

Dr. David E. Jones

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LEADERSHIP SUMMARY

A highly skilled, accomplished and award-winning higher education administrator with extensive experience in diversity, equity and inclusion; residence life, title ix and student conduct. Nationally recognized speaker and presenter with 100+ educational sessions, workshops/trainings or keynotes at higher education conferences and postsecondary institutions. Serves higher education associations via institute faculty appointments, conference presenter, advisory board membership and various leadership roles and committees.

COMPETENCY PROFILE

Strategic Planning, Multicultural Organizational Development, Teaching, Hiring Process, Consulting, Training, External Reviews, Staff Supervision, Leadership Development, Staff Evaluation, Fiscal Management, Faculty Development, Organizational Change, Inclusive Excellence, Implicit Bias, Assessment, Access, Curriculum Development, and Diversity, Equity and Inclusion.

EDUCATIONAL BACKGROUND

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 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 2 professional staff, 1 graduate student and 37 student staff
 - Manage an annual \$105,000 operating budget to execute strategic initiatives
 - Facilitate trainings to increase cultural and multicultural awareness, knowledge and skills among students, faculty, staff, and alumni
 - Provide support, safety and counsel for on-campus student demonstrations
 - Serve as the funding administrator for five student scholarships

- Active contributor and participant of several divisional and university-wide committees and work groups such as the divisional Inclusion Committee
- Serves on the Cultural Center Collaborative team, consisting of four Cultural Centers across the university
- Collaborate with campus partners such as Africana Studies and Academic Affairs to implement educational initiatives such as lectures and symposiums
- Engage in 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 and produce evidence-based results
- Chaired the search process for the PRCC administrative assistant
- Partner with external and internal stakeholders to increase on-campus and community opportunities for students of color
- Serve as an advisor for 23 student organizations such as Black Student Union, United Black Council and NAACP Rutgers Chapter
- Direct the B.L.A.C.K (building leaders and cultivating knowledge) Brothers' and Sisters' Mentoring Circle; 200+ student enrollment in 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 more than 10 new initiatives, increased faculty and alumni engagement, resources and facility improvements, which has resulted in local, regional and national prominence
- Created a partnership with Counseling Services to provide Community-Based Counselors at the PRCC to offer students access to counseling services
- Increased student attendance by 300 in 2 years for the Rites of Passage, a pre-commencement ceremony for graduating Black and Latinx students
- Partnered with the Director of Development to establish 5 student scholarships
- Chaired and hosted the 27th annual national Association for Black Culture Centers Conference; 100 cultural center professionals and 30 colleges
- Established a mentoring initiative to advance student of color academic, social, career and leadership development and supports to student retention
- 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 MLK Dream Week, including the creation of the MLK 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

2010-Present ***Independent Diversity Strategist and Consultant, www.davidearljones.com***

Diversity strategist and consultant committed to advancing diversity and equity and creating inclusive policies, processes, procedures and programs for postsecondary institutions, corporations and organizations.

- Facilitate half, full or multi-day diversity, equity and inclusion training to help participants build their capacity to engage across difference and increase multicultural knowledge, skills and awareness

- Develop strategic plans and curriculum for departments
- Conduct external reviews for divisions, departments and organizations and provide reports comprised of findings, analysis and recommendations to help improve an organization's culture and climate
- Reputable public speaker with experience serving as a keynote speaker for various events such as conferences, banquets, institutes, symposiums, etc.
- Contracted clients represent over 12 states and more than 36 dozen organizations. Participants include: students, faculty, staff, president cabinets, senior leadership, lawyers, accountants and non-profit leaders
- Features include: NASPA SA Speaks Series, Higher Ed Live Network Student Affairs Live show and the NASPA Leadership Exchange Magazine

2014-2016 ***Director, Student Conduct and Residence Life, City University of New York***
2013-2014 ***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 led by the Vice Chancellor for Student Affairs
- Served as CUNY's chief student conduct and residence life administrator
- Supervised the Student Conduct Manager and 2 Graduate Assistants
- Directly managed an \$100,000 annual operating budget
- 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; final reports were provided per visit
- Experience participating on search committees, serving a Chair or Committee Member for full-time staff positions
- Implemented professional development programming for the student conduct council and residence life council; 32 staff members system-wide
- Coordinated university wide events for student leadership groups

Student Conduct:

- Developed curriculum and administered Title IX training for faculty and staff
- Implemented inaugural Title IX Training for chief student affairs officers, human resource directors, public safety directors, and chief diversity officers
- Presented sexual misconduct training curriculum and data to senior staff
- Served on university committees that developed and assessed student conduct policies, training documents and curriculum
- Directly participated on the Title IX Working Group which developed CUNY's Sexual Misconduct Policy
- Worked with General Counsel to create 3 sexual misconduct educational and awareness videos for students and employees
- Served on the University Campus Climate Survey Advisory Board
- Partnered with 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, New York City Alliance Against Sexual Assault and Family Justice Center
- Represented CUNY student affairs at the Middle States Commission of Higher Education Compliance Program workshop in Philadelphia, PA
- Residence Life:
 - Supported the opening of 2 residence halls, increasing student housing by 554
 - Directly supported and provided guidance and resources to 9 colleges, 18 professional staff, 3,100 residential students, and 72 resident assistants (RA)
 - Coordinated trainings, retreats, banquets, and a day of service
 - Presented to staff on topics such as Title IX, Diversity, Wellness, Programming, Emergency Preparedness, RA Burnout, and Leadership
 - Created a Title IX Protocol for housing staff
 - 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
 - Led assessment projects to analyze the residential student experience
 - Collected residence hall composition data for central office recordkeeping
- Selected Accomplishments:
 - Established residence life training for 9 campuses and 90 staff members
 - Directly involved in developing CUNY's Sexual Misconduct Policy
 - Established a university online sexual misconduct training program

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, 4 Student Office Assistants and 1 full-time Administrative Assistant
- Managed an annual operating budget of \$65,000
- Chaired the search committee and hiring process for the Assistant Director of Multicultural Affairs
- Served on more than 12 search committees, charged to provide a diversity lens on the hiring process
- Partnered closely with Human Resources and Equal Opportunity to address and implement institutional diversity goals, policies and compliance strategies
- Advised 37 multicultural and/or spiritual student organizations
- Facilitated diversity programs, trainings and initiatives for campus community
- Established a Diversity Peer Educator program for 50 students in 2 years
- Chaired the annual MLK Celebration Week for the university and community
- Created a cultural immersion program for students to travel to U.S. cities
- Participated in Ally Space training to increase LGBTQ awareness

- 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:

- Served on the host committee for the Student Social Justice Training Institute
- Recorded an increase of 12 new multicultural student organizations in 2 years
- Selected to serve on the University Global Engagement & Inclusive Culture Committee as part of the institutional strategic planning process
- Charted and advised the UMass Lowell M.A.L.E.S. (Men Achieving Leadership, Excellence and Success) student organization; to support retention and engagement efforts for students 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.

- Served on the leadership team and reported to the Director of Residence Life
- Served as chief housing officer during director's 4-week paternity leave
- Managed a residential program for 3,100 students and 120 student employees
- Directly supervised 8 full-time resident directors and complex directors
- Residential student conduct officer, adjudicating appeals and suspensions
- Led the hiring and onboarding process for all residential live-in staff
- Developed a residential programming curriculum to increase engagement
- Developed diversity curriculum for student and professional staff training
- Served on the senior staff on-duty rotation, responding to crisis incidents

Selected Accomplishments:

- Developed the department inclusion statement
- Implemented a branding strategy to create an inclusive residential community
- Increased racial professional staff diversity by more than 50% in 2 years
- Retained the resident director/complex director staff by 100% over 2 years

2006-2009 ***Community Development Educator, Residential Edu. 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
- Violence Prevention Victim Advocacy Male Engagement Committee
- Paul Robeson Centennial Committee
- Bias Prevention and Education Committee
- End Sexual Violence Now Committee - Division of Student Affairs

- Inclusion Committee - Division of Student Affairs
- RU 1st Committee for First Generation/Low-Income/Students of Color
- Division of Student Affairs Assessment Committee
- Dean of Students Bias Prevention and Education Committee
- 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, CUNY Central Office

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
- C.A.R.E. Team Committee (students of concern)
- Government Relations, HR/EOO, Facilities, Residence Life, Student Activities, Career Services, Health Services, Public Safety Search Committees

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
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 (full list: www.davidearljones.com)

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, New Orleans, LA

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 Associational 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
Race and Racism in Historical and Contemporary Contexts

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

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

SPEAKING ENGAGEMENTS

- Keynote Addresses, Featured Speaker or Invited Panelist
- 2019 NASPA – Student Affairs Voices from the Field Podcast
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 at Gloucester County, Faculty/Staff Professional Development
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
- LEAD TRAINER – DIVERSITY WORKSHOPS**
- 2019
Purdue University
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 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 Competency 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 North Central College
President Cabinet and Council
Trainer, Prioritizing Racial Equity and Identity Conscious Leadership

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 Faculty 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 - Department of Residence Life Diversity Plan and Goals

COMMUNITY INVOLVEMENT

2019- Present Parent Teacher Association
St. Cloud Elementary School
2019-2021 Executive Board Member – Membership Chair

2019-Present West Orange School District's Diversity Committee
Committee Member

2005-Present Alpha Phi Alpha Fraternity
Past Mentor, Alpha G.E.N.T.S. Kappa Xi Lambda Mentoring Program
Past Executive Board Member

- Gamma Zeta Lambda Chapter (Secretary)
- Kappa Xi Lambda Chapter (Secretary)

2017-2018 Essex Rising Social Justice Coalition
Essex County (New Jersey)
Provocative Discussions Past Featured Speaker