

# John W. Miller Jr.

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## EDUCATION

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Ph.D. Social Work, University of Tennessee, 2007.

*Dissertation: Racial identification among African American adolescents.*

M.S.W. (Social Work) University of South Carolina, 2003.

B. A. Experimental Psychology, University of South Carolina, 2001.

*Minor: Criminal Justice*

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## LICENSING

Licensed Master Social Worker; State of Arkansas, 2010 – 2019.

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## ACADEMIC EMPLOYMENT

Dean & Professor; Raymond A. Kent School of Social Work & Family Science,  
University of Louisville (2023 – pres.)

Dean of Curriculum & Senior Diversity Officer; St. Norbert College (2021 – 2023)

Chair & Professor; Social Work Department, Benedict College (2020 – 2021)

Chair and Associate Professor; Social Work Department, Benedict College (2017 – 2020)

UALR Faculty Mentoring Program Coordinator; Office of the Provost, University of  
Arkansas at Little Rock (2016 – 2017.)

UALR Faculty Fellow (Inaugural); Office of the Provost, University of Arkansas at Little  
Rock (2014 – 2016)

Visiting Professor; Department of Psychiatry, University of Rochester Medical Center  
(Spring, 2015)

Associate Professor; School of Social Work, University of Arkansas at Little Rock (2013 -  
2017)

Assistant Professor; School of Social Work, University of Arkansas at Little Rock (2007 -  
2013)

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## CONSULTING

Owner, Miller Ignites Consulting (2016 – 2021.)

Provides training, program development, and strategic planning services for healthcare,  
educational, public service, corporate, and non-profit clients.

## PUBLICATIONS

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- Danforth, L., Miller Jr., J.W., & Burse, J. (2022). rACEsm: Addressing adverse childhood experiences (ACEs) of African-American youth in K-12 education and beyond. In B. Kramer & J. McKenzie (Eds.), *Children and Trauma: Critical Perspectives for Meeting the Needs of Diverse Educational Communities*. Myers Education Press.
- Miller Jr., J.W. (2022). Falling up: How to develop BIPOC leaders and students in higher ed. *Academic Impressions*. [www.academicimpressions.com/blog/falling-up/](http://www.academicimpressions.com/blog/falling-up/)
- Bonds-Raacke, J.M., Bailey, D.J., Miller Jr., J.W. (2021). Be committed, intentional, and patient: Creating a diverse academic affairs leadership team. *Dean and Provost* 23 (3). <https://doi.org/10.1002/dap.30950>
- Danforth, L., Hsu, H., & Miller Jr., J.W. (2019). Color-Blind racial attitudes among social work students: Exploration of individual and social network correlates. *Journal of Social Work Education*. doi: 10.1080/10437797.2019.1661910
- Barnett, T.M., Miller, J.W., McFarland, A., & Hatcher, S.S. (2019). Physical and mental health experiences among African American college students. *Social Work in Public Health*.
- Danforth, L. & Miller, J.W. (2017). African-American males from female-headed households: Using family resilience to navigate their way to college. *Journal of Family Social Work*. doi: 10.1080/10522158.2017.1321604
- Miller Jr., J.W. (2017). *African American perspectives: Matters of consideration for social work practice*. San Diego, CA: Cognella. ISBN 978-1-63487-459-5
- Miller Jr., J.W. (2015). Integrating service, community, and teaching: Inspiring students while building a mentoring program for African American youth. *Contemporary Rural Social Work*. 7 (2), 142 – 152.
- Miller Jr., J.W. (2014). Social bias. In S. Thompson (Ed.), *The Encyclopedia of Diversity and Social Justice*. Lanham, MD: Rowman & Littlefield.
- Miller Jr., J.W. (2014). Discrimination. In S. Thompson (Ed.), *The Encyclopedia of Diversity and Social Justice*. Lanham, MD: Rowman & Littlefield.
- Miller Jr., J.W., Kuykendall, J., & Thomas, S. (2013). Are we in this together? An analysis of the impact of individual and institutional characteristics on teachers' perceptions. *The School Community Journal*, 23(2), 137-160.
- Peters Jr., R.J., Miller Jr., J.W., Meshack, A.F., Ford, K., Longoria, P., Lewis, M., & Josey, B. (2012). Low sports fundamental development among urban youth: Beliefs and social norms concerning the culture of playing with swagger. *Race, Gender & Class*, 19(3/4), 130-142.

Miller Jr., J.W. (2010). Beyond skin deep: The influence of the one-drop rule on the racial identity of African American adolescents. *Race, Gender & Class*, 17(3/4), 38-50.

Miller Jr., J.W. & Combs-Orme, T. (2008). How big is your world? An examination of environmental racial composition on the racial identity of African American adolescents. *Race, Gender & Class*, 15(3/4), 224-239.

Miller Jr., J.W. (2007). Reinforcing the divide: The influence of the US census on American identity development. *Journal of Human Behavior in the Social Environment*, 15(4), 125-141. Co-published simultaneously in *Adult Development and Well-Being: The Impact of Institutional Environments*, The Haworth Press, 2007, pp. 125-141.

## **EVALUATIONS, REPORTS, AND PUBLISHED TRAINING MANUALS**

Benedict College Social Work Department (December, 2018). 2018 Self-Study Report. Submitted to the Council on Social Work Education (CSWE). Served as lead author of the report.

Thomas, S., Berthelot, E., Brown, T., Burgason, K., & Miller Jr., J.W. (2014). Final Grant Report: Ten years of Data from the Racial Attitudes Survey: A Multilevel Analysis of Racial Perceptions, Stereotypes, Attitudes, and Experiences.

UALR Diversity Council (May, 2014). UALR Minority Faculty Recruitment and Retention Report.

UALR Diversity Council (May, 2013). UALR Campus Diversity Survey Final Report: June 2013.

Miller Jr., J.W. & Montague, D. (2010). UALR African American Male Initiative: A Student Success Program. Program Evaluation of the 2009-2010 AAMI program. University of Arkansas at Little Rock.

UALR Chancellor's Committee on Race and Ethnicity (CCRE) Community Race Relations Interview Project. (2009).

## **FELLOWSHIPS AND AWARDS**

**2017 Arkansas Social Worker of the Year Award Recipient** (March, 2017). Arkansas Chapter of the National Association of Social Workers Annual Conference. North Little Rock, AR.

**US Dept. of Health and Human Services Faculty Award Recipient** (Sept., 2013). The Faculty Loan Repayment Program (FLRP) is administered by the U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Clinician Recruitment and Service. Award Amount: \$40,000.00.

**UALR Institute on Race and Ethnicity 2013 Faculty Research Award** (May, 2013). Ten years of Data from the Racial Attitudes Survey: A Multilevel Analysis of Racial Perceptions, Stereotypes, Attitudes, and Experiences. Collaborative project with Shaun Thomas, PhD, Emily Berthelot, PhD, & Timothy Brown, PhD of the UALR Department of Criminal Justice. Award amount: \$2,750.00

**UALR Graduation and Retention Advocate Award Recipient** (2013, 2014). Recognized by the UALR Division of Student Affairs for exceptional commitment to student

retention and graduation.

**VMED Scholar** (March, 2012). The Virtual Mentoring Network to Enhance Diversity of the Mental Health Research Workforce. NIMH U24MH094284-01: Virtual Mentoring Network to Enhance Diversity of the Mental Health Research Workforce. Y. Conwell, MD, PI: 9/1/11-8/31/13.

**UALR College of Professional Studies 2011 Summer Research Award.** (May, 2011). Received \$5000.00 grant in support of my School Community Attitude Survey research project. Sponsored by the University of Arkansas at Little Rock College of Professional Studies.

**Program Fellow.** (June 2008). Summer Training Workshop on African American Aging Research. Sponsored by The National Institute on Aging and the Michigan Center for Urban African American Aging Research Institute for Social Research, University of Michigan.

**NIH Scholarship Recipient.** (October, 2006). Ethics in Research: An Intensive Training Course Focusing on Behavioral Health Services. Sponsored by National Institutes of Health and the Department of Mental Health Law & Policy Louis de la Parte Florida Mental Health Institute.

## **PROFESSIONAL DEVELOPMENT**

### **Higher Learning Commission Peer Corps (Peer Reviewer Training)**

(May, 2022). Members of the Peer Corps serve as agents of HLC in its evaluation and decision-making processes. Peer reviewers may conduct multiple types of reviews, ranging from evaluations that involve teams of reviewers visiting the institution in person to online panels evaluating institutional reports or other materials.

**Deans Roundtable: A Cohort-Based Series for Deans from Historically Marginalized Groups** (2022). Collaborative professional development series for Deans from historically marginalized groups. Strategies on how to navigate various power dynamics, effectively incorporate DEI best practices, and build community within higher education was the focus of this seven-week experience. Sponsored by Academic Impressions.

### **American Council on Education Spectrum Aspiring Leaders Program Meeting**

(October, 2015). The ACE Spectrum Aspiring Leaders Program is designed to advance mid-level leaders from diverse backgrounds into senior leadership ranks of higher education. Sponsored by the American Council on Education; Oakbrook, IL.

### **Disney Institute Professional Development Course: Disney's Approach to Quality Service**

(January, 2015). Multi-day training as a part of the Trojan Touchstones Leadership Team of the University of Arkansas at Little Rock. The course focused on tools to help facilitate quality standards that help develop a culture that consistently delivers exceptional service and working relationships. Sponsored by the University of Arkansas at Little Rock; Orlando, Florida.

## **SCHOLARLY PRESENTATIONS**

“Falling Up: How to Develop BIPOC Leaders and Students in Higher Education.” (November, 2022). Pre-Conference: Leadership Development Institute presentation for the Council on Social Work Education (CSWE) Annual Program Meeting (APM). Anaheim, CA.

- “Leveraging Resilience: Effective Strategies for Supporting African American College Men.” (February, 2022). Invited co-presenter at the Great Lakes Region Student Success Conference. Rochester, MI.
- “Using Strategic Planning & Innovation to Build Resilience.” (February, 2022). Invited co-presenter at the Great Lakes Region Student Success Conference. Rochester, MI.
- “Promoting Anti-Racism on Campus.” (November, 2021). Invited co-presenter at the Council of Independent Colleges 2021 Institute for Chief Academic Officers with Chief Student Affairs Officers, and Chief Diversity Officers. Louisville, KY.
- “Color-Blind Racial Attitudes among Social Work Students: Exploration of Individual and Social Network Correlates.” (November, 2018). Invited presenter at the Council on Social Work Education 64<sup>th</sup> Annual Program Meeting; Orlando, FL.
- “Overcoming Adversity: African American Males’ Use of Psychological and Ecological Resilience to Combat Negative Societal Expectations and Achieve Collegiate Success.” (January, 2018). Invited oral presentation at the Society for Social Work Research 22nd Annual Conference; Washington, D.C.
- “African-American Males from Female-Headed Households: Using Family Resilience to Navigate Their Way to College.” (January, 2017). Invited presenter at the Society for Social Work Research 21<sup>st</sup> Annual Conference; New Orleans, LA.
- “Integrating Service, Community, and Teaching: Inspiring Students While Building a Mentoring Program for African American Youth.” (March, 2016). Invited presenter for the Arkansas NASW Annual Conference. Sponsored by the Arkansas National Association of Social Workers. N. Little Rock, AR.
- “Mentoring Matters: Building Effective Mentoring Programs for our Youth.” (April, 2015). Invited Presenter at the 2015 Little Rock Grad Nation Community Summit. Sponsored by America’s Promise Alliance and the City of Little Rock. Little Rock, AR.
- “Effective Community Organizing in the Era of Ferguson, MO: Challenges, Successes, and Lessons Learned.” (March, 2015). Invited Speaker for the University of Rochester Medical Center Department of Psychiatry Office of Mental Health Promotion. Rochester, NY
- “Working With our Youth: The Importance of Mentoring Across a Lifetime with African American Males.” (September, 2014). Invited presenter for the 2014 Arkansas Conference on Child Abuse and Neglect. Sponsored by UALR MidSouth. Little Rock, AR.
- “Suicide among African American Youth: Redefining Suicidal Behavior.” (March, 2014). Invited presenter at the 2014 Race, Gender, and Class Conference. Conference co-sponsored by The University of New Orleans, the American Sociological Association Race, Gender, & Class section and the Race Gender & Class Journal. New Orleans, LA.
- “Redefining Suicidal Behavior among African American Youth.” (June, 2013). Invited presenter at the 2013 Mid-South Summer School on Alcohol and Other Drug Abuse Problems. Sponsored by the University of Arkansas at Little Rock and the Arkansas

Division of Behavioral Health Services. Little Rock, AR.

“The State of Juvenile Suicide in Detention: Understanding the Needs of a Vulnerable Population.” (April, 2013). Panel Presentation at the American Association of Suicidology 46<sup>th</sup> Annual Conference. Austin, TX.

“Suicide Risk, Protection, and Prevention among Diverse Groups of LGBT Youth.” (April, 2013). Panel Presentation at the American Association of Suicidology 46<sup>th</sup> Annual Conference. Austin, TX.

“Bridging the Gap? An Examination of Student Success Programs on African American PhD Attainment.” (March, 2013). Invited presenter at the 2013 National Council on Black Studies Conference. Indianapolis, IN

“Are We in this Together? An Analysis of the Relationship between Schools and their Communities.” (February, 2011). Invited presenter at the 2011 Race, Gender, and Class Conference. Conference co-sponsored by The University of New Orleans, the American Sociological Association Race, Gender, & Class section and the Race Gender & Class Journal. New Orleans, LA.

“Beyond Skin Deep: An Analysis of the Influence of the One-Drop Rule on the Racial Identity of African American Adolescents.” (February, 2010). Invited presenter at the 2010 Race, Gender, and Class Conference. Conference co-sponsored by The University of New Orleans, the American Sociological Association Race, Gender, & Class section and the Race Gender & Class Journal. New Orleans, LA.

“Racial Identification among African American Adolescents.” (January, 2009) Poster Presentation at the 2009 Annual Conference of the Society for Social Work and Research (SSWR). New Orleans, LA.

“How Big is Your World? An Examination of Environmental Racial Composition on the Racial Identity of African American Adolescents.” (April, 2008) College of Professional Studies Faculty Research Symposium. University of Arkansas at Little Rock. Little Rock, AR. April, 2008

“Reinforcing the Divide: The Influence of the US Census on American Identity Development.” (November 2006). National Communication Association 92<sup>nd</sup> Annual Convention. San Antonio, TX.

“Stunted Growth: The Legacy of the US Census 1790-2000.” (March, 2005). 51<sup>st</sup> Annual Council on Social Work Education Annual Program Meeting. New York, NY.

“Emotional Responses to Racism.” (April, 2001). Univ. of South Carolina 2001 Multicultural Symposium: Issues Pertaining to Anxiety in African American Populations. Co-presented with Cheryl Armstead Ph.D., Assistant Professor of Psychology at the University of South Carolina. Columbia, SC.

#### **INVITED PRESENTATIONS AND TRAININGS**

“Curriculum Mapping at UNR Workshop.” 1.5-day workshop focused on curriculum

mapping and program development. Sponsored by the University of Nevada at Reno (UNR) School of Social Work. Reno, NV. August, 2022.

“Reimagining our Image: Racism and Trauma Informed Care.” 3 – hour professional development training. Sponsored by Palmetto Aids Life Support Services (PALSS). Columbia, SC. August, 2022.

“Program Director in the University Context: Navigating the Waters.” 3-hour professional development workshop for the Council on Social Work Education (CSWE) Program Director’s Academy. Sponsored by the Council on Social Work Education. July, 2022.

“Social Workers Matter: There’s Power in our Presence.” Keynote address for Benedict College’s Social Work Month Conference. Sponsored by Benedict College. March 2022.

“Confronting Colorblind Racism inside of the Classroom and in the Field” SC NASW Annual Symposium Mini-Series: Racial and Health Disparities. Sponsored by the SC Chapter of the National Association of Social Workers. February 2021

“A Long Walk to Well-being: Mindfulness and Career Restoration.” Invited presenter at REFORM, INC’s 2019 Sister Empowerment Expo. Sponsored by REFORM Arkansas, Inc. April, 2019

“A Call the Action and Next Steps: Now What?” Invited panelist for discussion with education policy advocates in South Carolina, focused on education reform in the state. Co-Sponsored by Benedict College and the University of South Carolina College of Education. March, 2019

“Achieving Victory over the Achievement Gap.” Keynote address at the 2019 Richland County School District One Annual Conference. Sponsored by Richland County School District One. February, 2019

“Stepping up to the Challenge: Building Leaders and Improving Services through Over-management.” 2-hour professional development training. Sponsored by Orangeburg County First Steps; Orangeburg, SC; September, 2018

“Owning our Truth: Re-Imagining Expectations for Students in Alternative Education Environments.” Half-day workshop at the 2018 Alternative Education Conference. Sponsored by Richland County School District One, Columbia, SC; August, 2018

“...isms”, Power, Privilege, & Perspective in 2018: Examining Contextual Realities in Camden, Arkansas and Beyond.” Half-day cultural competency and racial sensitivity workshop for Camden, AR Police Department. Sponsored by City of Camden, AR; June, 2018

“Exploring Challenges and Solutions among African American Adolescents: An Examination of Societal Stressors, Risk Factors, and Mental Health Outcomes.” Workshop presenter at the 2018 South Carolina Public Health Association Mid-Year Conference. Sponsored by the SC Public Health Association. Columbia, SC, April, 2018

“Examining Contextual Realities among African American Youth: What they see

Determines what they will be.” Half-day workshop for Richland County School District One. Columbia, SC, March, 2018

“Hands Up!” “Don’t Shoot!” “African Americans. Social Unrest, and Questions for Consideration.” Workshop presenter at the 40th Cross Cultural Action Council Conference. Sponsored by the Action Council for Mental Health and Human Services. Myrtle Beach, SC, February, 2018

“Hands Up!” “Don’t Shoot!” “African Americans. Social Unrest, and Questions for Consideration.” Public lecture at the University of Central Arkansas. Sponsored by the UCA African American Studies Program and AFAM Studies Society; Conway, AR, February, 2017

“Race Relations in Little Rock: A Matter of the Heart.” Keynote speaker at the Nehemiah Network Third Thursday Prayer Connection luncheon. Sponsored by the Nehemiah Network; Little Rock, AR, January, 2017

“The Gift of Community Service: Encouragement and Praise for Volunteers.” Keynote speaker at the Missouri Bootheel Regional Consortium’s Annual Volunteer Appreciation Banquet. Sponsored by the Missouri Bootheel Regional Consortium; Sikeston, MO, December, 2016

“Servant Leadership: Living a Life of PRAISE!” Invited presenter at Philander Smith College’s Sophomore Student Leadership Symposium. Sponsored by the Philander Smith College Sophomore Student Engagement Program (SSEP). April, 2014.

“The Passionate Pursuit of Excellence.” Invited presenter at the 1<sup>st</sup> Annual Mentoring Across A Lifetime Conference. Conference sponsored by the 100 Black Men of Greater Little Rock. April, 2014

“You Can Do It!” Invited presenter at the 2<sup>nd</sup> Annual Youth Teen & Young Adult Empowerment Summit. Forrest City, AR. April, 2014.

“Fatherhood, Mentoring, & Respect for Women.” Invited presentation at the University of Central Arkansas RUSH Collegiate Ministries *I Am a Man* Conference. March, 2014.

“Mentoring Matters: Keys to Effective Program Development.” Invited presenter at the Pine Bluff Youth Leadership Development Series. Event sponsored by First Missionary Baptist Church, Pine Bluff, AR. March, 2014.

“Achieving Greatness.” Keynote Speaker at LRSD Accelerated Learning Center’s African American History Month Assembly Program. February, 2014

“Education is the Key.” Invited Presenter at the 2013 Youth Leadership Seminar. Event Sponsored by the 100 Black Men of Greater Little Rock. October, 2013.

“Redefining Suicidal Behavior among African American Youth.” Invited presentation at the University of Arkansas at Little Rock, Diversity Council Lunch and Learn Event. October, 2013.

“It’s all about PRIDE: Tips for success inside and outside of the classroom.”



Invited presentation at the University of Central Arkansas. Sponsored by The UCA Minority Mentorship Program and Multicultural Student Services. October, 2012.

“Are we in this Together? An Analysis of the Relationship between Schools and their Communities. A Closer Look.” Invited presentation for Youth Home Inc. Training workshop. Little Rock, AR. February, 2012.

“Rep Yo’ Brand: How to communicate, promote a positive image, and develop a winning philosophy for success in college and life.” Invited presentation at the University of Central Arkansas. Sponsored by The UCA Minority Mentorship Program and Multicultural Student Services. February, 2012.

“A Raisin in the Sun: Meet the Cast and Crew: Discussion.” Moderated the hour long discussion with the cast, crew, and UALR student body. February, 2011.

“Are we in this Together? An Analysis of the Relationship between Schools and their Communities.” Invited presentation for Youth Home Inc. Training workshop. Little Rock, AR. February, 2011.

“All I do is W.I.N!!!: Keys to Success in College.” Invited presentation at the UALR African American Male (AAMI) Student Success Program orientation workshop. Little Rock, AR , September, 2010.

“Getting your Academic Swag on: Keys to Success Inside the Classroom.” Invited presentation at the UALR African American Male (AAMI) Student Success Program “College Swag 101” workshop. Little Rock, AR, August, 2009.

“We’re in this Together: The Influence of Positive Community Relationships on the Self-Importance of Adolescents.” Invited presentation for Youth Home Inc. Training workshop. Little Rock, AR. November, 2009.

“We’re in this Together: The Influence of Positive Community Relationships on the Self-Importance of Adolescents.” Invited presentation for the Little Rock School District – Teacher In-service Training. Little Rock, AR. August 2009.

“APA 101.” Invited presentation for the School of Social Work MSW student orientation. Little Rock, AR. August, 2009 - 2013.

“How Big is your World? An Examination of Environmental Racial Composition on the Racial Identity of African American Adolescents.” Invited presentation for the AR, Central Region Chapter of the National Association of Social Workers (AR-NASW). Little Rock, AR. September 2008.

“How Big is your World? An Examination of Environmental Racial Composition on the Racial Identity of African American Adolescents.” Invited presentation for the College of Charleston, sponsored by the Department of Communication; the School of Humanities and Social Sciences; the School of Education, Health, and Human Performance; and the Center for Cultural Diversity. Charleston, SC. January 2008.

“Are you in Control? Keys to Effective Time Management and Success in College.” Keynote Speech for the Central Arkansas Four-Church Scholarship Roundup, Longley Baptist Church. Little Rock, AR. February 2008.

“You are More than a Statistic: The Correlation between Expectations and Achievement among African American Youth.” Keynote Speech for 2007 Summer Youth Institute, Grace Reformed Episcopal Church, Moncks Corner, SC. June 2007.

## **TEACHING EXPERIENCE**

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### **St. Norbert College (2021 – 2023.)**

Diversity, Difference, and Power (SSCI 103)

### **Benedict College (2017-2021)**

Applied Research Methods I/II (SW 433/434)

Social Work Practice / Individuals (SW 333)

Special Topics: Race, Crime, & Hate – From Emmitt Till to Black Lives Matter (SSCJ 439)

Sophomore Seminar (HHS 211)

Junior Seminar (HHS 311)

### **University of Arkansas at Little Rock (2007-2017)**

Addictions Treatment (SW 8231)

Advanced Direct Practice III: Social Work Practice with Groups (SW 8390)

Diversity and Oppression (SOWK 7390)

Foundations of Social Work Practice I (SOWK 7301)

Foundations of Social Work Practice II (SOWK 7302)

Juvenile Delinquency (SW 8251)

Management and Community Practice II (SW 8305)

Research Methods (SOWK 7370)

Social Work and Diversity (SW 3320)

Social Work Research Methods (SW 3322)

### **University of Tennessee (2005-2007)**

Clinical Social Work Practice with Groups (SW 525)

Interdisciplinary Studies 493; Research Methods (IDS 493)

Social Work Research Methods (SW 506)

## **PROFESSIONAL EXPERIENCE**

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### **President; 100 Black Men of Greater Little Rock, Inc.**

*Little Rock, AR; 1/2012 – 12/31/2016*

Duties included: Served as Chief Operating Officer and Executive, fundraising, communications, member recruitment, and overall strategic and operational responsibility of the organization.

*Notable accomplishments: organization raised over \$250,000 during my tenure, and membership quadrupled. Additionally, several new programs created; the 100 Academy Mentoring Program, Reading the 100 Way Literacy Program, and the annual Mentoring Across a Lifetime Conferences.*

### **Therapist: Peninsula Behavioral Health Hospital**

*Louisville, TN, 6/2004 – 1/2006.*

Duties included: Assessing patients during intake and making treatment plan recommendations. Provided group, family, and individual psychotherapy for various patient populations (individuals addicted to alcohol and drugs, thought disorder, and

mood disorder patients). Provided emergency services to assist patients during times of crisis.

**Research Assistant, University of Tennessee College of Social Work**

*Knoxville, TN; 8/2004 – 5/2005.*

Duties included: Preparing and analyzing research focused on the recruitment and retention of African American social work students at US colleges and universities.

**Research Assistant/Teacher, University of Tennessee College of Social Work**

*Knoxville, TN; 8/2003 – 5/2004*

Duties included: Preparation and analysis of research focusing on the impact of pesticide usage and overexposure in poor urban and rural areas. Served as a teacher assistant for SOWK 540 graduate course on international sustainability.

**UNIVERSITY SERVICE**

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**Chair: St. Norbert College Core Curriculum Committee (2021 – 2023.)**

**Chair: St. Norbert College Curriculum and Educational Policy Committee (2021 – 2023.)**

**Chair: St. Norbert College Committee on Equity Diversity and Inclusion (2021 - 2023.)**

**Member: St. Norbert College Retention Committee (2022 – 2023.)**

**Member: St. Norbert College's Cassandra Voss Center Advisory Board (2021 – 2023.)**

**Member: Benedict College President's Council (2019)**

**Faculty Advisor: Tiger's Den Student Organization – Benedict College (2018-2019)**

**Member: Benedict College Student Academic Appeals Committee (2018-2021)**

**Member: Benedict College Strategic Planning Committee (2017 – 2018)**

**Member: Benedict College Curriculum Review Committee (2017 – 2018)**

**Chair: UALR Strategic Task Force: Phase III Program Assessment & Review (2015)**

**Member: UALR Trojan Touchstones Professional Development Leadership Team (2015)**

**Member: UALR Vice Provost for Innovation, Research, and Economic Development  
Search Committee (2014)**

**Chair: UALR Diversity Council (2011 – 2017)**

**Member: UALR Institute on Race & Ethnicity Director Search Committee (2013)**

**Faculty Associate; Camden, AR *Unity in the Community* Project: UALR Institute on  
Race & Ethnicity (IRE) (2012 – 2017)**

**Co- Faculty Advisor – Minor in Race & Ethnicity: UALR IRE (2011-pres)**

**UALR SSW Master of Social Work Student Organization (MSWO)**

**Faculty Advisor (2008-2012)**

**Phi Alpha National Honor Society – Nu Delta Chapter. Faculty Advisor (2008-2012)**

**Member: Chancellor's Committee on Race & Ethnicity (CCRE) (2008-2016)**

**Member: College of Professional Studies Assessment Committee (2012)**

**Member: UALR African American Male Initiative (AAMI) Steering Committee (2009-2010)**

**Member: UALR McNair Scholars Program Steering Committee (2010 – 2011)**

**Faculty Mentor: UALR McNair Scholars Program (2009; 2010; 2014 – 2016)**

**Member: UALR School of Social Work Admissions Committee (2007 –2017)**

**Chair: UALR School of Social Work Diversity Committee (2011-2013)**

**Chair: UALR School of Social Work Faculty Search Committee (2009-2010)**

**Member: UALR School of Social Work Faculty Search Committee (2008-2009)**

**Media Relations:**

“End with the Beginning – with John Miller.” (2021). Featured guest - Schooled with Carla Hulce Podcast. Discussed education reform and diversity and inclusion. August 2021.

“Social Work Month, 2019.” In studio guest, On Point with Cynthia Hardy (WACH Fox 57). Interviewed by Cynthia Hardy to discuss the importance of Social Work month and the contributions of social workers to society. March 5, 2019.

“Mentoring Matters: Leadership Development.” In studio interview guest, Fox 16’s Good Day Arkansas. Interviewed by Deedra Wilson on behalf of the 100 Black Men of Greater Little Rock to discuss the 2<sup>nd</sup> Annual Mentoring Across a Lifetime Conference April 17, 2015.

“The Importance of Mentoring Across A Lifetime.” In studio interview guest, Fox 16’s Good Day Arkansas. Interviewed by Deedra Wilson on behalf of the 100 Black Men of Greater Little Rock to discuss the importance of mentoring for both youth and adults. April 7, 2014.

“Comcast Newsmakers – 100 Black Men of Greater Little Rock.” Interviewed by Stephanie Bryant of Comcast News on behalf of the 100 Black Men of Greater Little Rock. I discussed the importance of mentoring and education in the lives of African American youth. October 2, 2013.

“Racial Profiling.” Interviewed by Jim Ross of Soul of the South News on behalf of the UALR Institute on Race and Ethnicity. I discussed how the Trayvon Martin/George Zimmerman case may negatively impact the identity development of African American youth. August 6, 2013.

“Kids and Online Addiction.” In studio interview guest KARK News at 7. Interviewed by Sonseeahray Tonsall of KARK on behalf of the UALR School of Social Work. Interview focused on Pew study results that found that children spend as much as 8 hours per day on social networking sites. I discussed the role that social networking sites have on the identity of young people. January 27, 2010.

“Haitian Images too Graphic?” Interviewed by Lauren Lea of KARK News at 10 as a part of her report on the effect that the graphic images from Haiti had on young children. I discussed tips that parents could use when discussing the topic with their children. On Tuesday, Jan. 12 a major earthquake occurred that killed an estimated 200,000 people. January 15, 2010.

“Social Media and Rumors.” In studio interview guest KARK News at 7. Interviewed

by Sonseeahray Tonsall of KARK on behalf of the UALR School of Social Work. Interview focused on incident where parents from a local high school stopped a campus riot by monitoring the Facebook accounts of their children. I discussed the role of parental responsibility in monitoring social networking sites that their children visit. January 15, 2010.

“Generation Diva.” In studio interview guest, KARK News at 7. Interviewed by Tracy Douglass of KARK on behalf of the UALR School of Social Work. Interview focused on the impact of beauty and body images on the development of healthy attitudes of children. November 24, 2009.

“The Effects of Social Media on Kids.” In studio interview guest KARK News at 7. Interviewed by Sonseeahray Tonsall of KARK on behalf of the UALR School of Social Work. Interview focused on when parents should allow their children to join social media sites. November 2, 2009.

“The Role of Race in Little Rock Public School Education 50 Years after the Integration of Central High School.” Interviewed by Courtney Collins of KARK news channel 4 on behalf of the UALR College of Professional Studies. The report addressed viewpoints on how children view race. August 27, 2007.

## **COMMUNITY SERVICE**

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**Board Member:** Greater Green Bay Community Foundation (2022 – 2023.)

**President:** 100 Black Men of Greater Little Rock, Inc. (2011 – 2016)

**Board Member:** Arkansas Advocates for Children and Families (*Terms '11- '14; '15 – '17*)

**Board Member:** UALR University District Development Cooperation (2017)

**Member/Secretary:** 100 Black Men of Greater Little Rock, Inc. (2008 - 2011)

**Steering Committee:** The Marie Interfaith Civic Leadership Award (2012 – 2013)

**Mentor:** Big Brothers Big Sisters of Central Arkansas (2010- 2017)

**Member:** Alpha Phi Alpha Fraternity, Inc. (2010 – pres.)

**Member:** Phi Kappa Phi Honor Society (2015 – pres.)

## **PROFESSIONAL AFFILIATIONS**

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**Peer Reviewer, Higher Learning Commission** (2022 – pres.)

**Co-Chair, Clinical Practice Track, Council on Social Work Education** (2021 – 2023)

**Member, CSWE Program Director Academy Advisory Board** (2021 – 2023)

**Member, SC Infant Mental Health Association IECMH Certificate Taskforce** (2020-2021)

**Member, Council on Social Work Education**

**Member, Society for Social Work and Research**

**Member, National Association of Social Workers**

**Member, National Association of Black Social Workers**

**Member, South Carolina Institute of Medicine & Public Health Workforce for Health Taskforce** (2018)

**Member, National Communication Association** (2006 – 2007)

**Peer Review Board: Higher Education Studies** (2014 – pres.)

**Editorial Board Member: Race Gender and Class Journal** (2012 – 2016)

**Peer Review Board: Addiction, Recovery & Aftercare** (2013 – 2016)

References available upon request.