

C. SEAN ROBINSON, PhD

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Washington, DC 20002

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EDUCATION

PhD University of Wisconsin-Madison, Madison, WI
Higher Education Leadership & Policy Analysis
Supporting Areas: Organizational Theory & Behavior; Educational Research
Student Affairs Administration/Counselor Education

MBA University of Wisconsin-Madison, Madison, WI
Management & Human Resources, (AACSB)

M.Ed. College of William & Mary, Williamsburg, VA
Counseling Psychology, August

B.A. University of Virginia, Charlottesville, VA
Major: Psychology; Minor: Classics

TEACHING EXPERIENCE

Morgan State University, Baltimore, MD
Dept. of Advanced Studies, Leadership & Policy
Associate Professor (tenured), Aug 2012-May 2019
Full Professor (tenured), Aug 2019-present
Graduate Program Director, Jan 2020-Dec 2023

- Teach a full-time graduate course load annually (2+2 load; MA and PhD courses)
- Supervise Practicum & Internship experiences and assist students in securing internships
- Supervise/chair approximately 10 dissertation students
- Participate on 2-4 dissertation committees as contributing member
- Serve on departmental, school, and university committees as needed

Graduate Courses (Master's/PhD):

- *Student Development Theory (MA)*
- *Contemporary College Students (MA)*
- *Counseling & Student Affairs (MA)*
- *Leadership in Higher Education (MA/PhD)*
- *Legal Issues in Higher Education (MA/PhD)*
- *Administration & Governance of Colleges & Universities (MA/PhD)*
- *Narrative Inquiry Research (PhD)*
- *Diversity & Multiculturalism in Higher Education (MA/PhD)*
- *Organizational Theory (PhD)*
- *Gender & Sexuality in Higher Education (PhD)*
- *Organizational Culture in Higher Education (PhD)*
- *Strategic Enrollment Management (PhD)*
- *Advanced Qualitative Research (PhD)*

Argosy University, Washington, DC
Educational & Organizational Leadership
Associate Professor, September 2009-July 2012
Assistant Professor, January 2005 - August 2009

- Teach a full-time graduate course load annually (3+3 load; MA and EdD courses)
- Supervise/chair approximately 8-10 dissertations
- Manage the comprehensive exam process for EdD candidates
- Work with Coordinator to conduct program assessments
- Oversee Program Advisory Board
- Work with/support adjunct faculty for program courses as needed

Educational Leadership Graduate Courses (Master's/EdD):

- *Human Resource Management*
- *Staff & Professional Development*
- *Contemporary Issues in Education*
- *Managing Change*
- *Student Affairs Administration*
- *Educational Leadership*
- *Higher Education in the US*
- *Ethics in Higher Education*
- *Curriculum Design for Higher Education*
- *Organizational Communication*
- *Adult Learning Theory*

Organizational Leadership/Business Graduate Courses (MBA/DBA/EdD) Courses:

- *Leadership Theory*
- *Advanced Organizational Behavior*
- *Ethics & Leadership*
- *Organizational Consulting*
- *Non-Profit Management*
- *Leading Change*
- *Human Resource Management*
- *Adult Learning Theory*

Research Courses (cross discipline, doctoral level):

- *Intro. Research Methods*
- *Mixed Methods Research*
- *Quantitative Analysis (Stats I)*
- *Writing for Research (Adv. Research Methods)*
- *Adv. Qualitative Research*

SELECTED PAPERS & PRESENTATIONS

PUBLICATIONS (*indicates doctoral student co-author)

Robinson, C. S. (2024). Trans Faculty & Queer Battle Fatigue: Poetic (Re)Presentations of Navigating Identity Politics in the Academy. In B. Wozolek & D. Carlson, *Queer Battle Fatigue: From verbal aggression to physical violence: LGBTQ+ experiences, everyday oppression, and education* (pp. 7-23), Routledge. (This book was optioned by Routledge and is an updated version of a special issue originally published in the International Journal of Qualitative Studies in Education).

Kakooza, M.*, & Robinson, C. S. (2023). Speaking from the Double Margins: Exploring the Narratives of Bisexual Faculty in Higher Education. In G. Jean-Marie & H. Tran (Eds.) *Leadership in turbulent times: Cultivating diversity and inclusion in the Higher Education Workplace* (pp. 83-96), Studies in Educational Administration Series. Emerald.

Robinson, C. S. (2022). Trans Faculty & Queer Battle Fatigue: Poetic (Re)Presentations of Navigating Identity Politics in the Academy. *International Journal of Qualitative Studies in Education*, 35(9), 911-927.

- Robinson, C. S. & Celestine, T.* (2021). The Legacy of Dr. James Anderson: Understanding the Role and Place of African Americans in Education from the Reconstruction Era to the 21st Century. *Spectrum: A Journal on Black Men*, 9(1-2), 7-20.
- Robinson, C. S. (2020). Revitalizing Community: Morgan State University's Role in Economic and Business Development. In A. Papadimitriou (Ed.) *Reinventing the Public Mission of Higher Education: Policies and Practice* (pp 59-76). Baltimore, MD: Johns Hopkin University Press
- Robinson, C. S. (2019). Gender & Sexual Minority Faculty Negotiating 'A Way of Life': Friendships and Support within the Academy. In D. Carlson & N. Rodriguez (Eds.) *Foucault, Friendships, and Education* (pp. 77-90). New York: Palgrave.
- Robinson, C. S. (2018). E-mentoring in a Technology Mediated World: Implications for Doctoral Leadership Training. In L. Hyatt & S. Allen (Eds.). *Advancing Doctoral Leadership Education* (pp. 210-229). Northhampton, MA: Edward Elgar.
- Robinson, C. S. (2018). Hiding in Plain Sight: Early Career Experiences of a Non-Binary Faculty Member. *Women & Language*, 41(1), 110-127.
- Robinson, C. S. (2018). Faculty Work Life: Beyond the Tipping Point. In J. DeVitis & P. Sasso (Eds.) *College at the Crossroads: Taking Sides on Contested Issues* (pp. 209-219). New York: Peter Lang.
- Robinson, C. S. (2018). Mentoring for LGBTQ Student Success. In M. Frederick, J. Maldonado & P. Sasso (Eds.) *The Dynamic Student Development Meta-Theory: A New Model for Student Success* (pp. 171-193). New York: Peter Lang.
- Robinson, C. S. & Troy, C.* (2018). Mentoring and Socialization Experiences of Graduate Students in Professional Programs. In T. Boykin, A. Hilton, & R. Palmer (Eds.) *Professional Education at Historically Black Colleges and Universities: Trends, Experiences & Outcomes* (pp. 103-122). New York: Routledge.
- Robinson, C. S. (2016). Mentoring Graduate Students at HBCUs: A 21st Century Mandate for Success. In C. Prince & R. Ford (Eds.) *Setting a New Agenda for Student Engagement and Retention in Historically Black Colleges and Universities* (pp. 64-79). Hershey, PA: IGI Global.
- Hollis, L. & Robinson, C. S. (2016). Insult to Injury: The Extent of Bullying for Gender and Sexual Minorities in Community Colleges. In L. Hollis *The coercive community college: Bullying and its costly impact on the mission to serve underrepresented populations* (pp. 13-123). Bingley, UK: Emerald.
- Robinson, C. S., & Seyforth, S. (2016). Career Challenges of Gender and Sexual Identity Minority (GSM) Student Affairs Professionals. *Common Purpose: Annual Knowledge Community Conference Publication* (pp. 35-37). Washington, DC: NASPA–Student Affairs Administrators in Higher Education.
- Robinson, C. S. (2016). Social Media, Celebrity Role Models, and LGBTQ Youth: Lady Gaga as Para-social Mentor. In J. Manning & C. Noland (Eds.) *Contemporary Studies of Sexuality & Communication* (pp. 501-518). Dubuque, IA: Kendal Hunt.

- Robinson, C. S. (2016). Out of the Closet and into the Classroom: LGBTQ Issues and Inclusive classroom practice. In V. Bloomfield & M. Fischer (Eds.) *Voices of LGBTQ Students and Teachers: Changing the Culture of Schooling* (pp. 161-175). New York: Routledge.
- Robinson, C. S. (2014). This class is so queer! Pedagogy & Sexuality in the college classroom. In N. Johnson & S. Wilson (Eds.) *Teaching to Difference?* (pp. 57-67). Cambridge, UK: Cambridge Scholars Press.
- Robinson, C. S. & Alston, B.* (2014). Lavender Identity & Representation in the Media: The Portrayal of Gay and Lesbian Millennials in Popular Television. In B. Kaklamanidou & M. Tally (Eds.) *Millennials on Film and Television: The Politics of Popular Culture* (pp. 31-45). Jefferson, NC: McFarland Press.
- Robinson, C. S. (2013). Using Technology & Digital Narratives to Engage Graduate Students in Self-Authorship and Learning Partnerships. In L. A. Wankel & P. Blessinger (Eds.) *Increasing Student Engagement and Retention through Multimedia Technologies* (pp. 41-65). Bingley, UK: Emerald Publishing.
- Robinson, C. S. (2013). Multicultural studies & sexual diversity: A postmodern queer(y) for all. In S. Pinder (Ed.) *American Multicultural Studies* (pp. 463-480) . San Francisco, CA: Sage.
- Robinson, C. S. & Franklin, V.* (2011). Working against the odds: The support needs of successful African American women. In C. R. Chambers (Ed.) *Black American Female Students on Campus: Successes and Challenges* (pp. 21-41). Cambridge, MA; Emerald Press.
- Robinson, C. S. (2010). I am because we are: The impact of musical community on gay identity. In B. Reed & Z. Nicolazzo (Eds.) *Stories From Ourselves: The Impact of Work with Gender Related Programs and Services* (pp. 5-6). Washington, DC: ACPA/NASPA.
- Robinson, C. S. & Horton, J. K. (2010). Technology mediated learning communities. *Academic Exchange Quarterly*, 14(1), 110-114.
- Robinson, C. S. (2010). Media literacy and LGBT students. *Academic Exchange Quarterly*, 13(4), 167-173.
- Robinson, C. S. (2008). Not what you think: Doctoral students' initial expectations of graduate school *CGPSE Newsletter, Issue 7*.
- Robinson, C. S. (1994). Counseling gay males with AIDS: Psychosocial perspectives. *Journal of Gay and Lesbian Social Services*, 1, 15-32.

PRESENTATIONS (Referred) (*indicates doctoral student co-author)

- Robinson, C. S. (2024). Chair & Discussant (Research Paper Session): Explorations of Identity and Ecocultural Development. ACPA Annual Conference. Chicago, IL. March 2024.

- Robinson, C. S. & Celestine, T.* (2019). When the Personal Becomes the Political: Early Career Experiences of LGBTQ+ University Faculty. South Atlantic Modern Language Association Annual Conference. Atlanta, GA. November 2019.
- Robinson, C. S. (2018). Understanding Trans Faculty: An Empirical Study. South Atlantic Modern Language Association Annual Conference. Birmingham, AL. November 2018.
- Robinson, C. S. (2018). Centering Race in LGBTQ Research and Assessment: Margin to Center (Symposium on LGBTQ+ Research in Higher Education). Chair, Katie Styles. ACPA Annual Conference. Houston, TX. March 2018.
- Robinson, C. S. & Seyforth, S. (2018). Organizational Climate Issues of Gender & Sexual Identity Minority SAsPros. ACPA Annual Conference. Houston, TX. March 2018.
- Robinson, C. S. & Seyforth, S. (2018). Career Challenges of Gender & Sexual Identity Minority SAsPros. NASPA Annual Conference. Philadelphia, PA. March 2018.
- Wade, M. & Robinson, C. S. (2017). The Negotiated Terrain of Gay Dads. American Counseling Association Illuminate Symposium on Working with LGBTQ Populations. Washington, DC. June 2017.
- Robinson, C. S. (2017). Queering Research: A Symposium on LGBTQ+ Research in Student Affairs. Chair, Darris Means. ACPA Annual Conference. Columbus, OH. March 2017.
- Robinson, C. S. (2016). Career Challenges of LGBTQ Student Affairs Professionals: An Exploration of Micro & Macro Climates. American Educational Research Association Annual Conference, Washington, DC, April 2016.
- Robinson, C. S. (2016). Somewhere Over the Rainbow: Narratives of LGBTQ Faculty. American Educational Research Association Annual Conference, Washington, DC, April 2016.
- Robinson, C. S. (2016). Campus Climate Issues for Gender & Sexual Minority Faculty: Making the Private Public. Center for the Study of Collective Bargaining in Higher Education Annual Conference, New York, NY, April 2016.
- Robinson, C. S. (2016). Inside the Lavender Tower: LGBTQ Faculty & Campus Cultures. Popular Culture Association/American Culture Association Annual Conference. Seattle, WA. March 2016.
- Robinson, C. S. (2016). Chairperson & Discussant. Educating For Social Justice. ACPA Annual Conference. Montreal, QE. March 2016.
- Robinson, C. S. (2016). Chairperson & Convener. ACPA Foundation Grant Symposium. ACPA Annual Conference. Montreal, QE. March 2016.
- Robinson, C. S. (2014). Queering the Academy: Queer Theory as a Theoretical Foundation in Higher Education Research (Symposium member). Association for the Study of Higher Education Annual Conference. Washington, DC. November 2014.

- Robinson, C. S. (2014). Inside the Lavender Tower: Narratives of LGBTQ Faculty. Association for the Study of Higher Education Annual Conference. Washington, DC. November 2014.
- Robinson, C. S. & Stebick, D. (2014). Queer Like Me: An Exploration of the Impact of Gay & Lesbian Representation in Popular Television on LGBTQ Young Adults. Film & History Annual Conference, Madison, WI. October 2014.
- Robinson, C. S. & Stebick, D. (2014). The Importance of Media Literacy: An Investigation of Gay and Lesbian Youth in Popular Television. American Educational Research Association Annual Conference, Philadelphia, PA, April 2014.
- Robinson, C. S. & Griffin, K. (2014). Finding Your Way: Thinking Critically about Your Life and Your Career Path. ACPA-College Student Educators International convention, Indianapolis, IN, March 2014.
- Robinson, C. S. & Franklin, V.* (2013). Mentoring at the Crossroads: The Support Needs of African American Doctoral Students. American Educational Research Association Annual Conference. San Francisco, CA, April 2013.
- Robinson, C. S. (2013). Chairperson/Discussant. Coaching and Mentoring Special Topics. American Educational Research Association Annual Conference. San Francisco, CA, April 2013.
- Robinson, C. S. (2013). Chairperson/Discussant. Queer on Campus: LGBTQ Issues in Postsecondary and Professional Education. American Educational Research Association Annual Conference. San Francisco, CA, April 2013.
- Robinson, C. S. & Franklin, V. (2012).* Mentoring as Other-Mothering: Supporting, Nurturing, and Guiding African American Female Graduate Students on their Academic Journeys. Association for the Study of Higher Education Annual Conference, Las Vegas, NV, November 2012.
- Robinson, C. S. (2012). Campus-Based Mentoring for LGBTQ College Students: Implications for Staff & Administrators. Association for the Study of Higher Education Annual Conference, Las Vegas, NV, November 2012.
- Robinson, C. S. (2012). Campus-Based Mentoring for LGBTQ College Students: Implications for Student Affairs. ACPA Annual Conference. Louisville, KY, March 2012.
- Robinson, C. S. & Franklin, V.* (2011). Talking Back & Speaking Out: Mentoring Experiences of African American Female Doctoral Students. American Educational Research Association Annual Conference. New Orleans, LA, April 2011.
- Robinson, C. S. & Franklin, V.* (2011). Mentoring & Support Needs of Successful African American Female College Students: Implications for Student Affairs. ACPA Annual Conference. Baltimore, MD, March 2011.
- Robinson, C. S. & Franklin, V.* (2011). Talking Back & Speaking Out: Mentoring Experiences of African American Female Doctoral Students in the U.S. Preparing for Academic Practice Symposium, University of Oxford, Oxford, UK. March 2011.

- Robinson, C. S. (2010). Chairperson/Discussant. "Student Learning and Technology." American Educational Research Association Annual Conference, Denver CO, April 2010.
- Robinson, C. S. & Horton, J. K. (2010). "I Think I Can, I Think I Can": Fostering Inquiry and Understanding in Graduate Research Courses, American Educational Research Association Annual Conference, Denver CO, April 2010.
- Robinson, C. S. (2009). I Think Therefore I Am: Doctoral Students' Early Experiences and Future Possibilities, Association for the Study of Higher Education Annual Conference, Vancouver, BC, November 2009.
- Robinson, C. S. (2009). Chairperson. "Student Learning & Development: Classroom Contexts." Association for the Study of Higher Education Annual Conference, Vancouver, BC, November 2009.
- Robinson, C. S. (2009). The Making of Scientists: A Qualitative Exploration of the Academic Experiences of Doctoral Science Students, American Educational Research Association Annual Conference, San Diego, CA, April 2009.
- Robinson, C. S. (2009). Being Bright is Not Enough: Implicit Rules of Graduate School, American College Personnel Association Annual Convention, Atlanta, GA, March 2009
- Robinson, C. S. (2008). To Be or Not to Be: Doctoral Science Student's Early Experiences. Preparing for Academic Practice Symposium, University of Oxford, Oxford, UK. April 2008.
- Robinson, C. S. (2008). Experiences of First Year Doctoral Students: Implications for Student Affairs, American College Personnel Association Annual Convention, Atlanta, GA, March 2008.
- Robinson, C.S. (2007). Not What You Think: Doctoral Students' Initial Expectations of Graduate School, American Educational Research Association Annual Conference, Chicago, IL, April 2007.
- Robinson, C. S. (2006). Mentoring at the Crossroads: Creating Dynamic Followerships, International Leadership Association Annual Conference, Chicago, IL, November 2006.
- Robinson, C. S. (2004). Leadership Coaching in Higher Education: Evoking Excellence in Others, American College Personnel Association Annual Convention, Philadelphia, PA, March 2004.
- Robinson, C. S. (2002). Job Search Strategies for Gay, Lesbian & Bisexual Individuals, American College Personnel Association Annual Convention, Long Beach, CA, March 2002.
- Robinson, C. S. (1999). Waffling & Flailing: Undergraduates in Pursuit of a Ph.D., with Chris Golde, Association for the Study of Higher Education Annual Conference, San Antonio, TX, November 1999.
- Robinson, C. S., Chrostowski, P. & Fayram, M. (1998). Facilitating Communication Between Faculty Members and Students with Disabilities, American College Personnel Association Annual Convention, St. Louis, MO, March 1998.
- Niles, S. & Robinson, C. S. (1994). Counselors' and Clients' Perceptions of Important Events in Career Counseling, American Counseling Association Annual Convention, Minneapolis, MN, April 1994.

PRESENTATIONS (Invited)

Robinson, C. S. (2024). Empowering Growth: A Journey into Trauma Informed Coaching. Beckett-McInroy Consultancy, Global Workshop Online, April 2024.

Robinson, C. S. (2024). Global Workshop on Diversity Goal Setting for Regional Chapters. International Coaching Federation, Online, April 2024.

Robinson, C. S. (2024). Global Workshop on Creating a DEIB Mission & Vision Statement for Regional Chapters. International Coaching Federation, Online, Feb 2024.

Robinson, C. S. (2023). Global Workshop on DEIB & Change Management for Regional Chapters. International Coaching Federation, Online, May 2023.

Robinson, C. S. (2023). Global Workshop on Creating a DEIB Mission & Vision Statement for Regional Chapters. International Coaching Federation, Online, April 2023.

Robinson, C. S. (2023). Global Workshop on Diversity Goal Setting for Regional Chapters. International Coaching Federation, Online, March 2023.

Robinson, C. S. (2022). Global Workshop on Cultural Competency in Coaching. International Coaching Federation, Online, Dec 2022.

Robinson, C. S. (2020). We're Here, We're There, We're Everywhere: Understanding & Supporting LGBTQ+ Individuals. Sterne, Kessler, Goldstein & Fox PLLC. Washington, DC, Oct 2020.

Robinson, C. S. (2019). Working with LGBTQ+ Clients. Guest lecture for Dept. of Counseling Psychology. Howard University, Washington, DC.

Robinson, C. S. (2019). Improving Our Communications and Interactions: A Workplace Where All Feel Welcomed (panel discussion). DC Metropolitan Police Department, EEO Investigations Division, August, 2019.

Robinson, C. S. (2019). shhhOUT! We're Here, We're Queer, and We Want Your Help: Allyship and the LGBTQ+ Community (featured speaker). FDIC Annual Pride Celebration, June 2019.

Robinson, C. S. (2019). Supportive Families, Healthy Youth: Helping Families with Lesbian, Gay, Bisexual, & Transgender Children (featured speaker). Millennium Challenge Corporation Annual Pride Talk, June 2019.

Robinson, C. S. (2019). Practical Approaches to Creating an LGBTQ Workplace (panel discussion). DC Department of Transportation Annual Pride Event, June 2019.

Robinson, C. S. (2019). When the Personal Becomes the Political: Early Career Experiences of LGBTQ+ University Faculty. Center for the Study of Inequalities, Social Justice, and Policy, Stony Brook University, April 2019.

Robinson, C. S. (2018). #MeToo & the LGBTQ Community (#MeToo: Have we gone too far? Or not far enough?) (panel discussion). Dialogue & Difference Project, George Mason University, Nov 2018.

Robinson, C. S. (2018). Sticks and Stones will Break my Bones, and Pronouns Can Hurt Me Too: How to be an Ally to the LGBTQ Community (featured speaker). USDA Pride Celebration, June 2018.

Robinson, C. S. (2018). LGBTQ Panel: What Does it Mean to be an Ally? Millennium Challenge Corporation Pride Celebration, June 2018.

Robinson, C. S. (2018). Why Student Affairs? (Keynote). ACPA Next Generation Conference, Houston, TX, March 2018.

Robinson, C. S. (2015). Advice & Current Issues for Graduate Students and New Professionals (Panel Discussion). NASPA Region II Conference. Washington, DC, June 2015.

Robinson, C. S. (2012). Current Issues and Hot Topics in Graduate and Professional Student Affairs. ACPA Annual Conference. Louisville, KY, March 2012.

Robinson, C. S. (2011). Managing the Transition from Undergraduate Student Leader to Graduate Student. ACPA Next Generation Conference, Baltimore, MD, March 2011

van Andel, M. & Robinson, C. S. (2011). Cultural Conversation: Working with International Graduate Students, ACPA Professional Development Webinar Series, January 2011.

Robinson, C. S. (1998). Managing the Stress of Organizational Change, Wisconsin College Personnel Association Annual Conference, Wisconsin Dells, WI, October 1998.

Robinson, C. S. (1997). Hidden From View: Gays, Lesbians, & Bisexuals on the College Campus, Invited Speaker, Wisconsin Vocational Association Annual Conference, Madison, WI, April 1997.

Robinson, C. S. (1996). Career Counseling with Gay, Lesbian, & Bisexual Students, Wisconsin College Personnel Association Annual Conference, Milwaukee, WI, October 1996.

Robinson, C. S. (1995). Opening the Doors to Understanding: GLB Issues on the College Campus, Statewide Equity and Multiculturalism Annual Conference, Milwaukee, WI, November 1995.

ACADEMIC LEADERSHIP & STUDENT AFFAIRS EXPERIENCE

Graduate Program Director, Higher Education & Student Affairs

Department of Advanced Studies, Leadership, & Policy

Morgan State University, January 2020-Dec 2023

- Manage both the MA and PhD programs, with approximately 100 students
- Supervise Practicum & Internship experiences and assist students in securing internships
- Organize the comprehensive exam process for both MA and PhD candidates
- Coordinate and manage graduate admissions process for MA and PhD programs
- Coordinate and conduct program assessments
- Recruit, liaise with, and monitor adjunct faculty for program courses as needed
- Offer mentoring and support to current faculty

**Interim Chair, Department of Business & Organizational Leadership,
Argosy University, Washington, DC, February 2006-May 2007**

- Provide management and oversight for Dept. of Business & Organizational Leadership, including MBA and DBA programs, and EdD program in Organizational Leadership
- Development of courses and syllabi in MBA, DBA, & Organizational Leadership programs
- Collaboration with Office of Admissions and Students Services to recruit and retain qualified applicants
- Provide support and advising for students to ensure a positive learning environment
- Recruitment of highly qualified, practitioner-scholar oriented faculty
- Mentor and supervise faculty to ensure quality teaching
- Facilitate linkages between department and other academic units of university
- Participate in national program reviews
- Development and oversight of annual budget

**Assistant Dean, Undergraduate Student Services,
McDonough School of Business**

Georgetown University, Washington, DC, September 2000 – February 2003

- Provide academic, career, and personal counseling to undergraduate business students
- Collaborate with campus-wide Division of Student Affairs to develop, plan, implement, and evaluate broad-based initiatives and activities (e.g., New Student Orientation, Student Ambassador Program, Safe Zones Training, Residential Hall programs, Graduation)
- Collaborate with International Programs Office in advising Sophomore and Juniors on study abroad options
- Member of Admissions Team, reviewing and evaluating first year and transfer student applications and transcripts
- Develop, interpret and apply University policies and procedures
- Coordinate key events and major programs for School of Business
- Chair hearings of the University's Honor Council
- Development and oversight of \$600,000 Undergraduate Student Services budget
- Maintain and update departmental website
- Provide departmental leadership in absence of Associate Dean

Assistant Coordinator, Conflict Management Services

Madison Area Technical College, Madison WI, January 1999 – August 2000

- Coordinated and managed all aspects of the Judiciary Review Program, including policy development and implementation
- Recruited, selected, and trained members of the Judiciary Review Board
- Counseled and advised students, faculty, and staff involved in Judicial Affairs cases
- Facilitated mediation sessions with students, faculty, and staff
- Served as in-house trainer on issues related to non-violent crisis intervention and prevention

Senior Counselor, Counseling Services

Madison Area Technical College, Madison WI, August 1994 – August 2000

- Provided short-term personal, career, and academic counseling on an individual and group basis to an average of 25 students per week
- Presented workshops on career related and general counseling topics
- Developed, interpreted and applied college policies and procedures

- Administered, scored, and interpreted a variety of personality and career assessments
- Supervised 1-2 graduate interns and practicum students per year
- Supervised student employees
- Served as in-house and external consultant and trainer on issues related to cultural diversity and organizational development
- Facilitated work-groups on staff development, operations, and information systems
- Conducted regular guest lectures for Psychology & Sociology classes on student development issues
- Provided computer-related technical support, designed and authored Web Pages and brochures

Counseling Intern

University Counseling Center, University of Virginia, May 1993 – August 1994

Student Activities Coordinator

University Union, University of Virginia, May 1993 – August 1994

PROFESSIONAL MEMBERSHIPS & SERVICE

Professional Associations

- *ACPA-College Student Educators International*
 - Commission for Professional Preparation
 - Commission Chair March 2019-21; Past chair 2021-2023
 - Directorate member 2013-present
 - Co-Chair, 2017 *Next Generation Conference*, Columbus, OH
 - ACPA Foundation, Board of Trustees, 2010-2016; 2021-2024
 - Chair, ACPA Foundation Grants Committee, 2014-2016
 - Standing Committee for Graduate Students & New Professionals Faculty-in-Residence, 2012-2013
 - Committee member, 2011 *Next Generation Conference*, Baltimore, MD
 - Co-Chair, 2010 *Next Generation Conference*, Boston, MA
 - Commission for Graduate & Professional Student Affairs
 - Directorate member 2007-2009,
 - Chair 2009-11
 - Wisconsin State Division President 1999-2000
 - Standing Committee for LGBT Awareness Directorate Board 2000-2002
 - Program Reviewer, 1999, 2000-02, 2006-07, 2010-18
- *Association for the Study of Higher Education (ASHE)*, Member
 - Program Reviewer, 2009, 2010, 2011, 2012, 2013, 2014, 2015
- *American Educational Research Association (AERA)*, Member
 - Program Reviewer, SIG Doctoral Students across the Disciplines, 2009-16
 - Program Reviewer, Division J, 2010-16
 - Program Reviewer, Queer Studies SIG, 2010-2016
- *International Leadership Association, (ILA)* Member
 - Chair, Student Case Competition, 2006-2008
 - Program Reviewer, 2006, 2007
- *International Coaching Federation (ICF)*, Member
 - DEI Global Facilitator

Journal Boards

- Editorial Board, *Higher Education Policy & Economics*, 2016-2022
- Editorial Board, *Journal of Student Affairs Research & Practice*, 2010-2017
- Editorial Board, *International Journal of Mentoring & Coaching in Education*, 2011-2015
- Reviewer, *Journal of Ethnographic & Qualitative Research*, 2008-2018
- Reviewer, *Journal of LGBT Youth*, 2017-present
- Reviewer, *Journal of Public Affairs Education*, 2023-present
- Reviewer, *Sexuality Research & Social Policy*, 2011-2014
- Reviewer, *Teachers College Record*, 2018-2021
- Reviewer, *Women & Language*, 2019-present
- Ad Hoc Reviewer, *Educational Policy Analysis Archives*, 2007-2011

Additional Service

- External Promotion & Tenure Review Evaluator, School of Management, Ha'il University, Saudi Arabia, 2023-2024
- External Promotion & Tenure Review Evaluator, School of Education, University of North Carolina-Wilmington, 2022-23
- External Promotion & Tenure Review Evaluator, School of Education, University of North Carolina-Greensboro, 2022-23
- External Promotion & Tenure Review Evaluator, School of Education, Saint Louis University, 2021-22
- External Promotion & Tenure Review Evaluator, College of Education, Georgia Southern University, 2021-22
- External Promotion & Tenure Review Evaluator, Peabody College of Education, Vanderbilt University, 2020-21
- External Program Reviewer, Higher Education & Student Affairs Program, Indiana State University, Terre Haute, IN, October 2018
- External Program Reviewer, Executive MBA Program, Ha'il University, Saudi Arabia, 2017-18
- External Promotion & Tenure Review Evaluator, School of Management, Ha'il University, Saudi Arabia, 2017-18
- External Promotion & Tenure Review Evaluator, School of Education, Bowling Green State University, 2017-18
- External Promotion & Tenure Review Evaluator, School of Education, Monmouth University, 2015-16

DEPARTMENTAL & UNIVERSITY SERVICE

MORGAN STATE UNIVERSITY

Department

- Graduate Program Director, January 2020-Dec 2023
- Admissions Coordinator, Program, 2016 – Dec 2023
- Comprehensive Exam Administrator, 2013 – Dec 2023
- Chair, Dissertation of the Year Award Committee, 2014 – 2022
- Curriculum Committee member, 2012 – 2016, 2022-present
- Faculty Search Committee, Community College Leadership Program, 2012-13, 2013-14

- Chair, Faculty Search Committee, Urban Education Leadership Program, 2019
- Chair, Faculty Search Committee, Research & Quantitative Methodologist, 2022-23
- Faculty Search Committee, Higher Education & Student Affairs Program, 2019, 2021 (Chair)

Graduate School of Business & Management

- MBA Career Services Development Committee, 2016-2017

School of Education/University

- Graduate School Council, Curriculum Committee, Aug 2022-Dec 2023
- School of Education Promotion & Tenure Committee, 2017-18; 2018-19 (Chair); 2020-21(Chair); 2022-23
- Search Committee, Dean, School of Education & Urban Studies, Spring/Fall 2018
- Search Advisory Committee, Vice President of Research & Econ. Development, Spring 2018
- University Council Elected Representative, School of Education, 2016-18
- Member, Women, Gender, & Sexuality Studies Advisory Council 2014-present
- Intersections Symposium Program Planning Committee, 2012-13

ARGOSY UNIVERSITY

Department/Campus

- Comprehensive Exam Administrator, 2007-2009
- Personnel Committee, 2007-2011
- Student Professional Development Committee, 2007-2011
- IRB Committee member, 2007-2011
- Judicial Affairs/Student Conduct Committee, 2009-2011
- Undergraduate Admissions Committee Member, 2006-07
- HLC Accreditation “Criterion” Chair, 2006-07

University

- School of Education EdD Higher Education Curriculum Committee (Student Affairs Subject Matter Expert), 2009-2010
- School of Psychology EdD Organizational Leadership Curriculum Committee, 2006-07

HONORS, AWARDS & GRANTS

Grants

- Morgan State University Professional Development Grant, 2018-19, \$4000
- Morgan State University Summer Enrichment Grant (supporting basic/applied research), Summer 2014, *Inside the Lavender Towers: Experiences of LGBTQ Faculty in Higher Education*, \$5500
- ACPA Standing Committee for Graduate Students & New Professionals Faculty-in-Residence Research Grant, 2013-14, *The Portrayal of Gay and Lesbian Millennials in Popular Television*, \$300
- ACPA Educational Leadership Foundation Research Grant, Fall 2010, *Campus-Based Mentoring for LGBTQ College Students: Implications for Student Affairs*, \$1000
- Wisconsin College Personnel Association Dissertation Research Grant Recipient, Fall 1999, \$500

Honors & Awards

- Outstanding Mentor to Graduate Students, ACPA-College Student educators International, 2024
- Annuet Coeptis Senior Professional, ACPA-College Student educators International, 2022
- Outstanding Teacher of the Year Award, 2011-12, Argosy University
- Outstanding Research Award, 2011-12, Argosy University
- Outstanding Research Award, 2010-11, Argosy University
- Outstanding Teacher of the Year Award, 2009-10, Argosy University
- Outstanding Mentor of the Year Award, 2009-10, Argosy University
- Outstanding Research Award, 2009-10, Argosy University
- AERA Division J Emerging Scholars Program Participant, 2009
- Spencer Foundation Research Training Fellowship, 1998-2001
- Lincoln-Lane Fellowship, University of Virginia, 1992-94
- Presidential Scholarship, College of William & Mary, 1990-91
- Phi Delta Kappa, Honor Society in Education
- Chi Sigma Iota, Honor Society in Counseling

ADDITIONAL PROFESSIONAL EXPERIENCE

President/CEO (<http://www.pathtosuccess.org>)

Pathways to Success, Washington, DC, February 2003 – Present

- Provide structured personal and professional coaching sessions to clients via video or phone
- Support individuals with setting goals, developing and encouraging action plans to achieve their goals for common life/work challenges, including stress, work issues, relationship issues, among others areas
- Leveraging technology in partnership with organizations to deliver coaching to individual clients
- Provide individual, team, and group training and coaching for strategic organizational and business issues
- Conduct organizational assessments to determine specific consulting & coaching needs
- Identify skills/performance gaps and recommend learning experiences
- Assessment Certification: MBTI, VIA Strengths Inventory, EQ-i2 (Emotional Intelligence), MAPP (Motivational Appraisal of Personal Potential), Hogan Assessments, PrinciplesYou
- Coaching areas include:
 - Goal setting, prioritization, and accountability
 - Stress management
 - Habit building
 - Direction/purpose finding
 - Health, fitness, and well-being
 - Confidence building
 - Relationship development/enhancement
 - Team performance management
 - Communication strategies
 - Conflict management strategies
 - Leadership development
- Certifications include:
 - Professional Certified Coach (PCC) (ICF-International Coaching Federation)
 - Certified Coach Practitioner (EMCC-European Mentoring and Coaching Council)

- Certified Team Coach (EMCC-European Mentoring and Coaching Council)
- Trauma Informed Certified Coach (Moving the Human Spirit)
- Certified Executive Coach (Symbiosis Coaching)
- Certified Organizational Development Coach (Symbiosis Coaching)
- Certified Coach Supervisor & Mentor Coach (Beckett-McInroy Consulting)
- Certified Personal Trainer and Certified Health & Wellness Coach (ACE-American Council on Exercise)

DISSERTATIONS CHAIRED

Kia Kuresman, PhD, Higher Education Administration, May 2024
Prioritizing Me: An Exploration of Care for Mid-Level Higher Education Administrators
(Selected as 2024 Departmental Outstanding Dissertation of the Year)

Thea Celestine, PhD, Higher Education Administration, Dec 2023
Trauma and Triumph: Exploring the Professional Identity Construction of African American Female College Presidents in Higher Education

Kernysha Rowe, PhD, Higher Education Administration, May 2023
Crowning Glory: Exploring the Narratives of Black Women with Natural Hair and Hair Texture During the Construction of Professional Identities as Medical and Law Professionals
(Selected as 2023 Departmental Outstanding Dissertation of the Year)

Lisa Parlade, PhD, Higher Education Administration, May 2023
Exploring the Narratives of Latinas in Latin Greek Letter Organizations and the Journey to Successful Baccalaureate Degree Attainment

Angel Wazin, PhD, Higher Education Administration, May 2023
Exploring Black Leaders Interpersonal Relationship with their White Counterparts at PWIs and its Impact on their Role

Hans Cooper, PhD, Higher Education Administration, December 2022
How Historically Black College/University Presidents Experience and Understand Institutional Culture and How It Affects Their Presidency

Nada Hamouh, PhD, Higher Education Administration, December 2022
Saudi Female Students' Experiences at an HBCU

Megan Schutte, PhD, Higher Education Administration, May 2022
"Try This Brick": A Transformative Narrative Inquiry Examining the Lived Experiences of Transgender and Gender Nonconforming Community College Students
(Selected as 2022 Departmental Outstanding Dissertation of the Year)

Danny Molock, PhD, Higher Education Administration, Dec 2019
The Journey in a Mile: An Exploration of Leadership Identity Development in Black Males in HBCU

Alexandria Burrell, PhD, Higher Education Administration, Dec 2019
Exploring the Experiences of Black and Latina Female Students at a Predominantly White Institution and Their Perceptions of Campus Climate

DeAnne Perry, PhD, Higher Education Administration, May 2019
A Narrative Exploration of the Experiences of First-Generation Undergraduates in a Living-Learning Program

Charmaine Troy, PhD, Higher Education Administration, December 2018
Examining Media Bias Surrounding Black Higher Education: A Content and Discourse Analysis of Print News Surrounding Critical Incidents that Have Occurred at Two Historically Black College and Universities (Selected as 2019 Departmental Outstanding Dissertation of the Year)

Rhonda Battle, PhD, Higher Education Leadership, December 2016
International Student-Athletes' Retention at an NCAA Division I Institution

Michelle Wade, Ed.D., Counselor Education & Supervision, August 2014
The Influence of Social Media on the Counselor-Client Relationship

Ashley Babcock, Ed.D., Higher Education Leadership, June 2013
Don't Ignore the Middle Child: A Case Study of Second-Year Students at a Professional Focus, Commuter Institution

Kali Meeks, Ed.D., Higher Education Leadership, June 2013
Factors that Influence Motivation and Persistence for African American Undergraduates at a Special Focus Institution

Harry Costigan, Ed.D., Higher Education Leadership, June 2013
The Road Most Travelled: The Effect of the College-for-All

Douglass Bielmeier, Ed.D., Higher Education Leadership, June 2013
What Skills New Recording Engineers Have and Where They Learn Them: A Survey of Actual vs. Perceived Skill Sets

Anita Rudman, Ed.D., Higher Education Leadership, April 2013
College Sophomores and Retention: The Forgotten Middle Child?

Gilbert Pryor, Ed.D., Higher Education Leadership, December 2012
Technology Integration and Faculty Concerns of Faculty Teaching at HBCUs

Karee McAndrews, Ed.D., Educational Leadership, August 2012
A Study Of The Impact Of Interactive Whiteboard Instruction On Elementary Students In An Urban School District

Barbara Housey, Ed.D., Educational Leadership, June 2012
Perceptions of Curricula about Quality Multicultural Education in Grades 3 through 5

Kimyatta Divinity, Ed.D. Organizational Leadership, June 2012
The Impact of Work-Family Spillover Among Working Professional Adult Caregivers

Susan Crossley, Ed.D., Organizational Leadership, June 2012
The Role of Emotional Intelligence and personality Detailers on Leader-Follower Exchange: An Intrinsic Case Study of a Small, Rural School District

Beatrice Veney, Ed.D., Educational Leadership, April 2011
An Examination of the Occupational Outcomes of Former Community College Health Careers Opportunity Program (HCOP) Completers

Deirdre Williams, Ed.D., Educational Leadership, Dec. 2010
Principal Preparation at the University Level for Instructional Leadership of Culturally Diverse Schools

Allison Radford, DBA, Management, June 2010
Human Capital Strategic Business Partnerships In High Performing Organizations: A Grounded Theory Study

Sherry Lassiter, Ed.D., Educational Leadership, June 2010
Using Reading Recovery Strategies In An Intervention Program To Increase Reading Levels Of Struggling Fourth And Fifth Grade Students

Nancy Gentile, Ed.D., Higher Education Leadership, May 2010
Decision-Making, Expectations and Experiences of Returning Adult College Students

Angela Lanier, Ed.D., Higher Education Leadership, May 2010
A Phenomenological Study Of DC Charter School Leaders' Perceptions of Career And Technical Education

Pat French, DBA, Management, Aug. 2009
Virtual Organizations: A Grounded Theory Model To Be Used In The Development And Implementation Of Virtual Teams

Divonna Stebick, PhD, Educational Leadership & Policy Studies, June 2009
A Case Study Investigating The Implications Of Change As Instructional Leaders Implement IDEA's Response To Intervention Policy

Vicki Wade, Ed.D., Higher Education Leadership, Dec. 2008
A Qualitative Investigation Of Factors Influencing Persistence Among Male African-American Engineering Students

Heather Schoffstall, Ed.D., Higher Education Leadership, Dec. 2008
Effects Of A Learning Community Paired With A Study Skills Course On Student Retention

Richie Wu, DBA, Management, Aug. 2008
Producing Commercial Theatre in a Competitive Economy: Challenges Facing Theatrical Productions in the U.S.

Saya Sone, DBA, Management, June 2008
Mapping Agile Project Management Practices To Project Management Challenges In Software Development

Rich Caldes, Ed.D., Educational Administration, May 2007
Double Dosing Sophomore English: The Impact Of An Additional 5th Year Of English For All Sophomore Students

Kyung Hoon Lee, DBA, Management, April 2008

An Integrated Model Of Ethical Decision-Making In Business: Bridging The Gap Between Theory And Practice By Incorporating Decision Analysis

Howard Fierstein, Ed.D., Educational Administration, Dec. 2007

The Effects Of A Staff Development Program Addressing Instructional Practices And Student Achievement

Samuel Okafor, Ed.D., Higher Education Leadership, July 2006

Community College Student Retention: Factors that Contribute to Academic Achievement and Persistence