

**Mark S. Giles, Ph.D.**  
University of Texas at San Antonio  
College of Education and Human Development  
Department of Educational Leadership & Policy Studies  
mark.giles@utsa.edu

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### **EDUCATION**

Indiana University, Ph.D. Educational Leadership & Policy Studies

Major focus: Higher Education Administration

Minor focus: United States History (20<sup>th</sup> century); Department of History

Dissertation title: *Howard Thurman: A Spiritual Life in Higher Education*

Miami University-Ohio, M.S: College Student Personnel

University of Cincinnati, B.A: Afro-American Studies

### **PROFESSIONAL**

August 2011-present: The University of Texas at San Antonio

Professor (promoted 2020)

Associate Professor (2011-2020)

Department of Educational Leadership & Policy Studies

Director, African American Studies Program (fall 2011- spring 2014)

Courses taught:

- LDR 7003: Proseminar in Educational Leadership
- LDR 7303: Organizational Theory
- EDL 7333: Organization Systems in Higher Education
- EDL 7213: Foundations of Higher Education
- EDL 7243: Higher Education Diversity, Equity, and Access
- HSA 5003: History of American Higher Education
- HSA 6003: Higher Education Law
- HSA 6123: Administration of Student Services in Higher Education
- HSA 5023: Foundation and Function of College Student Personnel
- HSA 5203: Multicultural Issues in Higher Education
- EDU 7123 Advanced Qualitative Data Analysis
- EDU 6223: Education in a Culturally and Linguistically Diverse Society (social foundations course)
- EDU 7223: Education in a Culturally and Linguistically Diverse Society (doctoral level social foundations course)
- AAS 2013: Introduction to African American Studies
- AAS 4013: African American Educational History
- HIS 3573: History of African Americans since the Civil War (affiliate with Department of History)

2004-2011

Miami University, Assistant Professor (2006-2011), Department of Educational Leadership; Affiliate Faculty, Black World Studies Program; Heanon Wilkins Faculty Fellowship (2005-2006); Visiting Assistant Professor (2004-2005)

Courses taught:

- Introduction to College Student Affairs;
- EDL 706: Educational Leadership and Organizational Development;
- EDL 679: History of American Higher Education;
- Spirituality in Higher Education;
- BWS Introduction to Black World Studies
- Social Issues in Educational Foundations (co-instructor at Indiana University-Indianapolis, Summer 2007)

Fall 2003

Indiana University, Department of Educational Leadership and Policy Studies, Adjunct Instructor: Community College Leadership

Summer 2003

Indiana University-Indianapolis, Adjunct Instructor: Enrollment Management Theory

Fall 1999-Spring 2003

Indiana University, Doctoral Student/Adjunct Instructor:

Courses:

- The Black Church in America (*Department of African-American Studies*);
- College Student Activism of the 1960s; Contemporary Issues in Higher Education; The Black Student Experience in College (*School of Education*)

June 1997

Cincinnati State Technical and Community College, Adjunct Instructor:

Course:

- Introduction to Sociology I

Winter 1992-Fall 1994

University of Cincinnati-Clermont College, Academic Advisor:

Course:

- College Study Skills

## SCHOLARSHIP

### Publications

Articles:

Giles, M. S. (2019). A critical analysis of three black films of the early 20<sup>th</sup> century. *The Western Journal of Black Studies*, 43(1&2), 47-58.

Giles, M. S. (under revision). Naming the House Cat, Nigger: Unconscious Racist Incidents from the Life of Howard Thurman and Implications for Ways of Knowing the African American Educational Experience.

- Gee, C. & Giles, M. S. (under revision). Combating the Minotaur: Exploring the Lived Experiences of Senior Level Women Leaders in Higher Education.
- Hughes, R. L., Giles, M. S., Haywood, J., Snipes, J. T. (2017). Media Perceptions, Race, and Sports: Reflections on the Duke Lacrosse Scandal. *Journal for the Study of Sports and Athletes in Education*. 11(3), 161-174.
- Giles, M. S. (2017). *The blood of Jesus*. National Film Registry: The Library of Congress.
- Giles, M. S. (summer 2010). Howard Thurman, Black Spirituality, and Critical Race Theory in Higher Education. *Journal of Negro Education*, 79(3), 354-365.
- Hughes, R. L., & Giles, M. S. (March 2010). CRiT Walking in Higher Education: Activating Critical Race Theory in the Academy. *Race, Ethnicity and Education*, 13(1), 41-57.
- Giles, M. S., & Hughes, R. L. (November-December 2009). Crit Walking Race, Place, and Space in the Academy. In R. L. Hughes, M. S. Giles, & F. Bonner (Eds.). Critical Race Theory and Education: Special Issue. *International Journal of Qualitative Studies in Education*, 2(6), 687-696.
- Hughes, R. L., Satterfield, J., & Giles, M. S. (Fall 2007). Athletisizing Black Male Student-Athletes: The Social Construction of Race, Sports, Myths, and Realities. *NASAP Journal*, 10(1), 112-127.
- Giles, M. S. (2006). Howard Thurman: The Making of a Morehouse Man, 1919-1923. *The Journal of Educational Foundations*, 20(1-2), 105-122.
- Giles, M. S. (fall 2006). Dr. Anna Julia Cooper, 1856-1964: Teacher, Scholar, and Timeless Womanist. *Journal of Negro Education*, 75(4), 621-634.
- Book Chapters:*
- Hughes, R. L., Giles, M. S., Horace, J., & Rogers, J. (2017). A good mentor is hard to find: Learning from the legacy of Melvin C. Terrell. In J. F. L. Jackson (Ed.). *Advancing equity and diversity in student affairs: A festschrift in honor of Melvin C. Terrell*. Charlotte, NC: Information Age Publishers.
- Giles, M. S. (2015). Acclimating to the institutional climate: There's a chill in the air. In F. A. Bonner, A. F. Marbley, F. A. Tuitt, R. L. Hughes, & P. A. Robinson (Eds.). *Black faculty in the academy: Narratives for negotiating identity and achieving career success*. New York, NY: Routledge Publishing.
- Giles, M. S. (2015). Resistance fighter behind enemy lines: Critical race theory, racial battle fatigue, and higher education. In K. J. Fasching-Varner, K. Albert, R. Mitchell, & C. M. Allen, (Eds.). *Racial Battle Fatigue in Higher Education*. Lanham, MD: Rowman & Littlefield.

- Giles, M. S. (2015). Blue Collar Scholar: Social Class, Race, and Life as a Black Man in Academe. In F. Briscoe, & M. Khalifa (Eds.). *Becoming Critical: Oppression, Resistance, and the Emergence of a Critical Educator/Researcher*. SUNY Press. [peer-reviewed edited book]
- Giles, M. S. & Hughes, R. L. (2014). CRiT Walking Educational Master Narratives. In R. N. Brown, R. Carducci, & C. Kuby (Eds.). *Disrupting Qualitative Inquiry: Possibilities and Tensions in Educational Research*. New York: Peter Lang Publishing.
- Giles, M. S. (2012). "A critical auto-ethnographic parable of a black educator in a white space." In M. Christian (Ed.). *Integrated but Unequal: Black Faculty in Predominately White Space*. Trenton, NJ: Africa World Press.
- Giles, M. S. (September 2012). "A Cat Named Nigger: Critical Race Theory Counter-Stories from the life of Howard Thurman, and the Continuing Significance of Race in Education." In R. Quantz (Ed.). *A liderança baseada na cultura. Ensaios sobre liderança, cultura e escolarização* (In English: *Culture-based Leadership: Essays on Leadership, Culture, & Schooling*). Portugal: Edições Pegago.
- Giles, M.S., Nance, O., & Witherspoon, N. (2008). "Bringing Faith and Spirituality into the Classroom: An African American Perspective." In M. Diamond, (Ed.). *Encountering Faith in the Classroom: Turning Difficult Discussions into Constructive Engagement*, pp.90-101. Sterling, VA: Stylus Publishing.
- Giles, M.S. (2008). "Race, Social Justice, and the Jackson State Shootings." In M. Gasman and C. L. Tudico (Eds.). *Historically Black Colleges and Universities: Triumphs, Troubles, and Taboos*, pp.105-120. New York: Palgrave MacMillian.
- Giles, M. S. (2005). "Howard Thurman: A Life Journey for Service, Religion, and Philanthropy." In M. Gasman and K. V. Sedgwick (Eds.), *Uplifting a people: Essays on African American Philanthropy and Education*, pp. 151-165. New York: Peter Lang. [2006 winner of the Association for Fundraising Professional's Skytone Ryan Research prize]

#### *Other Scholarship:*

#### *Book Projects*

Giles, M. S. (conducting research to develop proposal). *Revisiting DuBois and Washington in the 21<sup>st</sup> Century* (working title). Rowman & Littlefield.

Giles, M.S., & Hughes, R.L. (contract signed, March 2017). *Dismantle This: Critical Race Theory, Education, and the Politics of Diversity*. Sense Publishers.

#### *Book Reviews*

Giles, M. S. (2005). [Review of the book *Affirmative action: Preferences in black and white*]. *Teachers College Record*, 108(5).

#### *Commentary/Essays*

Hughes, R. L., & Giles, M. S. (September 7, 2010). Dangerous liaisons: Christie, friend of Tiffany. *Diverse Issues in Higher Education*. Diverse Blog.

Giles, M. S. (2004). The lasting legacy of Brown. In M.Giles (Ed.), *Diversity Digest*, 8 (2).

Giles, M. S. (2004). The right to learn and the pathways to college network. In M.Giles (Ed.), *Diversity Digest*, 8 (1).

Giles, M. S. (2003). Spencer Williams: Black auteur. In Phyllis Klotman (Ed.). *African Americans in cinema: The first fifty years*. [CD-ROM]. Bloomington: Indiana University Press.

Giles, M. S. (spring/summer 2000). The blood of Jesus: Timeless black values. *Black Camera: Newsletter of the Black Film Center and Archive*, 15 (1).

#### *In-Progress*

Giles, M. S. (in-progress). African American Educational Uplift and Spiritual Healing: The Life Work and Greater Calling of Howard and Sue Bailey Thurman.

Giles, M. S. (article in-progress). Black Spirituality and Morehouse College Presidential Leadership, 1900 to 1968.

Giles, M. S. (in-progress). Critical Race Biography and Black Educational Leadership.

Giles, M. S. (in-progress). The International Activism of Paul Robeson.

#### **Conference Presentations**

##### *Peer Reviewed/Academic Presentations:*

Giles, M. S. (2018). *Revisiting the educational implications of the DuBois-Washington debate in the 21<sup>st</sup> century*. American Educational Studies Association, Greenville, SC.

Giles, M.S. (March 2018). *The Life and Legacy of Sue Bailey Thurman*. American Association of Blacks in Higher Education. New Orleans, LA.

Giles, M. S. (2017). *The Educational and Spiritual Influence of Howard and Sue Bailey Thurman*. (paper session). AERA. San Antonio, TX.

Giles, M. S., & Hughes, R. L. (2014). *CRiT Walking Educational Master Narratives* (panel session). AERA.

Giles, M. S. (2013). *On Black History, Race, Religion, and Social Change in 20<sup>th</sup> century*

- America*. American Educational Studies Association. Baltimore, MD.
- Giles, M. S. (2012). *A Critical Race Theory Analysis of the Spiritual Crisis in Black Education*. National Council for Black Studies. Atlanta, GA.
- Giles, M. S. (2012). *Revisiting Paul Robeson: Progressive Activism for Human Rights*. National Council for Black Studies. Atlanta, GA.
- Giles, M. S. (2011). *A Spiritual Crisis in Education? Questioning the Corporate Agenda for Education*. 32nd Annual Bergamo Conference on Curriculum Theory and Classroom Practice. Dayton, OH.
- Giles, M. S., & Hughes, R. L. (2011). *The Role of Critical Race Theory for Theoretical and Applied Activism*. Critical Race Studies in Education Association. San Antonio, Texas.
- Giles, M. S., & Hughes, R. L. (2011). *Crit Walking in the Academy*. Paper presentation: 4<sup>th</sup> Annual Conference on Equity & Social Justice. The Richard Stockton College of New Jersey. Pomona, NJ.
- Giles, M. S., Walton, C., Cloud, T, Hughes, R. L., & Cleveland, D. (2011). *Cutting the diversity cake with critical race theory insight: Five perspectives on the role of diversity in higher education*. Symposium: AERA, New Orleans, LA.
- Giles, M. S. (2010). *In Pursuit of the Revolutionary-Not Yet: Considering the Freedom Dreams of Activist Scholars*. Panel presentation, American Educational Studies Association, Denver, CO.
- Giles, M.S. (2010). *Race, Place, and Space in the Academy*. Paper presented at the 4<sup>th</sup> Annual Critical Race Studies in Education Conference, Salt Lake City, Utah.
- Giles, M.S. (2010). *Race, Religion, and Social Change: The Spiritual Activism of Howard Thurman*. Panel presentation, AERA Conference, Denver, CO.
- Giles, M.S. (2010). *Howard Thurman and Black Spirituality in Higher Education*. Paper presented at the National Council for Black Studies, New Orleans, LA.
- Giles, M.S. (2009). *The Making of Black Leadership for Black Liberation during the Civil Rights Era*. Paper presented at the National Council for Black Studies, Atlanta, GA.
- Giles, M.S. (2008). *Yes We Can: Brothers in Academe Contesting hegemony through Counter narratives*. Panel presented at the Brothers of the Academy Conference, Memphis, TN.
- Giles, M.S. (2008). *Critical Race Theory and Experiences of Black Faculty at Predominantly White Institutions*. Paper presented at the Critical Race Studies in Education Conference, Chicago, IL.

- Giles, M.S., Witherspoon, N., McClellan, P. (2008). *Critical Spirituality, Social Justice, and Education*. Roundtable discussion at AERA, New York, NY.
- Giles, M.S. (2008). *Does Race Still Matter in Higher Education? Contemporary and Historical Perspectives in the Education of African American Students*. Panel presentation at AERA Conference, New York, NY.
- Giles, M.S., Hughes, R. L., Satterfield, J. (2008). *Slam-Dunking Sports Participation Myths*. Panel presentation at AERA Conference, New York, NY.
- Giles, M.S. (2008). *Using Film as a Learning Tool*. Paper presented at the Lilly West Teaching and Learning Conference, Pomona, CA.
- Hughes, R.L., & Giles, M.S. (2007). *The Aspirations and Achievements of Student Athletes: Athletisizing the Black Male Student Athlete*. Paper presented at the North American Society for the Sociology of Sport Conference, Pittsburgh, PA.
- Giles, M. S. (2007). *Ain't I a Scholar: Narratives on the Experiences of African American Faculty in Predominately White Colleges and Universities*. Panel Presentation at the Association for the Study of Higher Education Conference [ASHE], Louisville, KY.
- Giles, M. S., & Hughes, R. L. (2007). *Crit Walking: Dismantling the Trappings of Institutional Racism in Higher Education*. Paper presented at the National Conference on Race & Ethnicity in American Higher Education Conference [NCORE], San Francisco, CA.
- Giles, M. S. (2007). *The Educational Leadership of Anna Julia Cooper*. Roundtable discussion at AERA, Chicago, IL. Division F: History and Historiography:
- Hughes, R. L., Satterfield, J., & Giles, M. S. (2007). *Athletisizing Black Male Student-Athletes: The Social Construction of Race, Sports, Myths, and Realities*. Panel presentation at AERA, Chicago, IL.
- Giles, M. S. (2006). *Crit Walking: Exploring Institutional Norms through the Lens of Critical Race Theory*. Paper presentation at the American Educational Studies Association Conference (AESAs), Spokane, WA.
- Giles, M. S. (2006). *Howard Thurman: A Life Journey for Service, Religion, and Philanthropy*. Paper presentation at the Organization of American Historians Conference (OAH), Washington, DC.
- Giles, M. S. (2005). *The Educational Journey of a Black Servant Leader: Howard Thurman and the Struggle for Education in the South*. Paper presentation at the History of Education Society Annual Conference (HES), Baltimore, MD.

Giles, M. S. (2005). *Senior Diversity Officers in Higher Education: Leading Change and Building Institutional Capacity for Diversity*. Panel presentation at NCORE, New York, NY.

Giles, M. S. (2005). *Howard Thurman: A Life Journey for Service, Religion, and Philanthropy* Paper presented at AERA, Montreal, Canada. Symposium title: Uplifting a People: Essays on African American Education and Philanthropy.

Giles, M. S. (2004). *Howard Thurman and Spirituality in Higher Education*. Paper presented at AERA, San Diego, CA.

Giles, M. S. (2003). *Howard Thurman's Influence on College Students' Spiritual Development, 1932 to 1965*. Paper presented at the NASPA-Student Affairs Administrators in Higher Education-Professional Development Conference, New Orleans, LA.

Giles, M. S. (2000). *Profiles of Anna J. Cooper and George I. Sanchez: Freedom Fighters for African American and Chicana/o Students*. Paper presented at AERA, New Orleans, LA.

Giles, M. S. (1999). *Paul Robeson as a Pan-Africanist and Internationalist: A Centennial Interpretation*. Paper presented at the 16th Annual Pan-African Studies Conference: Indiana State University, Terre Haute, IN).

*Invited Presentations:*

Giles, M. S. (2018). *High School Students Pursuing the Profession of Teaching*. MacUp Day, Institute for P-20 Initiatives, UTSA, San Antonio.

Giles, M.S. (September 2017). *Strive for Excellence*. Anne Frank Inspire Academy. San Antonio, Texas

Giles, M. S. (May, 2017). *Finding Motivation and Inspiration for Success in Graduate School*. McNair Scholars Program Luncheon. Keynote Speaker. UTSA.

Giles, M. S. (May, 2017). *How to Succeed in College*. Keynote Speaker. Talked with 40-50 high school students from KIPP Academy. UTSA.

Giles, M.S. (April, 2017). Males of Color Mentoring Panel. PIVOT program, UTSA.

Giles, M. S. (Feb, 2015). *Supporting Student Success*. St. Antonia High School, San Antonio, TX.

Giles, M. S. (Sept 5, 2012). *Critical race theory and community cultural wealth*. Department of Educational Leadership & Policy Studies, UTSA, Journal Club.

Giles, M. S. (Aug 8-9, 2012). *Critical race theory and social justice in education*. Keynote Speaker. Teach for America Orientation. Trinity University. San Antonio, TX.



- Giles, M. S. (2012). *My journey through the educational pipeline*. Greater San Antonio Advisory Board.
- Giles, M. S. (2011). *Social media advancing society's history*. Panel discussion sponsored by Zeta Upsilon City-Wide Chapter of Delta Sigma Theta, Inc. San Antonio, TX.
- Giles, M. S. (2011). *Stirring the soul: Spirituality, Religion, and Education*. Bergamo Conference on Curriculum Theory and Practice. Dayton, OH.
- Giles, M. S. (2011). *The continuing significance of social justice activism and critical race studies*. Critical Race Studies in Education Association. San Antonio, Texas.
- Giles, M. S. (2011). *Spirituality and the Academic Journey*. University of Texas at San Antonio.
- Giles, M. S. (2010). *Surviving Graduate School: From Junior Professional to Professional; and Pan Africans in Post Secondary Education: Road Map to Success*. National Black Graduate Student Association, North Central Regional Conference. Cincinnati, OH.
- Giles, M.S. (2010). *Systems Thinking, African American Student Development, and Culturally Relevant Advising-Mentoring*. Student African American Brotherhood Conference (SAAB), Indianapolis, IN.
- Giles, M.S. (2009). *Finding your Authentic Center: Spirituality and the Academic Journey*. Paper presentation at the National Black Graduate Student Association, University of Illinois.
- Giles, M.S. (2007). Graduate Student of Color Retreat. Miami University, Oxford, OH.
- Giles, M.S. & Hughes, R.L. (2007). *The State of Black Education in Indiana*. Invited presentation at the Lilly Endowment, Inc., Indianapolis, IN.
- Giles, M. S. (2007). *Brothers from the Other Side of Town: Lessons from Black Male Leadership, Black Education and the Black Community*. Paper presented at the African American Male National Conference. Indianapolis, IN.
- Giles, M.S. (2007). Bridge Program for African American Males. Invited panelist at the School of Education, Indiana University-Indianapolis.
- Giles, M.S. (2007). Increasing High School Graduation Rates for Black Males. Invited panelist at the Ohio Governor's Conference on Education.
- Giles, M. S. (2006). *Investing in the Black Male: Education and Social Change*. Invited presentation at the Indiana Commission on the Social Status of Black Male Empowerment Symposium, Indianapolis, IN.

Giles, M. S. (2004). *A Holistic View of Institutional Change*. Paper presented at the Bildner Foundation: New Jersey Campus Diversity Initiative, Long Branch, NJ.

Giles, M. S. (1997). *Developing Successful Teen Parent Programs*. Paper presented at the National Welfare to Work Network Conference, Chicago, IL.

Giles, M. S. (1996). *Critical Examination of Mass Media and its Effects on Perceptions of African-American Stereotyping and Discrimination*. Paper presented at the Hamilton County Department of Human Services, Cincinnati, OH.

*Chair/Discussant:*

Giles, M. S. (2015). *Race, Discourse, and Justice: Making Intelligible and Unconscious of Structural White Supremacy In Education*. AERA, Chicago, IL. Discussant.

Giles, M. S. (2011). Critical Race Studies in Education Association annual conference. San Antonio, Texas. Chaired sessions.

Giles, M. S. (2011). [\*Values, Governance, and Consumerism in Higher Education\*](#); Division F. AERA. New Orleans, LA. Discussant.

Giles, M. S. (2011). *College and Black Student Experiences*. Annual Conference, National Council on Black Studies. Cincinnati, OH. Chaired sessions.

Giles, M. S. *Community Colleges and Society*. Chaired session at 2008, American Educational Research Association, New York, NY.

## **ADMINISTRATIVE-LEADERSHIP**

### **Departmental Doctoral Advisor of Record, Educational Leadership and Policy Studies**

July 2020-May 2022

- Review and approve all forms related to doctoral studies milestones
- Review and collaborate with departmental faculty on changes to doctoral program, curriculum, and course planning
- Consult with Associate Dean for Graduate Studies on policy changes and implementation
- Respond to prospective and ongoing doctoral students' questions about the doctoral program

### **Graduate Advisor of Record/Program Coordinator, Higher Education Administration Program, UTSA**

August 2019-May 2021

- Provide coordination and leadership for higher education administration program
- Provide leadership for curriculum, program planning, and student recruitment
- Coordinate with department chair and associate dean for graduate studies to advance goals of program area
- Coordinate course scheduling
- Facilitate monthly faculty meetings and annual faculty retreats

**Director, African American Studies Program, University of Texas at San Antonio**

August 2011- 2014

- Provided strategic leadership for the AAS undergraduate minor.
- Consulted with faculty from across the campus and created new courses.
- Led the process to have two courses accepted into the undergraduate core curriculum.
- Designed marketing/promotional materials.
- Promoted the academic minor to university academic advisors.
- Managed a \$10,000.00 annual budget.
- Designed and sponsored special academic, cultural, and professional development events.
- Hired and supervised a diverse group of adjunct faculty members.
- Taught one African American Studies class per year.
- Mentored and advised students.
- Supervised a part-time administrative assistant and two student workers.

**Director of Programs: Office of Diversity, Equity, and Global Initiatives, Association of American Colleges & Universities (AAC&U), Washington, DC.**

February 2004-November 2004

- Managed campus-based national diversity projects.
- Supervised five fulltime staff members.
- Served as Editor of *Diversity Digest* and a diversity resource Website ([www.diversityweb.org](http://www.diversityweb.org)).
- Organized and managed a biennial national diversity conference: *Diversity & Learning*.
- Worked with staff to conceptualize and draft grant proposals and internal organizational reports.

**Marketing and Recruitment Specialist, Hudson and Holland Scholars Programs Indiana University**

September 2003-January 2004

- Developed and implemented marketing and recruiting strategies for Indiana University's premier program for minority high-achievers.
- Conducted high school visits, personal contacts, and partnerships with high school guidance counselors to identify and inform high-achieving minority students about the program and academic opportunities at Indiana University.
- Led the process to create new marketing and intake materials.
- Collaborated with other campus units that focused on recruiting and retaining minority students.

**Director, Community and School Partnerships, Indiana University**

January 2002-July 2002

- Provided leadership for the university's premier early college outreach initiative to promote academic excellence and raise college aspirations among minority and low-income Indiana middle school students.
- Managed program budget (approximately \$75,000).
- Supervised one fulltime staff member and two graduate assistants.

- Hired, trained, and supervised a staff of twenty college students for summer camp program.
- Developed comprehensive, statewide recruitment strategies and materials.
- Redesigned and improved the summer camp curriculum to focus on critical thinking, creative expression, and team-building exercises.
- Increased (approximately 50%) summer camp attendance through strong recruitment initiatives and modification of camp format.
- Developed and negotiated strategic alliances with university and community-based (statewide) agencies to attain shared goals.
- Created programming that focused on middle school students' exposure to college life, academic expectations and career opportunities.

### **Program Advisor, Cincinnati State Technical and Community College**

November 1995-August 1997

- Provided academic and employment advising for economically disadvantaged students.
- Supervised 20-25 student workers.
- Designed and directed the career development component of the college's Welfare to Work program.
- Developed service-learning opportunities for over 50 students.
- Served as editor and primary writer for monthly newsletter and designed the program's promotional brochure.
- Conducted career development workshops for incoming students.
- Developed supportive outreach services for teen mothers who were interested in enrolling at Cincinnati State.

### **Program Coordinator and Case Manager, Women's Ventures in Science, Engineering and Math Cincinnati Institute for Career Alternatives**

January 1995-November 1995

- Served on a one-year pilot project funded by the National Science Foundation (NSF) designed to help disadvantaged, non-traditional women prepare and qualify for admission into local colleges in math, engineering or science programs.
- Assisted the program director in designing program goals, policies and daily operations.
- Served as primary advisor to participants on academic and career planning decisions.
- Served as liaison to area colleges and universities to create partnerships that served the needs of the program's participants.

### **Academic Advisor and Acting Coordinator Student Retention Program, University of Cincinnati-Clermont College**

December 1992-December 1994

- Provided academic and career advising to non-traditional adult learners;
- coordinated recruitment strategies and orientation program for incoming students.
- Served as managing editor of *Options and Opportunities*, the monthly program newsletter.
- Developed marketing strategies and materials for program activities and college-wide initiatives.

- Wrote and co-produced a promotional video: *Yes You Can*.
- Administered the annual budget and supervised three professional staff members.
- Chaired two college-wide search committees.

**Case Manager, Hamilton County Department of Human Services, Cincinnati, Ohio**

March 1988-December 1992

1988-1989:

- Worked at a shelter for homeless men operated by the county. All of the residents were men from 18 years old to elderly in life crises.
- Provided daily operational leadership of the facility and
- Supervised residents seeking to find jobs, permanent housing, and/or completing drug or alcohol treatment programs.

1989-1992:

- Worked as a case manager for the Ohio Works Program: a welfare-to-work program.
- Managed a caseload of over 100 families.
- Conducted home visits.
- Represented the county agency at state hearings over disputed cases.
- Conducted walk-in interviews of on-going or new clients.
- Provided community liaison referrals and services for clients.
- Completed direct referrals for emergency or long-term mental health, daily living, or children services.

*Other Work Experience*

June 1984-1988

After graduating from the University of Cincinnati in 1984, I worked as a custodian for a small business in Cincinnati until early in 1985. For the next three years, I worked for several private companies in Cincinnati that provided social service and special needs care to various developmentally vulnerable populations. I worked directly with the residents of multiple group homes.

**SERVICE**

*National:*

Editor-in-Chief, *Journal of Cases in Educational Leadership* (June 2020-June 2021)

Associate editor, *Journal of Cases in Educational Leadership* (June 2019-June 2020)

President, Critical Race Studies in Education Association (2012-2015)

Vice President, Critical Race Studies in Education Association (2011-2012)

Diversity Assessment Reviewer, Bayh College of Education at Indiana State University (2017)

External Reviewer: Faculty Promotion and Tenure, University of Toledo (2015)

Editorial Board: *Journal of Minority Achievement, Creativity, and Leadership*

Editorial Board: *The Journal for the Study of Sports and Athletes in Education*

Editorial Board: *The Journal of Educational Foundations* (2011-2015)

Editorial Board: *Race Ethnicity and Education* (2013-2019)

Manuscript Reviewer: *Teachers College Record*

Manuscript Reviewer: *African American Review*

Manuscript Reviewer: *Educational Theory*

Manuscript Reviewer: *Journal of Cases in Educational Leadership*

Manuscript Reviewer: *Journal of Curriculum Theorizing*  
Manuscript Reviewer: *National Association of Student Affairs Professionals Journal* (2007-2010)  
Manuscript Reviewer: *Western Journal of Black Studies*  
Manuscript Reviewer: *International Journal of Qualitative Studies in Education*  
AERA Conference Proposal Reviewer (2008; 2009; 2010; 2011; 2012)

*Program & Departmental:*

Graduate Advisor of Record, PhD program  
Departmental Ad Hoc Budget Committee, spring semester 2020  
Graduate Advisor of Record, Higher Education Program Coordinator (2019-2021)  
Merit review committee (2016-2017)  
Department Faculty Review Advisory Committee (UTSA, on-going)  
Search committee member, Educational Administration clinical faculty, 2015  
Doctoral Program Executive Committee (UTSA 2011-2013)  
Departmental Liaison to Haven for Hope (UTSA 2011-2012)  
Higher Education Administration Comps Committee (UTSA 2011-ongoing)  
ELPS Graduate Student Advising & Student Committee Service: UTSA (2011-present)

*COHED:*

Governance Committee (2017-2019)  
Faculty Leave Committee (UTSA 2014-2015)  
College Academic Policy and Curricula Committee (2012-2013, 2014-2016, 2017-2019)  
Faculty Leave Committee (UTSA 2011-2012, 2014-2015)

*University-wide:*

UTSA, Outstanding Black Student Leadership Award Selection Committee (2019)  
UTSA, President's Task Force on Finance and Budgeting (2017-2018)  
First Gen Faculty Coach, PIVOT Program (2017-2018)  
Men of Color mentoring initiative (spring semester 2017-present)  
UTSA Police Advisory Committee (2017-2018)  
McNair Scholars Program Luncheon, Keynote speaker: *Finding Motivation and Inspiration for Success in Graduate School*. (May 2017)  
Faculty Grievance Committee (UTSA 2016-present); Chair, review panel (March 2017).  
Faculty Senate (2013-2016)  
Faculty Senate Curriculum Committee (2013-2016)  
Faculty Advisor: student chapter, NAACP (2013-2017)  
Faculty Advisor: Black Student Leadership Council (2012-2014, UTSA)  
Diverse Faculty Initiative Committee (2012-2013, UTSA)  
Top Scholar Initiative (2012-2014, UTSA)  
Director, African American Studies Program (UTSA)

*San Antonio Community:*

Presentation on leadership development and success in college, Anne Frank Inspire Academy, San Antonio (Sept 2017)  
Public Lecture: KIPP Academy high school juniors and seniors (May 2017)

Panel presentation: *Supporting Student Success*; St. Antonia High School, San Antonio, (Feb 2015)  
Board Member, San Antonio Teach for America (2013-2015)  
Public lecture: *Social Change and the Arts during the Harlem Renaissance*. OASIS Center, (November 2013)  
Keynote presentation, *Critical race theory and social justice in education*. Teach for America Orientation. Trinity University. San Antonio, (August, 2012)  
Greater San Antonio Diversity Advisory Board (2011-2012)  
Panel presentation, *Social media advancing society's history*, sponsored by Zeta Upsilon, City-Wide Chapter of Delta Sigma Theta, Inc. Trinity University, San Antonio, (2011)

### **Miami University Service**

#### *Department and College:*

Urban Teacher Cohort Committee (Miami University 2008-2010)  
Organized curriculum scheduling (Miami University 2008-2009)  
Teaching and Scholarship Committee (Miami University 2008-2010)  
Organized Comprehensive Exam Process (Miami University 2007-2009)  
New Faculty Orientation Committee (Miami University 2007-2009)  
Ad-Hoc Committee for Faculty Development (Miami University 2007-2008)  
Managed recruitment of students of color (Miami University 2005-2008)  
Advised master's level and doctoral students (2005-2010); chaired one doctoral program of study committee and qualifying exam; served on three dissertation committees (2007-2009); served as outside dissertation committee member at University of Pennsylvania

#### *University-wide:*

Chair, Student Grievance Committee, Black World Studies program (Miami University spring 2011)  
Heanon Wilkins Faculty Fellowship Selection Committee (Miami University 2010-2011)  
Office of the Provost, Leadership Enhancement Committee (Miami University 2008-2011)  
Freedom Summer Advisory Council (Miami University 2008-2009)  
Academic Achievement Assistantship Committee (Miami University 2007-2008)  
Graduate School Petitions Committee (2007-2009)

### **CONSULTING**

August 2012-March 2013: Teach for America, San Antonio, TX. Provided critical race perspective workshops as part of professional development sessions for TFA corps members (1<sup>st</sup> and 2<sup>nd</sup> year teachers). These workshops focused on exposing and dismantling teachers' biases regarding issues of race and marginalized communities, and enhancing their understanding of culturally relevant and responsive engagement in urban settings.

February 2011-June 2011: Fairfield City Schools, Fairfield, Ohio. Worked closely with superintendent and deputy superintendent to develop district-wide diversity action plans and re-purpose existing diversity committees comprised of teachers, staff, and parents.

September 2009: Ball State University. Conducted focus group interviews and workshop for African American male students' academic success.

July, 2007: Martin University. Developed and presented organizational change strategies with Director of Quality Control.

April 2005: Goshen College. Conducted diversity workshop for over 50 faculty and staff

December 2004-April 2005: Connecticut College. Helped to plan and extensively evaluate organizational model for diversity and change

July 2004: University of Connecticut. Co-led mandatory diversity training and train-the-trainer sessions for 100 staff members.

### **RESEARCH GRANTS**

Summer, 2008: Emory University: Manuscript, Archives, and Rare Book Library (MARBL) Cannon Fellowship: \$500.00: *The Educational Legacy of Sue Bailey Thurman*. This travel grant provided an opportunity to conduct research in the Bailey-Thurman Family Collection, which significantly expanded my on-going research on the life and influence of Howard Thurman.

2009-2012: Lumina Foundation, \$500,000.00: *Advancing the Promise of Success for African American Males throughout the Indiana Post-Secondary Educational Pipeline*. Co-Principal Investigators: Dr. Khaula Murtada and Dr. Robin L. Hughes. I serve as a member of six person research team comprised of faculty members and administrators at Indiana University-Indianapolis (IUPUI). This grant project seeks to (1) assess the factors that contribute to the postsecondary preparation, access, and success of African American males across the state of Indiana, (2) create interventions to improve the educational experiences for this population based on these assessments, and (3) establish a research-intervention action plan based on these first two project aims.

### **AWARDS/HONORS**

Heanon Wilkins Faculty Fellowship (Post-Doc), Miami University, 2005-2006

2002 Honorary member, Chi Alpha Epsilon Honor Society

1999 Robert H. Wade II Fellowship

1997-1999 School of Education Minority Fellowship

1998 YMCA Black Achiever, Cincinnati, Ohio

### **PROFESSIONAL AFFILIATIONS**

American Educational Research Association

American Educational Studies Association

Association for the Study of African American Life and History

Association for the Study of Higher Education

Critical Race Studies in Education Association (Vice President, 2011-2012; President, 2012-2014)

History of Education Society



National Association of Student Personnel Administrators  
National Association of Student Affairs Professionals  
National Council on Black Studies

**PROFESSIONAL DEVELOPMENT**

Association of College and University Educators (ACUE) Teaching Fellow Program (2020-2021)  
UTSA Faculty Learning Community: Inclusive Excellence (2018)  
UTSA Hybrid Academy (May 14-16, 2014)  
Provost's Academy for UTSA Faculty: Creating Critical Thinkers (May 16-18, 2012)