

AARON THOMPSON, Ph.D.

BY THE NUMBERS



EDUCATION

Ph.D., Sociology

University of Kentucky, 1992

Areas: Work, Gender, and Inequality; Organizational Behavior; Stratification, Race and Ethnic Relations.

Dissertation: "Views on affirmative action inside the university: The relationship between authority and attitudes."

MA, Sociology

University of Kentucky, 1990

BA, Political Science & Sociology,
Eastern Kentucky University, 1978

Honorary Doctor of Humane Letters,
Union College, 2011

STATE & NATIONAL LEADERSHIP

Board Chair, National Council on Community & Education Partnerships

Expert Witness, Oversight Hearing: Closing the Achievement Gap in Higher Education, U.S. House of Representatives Committee on Appropriations, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies

Invited White House Advisor, White House Initiative on Historically Black Colleges & Universities

State Lead, White House Reach Higher Convening on Strengthening School Counseling & College Advising

State Lead, White House Reach Higher Summit on FAFSA

Governor's Appointee, Education Commission of the States

Governor's Appointee, Charter Schools Advisory Council

Governor's Appointee, Kentucky Workforce Innovation Board, KWIB Employer Engagement Committee and KWIB Education Attainment and Completion Committee

Governor's Appointee, Citizens Committee on Chemical Weapons Disposal

Member, Committee on Diversity, National Council on Family Relations

Board Member, The Quality Assurance Commons for Higher and Postsecondary Education Advisory Board

Board Member, Baptist Health Board, Chair of the Governance Committee and Member of the Compensation Committee

Board Member, Kentucky Humanities Council

Member, Shaping Our Appalachian Region (SOAR) Futures Committee

ADMINISTRATIVE EXPERIENCE

KEY ACCOMPLISHMENTS

- ✓ One of the primary architects of two statewide strategic agendas for Kentucky's public postsecondary and adult education systems
- ✓ A Primary leader in the development of a comprehensive performance funding model for Kentucky higher education.
- ✓ C0-Led Kentucky in becoming first state to develop a statewide policy that ties campus performance on diversity, equity and inclusion goals to new academic program approval eligibility.
- ✓ Initiated development of a new corequisite model for developmental education on Kentucky campuses to help underprepared students succeed in gateway courses.

KEY ACCOMPLISHMENTS

- ✓ Balanced budget with only a slight tuition increase of 0.57% in-state / 3.7% out-of-state
- ✓ 34% increase in undergraduate enrollment increase in one year
- ✓ 133% increase in first-time, first-year student enrollment increase in one year.
- ✓ 18% increase in graduate enrollment in one year.
- ✓ 145% increase in dual credit enrollment in one year.
- ✓ 25% increase in faculty of color
- ✓ Initiated free e-textbook program for all students

Executive Vice President & Chief Academic Officer

Council on Postsecondary Education

2013 to present

Chief Operating Officer for the state's higher education coordinating body and Chief Academic Officer of the public postsecondary system.

I am responsible for promoting creation of an accessible, high-quality, and efficient academic sector of public postsecondary education. In this role, I lead system efforts to foster academic excellence and student success within a public postsecondary system of 24 public colleges and universities serving more than 200,000 students and employing more than 39,000 faculty and staff. At the national and state levels, I work with accrediting agencies, national associations and higher education leaders to promote an agenda that elevates academic quality and student success at every level. I am actively engaged in building strong relationships with governmental officials (federal, state, and local), business and community leaders and regularly advocate for higher education by testifying in front of the General Assembly and U.S. Congress. As Executive Vice President, I provide operational oversight of all units of the Council on Postsecondary Education including Academic Affairs, Finance and Budget; Policy, Planning and External Relations, Information and Research; Technology, Administrative Services and Kentucky Adult Education. As Chief Academic Officer, I provide direction for a variety of initiatives (student success, research, academic programs, institutional licensure, college readiness, etc.) linking the academic goals and programs of Kentucky's postsecondary institutions with a public agenda addressing the needs of Kentucky's students, citizens, communities and economy.

Interim President

Kentucky State University

May 2016 – July 2017

Chief Executive Officer of a public comprehensive, liberal arts, 1890 land grant institution

In this role, I served as the Chief Executive Officer of a public, land-grant, Historically Black College and University offering associates, bachelors, masters and doctoral degrees to a diverse student body. I worked with senior administrators, faculty, staff and students to strengthen and implement the institution's recently adopted strategic plan, increase financial resources and expand community partnerships and support. In my brief tenure, I led efforts to advocate for the university with state leaders and to resolve long-standing financial issues, balancing the university budget for the first time in eight years. I took substantial steps to rebuild a strong organizational structure and restructure academic programs and student support services to increase student recruitment, retention and success.

KEY ACCOMPLISHMENTS

- ✓ Led the development of the General Education Transfer Policy (HB160 in 2010) to enable course-to-course transfer between 2-year and 4-year institutions and establish a common course numbering system across community & technical colleges.
- ✓ Received and oversaw a 6-year, \$54 million GEAR UP state grant to improve the college readiness & success of low-income students.
- ✓ Established Statewide Dual Credit Policy to define the process for secondary students to take college-level courses and receive both college and high school credit.
- ✓ Led the effort to create and implement Kentucky's seamless transfer legislation
- ✓ Co-Led implementation of Kentucky's landmark Senate Bill 1 legislation and development of unified strategies across P-12 and postsecondary systems to promote college success for underprepared students.
- ✓ Instituted annual Kentucky Student Success Summit to promote high impact student success practices in Kentucky.

KEY ACCOMPLISHMENTS

- ✓ Spearheaded a total re-vamping of general education programs
- ✓ Produced successful mentoring programs for junior faculty
- ✓ Increased faculty development
- ✓ Formed faculty learning communities that focus on teaching, research, scholarship, and community
- ✓ Increased the number of underrepresented faculty hired

Senior Vice President for Academic Affairs

Council on Postsecondary Education

2010 – 2013

Vice President for Academic Affairs (8 months interim)

Council on Postsecondary Education

2009-2010

Chief Academic Officer for higher education in the Commonwealth of Kentucky.

In this role, I worked across the P-20 education system to spur innovation in academic programs, policies and practices and promote increased student access and success. As a member of the Executive Leadership Team, I provided leadership, vision, direction and advocacy for the development and implementation of the academic agenda for Kentucky's statewide strategic plan for postsecondary and adult education. In collaboration with the chief academic officers of Kentucky's four-year public universities and two-year public and community college system, I worked to align institutional strengths and state resources with state-level educational attainment goals. I led policy formulation and implementation to improve college access, equity and diversity among student populations and promote on-time degree completion and institutional efficiencies. I oversaw academic program approval, institutional licensure and budget development for the public postsecondary system and advised state policymakers in the Executive and Legislative branches on the implications of educational policy decisions for both institutions and students. I was responsible for the selection, supervision, evaluation and development of a professional academic affairs staff and oversaw efforts to implement policy decisions of the Council and the Kentucky General Assembly.

Associate Vice President for Academic Affairs, University Programs

Eastern Kentucky University

2005-2007

Senior academic administrator for a four-year comprehensive public university.

As a senior administrator responsible for curriculum and faculty matters, I led faculty recruitment, hiring and development for Academic Affairs, oversaw curriculum development and approval, and directed the promotion and tenure process at a comprehensive, public 4-year university. My purview included university-wide undergraduate education (i.e. Appalachian Studies Cooperative Education English Language Instruction Program (EELI), International Studies, Women's Studies and QEP), General Education, the Teaching & Learning Center, service learning and the American Democracy Project.

KEY ACCOMPLISHMENTS

- ✓ 11% increase in total headcount and FTE enrollment – the largest increase in the previous 12 years
- ✓ 12% increase in minority student enrollment
- ✓ 60% increase in summer school enrollment
- ✓ 14 percentage point increase in freshman matriculation rates
- ✓ 27% increase in freshman enrollment
- ✓ 14% increase in enrollment of transfer students
- ✓ 8 percentage point increase in graduation rate
- ✓ 5 percentage point increase in first-to-second-year retention rates
- ✓ 6% increase in ACT composite scores
- ✓ EKU became the first choice for 80% of freshmen applicants

Associate Vice President for Academic Affairs, Enrollment Management

Eastern Kentucky University
2001-2005

Assistant Vice President for Academic Affairs/Executive Director of Student Success Institute

Eastern Kentucky University
1999-2001

Senior academic administrator for a four-year comprehensive public university.

In these roles, I served as university administrator overseeing overall student enrollment and retention, as well as faculty evaluation and development. I provided direct oversight for the following areas: Academic Advising, Academic Testing, Developmental Education, English Language Instruction Program (EELI), Financial Aid, Multicultural Student Services, Registrar, Scholarships, Student Athletics Tutoring Offices, Student Success Institute, Summer Orientation, Undergraduate Admissions, Teaching & Learning Center and service learning. I oversaw creation and maintenance of undergraduate and graduate catalogs and the faculty handbook. I also administered evaluations of deans and department chairs, calculated raises and step-down salaries for deans and department chairs, and resolved student appeals and grievances that moved beyond the scope of an individual college. In 2001 when my role expanded to include Enrollment Management, the following areas were added to my area of responsibility: First Year Experience Courses/Programs, Graduate Admissions, International Studies, Mentoring and Tutoring, Student Support Services, and Summer School.

Acting Director of Academic Advising & Academic Testing

Eastern Kentucky University
2000

Coordinator of Academic Success/Retention

Eastern Kentucky University
1997-1999

In this role, I coordinated campus-wide retention efforts through the creation, enhancement and direction of programs and service units designed to increase student recruitment and retention. During my tenure, I designed and administered a new freshman entrance survey, established and coordinated bridge programs for students in need of remedial coursework, and developed a mentoring program.

ACADEMIC EXPERIENCE

Professor, Department of Educational Leadership & Policy Studies Eastern Kentucky University	2007-present
Professor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University	2002-2007
Associate Professor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University	1997-2002
Assistant Professor, Department of Human Development & Family Studies University of Missouri – Columbia	1993-1997
Co-Created and Co-Taught <i>Focus on Kids</i> Program Parenting program designed for divorcing parents	1995-1997
Adjunct Field Faculty Vermont College, Graduate Program in Organizational Development and Behavior	1995-1999
Adjunct Faculty, Department of Psychology University of Missouri – Columbia	1995-2001
Adjunct Faculty, Department of Rural Sociology University of Missouri – Columbia	1996-1997
Social Science/Humanities Section Faculty University of Missouri, Academic Retention Office, Minority Transition Program	1994-1997
Black Studies Affiliate Faculty University of Missouri – Columbia	1993-1997
Assistant Professor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University	1991-1993
Part-Time Instructor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University	1990-1991
Part-Time Instructor, Department of Sociology University of Kentucky	1990-1991
Part-Time Instructor, Department of Business & Social Sciences Lexington Community College	1989-1990

OTHER PROFESSIONAL EXPERIENCE

Aaron Thompson, PhD., Consultant **1991 – present**

I provide professional consulting, seminars and workshops to individuals and organizations including educational institutions, for-profit corporations, healthcare, law enforcement, municipalities, and non-profit organizations. Areas of expert consulting include:

- Diversity
- Cultural Awareness (e.g., race, gender, ethnicity, region, religious, sexual discrimination and sexual harassment, sexual orientation, etc.)
- Cultural Competence
- Ethics
- Leadership
- Organizational Management
- Organizational Analysis
- Student Success
- Strategic Planning and Assessment

Owner, Ripple Effects Resources (www.rippleeffectsresources.com) **2006 – 2013**

I provided training videos to individuals and organizations including educational institutions, for-profit corporations, healthcare, law enforcement, municipalities, and non-profit organizations. Areas of training include:

- Diversity
- Cultural Awareness (e.g., race, gender, ethnicity, region, religious, sexual discrimination and sexual harassment, sexual orientation, etc.)
- Cultural Competence
- Ethics
- Human Relations Workplace Strategies
- Leadership

Store Management, Kroger Company, Lexington, Kentucky **1985-1988**

Owner, J&T Vending Company, Lexington, Kentucky **1985-1988**

Store Management, Winn-Dixie Food Stores, Louisville, Kentucky **1979-1985**

CERTIFICATIONS & AFFILIATIONS

Faculty
Illinois Law Enforcement Executive Institute

Certified Family Life Educator (CFLE)
Designated by the National Council on Family Relations

Ethics and Integrity Train-the-Trainer Program
United States Department of Justice

Certified Trainer for Police Organizations
Kentucky Law Enforcement Council

Onsite Assessment Team Leader Training
Western Regional Institute for Community Oriented Policing

Missouri Post Certified
(Police Officer Standards and Training)

PUBLICATIONS (SELECTED)

Books

Ward K & Thompson A. (2019). *Thriving in the HBCU and Beyond*. Dubuque, IA: Kendall Hunt.

Thompson, A, Cuseo J., Roush J.R., & Shope S. (2018). *Thriving in High School and Beyond: Strategies for Academic Success and Personal Development*. Dubuque, IA: Kendall Hunt

Thompson, A. (ed.) (2016). *Infusing Ethics & Diversity into Teacher Education*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., McLaughlin, J., & Moono, S. (2016). *Thriving in the Community College and Beyond: Strategies for Academic Success and Personal Development*. (3rd ed.) Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., Campagna, M., & Fecas, V. (2016). *Thriving in College: Research-Based Strategies for Academic Success and Personal Development* (4th ed.) Dubuque, IA: Kendall Hunt.

Cuseo, J.B. & Thompson, A. (2014). *Humanity, Diversity, & the Liberal Arts: Foundation of a College Education*. (2nd ed.) Dubuque, IA: Kendall Hunt.

Thompson, A. & Cuseo, J.B. (2014). *Diversity & the College Experience*. (2nd ed.) Dubuque, IA: Kendall Hunt.

Metz, G., Cuseo, J.B., & Thompson, A. (2013). *Changing Student Culture from the Ground Up*. Dubuque, IA: Kendall Hunt.

Luhman, R. & Thompson, A. (2013). *The Sociological Outlook*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., McLaughlin, J., & Moono, S. (2013). *Thriving in the Community College and Beyond: Strategies for Academic Success and Personal Development*. (2nd ed.) Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., Campagna, M & Fecas, V., (2013). *Thriving in College: Research-Based Strategies for Academic Success and Personal Development* (3rd ed.) Dubuque, IA: Kendall Hunt.

Thompson, A. & Cuseo, J.B. (2012). *Infusing Diversity and Cultural Competence into Teacher Education*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., McLaughlin, J., & Moono, S. (2010). *Thriving in the Community College and Beyond: Strategies for Academic Success and Personal Development*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B. & Thompson, A. (2010). *Humanity, Diversity, & the Liberal Arts: Foundation of a College Education*. Dubuque, IA: Kendall Hunt.

Thompson, A. & Cuseo, J.B. (2009). *Diversity & the College Experience*. Dubuque, IA: Kendall Hunt.

Davis, R. & Thompson A. (eds.) (2001). *Focus on Success*. Dubuque, IA: Kendall Hunt.

Lawson, E.J. & Thompson, A. (1999). *Black Men and Divorce*. Thousands Oaks, California: Sage Publications.

Wilkinson, D. & Thompson, A. (eds.) (1991). *Race, Gender, and the Life Cycle*. Acton, Mass: Copley.

Book Chapters

Thompson, A. & Lawson, E. J. (2004). **"Divorce and fatherhood: Insights from black men."** In Mark Hutter's *The Family Experience: A Reader in Cultural Diversity*. Needham Heights, MA: Allyn & Bacon.

Thompson, A. (2002). **"Boy you better learn how to count your money: An essay on education and the Black family."** In Reid Luhman's, *Race and Ethnicity in the United States: Our Differences and Our Roots*. Fort Worth: Harcourt College Publishers.

Thompson, A. (2000). **"African American families: Historically resilient."** in A. Strickland & R.W. Weems (eds.), *The African American Experience: A Historiographical and Bibliographical Guide*. Westport, Conn.: Greenwood Press.

Thompson, A. & Luhman, R. (1997). **"Familial predictors of educational attainment: Regional and racial variations."** In Peter Hall's, *Race, Ethnicity, and Multiculturalism*: Garland Publishing.

Lawson, E. J. & Thompson, A. (1994). **"The health status of black women: A historical perspective and current trends."** In Robert Staples (ed.), *The Black Family (6th Ed.)*. San Francisco: Wadsworth.

Lawson, E. J. & Thompson, A. (1992). **"The health of black older females: A historical perspective."** In Barbara Kail (ed.), *Special Problems on Non-Compliance among Women of Color*. New York: Manton.

Hatch, Laurie R., & Thompson, A. (1992). **"Family responsibilities and women's retirement."** In Maximiliane Szinovacz, David J. Ekerdt, and Barbara H. Vinick (eds.), *Families and Retirement*. Newbury Park, California: Sage.

Thompson, A. (1992-2007). **"Boy you better learn how to count your money: An essay on education and the Black family."** In Reid Luhman's, *The Sociological Outlook (3rd-8th eds.)*. San Diego, California: Collegiate Press.

Book Reviews

Thompson, A. (1998). [Review of The Black Family (Ed)]. *Journal of Marriage and the Family*, 60 (1), 269.

Thompson, A. (1996). [Review of Multiracial Couples: Black and White Voices]. *Family Relations*. 45(4), 480.

Thompson, A. (1996). [Review of Families in Multicultural Perspective]. *Family Relations*. 45(3), 353-354.

Thompson, A. (1996). [Review of Black Male Deviance]. *Family Relations*. 45(1), 119-120.

Thompson, A. (1994). [Review of Mixed and matched: Inter-religious courtship and marriage in Northern Ireland]. *Journal of Marriage and the Family*. 56(4) 1050-1051.

Thompson, A. (1994). [Review of Inside the mixed marriage: Accounts of changing attitudes, patterns, and perceptions of cross-cultural and interracial marriages]. *Journal of Marriage and the Family*. 56(4) 1050-1051.

Thompson, A. (1994). [Review of Research on the African-American family: A holistic perspective]. *Journal of Marriage and Family*. 56(1) 240-241.

Thompson, A. (1993). [Review of Family ethnicity: Strength in diversity]. *Journal of Marriage and the Family*. 55(4), 1050-1051.

Thompson, A. (1993). [Review of Black families at the crossroads: Challenges and Prospects]. *Journal of Marriage and the Family*. 55(1), 792-793.

Peer-Reviewed Articles (Selected)

Sweet, C., Blythe, H. & Thompson, A. (2009) "Nullifying the Barby Effect: Connecting with Your Students." *The National Teaching and Learning Forum*, (18) 5, 5-6.

Johnson, J, Thompson, A, & Naugle, K.(2009). "Place-Conscious Capacity-Building: A Systemic Model for the Revitalization and Renewal of Rural Schools and Communities through University-based Regional Stewardship." *Rural Society* (19)2, 178-188.

Thompson, A. (2009). "Race Relations." in Helen Greene & Shaun Gabbidon's *Encyclopedia of Race and Crime*. Thousand Oaks, CA: Sage.

Thompson, A. (2009). "White Privilege." in Helen Greene & Shaun Gabbidon's *Encyclopedia of Race and Crime*. Thousand Oaks, CA: Sage.

Thompson, A. & Lawson, E.J. (1999). "African American men and fatherhood: A look from divorced fathers." *Journal of African American Men*. 4(1), 37-51.

DeBord, K. & Thompson, A. (1997). "Community diversity: Issues and strategies for a comprehensive multicultural framework." Bringing Excellence to Substance Abuse Services in Rural and Frontier America: 1996 Award for excellence papers. *Technical Assistance publication series 20*. Rockville, MD: Center for Substance Abuse Treatment publication number (SMA) 97-3134, pp. 55-61.

Ganong, L.H., Coleman, M., Thompson, A., & Goodwin, C. (1996). "African-American and European-American college students' expectations for self and for future partners." *Journal of Family Issues*, 17(6), 758-775.

Lawson, E.J. & Thompson, A. (1996). "Black men's perception of divorce-related stressors and strategies for coping with divorce: An exploratory study." *Journal of Family Issues*, 17(2), 249-273.

Lawson, E. J. & Thompson, A. (1995). "Black men make sense of marital distress and divorce: An exploratory study." *Family Relations*, 44(2), 211-218.

Thompson, A. & Lawson, E. J. (1994). "Divorce and fatherhood: Insights from black men." *Family Perspective*, 28 (3), 169-181.

Lawson, E. J. & Thompson, A. (1994). "Historical and social correlates of African American divorce: Review of the literature and implications for research." *The Western Journal of Black Studies*, 8(2), 91-103.

Thompson, A. (1994). Divorced fathers: Perspectives of African-American Men, *The African-Americanist*, 6 (1), 8-9.

Peer-Reviewed Research Presentations (Selected)

"Supporting the transition of first-generation students and students of color: Reexamining our first year programs." Annual Conference on the First-Year Experience, Atlanta, GA, February 4, 2011, Co-presenter, M. Campagna.

"Designing a peer leadership program to foster student transition, persistence, and inclusion." Annual Students in Transition Conference, Salt Lake City, UT, November 7, 2009, Co-presenter, M. Campagna.

"Creating and sustaining a positive environment in a diverse classroom." Annual Conference of the National Council of Professors of Educational Administration, San Antonio, TX, August 6, 2009.

Discussant for "First-year students and diversity." Annual Conference on the First-Year Experience, Orlando, FL, February 9, 2009.

"Meeting the needs of a diverse student body through the first-year seminar." Annual Conference on the First-Year Experience, Orlando, FL, February 9, 2009.

"Summer reading." Annual Conference on the First-Year Experience, Orlando, FL, February 7, 2009.

"Applying a place-based, culturally relevant approach to student achievement: The case of a rural Appalachian school district." Annual Ohio Appalachian Center for Higher Education Conference, Marietta, OH, October 17, 2008.

"Applying a place-based cultural relevant approach to student achievement: The case of a rural Appalachian school district." Annual National Council of Professors of Educational Administration, San Diego, CA, July 31, 2008.

"Creating culturally competent classrooms: Understanding the needs of a diverse student body." Annual Kentucky Association of School Administrators Conference, Louisville, KY, July 17, 2008.

"Developing an appreciation for diversity in the first year." Annual Conference on the First-Year Experience, San Francisco, CA, February 19, 2008.

"The importance of infusing diversity into the first year." Annual Students in Transition Conference, Cincinnati, Ohio, November 6, 2007.

"Civic engagement & stewardship: Cutting edge initiatives in Kentucky." Annual American Democracy Project Conference, Philadelphia, Pennsylvania, June 8, 2007.

"Diversity education for first-year students: Why, what, and how?" Annual Conference on the First-Year Experience, Co-presenter J. Cuseo. Addison, Texas, February 20, 2007.

"Centralizing and institutionalizing service learning and civic engagement at your institution." Annual American Democracy Project Conference, Snowbird, Utah, June 16, 2006.

"Educator-publisher partnerships: Collaborating to promote the success of first-year students." Annual Conference on the First-Year Experience, Co-presenters J. Cuseo, V. Fecas, P. Carty, T. Bower, Atlanta, Georgia, February 26, 2006

"Diversity education for first-year students: The why, the what, and the how." Annual Conference on the First-Year Experience, Co-presenter J. Cuseo, Phoenix, Arizona. February 7, 2005.

"Is Kentucky Southern?: An argument based on the history of racial politics in KY" The annual conference held by the Center for History and Politics. Richmond, KY, September 20, 2000.

Discussant for "The social contexts of couple relationships: Marriage processes: Race, typologies, quality and adjustment." National Council on Family Relations Annual Conference, Milwaukee, WI, November 1998.

"A qualitative analysis of the role of family in the retention of African American males at predominately White universities: A preliminary application of the Social Convoy Model." Presentation at the annual conference of the National Council on Family Relations, Co-presenters: Jennifer Hardesty & Reid Luhman, Washington, DC, November, 1997.

"Rising to the challenges and opportunities of a new millennium." Panel discussant at the 14th Annual *KADE* Conference. Richmond, KY, October, 1997.

"Experiences in providing parenting education to divorcing parents." Symposia presentation at the annual conference of the National Council on Family Relations, Kansas City, MO, November, 1996.

"Contesting the meaning of race." A panel discussant on racial classification, racial dualism, and race relations in the U.S., University of Missouri-Columbia, April, 1996.

"Black men and marital satisfaction." Paper presented at Groves Conference on Aging. Co-presenter: Erma Lawson. Lexington, KY, April, 1995.

"Family correlates of educational attainment for African American and European American students." Paper presented at the annual conference of the National Council on Family Relations, Co-presenter: Reid Luhman, Minneapolis, MN, November, 1994.

Discussant for "And justice for all: Families of color in the United States." National Council on Family Relations Annual Conference, Minneapolis, MN, November 1994.

"Infusing multiculturalism into the classroom." Workshop conducted at Wakonse Conference on College Teaching, Lake Michigan, May, 1994.

"The art of political correctness." Workshop conducted at Wakonse Conference on College Teaching, Lake Michigan, May, 1994.

"Predictors of educational attainment for African Americans: Regional variations." Paper presented at the Southern Sociological Society Annual Conference, Co-presenter: Reid Luhman, Raleigh, NC, April, 1994.

"Families and schools: Ethnicity, race, and multiculturalism." Discussant at the Missouri Symposium of Research and Educational Policy, Columbia, MO, March, 1994.

Discussant for "A research agenda for the interaction of race and gender." National Council on Family Relations Annual Conference, Baltimore, MD, November, 1993.

Workshop Chair for "The community struggle for African-centered education." Black Studies Fall Symposium, University of Missouri-Columbia, Columbia, MO, November, 1993.

"Understanding divorce in the African American family: Black men speak out." Paper presented at the National Council on Family Relations Annual Conference, Baltimore, MD, Co-author: Erma J. Lawson. November, 1993.

"Has Affirmative Action failed as a political process in mainly white universities?" Paper presented at the Kentucky Political Science Association Annual Meeting, Richmond, KY, March, 1993.

"Married female's perception of men sharing housework: A Black-White comparison." Paper presented at the National Council on Family Relations Annual Conference, Orlando, FL, November, 1992.

"Adolescents self-conceptions: Sociocultural differences." Paper Presented at the National Council on Family Relations Annual Conference, Co-presenter: Patricia Wilson. Denver, CO, November 1991.

"Effects of family circumstances on the work and retirement status of African-American and White women." Paper presented at the National Council on Family Relations Annual Conference, Co-presenter: Laurie R. Hatch. Seattle, WA, November, 1990.

"Inequalities in middle management mobility in corporations based on race and gender." Paper presented at the Society for Applied Sociology Annual Conference, Cincinnati, OH, October, 1990.

"Differences in the self-ratings of health among the elderly." Poster presented at the College of Medicine, University of Kentucky. Co-author: Shireen Rajaram. Lexington, KY, October, 1990.

"Barriers to the mobility process for women and minorities in large corporations." Paper presented at the Anthropologist and Sociologist of Kentucky Annual Conference, Louisville, KY, October, 1989.

SPEAKING ENGAGEMENTS (SELECTED)

Keynote Speaker: Midwestern High Education Compact Concurrent Enrollment Teacher Credential Summit, Cincinnati, Ohio, May 16, 2018.

Plenary Speaker: Rural College Access and Success Summit, Lexington, Kentucky, May 14, 2018

Keynote Speaker: National Alliance of Concurrent Enrollment Partnerships (NACEP) Midwest Regional Conference, University of Cincinnati, Cincinnati, Ohio, May 14, 2018.

Session Speaker: 35th Annual Kentucky Association of Blacks in Higher Education, "The specific role KABHE can play in making performance-based funding a success in Kentucky." Northern Kentucky University, April 6, 2018.

Plenary Speaker: 35th Annual Kentucky Association of Blacks in Higher Education, "Performance-based funding: The nuts and bolts of this model and what it means for colleges and universities in Kentucky." Northern Kentucky University, April 6, 2018.

Invited Speaker: "Embracing change: 21st century education." Eastern Kentucky University, Richmond, Kentucky, March 29, 2018.

"Diversity and the college experience," 3rd National Personal Librarian and First Year Experience Library Conference, Case Western Reserve University, Cleveland, Ohio, March 21, 2018.

Keynote Speaker: 3rd National Personal Librarian and First Year Experience Library Conference, "Integrating diversity and critical thinking to increase student success." Case Western Reserve University, Cleveland, OH, March 21, 2018.

Workshop Speaker: NCEP/GEAR UP Capacity Building Workshop, "GEAR UP in the 7th year – Fulfilling the promise." Las Vegas, NV, February 5, 2018.

Session Speaker: Association of American Colleges and Universities Annual Meeting, "Let the circle be unbroken: Learning outcomes and public trust." Washington, DC, January 25, 2018.

Keynote Speaker: National Association of System Heads / American Council on Education System Leadership Academy, "Inclusive excellence and equity gaps." Washington, DC, January 17, 2018.

Keynote Speaker: ECU 4th Annual Management Professional Development Workshop, Eastern Kentucky University, November 10, 2017.

Keynote Speaker: Bluegrass Higher Education Consortium Academic Leadership Academy, "Four steps to becoming a better leader." Asbury University, October 18, 2017.

Keynote Speaker: Kentucky Association for Continuing Higher Education, Paducah (via Zoom), September 26, 2017.

Convocation Speaker: Elizabethtown Community and Technical College, "Closing the achievement gap between minority and majority students." Elizabethtown, KY, August 7, 2017.

Convocation Speaker: Governor's Scholar Program, Morehead State University, July 12, 2017.

Keynote Speaker: ECU First Year Courses Faculty Certification Training, Eastern Kentucky University, Richmond, Kentucky, June 26, 2017.

Keynote Speaker: Pearson's 2017 HBCUs: Executive Leadership Forum, Charlotte, North Carolina, February 16-17, 2017

Keynote Speaker: Cross REL Appalachia Event, "College and career readiness in rural communities." Nashville, Tennessee, July 25, 2016.

Convocation Speaker: Governor's Scholar Program, Morehead State University, July 6, 2016.

Keynote Speaker: Appalachian Higher Education Network's 3rd Annual Conference, "Equipping and empowering Appalachian students for postsecondary education." Kingsport, Tennessee, June 21, 2016

Opening Speaker: Promise Neighborhood Postsecondary Summit, "State of postsecondary education in Kentucky." London, Kentucky, April 19, 2016.

Concurrent Session Speaker: AGB National Conference on Trusteeship, "The Board's Role in College Completion and Attainment." National Harbor, Maryland, April 18, 2016.

Keynote Speaker: 33rd Annual Kentucky Association of Blacks in Higher Education, Bowling Green, Kentucky, April 11, 2016.

Keynote Speaker: "What's Your Plan?" Transfer Conference, Somerset Community College, Somerset, Kentucky, March 4, 2016.

Keynote Speaker: Jefferson County Public Schools Educators Rising Organization, University of Louisville, Louisville, Kentucky, February 18, 2016.

Keynote Speaker: Appalachian Higher Education Network Annual Conference, Increasing Postsecondary Education in Appalachia, "It's all about grit." Somerset, Kentucky, June 24, 2015.

Keynote Speaker: Midwest Association of Student Employment Administrators Conference, "Crafting student employment excellence." Berea College, Berea, Kentucky, June 24, 2015.

Keynote Speaker: 2015 Kentucky Pedagogicon, Eastern Kentucky University, May 22, 2015.

Plenary Speaker: Race and Ethnicity Symposium, Murray State University, April 3, 2015.

Keynote Speaker: Faculty Development Spring Speaker Series, "Diversity in Teaching and Learning." Murray State University, April 2, 2015.

Congressional Testimony: Committee on Appropriations, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies, U.S. House of Representatives, "Oversight Hearing - Closing the Achievement Gap in Higher Education." Washington DC, March 18, 2015.

Keynote Speaker: National TRIO Day, Eastern Kentucky University, February 26, 2015.

Keynote Speaker: Paducah Chamber of Commerce "Power in Partnership" Breakfast, "From Appalachia to academic: An African American educator's journey to educational attainment." Paducah, Kentucky, January 29, 2015.

Keynote Speaker: Student Success Summit, Western Kentucky University, "How to create a culture of retention on a campus and in your functional area." Bowling Green, Kentucky, January 20, 2015.

Keynote Speaker: 47th Annual Conference of the College Reading and Learning Association, "Student learning and college completion: Pipeline, pathways, potholes, and pitfalls." St. Paul, Minnesota, November 8, 2014.

Keynote Speaker: Kentucky Association of Career Colleges and Schools, "The importance of infusing diversity & cultural competence into career education." Louisville, Kentucky, August 22, 2014.

Keynote Speaker, Kentucky Blacks in Higher Education Annual Conference, "Utilizing diversity and cultural competence to close the achievement gap." Lexington, Kentucky. April 13, 2014.

Keynote Speaker: Kentucky Legislature at State Capitol, session sponsored by Kentucky Black Caucus, "Reaching higher for educational excellence: Role of Historically Black Colleges and Universities in this country." Frankfort, Kentucky, February 5, 2014.

Keynote Speaker: ACHE National Conference, "Pipelines, pathways and partnerships: Technology and competency-based education." Austin, Texas, November 14, 2012.

Keynote Speaker: Illinois Association of Chief Police Officers Annual Conference, "Dispatching leadership: The role of the 21st Century public safety communications' supervisor." Springfield, Illinois, September 20, 2012.

Convocation Speaker: Murray State University, "Moving the discussion from diversity to cultural competence." Murray, Kentucky, September 18, 2013.

Keynote Speaker: Theresa Farnum and Associates 9th Annual Student Retention Conference, "From diversity to cultural competence: Preparing students for success in the global economy." Nashville, Tennessee, July 22-25, 2013.

Invited Lecturer: Mt. Aloysius College "Using diversity to increase critical thinking." Cresson, Pennsylvania, August 16, 2012.

Keynote Speaker: 15th Annual National Conference of the Association of Non-Traditional Students in Higher Education, Richmond, Kentucky, March 23, 2012.

Convocation Speaker: University of Texas-Brownsville, "Weaving diversity into the fabric of your institution." Brownsville, Texas, January 12, 2012.

Keynote Speaker: National Black Caucus of State Legislators (NBCSL) 35th Annual Legislative Conference, "Building a clear path to college completion." Chicago, Illinois, December 8, 2011.

Keynote Speaker: Texas Testing Association Annual Conference, "Assessment: The foundation of student success." Austin, Texas, December 8, 2011.

Keynote Speaker: Higher Education Government Relations Conference, "Boosting student success amidst the state-to-student cost shift in financing public higher education." San Diego, California. December 2, 2011.

Keynote Speaker: Leadership Kentucky, "Leadership: The process of moving the agenda forward." Richmond, Kentucky. November 10, 2011.

Convocation Speaker: Governor's Scholars Class of 2011, "Building excellence within your success goals." Bellarmine University, July 11, 2011; Murray State University, July 18, 2011; and Centre College, July 20, 2011.

Commencement Speaker: Union College Class of 2011 Graduation, Barbourville, Kentucky, May 7, 2011.

Keynote Speaker: Internationalization Conference at Hogeschool van Amsterdam, University of Applied Sciences, "Diversity: The advantages of appreciating our differences." Amsterdam, Netherlands, March 29, 2011.

Keynote Speaker: Kentucky Faculty Development Conference. "Teaching the 21st century student." Lexington, Kentucky, May 26, 2010.

Keynote Speaker: Appalachian Principal's Academy, "Cultural leadership with an attitude." Athens, Ohio, February 27, 2010.

Keynote Speaker: "A Look at our Future: How Dr. King's dream still shapes the American landscape." Speech given to residents as part of a Historical Speech Series. Winchester, Kentucky, February 4, 2010.

Keynote Speaker: Kentucky Prevention Network Conference, "Cultural competence: Working with and meeting the needs of a diverse population." Shelbyville, Kentucky, September 16, 2009.

Keynote Speaker: Bert T. Combs Symposium, "Race, race relations and the politics of progressive behavior: The legacy of Bert T. Combs." Manchester, Kentucky, September 4, 2009.

Invited Presenter: Clay County Public Schools, "Elements of student success: Analyzing dropout data for Clay County public schools." Manchester, Kentucky, August 3, 2009.

Session Speaker: Madison County Teaching, Learning, and Technology Conference, "Going beyond the core requirements: Why critical and creative thinking is a must for student achievement." Richmond, Kentucky, July 30, 2009.

Keynote Speaker: Kentucky Association of Blacks in Higher Education Annual Conference, "The role that higher education plays in opening and closing the achievement gap." Richmond, Kentucky, April 20, 2009.

Invited Presenter: Eastern Kentucky University Annual Doctoral Symposium, "Sealing the deal." Richmond, Kentucky, April 18, 2009.

Keynote Speaker: Kentucky Education Association Annual Meeting, "Using cultural competence to reach disenfranchised students." Louisville, Kentucky, April 2, 2009.

Invited Presenter: Dickinson State University, "Diversity: Why embracing it enhances your campus and community." Dickinson, North Dakota, March 6, 2009.

Keynote Speaker: "African Americans' contributions to Appalachia." Given to the following groups on the following dates:

- Kentucky African American Encyclopedia reception, Richmond, Kentucky, February 4, 2009.
- Doctoral Symposium, Eastern Kentucky University, Richmond, Kentucky, November 15, 2008.
- Homeless and Housing Coalition of Kentucky, Lexington, Kentucky May 14, 2009
- Lexington Kentucky Public Library, Lexington, Kentucky, October 24, 2008
- Hazard Community College, Jackson, Kentucky, September 25, 2008

Invited Presenter: Face to Face Conference at Eastern Kentucky University, "Social responsibility: Why giving back to society is the key to self-fulfillment." Richmond, Kentucky, November 14, 2008.

Invited Presenter: Clay County Public School principals, "Analyzing dropout data for Clay County public schools." Manchester, Kentucky, November 13, 2008.

Keynote Speaker: Kentucky Circuit Court Clerks Conference, "Utilizing your coaching skills to help others go for the gold." Lexington, Kentucky, October 23, 2008.

Panelist: 2008 Governor's Conference on Postsecondary Education Trusteeship, "Access2Success for all students: How trustees can help solve the college dropout problem." Lexington, Kentucky, September 29, 2008.

Keynote Speaker: Center for Educational Research in Appalachia Annual Conference, "Four elements of success: Building the bridge from P-12 to postsecondary schools." Richmond, Kentucky, September 16, 2008.

Invited Speaker: Eastern Kentucky University Student Government Association, "Leading in a diverse society: Principles of success." Richmond, Kentucky, September 14, 2008.

Keynote Speaker: Kentucky State Police Commander's Annual Retreat, "Recruiting and retaining police officers in the 21st century." Frankfort, Kentucky, September 10, 2008.

Invited Speaker: Opening of Jackson County, Kentucky Public Schools “Building a strong foundation for student achievement.” McKee, Kentucky, August 5, 2008.

Invited Speaker: Howard Hughes Foundation sponsored convening for high school educators in STEM fields, “Engaging your students: Contributing to the educational experience.” Columbia, Missouri, July 14, 2008.

Keynote Speaker: University of Missouri faculty and staff, “Four pillars of success: The foundation to academic excellence.” Columbia, Missouri, July 14, 2008.

Keynote Speaker: Kentucky Circuit Court Clerks Annual Conference, “Getting negative people to speak your positive language.” Lexington, Kentucky, June 19, 2008.

Invited Lecturer: Maysville Police Department, “Understanding the needs of a diverse community: The role of public servants.” Maysville, Kentucky, April 24, 2008.

Invited Speaker: Kentucky Association of Secondary and College Admission Counselors, “Recruitment in the 21st century.” Lexington, Kentucky, March 14, 2008.

Invited Speaker: Lecture given to Maysville, Kentucky public service employees, “Relating to your diverse community: The role of a public servant.” Maysville, Kentucky, February 2, 2008.

Commencement Speaker: School of Strategic Leadership Graduation, “Embracing your role as a leader.” Richmond, Kentucky, January 12, 2008.

Keynote Speaker: Golden Key International Honor Society Induction Ceremony, “Four steps to becoming a successful leader.” Richmond, Kentucky, December 6, 2007.

Invited Speaker, Eastern Kentucky University College of Education Fall Diversity Advisory Council Retreat, “Helping students to succeed in the academy.” Richmond, KY, November, 3, 2007.

Invited Lecturer: Invited lecture given to Eastern Kentucky educators, “Principles of success: Making the transition from high school to college.” Berea, Kentucky, October 30, 2007.

Invited Lecturer: Kentucky State Traffic School/Graduate Licensing Program instructors. “Affecting a change in habits: How to assist clients in a process of self-reflection, Lexington, KY, October 13, 2007.

Invited Speaker: Somerset Community College, “Building communities around diversity.” Somerset, Kentucky, August 22, 2007.

Convocation Speaker: Pikeville College, Pikeville, Kentucky, August 21, 2007.

Keynote Speaker: Kentucky School of Alcohol & Other Drug Studies, “Four steps to becoming a culturally competent professional.” Highland Heights, Kentucky, July 23, 2007.

Invited Lecturer: Kentucky Society of Certified Managers, “The role of leadership in effective management.” Frankfort, Kentucky, May 1, 2007.

Invited Speaker: Unitarian Universal Fellowship Church, “Getting the millennial generation involved in being better citizens.” Richmond, Kentucky, March 11, 2007.

Invited Lecturer: Chautauqua Lecture Series, Eastern Kentucky University, “Restoring justice: A fine line between compassion and communication.” Richmond, Kentucky, February 8, 2007.

Keynote Speaker: 6th Annual College of Education Diversity Conference, "Addressing barriers to life and learning." Eastern Kentucky University, Richmond, Kentucky, February 8, 2007.

Commencement Speaker: Department of Criminal Justice Training School of Strategic Leadership Graduation, "What is leadership?" Richmond, Kentucky, January 13, 2007.

Invited Lecturer: Eastern Kentucky University, "Thriving in college: Research-based strategies for academic success and personal development." Richmond, Kentucky, October 25, 2006.

Invited Lecturer: Kentucky State Traffic School/Graduate Licensing Program instructors, "Conflict resolution: How to establish a solid positive relationship with your clients, Frankfort, Kentucky, October 7, 2006.

Invited Speaker: Sigma Ki Parent Luncheon, "Eastern Kentucky University and Greek life." Richmond, Kentucky, September 30, 2006.

Invited Speaker: Eastern Kentucky University Student Government Association, "Critical Thinking in Student Government." Richmond, Kentucky, September 16, 2006.

Invited Speaker: Richmond Rotary Club, "The future of higher education." Richmond, Kentucky, August 23, 2006.

Invited Speaker: Kentucky Society of Certified Public Managers, "The role of leadership in effective management." Richmond, Kentucky, July 25, 2006.

Invited Lecturer: Black Marriage Day Celebration sponsored by Imani Baptist Church, "The future of black marriage and relationships." Lexington, Kentucky, April 9, 2006.

Invited Speaker: "African American families: Historically resilient." Given to the following groups on the following dates:

- Faculty, students, and community of Kentucky Wesleyan College, Owensboro, Kentucky, February 15, 2006
- Lexington Senior Citizen Center, Lexington, Kentucky, February 12, 2004
- Faculty, students, and community of Lindsey Wilson College, Columbia, Kentucky, February 10, 2004

Invited Speaker: "Building communities around diversity." Given to the following groups on the following dates:

- Faculty, students, and community of Big Sandy and Community College, Prestonsburg, Kentucky, February 21, 2006.
- Members of the community and community leaders. Glasgow, Kentucky, February 9, 2006.
- Carnegie Center for Literacy and Learning, Lexington, Kentucky, August 29, 2005.

Invited Speaker: Orientation Youth Leadership of Madison County, "Developing a leadership attitude." Richmond, Kentucky, August 13, 2005.

Keynote Speaker: Ohio Literacy Institute. "Expanding the definition of literacy to reach all: Turning obstacles into opportunities." Dublin, Ohio, June 28, 2005.

Keynote Speaker: Ohio State Homeless Education Conference, "Building individual power to assist the homeless population." Newark, Ohio, May 2, 2005.

Invited Speaker, Students of St. Mark School, "To conform or not." Richmond, Kentucky, April 24, 2005.

Keynote Speaker: Missouri Practical Parenting Partnerships Annual Conference, "Taking barriers and developing strategies: A lesson for parents and teachers." Osage Beach, Missouri, March 5, 2005.

Invited Speaker: Carrolton Christian Academy, "Defining and building on success." Carrolton, Kentucky, February 25, 2005.

Invited Speaker: Lexington Catholic Diocese at Christ the King Church, "Building bridges between religions and within Christian denominations, Lexington, Kentucky, February 23, 2005.

Keynote Speaker: 3rd Annual ECU College of Education Diversity Conference, "Closing the gap by building a bridge: Preparing middle and high school students for college." Richmond, Kentucky, February 12, 2004.

Convocation Speaker: Cumberland College, "Turning obstacles into opportunities: An Appalachian upbringing." Williamsburg, Kentucky, January 19, 2004.

Keynote Speaker: 3rd annual Governor's Minority Student College Preparation Program Conference, "How to get the most out of your education." Richmond, Kentucky, June 11, 2003.

Invited Lecturer: Providence School District, "Getting excited and getting them excited about education." Providence, Kentucky, December 9, 2002.

Invited Lecturer: Hazard Community College, "Creating a three-way relationship for success." Hazard, Kentucky, December 7, 2002.

Invited Speaker: Franklin County High School, "Learning to live in an unbiased society." Frankfort, Kentucky, November 26, 2002.

Invited Lecturer: Center for Rural Development, "Creating an opportunity to assist creative learners." Somerset, Kentucky, July 23, 2002.

Invited Lecturer: Rogers Scholars, "Developing a process for success." Somerset, Kentucky, July 17, 2002.

Invited Speaker: St. Henry's High School, "How to design a successful career path." Erlanger, Kentucky, February 27, 2002.

Invited Lecturer: Eastern Kentucky University Crabbe Library. "Resiliency of the African American family: Pre and post slavery." Richmond, Kentucky, February 21, 2002.

Keynote Speaker: Kentucky Association of Student Receivable Officers, "What financial officers can do to help college students succeed." Barren River State Park, Lucas, Kentucky, April 20, 2001.

Keynote Speaker: Bluegrass Athletic Conference, "Maintaining a winning spirit." Danville, Kentucky, March 26, 2001.

Invited Speaker: McCreary County High School, "Getting ready for college and what it takes to be successful." Whitley City, Kentucky, March 5, 2001.

Invited Speaker: Shear Elementary School, "Getting ready for college." Winchester, Kentucky, March 2, 2001.

Keynote Speaker: Metro Parks Annual Employee Meeting, "Building success in a diverse workplace." Louisville, Kentucky, February 14, 2001.

Invited Lecturer: Eastern Kentucky University Teaching and Learning Center, "Faculty mentoring: A key strategy to successful student retention." Richmond, Kentucky, January 11, 2001.

Invited Speaker: "Four steps to living an unbiased life." A lecture designed to assist individuals in following a process to recognize their own biases and work toward eliminating them. Given to the following groups on the following dates:

Kentucky Association for Gerontology, April 27, 2004

Anderson County Community Forum, Lawrenceburg, KY, October 9, 2003

The Lexington Network, Lexington, KY, June 18, 2003

Henderson Area Arts Alliance, Henderson, KY, February 7, 2002

Central Kentucky Association of Volunteer Administrators, Lexington, KY, September 6, 2001

Sisters of Charity of Nazareth, Nazareth, KY, January 20, 2001
Madison County Public Library, Richmond, KY, January 5, 2001
Kentucky Association of Gerontology, Lexington KY, April 4, 2000
The Montgomery County Schools Education Foundation, Inc., February 28, 2000
Downtown Christian Unity Taskforce, Lexington, KY, February 27, 2000
Black Parents and Friends and Southeastern Community College, Cumberland, KY,
February 21, 2000
Western Kentucky Human Relations Commission, Hopkinsville, KY, October, 1999
1st Presbyterian Church, Richmond, KY, October 13, 1999

Plenary Speaker: Kentucky Annual Nursing Association and the Kentucky Annual Student Nursing Association Meetings, "Synthesizing the meaning of professionalism and community." Lexington, Kentucky, October 20, 2000.

Keynote Speaker: College of Social and Behavioral Sciences Colloquium, "Infusing multiculturalism into the college classroom." Eastern Kentucky University, Richmond, Kentucky, March 2, 1999.

Invited Lecturer: Eastern Kentucky University's Last Lecture Series, "Changing the world through critical thought." Richmond, Kentucky, February 22, 1999.

Keynote Speaker: The Mortar Board Honor Society. "Success and the role of mentor." Richmond, Kentucky, February 20, 1999.

Invited Lecturer: Eastern Kentucky University Student Support Services First-Year Students Forum, "What does it take to be a success in and out of college?" Richmond, Kentucky, November 4, 1998.

Panelist: Moderated panel discussion of community leaders sponsored by Student Social Work Association at Eastern Kentucky University, "Healing hate." Richmond, Kentucky, October 28, 1998.

Invited Lecturer: TRIO Mentors, "The art of mentoring and the value of service learning." Eastern Kentucky University, Richmond, Kentucky, October 5, 1998.

Panelist: Moderated panel discussion with Senator Gerald Neal (KY) at Eastern Kentucky University, "Race relations on college campuses." Richmond, Kentucky, April 8, 1998.

Keynote Speaker: Clay County High School "Barriers to avoid in achieving academic success." Manchester KY, April 2, 1998.

Invited Lecturer: TRIO Mentors, "The art of mentoring and the value of service learning." Eastern Kentucky University, Richmond, Kentucky, April 2, 1998.

Invited Speaker: Clay County Middle School "Preparing for success in educational attainment." Manchester, Kentucky, March 27, 1998.

Invited Speaker: Horse Creek Elementary School, "What is self-worth?" Manchester, Kentucky, March 27, 1998.

Panelist: Moderated panel discussion sponsored by Student Social Work Association at Eastern Kentucky University, "Women's work: race, gender & class." Richmond, Kentucky, March 25, 1998.

Invited Speaker: Boone County Town Meeting on public school student dropout rates, "What role can the community play in curbing school dropout?" Columbia Public Schools, Columbia, Missouri, January 30, 1997.

Keynote Speaker: First-year students at the University of Missouri, "What is the purpose of a college education." Columbia, Missouri, November 5, 1996.

Keynote Speaker: Columbia College Chapter of Students in Free Enterprise, "What to be aware of when doing business in a multicultural environment." Columbia, Missouri, October 31, 1996.

Keynote Speaker: University of Missouri Honor's College Mentors, "How to mentor across race and class lines." Columbia, Missouri, October 10, 1996.

Invited address to football recruits, University of Missouri. "What the university has to offer the student-athlete." September 13, 1996.

Keynote address to first-year athletes at the University of Missouri. "The art of getting work completed on and off the field." August 7, 1996 and August 20, 1996.

Invited Speaker: University of Missouri Academic Day, "Sports and academics: A winning team." Columbia, Missouri, June 1, 1996.

Invited Lecturer: University of Missouri College of Education, "Child development issues in African American families." Columbia, Missouri, June 24, 1996.

Invited Lecturer: University of Missouri College of Education, "Child development issues in African American families." Columbia, Missouri, April 25, 1996.

Keynote address to the Mayor's Race Relations Task Force "What is race relations and how can we improve it?", Columbia MO, April 14, 1996.

Invited Lecturer: University of Missouri College of Education School Psychology program, "African American families: The issues of race and development, Columbia, Missouri, April 1, 1996.

Invited Lecturer: University of Missouri College of Law, "Trouble Behind: The history of racism in the U.S." Columbia, Missouri, February, 1996.

Invited Lecturer: Sacramento State University, "African-American women and health policy issues." Sacramento, California, April, 1995.

Invited Lecturer: Sacramento City College Class of 1995, "Expectations of African-American students on a mainly White campus." Sacramento, California, April 1995.

Invited Lecturer: Sacramento State University College of Education Graduate Teaching Program, "How to teach to a multicultural audience." Sacramento, California, April 1995.

Invited Lecturer: at Sacramento State University, "African-Americans and paid labor in the 20th century." Sacramento, California, April 1995.

Keynote Speaker: ParentLink Annual Workshop, "Strengthening communities through a holistic perspective." Jefferson City, Missouri, April, 1995.

Keynote Speaker: University of Missouri Undergraduate Student Association, "How to gain equity in an inequitable society." Columbia, Missouri, February 1995.

Keynote Speaker: Muleskinners Club "Is Affirmative Action dead socially and politically?" Columbia, Missouri, February, 1995.

Keynote Speaker: University of Missouri Freshman Class (*MU to the Future*), "Gaining a leg-up inside the university." University of Missouri, Columbia, Missouri, February, 1995.

Invited Lecturer: University of Missouri Margaret Mangel Lectureship, "The role of faculty in mentoring students to success." Columbia, Missouri, October 1994.

"Turning obstacles into opportunities." A lecture designed to assist individuals in looking at area obstacles that occur in their lives and how they can self-initiate a process to overcome those barriers in order to reach a particular goal. Given to the following groups on the following dates:

Elder Hostel on Appalachia sponsored by the Kentucky State Parks. Williamsburg, KY on the following dates: November 10, 2009; September 24, 2009; November 12, 2008; September 24, 2008; November 13, 2007; September 17, 2007; March 27, 2007; November 10, 2006; September 28, 2006; November 16, 2005; September 29, 2005; April 7, 2005.

Leadership Kentucky Foundation, September 11, 2008

Family, Career, and Community Leaders of America, Lexington, KY, March 4, 2008

Union College, Barbourville, KY, November 1, 2007

Nelson County Public Library, October 17, 2007

Kentucky Association of Educational Opportunity Program Personnel, October 10, 2007

Phi Theta Kappa – Alpha Nu Zelta Chapter, October 5, 2007

Knott County Leadership and Chamber of Commerce, July 19, 2007

FDIC bank examiners, Lexington, KY, June 22, 2007.

Graham Memorial Presbyterian Church, Whitesburg, KY, May 10, 2007

United States Forest Service, Berea, KY, May 8, 2007.

Morehead State University, Morehead, KY, March 9, 2007

Scott County Extension Homemakers, Georgetown, KY, February 27, 2007

Big Sandy and Community College faculty, staff, and students, Prestonsburg, KY, February 5, 2007.

Pulaski County Historical Society, Somerset, KY, November 12, 2006

Black Cultural Center peer mentors at Berea College, September 16, 2006.

Scott County Historical Society, Georgetown, KY, August 17, 2006

A Lasting World, Irvine, KY, July 21, 2006

Knott County Leadership and Chamber of Commerce, Hindman, KY, July 20, 2006

Mason County Middle School, Maysville, KY, April 28, 2006

Shelby County Public Library, Shelbyville, KY, February 17, 2006

Kentucky Communities Economic Opportunity Council, Corbin, KY, December 16, 2005

Harvey Helm Memorial Library, Stanford, KY, June 25, 2005

Bracken County Homemakers Association, Brooksville, KY, June 23, 2005

Robinson Scholars freshman class, 2005, Hazard, KY, June 18, 2005

Robinson Scholars graduation class, 2005, Hazard, KY, June 18, 2005

Capital City Retired Teachers Association, Frankfort, KY February 21, 2005

Big Sandy Community and Technical College, Prestonsburg, KY, February 16, 2005

Northside Public Library, Lexington, KY, February 14, 2004

Kentucky State Consumer Science Annual Conference, Lexington, KY, December 3, 2003.

Kentucky Appalachian Artisan Center, Hindman, KY, October 23, 2003

Turner Scholars, Jackson, KY, July 2003

Bennett Center, London, KY, May 22, 2003

Education Pay\$ Center, Eastern Kentucky University, Richmond, KY, July 6, 2001.

McCreary County Chamber of Commerce, Whitley City, KY, March 5, 2001

Highlands Museum, Ashland KY, February 1, 2001

Anderson County Community Forum, Lawrenceburg, KY, January 11, 2001

Northern Kentucky African American Heritage Task Force, Covington KY, November 18, 2000

Knox County Public Library, Barbourville, KY, November 1, 2000

YMCA Association of Professional Directors Spring Conference, Lexington KY, April 20, 2000

Northern Kentucky African American Heritage Task Force, Covington KY, April 16, 2000

Black Parents and Friends, Harlan, KY, February 20, 2000

Newman Center Catholic Church, Richmond, KY, February 6, 2000.

Annual Daniel Boone National Forest Unity Meetings. Somerset, KY, January 29, 1998.

WORKSHOPS AND SEMINARS (SELECTED)

"Thriving in the Community College: A Focus on Student Success." Workshop given to faculty and staff at Burlington County Community College. Burlington County, NJ. May 23, 2014.

"Thriving in the Community College: A Focus on Student Success." Workshop given to faculty and staff at Tidewater Community College. Virginia Beach, VA. April 25, 2014.

"Thriving in the Community College: A Focus on Student Success." Workshop given to faculty and staff at Nelson Community College. Virginia Beach, VA. April 25, 2014.

"Becoming a More Culturally Competent Police Officer." Workshop given to Rockford, Illinois Police Department. Rockford, IL. October 17 & 18, 2013.

"Culture, Climate and Community: Policing in a Diverse Society." 8 hr. workshop given to Evanston, Illinois Police Department. Evanston, IL. October 13, 2013.

"Utilizing diversity and cultural competence to close the achievement gap." Murray State University Faculty Workshop, Murray, KY. September 15, 2013.

"Thriving in the Community College: A Focus on Student Success." Workshop given to faculty and staff at Bluegrass Community College. Lexington, KY. August 12, 2013.

"Becoming a More Culturally Competent Police Officer." 8 hr. workshop given to Rockford, Illinois Police Department. Rockford, IL. March 14 & 15, 2013.

"Culture, Climate and Community: Policing in a Diverse Society." 8 hr. workshop given to Evanston, Illinois Police Department. Evanston, IL. January 23, 2013

"First-Year Student Success: Thriving in College and Beyond." Workshop given to William Patterson University's faculty and staff. Patterson, NJ. May 8, 2012.

"Humanity, Diversity and the Liberal Arts." Workshop given to faculty and staff of Centre College. Danville, KY. November 8, 2011.

"The Law Enforcement Leader: Challenges and Opportunities for Greatness." Workshop for the Rockford Police Department. Rockford, IL. September 19-20, 2011

"Setting the Campus Agenda around Student Success." Workshop and summit facilitator at the Student Success Summit sponsored by the Texas Higher Education Coordinating Board. Austin, TX. July 25-26, 2011.

"Moving from Sage on the Stage to Guide on the Side." Workshop given to the Chicago Police Department in conjunction with the Illinois Law Enforcement Training and Standards Board. Chicago, IL, June 3, 2011.

"Leadership Development." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL, May 19, 2011.

"Leading a Multigenerational Workforce through Transparent Leadership." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. April 12, 2011.

"Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond." Lead presenter at Student Success Symposium, Chicago, IL. March 17-19, 2011.

"From Diversity to Cultural Competence: Taking Students Beyond Tolerance to Higher Levels of Intercultural Interaction and Appreciation." Lead presenter at Student Success Symposium, Chicago, IL, March 17-19, 2011.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Lead presenter at Student Success Symposium, Chicago, IL, March 17-19, 2011.

"Leading a Multigenerational Workforce through Transparent Leadership." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. December 15, 2010.

"Your Role as a Leader in the Strategic Planning Process." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. November 9-10, 2010.

"Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond." Lead presenter at Student Success Symposium, Las Vegas, NV. October 21-23, 2010.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Lead presenter at Student Success Symposium, Las Vegas, NV. October 21-23, 2010.

"Reaching and Teaching Non-College Ready Students." Lead presenter at Student Success Symposium, Las Vegas, NV. October 21-23, 2010.

"Police Executive Role in the 21st Century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. October 18, 2010.

"Generational Competence: Bridging the Gap." Workshop given to community members and Communicare employees, Springfield, KY. September 21, 2010.

"Cultural Competence: Understanding the Needs of a Diverse Population." Workshop given to staff members of the Florence Crittenden Home, Lexington, KY. September 7, 2010.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Workshop given to staff members of University of North Carolina-Wilmington, Wilmington, NC. August 13, 2010.

"How Diversity Enriches the College Experience." Workshop given to staff members of University of North Carolina-Wilmington, Wilmington, NC. August 13, 2010.

"The First Year Seminar: The Foundation for College Success." Workshop given to faculty members of University of North Carolina-Wilmington, Wilmington, NC. August 13, 2010.

"Sheriff Leadership Development." Workshop given to sheriffs in the state of Illinois in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. August 8, 2010.

"Cultural Competence: Laying a Foundation for Relating to Others." Workshop given to staff members of Communicare, Hardin, KY. July 20, 2010.

"Cultural Competence in the Classroom: Laying the Foundation for Student Learning." A session offered during the Behavior Institute Conference, Lexington, KY. July 15, 2010.

"Culture: The Advantages of Uniqueness and the Challenges it Brings." A session offered during the Behavior Institute Conference, Lexington, KY. July 15, 2010.

“Connecting with Your Community by Becoming Culturally Competent Public Servants.” Workshop given to community members and public servant employees, Covington, KY. July 13, 2010.

“How Critical and Creative Thinking Can Bridge the Achievement Gap.” Workshop given to administrators, faculty and staff of Clay County School District, Manchester, KY. July 12, 2010.

“Cultural Competence: How to Live and Work in a Diverse Society.” Workshop given to community members, London, KY. May 4, 2010.

“Leadership Development.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. April 21, 2010.

“Bridging the Generational Divide.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Joliet, IL. April 6, 2010.

“Diversity in Public Service.” Workshop given to public service employees for the city of Richmond, Richmond, KY. April 2, 2010.

“Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment.” Lead presenter at Student Success Symposium, Teaneck, IL. March 18-20, 2010.

“Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond.” Lead presenter at Student Success Symposium, Teaneck, IL. March 18-20, 2010.

“Facilitating Success in the Classroom: Connecting with Traditional and Non-traditional First Year Students.” Lead presenter at Student Success Symposium, Teaneck, IL. March 18-20, 2010.

“From Diversity to Cultural Competence: Taking Students Beyond Tolerance to Higher Levels of Intercultural Interaction and Appreciation.” Lead presenter at Student Success Symposium, Teaneck, NJ. March 18-20, 2010.

“Motivation and Leadership.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Normal, IL. February 16, 2010.

“Police Executive Role in the 21st century.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Joliet, IL. February 9, 2010.

“Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment.” Lead presenter at Student Success Symposium, October 22-24, 2009, Oakbrook, IL.

“Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond.” Lead presenter at Student Success Symposium, Oakbrook, IL. October 22-24, 2009.

“From Diversity to Cultural Competence: Taking Students Beyond Tolerance to Higher Levels of Intercultural Interaction and Appreciation.” Lead presenter at Student Success Symposium, Oakbrook, IL. October 22-24, 2009.

“Cultural Competence in the Classroom: Establishing a Foundation for student learning.” A half-day workshop given to student teachers at Eastern Kentucky University, Richmond, KY, October 20, 2009.

“Cultural Competence: Meeting the Needs of a Diverse Society.” Workshop given to professionals in Lebanon, KY, September 9, 2009.

“Preparing New Students for Success: The First Year Seminar at Montclair University.” Workshop given to faculty and staff at Montclair University, Montclair, NJ. May 28, 2009.

"How Law Enforcement Can Meet the Needs of a Diverse Population." Workshop given to members of the Columbia, Missouri police department, Columbia, MO. May 19 & 22, 2009.

"Dispersed Leadership: Capitalizing on Individual Strengths in Your Police Organization." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, East Peoria, IL. May 21, 2009.

"Bridging the Generational Divide in Law Enforcement." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Bloomington, IL. April 28, 2009.

"Cultural Competence: Meeting the Needs of a Diverse Society." Workshop given to members of the Youth Drug Prevention Coalition, Bardstown, KY. April 7, 2009.

"Leadership Development: Enduring, Surviving, and Thriving as a Law Enforcement Executive." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. March 19, 2009.

"Motivation: The Key to Personal and Professional Success." Workshop given to staff members of Communicare, Elizabethtown, KY. March 3, 2009.

"Police Executive Role in the 21st century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Bloomington, IL. February 24, 2009.

"Cross Cultural Connections: Cultural Competency." Workshop offered during the Annual Race Relations Conference, Louisville, KY. February 18, 2009.

"Creation of a Strategic Plan: Establishing Your Product in the Marketplace" Workshop given to the staff of the Illinois Law Enforcement Training and Standards Board, Macomb, IL. December 15-16, 2008.

"Community, Communication, Culture, and Competence: The Art and Science of Being a Public Servant." Workshop given to the Matteson Illinois Police Department, Matteson, IL. October 9 & 10, 2008.

"Your Role as a Leader in the Strategic Planning Process." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Oak Brook, IL. October 7-8, 2008.

"The Role of the First Year Seminar at Montclair University." Workshop given to faculty and staff at Montclair University, Montclair, NJ. August 26, 2008.

"Diversity: Music to My ears." Workshop given to student leaders at Northern Kentucky University, Highland Heights, KY. August 19, 2008.

"Cultural Competence: Taking Diversity to the Next Level." Workshop conducted at the Annual Governor's Empowerment Conference, Lexington, KY. August 18, 2008.

"Laying the Foundation and Building the Bridge." Workshop given to faculty and staff members of Paducah Public Schools, Paducah, KY. August 4, 2008.

"Engaging Students through the First Year Seminar." Workshop given to faculty and staff members of Toledo University, Toledo, OH. July 24, 2008.

"Four Elements of Student Success: Achieving Educational Equity for All." Workshop given to Kentucky Association of Elementary School Principals, Louisville, KY. July 15, 2008.

"School Leadership: How Principals Set a Tone of Success." Workshop given to Kentucky Association of Elementary School Principals, Louisville, KY. July 15, 2008.

“Infusing Diversity into the First Year seminar.” Workshop given to faculty and staff members of Babson College, Babson Park, MA. June 24, 2008.

“Turning Obstacles into Opportunity: The Real Role of Leadership.” Workshop given to the South Suburban Association of Chiefs of Police, Tinsley Park, IL. May 2-3, 2008.

“Retention: A Goal Reached Through Progressive Leadership.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Peoria, IL. April 22, 2008.

“Bridging the Generational Divide in Law Enforcement.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Moline, IL. April 14, 2008.

“Leadership Development: Enduring, Surviving, and Thriving as a Law Enforcement Executive.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. April 3, 2008.

“Generational Differences: Capitalizing on the Uniqueness of Each Generation.” Workshop given to staff members of Communicare, Elizabethtown, KY. March 5, 2008.

“Police Executive Role in the 21st Century.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Moline, IL. February 20, 2008

“Building Community around Diversity: A Study on Student Involvement and Understanding.” Workshop given to 250 Kentucky public schools’ faculty and administrators at the 7th Annual ECU College of Education Diversity Conference. Richmond, KY. February 6, 2008.

“Designing a Culturally Competent System to Effectively Serve Your Clientele.” Workshop given to staff members of Communicare, Falls of Rough, KY. November 28-29, 2007.

“Turning Obstacles into Opportunities: Encouraging our Children to Succeed.” Workshop given to participants of annual Title I Regional Conference, Owensboro, Kentucky. November 12, 2007.

“Diversity – The Importance of its Inclusion at Missouri Southern State University.” Workshop conducted for faculty and staff of Missouri Southern State University, Joplin, Missouri. September 25, 2007.

“Strategic Planning: A Roadmap to Success for Your Police Organization.” Workshop conducted for law enforcement executives in conjunction with the Illinois Law Enforcement Training and Standards Board, Urbana, Illinois. June 19-20, 2007.

“Weaving Cultural Competence into the Fabric of Your Community.” Workshop given to staff members of the Clay County Alliance for Inhalant Prevention, London, Kentucky. June 12, 2007.

“Weaving Cultural Competence into the Fabric of Your Community.” Workshop given to staff members of the Commonwealth Alliance for Substance Abuse Prevention, Lexington, Kentucky. May 30-31, 2007.

“Law Enforcement and the Diverse Community You Serve.” Workshop given to the Columbia Police Department, Columbia, Missouri. May 21, 23, and 25, 2007.

“Police Executive Role in the 21st Century.” Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, Illinois. April 26, 2007.

“Ethics: The Foundation for Law Enforcement.” Workshop given for the Justice & Safety Center at Eastern Kentucky University, Richmond, Kentucky. March 31, 2007.

"Millennials: Forget the X, Are You Ready for the Y?" Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, Illinois. March 20, 2007.

"Strategic Planning: A Guide for Police Organizations." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, Illinois. March 19, 2007.

"Police Executive Role in the 21st Century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, Illinois. March 19, 2007.

"Creating a Culturally Competent Classroom: A Guide for Diminishing Prejudice, Stereotyping and Discrimination in Our Schools." Workshop given to Kentucky public schools' faculty and administrators at the 6th Annual ECU College of Education Diversity Conference, Richmond, Kentucky. February 8, 2007.

"Becoming Culturally Competent in a Diverse Society." Workshop given to members of the Richmond Police Department, Richmond, Kentucky. October 20 and 23, 2006.

"Strategic Planning: A Roadmap to Success." Workshop given to the Western Association of Summer School Administrators, Boise, Idaho. October 10, 2006.

"Becoming Culturally Competent in a Diverse Society." Workshop given to members of the Richmond Police Department, Richmond, Kentucky. September 25 and 29, 2006.

"Strategic Planning: A Guide for Police Organizations." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Chicago, Illinois. September 12-14, 2006.

"Building Community around Diversity." Workshop given to master trainers in the Division of Substance Abuse and Mental Health Services, Lexington, Kentucky. July 18, 2006.

"Police Executive Role in the 21st Century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, Illinois. May 22, 2006.

"Diversity and Ethics: A Workshop for the Richmond Police Department." Workshop given to members of the Richmond Police Department, Richmond, Kentucky. April 19, 2006.

"Command Leadership: A Workshop for the Richmond Police Department." Workshop given to command staff of the Richmond Police Department, Richmond, Kentucky. April 11, 2006

"Leadership Development: Enduring, Surviving and Thriving as a Law Enforcement Executive." Workshop given to police chiefs in conjunction with the Illinois Law Enforcement Training and Standards Board, Decatur, Illinois. March 14, 2006.

"What is Leadership?" Workshop given to the Criminal Justice Executive Development class, Richmond, Kentucky. February 16, 2006.

"Race and Its Role in Educating Our Children." Workshop given at the 5th Annual Diversity Conference sponsored by the College of Education, Richmond, Kentucky. February 8, 2006.

"A Four-Step Process to School Diversity and Increased Test Scores." Workshop given to the Greenup County public school faculty, staff and administrators, Grayson, Kentucky. August 8, 2005.

"Recruiting and Retaining Minority Teachers and Administrators." Workshop given to the administrators of the Madison County Schools, Richmond, Kentucky. July 28, 2005.

"Police Executive Role in the 21st Century: Cultivating Quality." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, Illinois. May 14, 2005

"Police Executive Role in the 21st Century: Executive Responsibility of Leadership." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute, Macomb, Illinois. May 23, 2005.

"Diversity, Ethics, and Leadership: A Community Policing Foundation." A series of three full day workshops given to the Columbia Police Department. Columbia, Missouri. May 9-13, 2005.

"Four Steps to Living an Unbiased Life." Workshop presented at the 4th Annual Diversity Conference sponsored by the Eastern Kentucky University College of Education, Richmond, Kentucky. February 10, 2005.

"Enduring, Surviving, and Thriving as a Law Enforcement Executive: Leadership Development." One-day workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute, Bloomington, Illinois. January 25, 2005.

"Command Leadership Principles." Workshop given to law enforcement personnel sponsored by the Department of Criminal Justice training, Richmond, Kentucky. January 10, 2005.

"Ethics Training for the Line Officer." Three-day workshop given to statewide law enforcement agency members in conjunction with the ECU RCPI and the Department of Criminal Justice Training to the following municipalities on the following dates:

Prestonsburg, Kentucky, October 17-19, 2005
Richmond, Kentucky, May 25-27, 2004
Alexandra, Kentucky, December 1-3, 2003
Richmond, Kentucky, February 24-26, 2003
Louisville, Kentucky, January 6- 8, 2003 (Train the Trainers)
Louisville, Kentucky, August 21- 23, 2002
Louisville, Kentucky, May 29-31, 2002
Richmond, Kentucky, January 2002

"Police Executive Role in the 21st Century: Cultivating Quality." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, Illinois. May 17, 2004.

"Police Executive Role in the 21st Century: Executive Responsibility of Leadership." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, Illinois. May 16, 2004.

"Four Steps to Living an Unbiased Life." Workshop presented to Kentucky Country Day School, Louisville, Kentucky. February 5, 2004.

"Police Department Assessment." A three-day train the trainer workshop on the methods of doing police departmental assessment. Sponsored by the ECU RCPI, Richmond, Kentucky. August 18-20, 2003.

"Creating a Tolerant and Diverse Climate: Four Steps to Living an Unbiased Life." Workshop given to the faculty and staff at the Barnabas Home for Boys, Annville, Kentucky. October 14, 2003.

"Creating a Tolerant and Diverse Climate: Four Steps to Living an Unbiased Life." workshop given to the Ursuline Sisters of Louisville. Louisville, Kentucky. October 11, 2003.

"Diversity, Ethics, and Integrity: A Community Policing Foundation." A series of three one-day workshops given to the Columbia Police Department. Columbia, Missouri. April 26 - May 2, 2003.

"Closing The Achievement Gap: From Appalachia To Academia." 2nd Annual Diversity Conference sponsored by the College of Education, A two-day workshop given to Kentucky educators, Richmond, Kentucky. February 13 -14, 2003.

"Addressing the Achievement Gap: A Plan of Action for Classroom Educators." 1st Annual Diversity Conference sponsored by the College of Education, A two-day workshop given to Kentucky classroom educators. Richmond, Kentucky. January 28 - 29, 2002.

"Valuing and Managing Diversity in the College Residential Hall." A half-day workshop presented to the staff and students of the Housing Department, Eastern Kentucky University, Richmond, Kentucky. August 6, 2001.

"Strengthening Academic Success and Community through Diversity." A one-day workshop given to the faculty, staff and administrators of Louisville Doss High School, Louisville, Kentucky. August 3, 2001.

"Developing Leadership Qualities." A half-day workshop presented to the staff and students of the Education Pay\$ Center, Eastern Kentucky University, Richmond, Kentucky. July 13, 2001.

"Building Community through Diversity." A half-day workshop presented to the staff and students of the Education Pay\$ Center, Eastern Kentucky University, Richmond, Kentucky. June 15 & June 29, 2001.

"Community Policing In a Diverse Community and the Effects of Racial Profiling On Perceptions." A series of three one-day workshops given to the Columbia Police Department. Columbia, Missouri. April 30-May 4, 2001.

"Four Steps to Living an Unbiased Life." Bridge Builders and Human Relations Commission, Hopkinsville, Kentucky. October 16, 1999.

"Community Service in a Diverse Environment." A series of 10 four-hour workshops given to the Columbia Police Department. Columbia, Missouri. August 2-6, 1999.

"Four-Step Program in Developing a Multicultural Philosophy." Workshop given to student leaders at Eastern Kentucky University. Richmond, Kentucky. February 27, 1999.

"Developing a Non-Racist Attitude." Seminar presented to the faculty, staff, and students of the Central Alternative School, Fayette County School System, Lexington, Kentucky. February 17, 1999.

"The Black Family: Yesterday, Today, and Tomorrow." Seminar presented to the Social Work Association. Richmond, Kentucky. February 10, 1999.

"African American Contribution to the Building Of America." Seminar presented to The Model Laboratory Elementary School at Eastern Kentucky University, Richmond, Kentucky. January 28, 1999.

"Diversity and Leadership." A workshop conducted for all of the residential housing area coordinators and assistant area coordinators staff at Eastern Kentucky University, Richmond, Kentucky. January 5, 1999.

"Recognizing Community Needs and Steps to Take Upon Recognition." Workshop given to religious and lay leaders. Sponsored by the Catholic Dioceses of Lexington, KY, Richmond, Kentucky, (January 16, 1999) and Hazard, Kentucky (January 23, 1999).

"Racism, Sexism and Homophobia in the Residence Halls: A Student's Guide to Healing Hatred." A workshop conducted for residential development staff and students at Eastern Kentucky University, Richmond, Kentucky. October 19, 1998.

"Diversity and You in the Residence Halls." A workshop conducted for all residential housing staff at Eastern Kentucky University with co-presenter Reid Luhman, Richmond, Kentucky. August 11, 1998.

"Planning the Next Year." Workshop facilitated for Columbia Area United Way Executive Board, Rocheport, Missouri. June 26, 1998.

"Diversity and You in the Residence Halls." Workshop conducted for all of the residential housing staff at Eastern Kentucky University with co-presenter Reid Luhman, Richmond, Kentucky. August 16, 1997.

"Planning the Next Year." Workshop facilitated for Columbia Area United Way Executive Board, Rocheport, Missouri. June 26, 1997.

"Bringing Cultural Diversity into the University Student Community: Creating and Fostering a Multicultural Climate." Workshop presented to the summer orientation leaders at the University of Missouri, Columbia, Missouri. June 2, 1997.

"Getting on the Same Page." Workshop facilitated for the *RAIN* Board, Columbia, Missouri. May 31, 1997.

"The Power of Being an Assertive Leader." Workshop presented to the Regional Aids Interfaith Network's Care Team Leaders. Columbia, Missouri. May 22, 1997.

"Building Community through Diversity." A series of 8 eight-hour workshops given to the Columbia Police Department. Columbia, Missouri. February - April, 1997.

"Balancing Time, Work and Family." Seminar presented to parents and teachers in the Columbia public elementary schools, New Haven Elementary, Columbia, Missouri. April 22, 1997.

"Building Community in Higher Education: Cultural Diversity and the Stephens College Partnership." Workshop presented to Stephens' College faculty, students, and staff, Columbia, Missouri. April 18 - 19, 1997.

"Developing Cultural Sensitivity as a Teacher." Workshop presented to Ph.D. candidates in Adult and Higher Education, University of Missouri, Columbia, Missouri. April 16, 1997.

"Educational Programs for Divorcing Parents, University of Missouri Human Development and Family Studies program in Boone/Callaway Counties." Workshop presented at the Meeting the Challenges of Parenting in the 21st Century conference sponsored by UM Extension, Columbia, Missouri. April 15, 1997.

"What Should be Known About Black Families as a Key to a Child's Academic Success." In-service workshop presented to teachers in the Hannibal Missouri School District. February 6 and 20, 1997.

"Taking Cultural Diversity into the Next Century: Creating a Multicultural Workplace." Workshop presented to William Woods University faculty and staff, Fulton, Missouri. December 18, 1996.

"Getting on the Same Page." Workshop conducted for the Fun-City Playground Project for Disadvantaged, At-Risk Youth and presented to funders and supporters of the organization, Rocheport, Missouri. November 16, 1996.

"Developing Cultural Sensitivity as a Clinician." Workshop presented to Ph.D. candidates in Counseling Psychology, University of Missouri, Columbia, Missouri. November 6, 1996.

"Working Together in a Changing Environment: Workshop on Race, Ethnic and Gender Sensitivity in the Workplace." Presented to all nonprofessional staff of Columbia Public Schools, Columbia, Missouri. November 4, 1996.

"Arriving at a Multicultural Classroom." In-service workshop presented to school teachers in the Columbia Public Schools, Columbia, Missouri. September 26, 1996.

"Understanding Ourselves and Our Clients Better: A Workshop in Cultural Diversity." Workshop presented to Consumer Credit Counseling and The Job Center staff of Columbia, Missouri. August 27, 1996.

"How to Understand Diversity and Foster its Qualities." Workshop presented to Interact Organization and sponsored by Planned Parenthood, Columbia, Missouri. August 25, 1996.

"Getting on the Same Page." Workshop conducted for the Community Partnership, Columbia, Missouri. August 6, 1996.

"Communities, Families, and Pride." Workshop presented at the National Night Out, Moberly, Missouri. August 6, 1996.

"Fostering a Multicultural Classroom Climate: Stephens College Commitment to Diversity." Workshop presented to the Stephens College faculty, Columbia, Missouri. May 20 - 24, 1996.

"Teaching in a Power-Flattened Environment." Seminar given to the faculty at Stephens College, Columbia, Missouri. April, 1996.

"What All Families and Teachers Should Know About Balancing Work and Family." Seminar presented to parents and teachers in the Columbia public elementary schools. New Haven Elementary, Columbia, Missouri. April 1996.

"Diversity and MU." Workshop presented at the 1996 University of Missouri Faculty Retreat, Lake of the Ozarks, Missouri. April 1996.

"The Role of the Media in Race Relations." A mediated media panel seminar, Columbia, Missouri. April 1996.

"How to be a Culturally Sensitive Peer Counselor." Seminar presented at the Peer to Peer Annual Conference, Columbia, Missouri. April 1996.

"How to be Assertive without Being Aggressive." Workshop presented to care team leaders of the Regional AIDS Interfaith Network (RAIN). Columbia, Missouri. February 1996.

"Managing a Diverse Workforce." Two-day workshop presented to the supervisors and managers of the General Services Sector at the University of Missouri-Columbia, Columbia, Missouri. February 1996.

"Sexual Harassment in the Modern Corporation." Two-day workshop presented at RUDD Equipment Company, Louisville, Kentucky. January 1996.

"Cultural Diversity." Workshop presented at the 1995 University of Missouri Faculty Retreat, Lake of the Ozarks, Missouri. April 1995.

"Balancing Work and Family." Workshop presented to parents and teachers of the Columbia community and sponsored by the Columbia Public Schools and Parents as Teachers Organization, Columbia, Missouri. February 1995.

"Arriving at a Multicultural Classroom." Workshop presented to the secondary teachers of the Columbia Public Schools, Columbia, Missouri. January 1995.

"Welfare Reform: Who's Responsible for Who?" Seminar presented on the University of Missouri's campus sponsored by Sigma Gamma Rho Sorority, Columbia, Missouri. February 1995.

"Taking Higher Education into the Next Century: Cultural Diversity and the Stephens College Partnership." Workshop presented to Stephens College faculty, students, and staff, Columbia, Missouri. November 10 - 11, 1995.

"Coming to Grips with Ourselves: An Exercise in Multicultural Development." Workshop conducted to professors of Elementary Education and teachers of K-3 grade educators. Project Construct, Columbia, Missouri. October, 1994.

"Retaining Blacks through a Multicultural Philosophy." Workshop presented to the Allied Health and Nursing faculty, Eastern Kentucky University, Richmond, Kentucky. April 1994.

"Balancing Work and Family." Workshop presented to extension and resident faculty at the annual Making Connections in HES Extension meetings, University of Missouri-Columbia, Columbia, Missouri. April 1994.

"How to Teach a Multicultural Curriculum." Seminar presented to the Association of Childhood Education International, University of Missouri-Columbia. Columbia, Missouri. March 1994.

"How to Combat Racism in College Residential Housing." Seminar presented to resident housing directors and students at the University of Missouri-Columbia, Columbia, Missouri. February 1994.

"Growing Up in Today's Society." A series of seminars presented to children ranging in age from nine through sixteen. Last presented at the University of Kentucky Sports Program, summer 1992.

"Race and Gender Diversity in the Corporation and the University." A seminar presented to the Kentucky Annual Conference of Residence Halls, Eastern Kentucky University, Richmond, Kentucky. February 1992.

"Sex: A Hot Topic Lately." A seminar on sexual harassment in the workplace presented at Eastern Kentucky University, Richmond, Kentucky. November 1991.

"How to Understand Cultural Diversity in the Workplace." Workshop presented at the University of Kentucky Medical Center (May 1991) and the University of Kentucky Main Campus (October 1991).

"Nomenclature: What Shall We Call Ourselves?" A seminar on the reasons why different ethnic and racial groups change names for identification over time; presented at Eastern Kentucky University, Richmond, Kentucky. Fall 1990.

GRANTS

Rockefeller Philanthropy Advisors (\$720,000) "Core to College: Preparing Students for College Readiness and Success", 1 of 19 states selected for funding, January 2012 to January 2015.

Lumina Foundation (\$120,000) "Quality Collaboratives" October 2011 – October 2013

U.S. Department of Education (\$53,800,000) "GEAR UP Kentucky," September 2011 – September 2017.

Lumina Foundation (\$150,000) "Tuning USA," December 2010.

James G. Brown Foundation (\$326,000) "Redesign of Developmental Education in Kentucky," May 2016 – June 2018.

Eastern Kentucky University (\$9,000) "Factors That Influence School Dropout Rate: an In-Depth Study of a Rural Appalachian School District" May 15, 2008-August 14, 2008.

Kentucky State Police (\$5,940) "Review/Update the Cadet Applicant Written Examination." January 1, 2008–June 30, 2008

Eastern Kentucky University (\$2,341) "Youth Voter Registration Strategies: A Campus Based Experiment." September 5, 2006 - May 15, 2008. (PI)

Missouri Department of Social Services (\$3,000) "Missouri task force on the status of African American males." January 15, 1997 - March 15, 1997. (PI)

Missouri Department of Social Services (\$100,000) "Caring Communities project: The Development of a transdisciplinary approach to undergraduate, graduate, and continuing professional education" at the University of Missouri. September 1, 1996-August 31, 1997. (Co-PI)

The Spencer Foundation (\$11,940) "African American adolescence perspectives on education." September 1, 1996-August 31, 1997. (PI)

Boone/Callaway Family Court: "Focus on Kids," (provides parent education to all divorcing parents in Boone and Callaway counties), approximately \$20,000 per year, June 1, 1995-May 31, 1997. (Co-PI)

University of Missouri-Columbia General Education Council Award

(\$4,000) for teaching enhancement, 1997.

(\$8,000) for teaching enhancement, 1995.

(\$7,000) for teaching enhancement, 1994.

University of Missouri-Columbia Research Council Grant and Summer Fellowship Award (\$7,000), 1994. Award given for continuing research on educational attainment and retention of Blacks on mainly White college campuses.

University of Missouri-Columbia Alumni Faculty Development Incentive Award (\$884), 1994. Award granted for continuing research on divorce in the African-American family.

University of Missouri-Columbia College of Human Environmental Sciences Margaret Mangel Catalyst Award (\$1,100), 1994. Award granted for research on the divorced African-American fathers.

HONORS AND AWARDS

Honorable Order of the Kentucky Colonels, 2012

Richmond Police Department's Citizen's Service Award, 2012

Rotary Club Citizen of the Year, 2011

Acorn Award Nominee, 2008

EKU College of Education Annual Research Award, 2009

EKU College of Education Annual Service Award, 2008

Richmond, KY Unity Award, 2008

Central Kentucky Volunteer of the Year Award Nominee, 2007, 2008

Eastern Kentucky University Hall of Distinguished Alumni Member, 2006

Honorable Mention (1 of 8 finalists) for Outstanding First-Year Advocate Award, 2000-2001
Sponsored by the National Resource Center for the First-Year Experience and Students in Transition.

Honorable Mention (1 of 10 finalists) for Outstanding First-Year Advocate Award, 1999-2000
Sponsored by the National Resource Center for the First-Year Experience and Students in Transition.

1996 Provost's Outstanding Junior Faculty Teaching Award, University of Missouri-Columbia

Award for Excellence, Presented for manuscript "Community diversity issues: Strategies for a comprehensive multicultural framework." By the U.S. Department of Health and Human Services, June 10, 1996

Outstanding Faculty Member for 1995, selected by *QEBH* at The University of Missouri-Columbia

Study Group on Culture and Ethnicity, 1 of 10 national scholars (1998-2003)
Sponsored by The Family Research Consortium, NIMH and other funding agencies

International Who's Who of Intellectuals, Tenth Commemorative Edition from the International Biographical Center, elected in 1992

Outstanding Leadership Award in Business and Academia, and inclusion in the Fourth Edition of International Directory of Distinguished Leadership, 1992

Omicron Delta Kappa, University of Kentucky Chapter, 1990

Lyman T. Johnson Fellow, University of Kentucky, 1989-1991

Golden Key Honors Society

Phi Kappa Phi

PROFESSIONAL SERVICE (SELECTED)

Governor's Appointee, Charter Schools Advisory Council

Governor's Appointee, Education Commission of the States

Governor's Appointee to the Kentucky Workforce Innovation Board (KWIB)

Board Member, Chair of the Governance Committee and Member of the Compensation Committee, Baptist Health Board

Member, Educational Professional Standards Board

Member, The Quality Assurance Commons for Higher and Postsecondary Education Advisory Board

Board Chair, National Council for Community and Education Partnerships

Board Member, National Council for Community and Education Partnerships

Board member, AVID Higher Education

Editorial Review Board, Illinois Law Enforcement Training and Standards Board

Advisor, Student Government Association Eastern Kentucky University

Member of the Executive Board, Collegiate Press

Grant Proposal Reviewer, National Institute of Mental Health

Membership Chair, Ethnic-Minorities section of the National Council on Family Relations (NCFR)

Reviewer, *Journal of Marriage and the Family*

Reviewer, *Family Relations Journal*

Reviewer, *Journal of Social and Personal Relationship*

Reviewer, *Journal Student Retention*

Reviewer, *Journal for Juvenile Justice and Detention Services*

Reviewer, paper presentation proposals to be given at the annual conference of the NCFR

Member, Reubin Hill Award Committee, NCFR

Member, Committee on Diversity, NCFR

Consultant, Stephens College, Columbia, MO

Consultant, William Woods University, Fulton, MO

Consultant, Columbia Missouri Police Department

Consultant, City of Columbia, MO

Consultant, City of Richmond, KY

Consultant, Governor's Task Force on the Status of African American Men, State of Missouri

Consultant, Regional Community Policing Institute, Richmond, KY

Consultant, Louisville Police Department, Louisville, KY

Consultant, Hopkinsville Police Department, Hopkinsville, KY

Mentor, Wakonse Fellows, University of Missouri

National American Association of Summer Sessions, Executive Board

COMMUNITY SERVICE (SELECTED)

Shaping Our Appalachian Region (SOAR) Futures Committee
Kentucky African American Encyclopedia, Editorial Board
Kentucky Chemical Demilitarization Citizen's Advisory Commission
Kentucky Humanities Council, Member of the Board of Directors
Madison County Education and Business Partnership
Pattie A. Clay Hospital, Chair of the Board of Directors
Baptist Healthcare: Board Member; Chair of Governance Effectiveness Committee; Executive Committee
Pattie A. Clay Hospital Physician Compliance Committee, Chair
Pattie A. Clay Hospital, Member of the Finance Committee and Member of the Medical Staff Executive Committee
Pattie A. Clay Hospital, Chair of Executive Committee
Regional Community Policing Institute, Executive Board Member
Richmond Police Chief Advisory Board
Ambassadorial Scholars, Richmond Rotary Club
Bluegrass Rape Crisis Center, Executive Board Member
The Boys and Girls Club of Madison County, Executive Board Member
City of Richmond Citizen's Advisory Board
Governor's Literacy Project, Member
Habitat for Humanity Publications & Public Relations Committee
Hope's Wings Domestic Violence Shelter, Board Member
Kentucky Humanities Council, Speakers Bureau
Madison Central High School, Curriculum Committee
Madison County Schools Strategic Planning Committee
Minority Men's Network, Columbia, MO, Member
The Northeast Caring Communities, Consultant
P-16 Council, Member
Race Relations Task Force, Columbia, MO, Consultant
Regional AIDS Interfaith Network of Central Missouri (RAIN), Executive Board Member
Richmond Rotary Club
The Ronald McNair Scholars Program, Executive Board Member
The Ronald McNair Scholars Program, Editorial Board Member
St. Stephens Newman Center Board, Chair
United Way of Central Missouri, Chair of Allocation of Funds Panel
United Way of Central Missouri, Agency Relations Committee Member
YMCA, Board Member

PROFESSIONAL CONSULTING EXPERIENCE

SELECTED EDUCATIONAL ORGANIZATIONS: Anderson County Kentucky Schools, Augsburg College, Berea College, Boone County Missouri School District, Burlington County Community Colleges, Cal-Poly, Centre College, Cincinnati State, Clay County Kentucky Schools, Cumberland College, Dickinson State University, Elizabeth City University, Fayette County Kentucky Schools, Florida Southwestern College, Franklin County High School, Jefferson County Kentucky Schools, Kentucky Community & Technical College System, Kentucky Country Day School, Kentucky State University, Kentucky Wesleyan, Lindsey Wilson, Madison County Kentucky Schools, McCreary County High School, Mercer County Kentucky Schools, Missouri Southern State University, Model Laboratory School, Montclair State University, Montgomery County Kentucky Schools, North Carolina Central, North Carolina Wilmington, North Carolina State University, Pfeiffer College, Pima Community College, Providence, Kentucky School District, Sacramento City College, Shawnee State University, Shelby County Schools, Sinclair Community College, Southern State Community College, St. Henry's High School, Stephens College, Texas A&M-Kingsville, Texas Higher Education Coordinating Board, Tidewater Community College, Union College, University of Houston-Downtown, University of Kentucky, University of North Carolina-Wilmington, University of Missouri, University of Texas-Brownsville, Washington County school district, Wiley College, William Patterson University

Examples of services provided: college preparation, student success, diversity training, faculty hiring and mentoring, generational differences, rebuilding general education, overcoming obstacles, recruiting and retaining diverse faculty and staff, strategic planning, leadership, closing gaps, etc.

SELECTED CHURCHES/RELIGIOUS ORGANIZATIONS: Carrollton Christian Academy, Catholic Diocese of Lexington, Kentucky, St. Mark Catholic Church

Examples of services provided: cultural diversity, marriage and relationships

SELECTED LAW ENFORCEMENT ORGANIZATIONS/AGENCIES: Chicago Police Department, Chicago Sheriff's Department, Columbia Police Department, Danville Kentucky Police Department, Department of Criminal Justice Training, Evanston, Illinois Police Department, Hopkinsville Kentucky Police Department, Illinois Law Enforcement Training and Standards Board, Kentucky Law Enforcement Council, Kentucky Traffic School/Graduate Licensing Program, Louisville Kentucky Police Department, Regional Community Policing Institute, Richmond Police Department, Rockford, Illinois Police Department

Examples of services provided: citizen review boards (establishment of and working with), departmental assessments, diversity training, ethics training, generational differences, internal affairs assessments, leadership development, merit and promotion guidelines, performance evaluation systems, race relations, recruiting and retaining diverse officers and personnel, sexual harassment, strategic planning

SELECTED MUNICIPALITIES: Boone County Missouri, Calloway County Missouri, Columbia, MO, Glasgow, KY, Hopkinsville, KY, Louisville, KY, Moberly, MO, Richmond, KY

Examples of services provided: community surveys, conducting and facilitating community forums, conflict resolution, departmental training and assessment, diversity training, leadership development, performance reviews, recruiting and retaining diverse personnel, strategic planning

OTHER SELECTED ORGANIZATIONS: Alliance for Substance Abuse Protection, Carnegie Center for Literacy and Learning, Center for Rural Development, Community Partnership, Division of State and Mental Health, FDIC Bank Examiners, Fun City Playground Project, Hope's Wings, Kentucky Association of Gerontology, Kentucky Humanities Council, Kentucky Nursing Association, Kentucky Society of Certified Public Managers, National American Association of Summer Sessions, National City Bank, Ohio Literacy Institute, Parent Link (Missouri), Pattie A. Clay Hospital, Planned Parenthood, Practical Parenting Partnerships (Missouri), Rudd Equipment Company, The Jobs Center (Missouri), Western Association of Summer School Administrators Western Kentucky Human Relations Commission, YMCA, YMCA Association of Professional Directors

Examples of services provided: cultural competence, diversity training, establishment of non-profit boards, leadership, overcoming obstacles, recruiting and retaining diverse staff, site reviews, strategic planning