

Curriculum Vita

Lawrence A. Q. Burnley, Ph.D.

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Education

Doctor of Philosophy in Education

University of Pennsylvania Graduate School of Education

Dissertation thesis: *Resistance, Control, and the Cost of Unity: The Role of African Americans in the Founding of African American Schools Associated with the Christian Church (Disciples of Christ), 1865–1914*

Degree course requirements were shared with the Department of History

Masters of Divinity

Christian Theological Seminary (CTS)

B.A. with Honors in African American Studies

Concentration in History

University of Cincinnati

Research Emphasis

History of American Education (Doctoral research major discipline)

Concentration in African American Education during the Antebellum, Reconstruction, and Progressive Eras

Multicultural Issues in Education (Doctoral research minor discipline)

African and African American Church History, Church Administration, and Pastoral Care (CTS)

Professional Experience

Vice President for Diversity and Inclusion

University of Dayton, Dayton, OH

7/2016 – Present

- This inaugural position for the University reports to both the President and Provost, serving as a member of the President's Cabinet, President's Council, and Provost's Council. Responsibilities include: serving as the primary architect for the University's efforts to define, cultivate, and support a more diverse, equitable, and inclusive environment for all members of the University community, its guests, and other stakeholders in advancement of the University's mission as understood within the conceptual framework of inclusive excellence; developing and leading a robust organizational infrastructure; and guiding a comprehensive, institution-wide process resulting in the development and implementation of strategic goals and objectives that position the University to achieve sustainable realization and advancement of its mission. As a member of the University's senior leadership team, responsibilities include involvement and support of all institutional functions to ensure the efficient and effective operation of the University for the purpose of advancing its mission.

Measurable outcomes related to my administrative role include:

- Created two new positions, Executive Director and Associate Director for Inclusive Excellence Education and Professional Development.
- Now in its fourth year, established an annual Inclusive Excellence Scholar Residency, bringing to campus nationally and internationally acclaimed scholars in the areas of diversity, equity, and inclusion for a two-day immersion of campus-wide engagement.
- Created the Inclusive Excellence Academy, a professional development initiative to cultivate intercultural competency across the University of Dayton workforce.
- Chaired the President's Diversity and Inclusion Assessment Task Force. Task Force outcomes include:
 - Conducted, in cooperation with an outside consultant, a comprehensive assessment of diversity efforts across the University over the previous five years.
 - Developed and administered, in cooperation with an outside consultant, a comprehensive campus climate survey.
 - Developed a campus-wide, comprehensive four-year strategic plan to advance diversity, equity, and inclusion goals and objectives.
 - Created a permanent, campus-wide council to advise senior leadership on matters relating to diversity, equity, and inclusion.
- As chair of the Hiring and Advancement for Diversity, Inclusion, and Mission Work Group, completed a one-year study to develop a strategy for achieving greater racial/ethnic diversity and gender equity among faculty, staff, and administration.
- Provided leadership in the establishment of a supplier diversity initiative through the Office of Procurement and Payable Services.
- Created Courageous Conversations at the senior level, a professional development

dialogue for the President's Cabinet.

- Established the UD/Greater West Dayton Conversation, a dialogue with senior administration and leaders of African American communities in the Dayton area. A measureable outcome of this initiative is the creation of the UD Small Business Incubator that will be located in West Dayton and is scheduled for a fall 2020 launch.
- The University of Dayton named as a first-time recipient of *Insight Into Diversity's* 2020 Higher Education in Excellence in Diversity Award.

Chief Executive Officer, President, and Co-Founder

Inclusive Engagements, LLC, Spokane, WA

1/2015 – Present

Inclusive Engagements, LLC is a consulting firm that provides high-quality professional services to individuals and organizations in the areas of team building, strategic planning, outcomes assessment, teaching, and workshop facilitation on various topics related to diversity, equity, and inclusion.

Chief Diversity Officer, Associate Vice President for Diversity, Equity, and Inclusion

Whitworth University, Spokane, WA

7/2015 – 6/2016

- Reporting directly to the President, this position maintains responsibilities of the former Assistant Vice President position (see below). Additional responsibilities include: Deputy Title IX Coordinator; chair the Diversity Cabinet; and to provide leadership in the development, implementation, and assessment of a comprehensive diversity action plan for the University.

Measurable outcome of my overall administrative leadership:

- Whitworth University received the coveted *INSIGHT into Diversity* Higher Education Excellence in Diversity (HEED) Award in August 2016. Whitworth University was the first member institution of the Council of Christian Colleges and Universities to receive this award.

Assistant Vice President for Diversity and Intercultural Relations

Whitworth University, Spokane, WA

1/2010 – 6/2015

- Serve as a member of the President's Cabinet, the Academic Affairs administrative staff, and the Provost's Cabinet. Responsibilities include providing leadership in all aspects of the development, implementation, and assessment of the University's strategic plan relative to diversity and the development of intercultural competencies for all members of the university community; development of strategies for effective recruitment/retention of faculty/staff from underrepresented racial/ethnic populations; assessment of campus climate; assessment of general education requirements in the areas of American Diversity

and Global Perspectives; coordinate and convene the steering committees for the U.S. Cultural Studies and Women and Gender Studies minors; convene and provide strategic leadership to the Act Six Steering Committee (scholarship program for underserved and underrepresented populations from urban communities); provide or identify resources to address conflict resolution, and effective management of tensions resulting from purposeful engagement in “courageous conversations” in spaces of living, working, and learning. With the other members of the President’s Cabinet, responsibilities and contributions included the development and management of operational budgets, capital planning, and day-to-day oversight of all aspects of university life, and personnel decision-making.

Measurable outcomes related to my administrative role include:

- Introduced *Inclusive Excellence* as the primary theoretical framework for diversity, equity, and inclusion in the development, implementation, and assessment of the institution’s strategic plans.
- Developed measurable goals, objectives, and key performance indicators in the areas of recruitment/retention of faculty, staff, and students from underrepresented racial/ethnic populations and women, and strategies for achieving these goals.
- Led an outcomes assessment of curricular initiatives with the purpose of achieving learning outcomes related to intercultural competencies.
- Cultivated synergistic and collaborative cultures in campus environments previously known for promoting a “silo” approach to advancing diversity-related initiatives.
- Developed strategic local, regional, national, and international partnerships, which cultivated inter-institutional collaboration for the purpose of reciprocal sharing of resources and mutual learning opportunities for all parties.
- Proposed, developed, and lead a project known as Courageous Conversations, which is a senior-level administrative process of reading, reflection, and dialogue on historical and contemporary issues as articulated by traditionally marginalized communities in the academy, the church, and the broader society.
- Worked with an outside consultant to complete a comprehensive assessment of the University’s American Diversity and Global Perspectives general education requirements and diversity efforts across the institution for the previous five years, as well as a survey of the campus social climate. Led a campus-wide outreach process of dialogue that informed a comprehensive report of findings and recommendations.
- Designed and launched a new webpage – “Diversity and Intercultural Relations at Whitworth University” – to more effectively communicate the University’s demonstrated commitment to diversity, equity, and inclusion.
- When I began my tenure at Whitworth in 2010, students from underrepresented racial/ethnic populations (UREPs) represented 13.7% of the full-time day student enrollment. By fall 2013, the students from UREPs represented 19% of the full-time day student enrollment. The first-year cohort entering fall 2013 was 19.7%.
- In fall 2010, first-year to second-year retention for students from UREPs was 78.9%. By fall 2013, first-year to second-year retention of students from UREPs improved to 89.9%.

Assistant Professor of History

Whitworth University, Spokane, WA

1/2010 – 6/2015

- **African American History to 1877:** Examination of the history and culture of African Americans from their African origins through the end of what is widely known as the Reconstruction Era. Students examine the lived experiences of both free and enslaved Africans in the North and South. Particular attention is given to broader socioeconomic and political currents that African/African Americans contributed to and were affected by, including an introduction to pre-colonial African cultures and societies, philosophy, and religion; the North American trade of enslaved Africans, the Abolition Movement, the Black religious and educational experience, and other forms of African agency and resistance, the Civil War, and Reconstruction.
- **African American History Since 1865:** Examination of the history and culture of African Americans from the end of the Reconstruction Era to the present day. The primary focus is placed on the examination of significant social movements, themes, and historical figures, and the manner in which the genius of African American culture, resourcefulness, and resilience in overcoming individual and institutionalized forms of racial and economic oppression, and the struggle for civil rights, political power, and cultural expression.

Associate Dean for Multicultural Programs and Special Assistant to the Provost for Diversity Affairs

Messiah College, Grantham, PA

6/2005 – 12/2009

- Responsibilities included supervision of directors of Multicultural Programs and International Student Programs offices; providing leadership in development and implementation of a comprehensive survey of campus climate; development and implementation of a college-wide, comprehensive diversity strategic plan; development of policy and procedures to enhance the recruitment and retention of faculty, staff, administrators, and students from underrepresented racial/ethnic populations; chair the Racial Justice and Multicultural Education Committee; develop and implement professional development and training in the area of multicultural competencies and multicultural pedagogy; individual student and student organizational mentoring and advising; provide leadership in fostering a common and expanded understanding of diversity within the institution; lecturer; participate in administrative processes associated with the investigation and resolution of grievances and specific discrimination complaints brought by faculty, staff, and students; adjunct faculty; oversee the day-to-day operation of the Office of Multicultural Programs; supervision of administrative support staff; budget management.

Executive for Racial/Ethnic Relations

Global Ministries of the Christian Church (Disciples of Christ) and the United Church of Christ,

Cleveland, OH
7/1996 – 5/2005

- Develop and implement a nationwide experiential and comprehensive education program designed to create critical awareness of and involvement in mission in a global context with and among persons from underrepresented racial/ethnic communities belonging to two mainline Protestant denominations; involved extensive domestic and international travel; conducted speaking and workshop presentations; provided leadership to senior denominational administration and national racial/ethnic caucus organizations in addressing issues of equity and access to leadership positions, financial resources, and global collaborative and educational opportunities for marginalized communities within national and international church structures; supervised administrative staff; managed budget.

Director, Greenfield Intercultural Center
University of Pennsylvania, Philadelphia, PA
1/1994 – 6/1996

- Provided leadership in responding to unique needs and concerns of students, faculty, and staff from underrepresented communities; developed and implemented campus-wide programs addressing multicultural issues in higher education; developed and implemented professional development training for faculty, staff, and medical students in the area of cultural competence and multicultural pedagogy; directed the Center with professional, administrative support, and graduate and undergraduate staff; managed facility and budget.

Teaching Assistant, Multicultural Issues in Education
University of Pennsylvania Graduate School of Education, Philadelphia, PA
Fall 1994

Campus Minister (part-time, while doing graduate coursework)
Christian Association of University of Pennsylvania, Philadelphia, PA
8/1993 – 8/1994

Associate Director
Christian Association of the University of Pennsylvania, Philadelphia, PA
7/1990 – 8/1993

Leadership Development

Institute for Educational Leadership
Harvard University, Cambridge, MA, July 2019

Multi-Ethnic Leadership Development Institute

Council of Christian Colleges and Universities, Cedar Springs, WA (Institute site), June 2011

Publications

“John Lewis and C.T. Vivian Belonged to a Long Tradition of Religious Leaders in the Civil Rights Struggle.” *The Conversation*, July 18, 2020,

“Black Religious Leaders are Up Front and Central in US Protests – As They Have Been for the Last 200 years.” *The Conversation*, June 17, 2020,

Contributing author: **“Through a Racial Lens: A View of the Social, Economic, and Political Context of the 1969 Merger Agreement.”** In *Seeking God’s Design: Disciples’ Quest for Unity and Wholeness*, Duane Cummins, Lawrence A. Q. Burnley, Rick Lowery, and Paul Morgan (eds.). St. Louis: Chalice Press, August 2019.

Contributing author: **“The Civil Rights Movement and Interracial Unity within the Stone–Campbell Movement.”** In *Slavery’s Long Shadow: Race and Reconciliation in American Christianity*, Jeff W. Childers, Mark Hamilton, and James Gorman (eds.). Grand Rapids: Eerdmans Publishing, 2019.

“Black Colleges Among the Disciples of Christ,” *Christian History* 106 (September 2013).

Contributing author: *The Stone–Campbell Movement: A Global History*, Newel D. Williams, Douglas A. Foster, Paul M. Blowers, (eds.). St. Louis: Chalice Press, 2013.

Review of *The Souls of W. E. B. Du Bois: New Essays and Reflections*, Edward Blum and Jason R. Young (eds.). *Journal of African American History* 96, no. 1 (Winter 2011): 114–116.

The Cost of Unity: African American Agency and Education in the Christian Church, 1865–1914. Macon, GA: Mercer University Press, 2008.

“Authentic Forgiveness: The Key to Reconciliation,” *The Bridge* 99, no. 2 (Fall 2007).

“Internalized Racism,” *Global Education and Advocacy Resources* (June 1998).

Pearls of Wisdom: Reflections of a Black Disciples Minister. Indianapolis: National Convocation of the Christian Church (Disciples of Christ), 1996.

“What Are You Expecting for Christmas,” In *Out of Mighty Waters: Sermons by African-American Disciples*, Darryl M. Trimiew (ed.). St. Louis: Chalice Press, 39–43, 1994.

“Reclaiming ‘Our’ Church,” *Real News* 4, no. 1, 1993.

“The Changing Career Tracks of Elite Disciples Professionals: Working Group Response,”
In *A Case Study of Mainstream Protestantism*, D. Newell Williams (ed.), St Louis: Chalice Press,
359–362, 1991.

Lectures and Speaking Engagements

Opening keynote address, North American Community: Unity for Equity Conference, University
of Dayton, Dayton, Ohio, 9/2019

Topic: Uncomfortable Business: Addressing Educational Sources of Racial Inequities

Panelist, Diversity Speaker Series, Duquesne University, Pittsburgh, PA, 1/2019

**Topic: Reflections on Indicators of a Strong Commitment to Diversity, Equity, and
Inclusion in University Context**

Panelist, Fall 2018 Speaker Series, CDO Conversations on the Intersection of the Five Pillars of
a Holy Cross Education and Inclusive Excellence, University of Notre Dame, South Bend, IN,
8/2018

**Topic: Discerning Our Personal Vocation in Service to the Church and World Mission: The
Intersectionality of Catholic Social Teaching and Inclusive Excellence**

Keynote presentation, Rev. Dr. Martin Luther King, Jr. Celebration, Miami University, Oxford,
OH, 2/2018

Topic: The Significance and Influence of the Black Church in Dr. King’s Social Activism

Keynote presentation, Rev. Dr. Martin Luther King, Jr. Breakfast, University of Dayton, Dayton,
OH, 1/2017

Topic: More than a Dreamer

Guest lecturer, faculty colloquium, Department of Religion and Theology, University of the
Western Cape, Cape Town, South Africa, 8/2016

**Topic: Epistemological Deconstruction and Transformation of Core Curricula:
Prerequisites for the Decolonization of Education and the Actualization of a Theology of
Liberation**

Keynote presentation, Spring Communication Conference on Intercultural Communication:
Bridging the Gap between Cultures, Spokane Community College, Spokane, WA, 5/2016

**Topic: Communicating Whose Lives Matter in Higher Education: Recognizing the
Existence and Source of the Gap between Cultures**

Keynote presentation, Student Leader’s Step 7 Program, Whitworth University, Spokane, WA,
5/2014

Topic: Rethinking Academic Excellence: Implications for “Honoring God, Following Christ, and Serving Humanity”

Keynote presentation, Presbyterian Church (USA) National Conversation: “Unity with Difference: Race, Gender, and Religious Identities.” Whitworth University, Spokane, WA, 3/2014

Topic: Rethinking Academic Excellence: Toward the Construction of an Authentic Commitment to Achieving Unity with Difference

Peer group presentation, Council of Christian Colleges and Universities International Forum, Los Angeles, CA, 2/2014

Topic: From Assimilation and Acculturation to Inclusion and Liberation: The History of Diversity and Multiculturalism in Christian Higher Education

Guest lecturer, January-term course, Whitworth University, Spokane, WA, 1/2014

Topic: Historical Influences on the Development of African American Preaching

Guest lecturer, Core Lecture, Whitworth University, Spokane, WA, 12/2013

Topic: The Emergence of a Black Theology of Liberation: A Response to Western Theological Orthodoxy

Guest lecturer, Eastern Washington University’s Africana Studies Community Course, held at Spokane Community College, Spokane, WA, 10/2013

Topic: African American Spirituality and Religion: Challenges and Opportunities in the 21st Century

Keynote presentation, Gonzaga University, Spokane, WA, 12/2012

Topic: Deconstructing Kwanza: From Construction, to Deconstruction, to Reconstruction of the African Mind and Worldview

Keynote presentation, Teaching Roundtable luncheon, Whitworth University, 3/2012

Topic: The *Inclusive* College Classroom: Toward a More *Inclusive* Mind and Heart Education

Keynote presentation, Mukogawa Women’s University and Whitworth University’s Education Department’s International Education Week Forum, Spokane, WA, 11/2010

Topic: The Global Classroom Curriculum: Missing Voices, Missing Stories, and the Impact on “Educated” Minds and Hearts

Keynote presentation, Regional Assembly of the Northwest Region of the Christian Church (Disciples of Christ), Spokane, WA, 4/2010

Topic: Reflections on *The Cost of Unity: African American Agency and Education in the Christian Church, 1865–1914*

Keynote speaker, staff development luncheon, Whitworth University, Spokane, WA, 4/2010
*Topic: **What's Intercultural Relations Got to Do with It?***

Faculty lecturer, History Department Symposium, Whitworth University, Spokane, WA, 3/2010
*Topic: **Reflections on African American Agency and Education in and beyond the Christian Church to 1914***

Keynote speaker, Black History Month banquet, Gonzaga University, Spokane, WA, 2/2010
*Topic: **Learning to Love One's Self: The Relevance of the Study of Black History to the Gospel of Jesus the Christ***

Presenter/panelist, American Democracy lecture, "Abraham Lincoln and the Transformation of Democracy," Messiah College, Grantham, PA, 4/2009
*Topic: **Democracy for Whom?: Lincoln, Ontology, and a Distorted Vision of Democracy***

Guest lecturer, Center for the Humanities Spring Symposium faculty lecture series: Faith in the Public Square, Messiah College, Grantham, PA, 2/2009
*Topic: **African American Agency and Education, 1860–1900***

Keynote speaker, Principals Luncheon at the 7th Annual African American Child Symposium, Detroit, MI, 2/2007
*Topic: **African-Centered Education: Towards the Deconstruction of a Pedagogy of Domination and the Construction of a Pedagogy of Liberation***

Guest lecturer, Institute for African American Faith and Life Workshop, Disciples History: African American Disciples Claim Your History 19th Biennial of the National Convocation of the Christian Church (Disciples of Christ), Detroit, MI, 8/2006
*Topic: **Black Presence in the Christian Church (Disciples of Christ), 1832–1917***

Guest lecturer, faculty in-service at the School of Education and Social Science, Messiah College, Grantham, PA, 4/2006
*Topic: **The Efficacy in Developing and Implementing Multicultural Pedagogical Methodologies: Toward a Critical Christian Pedagogy in Higher Education***

Keynote speaker, Unlearn Week at Messiah College, Grantham, PA, 4/2006
*Topic: **Understanding Diversity Through the Eyes of God***

Keynote speaker (opening worship), United Church of Christ Council for Racial Ethnic Ministries Convocation, Portland, OR, 11/2005
*Topic: **God Is Still Seeking Runners . . . for Justice***

Keynote speaker, Jarvis Christian College luncheon at the General Assembly of the Christian

Church (Disciples of Christ), Charlotte, NC, 10/2003

*Topic: **Options: A Challenge to Black Disciples to Support Jarvis Christian College***

Keynote speaker, First Annual Morehouse Tiger Lecture Series, Morehouse College, Atlanta, GA, 3/2001

*Topic: **The Crisis in Palestine/Israel: A Challenge to the African American Church***

Baccalaureate service speaker/preacher, class of 2001 commencement, College of Wooster, Wooster, OH, 5/2001

*Topic: **The Measure of Success***

Panelist with Rev. Joan Brown Campbell and Rev. Dr. Michael Kinnamon at the Tennessee Regional Assembly of the Christian Church (Disciples of Christ), Nashville, TN, 10/1998

*Topic: **Christian Unity: One Lord, One Faith, One Baptism***

Keynote speaker, Western Region Youth Assembly of the United Church of Christ, Tacoma, WA, 6/1998

*Topic: **An Appeal to Youth to Grow Down***

Guest lecturer, Makene Yesus Theological Seminary, Addis Ababa, Ethiopia, 10/1997

*Topic: **The Africentric Challenge: The Presence and Influence of Black Africans on Judeo-Christian History***

Keynote speaker, Ohio Literacy Network Conference, Columbus, OH, 10/1994

*Topic: **Understanding and Celebrating Diversity in an Educational Context***

St. Vincent Catholic Church, Philadelphia, PA, 9/1993

*Topic: **African Spirituality and Its Implications for the Whole Church***

Black Unity Week Celebration kick-off event, University of Pennsylvania, Philadelphia, PA, 3/1993

*Topic: **Liberation Theology: An Introduction***

Villanova University, Villanova, PA, 2/1993

*Topic: **Liberation Theology: An Introduction** (Taught as part of the course Introduction to Peace and Justice)*

University of Pennsylvania, Philadelphia, PA, 2/1993

*Topic: **African American Influence on Judeo-Christian History** (Taught as part of the course Introduction to African American Studies)*

Graduate School of Education, University of Pennsylvania, Philadelphia, PA, 6/1992 and 3/1993

*Topic: **The Role of Spirituality and Religion in the Black Community** (Taught as part of the*

course Psychology of the African American)

Keynote speaker, African American History Month program, Black Graduate and Professional Student Association, University of Pennsylvania, Philadelphia, PA, 2/1992

*Topic: **The Role of Studying African American History in the Process of Liberation***

Christian Association of the University of Pennsylvania, Philadelphia, PA, 2/1991

*Topic: **African Influence on Judeo-Christian History***

First United Methodist Church of Germantown, Philadelphia, PA, 1/1991

*Topic: **Liberation Theology***

Operation Breadbasket (radio broadcast), Indianapolis, IN, 2/1990

*Topic: **The Need for Black Churches to Teach African American History: Toward Liberation***

Christian Theological Seminary, Indianapolis, IN, 2/1989

*Topic: **The Growth of Christianity in Africa during the First Three Centuries***

Workshop Facilitation

Centerville City Schools Summer Institute, Centerville, OH, 6/2019

*Topic: **Deconstructing Culture in Core Curricula: Toward a Redefinition of Excellence in the Construction of an Inclusive Curriculum in K–12 Classrooms***

Centerville City Schools Summer Institute, Centerville, OH, 6/2019

*Topic: **How We View Ourselves and Others: Educational Sources of Implicit Bias** (with Tiffany Taylor Smith)*

University of Dayton, Dayton, OH, 2/2018

*Topic: **Making Excellence Inclusive in the University Classroom***

University of Dayton, Dayton, OH, 6/2017

*Topic: **Mission Critical: Recruiting Students from Underrepresented Populations to the University of Dayton: A Review of Mission, Exploration of Assumptions, and Examination of Best Practices for Effective Intercultural Engagement** (with Dr. Patty Alvarez)*

Premier Health, Dayton, OH, 6/2017

*Topic: **Educational Sources of Implicit Bias***

Spokane Community College, Spokane, WA, 5/2016

Topic: “But I’m Only a Student”: Empowering Students to Bridge the Gap between Cultures

Indiana Wesleyan University, Marion, IN, 4/2016

Topic: Constructing Inclusive Curriculum for Christ

Trinity Christian College, Palos Heights, IL, 4/2016

Topic: The Theory and Practice of Inclusive Excellence: Aligning Diversity, Equity, and Inclusion with the Mission and Practice of Christian Colleges and Universities

Seattle Pacific University, Seattle, WA, 2/2016

Topic: Making Excellence Inclusive in the University and the Classroom

Council of Christian Colleges and Universities Diversity Conference, Chicago, IL, 9/2015

Topic: Constructing Inclusive University Classrooms for Christ

Bellevue College, Bellevue, WA, 4/2015

Topic: Understanding and Deconstructing Cultural Dominance in Core Curriculum: Building Capacity for Effective Intercultural Communication

National Conference on Race and Ethnicity in Higher Education (NCORE), Indianapolis, IN, 5/2014

Topic: Deconstructing Dominant Culture in the University Core Curriculum: An Invitation to Reconsider, Redefine, and Demand Excellence in Higher Education

Western Region Council on Black American Affairs Conference, Bellevue, WA, 10/2013

Topic: Inclusive Course Content and the Development of Intercultural Competencies

Spokane Falls Community College, Spokane, WA, 5/2013

Topic: Making Excellence Inclusive: A Professional Development Experience for the Community Colleges of Spokane

C.L.A.S.S. Student Leadership Summit, Gonzaga University, Spokane, WA, 4/2013

Topic: Deconstructing University Core Curriculum: An Invitation for Students to Reconsider, Redefine, and Demand Excellence in Higher Education

Professional development workshop for faculty, Whitworth University, Spokane, WA, 10/2012

Topic: An Assessment for Student Learning in an Inclusive University Classroom

Professional development workshop for Institutional Advancement staff, Whitworth University, Spokane, WA, 8/2012

What’s Intercultural Competency Got to Do with It?

A year-long guided experiential process of reading, dialogue, critical reflection, and discernment on race and gender in the U.S. context and higher education for the President's Cabinet, with particular emphasis on Whitworth University, Whitworth University, Spokane, WA, 8/2011–6/2012

Topic: Modeling Courageous Conversations at the Senior Level of Leadership: A Strategic Learning Process of Transformation and Reconciliation at the Crossroads

Workshop for department chairs, Whitworth University, Spokane, WA, 2/2012

Topic: Recruitment and Retention of Faculty from Underrepresented Populations: Understanding and Implementing Best and Promising Practices

Workshop for the Provost's Cabinet, Whitworth University, Spokane, WA, 4/2011

Topic: Recruitment and Retention of Faculty from Underrepresented Populations: Understanding and Implementing Promising Practices

Professional development workshop facilitator of senior-level civilian and military management at the United States Navy Supply Activity Center, Mechanicsburg, PA, with simulcast video conference to Norfolk, VA, San Diego, CA, and Philadelphia, PA, 11/2007

Topic: Diversity in the Workplace: From Source of Conflict to Strategic Advantage

Workshop facilitator, Detroit Public Schools' professional in-service day, Detroit, MI, 3/2007

Topic: The African-Centered and Multicultural Learning Environment: Theory and Application

Workshop leader for Residential Directors and Advisors, Messiah College, Grantham, PA, 12/2005

Topic: Seeing and Responding to the Unseen: Awareness and Response to the Unique Needs of Students from Underrepresented Racial/Ethnic Communities at a Predominantly White College

Workshop leader, Joint General Assembly and General Synod of the Christian Church (Disciples of Christ) and United Church of Christ, Minneapolis, MN, 8/2001

Topic: Global Hip Hop: A Critical Look at Diverse Interpretations of Social Phenomena by Youth Around the World Through the Genera of Rap

Retreat workshop leader and keynote speaker for Jamboree 2001, a joint weekend retreat for junior high students of the Christian Church (Disciples of Christ) and the United Church of Christ, Pilgrim Pines Camp and Retreat Center, Southern California, 1/2001

Topic: Color Wars: An Interactive Exploration of How We Treat and Respond to People Based on the Color of Their Skin

Bible study group discussion facilitator, World Council of Churches 8th Assembly, Harare, Zimbabwe, 12/1998

Retreat facilitator, seven-month training process, Christian Church (Disciples of Christ) and the United Church of Christ, Cleveland, OH, and Indianapolis, IN, 9/1998–3/1999

*Topic: **Global Ministry Education Leadership Training***

Moderator, panel discussion on **Reconstructionist Theology** for the Ethiopia Study Institute at the All African Council of Churches 7th Assembly, Addis Ababa, Ethiopia, 10/1997

*Topic: **Global Ministry Education***

Options for Family and Youth Cultural Diversity Workshop, Cleveland, OH, 6/1997

*Topic: **Perceptions of the Racial/Ethnic Other***

Workshop facilitator for first-year medical students, University of Pennsylvania School of Medicine, Philadelphia, PA, 10/1994

*Topic: **Diversity and Multicultural Sensitivity Workshop***

Conference of the Northeast Region of the National Campus Ministry Association, Temple University, Philadelphia, PA, 10/1993

*Topic: **Affirming the Particular within a Multicultural Context: Toward Authentic Diversity***

12th biennial session of the National Convocation of the Christian Church (Disciples of Christ), Cleveland, OH, 8/1992

*Topic: **African American History: Reclaiming Our Past as Our Strength for the Future***

Facilitator, in-service teacher training, Corinthian Christian Academy (accredited school, grades K–4) of Corinthian Baptist Church, Philadelphia, PA, 5/1992

*Topic: **Infusing African American History into the Curriculum***

Facilitator, **Diversity Education Workshop** for first-year students, University of Pennsylvania, Philadelphia, PA, 9/1992

Facilitator, University Park and Faith United Christian Church (Disciples of Christ), Indianapolis, IN, 2/1990 – 4/1990

*Topic: **Faith University 102**: Facilitated a three-month dialogical process for two separate congregations – one predominantly Euro American, the other African American – who shared one facility. The dialogue was designed to help each congregation explore the perceptions, operative stereotypes, and concerns each had of the other; the way these perceptions, stereotypes, and concerns shaped and informed how they related to one another; and their implications for engaging in ministry together.*

Consultations

Indiana Wesleyan, May 2016

Wheaton College, April 2016

Trinity Christian College, April 2016

Seattle Pacific University, February 2016

Bellevue College, April 2015

University of Chicago, December 2014 – February 2015

International Experience

Understanding the University of Dayton's presence in China through the lenses of diversity, equity, and inclusion: Observation and assessment tour

Suzhou, Nanjing, and Beijing, People's Republic of China, January 2018

Contributing faculty: *The Black Atlantic: African Theology, Black Theology, and Gender*, Department of Religion and Theology, University of the Western Cape

Cape Town, South Africa, August 2016

Faculty co-leader and lecturer, January-term study trip to South Africa

Cape Town, Durban, Johannesburg, and rural areas of the Western and Eastern Cape, South Africa, January 2012

Primary course designer and co-instructor for a cross-cultural course, Racial, Ethnic, and Cultural Immersion Program (RECRIP). RECRIP is a two-year curricular initiative at Messiah College in which students examine the role of the church and its historical and contemporary interpretation and application of the Bible in support of and in opposition to racism in the United States and apartheid in South Africa.

Phase I: Johannesburg and Cape Town, South Africa, January 2009

Served as primary course design architect and delegation leader for a course development consultation with faculty from the Cornerstone Christian College and the University of the Western Cape. The course is a two-year process that examines the role of the church and its historical and contemporary interpretation and application of the Bible in support of and in

opposition to racist ideology and practice in the United States and Apartheid in South Africa. The course involves South African and U.S. faculty and student immersion experiences in both countries.

Cape Town, South Africa, and London, United Kingdom, December 2006 and January 2008

Global mission fact-finding trip for African American clergy and lay leaders focusing on the socioeconomic impact of the HIV/AIDS pandemic in South Africa and the response of the Church (trip co-organizer/leader)

Durban, Cape Town, and Johannesburg, South Africa, January/February 2005

Global mission immersion experience for Pacific Islander and Asian American youth and young adults in the Christian Church (Disciples of Christ) and the United Church of Christ (trip co-organizer/leader)

The Federated States of the Marshall Islands and Micronesia, August 2003

“Lead Me to Calvary,” a study/immersion experience focusing on the Israeli/Palestinian Conflict for African American clergy and lay leaders (trip co-organizer/leader)

Israel/Palestine, October 2002

United Nations World Conference against Racism, Racial Discrimination, Xenophobia, and Related Intolerance (WCAR) (delegate)

Durban, South Africa, August/September 2001

Preparatory meeting for the United Nations WCAR

Geneva, Switzerland, May/June, 2001

Ecumenical Partnership immersion/orientation

Cairo, Egypt, April/May 2000

Ecumenical Partnership immersion/orientation, in cooperation with the Churches for Middle East Peace

Israel/Palestine, April/May 2000

50th Year Jubilee Youth Conference of the Presbyterian Church of Taiwan

Tainan, Taiwan, July 1999

Alberto Centro Rambao Conference

Mazatlán, Mexico, April 1999

8th Assembly of the World Council of Churches

Harare, Zimbabwe, December 1998

Ecumenical Partnership immersion/orientation
Taiwan, Philippines, and Korea, March/April 1998

Caribbean Council of Churches
Havana, Cuba, July 1997

7th Assembly of the All Africa Council of Churches
Addis Ababa, Ethiopia, September/October 1997

Ecumenical Partnership immersion/orientation
**Accra, Ghana, and Johannesburg, Durban, and Cape Town, South Africa,
January/February 1997**

Awards and Recognitions

Top Ten African American Male Award, Parity, Inc., March 2018

National Office of the United Church of Christ, Witness for Justice Award, March 2005

African American Association, Outstanding Community Service Award, University of Pennsylvania, May 1993

William Fontaine Fellowship, University of Pennsylvania, 1993–1995

Brown–McAllister Scholarship, Christian Theological Seminary, 1987–1988

Star Supporter Scholarship, Christian Theological Seminary, 1986–1990

Community Involvement Award, Christian Theological Seminary, May 1990

Chosen to give baccalaureate address, Christian Theological Seminary, May 1990

Board/Organizational, Service, and Professional Memberships

Association for the Study of African American Life and History, 2005–Present

National Association of Diversity Officers in Higher Education, 2008–Present

American Historical Association, 2010–Present

Council of Christian Colleges and Universities, Commission on Diversity and Inclusion, 2015–

2017

East Regional Representative, Northwest Global Ministries Committee and Chair, Global Church Partnership Proposal Task Force
2010–2016

National Association for the Advancement of Colored People, 2012–2017

Convener, African American History Initiative Task Force of the National Convocation, Christian Church (Disciples of Christ), 2009–Present

Advisory Board, The Ernest L. Boyer Center at Messiah College, 2007–2010

Association of Christian Church Educators, 1990–2003

Association of United Christian Educators, 1997–2003

Executive Council, North American Regional Association of the World Association for Christian Communication (elected position), 2001–2003

Chair, Education Committee of the Pan African Church Relations Project of the Religious Heritage of the African World at the Interdenominational Theological Center, 1997–1999

National Campus Ministry Association, 1990–1996

Elected at-large member, Board of Trustees, National Benevolent Association, 1990–1994

Elected at-large member, African American Campus Minister's Association, 1990–1993