2008

**“Building Community around Diversity: A Study on Student Involvement and Understanding.”** Conference session given to 250 Kentucky public schools' faculty and administrators at the 7<sup>th</sup> Annual ECU College of Education Diversity Conference. Richmond, KY, February 6, 2008.

**“Relating to Your Diverse Community: The Role of a Public Servant.”** Invited lecture given to public service employees. Maysville, KY, February 2, 2008.

**“Embracing Your Role as a Leader.”** Invited lecture given at School of Strategic Leadership Graduation. Richmond, KY, January 12, 2008.

**“Four Steps to Becoming a Successful Leader.”** Keynote address given at Golden Key International Honor Society induction ceremony. Richmond, KY, December 6, 2007.

**“Turning Obstacles into Opportunities.”** Keynote speech given to Elder Hostel on Appalachia sponsored by the Kentucky State Parks. Williamsburg, KY, November 13, 2007.

**“Helping Students to Succeed in the Academy.”** ECU College of Education Fall Diversity Advisory Council Retreat, Richmond, KY, November, 3, 2007.

**“Principles of Success: Making the Transition from High School to College.”** Invited lecture given to Eastern Kentucky educators, Berea, KY, October 30, 2007.

**“Affecting a Change in Habits: How to Assist Clients in a Process of Self Reflection.”** Invited lecture given to Kentucky State Traffic School/Graduate Licensing Program instructors, Lexington, KY, October 13, 2007.

**“Turning Obstacles into Opportunities.”** Keynote speech given to Elder Hostel on Appalachia sponsored by the Kentucky State Parks. Williamsburg, KY, September 17, 2007.

**Convocation Address** – Pikeville College, Pikeville, KY, August 21, 2007.

**“Four Steps to Becoming a Culturally Competent Professional.”** Keynote address given to Kentucky School of Alcohol & other Drug Studies, Highland Heights, KY, July 23, 2007.

**“Turning Obstacles into Opportunities.”** Invited lecture given to FDIC bank examiners, Lexington, KY, June 22, 2007

**“Turning Obstacles into Opportunities.”** Invited lecture given to staff members of the United States Forest Service, Berea, KY, May 8, 2007

**“The Role of Leadership in Effective Management.”** Invited lecture given to Kentucky Society of Certified Managers, Frankfort, KY, May 1, 2007

**“Turning Obstacles into Opportunities.”** Keynote speech given to Elder Hostel on Appalachia sponsored by the Kentucky State Parks. Williamsburg, KY, March 27, 2007.

**“Getting the millennial generation involved in being better citizens.”** Invited lecture given at Unitarian Universal Fellowship Church, Richmond, KY, March 11, 2007.

**“Restoring Justice: A Fine Line Between Compassion and Communication.”** Lecture given at Chautauqua Lecture Series, Eastern Kentucky University, Richmond, KY, February 8, 2007.

**“Addressing Barriers to Life and Learning.”** Keynote given to 250 Kentucky public schools' faculty and administrators at the 6<sup>th</sup> Annual ECU College of Education Diversity Conference. Richmond, KY, February 8, 2007.

**“Turning Obstacles into Opportunities.”** Invited lecture given to Big Sandy and Community College faculty, staff, and students, Prestonsburg, KY, February 5, 2007.

**“What is leadership?”** Invited graduation speech given to Department of Criminal Justice Training School of Strategic Leadership Graduation, January 13, 2007.

**“Turning Obstacles into Opportunities.”** Keynote speech given to Elder Hostel on Appalachia sponsored by the Kentucky State Parks. Williamsburg, KY, November 10, 2006.

**“Thriving in College: Research-Based Strategies for Academic Success and Personal Development.”** Invited speech given to Eastern Kentucky University students, October 25, 2006.

**“Conflict Resolution: How to Establish a Solid Positive Relationship with Your Clients.”** Invited lecture given to Kentucky State Traffic School/Graduate Licensing Program instructors, October 7, 2006.

**“Violence and its Effects on our Community.”** Invited lecture given to “Take Back the Night” attendees, October 3, 2006.

**“Eastern Kentucky University and Greek Life.”** Invited luncheon speech given to parents of Sigma Ki, September 30, 2006.

**“Turning obstacles into Opportunities.”** Keynote speech given to the Elder Hostel on Appalachia sponsored by the Kentucky State Parks. Williamsburg, KY, September 28, 2006.

**“Turning Obstacles into Opportunities.”** Invited lecture given to Black Cultural Center peer mentors at Berea College, September 16, 2006.

**“Critical Thinking in Student Government.”** Invited presentation given to Student Government Association at Eastern Kentucky University, September 16, 2006.

**“The Future of Higher Education.”** Invited luncheon speech given to Richmond Rotary Club, Richmond, KY, August 23, 2006.

**“The Role of Leadership in Effective Management.”** Invited luncheon speech given to the Kentucky Society of Certified Public Managers, Richmond, KY, July 25, 2006.

**“The Future of Black Marriage and Relationships.”** Black Marriage Day Celebration, invited lecture given to Imani Church and open to the public, Lexington, Kentucky, April 9, 2006.

**“Strategic planning: A roadmap to success.”** Keynote speech given to the North American Summer School Conference, Chicago, Illinois, March 1, 2006.

**“Building communities around diversity.”** Faculty, students, and community of Big Sandy and Community College, Prestonsburg, KY, February 21, 2006.

**“Building communities around diversity.”** Members of the community and community leaders. Glasgow, KY, February 9, 2006.

**“Turning obstacles into opportunities.”** Keynote speech given to the Elder Hostel on Appalachia sponsored by the Kentucky State Parks. Williamsburg, KY, November 16, 2005.

**“Turning obstacles into opportunities.”** Keynote speech given to the Elder Hostel on Appalachia sponsored by the Kentucky State Parks. Williamsburg, KY September 29, 2005.

**“Building communities around diversity.”** Carnegie Center for Literacy and Learning, Lexington, KY, August 29, 2005.

**“Developing a Leadership Attitude.”** Orientation Youth Leadership of Madison County. Richmond, KY, August 13, 2005.

**“Expanding the definition of literacy to reach all: Turning obstacles into opportunities.”** Keynote given at the Ohio Literacy Institute. Dublin, Ohio, June 28, 2005.

**“Building individual power to assist the homeless population.”** Keynote speech given at the Ohio State Homeless Education Conference. Newark, Ohio, May 2, 2005.

**“To conform or not.”** Invited speech given to students at St. Mark School. Richmond, KY, April 24, 2005.

**“Turning obstacles into opportunities.”** Keynote given to the Elder Hostel on Appalachia sponsored by the Kentucky State Parks. Williamsburg, KY April 7, 2005.

**“Taking barriers and developing strategies: A lesson for parents and teachers.”** Keynote given to parents and teachers at the Missouri Practical Parenting Partnerships Annual Conference. Osage Beach, MO March 5, 2005.

**“Defining and building on success.”** Invited speech given to the entire student, faculty and staff of the Carrolton Christian Academy. Carrolton, KY February 25, 2005.

**“Building bridges between religions and within Christian Dominations.”** Invited talk given to the Lexington Catholic Diocese at Christ the King Church. Lexington, KY February 23, 2005.

**“Closing the gap by building a bridge: Preparing middle and high school students for college.”** Keynote given to 250 Kentucky public schools' faculty and administrators at the 3<sup>rd</sup> Annual ECU College of Education Diversity Conference. Richmond, KY, February 12, 2004.

**"Turning obstacles into opportunities: An Appalachian upbringing."** Convocation address given to the Cumberland College faculty, staff and students, Williamsburg, KY, January 19, 2004.

**"Turning obstacles into opportunities: An Appalachian upbringing."** Endnote address given to the Kentucky State Consumer Science Annual Conference, Lexington, KY, December 3, 2003.

**"How to get the most out of your education."** Keynote address given to the 3<sup>rd</sup> annual Governor's Minority Student College Preparation Program Conference, Richmond, KY, June 11, 2003.

**"Getting excited and getting them excited about education."** Invited lecture given to the annual meeting of teachers and administrators of the Providence School District, Providence, KY, December 9, 2002.

**"Creating a three-way relationship for success."** Invited lecture given to parents, students, and teachers at Hazard Community College, Hazard KY, December 7, 2002.

**"Learning to live in an unbiased society."** Invited lecture given to Franklin County High School, Frankfort, KY, November 26, 2002.

**"Developing a process for success"** Invited lecture given to the Roger's Scholars. Somerset, KY, July 17, 2002.

**"Creating an opportunity to assist creative learners."** Invited lecture given to faculty and staff of creative learners. Center for Rural Development, Somerset, KY, July 23, 2002.

**"Resiliency of the African American family: Pre and post slavery."** Invited lecture given in the Grand Reading Room, Crabbe Library. Eastern Kentucky University, Richmond, KY, February 21, 2002.

**"How to design a successful career path."** Keynote given to the assembly of St. Henry's High School, Erlanger, KY, February 27, 2002.

**"What financial officers can do to help college students succeed."** Keynote given to the annual meeting of the Kentucky Association of Student Receivable Officers (KASRO). Barren River State Park, KY, April 20, 2001.

**"Maintaining a winning spirit."** Keynote given to the annual meeting of the Bluegrass Athletic Conference, Danville, KY, March 26, 2001.

**"Getting ready for college and what it takes to be successful."** Talk given to students at McCreary County High school, Whitley City, KY, March 5, 2001.

**"Getting ready for college."** Talk given to students at the Shear Elementary School, Winchester, KY, March 2, 2001.

**"Building success in a diverse workplace."** Keynote address given to the annual meeting of the Metro Parks employees, Louisville, KY, February 14, 2001.

**"Faculty mentoring: A key strategy to successful student retention."** Invited lecture given to area university faculty sponsored by The Eastern Kentucky University Teaching and Learning Center, January 11, 2001.

**"Synthesizing the meaning of professionalism and community."** Endnote given at the Kentucky Annual Nursing Association and the Kentucky Annual Student Nursing Association Meetings. Hyatt Regency, Lexington, KY, October 20, 2000.

**"Infusing multiculturalism into the college classroom."** Speaker at the College of Social and Behavioral Sciences Colloquium, Eastern Kentucky University, Richmond, KY, March 2, 1999.

**"Changing the world through critical thought."** Invited lecture given at "The Last Lecture Series." Eastern Kentucky University, Richmond, KY, February 22, 1999.

**"Success and the role of mentor."** Keynote address given to The Mortar Board Honor Society. Richmond, KY, February 20, 1999.

**"What does it take to be a success in and out of college?"** Invited lecture to a gathering of first-year students at Eastern Kentucky University sponsored by Student Support Services. November 4, 1998.

**"The art of mentoring and the value of service learning."** Invited lecture to the *TRIO* Mentors, Eastern Kentucky University. Richmond, KY, October 5, 1998.

**"Barriers to avoid in achieving academic success."** Keynote address given to high school seniors who scored proficient and distinguished on the *KIRIS* test. Clay County High School, Manchester KY, April 2, 1998.

**"The art of mentoring and the value of service learning."** Invited lecture to the *TRIO* mentors, Eastern Kentucky University. Richmond, KY, April 2, 1998.

**"Preparing for success in educational attainment."** Keynote address given to the student assembly at Clay County Middle School. Manchester, KY, March 27, 1998.

**"What is self-worth?"** Keynote given to the student assembly at Horse Creek Elementary School. Manchester, KY, March 27, 1998.

**"Turning obstacles into opportunities."** Keynote Address to the Annual Daniel Boone National Forest Unity Meetings. Somerset, KY, January 29, 1998.

**"What role can the community play in curbing school drop out."** Invited address to a Boone County Town Meeting on public school student drop out rates. Sponsored by the committee on school drop-out, Columbia Public Schools. January 30, 1997.

**"What is the purpose of a college education."** Keynote address to a gathering of first-year students at the University of Missouri, November 5, 1996.

**"What to be aware of when doing business in a multicultural environment."** Keynote address to the Columbia College chapter of Students in Free Enterprise, Columbia College, October 31, 1996.

**"How to mentor across race and class lines."** Keynote to The Honor's College Mentors, University of Missouri, October 10, 1996.

**"What the university has to offer the student-athlete."** Invited address to football recruits, University of Missouri. September 13, 1996.

**"The art of getting work completed on and off the field."** Keynote address to first-year athletes at the University of Missouri. August 7, 1996 and August 20, 1996.

**"Child development issues in African American families."** Invited lecture for the College of Education, University of Missouri. June 24, 1996.

**"Sports and academics: A winning team."** Invited address at *Academic Day*, University of Missouri. June 1, 1996.

**"Child development issues in African American families."** Invited lecture for the College of Education, University of Missouri. April 25, 1996.

**"What is race relations and how can we improve it?"** Keynote address to the Mayor's Race Relations Task Force, Columbia MO, April 14, 1996.

**"African American families: The issues of race and development."** Invited lecture for the College of Education School Psychology program, University of Missouri. April 1, 1996.

**"Trouble Behind: The history of racism in the U.S."** Invited lecture given at the University of Missouri College of Law. February, 1996.

**"Strengthening communities through a holistic perspective."** Invited Keynote address to the *ParentLink* Annual Workshop. Jefferson City, MO, April, 1995.

**"African-American women and health policy issues."** Lecture presented at Sacramento State University, April, 1995. Invitation of Sacramento State Ethnic Studies Department.

**"African-Americans and paid labor in the 20th century."** Lecture presented at Sacramento State University, CA, April, 1995. Invited by the Department of Multicultural Education at Sacramento State.

**"Expectations of African-American students on a mainly White campus."** Lecture presented to graduating students at Sacramento City College. Invited by Academic Advising at Sacramento City College. April, 1995.

**"How to teach to a multicultural audience."** Lecture presented to students of the Graduate Teaching Program at Sacramento State University, California. April, 1995. Sponsored by the College of Education at Sacramento State.

**"Gaining a leg-up inside the university."** Keynote presented to incoming first-year students (*MU to the Future*) at the University of Missouri-Columbia. February, 1995.

**"How to gain equity in an inequitable society."** Keynote given to the Undergraduate Student Association, University of Missouri, Columbia, MO, February, 1995.

**"Is Affirmative Action dead socially and politically?"** Keynote address given to the *Muleskinners* Club, Columbia, MO, February, 1995.

**"The role of faculty in mentoring students to success."** Invited address at the Margaret Mangel Lectureship. October, 1994. University of Missouri, Columbia, MO.

## **WORKSHOPS AND SEMINARS**

### **"Four steps to living an unbiased life"\* Invited lecture co-sponsored by the Kentucky Humanities Council given to:**

1<sup>st</sup> Presbyterian Church, Richmond, KY, October 13, 1999  
Western Kentucky Human Relations Commission, Hopkinsville, KY, October, 1999  
Black Parents and Friends and Southeastern Community College, Cumberland, KY, February 21, 2000  
Downtown Christian Unity Taskforce, Lexington, KY, February 27, 2000  
The Montgomery County Schools Education Foundation, Inc., February 28, 2000  
Kentucky Association of Gerontology, Lexington KY, April 4, 2000  
Madison County Public Library, Richmond, KY, January 5, 2001  
Sisters of Charity of Nazareth, Nazareth, KY, January 20, 2001  
Central Kentucky Association of Volunteer Administrators, Lexington, KY, September 6, 2001  
Henderson Area Arts Alliance, Henderson, KY, February 7, 2002  
The Lexington Network, Lexington, KY, June 18, 2003  
Anderson County Community Forum, Lawrenceburg, KY, October 9, 2003  
Kentucky Association for Gerontology, April 27, 2004

\*Lecture designed to assist individuals in following a process to recognize their own biases and work toward eliminating them

### **"Turning obstacles into opportunities"\* Invited lecture co-sponsored by the Kentucky Humanities Council given to:**

Black Parents and Friends, Harlan, KY, February 20, 2000  
Northern Kentucky African American Heritage Task Force, Covington KY, April 16, 2000  
Knox County Public Library, Barbourville, KY, November 1, 2000  
Northern Kentucky African American Heritage Task Force, Covington KY, November 18, 2000  
Anderson County Community Forum, Lawrenceburg, KY, January 11, 2001  
Highlands Museum, Ashland KY, February 1, 2001  
McCreary County Chamber of Commerce, Whitley City, KY, March 5, 2001  
Bennett Center, London, KY, May 22, 2003  
Kentucky Appalachian Artisan Center, Hindman, KY, October 23, 2003  
Big Sandy Community and Technical College, Prestonsburg, KY, February 16, 2005  
Capital City Retired teachers Association, Frankfort, KY February 21, 2005  
Robinson Scholars graduation class, 2005, Hazard, KY, June 18, 2005  
Robinson Scholars freshman class, 2005, Hazard, KY, June 18, 2005  
Bracken County Homemakers Association, Brooksville, KY, June 23, 2005  
Harvey Helm Memorial Library, Stanford, KY, June 25, 2005  
Kentucky Communities Economic Opportunity Council, Corbin, KY, December 16, 2005  
Shelby County Public Library, Shelbyville, KY, February 17, 2006  
Mason County Middle School, Maysville, KY, April 28, 2006  
Knott County Leadership and Chamber of Commerce, Hindman, KY, July 20, 2006  
A Lasting World, Irvine, KY, July 21, 2006  
Scott County Historical Society, Georgetown, KY, August 17, 2006  
Pulaski County Historical Society, Somerset, KY, November 12, 2006  
Scott County Extension Homemakers, Georgetown, KY, February 27, 2007  
Morehead State University, Morehead, KY, March 9, 2007

Graham Memorial Presbyterian Church, Whitesburg, KY, May 10, 2007  
Knott County Leadership and Chamber of Commerce, July 19, 2007  
Phi Theta Kappa – Alpha Nu Zelta Chapter, October 5, 2007  
Kentucky Association of Educational Opportunity Program Personnel, October 10, 2007  
Nelson County Public Library, October 17, 2007  
Union College, November 1, 2007

\*Lecture designed to assist individuals in looking at area obstacles that occur in their lives and how they can self-initiate a process to overcome those barriers in order to reach a particular goal

**"African American Families: Historically resilient." Invited lecture co-sponsored by the Kentucky Humanities Council lectures given to:**

Faculty, students, and community of Lindsey Wilson College, Columbia, KY, February 10, 2004  
Lexington Senior Citizen Center, February 12, 2004  
Faculty, students, and community of Kentucky Wesleyan, Owensboro, KY, February 15, 2006

**"Building Community Around Diversity." Invited lecture co-sponsored by the Kentucky Humanities Council lectures given to:**

Somerset Community College, Somerset, KY, August 22, 2007

**"Four Elements of Student Success: Achieving Educational Equity for All"** A half-day workshop given to Kentucky Association of Elementary School Principals, Louisville, KY, July 15, 2008.

**"School Leadership: How Principals Set a Tone of Success"** A half-day workshop given to Kentucky Association of Elementary School Principals, Louisville, KY, July 15, 2008.

**"Infusing Diversity into the First Year Seminar"** A one-day workshop given to faculty and staff members of Babson College, Babson Park, MA, June 24, 2008.

**"Turning Obstacles into Opportunity: The Real Role of Leadership"** A two-day workshop given to the South Suburban Association of Chiefs of Police, Tinsley Park, IL, May 2-3, 2008.

**"Retention: A Goal Reached Through Progressive Leadership"** A one-day workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Peoria, IL, April 22, 2008.

**"Bridging the Generational Divide in Law Enforcement"** A one-day workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Moline, IL, April 14, 2008.

**"Leadership Development: Enduring, Surviving, and Thriving as a Law Enforcement Executive."** A one-day workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL, April 3, 2008.

**"Generational Differences: Capitalizing on the Uniqueness of Each Generation."** A one-day workshop given to staff members of Communicare, Elizabethtown, KY, March 5, 2008.

**“Police Executive Role in the 21<sup>st</sup> Century.”** A one-day workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Moline, IL, February 20, 2008

**“Designing a Culturally Competent System to Effectively Serve Your Clientele.”** A two-day workshop given to staff members of Communicare, Falls of Rough, KY, November 28-29, 2007.

**“Turning Obstacles into Opportunities: Encouraging Our Children to Succeed.”** A one-day workshop given to participants of annual Title I Regional Conference, Owensboro, KY, November 12, 2007.

**“Diversity – The Importance of its Inclusion at Missouri Southern State University.”** A one-day workshop conducted for faculty and staff of Missouri Southern State University, Joplin, MO, September 25, 2007.

**“Strategic Planning: A Roadmap to Success for Your Police Organization.”** A two-day workshop conducted for law enforcement executives in conjunction with the Illinois Law Enforcement Training and Standards Board, Urbana, IL, June 19-20, 2007

**“Weaving Cultural Competence into the Fabric of Your Community.”** A one-day workshop given to staff members of the Clay County Alliance for Inhalant Prevention, London, KY, June 12, 2007

**“Weaving Cultural Competence into the Fabric of Your Community.”** A two-day workshop given to staff members of the Commonwealth Alliance for Substance Abuse Prevention, Lexington, KY, May 30-31, 2007

**“Law Enforcement and the Diversity Community You Serve.”** A one-day workshop given to the Columbia Police Department, Columbia, Missouri, May 21, 23, 25, 2007

**“Police Executive Role in the 21<sup>st</sup> Century.”** A one-day workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL, April 26, 2007

**“Ethics: The Foundation for Law Enforcement.”** A one-day workshop given for the Justice & Safety Center at Eastern Kentucky University, Richmond, KY, March 31, 2007

**“Millennials: Forget the X, are you ready for the Y?”** A one-day workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, IL, March 20, 2007

**“Strategic Planning: A Guide for Police Organizations.”** A half-day workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, IL, March 19, 2007

**“Police Executive Role in the 21<sup>st</sup> Century.”** A one-day workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, IL, March 19, 2007

**“Creating a Culturally Competent Classroom: A Guide for Diminishing Prejudice, Stereotyping and Discrimination in Our Schools.”** Workshop given to Kentucky public schools' faculty and administrators at the 6<sup>th</sup> Annual ECU College of Education Diversity Conference, Richmond, KY, February 8, 2007.

**“Becoming Culturally Competent in a Diverse Society.”** A one-day workshop given to members of the Richmond Police Department, October 20 and 23, 2006

**“Strategic Planning: A Roadmap to Success.”** A half-day workshop given to the Western Association of Summer School Administrators, Boise, ID, October 10, 2006

**“Becoming Culturally Competent in a Diverse Society.”** A one-day workshop given to members of the Richmond Police Department, September 25 and 29, 2006

**“Strategic Planning: A Guide for Police Organizations.”** A two-day workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Chicago, IL, September 12-14, 2006

**“Building Community around Diversity.”** A half-day workshop given to master trainers in the Division of Substance Abuse and Mental Health Services, Lexington, KY, July 18, 2006

**“Police Executive Role in the 21<sup>st</sup> Century.”** A one-day workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL, May 22, 2006

**“Diversity and Ethics: A Workshop for the Richmond Police Department.”** A one-day workshop given to members of the Richmond Police Department, Richmond, KY, April 19, 2006

**“Command Leadership: A Workshop for the Richmond Police Department.”** A half-day workshop given to command staff of the Richmond Police Department, Richmond, KY, April 11, 2006

**“Leadership Development: Enduring, Surviving and Thriving as a Law Enforcement Executive.”** A one-day workshop given to police chiefs in conjunction with the Illinois Law Enforcement Training and Standards Board, Decatur, IL, March 14, 2006

**“What is leadership?”** A one-night workshop given to the Criminal Justice Executive Development class, Richmond, KY, February 16, 2006

**“Race and its Role in educating our Children.”** Workshop given at the 5<sup>th</sup> Annual Diversity Conference sponsored by the College of Education, Richmond, KY, February 8, 2006

**“A four–step process to school diversity and increased test scores.”** A one-day workshop given to the Greenup County public school faculty, staff and administrators, Grayson, KY August 8, 2005

**“Recruiting and retaining minority teachers and administrators.”** One-day workshop given to the administrators of the Madison County Schools, Richmond, KY July 28, 2005

**"Police Executive Role in the 21<sup>st</sup> Century: Cultivating Quality."** One-day workshop given to Chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, IL, May 14, 2005

**"Police Executive Role in the 21<sup>st</sup> Century: Executive Responsibility: Leadership."** One-day workshop given to Chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute, Macomb, IL, May 23, 2005.

**"Diversity, ethics, and Leadership: A community policing foundation."** A series of three eight-hour workshops given to the Columbia Police Department. Columbia, MO, May 9-13, 2005.

**"Four steps to living an unbiased life."** 4<sup>th</sup> Annual Diversity Conference sponsored by the College of Education, Richmond, KY, February 10, 2005

**"Enduring, Surviving, and Thriving as a Law Enforcement Executive: Leadership Development."** One-day workshop given to Chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute, Bloomington, IL, Jan. 25, 2005.

**"Command Leadership Principles."** Half-day workshop given to law enforcement personnel. Sponsored by the Department of Criminal Justice training. Richmond, KY, January 10, 2005

**"Police Executive Role in the 21<sup>st</sup> Century: Cultivating Quality."** One-day workshop given to Chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, IL, May 17, 2004.

**"Police Executive Role in the 21<sup>st</sup> Century: Executive Responsibility: Leadership."** One-day workshop given to Chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, IL, May 16, 2004.

**"Creating a tolerant and diverse climate: Four Steps to Living an Unbiased Life."** A four-hour workshop given to the faculty and staff at the Barnabas Home for Boys, Annville, KY, October 14, 2003.

**"Turning obstacles into opportunities."** Northside Public Library, February 14, 2004

**"Four steps to living an unbiased life."** Kentucky Country Day School, Louisville, KY, February 5, 2004

**"Creating a tolerant and diverse climate: Four Steps to Living an Unbiased Life."** An eight-hour workshop given to the Ursuline Sisters of Louisville. October 11, 2003.

**"Police Department Assessment."** A three-day train the trainer workshop on the methods of doing police departmental assessment. Sponsored by the ECU RCPI. Richmond, KY, August 18-20, 2003.

**"Turning obstacles into opportunities."** Turner Scholars, Jackson, KY, July 2003

**"Diversity, ethics, and Integrity: A community policing foundation."** A series of three eight-hour workshops given to the Columbia Police Department. Columbia, MO, April 26-May 2, 2003.

**"Closing the achievement gap: From Appalachia to Academia."** 2nd Annual Diversity Conference sponsored by the College of Education, A two-day workshop given to Kentucky educators. Richmond, KY, February 13 & 14, 2003.

**"Ethics training for the line officer."** Three-day training given to statewide law enforcement agency members with the ECU RCPI and the Department of Criminal Justice Training:

January 2002, Richmond, KY

May 29, 30, 31, 2002, Louisville, KY

August 21, 22, 23, 2002, Louisville, KY

January 6, 7, 8, 2003 (Train the Trainers), Louisville, KY

February 24, 25, & 26, 2003, Richmond, KY

December 1, 2, & 3, 2003, Alexandria, KY

May 25, 26, & 27, 2004, Richmond, KY

October 17, 18, 19, 2005, Prestonsburg, KY

**"Addressing the achievement gap: A plan of action for classroom educators."** 1st Annual Diversity Conference sponsored by the College of Education, A two-day workshop given to Kentucky classroom educators. Richmond, KY, January 28 & 29, 2002.

**"Valuing and managing diversity in the college residential hall."** A half-day workshop presented to the staff and students of the Housing Department, Eastern Kentucky University, Richmond, KY, August 6, 2001.

**"Strengthening academic success and community through diversity."** A one-day workshop given to the faculty, staff and administrators of Louisville Doss High School, Louisville, KY, August 3, 2001.

**"Developing leadership qualities."** A half-day workshop presented to the staff and students of the Education Pay\$ Center, Eastern Kentucky University, Richmond, KY, July 13, 2001.

**"Turning obstacles into opportunities."** A half-day workshop presented to the staff and students of the Education Pay\$ Center, Eastern Kentucky University, Richmond, KY, July 6, 2001.

**"Building community through diversity."** A half-day workshop presented to the staff and students of the Education Pay\$ Center, Eastern Kentucky University, Richmond, KY, June 15, & June 29, 2001.

**"Community Policing in a Diverse Community and the Effects of Racial Profiling on Perceptions."** A series of three eight-hour workshops given to the Columbia Police Department. Columbia, MO, April 30-May 4, 2001.

**"Four steps to living an unbiased life."** YMCA Association of Professional Directors Spring Conference, Lexington KY, April 20, 2000

**"Four steps to living an unbiased life."** Newman Center Catholic Church, Richmond, KY, February 6, 2000

**"Four steps to living an unbiased life."** Bridge Builders and Human Relations Commission, Hopkinsville, KY, October 16, 1999

**"Community service in a diverse environment."** A series of 10 four-hour workshops given to the Columbia Police Department. Columbia, MO, August 2-6, 1999.

**"Four-step program in developing a multicultural philosophy."** Workshop given to student leaders at Eastern Kentucky University. Richmond, KY, February 27, 1999.

**"Developing a non-racist attitude."** Seminar presented to the faculty, staff, and students of the Central Alternative School, Fayette County School System. February 17, 1999.

**"The Black family: Yesterday, today, and tomorrow."** Seminar presented to the Social Work Association. Richmond, KY, February 10, 1999.

**"African American contribution to the building of America."** Seminar presented to The Model Laboratory Elementary School. Richmond, KY, January 28, 1999.

**"Recognizing community needs and steps to take upon recognition."** Workshop given to religious and lay leaders. Sponsored by the Catholic Dioceses of Lexington, KY, Richmond, KY (January 16, 1999) and Hazard, KY (January 23, 1999).

**"Diversity and leadership."** A workshop conducted for all of the residential housing Area and Assistant-Area coordinators staff at Eastern Kentucky University. Richmond, KY, January 5, 1999.

**"Healing hate."** Moderated panel discussion of community leaders sponsored by Student Social Work Association at Eastern Kentucky University. Richmond, KY, October 28, 1998.

**"Racism, sexism and homophobia in the residence halls: A student's guide to healing hatred."** A workshop conducted for Residential Development staff and students at Eastern Kentucky University. Richmond, KY, October 19, 1998.

**"Diversity and you in the residence halls."** A workshop conducted for all of the residential housing staff at Eastern Kentucky University. Richmond, KY, Reid Luhman, Co-Presenter August 11, 1998.

**"Planning the next year."** A workshop facilitated for the executive board of the Columbia Area United Way. Rochport, MO, June 26, 1998.

**"Race relations on college campuses."** Moderated panel discussion with Senator Gerald Neal (KY) at Eastern Kentucky University. Richmond, KY, April 8, 1998.

**"Women's work: Race, gender & Class."** Moderated panel discussion sponsored by Student Social Work Association at Eastern Kentucky University. Richmond, KY, March 25, 1998.

**"Diversity and you in the residence halls."** A workshop conducted for all of the residential housing staff at Eastern Kentucky University. Richmond, KY, Reid Luhman, Co-Presenter August 16, 1997.

**"Planning the next year."** A workshop facilitated for the executive board of the Columbia Area United Way. Rochport, MO, June 26, 1997.

**"Bringing cultural diversity into the university student community: Creating and fostering a multicultural climate."** A workshop presented to the Summer Welcome Orientation Leaders at the University of Missouri. Columbia, MO, June 2, 1997.

**"Getting on the same page."** Workshop facilitated for the *RAIN* Board, Columbia, MO, May 31, 1997.

**"The power of being an assertive leader."** A workshop presented to the Regional Aids Interfaith Network's Care Team Leaders. Columbia, MO, May 22, 1997.

**"Balancing time, work and family."** A seminar presented to parents and teachers in the Columbia public elementary schools. New Haven Elementary, Columbia, MO, April 22, 1997.

**"Building community in higher education: Cultural diversity and the Stephens College partnership."** Workshop presented to Stephens' College faculty, students, and staff. Columbia, MO, April 18 & 19, 1997.

**"Building community through diversity."** A series of 8 eight-hour workshops given to the Columbia Police Department. Columbia, MO, February-April, 1997.

**"Developing cultural sensitivity as a teacher."** Workshop presented to Ph.D. candidates in Adult and Higher Education, University of Missouri. April 16, 1997.

**"Educational programs for divorcing parents, MU Human Development and Family Studies program in Boone/Callaway counties."** Presented at the *Meeting the Challenges of Parenting in the 21<sup>st</sup> Century* conference sponsored by UM Extension, April 15-17, 1997.

**"What should be known about Black families as a key to a child's academic success."** In-service workshop presented to teachers in the Hannibal, MO School District. February 20, 1997.

**"What should be known about Black families as a key to a child's academic success."** In-service workshop presented to teachers in the Hannibal, MO School District. February 6, 1997.

**"Taking cultural diversity into the next century: Creating a multicultural workplace."** Workshop presented to William Woods University Faculty and Staff. Fulton, MO, December 18, 1996.

**"Getting on the same page."** Workshop conducted for the Fun-City Playground Project for Disadvantaged, At-risk Youth. Presented to funders and supporters of the organization. Rochport, MO, November 16, 1996.

**"Developing cultural sensitivity as a clinician."** Workshop presented to Ph.D. candidates in Counseling Psychology, University of Missouri. November 6, 1996.

**"Working together in a changing environment: Workshop on race, ethnic and gender sensitivity in the workplace."** Presented to the entire nonprofessional staff of the Columbia Public Schools, November 4, 1996.

**"Arriving at a multicultural classroom."** In service workshop presented to school teachers in the Columbia Public Schools, Columbia, MO, September 26, 1996.

**"Understanding ourselves and our clients better: A Workshop in cultural diversity."** Workshop presented to Consumer Credit Counseling and The Job Center staff of Columbia, MO, August 27, 1996.

**"How to understand diversity and foster its qualities."** Workshop presented to *Interact Organization*. Sponsored by Planned Parenthood, Columbia, MO, August 25, 1996.

**"Getting on the same page."** Workshop conducted for the Community Partnership, Columbia, MO, August 6, 1996.

**"Communities, families, and pride."** Workshop presented at the National Night Out, Moberly, MO, August 6, 1996.

**"Fostering a multicultural classroom climate: Stephens College commitment to diversity."** Workshop presented to the Stephens college faculty. May 20-24, 1996.

**"Diversity and MU."** Workshop presented at the 1996 University of Missouri Faculty Retreat. Lake of the Ozarks, MO, April 1996.

**"The role of the media in race relations."** A media panel seminar mediated in Columbia, MO, April, 1996.

**"How to be a culturally sensitive peer counselor."** A seminar presented at the *Peer to Peer* Annual Conference, Ramada Inn, Columbia, MO, April, 1996.

**"Teaching in a power-flattened environment."** A seminar given to the faculty at Stephens College, Columbia, MO, April, 1996.

**"What all families and teachers should know about balancing work and family."** A seminar presented to parents and teachers in the Columbia public elementary schools. New Haven Elementary, Columbia, MO, April, 1996.

**"Managing a diverse workforce."** Two-day workshop presented to the supervisors and managers of the General Services Sector at the University of Missouri-Columbia. Columbia, MO, February, 1996.

**"How to be assertive without be aggressive."** Workshop presented to Care Team Leaders of *The Regional AIDS Interfaith Network (RAIN)*. Columbia, MO, February, 1996.

**"Sexual harassment in the modern corporation."** Two-day workshop presented at RUDD Equipment Company. Louisville, KY, January, 1996.

**"Taking higher education into the next century: Cultural diversity and the Stephens College partnership."** Workshop presented to Stephens' College faculty, students, and staff. Columbia, MO, November 10 & 11, 1995.

**"Cultural diversity."** Workshop presented at the 1995, University of Missouri Faculty Retreat. Lake of the Ozarks, MO, April 1995.

**"Balancing work and family."** Workshop presented to parents and teachers of the Columbia community. Sponsored by the Columbia Public Schools and Parents as Teachers Organization, Columbia, MO, February, 1995.

**"Welfare reform: Who's responsible for who?"** Seminar presented on the University of Missouri's campus sponsored by Sigma Gamma Rho Sorority, February, 1995.

**"Arriving at a multicultural classroom."** Workshop presented to the secondary teachers of the Columbia Public Schools, Columbia, MO, January, 1995.

**"Coming to grips with ourselves: An exercise in multicultural development."** Workshop conducted to professors of Elementary Education and teachers of K-Third grade educators. Project Construct, Holiday Inn-Expo Center, Columbia, MO, October, 1994.

**"Retaining Blacks through a multicultural philosophy."** Workshop presented to the Allied Health and Nursing faculty, Eastern Kentucky University, Richmond, KY, April, 1994.

**"Balancing work and family."** Workshop presented to extension and resident faculty at the annual *Making Connections in HES Extension* meetings. University of Missouri-Columbia, Columbia, MO, April, 1994.

**"How to teach a multicultural curriculum."** A seminar presented to the Association of Childhood Education International, the University of Missouri-Columbia. Columbia, MO, March, 1994.

**"How to combat racism in college residential housing."** Seminar presented to resident housing directors and students. The University of Missouri-Columbia, Columbia, MO, February, 1994.

**"Growing up in today's society."** A series of seminars presented to children ranging from nine through sixteen. Last presented at the University of Kentucky Sports Program, Summer 1992.

**"Race and gender diversity in the corporation and the university."** A seminar on multiculturalism and gender sensitivity in the work place and on campus. Last presented at the Kentucky Annual Conference of Residence Halls, Eastern Kentucky University, February 1992.

**"Sex: A hot topic lately."** A seminar on sexual harassment in the workplace. Presented at Eastern Kentucky University, November 1991.

**"How to understand cultural diversity in the work place."** Presented at the University of Kentucky Medical Center, May, 1991; University of Kentucky Main Campus, October, 1991.

**"Nomenclature: What shall we call ourselves."** A seminar on the reasons why different ethnic and racial groups change names for identification over time. Presented at Eastern Kentucky University, Fall, 1990.

## **PROFESSIONAL CONSULTING EXPERIENCE**

**CHURCHES/RELIGIOUS ORGANIZATIONS:** Carrollton Christian Academy, Catholic Diocese of Lexington, Kentucky, St. Mark Catholic Church

Examples of services provided: cultural diversity, marriage and relationships

**EDUCATIONAL ORGANIZATIONS:** Anderson County Kentucky Schools, Berea College, Boone County Missouri School District, Clay County Kentucky Schools, Cumberland College Fayette County Kentucky Schools, Franklin County High School, Jefferson County Kentucky Schools, Kentucky Community & Technical College System, Kentucky Country Day School, Kentucky State University, Kentucky Wesleyan, Lindsey Wilson, Madison County Kentucky Schools, McCreary County High School, Mercer County Kentucky Schools, Missouri Southern State University, Model Laboratory School, Montgomery County Kentucky Schools, Providence, Kentucky School District, Sacramento City College, Shelby County Schools, St. Henry's High School, Stephens College, Union College, University of Kentucky, University of Missouri

Examples of services provided: college preparation and success, diversity training, faculty hiring and mentoring, generational differences, overcoming obstacles, recruiting and retaining diverse faculty and staff, strategic planning, leadership

**LAW ENFORCEMENT ORGANIZATIONS:** Columbia Police Department, Danville Kentucky Police Department, Department of Criminal Justice Training, Hopkinsville Kentucky Police Department, Illinois Law Enforcement Training and Standards Board, Kentucky Law Enforcement Council, Kentucky Traffic School/Graduate Licensing Program, Louisville Kentucky Police Department, Regional Community Policing Institute, Richmond Police Department

Examples of services provided: citizen review boards (establishment of and working with), departmental assessments, diversity training, ethics training, generational differences, internal affairs assessments, leadership development, merit and promotion guidelines, performance evaluation systems, race relations, recruiting and retaining diverse officers and personnel, sexual harassment, strategic planning

**MUNICIPALITIES:** Boone County Missouri, Calloway County Missouri, Columbia, MO Glasgow, KY, Hopkinsville, KY, Louisville, KY, Moberly, MO, Richmond, KY

Examples of services provided: community surveys, conducting and facilitating community forums, conflict resolution, departmental training and assessment, diversity training, leadership development, performance reviews, recruiting and retaining diverse personnel, strategic planning

**OTHER ORGANIZATIONS:** Alliance for Substance Abuse Protection, Carnegie Center for Literacy and Learning, Center for Rural Development, Community Partnership, Division of State and Mental Health, FDIC Bank Examiners, Fun City Playground Project, Hope's Wings, Kentucky Association of Gerontology, Kentucky Humanities Council, Kentucky Nursing Association, Kentucky Society of Certified Public Managers, National American Association of Summer Sessions, National City Bank, Ohio Literacy Institute, Parent Link (Missouri), Pattie A. Clay Hospital, Planned Parenthood, Practical Parenting Partnerships (Missouri), Rudd Equipment Company, The Jobs Center (Missouri), Western Association of Summer School Administrators

Western Kentucky Human Relations Commission, YMCA, YMCA Association of Professional Directors

Examples of services provided: cultural competence, diversity training, establishment of non-profit boards, leadership, overcoming obstacles, recruiting and retaining diverse staff, site reviews, strategic planning

## **HONORS AND AWARDS**

**Richmond, KY Annual Unity Award, 2008**

**Central Kentucky Volunteer of the Year Award Nominee, 2007, 2008**

**Eastern Kentucky University Hall of Distinguished Alumni Member, 2006**

**Honorable Mention** (1 of 8 finalist) for Outstanding First-Year Advocate Award, 2000-2001  
Sponsored by the National Resource Center for the First-Year Experience and Students in Transition.

**Honorable Mention** (1 of 10 finalist) for Outstanding First-Year Advocate Award, 1999-2000  
Sponsored by the National Resource Center for the First-Year Experience and Students in Transition.

**1996 Provost's Outstanding Junior Faculty Teaching Award**, University of Missouri-Columbia

**Outstanding Faculty Member for 1995**, selected by *QEBH* at The University of Missouri-Columbia

**Award for Excellence**, Presented for manuscript "Community diversity issues: Strategies for a comprehensive multicultural framework." By the U.S. Department of Health and Human Services, June 10, 1996

**Study Group on Culture and Ethnicity**, 1 of 10 national scholars (1998-2003)  
Sponsored by The Family Research Consortium, NIMH and other funding agencies

**International Who's Who of Intellectuals**, Tenth Commemorative Edition from the International Biographical Center, elected in 1992

**Outstanding Leadership Award in Business and Academia**, and inclusion in the Fourth Edition of International Directory of Distinguished Leadership, 1992

**Omicron Delta Kappa**, University of Kentucky Chapter, 1990

**Lyman T. Johnson Fellow**, University of Kentucky, 1989-1991

**Golden Key Honors Society**, EKU Chapter

**Phi Kappa Phi**, EKU Chapter

## **GRANTS AND AWARDS**

**Eastern Kentucky University** (\$9,000) "Factors That Influence School Dropout Rate: an In-Depth Study of a Rural Appalachian School District" May 15, 2008-August 14, 2008.

**Kentucky State Police** (\$5,940) "Review/Update the Cadet Applicant Written Examination." January 1, 2008–June 30, 2008

**Eastern Kentucky University** (\$2,341) "Youth Voter Registration Strategies: A Campus Based Experiment." September 5, 2006-May 15, 2008. (PI)

**Missouri Department of Social Services** (\$3,000) "Missouri task force on the status of African American males." January 15, 1997-March 15, 1997. (PI)

**Missouri Department of Social Services** (\$100,000) "Caring Communities project: The Development of a transdisciplinary approach to undergraduate, graduate, and continuing professional education" at the University of Missouri. September 1, 1996-August 31, 1997. (Co-PI)

**The Spencer Foundation** (\$11,940) "African American adolescence perspectives on education." September 1, 1996-August 31, 1997. (PI)

**Boone/Callaway Family Court: "Focus on Kids,"** (provides parent education to all divorcing parents in Boone and Callaway counties), approximately \$20,000 per year, June 1, 1995-May 31, 1997. (Co-PI)

University of Missouri-Columbia **General Education Council Award** (\$4,000) for teaching enhancement, 1997.

University of Missouri-Columbia **General Education Council Award** (\$8,000) for teaching enhancement, 1995.

University of Missouri-Columbia **General Education Council Award** (\$7,000) for teaching enhancement, 1994.

University of Missouri-Columbia **Research Council Grant and Summer Fellowship Award** (\$7,000), 1994. Award given for continuing research on educational attainment and retainment of blacks on mainly white college campuses.

University of Missouri-Columbia **Alumni Faculty Development Incentive Award** (\$884), 1994. Award granted for continuing research on divorce in the African-American family.

University of Missouri-Columbia **College of Human Environmental Sciences Margaret Mangel Catalyst Award** (\$1,100), 1994. Award granted for research on the divorced African-American fathers.

## **CERTIFICATIONS AND AFFILIATIONS**

**Faculty**, Illinois Law Enforcement Executive Institute

**Ethics and Integrity Train-the-Trainer Program**, United States Department of Justice

**Onsite Assessment Team Leader Training**, The Western Regional Institute for Community Oriented Policing

**Certified Family Life Educator (CFLE)**, Designated by The National Council on Family Relations

**Certified Trainer for Police Organizations**, Kentucky Law Enforcement Council

**Missouri Post Certified** (Police Officer Standards and Training)

## **PROFESSIONAL ORGANIZATIONS AND AFFILIATIONS (PAST AND PRESENT)**

American Sociological Association (ASA)  
National Council on Family Relations (NCFR)  
Family Research Consortium  
College Board  
AACRAO  
KACROA  
NAFSA  
NACADA  
NACAC  
SACRAO  
NADE  
KADE  
NAASS

## **PROFESSIONAL SERVICE**

Member of the Executive Board, Collegiate Press  
Grant Proposal Reviewer, National Institute of Mental Health  
Membership Chair, Ethnic-Minorities section of the National Council on Family Relations  
Reviewer, *Journal of Marriage and the Family*  
Reviewer, *Family Relations Journal*  
Reviewer, *Journal of Social and Personal Relationship*  
Reviewer, *Journal Student Retention*  
Reviewer, *Journal for Juvenile Justice and Detention Services*  
Reviewer, for paper presentation proposals to be given at the annual conference of the *NCFR*  
Member, Reubin Hill Award Committee, *NCFR*  
Member, Committee on Diversity, *NCFR*  
Consultant, Stephens College, Columbia, MO  
Consultant, William Woods University, Fulton, MO  
Consultant, Columbia, Missouri Police Department  
Consultant, City of Columbia, MO  
Consultant, City of Richmond, KY  
Consultant, Governor's Task Force on the Status of African American Men, State of Missouri  
Consultant, Regional Community Policing Institute, Richmond, KY  
Consultant, Louisville Police Department, Louisville, KY  
Consultant, Hopkinsville Police Department, Hopkinsville, KY  
Mentor, Wakonse Fellows, University of Missouri  
National American Association of Summer Sessions, Executive Board

## **COMMUNITY SERVICE (current service is in bold)**

**Kentucky Humanities Council, Speakers Bureau**  
**Regional Community Policing Institute**, Executive Board Member  
**Pattie A. Clay Hospital**, Vice Chair  
**Pattie A. Clay Hospital Physician Compliance Committee**, Chair  
**Hope's Wings**, Board Member  
**YMCA**, Board Member  
**Richmond Rotary Club**  
**Ambassadorial Scholars, Richmond Rotary Club**  
**Kentucky Chemical Demilitarization Citizen's Advisory Commission**

City of Richmond Citizen's Advisory Board  
The Boys and Girls Club of Madison County, Executive Board Member  
St. Stephens Newman Center Board, Chair  
Bluegrass Rape Crisis Center, Executive Board Member  
Governor's Literacy Project, Member  
P-16 Council, Member  
Madison County Schools Strategic Planning Committee  
Habitat for Humanity Publications & Public Relations Committee  
United Way of Central Missouri, Chair of Allocation of Funds Panel  
United Way of Central Missouri, Agency Relations Committee Member  
Regional AIDS Interfaith Network of Central Missouri (RAIN), Executive Board Member  
The Ronald McNair Scholars Program, Executive Board Member  
The Ronald McNair Scholars Program, Editorial Board Member  
The Northeast Caring Communities, Consultant  
Minority Men's Network, Columbia, MO, Member  
Race Relations Task Force, Columbia, MO, Consultant  
Madison Central High School, Curriculum Committee

**COMMITTEES SERVED ON (current assignments in bold)**

**Educational Leadership and Policy Studies Promotion and Tenure Committee**

**Center for Educational Research in Appalachia**

**Kentucky African American Encyclopedia, Editorial Board**

**Student Government Association, Advisor**

**African/African American Studies Board**

SACS Leadership Team for Reaffirmation

General Education Committee, Vice Chair

New Faculty Orientation Committee

Teacher Education Committee

Improvement of Instruction

Natural Areas

Service Learning Committee

Kentucky Institute for International Studies Board

Cooperative Center for Study Abroad Board

Provost's Council

Council on Academic Affairs, Vice Chair

Academic Integrity Subcommittee for ECU Athletic Certification

NCAA Division I Athletics Certification Steering Committee

Strategic Planning Committee

Student Success Council, Chair

Special Admissions Committee, Chair

University Developmental Committee, Chair

BANNER Committee

Advising Committee

University Diversity Committee

College of Education Diversity Committee

University Grievance Committee

Residency Appeals Committee, Chair

President's Cabinet

University Writing Requirement Advisory Committee

EKU Credit Union, Loan Advisory Board Member

Multicultural Student Services Committee on Student Leadership, Member  
Enrollment Management Committee  
Academic Success Committee (retention), Chair  
PEW Foundation Roundtable, University of Missouri-Columbia's faculty representative  
Knight Foundation Roundtable, University of Missouri-Columbia's faculty representative  
University Faculty Grievance Committee  
General Education "Families in a Changing Society" Cluster, Chair  
Summer Welcome Review Task force  
MLK Day Committee  
Ridgel/Gregory/Huggins Fellowship and Scholarship Committee