

RENÉE SMITH-MADDOX, Ph.D.

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PROFESSIONAL PROFILE

- Proven capacity to shape and operationalize Equity, Diversity, and Inclusion (EDI) strategic planning processes and engage a diverse community of students, faculty, staff, and senior administrators.
- Accomplished career in the higher education and the nonprofit sectors demonstrating consistent success as a community partner, fund raiser, and relationship builder.
- EDI advocate adept at maneuvering in a highly matrixed organizational environment.
- Experienced in designing, developing, and implementing programs from the ground up through competencies in grant writing, administration, project and program management, and staff/professional development.
- Designer of social impact learning labs for creative problem solving, enhancing professional learning experiences, ensuring a sense of belonging, and community building.
- Developed climate assessments, metrics, and communication plans for EDI initiatives.
- Extensive background in instructional design and curriculum development for graduate-level courses.
- Effective communicator with excellent planning, organizational, and negotiation skills as well as the ability to lead, reach consensus, establish goals, and attain results.

EDUCATION

Brandeis University, The Heller School for Social Policy and Management
Ph.D. Social Policy

Brandeis University, The Heller School for Social Policy and Management
Master of Management in Human Services

Lincoln University, Lincoln, PA
B.A. Psychology

PROFESSIONAL DEVELOPMENT TRAINING

Facilitator Bootcamp, USC Culture Network, 2022

Intergroup Group Dialogue Training, 2021

Diversity, Equity and Inclusion in the Workplace Certificate, University of South Florida Muma College of Business, 2021

Facilitation Certificate, Association for Talent Development, 2020

USC Center for Excellence in Teaching Fellow, 2020

National Association of Diversity Officers in Higher Education Standards Professional Practice Institute, 2019

J-PAL Executive Education Course, Evaluating Social Programs, Massachusetts Institute of Technology, 2019

Diversity and Inclusion Certificate, Cornell University, 2018

National SEED Project – ReSeed: Revisit, Renew, Recharge, 2018

SEED Leader, The National SEED (Seeking Educational Equity and Diversity) Project, 2017

Faculty Success Program, National Center for Faculty Development & Diversity, 2017

Certified Yoga Teacher, Goda Yoga Teacher Training Program, 2013

Motivational Interviewing Training, 2012

Certified Professional Coach, Coaches Training Institute, 2011

Los Angeles African American Women Public Policy Institute, 2010

FACULTY AFFILIATION

USC Race & Equity Center

USC Center for Engineering in Education (Rossier School of Education)

USC Prism (Gould School of Law)

DIVERSITY, EQUITY, AND INCLUSION WORK

University Level

Facilitator, Racial, Equity and Wellbeing Workshop Series, Spring 2020

Co-Chair, USC Provost’s Diversity & Inclusion Advisory Council, 2016 -2019

Co-Chair, USC Diversity, Equity & Inclusion Awareness Week, 2016 – present.

A week-long professional learning event (online and on-the-ground) with over 100 DEI trainings and workshops.

Coordinator, Presenter, and Facilitator, Provost’s DEI Retreat, January 2018 & 2019

Facilitator, USC National SEED Project Seminars 2017-2019

Chair, Progress on Diversity and Inclusiveness Initiatives. Joint Provost/Academic Senate Retreat: Making Progress on Climate, Safety, & Wellness, February 2017

Facilitator, Community Access & Opportunity. USC Joint Provost/Academic Senate Retreat: Enacting Access and Opportunity, February 2016

Coordinator & Moderator, USC Real Talk Faculty Forums, sponsored by the USC Academic Senate, 2016

USC Suzanne Dworak-Peck School of Social Work

Chair, Equity, Diversity, and Inclusion Advisory Committee, 2020 – 2021

Diversity Liaison, USC Suzanne Dworak-Peck School of Social Work. Chair, convene and/or serve on various campus and school committees, task forces, and councils advancing diversity, inclusion, and equity, 2016 – 2021

Coordinator and Facilitator, DEI Learning Labs, USC Suzanne Dworak-Peck School of Social Work, 2019 – 2020

Producer, [Diversity, Equity, & Inclusion video](#) , 2019

Chair, Working Group for Writing the Racial Justice Statement, 2013

Co-Chair, Diversity & Inclusion Committee, 2013 – 2017

Conference Special Session

Facilitator, DEI Learning Lab, Council for Social Work Education Annual Planning Meeting 2019, Denver, CO

EXAMPLES OF TRANSFORMATIONAL TEACHING PRACTICE

Global Immersion Programs

Faculty Lead, Social Innovation in South Africa: Approaches to Accelerating Change, Cape Town, South Africa, USC Dworak-Peck School of Social Work Global Immersion Program, Spring 2019.

Faculty Facilitator in the USC Dworak-Peck School of Social Work Global Immersion Program, a 10-day cross cultural learning experience designed for MSW students to gain a deeper understanding of culture, community, social issues, and service delivery models in other countries. The Global Immersion Programs I participated in include:

- *Modern Day Slavery: Combating Human Trafficking in the Philippines*, Spring 2017
- *Global and Intercultural Perspectives on Social Challenges, Solutions, and Engagement in Europe* (London, Brussels, & Amsterdam), Summer 2014
- *Entrepreneurship and Empowerment: Social Development in India*, Summer 2013

Course Lead and Instructor, Research and Evaluation course, Beijing Normal University, School of Social Development and Public Policy, Beijing, China, Summer 2015.

Human-Centered Design Learning Experiences

Social Impact Learning Lab Designer, Slauson & Co Venture Fund, USC Doctor of Social Work Residency, April 2021.

Racial Equity and Design Justice Lab, USC Iovine and Young Academy, Integrated Practices Residential, February 2021.

Ten of Ten for Kids, Designer, Redesigning the Child Welfare System. Alia Innovations, Minneapolis, MN, May 2017.

Social Innovation Fast Pitch Designer, USC Social Change and Innovation Fast Pitch Competition, 2014-2020.

Social Impact Lab Designer, Homelessness Social Lab. USC Department of Community, Organization, and Business Innovation, April 2017

Instructional Designer, COBI/SCI Collaborative, Course-Based Capacity Building & Sustainability Effort for Non-Profits, 2014 - 2017

Producer/Designer, Master of Social Work Immersion Experience, Department of Social Change and Innovation/COPA Concentration (2013-2018). Designed an orientation experience to welcome first year MSW students into the department and to introduce them to specialized skill training in areas such as designing for social change, strategic planning, logic model, financial management, and DEI in the workplace.

Community Immersion to Leimert Park in South Los Angeles, CA (2013-2016). Developed a two-day Community Immersion to Leimert Park for incoming MSW students to learn about the history of the community, visit a wide range of nonprofits, explore the neighborhood, and reflect on these experiences. The immersion helps

students: 1) understand how communities are structured to perform certain functions, 2) recognize, respect, and understand the unique constellation of relationships in the community, and 3) learn how to engage diversity and difference in their social work practice.

PROFESSIONAL EXPERIENCE

University of Southern California, Los Angeles, CA Suzanne Dworak-Peck School of Social Work

Clinical Teaching Professor

2018 – Present

- Teaches required courses (online and on-the ground) for the DSW and MSW programs.
- Develops and revise curriculum for online and on-the-ground graduate level courses.
- Coordinates curriculum, instructional, and mentoring activities for the DSW and MSW programs.
- Mentors instructors and graduate students.
- Addresses student concerns.

Associate Dean, Diversity, Equity, and Inclusion

2018 – 2019

Office of Diversity, Equity, and Inclusion (ODEI)

- Provided strategic leadership for the newly formed ODEI.
- Served as a strategic partner to the Dean and Senior Associate Deans for Faculty Affairs.
- Oversaw the survey development and data collection for the school's climate study.
- Built collaborative relationships with USC's academic units.
- Engaged faculty, administrators, and student groups in diversity equity, and inclusion efforts.
- Provided professional development opportunities for faculty and professional staff on issues pertaining to diversity, equity, and inclusion.
- Worked closely with school's administrators to implement effective search and hiring practices.
- Collaborated with faculty, staff, and students on strategies to create a diverse, equitable, and inclusive school environment.
- Served as the School's Diversity Liaison to the Provost's Office.
- Provided periodic reports on the status and future of DEI initiatives.

Vice Chair, Curriculum, Department of Social Change & Innovation (DSCI)

2014 – 2018

- Assisted the department chair in developing the vision and mission of the department, assessing hiring needs, preparing strategic hiring plans, screening prospective faculty candidates, recommending faculty for teaching assignments, recruiting faculty for Annual Performance Review, developing and reviewing the department's budget, and facilitating departmental meetings.
- Chaired Annual Performance Review process.
- Prepared responses relating to the curriculum and assessment including accreditation.
- Coordinated curriculum development efforts to review, revise and develop departmental courses.
- Mentored course leads.
- Led the writing of the Council for Social Work Education (CSWE) competencies for required departmental courses and reaffirmation.
- Oversaw, designed, and implemented the department's information sessions, intensives, and immersions.
- Presented an overview of the department's mission and the curriculum at orientation sessions for prospective students.
- Assisted in the development of department marketing materials and preparation of documents for recruitment sessions.

- Consulted on marketing and communication messaging for Master of Social Work (MSW) program (campus-based and Virtual Academic Center (VAC)).
- Participated in budget recommendations and monitored budget implementation.
- Served as Ad Hoc Committee member on Curriculum Council.

Clinical Associate Professor **2013 – 2018**

Co-Chair, Community, Organization, Planning, & Administration (COPA) **2013 – 2014**

- Taught specialized courses for the MSW program using a web-based learning management system.
- Addressed student concerns.
- Developed curriculum, instructional, and mentoring activities for COPA Concentration.
- Coordinated the review and revision of curriculum for online and on-the-ground courses.
- Coordinated the curriculum review process.
- Provided leadership for curriculum development and instruction.
- Created opportunities for student engagement in workshops, conferences, community activities, and research.

Visiting Clinical Associate Professor, USC School of Social Work **2012 – 2013**

- Taught online required courses for the Master in School Work (MSW) program using a web-based learning management system to train emerging social work practitioners.

Adjunct Associate Professor, USC Rossier School of Education **2010 – 2012**

- Taught online courses for the Master of Arts in Teaching program, which prepares a national and international student population of experienced and novice teachers to teach in k-12 school systems.

Non-Profit Professional Experiences

Regional Executive Director, **2009 – 2010**

First Place for Youth, Los Angeles, CA

- Developed an implementation plan for expanding the housing, employment, and education services for foster care transition aged youth in Los Angeles.
- Established and maintained local infrastructure to meet regional goals for implementing housing, employment, and education services for foster care youth, 18-24 years old.
- Worked closely with the national development staff as well as the Regional Development Manager to develop and cultivate relationships with foundations, corporations, and individual donors.
- Researched and secured \$300,000 seed funding.
- Build, supported and sustained strategic partnerships with community partners, including business leaders, developers, property managers, higher education administrators, community-based organizations, and government officials to advance the mission of the program.
- Served as an advocate for First Place for Youth on issues facing foster care youth within the community.
- Maintained and enhanced the image, brand, and ideals of First Place for Youth through the implementation of strategic priorities.

Director, Los Angeles Urban League **2006 – 2008**

Milken Family Literacy & Youth Training Center, Los Angeles, CA

- Directed and administered five public and private funded programs focusing on workforce development, youth development, college access, and media literacy.
- Developed and managed the Center's \$2.3 million budget.
- Developed strategic, marketing, and operations plans.
- Designed and implemented the Center's community outreach strategy.

- Recruited, selected, and managed a four-person leadership team and created professional development opportunities for 21 staff members.
- Managed operations, facility, security plans, and coordinated vendor services.
- Established partnerships with Workforce Investment Board, private industries, community-based organizations, government agencies, and universities.
- Developed a data collection system to monitor the Center's programs and service delivery system.
- Researched and developed successful proposals to expand operational and program services.
- Produced media projects including Domestic Violence PSA, Podcasts, and website.
- Researched and documented current trends and issues in workforce development, youth development, urban school districts, and higher education.

Director

The Posse Foundation, Inc., Los Angeles, CA

2003 – 2006

- Provided leadership for expanding college access and the youth leadership program.
- Managed programmatic and administrative operations.
- Secured over \$1 million in grants and donations for operating expenses.
- Supervised and provided support, guidance, and oversight to eight staff members.
- Managed the recruitment of 900 college-bound students
- Implemented pre-collegiate training for 40 high school seniors, 8 annual retreats, and 5 college-based programs.
- Provided leadership for outreach with over 100 high schools and 50 community-based organizations.
- Represented the youth centered mission to external constituents including university administrators, community-based organizations, school administrators, students, parents, funders, and corporations.
- Developed and worked with a 12-member advisory board to build the organization's revenue capability.
- Managed, evaluated, and implemented an assessment process for college admissions including the college application process and admission data management.
- Collaborated with Deans of Admission in higher education to select a high quality, diverse group of students for college admission.

Other Professional Experiences

Research Manager, College Access Project for African American

2002 – 2003

UCLA Ralph J. Bunche Center for African American Studies, Los Angeles, CA

- Managed the Education Access and Equity research project.
- Prepared comprehensive research reports on college access and pathways to postsecondary education.
- Supervised research team.
- Coordinated conferences and forums to present program results.
- Developed and managed communication between program administrators, researchers, and community leaders.

Assistant Professor, Graduate School of Education & Information Studies

1994 – 2002

Urban Schooling Division, University of California, Los Angeles

- Taught graduate level courses.
- Supervised thesis and dissertation committees, mentored graduate students, and provided guidance in implementing research projects.
- Secured funding for research projects and implemented a research agenda on topics such as college access, culturally responsive teaching, aspiration formation, and teacher development.
- Represented the department on numerous committees including admissions, outreach, and external relations.

Researcher, Quality Education for Minorities Project **1989 – 1990**
Massachusetts Institute of Technology, Cambridge, MA

- Evaluated and analyzed research studies on college access, pathways to postsecondary education, and diversity in higher education.
- Provided research support to the research team.
- Identified best practices for educational access and retention.
- Worked with the research team to determine how to replicate successful educational programs and facilitate organizational change.

Manager, Massachusetts Pre-Engineering Program/National Aeronautics **1986 – 1988**
& Space Administration Graduate Research Development Program, Boston, MA

- Managed administrative tasks for outreach and intervention support programs for graduate school enrollment in engineering and science at Boston University, Northeastern University, and MIT.
- Coordinated speaker series for participants.
- Planned and analyzed cost effectiveness of events.
- Provided support to the director for budget forecasting and securing funding.

New York City Board of Education – Office of Occupational & Career Education **1976 – 1985**
Brooklyn, NY

Education Analyst 1981 – 1985

Program Coordinator 1979 – 1981

Research Coordinator 1978 – 1979

Program Evaluator 1976 – 1978

Management & Operations

- Analyzed budget allocations.
- Analyzed trends in career and occupational education.
- Established and maintained effective partnerships with school principals, superintendents, and teachers.
- Established and maintained effective partnerships with nonprofits and employment agencies.
- Managed strategic initiatives on career education.
- Provided support for program and event logistics.
- Assisted in planning and staffing events.
- Provided administrative support to the executive director.

Research & Evaluation

- Coordinated the design and implementation of program evaluation of Title I reading and mathematics programs.
- Developed data collection instruments and evaluation design for school principals, superintendents, and teachers.
- Conducted literature reviews and prepared summary reports of relevant research studies.
- Prepared progress reports and presented findings.

SELECTED PUBLICATIONS

Enrile, A., Smith-Maddox, R. and Weiss, E. (book chapter under review) *Achieving Equal Opportunity and Justice: Pathways to Advocacy and Activism.*

Araque, J., Enrile, A., Smith-Maddox, R. and Weiss, E. (article under review) *Keepin' it 100: The 21st Century Societal Perceptions and Developmental Assets of Latina Youth*. Children and Youth Services Review.

Smith-Maddox, R. (2020). *The paradox of doing diversity, equity, and inclusion work*. In K. Finney & T. Fitzgerald (Eds), *The Reality of Diversity, Gender, and Skin Color: From Living Room to Classroom*. Cognella

Contributor, [Educator|Resource of the Month](#) (February 2020), Council on Social Work Education, Center for Diversity and Social and Economic Justice

Smith-Maddox, R., Brown, L., Kratz, S. & Newmyer, R. (2020). *Developing a Policy Advocacy Practice for Preventing and Ending Homelessness*. Journal of Social Work Education.

DOI: [10.1080/10437797.2020.1723761](https://doi.org/10.1080/10437797.2020.1723761)

Smith-Maddox, R., Kratz, S., & Wiley, J. (2019). *Developing and sustaining an online community of practice in social work education*. In P. Maiden (Ed.), *The Transformation of Social Work Education through Virtual Learning*.

Enrile, A., and **Smith-Maddox, R.** (2019) *Aspiration into Action: Social Justice and Innovation in Social Work*. In P. Maiden (Ed.), *The Transformation of Social Work Education through Virtual Learning*.

Enrile, A. & **Smith-Maddox, R.** (2017). *Social Innovations in Human Trafficking: Solutions to a Wicked Problem*. In A.V. Enrile (Ed.), *Ending Human Trafficking and Modern-Day Slavery*. Sage Publication, Inc., Thousand Oaks, CA.

Lynn, M. & **Smith-Maddox, R.** (2007) *Preservice Teacher Inquiry: Creating a Space to Dialogue about Becoming a Social Justice Educator*, *Teaching & Teacher Education*, 23, 1, 94-105.

Smith-Maddox, R. & Solórzano, D., (2002) *Using Critical Race Theory, Paulo Freire's Problem-Posing Method, and Case Study Research to Confront Race and Racism in Education*, *Qualitative Inquiry*, 8, 1, 66-84.

PRESENTATIONS, LECTURES, AND WORKSHOPS

COVID-Era Equity Needs of Non-Tenure Track Faculty: Critical Feminist Dialogue (w/ Eugenia Weiss, Catherine Simmons, & Kari Fletcher), October 2021. CSWE 2021 APM, Orlando, FL.

Grounding Curriculum in Diversity, Equity, and Inclusion Principles Through Digital Testimony (w/ Sara Schwartz, Jennifer Parga, and Claudia Weideman), April 2021. Social Work Distance Education Conference, San Antonio, TX.

Naming and Abolishing White Supremacy in Social Work, December 2020. 1st Annual Western Virtual Symposium, Point Source Youth.

Anti-Racism Forum...Say Something - Classroom Edition (w/ Annalisa Enrile and Melissa Singh), June 2020. USC Suzanne Dworak-Peck School of Social Work.

African Americans in the Academy, Panelist, February 2020. Black Social Work Caucus, USC Suzanne Dworak-Peck School of Social Work.

Creating an Innovation Argument (w/ Annalisa Enrile), May 2020. USC Suzanne Dworak-Peck School of Social Work, Doctor of Social Work Program.

Developing an Equity-Minded Practice, June 2020. *Field Experiential Lab*, USC Suzanne Dworak-Peck School of Social Work.

Women Faculty in the Non-Tenure Track: Mentoring, Career Progression, and Retention (w/ Eugenia Weiss, Catherine Simmons, & Kari Fletcher), October 2019. CSWE 2019 APM, Denver, CO.

Peace and Social Justice through Sports: Cultivating the Role of Sport Social Worker (w/ Stacy Kratz and Tory Cox), October 2019. Alliance of Social Workers in Sports (ASWIS), Denver, CO.

Peace and Social Justice through Sports: Cultivating the Role of Sport Social Worker (w/ Stacy Kratz). (August 2019). Association of South African Social Work Education Institutions, Cape Town, SA.

Using Testimony in Virtual Social Work Education (w/ Sara Schwartz, Sara Brown, and Jen Parga). (April 2019). Social Work Distance Education Conference, San Antonio, TX.

Using Reflection and Dialogue as Drivers for Diversity, Equity, and Inclusion (w/ Anita Dashiell-Sparks and Melissa Singh). (March 2019). Diversity, Equity, and Student Success. Engaged Inclusivity: Perceptions, Realities, and Aspirations. American Association of Colleges and Universities, Pittsburg, PA.

Identity, Support, and Gender Equity: An Exploratory Study of Latina Youth and their Psychosocial Needs. (January 2019). Society for Social Work and Research, San Francisco, CA.

Building a Consent Culture: Utilization of National SEED Project Methodology in Social Work Practice, (w/ Melissa Singh, Motoko Maegawa, and Anita Dashiell-Sparks). (January 2019). Society for Social Work and Research, San Francisco, CA.

Creating Conversational Communities: Building Self Awareness Changing Norms About White Power and Privilege (w/ Neva Wallach). (November 2018). CSWE 2018 APM, Orlando, FL.

Virtual Faculty Inclusion: Changing Culture through Effective Hybrid Meetings (w/ Tory Cox and June Wiley). (November 2018). Council of Social Work Education Annual Program Meeting. Orlando, FL.

Creating a Culture of Affirmative Consent (w/ Anita Dashiell-Sparks, Melissa Singh, Motoko Maegawa, and Loren Moye. (January 2018 and 2019). USC Diversity, Equity, and Inclusion Awareness Week, Los Angeles, CA.

Training Social Workers to be Inclusive Practitioners: The Role of Faculty Development (w/ Karra Bikson, Melissa Singh, & Tyan Parker Dominguez). (January 2018). Society for Social Work and Research, Washington, DC.

Safe Spaces and Brave Spaces in Higher Education, USC's Community Commitment: Wellness and Mindfulness Through the Lenses of Diversity, Inclusion, and Social Justice. (October 2017). Amy King Dundoin-Berchtold University Club of USC.

USC Suzanne Dworak-Peck School of Social Work, VAC Retreat. (October 2017). Council for Social Work Education (CSWE) Annual Program Meeting (APM), Dallas, TX.

Pitching your Ideas: The Art of Communication. (November 2017). Community Practice & Social Change. MSW Program, USC Suzanne Dworak-Peck School of Social Work.

Creating an Innovation Practice. (2016-2018). Global Ed.D. Program, USC Rossier School of Education.

Using Social Innovation Labs to Solve Wicked Problems. (2017) SOWK 684: Community Practice for Social Change, Videotaped Lecture.

Faculty Development in the "Decolonial Turn": Cultivating a Community of Practice (w/ Stacy Kratz and June Wiley). (October 2017). Social Work Conference of the Association of South African Social Work Education Institutions (ASASWEI), Association of Schools of Social Work in Africa (ASSWA), National Association of Social Workers-South Africa (NASW-SA), and the Department of Social Development (DSD) of South Africa, Boksburg, Gauteng, South Africa.

Cultivating Diversity and Inclusion in an Online Community of Practice (w/ Stacy Kratz and June Wiley). (August 2017). Lilly Conference on Evidence-Based Teaching and Learning. Asheville, North Carolina.

Positionality and Practice: The Role of Social Identity and Life Experiences (w/ Melissa Singh and Karra Bikson). (June 2017). National Association of Social Work Florida State Conference.

Engaging Diversity and Difference in the Virtual Classroom (w/ Janice Boaf, Melissa Singh, & Tyan Parker Dominguez). (April 2017). Social Work in Distance Education Conference, San Antonio, TX.

Strategies for Teaching Diversity: Opportunities and Challenges in the Virtual MSW Classroom (w/ Karra Bikson, Melissa Singh, & Tyan Parker Dominguez). (November 2016). CSWE APM, Atlanta, GA.

Ten Strategies for Talking About Race in the Classroom (w/ Ruth White & Rafael Angulo). (July 2016). International Conference on Diversity in Organizations, Communities, & Nations. International Diversity Conference, University of Granada, Granada, Spain.

Social Innovation Labs for Social Work: An Anti-Trafficking Strategy. (June 2016). International Conference on Social Work in Health and Mental Health Enhancing the Human Condition: Negotiating and Creating Change, National University of Singapore.

Moderator, Rendering Mental Illness Visible through Black Lives Matter Movement with Melina Abdullah and Peter White. Beating Mental Illness: Race, Gender, Disability and the Problem of Police Brutality April 2016. USC Gould School of Law & School of Social Work

Planning Committee Member. Beating Mental Illness: Race, Gender, Disability and the Problem of Police Brutality, (Jan - Mar 2016)

Moderator. Intersectionality Issues in the Black Lives Matter Movement. Beating Mental Illness: Race, Gender, Disability and the Problem of Police Brutality, USC Gould School of Law, April 2016

Planning Committee and Invited Panelist. Social Worker Community Forum: Racial Profiling, Police Violence, & Solutions. NASW-USC and the USC SDPSSW Diversity & Inclusion Committee, September 2016

Facilitator, Uncovering the Institutional Impact of Scholars from Historically Underrepresented Backgrounds. Robert Wood Johnson Foundation New Connections, 2016

Design Thinking in Higher Education: Changing the Role of Instructors and Students (w/ Annalisa Enrile). (February 2016). Lilly Conference, Newport Beach.

Developing, and Sustaining an Online Community of Practice (w/ Stacy Kratz & June Wiley). (October 2015) Council for Social Work Education, Annual Program Meeting, Denver, CO.

International Social Work & Social Development Annual Conference, East London, South Africa.

Designing for Social Change: Strategies for Transforming Pedagogy and Student Learning Experiences (w/ Annalisa Enrile). (October 2015). CSWE, Denver, CO.

New Paths to Social Development: Building a Framework for Addressing Child Migration (w/ Annalisa Enrile). (July 2015). International Consortium for Social Development, SIM University, Singapore.

Addressing Diversity in Online Teaching (w/ Rafael Angulo). (May 2015). Virtual Academic Center Retreat. Westin Bonaventure, Los Angeles, CA.

A Primer for Creating an Online Teaching Community (w/ Stacy Kratz and June Wiley). (February 2015). Lilly Conference: College and University Teaching and Learning. Newport Beach, CA.

Proposal Reviewer, Council for Social Work Education 2014 Annual Conference

Facilitator, Foster Care Work Group, Boys and Men of Color Statewide Network. PolicyLink, 2010

Facilitator, Practical Approaches to Strategic Partnering. Conference on Transition-Age Youth. The California Wellness Foundation, San Francisco, CA, 2009

GRADUATE TEACHING EXPERIENCES

SOWK 534: Policy & Practice in Social Service Organizations (Course Lead), Fall 2012, Fall 2013, Fall 2014 University of Southern California (USC), Dworak-Peck School of Social Work, Master of Social Work Program Online

SOWK 535: Social Welfare (Course Lead), Spring 2013, Spring 2014, USC Dworak-Peck School of Social Work, Master of Social Work Program Online

SOWK 599 Independent Study: The Unaccompanied Minor Project, Spring 2014, Spring 2015, USC Dworak-Peck School of Social Work, Master of Social Work Program

SOWK 599 (Course Lead): Cape Town, South Africa Immersion. Social Innovation in South Africa: Approaches to Accelerating Change, Spring 2019, USC Dworak-Peck School of Social Work, Master of Social Work Program

SOWK 629: Research and Evaluation for Community, Organization, Planning, and Administration (Course Lead), Fall 2014, Spring 2015, Summer 2015, Spring 2016, Spring 2017, USC Dworak-Peck School of Social Work, Master of Social Work Program Online and On-the-Ground

SOWK 639: Policy Advocacy and Social Change (Course Lead), Fall 2013, Spring 2014, Fall 2014, Spring 2015, Fall 2016, Spring 2017, Fall 2017, Fall 2018, Fall 2019, USC Dworak-Peck School of Social Work, Master of Social Work Program Online and On-the-Ground

SOWK 648: Management and Organizational Development for Social Workers, Summer 2014, Fall 2014, Spring 2015, Spring 2021, USC Dworak-Peck School of Social Work, Master of Social Work Program Online and On-the-Ground

SOWK 611: Leadership in the Social Work Profession & Organizations, Fall 2012 and Spring 2013, USC Dworak-Peck School of Social Work, Master of Social Work Program Online

SOWK 710: Capstone 1 (Course Lead), Fall 2019, Spring 2020, Summer 2020, Fall 2020, Spring 2021, Summer 2021, and Fall 2021, USC Dworak-Peck School of Social Work, Doctor of Social Work Program Online

SOWK 711: Design Laboratory 1, Fall 2021, Spring 2022, Summer 2022, USC Dworak-Peck School of Social Work, Doctor of Social Work Program Online

SOWK 712: Residency 1 (Course Lead), Fall 2017, Summer 2018, Spring 2018, Fall 2019, and Spring 2020, Summer 2020, USC Dworak-Peck School of Social Work, Doctor of Social Work Program Online

SOWK 722: Capstone 2, Spring 2020, Fall 2020, Spring 2021, Summer 2021, and Fall 2021 USC Dworak-Peck School of Social Work, Doctor of Social Work Program Online

SOWK 723: Design Laboratory II, Spring 2022, USC Dworak-Peck School of Social Work, Doctor of Social Work Program Online

SOWK 724: Residency 2, Spring 2020, Fall 2020, Spring 2021, Summer 2021, and Fall 2021, USC Dworak-Peck School of Social Work, Doctor of Social Work Program Online

SOWK 725a: Preparatory Scholarship for Capstone, Summer 2022, USC Dworak-Peck School of Social Work, Doctor of Social Work Program Online

EDUC 569A: Capstone A in Learning & Instruction: Teacher as Researcher, Spring 2011, Fall 2011, USC, Rossier School of Education (RSOE), Master of Arts in Teaching Program Online

EDUC 569B: Capstone B in Learning & Instruction: Teacher as Leader, Summer 2012, Fall 2011, Spring 2011, USC RSOE, Master of Arts in Teaching Program Online

EDUC 517B: Understanding the Social Context for Urban Schools, Fall 2012, Summer 2011, Winter 2010, Fall 2010, USC RSOE, Master of Arts in Teaching Program Online

EDUC 519: Human Differences, Summer 2012, Spring 2011, Fall 2011, Fall 2010, USC RSOE, Master of Arts in Teaching Program Online

ED 406 A/B: Teacher as Researcher: Doing A Case Study, Winter 2001, 2000, 1999, 1998, 1997, University of California, Los Angeles (UCLA), Graduate School of Education & Information Studies (GSE&IS)

ED 275: Race and Education, Spring 2002, 2001, 1999, 1998, 1997, 1996, 1995, UCLA GSE&IS

ED 100A/B: Social Foundations and Cultural Diversity in American Education, Fall 1998, 1997, 1996, 1995, 1994, UCLA GSE&IS

ED 447: African Americans and Their Educational Experiences, Winter 1998, 1997, UCLA GSE&IS

ED 273A: Structures and Dynamics of Educational Systems, Fall 1996, UCLA GSE&IS

ED 408: Language and Culture, Fall 1999, UCLA GSE&IS

MENTORING AND ADVISING

Chair/Co-Chair

Capstone Projects. Doctor of Social Work Program. University of Southern California, Suzanne Dworak-Peck School of Social Work, 2019-present

Dissertation Committees:

USC

Mikal Anderson, Ed.D., University of Southern California, Rossier School of Education, 2020, *Culturally Responsive Leadership in American K-12 Education: A Gap Analysis.*

Angeliqueca Avery, Ed.D. candidate, University of Southern California, Rossier School of Education, *Transforming Hardships into Hope for Juvenile Justice Involved Youth: A Promising Practice Case Study.*

Tawio Barksdale, Ed.D., University of Southern California, Rossier School of Education, 2018, *Equitable Schooling for African American Students: An Evaluation Study.*

Marchelle Broussard, Ed.D., University of Southern California, Rossier School of Education, 2019, Building A College Bridgeway for Adult High School Students at An Adult Charter High School.

Quiana Caldwell, Ed.D., University of Southern California, Rossier School of Education, 2013, *The Relationship Between Student-Teacher Racial Matching and Teachers' Self-Identity Development with Perceived Student Behavior and Student-Teacher Relationship Quality.*

Andrekka Lanier, Ed.D. University of Southern California, Rossier School of Education, 2018. *Influence of Leadership Styles in Non-Profit Human Service Organizations with An Emphasis on Emotional Intelligence and Communication on Employee Performance and Retention: An Evaluation Study.*

Sholanda Martin, Ed.D., University of Southern California, Rossier School of Education.

Jessica Reynaga, Ed.D. University of Southern California, Rossier School of Education, 2020, *A Paradigm Shift: Understanding the Experience of a Trauma-Informed Training Program by Early Childhood Educators in Los Angeles County*.

Chris Riddick, Ed.D., University of Southern California, Rossier School of Education, 2017. *An Assessment of a Nonprofit Organization's Effort to Increase its Staff Diversity*.

Fredrica Piphus Singletary, Ed.D., University of Southern California, Rossier School of Education, 2017. *Performance Measurement in NonProfits: An Evaluation Study*.

UCLA

Leona Cheeseborough, Ph.D., University of California, Los Angeles, 2000, *The Demise of Affirmative Action: One University's Response*, Co-chaired with Marv Alkin.

Wenonah Green, Ed.D., University of California, Los Angeles, 1998, *Nia-A Restorative Work to Enhance Parent Involvement in a Predominantly Afrikan American Classroom*.

Karen Hall, Ed.D., University of California, Los Angeles, 1998, *Pedagogical Awareness Through Staff Development*.

Zeus Leonardo, Ph.D., University of California, Los Angeles, 1998, *Ideology, Discourse, and School Reform*, Co-chaired with Peter McLaren.

Rhett Michael McDonnell, Ed.D., University of California, Los Angeles, 1998, *College Choice on the World Wide Web*, Co-chaired with Pat McDonough.

Keith Nathaniel, Ed.D., University of California, Los Angeles, 2002, *Moving Towards Advocacy: Facilitating Educational Planning for Parents of Middle School Children*.

SERVICE ACTIVITIES

University Service

USC Neighborhood Academic Initiative Expansion Advisory Group and Co-Design Workgroup, 2021-

USC Campus Climate Committee, Co-Chair, 2017-2019

USC Campus Climate Committee, 2015-2019

Proposal Reviewer, USC Good Neighbors Grant Review Committee, 2015-2017

USC Civic Engagement Sub-Committee on Program Evaluation, 2013

USC Suzanne Dworak-Peck School of Social Work (SDPSSW)

Annual Performance Reviewer, 2021

Admissions Reviewer, USC SDPSSW, Doctor of Social Work Program, 2019 -

Member, Course SOWK 630 (Diversity, Social Justice, and Culturally Competent Social Work Practice) Redesign Committee, 2021

Member, Curriculum Council, 2020 - 2022

Member, Annual Performance Review Sub-Committee, 2019-2020

Chair, School Climate Study, SDPSSW, 2019

Chair, COBI/SCI Annual Performance Review, 2016-2017

Chair, COBI/SCI Curriculum Review & Design Team, 2014-2019

Co-Advisor, Black Social Work Caucus, 2013-2015

Co-Chair, Organization, Planning, & Administration Member (COPA), USC Suzanne Dworak-Peck School of Social Work, Virtual Academic Center (VAC) Community, 2013-14
Ex-Officio, Curriculum Council, 2014-2018
Member, Planning Committee, USC Suzanne Dworak-Peck School of Social Work, Virtual Academic Center Retreat, CSWE APM, Orlando, FL, October 2018
Member, Planning Committee, USC Suzanne Dworak-Peck School of Social Work, Virtual Academic Center Retreat, CSWE APM, Dallas, TX, October 2017
Member, Center for Excellence in Teaching Collaboration, 2019-
Member, Annual Performance Review Committee, 2019-
Member, Social Work & Sports Task Force, 2018-
Member, DSW Search Committee for Clinical Teaching Faculty, 2018-2019
Member, Sexual Harassment Implementation Team for Recommendations, 2018
Member, Curriculum Development Comment, SOWK 630: Diversity, Social Justice, and Cultural Competence, 2017-18
Member, Sexual Harassment Task Force, 2017
Member, Reaffirmation Task Force, 2015-2017
Member, Diversity & Inclusion Curriculum Planning Team, 2017
Member, Diversity & Inclusion Strategic Plan Advisory Team, 2016
Member, COPA, Reconfiguration Workgroup, 2013-14
Member, COPA Concentration Immersion Planning Committee, 2013-2014
Application Reviewer, MSW VAC Admissions, 2013
Application Reviewer, Barbara Solomon Scholarship Fund, 2013-2020
Coordinator, COBI, Post-Election Forums, November 2016
Contributor, USC University Committee on Academic Review (UCAR) Report, SDPSSW, 2018, 2019
Facilitator, Motivational Interviewing, 2012
Presenter, COPA Concentration Selection Webinars, 2013
Proposal Reviewer, Research Council, September 2017
SDPSSW Graduation Marshal, 2016

Other Higher Education Service Activities

Committee on Degrees and Academic Standards, UCLA GSE&IS, 1998-2000
Admissions Committee, UCLA Urban Schooling Division, 1994-2000
Reviewer, Performance Assessment for California Teachers (PACT), USC Rossier School of Education, 2011
Interdepartmental Program Committee, Center for African American Studies, UCLA, 1997-2002

Community Service

Co-Coordinator, Keeping it 100: Empowerment Summit for Girls, Santa Ana, CA, 2017
Coordinator, USC Community Immersion-Leimert Park, 2014-2016
Mentor Coach, Social Venture Partners Fast Pitch 2014
Volunteer, #hashtaglunchbag, 2013-2020
Mentor, Emerging Young Leaders, Alpha Kappa Alpha Sorority, Inc., Marina Del Rey Chapter 2012-2014
Member, Ways & Means Committee, Alpha Kappa Alpha Sorority, Inc., Marina Del Rey Chapter 2014-2015
Mentor Manager, Open a Door Foundation, 2012
President, Alpha Kappa Alpha Sorority, Inc., Marina Del Rey Chapter, 2008-2010
Volunteer, Tavis Smiley Foundation, 2002-2008

AWARDS & RECOGNITION

Distinguished Faculty Service Award, May 2022

Champion of Children Award, Drew Child Development Corporation, April 2019

Hecuba Award, Outstanding Faculty Champion, USC Black Alumni Association, April 2018

Mentor, CSWE Council on the Role and Status of Women in Social Work Education Mentor Recognition Program, September 2017

Leadership and Creativity Award, USC Suzanne Dworak-Peck School of Social Work, May 2016

PROFESSIONAL AFFILIATIONS

Member, National Association for Chief Diversity Officers

Member, Council of Social Work Education

Member, Network for Social Work Management

Life Member, Alpha Kappa Alpha Sorority, Inc.

GRANTS

Co-Principal Investigator (with Sara Schwartz). Diversity and Inclusion Through Testimony. Shoah Foundation, (2018-2019), **\$1500**.

Co-Principal Investigator (with Tory Cox), CSWE Community Engagement Implementation grant. A project designed to expand and enhance the policy practice of social work students through community engagement (2016-17), **\$10,000**.

Co-Principal Investigator (with Walter Allen, Darnell Hunt), The College Access Project for African Americans. A research project funded by the Ford Foundation to examine the status of challenges to, and strategies for increasing access in California's higher education institutions for African Americans, (2002-2005), **\$500,000**.

Co-Principal Investigator (with Walter Allen, Patricia McDonough, Daniel Solórzano, and Marguerite Bonous-Hammarth), CHOICES: Academic Experiences, College Choices and College Attainment among Black and Latino High School Students. A research project funded by the Andrew W. Mellon Foundation to examine African American and Latino college attainment in California, (1998-2003), **\$500,000**.

RESEARCH AND PROFESSIONAL INTERESTS

My areas of research and professional interest focuses on equity, diversity, and inclusion in higher education and other workplace environments as well as human rights and advocacy initiatives for women and girls.