

LEADERSHIP PROFILE

An accomplished and highly skilled diversity administrator and strategist with extensive higher education experience in diversity, equity and inclusion; residence life, title ix and student conduct. Proven and demonstrated leadership in facilitating organizational change and an inclusive excellence agenda. Competent in strategic planning, mentoring, teaching, consulting, supervision, fiscal management, advising, training, advocacy, public speaking, bias response, leadership development, student engagement, curriculum development and assessment. Nationally recognized speaker with 100+ educational sessions, workshops/trainings or keynotes at higher education conferences and postsecondary institutions on topics relating to student success, equity, access, inclusion, identity, privilege, oppression, organizational frameworks and multicultural organizational development. Serves national higher education associations via institute faculty appointments, presenting at conferences, advisory board membership and various leadership roles and committees. Previously recognized by the National Association for Student Personnel Administrators (NASPA) with the Doris Ching Award for Excellence as a Student Affairs Professional and the Social Justice Educator Award by the American College Personnel Association (ACPA) Commission for Social Justice Educators

EDUCATION

Doctor of Education (Ed.D.), Organizational Leadership and Communication
Northeastern University, Boston, MA

Dissertation: *The Lived Experiences of Vice Presidents for Student Affairs: A Study Exploring How Social Identity Impacts Leadership Approach*

Master of Education (Ed.M.) College Student Affairs
University of South Florida, Tampa, FL

Bachelor of Science (B.S.), Communications; Sociology Minor
Eastern Connecticut State University, Willimantic, CT

PROFESSIONAL EXPERIENCE

2016-Present ***Director, Paul Robeson Cultural Center, Rutgers University-New Brunswick***
Founded in 1969, the Paul Robeson Cultural Center (PRCC) at Rutgers University-New Brunswick offers cutting-edge diversity initiatives, an inclusive community and equitable services that reflect the diversity of the African diaspora among students, faculty, and staff. Founded over 250 years ago, Rutgers University-New Brunswick is a large public diverse research university comprised of over 50,000 students committed to preparing a diverse community of students to be globally engaged citizens.

- Serve on the Division of Student Affairs Leadership Team
- Directly supervise two professional staff, one graduate student and 37 student office assistants charged in leading staff development initiatives, conducting staff performance evaluations and facilitating staff learning experiences

- Execute strategic initiatives utilizing and managing an annual \$105,000 operating budget
 - Leverage diversity expertise to increase cultural competency and multicultural awareness, knowledge and skills among students, faculty, staff, and alumni
 - Provide support, safety and counsel for on-campus student demonstrations and protests
 - Serve as the funding administrator for five scholarships secured from alumni and donors
 - Active contributor and participant of several divisional and university-wide diversity related committees and work groups such as the divisional Inclusion Committee
 - Serves on the Cultural Center Collaborative team, consisting of four Cultural Centers to foster a community of acceptance and engagement across intersecting marginalized identities
 - Partner with the department of Africana Studies and undergraduate academic affairs to develop lectures and identify various initiatives that address student of color persistence and academic excellence such as the annual Paul Robeson Lecture Series, Rites of Passage, and Access Week
 - Participate on the divisional Assessment Committee, charged to develop structure, metrics and outcomes to produce evidence-based results on divisional and department programs
 - Partner with external and internal stakeholders to increase on-campus and community opportunities for students of color
 - Serve as a primary advisor for 18 black student undergraduate and graduate organizations such as Black Student Union, United Black Council, NAACP Rutgers Chapter, Minority Engineering Educational Task and West Indian Student Organization
 - Lead programming and leadership initiatives to increase black student engagement on campus such as the Black Men's Excellence Mentoring Institute engaging over 100 black male students across a two year period
 - Organize annual signature University programs such as Paul Robeson Week, Rites of Passage Ceremony, Black History Month, MLK Dream Week and Harambee Leadership Retreat
- Selected Accomplishments:*
- Revitalized the Paul Robeson Cultural Center with increased programming, student, faculty, staff and alumni engagement, resources and facility infrastructure, which has resulted in prominent presence for the PRCC locally, regionally and nationally
 - Created a partnership with Counseling Services to provide Community-Based Counselors at the Paul Robeson Cultural Center to offer students direct access to counseling and wellness services
 - Increased participation by 300 students across a two year period for the annual Rites of Passage Ceremony, a pre-commencement event for graduating Black and Latinx students
 - Partnered with the Director of Development and alumni donors to establish three scholarships for students of color
 - Served as Conference Chair and hosted the 27th annual national Association for Black Culture Centers Conference, comprised of 100 cultural center professionals and 30 colleges

- Established a year-long monthly mentoring institute for black undergraduate students which contributes to university retention efforts and advances the academic, social, career and leadership development of black men in college
- Created a Community Ambassador student leadership program for upper-class students in partnership with the Paul Robeson Living Learning Community
- Led the development and implementation of the inaugural university MLK Dream Week, including the creation of an annual Dr. Martin Luther King Jr. Student Oratorical Contest
- In January 2017, the Paul Robeson Cultural Center was named the recipient of the Dr. Martin Luther King Jr. Staff Service Award for Busch Campus

2014-2016
2013-2014

Director, Student Conduct and Residence Life, City University of New York

Associate Director, Residence Life, City University of New York

Central Office of Student Affairs

The City University of New York (CUNY) is the public university system of New York City and is the largest urban public university system in the United States. The Central Office of Student Affairs serves the student affairs departments at the 24 CUNY colleges across the five boroughs of New York City to provide resources, services and consultation in the areas of program development, policy and curriculum creation, training and assessment.

- Served on senior staff team under the leadership of the Vice Chancellor for Student Affairs
 - Served as CUNY's chief student conduct and residence life administrator
 - Supervised the University Student Conduct Manager and two Graduate Assistants
 - Directly managed an \$100,000 annual operating budget
 - Provided resources/consultation/expertise in student conduct and residence life to 24 colleges
 - Implemented professional development programming for the student conduct council and residence life council, comprised of 32 staff members system-wide
 - Coordinated University wide events for student leadership groups
 - Conducted 24 college site-visit consultations to assess the student conduct and residence life program areas and provide recommendations to improve practice, policies and process
 - Participated on search committees for the Office, serving a Chair or Committee Member
- Student Conduct:***
- Administered Faculty Staff Disciplinary Committee, professional/student staff Title IX training
 - Facilitated Title IX Training for chief student affairs officers, human resource directors, public safety directors, and chief diversity officers across all 24 colleges
 - Presented sexual misconduct training curriculum and data to CUNY's senior level administrators
 - Served on University committees that led the development and assessment of student conduct policy and training documents and curriculum

- Participated on the Title IX Working Group which developed CUNY's Sexual Misconduct Policy
 - Conducted assessment for all Title IX and student conduct trainings
 - Reviewed and edited CUNY's 2011-13 Title IX Clery Data Reports
 - Created three sexual misconduct educational and awareness videos for students and employees
 - Served on the University Campus Climate Survey Advisory Board
 - Partnered with the company, Everfi, to implement, *Haven*, an online training database company to educate students, faculty and staff on sexual misconduct
 - Completed sexual assault training with the Brooklyn district attorney office, the New York City Alliance Against Sexual Assault, and the Family Justice Center
 - Represented CUNY student affairs at the Middle States Commission of Higher Education Compliance Program workshop in Philadelphia, Pennsylvania
- Residence Life:
- Supported the opening of two residence halls, which increased student housing by 554 residents
 - Directly supported and provided residence life guidance and resources to nine colleges, 18 professional staff members, 3,100 residential students, and 72 resident assistants (RA)
 - Led RA trainings, professional staff retreats, end-of-year banquet, and RA day of service
 - Presented to staff on areas such as Title IX, Diversity, Wellness, Programming, Emergency Preparedness, RA Burnout, and Leadership
 - Created a protocol for student housing staff responding to Title IX incidents in the residence hall
 - Developed resources such as health and safety inspections and emergency preparation documents for the residence hall staff
 - Assisted in the implementation of ProtoCall, an afterhours counseling hotline service providing 24/7 counseling services for students in an effort to decrease response time for emergencies
 - Led residence life assessment projects to review and analyze the residential student experience
 - Collected residence hall composition data for central office recordkeeping
- Selected Accomplishments:
- Implemented a residence life training program for nine campuses and 90 staff members
 - Partnered with university stakeholders to help develop CUNY's Sexual Misconduct Policy
 - Established a University online sexual misconduct training program for students and employees

2011-2013

Director, Multicultural Affairs, University of Massachusetts Lowell

The Office of Multicultural Affairs advances the personal, cultural, intellectual, and social development of our diverse and international students and offers resources, establishes community and learning spaces for cultural competency development among all students, faculty and staff. The University of

Massachusetts Lowell is the second-largest public research institution in Massachusetts comprised of over 18,000 students.

- Served as a primary diversity university administrator that led efforts to address diversity for programming, retention, leadership, recruitment, training, initiatives, and strategic planning
 - Supervised the Assistant Director of Multicultural Affairs, one Graduate Assistant, four Student Office Assistants and one full-time Administrative Assistant
 - Managed an annual operating budget of \$65,000
 - Advised 37 multicultural and/or spiritual student organizations
 - Facilitated diversity programs, trainings and initiatives to sustain an inclusive campus community
 - Partnered closely with Human Resources and Equal Opportunity to address and implement institutional diversity goals, policies and compliance
 - Oversaw the implementation of a Diversity Peer Educator program, supporting 50 students across two years; increasing participant involvement, multicultural knowledge, skills and awareness
 - Chaired the annual MLK Celebration Week for University and community members
 - Implemented a cultural immersion program for students to explore culture in different U.S. cities
 - Participated in Ally Space training to develop competency to support the lesbian, gay, bisexual, transgender and queer (LGBTQ) communities
 - Completed certifications such as LGBTQ Ally Space, Search Committee Hiring Process, Title IX, Clery Act/Campus Security Authority, Active Shooter, and Performance Management
- Selected Accomplishments:*
- Hosted the 2013 Student Social Justice Training Institute; served on host committee
 - Recorded an increase of 12 new multicultural student organizations in my tenure
 - Selected to serve on the University Global Engagement & Inclusive Culture Committee
 - Charted and advised the UMass Lowell M.A.L.E.S. (Men Achieving Leadership, Excellence and Success) student organization; designed to support retention and engagement efforts for undergraduate and graduate men of color

2009-2011

Associate Director, Residence Life, University of Massachusetts Lowell

Comprised of over 6,000 residents, the Office of Residence Life is committed to creating an inclusive residential community that promotes personal and academic success, celebrates individual differences and generates globally engaged students. The University of Massachusetts Lowell is the second-largest public research institution in Massachusetts comprised of over 18,000 students.

- Directly reported to the Director of Residence Life, serving on the department leadership team

- Served as chief housing officer during Director of Residence Life four week paternity leave
- Managed a residential program of 3,100 residential students and 120 student staff members
- Directly supervised eight full-time resident directors and complex directors
- Served as the residential student conduct officer, hearing all appeals and suspensions
- Developed a residential programming curriculum to increase residence hall student engagement
- Led and developed social justice curriculum for student and professional staff diversity training
- Managed the recruitment process and selection of student and professional staff
- Served on the senior staff on-duty rotation and responded to residence hall crisis's
- Selected Accomplishments:
- Developed the department inclusion statement and implemented a branding strategy to increase the diversity of the residential student community and create an inclusive residential community
- Increased racial/ethnic residence life professional staff diversity by more than 50% in two years
- Retained the resident director and complex director staff 100 percent over two years

2006-2009 ***Community Development Educator, Residential Education New York University***

New York University is the largest private urban institution in the United States with an enrollment of over 50,000 students and 12,000 students living on campus.

2004-2006 ***Resident Director, Residential Life, University of South Florida***

The University of South Florida is a large public diverse four year institution with an enrollment of nearly 50,000 students and a residential population of 5,000.

INSTITUTIONAL SERVICE

2016-Present **Rutgers University-New Brunswick:**

- Co-Chair, Student Affairs Diversity Council
- Paul Robeson Centennial Committee
- Bias Prevention and Education Committee
- End Sexual Violence Now Committee - Division of Student Affairs
- Leadership Philosophy Committee - Division of Student Affairs
- Inclusion Committee - Division of Student Affairs
- RU 1st Committee for First Generation/Low-Income/Students of Color
- RU-MEN (Male Empowerment Network) Steering Committee
- Division of Student Affairs Assessment Committee
- Dean of Students Bias Prevention and Education Committee
- Tyler Clementi Center, Digital Engagement Initiative Working Group
- Title IX Campus Advisor
- Dr. Martin Luther King, Jr. Dream Week Planning Committee
- Chair, 27th Association for Black Culture Centers Conference Committee

- Director of New Student Orientation and Parent Programs Search Committee
- Assistant Director, Asian American Cultural Center Search Committee Chair

2013-2016 City University of New York

- Chair, Student Conduct Council
- Chair, Residence Life Council
- Chair, CUNY NASPA Undergraduate Fellows Program (NUFP)
- Communications and Community Committee
- CUNY's Student Death Protocol Workgroup
- Title IX, Risk Management & Business Continuity Committee
- Student Conduct in Residence Halls Working Group
- Sexual Misconduct Policy Working Group/Committee
- Risk Management Coordinator Search Committee

2009-2013 University of Massachusetts Lowell

- Division of Student Affairs Student Engagement Committee Tri-Chair
- Residence Life Inclusion Committee Chair
- Assistant Director of Multicultural Affairs Search Committee Chair
- Faculty/Staff Cultural Competence Training Committee
- Religious Life Council Committee
- Black Alumni Outreach Committee
- Chancellor's Student Leadership Medal Selection Process Committee
- Global & Inclusive Culture: University 2020 Strategic Plan Committee
- Government Relations, HR/EOO, Facilities, Public Safety Search Committees
- C.A.R.E. Team Committee (students of concern)

PROFESSIONAL MEMBERSHIPS

- 2010-Present Social Justice Training Institute – Alumni Network
2005-Present National Association for Student Personnel Administrators
2005-Present Alpha Phi Alpha Fraternity, Inc.
2016-2018 Association for Black Culture Centers
2013-2016 Association for Student Conduct Administration
2008-2016 Association of College and University Housing Officers International
2006-2011 American College Personnel Association

PROFESSIONAL SERVICE AND LEADERSHIP

American College Personnel Association

- 2014 Selected Participant, Donna M. Bourassa Mid-Level Management Institute
2008 National Conference Program Reviewer

Association for Black Culture Centers

- 2017-2018 Conference Chair and Institutional Host, 27th Annual National Conference

Association of College and University Housing Officers International

- 2015-2016 Co-Chair, Professionals of Color Network
2014-2015 Chair-Elect, Professionals of Color
2012-2014 Member, President-Elect Dr. Tom Ellett Advisory Board
2011 Faculty, Regional Entry Level Institute
2008-2009 Chair, NEACUHO Regional Social Issues Committee

2008 Founder, NEACUHO Professionals of Color Retreat
2007 Selected Participant, Regional Entry Level Institute

National Association for Student Personnel Administrators

2018-Present Mentor, NASPA Undergraduate Fellow Program
2018-Present NASPA Region II Representative, Professional Standards Division
2014-Present NASPA Region II Advisory Board Member
2017-Present Co-Director and Co-Founder, NASPA Ujima Institute
2017-Present NASPA SA Speaks Coach
2011-Present Faculty, African American Male Summit
2019 External Review Team Member, NASPA Advisory Services
2018 Program Reviewer, NASPA Annual Conference
2017-2018 Committee Member, 2017 NASPA Conference SA Speaks
2016-2018 Co-Coordinator, Strategic Initiatives, NASPA Region II Board
2015-2017 Conference Planning Committee Member, NASPA Region 2 Conference
2015-2017 Co-Chair, NASPA Region II Conference Featured Speakers
2014-2016 Regional Awards Coordinator, NASPA Region II Advisory Board
2015 NASPA Placement Exchange (TPE) Blog Contributor
2015 Reader, NASPA Undergraduate Fellows Program Dungy Leadership Institute
2015 Presenter, NASPA Region II Career in Student Affairs Conference
2015 Presenter, NASPA's Investing in our Future Webinar Series #SAInvest
2014 Faculty, NASPA Undergraduate Fellows Program Dungy Leadership Institute
2014 Presenter, NASPA Region II Graduate Student and New Professionals Institute
2013 Program Reviewer, NASPA Annual Conference

Social Justice Training Institute

2019 Selected Participant, Social Justice Training Institute 2- Certificate of Completion
2017 Faculty Intern, Social Justice Training Institute- Certificate of Completion
2010 Selected Participant, Social Justice Training Institute- Certificate of Completion

NATIONAL CONFERENCE PRESENTATIONS

2018 Jones, D.E. & Harris, K. *Reframing Our Approach to Leadership: Utilizing a Social Justice Lens*. Presented at the National Conference on Race and Ethnicity Annual Meeting, Philadelphia, PA.

2018 Jones, D.E. & Cabello, C. *Navigating Racial Injustice on Today's College Campuses: Understanding How Cultural Center Professionals Maintain Resiliency and Self-Care While Caring for Others*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.

2017 Jones, D.E. & Cabello, C. *When Racial Injustice Hits Close to Home: Understanding How Cultural Center Professionals Navigate Self-Care While Creating Space & Caring for Others*. Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.

2017 Mena, S., Washington, J., Jones, D.E, et. al. *Taking Care of the Activist in You*. Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.

- 2017 Jones, D.E. *#BlackLivesMatter: The Time to Create Change Is Now*. SA Speaks Session. Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.
- 2016 Jones, D.E., Marquez-Santana, Y. & Holmes-Hope, C. *Multicultural Competency: Strategies for Cross-Cultural Supervision*. Presented at the Association of College and University Housing Officers International Annual Convention, Seattle, WA.
- 2016 Jones, D.E., Davis, R.J., & Harris, K. *Action Planning, Competency Building & Professional Development Strategies for New Professionals*. Presented at the National Association for Student Personnel Administrators Annual Conference, Indianapolis, IN.
- 2015 Jones, D.E., & Harris, K. (2015, 2014, 2013, 2012). *Individual & Personal Planning*. Presented for the African American Male Summit Pre-Conference Seminar at the National Association for Student Personnel Administrators Annual Conference, Baltimore, MD.
- 2015 Jones, D.E., Holmes-Hope, C., Sturdivant, A. *Pathway to Success: Addressing Race and its Impact on the Housing Profession and our Campuses*. Presented at the Association of College and University Housing Officers International Annual Convention, Orlando, FL.
- 2015 Jones, D.E. *NASPA SA Speaks – Who Am I? The Journey of Self-Discovery*. Presented at the National Association for Student Personnel Administrators Annual Conference, New Orleans, LA.
- 2015 Jones, D.E. & Harris, K. *The Death of Michael Brown and the Incidents in Ferguson, Missouri: Conversations with Students about Race and its' Impact on College and University Campuses*. Presented at the National Association for Student Personnel Administrators Annual Conference, New Orleans, LA.
- 2014 Bump, T., Dunkel, N.W., Jones, D.E., Nash, R., & Stark, A. *The Sponsor Effect: Pushing, Pulling & Promoting YOU*. Presented at the Association of College and University Housing Officers International Annual Convention, Washington, DC.
- 2014 Jones, D.E. *MALES Program*. Presented at the Association of College and University Housing Officers International Annual Convention, Washington, DC.
- 2013 Jones, D.E., Harris, K., & Hargrove, D. *I am Trayvon Martin: Conversations with Students about Race*. Presented at the National Association for Student Personnel Administrators Annual Conference, Orlando, FL.
- 2012 Jones, D.E., Hargrove, D., Harris, K., Exume, K., Soares, F., Williams, D. *Key Professional Competencies for New Professionals*. Presented at the National Association for Student Personnel Administrators Conference, Phoenix, AZ.

- 2011 Jones, D.E., Hargrove, D., Harris, K., Exume, K., Soares, F., Williams, D. *Purposeful Competencies: A New Professional Roundtable Discussion*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.
- 2011 Jones, D.E., Kohl, J., Toomey, C. *Fostering the Integration of Inclusion within Residence Life*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.
- 2011 Jones, D.E., Frier, J., & Harris, K. *Networking with a Purpose: Increasing Your Social Capital*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.
- 2010 Iaccarino, G., Dey, F., Jones, D. *Leveraging the New Economy for Career Transformation in Student Affairs*. Presented at the American College Personnel Association Annual Conference, Boston, MA.
- 2010 Soares, F., Jones, D.E., Harris, K., Exume, K., Hargrove, D. *A Legacy of Hope: Fostering Excellence for Black Men in College*. Presented at the National Association for Student Personnel Administrators Annual Conf., Chicago, IL.
- 2010 Soares, F., Jones, D.E., Harris, K., Exume, K., Hargrove, D. *Living a Legacy, Building a New Generation of M.A.L.E.S.* Presented at the National Association for Student Personnel Administrators Annual Conference, Chicago, IL.
- 2009 Jones, D.E. & Davis, R.J. (2009). *Networking Strategies to Increase Social Capital in Higher Education*. Presented at the American College Personnel Association Annual Conference, Washington, DC.
- 2009 Jones, D.E., Hargrove, D., Harris, K., & Exume, K. *We've Imagined, Now Let's (Re)Act: Black Male Student Success*. Presented at the American College Personnel Association Annual Conference, Washington, DC.
- 2009 Iverson, S., Alatorre, H., Jones, D.E., Mrozek, L., & Shea, H. *Forming, Storming, Performing: Group Dynamics & Social Justice Education*. Presented at the American College Personnel Association Annual Conference, Washington, DC.
- 2008 Surratt, D., Jackson, R., Jones, D.E. *Black Male Professionals in Student Affairs: Critical Issues & Perspectives*. Presented at the American College Personnel Association Annual Conference, Atlanta, GA.
- 2007 Harris, K., Hargrove, D. & Jones, D.E. *Understanding the Importance of Student Involvement for Black College Students at Predominately White Institutions*. Presented at the National Association for Student Affairs Professionals Summit on Black Greek-Letter Organizations, Charlotte, NC.
- 2005 Davis, R.J., & Jones, D.E. *Discover the Possibilities: Incorporating African American Men in Residence Life*. Association of College University and Housing Officers International Annual Conference, Milwaukee, WI.

NOTABLE ACHIEVEMENTS AND HONORS

- 2018 Association for Black Culture Centers Conference Chair Recognition Award
2017 NASPA Region II Mid-Level Professional Award
2017 NASPA Doris Ching Excellence as a Student Affairs Professional Award
2016 NASPA African American Knowledge Community Mid-Level Award
2010 NASPA Region I Network for Educational Equity & Ethnic Diversity Award
2010 ACPA Commission for Social Justice Educators Social Justice Educator Award
2010 ACPA Commission for Multicultural Affairs New Professional Award
2008 NASPA Region II New Professional Award
2007 New York University Residential Education Dept. Diversity Hallmark Award
2005 University of South Florida Resident Director of the Year Award

RESEARCH AND TEACHING INTERESTS

Diversity, Equity and Inclusion in Higher Education
Organizational Culture
Student Persistence and Success
Identity, Intersectionality and Leadership Privilege, Oppression and Power
Student Development Theory
Race and Racism in Historical and Contemporary Contexts
Student Affairs Administration

PUBLICATIONS

- in press Jones, D.E. *Foreword*. In Editor Susan Goldman Rubin, Sing and Shout: Paul Robeson. Honesdale, PA. Calkins Creek for Boyds Mill Press Publisher.
- 2019 Batista, A., Jones, D.E, Sewell, S., & Tambascia, T.P. *Creating Pathways for New Professionals*. NASPA Leadership Exchange. Vol. 17, Issue 1, Spring 2019, pgs. 18-22.
- 2018 Jones, D.E. *Before Kaepernick, this Jersey Legend Gave Up Fame, Fortune for Social Activism*. NJ.com, September 15.
- 2011 Harper, S. R., Davis, R. J., Jones, D. E., McGowan, B. L., Ingram, T., & Platt, S. *Race and Racism in the Experiences of Black Male Resident Assistants at Predominately White Universities*. Journal of College Student Development, 52(2), 180-200.

TEACHING EXPERIENCE

- 2017 Rutgers University-New Brunswick – Department of Africana Studies
Undergraduate Students
 - Black Male Identity in the United States
- 2010 University of Massachusetts Lowell
Undergraduate Students
 - First-Year Seminar
- 2005 University of South Florida
Undergraduate Students
 - First-Year Seminar: College Experience for African American Men

TEACHING SERVICE

2018 Rutgers University-New Brunswick
Graduate School of Education
College of Student Affairs Master of Education
College Student Affairs Culminating Project Review Panel Member

DISSERTATION/THESIS COMMITTEE

in progress Rutgers University-New Brunswick, Graduate School of Education
Wenylla Reid. Black Students' Perceptions of Career Services. EdD., Education,
Culture and Society.

SPEAKING ENGAGEMENTS

Keynote Addresses, Featured Speaker or Invited Panelist

2019 NASPA Latinx Knowledge Community, Consejos y Consuelos Series Webinar
Drew University, Dr. Martin Luther King, Jr. Celebration Awards Luncheon

2018 NASPA Region III Summer Symposium – Regional Conference
NASPA Region II Conference - Addressing Microaggressions in the Workplace
Rutgers University Lead-Up Academy Banquet
National Orientation Directors Association Region 8 Conference
NASPA African American Knowledge Community Webinar
New Jersey Women Lawyers Association Diversity, Equity & Inclusion Seminar
Rhode Island College Dialogue on Diversity 2018 Spring Lecture
Watkinson School Dr. Martin Luther King, Jr. Day of Service
The Jackie Robinson Foundation Black College Student Success Panel

2017 St. Joseph College Women Empowerment Organization Summit
Pace University Student Leadership Conference (Pleasantville Campus)
Rhode Island College, President Commission on Inclusive Excellence
NYU Staff of Color Network- Pathway to Chief Housing Officer Panel
Metuchen, NJ Public Library, 13th Documentary Screening Discussion Panel
Essex Rising Social Justice Coalition Seminar, Essex County, NJ
Student Affairs Live, Invited Guest, Higher Ed Live Network
John Jay College, City University of New York, Peer Mentor Leadership Conf.
Ramapo College of New Jersey, Black History Month Closing Banquet
Hobart William Smith Colleges, Student Affairs Professional Development Day
Alfred University, Division of Student Affairs Professional Development Day

2016 Montclair State University, Resident Assistant Class
The New School, The Birth of a Nation Pre-Screening Discussion Panel
Rowan College, Faculty/Staff Professional Development Day
Mid-Atlantic ACUHOI (housing student affairs professionals) Inclusion Summit
Quinnipiac University Faculty and Staff Diversity Speaker Series
Guttman Community College, Hypersexualization of Women in Media Panel
Rutgers University-New Brunswick, Residence Life Training
ACUHOI (housing - student affairs) Professionals of Color Network Webinar
New Settlement High School Career Program
Watkinson School All School Assembly

- 2015 College Student Personnel Association of NY State Urban Campus Institute
LaGuardia Community College, Career Links: Education Panel
Brooklyn College Career Center Graduate Student Panel
College Prep Lecture for Kappa Alpha Psi Fraternity, Brooklyn, NY Chapter
- 2014 Student Affairs Live, Invited Guest, Higher Ed Live Network
College of Staten Island, SEEK & College Discovery Men of Excellence Group
- 2013 University of New Haven Society Human Resource Management Seminar
- 2011 Northeast Regional National Assoc. of Campus Activities Conf. Ed. Session
Massachusetts College of Art and Design Annual Educational Forum
G.R.A.D. Mentoring Program Seminar
- 2010 Univ. of Massachusetts Lowell Student Org. Women's Appreciation Dinner
University of Hartford, N.E.A.C.U.H.O. Professionals of Color & Allies Retreat
- 2008 Eastern Connecticut State University M.A.L.E.S. Student Org. Annual Banquet
- 2006 University of South Florida, Alpha Phi Alpha Fraternity Chapter MLK Program

LEAD TRAINER – DIVERSITY WORKSHOPS

- 2018 University of Virginia
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 2018 University of North Carolina Greensboro
Division of Student Affairs
Inclusion Workshops for Professional Staff
- 2018 Columbia University
School of Professional Studies
Identity and Workplace Seminar for Graduate Students
- 2018 Tufts University
Office of Greek Life
Implicit Bias Workshop for Student Staff
- 2018 Bay Path University
Office of New Student Orientation
Diversity Workshop for First-Year Students
- 2017 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Orientation Student Leaders and Professional Staff
- 2017 PFK O'Connor Davis Accounting Firm
Diversity Council
Diversity Training for Accounting Firm Staff

- 2017 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for L.E.A.P. Student Leadership Program [2013-2017]
- 2017 New Jersey Institute of Technology
Office of Residence Life
Diversity Training for Resident Assistant Staff
- 2017 University of Iowa
Division of Student Affairs
Diversity Training for Professional and Student Staff
- 2016 University of Massachusetts Dartmouth
Division of Student Affairs
Diversity Training for Residence Life Student and Professional Staff
- 2016 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for First-Year Student Orientation [2015-2016]
- 2016 Quinnipiac University
Diversity Training for Faculty and Staff
- 2015 Southern Illinois University-Carbondale
Division of Student Affairs
Social Justice Training for Student Leaders
- 2015 Quinnipiac University
Division of Student Affairs
Diversity Training for Professional Staff
- 2015 Manchester Community College GEAR UP Alliance
Diversity Training for Higher Education Administrators [2014-2015]
- 2014 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Multicultural Student Organizations
- 2014 United Negro College Fund, Gates Scholars Leadership Academy
Diversity and Inclusion Workshop for Gates Scholars
- 2014 Kent State University
Diversity Webinar for Faculty and Staff
- 2013 Allegheny College
Diversity Workshop for New Student Orientation
- 2013 Allegheny College
Diversity Workshops for Faculty, Staff and Student Leaders

- 2013 University of New Haven
Diversity Training for Student Leaders
- 2013 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Assistant Student Staff [2011-2013]
- 2012 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Director Staff [2010-2012]
- 2012 Keene State College
University-Wide Diversity Training for Student Leaders
- 2012 Mount St. Mary University
University-Wide Diversity Workshop for Student Leaders
- 2012 Eastern Connecticut State University
Student Leadership Conference
Diversity Workshop for Student Leadership Conference Attendees
- 2011 University of Massachusetts Lowell
Office of Admissions
Cultural Competence Training [co-facilitated with Dr. Kathy Obear]
- 2010 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Assistant In-Service
- 2010 Mount Ida College
Leadership Development Initiative
Identity Development Workshop for Undergraduate Students of Color
- CONSULTING EXPERIENCE**
- 2019 Florida State University
External Review Team Member, NASPA Advisory Services
External Review – Division of Student Affairs Diversity and Inclusion
- 2018 University of Southern California, Race and Equity Center
Curriculum Development Team Member and Module Instructor
 - REC 725 – Messaging Commitment to Racial Equity and Inclusion
 - REC 730 – Identifying, Understanding, and Confronting Implicit Bias
- 2018 Rhode Island College
President Cabinet and President Extended Cabinet
Lead Consultant, Inclusion Plan Development
- 2017 Hobart and William Smith Colleges
External Review - Intercultural Center

2007

Laboratory Institute of Merchandising
External Review of the Department of Residence Life Diversity Plan and Goals