

**Daniel M. Welliver, Ph.D.**  
**Curriculum Vitae**

**CONTACT INFORMATION**

**Workplace**

Department of Social Work, Criminal Justice and Sociology  
Juniata College  
Good Hall, Room 216  
1700 Moore Street  
Huntingdon, PA 16652 USA  
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Email: [Welliver@Juniata.edu](mailto:Welliver@Juniata.edu)

**Primary and Summer Residence**

336 Towpath Road  
Duncannon, PA 17020-9624 USA  
Cell: 717-433-8450  
Email: [WellDan@aol.com](mailto:WellDan@aol.com)

**CURRENT PROFESSIONAL OBJECTIVES**

I am pursuing continual professional development and the design, implementation and assessment of inclusive and high-impact pedagogical practice, including service-learning, community engagement and study-away opportunities for undergraduate students.

## ACADEMIC PREPARATION

### **Ph.D. in Administration and Leadership Studies**

**2011**

Indiana University of Pennsylvania, Dixon University Center Program Site, Harrisburg, PA  
Interdisciplinary Sociology/Political Science/Human Services

4.0/4.0 G.P.A.

Dissertation Title: *The Quest for White, Privilege-Cognizant, Antiracist Character: An Autoethnographic Inquiry*

Advisor and Dissertation Committee Chairperson: Dr. Susan Boser

### **Master of Community Psychology**

**1990**

The Pennsylvania State University, Capitol College, Middletown, PA

Public Administration Emphasis

4.0/4.0 G.P.A.

Thesis: *A Community Psychology Perspective on the Battered Women's Shelter Movement: Prevention through Social Change*

Advisor: Dr. Robert Colman

### **Bachelor of Arts, Magna cum Laude**

**1979**

Juniata College, Huntingdon, PA

Program of Emphasis: Sociology and Social Change

2.83/3.0 G.P.A.

Advisor: Prof. F. Robert Reilly

### **Philadelphia Urban Semester**

**1978**

Great Lakes Colleges Association, Philadelphia Urban Semester Site, Philadelphia, PA

Urban Studies & Community Organizing Internship

## ACADEMIC POSITIONS

**Department Chair, Department of Social Work, Criminal Justice and Sociology** 6/2020 - Present

**Interim Director of the Baker Institute for Peace and Conflict Studies** 1/2021 - Present

**Full Professor of Sociology** 8/2018 - Present

**Associate Professor of Sociology** 8/2012 – 8/2018

**Assistant Professor of Sociology** 8/2006 – 8/2012

Received Tenure 8/2012

Juniata College, Huntingdon, PA

Undergraduate Courses Taught:

Introduction to Sociology

Introduction to Criminal Justice

Social Science Research Methods

Wealth, Power & Society

Sociology Senior Seminar

Sociology in The Gambia I & II

Inside-Out: Introduction to Sociology

Child and Family Services

Juvenile Justice

Social Change

Social Welfare Policies and Services

Drugs and Society

American Families

Inside-Out: Drugs and Society

## Special Instructional Activities:

### Inside-Out Prison Exchange Course

I completed a week-long Inside-Out Instructor Training Institute in preparation for teaching Inside-Out courses at our two, nearby state correctional institutions. The Inside-Out model brings “Inside” (incarcerated) students together with “Outside” (on-campus) students together for a course taught within the prison utilizing a highly interactive pedagogy. After extensive planning and procedural logistics, an Inside-Out *Introduction to Sociology* course was delivered in the Spring, 2017 semester, beginning in January of 2017 at the Smithfield State Correctional Institution. In August of 2017 I taught an Inside-Out *Drugs and Society* course at the Huntingdon State Correctional Institution.

### Visiting Lecturer at The University of The Gambia, West Africa

From January through May, 2014 I served as Academic Director for the Study Abroad program of the Keystone Study Away Consortium (KSAC) on site in The Gambia, West Africa. I taught two courses at The University of The Gambia and one course for the five KSAC students studying in The Gambia for the Spring 2014 semester.

### Short-Term Study Abroad Trips to The Gambia, West Africa

I assisted a colleague in leading two, three-week, short-term study abroad courses in African Development with visits to The Gambia. More than 20 students participated in each of these courses/trips in May/June 2012 and in December 2012/January 2013. The second of these experiences involved a one-credit pre-departure course, three weeks in The Gambia, and a 2-credit post-return course in which we explored the theme of charity and humanitarianism in international context. There was a significant service-learning component with community partner organizations in The Gambia.

In the Spring 2017 semester, I taught a one-credit pre-departure course and took 12 students to The Gambia for three weeks in May/June, 2017 for a 3-credit, short-term study abroad trip/course. I designed this experience to be much more culturally immersive than previous trips, with close connection to a community partner organization in The Gambia; almost exclusive use of local transportation; home stays; and service-learning experiences. I repeated this series of courses in Fall 2018 semester, with the three-week trip/course in December/January of 2018/2019.

### Annual Participation in the “Day of Responsibility”

Annually, the Huntingdon State Correctional Institution (SCI) Chapter of the Pennsylvania Lifers Association organizes and hosts a day-long “Day of Responsibility” event in the Huntingdon SCI. Each year I provide discussion facilitation for the event and bring a group of Juniata College students studying criminal justice and/or social policy into the prison to participate.

**Adjunct Faculty - Sociology Instructor** 1/2005 – 8/2006  
Harrisburg Area Community College, Harrisburg, PA

Undergraduate Courses Taught:

Introduction to Sociology  
Marriage and Family

**Adjunct Faculty - Sociology Instructor** 1/1997 - 3/1997  
Central Pennsylvania College, Summerdale, PA

Undergraduate Courses Taught:

Introduction to Sociology

### **OTHER PROFESSIONAL EXPERIENCE**

**Director of Education and Community Services** 1/1998 – 8/2006  
**Coordinator of the Pennsylvania Inter-Agency Task Force on Civil Tension**  
Pennsylvania Human Relations Commission, Central Office  
Harrisburg, PA

**Executive Director** 8/1988 - 1/1998  
Neighborhood Center of the United Methodist Church, Inc.  
Harrisburg, PA

**Researcher & Statistician Consultant** 11/1987 - 11/1988  
Harrisburg Fair Housing Council  
Harrisburg, PA

**Field Organizer & Church Outreach Coordinator** 10/1984 - 2/1986  
Pennsylvania Campaign for a Nuclear Weapons Freeze  
Pennsylvania Council of Churches  
Harrisburg, PA

**Resident Advisor** 2/1983 - 10/1983  
Threshold Rehabilitation Services, Inc.  
Community Living Arrangement Site  
Lebanon, PA

**Family Day Care Home Coordinator** 8/1979 - 6/1982  
**Social Service Team Leader**  
Huntingdon County Child Development, Inc.  
Huntingdon, PA

**Instructional Assistant**

7/1977 - 2/1978

"Social Science Research Methods" Undergraduate Course  
Juniata College  
Huntingdon, PA

**RESEARCH ACTIVITIES****Community Engagement and High-Impact Practice Pedagogy**

8/2013 - Present

Current research activities relate to community engagement and high impact pedagogical practices. Review of teaching and learning scholarship literature is applied to my growing implementation of high-impact practices including incorporation of service learning components in courses; design of intensive internship experiences; cultural immersion and short-term study abroad experiences; and implementation of the Inside-Out Prison Exchange model. See the "Academic Conference Presentations" section below for formal paper and session presentations I have made relating to this ongoing research.

**Doctoral Dissertation**

Dissertation Title: *The Quest for White, Privilege-Cognizant, Antiracist Character: An Autoethnographic Inquiry* 6/2008 – 5/2011

Qualitative, autoethnographic research involving purposeful, stratified sampling; semi-structured interviews; archival documentation review; reflective journaling and field notes; and multiple iterations of inductive analysis.

Dr. Susan R. Boser, Dissertation Committee Chair, Sociology Department,  
Indiana University of Pennsylvania, Indiana, PA

**Graduate Research Assistant**

1989

Coding and data entry

Research on psychosocial factors associated with backcountry accidents in the Yellowstone and Grand Teton National Parks

Dr. Robert W. Colman, Assistant Professor of Social Science and Psychology,  
The Pennsylvania State University, Capitol College, Middletown, PA

**National Science Foundation Fellowship - Research on Aging**

1977

Undergraduate researcher

Phenomenology of Aging

Psychology Department, Bucknell University, Lewisburg, PA

**Research Assistant**

1976

Data collection, entry and statistical analysis

Readership and marketing research for local publisher

Dr. Duane Stroman, Professor of Sociology, Juniata College, Huntingdon, PA

## PUBLICATIONS

- Welliver, D. M. (2013). You CAN handle the truth. (August 23, 2012 Juniata College Convocation Address). In *Juniata Voices*, 13, 1-6. Huntingdon, PA: Juniata College.
- Welliver, D. M. (2003). Finding and fighting hate where it lives: Reflections of a Pennsylvania practitioner. In C. Flint (Ed.), *Spaces of hate: Geographies of discrimination and intolerance in the U.S.A.* (pp. 245-254). New York: Routledge.
- Welliver, D. M. (2001). Human relations report on students of color in Pennsylvania: Selected indicators of equity in higher education in Pennsylvania 1988-1999. *Journal of the Pennsylvania Black Conference on Higher Education, Inc.*, 14, 15-21.
- Van Dyke, A. & Welliver, D. (1999, October). The state of hate in Pennsylvania. In H. Snavely (Ed.), *The Susquehanna Conference. Region of diversity: Respecting differences and finding common ground* (pp. 5-12). Harrisburg, PA: The Susquehanna Conference.
- Welliver, D. M. (1989, February). *Analysis of lending activity, Harrisburg area financial institutions, 1985-1987: A presentation of findings from research conducted for the Harrisburg Fair Housing Council, Inc. in cooperation with the Harrisburg Human Relations Commission.* Harrisburg, PA: Harrisburg Fair Housing Council, Inc.

## PEER REVIEWS

- Peer Review for SAGE Qualitative Research Methods Series Book Submission** 11/2019  
Completed a detailed peer review of an eight-chapter book on ethnographic field research methodology titled Doing Systematic Ethnographic Fieldwork through Cognitive Ethnography
- Peer Review for SAGE Open Journal Article Submission** 8/2016  
"Power Distance in the Implementation of a Participatory Action Research Project in a Hierarchical Society in Malaysia"

## ACADEMIC CONFERENCE PRESENTATIONS

- "Transgressing Boundaries to Engage in Communities: Teaching and Learning in a Pennsylvania Prison and in a West African Village"*** 3/2017  
Inspiring Citizenship through Community Engaged Teaching and Learning Conference  
PA Campus Compact, Juniata College & St. Francis University  
Juniata College - Huntingdon, PA
- "No Shooting from the H.I.P.s: High Impact Practices for Short Term Study Abroad and Short Term Study Behind Bars"*** 10/2016  
Paper presentation, 66<sup>th</sup> Annual Meeting, Pennsylvania Sociological Society  
Bloomsburg University, Bloomsburg, PA

- “El Coyote, Cultural Tourism Guide or Neo-Colonialist? Teaching and Learning on the Others’ Side”*** **2/2015**  
 Paper presentation and “Tourism” Round Table Session  
 Annual Meeting, Eastern Sociological Society, New York, NY
- “Small Meets World”*** **2/2011**  
 Paper presentation (co-presented with Dr. Cynthia Merriwether deVries)  
 Expanding the Boundaries of the Curriculum Regular Paper Session  
 Annual Meeting, Eastern Sociological Society, Philadelphia, PA
- “Reinventing the Undergraduate Criminal Justice Program”*** **2/2007**  
 Roundtable session (co-developed and co-moderated with Dr. Polly Smith)  
 Annual Meeting, PA Association of Criminal Justice Educators, Camp Hill, PA
- White Guy Plans Autoethnographic Dissertation Relating to Collaborative Research on White, Anti-Racist Identity: Can You Say, Ethical Labyrinth?*** **5/2006**  
 Paper presentation  
 Chaired session titled: “Whiteness Studies”  
 Second International Congress of Qualitative Inquiry, University of Illinois, Urbana-Champaign  
 Champaign, IL
- “Fighting Discrimination and Bias in Our Schools: Roles for Governmental and Law Enforcement Agencies”*** **2005**  
 Workshop co-presented with two others at *Persistently Safe Schools 2005*, The National Conference of the Hamilton Fish Institute, The George Washington University, Graduate School of Education and Human Development, Philadelphia, PA
- “Exploring Spaces for Conducting University-Based Action Research: A Conversation”*** **2003**  
 Workshop co-presented with two others at the World Congress of Action Learning, Action Research and Process Management & Participant Action Research, Pretoria, South Africa
- “Pennsylvania Campus Climate Update”*** **2003**  
 Workshop presentation  
 Pennsylvania Black Conference on Higher Education, Harrisburg, PA
- “Empowerment: Applications in Community Settings”*** **1996**  
 Symposium presented with five others at the Annual Meeting of the Eastern Pennsylvania Psychological Association, Philadelphia, PA
- “Empowerment: One of Community Psychologists’ Best Loved Tools”*** **1994**  
 Workshop co-presented with five others at the Pennsylvania Psychological Association’s Annual Convention, Harrisburg, PA

## ACADEMIC ASSOCIATION MEMBERSHIPS

|  |                         |
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| <b>American Sociological Association</b>                                   | <b>2004 – 2018</b>      |
| <b>Eastern Sociological Society</b>  | <b>2011 – 2018</b>      |
| <b>Pennsylvania Black Conference on Higher Education</b>                   | <b>1998, 1999, 2000</b> |
| <b>Action Learning, Action Research and Process Management Association</b> | <b>2004/2005</b>        |

## ADDITIONAL RECENT PROFESSIONAL DEVELOPMENT ACTIVITIES

|   |                  |
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| <b>Sabbatical</b>   | <b>8-12/2019</b> |
| Research in The Gambia, West Africa<br>Exploring new developments in prisons; Truth, Reconciliation and Reparations Commission hearings; new experiences and activities for future study abroad; and maintaining organizational relationships |                  |
| <b>Green Dot Violence Prevention and Bystander Intervention Training</b>  | <b>5/2017</b>    |
| Training Recipient<br>Juniata College, Huntingdon, PA   |                  |
| <b>“Lunch and Learn” Presentation for Juniata College Staff</b>   | <b>4/2017</b>    |
| Co-Presented with a Juniata College student on the first iteration of the Inside-Out Prison Exchange Initiative<br>Juniata College, Huntingdon, PA  |                  |
| <b>Faculty Book Study Group Participation</b>   | <b>2-4/2017</b>  |
| bell hooks (1994). <i>Teaching to Transgress: Education as the Practice of Freedom</i><br>Juniata College, Huntingdon, PA   |                  |
| <b>Incarceration Conversation Week</b>  | <b>3/2017</b>    |
| March 20 – March 24, 2017<br>Organized a week-long series of panel presentations and film screenings relating to incarceration<br>Juniata College, Huntingdon, PA   |                  |
| <b>Scholarship of Teaching and Learning “Brown Bag” Presentation</b>  | <b>3/2017</b>    |
| “No Shooting from the H.I.P.s: High Impact Practices for Short-Term Study Abroad and Short-Term Study Behind Bars.”<br>Juniata College, Huntingdon, PA  |                  |
| <b>Stewards of Diversity Training</b>   | <b>3/2017</b>    |
| Training Recipient<br>Semi-annual training retreat for Stewards of Diversity who serve on all hiring search committees<br>Juniata College, Huntingdon, PA   |                  |



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| <b>Innovative Educational Initiative Grant Award</b>   | <b>2/2017</b>  |
| Pre-Proposal and Full Proposal Accepted<br>\$10,000 for Inside-Out Prison Exchange Initiative Development and Sustainability   |                |
| <b>Stewards of Diversity Training</b>  | <b>10/2016</b> |
| Training Recipient<br>Semi-annual training retreat for Stewards of Diversity who serve on all hiring search committees<br>Juniata College, Huntingdon, PA  |                |
| <b>Short-Term Study Abroad Leadership Training</b>   | <b>10/2016</b> |
| Training Recipient<br>Juniata College, Huntingdon, PA  |                |
| <b>African-American Art: Activism and Aesthetics</b>   | <b>9/2016</b>  |
| Attended a two-day conference organized by the Griot Institute for Africana Studies<br>Bucknell University, Lewisburg, PA  |                |
| <b>“Leaders of Learning” Course Completion</b>   | <b>8/2016</b>  |
| Harvard-X MOOC On-line course on theories and practice of leadership for learning<br>Course syllabus and “Certificates of Completion” available on request<br>24 hours of instructional time – 98% performance score |                |
| <b>“Introduction to Data Wise: A Collaborative Process to Improve Learning and Teaching” Course Completion</b>   | <b>8/2016</b>  |
| Harvard-X MOOC On-line course on teaching and learning assessment<br>Course syllabus and “Certificates of Completion” available on request<br>16 hours of instructional time – 99% performance score                 |                |
| <b>Advancing African Girls Education and Empowerment Conference</b>  | <b>4/2016</b>  |
| Attended all sessions and assisted with conference logistics for this 3-day conference<br>Juniata College, Huntingdon PA   |                |
| <b>Study Abroad Program Review and Report</b>  | <b>3/2016</b>  |
| On-site Research, Report and Recommendations on Semester Study Abroad Program<br>The Gambia, West Africa<br>Keystone Study Abroad Consortium   |                |
| <b>Global Awareness Presentation</b>   | <b>3/2016</b>  |
| Recipient of Global Awareness Award<br>Presentation: “Sawubona: Lessons Under the Mango Tree”<br>Center for International Education and Office of Diversity and Inclusion<br>Juniata College, Huntingdon, PA         |                |

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| <b>Stewards of Diversity Training</b>  | <b>1/2016</b>    |
| Training Recipient   |                  |
| Semi-annual training retreat for Stewards of Diversity who serve on all hiring search committees |                  |
| Juniata College, Huntingdon, PA  |                  |
| <b>Faculty Book Study Group Participation</b>  | <b>9-12/2015</b> |
| Ta-Nehisi Coates (2015). <i>Between the World and Me</i>   |                  |
| Juniata College, Huntingdon, PA  |                  |
| <b>Stewards of Diversity Training</b>  | <b>8/2015</b>    |
| Training Recipient   |                  |
| Semi-annual training retreat for Stewards of Diversity who serve on all hiring search committees |                  |
| Juniata College, Huntingdon, PA  |                  |
| <b>Intergroup Dialogue Facilitator Training</b>  | <b>12/2014</b>   |
| Training Recipient   |                  |
| A three-day, intensive training in intergroup dialogue facilitation                              |                  |
| Tchet Dorman, Pyramid Consulting Services  |                  |
| Juniata College, Huntingdon, PA  |                  |
| <b>Progressive Brethren Gathering – Small Group Session Presenter</b>                            | <b>11/2014</b>   |
| “Can Offering Charity be Toxic?”   |                  |
| Stone Church of the Brethren, Huntingdon, PA   |                  |
| <b>Academic Director – Semester Study Abroad in The Gambia, West Africa</b>                      | <b>1-5/2014</b>  |
| Served as Academic Director for 5-month Semester Study Abroad Program                            |                  |
| Taught courses at The University of The Gambia   |                  |
| Banjul, The Gambia, West Africa  |                  |
| <b>Sabbatical Research</b>   | <b>8-12/2013</b> |
| Semester of research into the feasibility of urban semester study away and Inside-Out            |                  |
| Prison Exchange opportunities high impact learning for Juniata College students                  |                  |
| <b>The Inside-Out International Instructor Training Institute</b>                                | <b>7/2013</b>    |
| Training Recipient   |                  |
| One-week intensive training for developing and implementing an Inside-Out college course         |                  |
| within a state correctional institution with both “Inside” (incarcerated) and “Outside” (Juniata |                  |
| College) students.   |                  |
| Temple University’s Inside-Out Prison Exchange Program   |                  |
| Philadelphia, PA   |                  |
| <b>Stewards of Diversity Training</b>  | <b>4/2013</b>    |
| Training Recipient   |                  |
| Semi-annual training retreat for Stewards of Diversity who serve on all hiring search committees |                  |
| Juniata College, Huntingdon, PA  |                  |

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| <b>Jon C. Dalton Institute on College Student Values</b>   | <b>2/2013</b>           |
| Conference attendee<br>Social Media and Character Development Theme<br>Florida State University, Tallahassee, FL   |                         |
| <b>Short-Term Study Abroad Trip Assistant</b>  | <b>12/2012 – 1/2013</b> |
| Assisted on 3-week study abroad trip/course to The Gambia, West Africa   |                         |
| <b>Short-Term Study Abroad Leadership Training</b>   | <b>11/2012</b>          |
| Training Recipient<br>Juniata College, Huntingdon, PA  |                         |
| <b>Scholarship of Teaching and Learning “Brown Bag” Presentation</b>   | <b>9/2012</b>           |
| Co-presented with 6 other presenters “Defining, Assessing, and Discussing Service Learning”<br>Juniata College, Huntingdon, PA   |                         |
| <b>Opening Convocation Address: “You CAN Handle the Truth”</b>   | <b>8/2012</b>           |
| Composed, delivered and published address<br>Juniata College, Huntingdon, PA   |                         |
| <b>Short-Term Study Abroad Trip Assistant</b>  | <b>5-6/2012</b>         |
| Assisted on 3-week study abroad trip/course to The Gambia, West Africa with 22 students  |                         |
| <b>Stewards of Diversity Training</b>  | <b>2/2012</b>           |
| Training Recipient<br>Semi-annual training retreat for Stewards of Diversity who serve on all hiring search committees<br>Juniata College, Huntingdon, PA  |                         |
| <b>Stewards of Diversity Training</b>  | <b>10/2011</b>          |
| Training Recipient<br>Semi-annual training retreat for Stewards of Diversity who serve on all hiring search committees<br>Juniata College, Huntingdon, PA  |                         |
| <b>“Safe Zone” Training Certification</b>  | <b>9/2011</b>           |
| Training Recipient<br>Intensive training to certify preparation to provide an “understanding, non-judgmental, atmosphere of acceptance and assistance for members of the LGBT Community.”  |                         |
| <b>Course Development Institute – SPRING</b>   | <b>5/2010</b>           |
| Two-day training institute and working session on integrating service learning into course development<br>Southwestern Pennsylvania Regional Network for Growth of Service Learning (SPRING Service Learning Network), Duquesne University<br>Pittsburgh, PA |                         |

**Protecting Human Research Participants** 3/2010  
Web-based Training Course – Certified Successful Completion  
National Institutes of Health - Office of Extramural Research

**Developing Human Research Protection Policies and Procedures for  
Institutions with Internal IRBs: Regulatory Compliance and  
Additional Considerations** 12/2009  
Quality Assurance Workshop – 7.5 Hours of Certified Training  
U.S. Department of Health and Human Services - Office for Human Research Protections  
Gettysburg, PA

### **SERVICE TO JUNIATA COLLEGE**

**Bias Response Team Member** 9/2020 - Present

**Sociology Program Assessment Coordinator** 4/2017 - Present

**Stewards of Diversity Train-the-Trainers Initiative Co-Chairperson** 3/2017 - Present

**Steward of Diversity and Member of Search Committee for  
Dean of Institutional Equity and Inclusive Excellence** 11/2016 – 2/2017

**NCAA Faculty Athletics Representative** 8/2016 – 5/2017

**Baker Institute for Peace and Conflict Studies Advisory Board Chairperson** 6/2016 – 5/2019

**Baker Institute for Peace and Conflict Studies Advisory Board Member** 4/2015 - Present

**Local Engagement Advisory Committee Member** 2/2011 - Present

**Steward of Diversity** 2011 - Present

**Bias Incident Response Team Member** 3/2009 – 5/2018

**Diversity and Inclusion Committee (S.E.E.D.S.) Member** 2006 - Present

**Internship Committee Member** 2006 – 5/2019

**Future of Anthropology Work Group Member &  
Search Committee for Post-Doc Anthropology Faculty Member** 10/2015 - 12/2016

**Mentor for New Faculty Member** 8/2015 – 5/2016

**Faculty Advisor – Power Up Gambia, Registered Student Organization** Periodic Since 1/2012

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| <b>Juniata College Alumni Council Faculty Representative</b>             | <b>8/2011 – 6/2013</b>   |
| <b>Middle States Accreditation Steering Committee Member</b>             | <b>1/2011 - 3/2013</b>   |
| <b>Middle States Accreditation Work Group #8 Co-Convener/Chair</b>       | <b>3/2011 - 3/2013</b>   |
| <b>Non-Profit Leadership Graduate Program Exploration Group Member</b>   | <b>1/2011 - 5/2013</b>   |
| <b>Juniata College Institutional Review Board Member and Chairperson</b> | <b>4/2010 - 5/2013</b>   |
| <b>Juniata College Institutional Review Board Member</b>                 | <b>9/2009 - 4/2010</b>   |
| <b>Judicial Board Member</b>   | <b>9/2009 - 5/2013</b>   |
| <b>Intensive English Program Director Search Committee Member</b>        | <b>3/2009 - 12/2009</b>  |
| <b>Intensive English Program Advisory Committee Member</b>               | <b>10/2008 - 12/2009</b> |

## **HONORS & AWARDS**

|  |                         |
|--|-------------------------|
| <b>Equity and Social Justice Faculty Award</b><br>Office of Diversity and Inclusion<br>Juniata College, Huntingdon, PA   | <b>5/2017</b>           |
| <b>Global Awareness Presentation Award</b><br>Recipient of Global Awareness Award & Invitation to Present<br>Center for International Education and Office of Diversity and Inclusion<br>Juniata College, Huntingdon, PA | <b>3/2016</b>           |
| <b>Certificate of Appreciation – Day of Responsibility</b><br>Huntingdon State Correctional Institution Chapter of the Pennsylvania<br>Lifers Association, Huntingdon, PA  | <b>10/2013</b>          |
| <b>Member, Omicron Delta Kappa, National Leadership Honor Society</b><br>Juniata College Chapter   | <b>4/2013 - Present</b> |
| <b>Gibbel Award for Teaching Excellence</b><br>Juniata College   | <b>5/2012</b>           |
| <b>Pennsylvania Education Policy Fellow</b><br>Education Policy Leadership Center, Harrisburg, PA<br>Institute for Educational Leadership, Washington, D.C.  | <b>6/2003 - Present</b> |
| <b>Member, Honor Society of Phi Kappa Phi</b><br>Indiana University of Pennsylvania Chapter  | <b>2005 - Present</b>   |

**Hileman Award** 1995  
Methodist Federation for Social Action, Central PA Chapter

**Distinguished Service in Community Psychology** 1994  
The Pennsylvania State University at Harrisburg

**Raymond R. Day Social Science Prize** 1979  
Juniata College

**Member, Juniata College Honor Society** 1978  
Juniata College

### **PROFESSIONAL SERVICE AND CONSULTING**

**Consultant, Member and Official Visitor** 2007 - Present  
Pennsylvania Prison Society – Huntingdon Chapter  
Huntingdon, PA

**Consultant** 2/2010 – 5/2013  
Memorial Park, Development Committee  
Martinsburg, PA

**Consulting Member** 1999 - 2006  
Pennsylvania Holocaust Education Task Force  
Harrisburg, PA

**Member, Student Advisory Council** 2002 - 2004  
Indiana University of Pennsylvania  
Ph.D. Program in Administration and Leadership Studies  
Harrisburg, PA and Indiana, PA

**Member, Board of Directors** 2000 - 2003  
The Pennsylvania State University  
Graduate School Alumni Society  
State College, PA

**Consulting Member, Steering Committee** 2001 - 2002  
**Consulting Member, Environmental Influences Sub-Committee**  
Diversity and Equal Opportunity Plan Formation  
Pennsylvania State System of Higher Education  
Harrisburg, PA

**President and Member, Board of Directors** 1992 - 1996  
The Uptown Coalition, Inc.  
(Non-Profit Community Organization and Neighborhood Association)  
Harrisburg, PA

**Member, Board of Directors** 1981 - 1983  
Huntingdon Community Center  
Huntingdon, PA

## **INTERPRETIVE RESOURCES AND CURRICULA DEVELOPMENT**

***"Police Response to Hate Crimes in Pennsylvania"*** 2004  
Primary editor and designer  
Pocket guide for use by police officers in Pennsylvania issued by the Pennsylvania Inter-Agency Task Force on Civil Tension

***"A Citizens' Guide to Hate Crime in Pennsylvania"*** 2003  
Primary editor and designer  
Interpretive resource brochure issued jointly by the Pennsylvania Human Relations Commission, the Pennsylvania Office of Attorney General and the Pennsylvania State Police

***"Effective Law Enforcement in Diverse and Changing Communities"*** 2002  
One of four contributors  
Temple University Criminal Justice Training Programs curriculum for one-day, mandatory, continuing education component for all Pennsylvania Deputy Sheriffs  
Training objectives, trainer notes, videotape scenario exercises, digital presentation slides

***"www.stopbias.org"*** 2001  
Primary content writer and editor  
Website of the Pennsylvania Inter-Agency Task Force on Civil Tension  
Introductory information concerning the task force, its purpose and member agencies; publications, web links and other resources relating to prevention and response to bias-related incidents; interpretive information on PA's "hate crime" offense; bias-related incident reporting capability  
Recipient, national "Best Practice Award 2000," U. S. Department of Housing and Urban Development

***"Stopping the Hate with Harmony"*** 1999  
Primary writer and editor  
Pennsylvania Human Relations Commission interpretive/training resource  
24-minute VHS videotape, training guide and supplemental materials - Prevention and response to bias-related incidents in communities, highlighting best practice models in Pennsylvania  
Recipient, 1999 National "Communicator Award" & Ad Club of Central Pennsylvania "Addy Award"

***"The Four Rs: Reading, 'Riting, 'Rithmatic and Respect"***

**1999**

Primary writer and editor

Pennsylvania Human Relations Commission interpretive/training resource

24-minute VHS videotape, training guide and supplemental materials - Prevention and response to bias-related incidents in schools, highlighting best practice models in Pennsylvania

**TECHNICAL REPORTS**

***"Report of the House Education Committee Pursuant to HR 139"***

**11/2002**

Provided verbal and written testimony at the Pennsylvania House of Representatives'

Education Committee Hearings on Racial Relations in Higher Education,

University of Pennsylvania, Philadelphia, PA, January 16, 2002.

Contributed report content and editorial assistance to staff of the Pennsylvania House Education Committee.

HR 139 concerned "alleged or reported incidents relating to racial relations and any appropriate responses thereto occurring on the campuses of the Commonwealth's colleges and universities."

**ADDITIONAL POST-SECONDARY INSTRUCTION / GUEST LECTURING**

***"Discrimination, White Privilege and Cultural Competency"***

**11/2005**

Two, one-hour lectures for "Introduction to Sociology" and "Minority Experience"

Undergraduate Sociology Courses, Juniata College, Huntingdon, PA

Dr. Cynthia Merriwether-deVries, Assistant Professor of Sociology

***"Discrimination, White Privilege and Cultural Competency"***

**11/2005**

Lecture for "Human Diversity" Undergraduate Course, Shippensburg University, Shippensburg, PA

Jennifer Clements, Assistant Professor, Department of Social Work and Gerontology

***"Discrimination, White Privilege and Cultural Competency"***

**9/2005 & 8/2004**

Lecture for "Race and Ethnicity" Undergraduate Sociology Course, Elizabethtown College, Harrisburg and Lancaster, PA

Thomas Maioli, Adjunct Faculty

***Field Instructor for Senior Social Work Field Practicum***

**1/2005 - 5/2005**

Undergraduate Social Work Practicum

**1/2004 - 5/2004**

Department of Social Work and Gerontology, Shippensburg University of Pennsylvania, Shippensburg, PA

Dr. Robert L. Hewitt, Professor of Social Work / Field Practicum Coordinator

***"Manifestations of Bias, White Privilege and Cultural Competency"***

**3/2005**

Lecture for two sections of "Human Relations Lab" Undergraduate Course, Shippensburg University, Shippensburg, PA

Wendy Unger, Instructor



***“Social Policy Analysis of Pennsylvania’s Anti-Discrimination and Hate Crime Laws”*** **10/2004, 2/2004 & 5/2003**

Lecture for “Social Welfare Policy and Service Delivery” Graduate Course,  
Temple University, Harrisburg, PA  
Ebonnie Simmons-Hall, M.S.W., Adjunct Instructor

***“Social Stratification”*** **11/2003**

Lecture for two sections of “Introduction to Sociology” Undergraduate Course,  
Central Pennsylvania College, Summerdale, PA  
Barbara Maroney, Dean of Continuing Education

***“Unlawful Discrimination and Hate Crimes as Social Deviance”*** **8/2003**

Lecture for "Social Deviance" Undergraduate Course, Central Pennsylvania College,  
Summerdale, PA  
Barbara Maroney, Dean of Continuing Education

***“Applied Research in Human Relations”*** **3/2001**

Lecture for "Social Science Research Methods" Undergraduate Course,  
Juniata College, Huntingdon, PA  
Dr. Duane Stroman, Professor and Department Chair, Sociology

***“Images and Identities of Hate”*** **3/2001**

Lecture for Undergraduate Psychology course, Juniata College, Huntingdon, PA  
Dr. David Drews, Professor, Psychology

***“Exploring the Geography of Hate Crimes and Bias-Related Incidents”*** **2/2000**

Lecture for Qualitative Research Undergraduate Course,  
The Pennsylvania State University, State College, PA  
Dr. Lorraine Dowler, Associate Professor of Geography

***“Women and Minorities in Employment”*** **10/1999**

Lecture for "Women and Minority Studies" Undergraduate Course,  
The Pennsylvania State University, State College, PA  
Betsy Leath, Instructor

***“Hate Crime in Pennsylvania: Pending Legislation and Community Implications”*** **11/1998**

Lecture for Undergraduate Criminology Course, Dickinson College, Carlisle, PA  
J. Daniel Schubert, Assistant Professor, Department of Sociology

## **SIGNIFICANT MEDIA APPEARANCES**

***“White Privilege and Personal Reflections on Race and Racism”*** **3/2002**

"Race Matters" - WPSU-FM Public Radio, State College, PA  
Live, one-hour interview and listener call-in

***"Hate Crimes and Civil Tension Prevention and Response"*** 7/2001  
"Worlds Apart" - WGCB-TV49 Television, Red Lion, PA  
Syndicated television talk program on issues of race  
Talk show guest with others

***"Responding to Hate Crime"*** 10/2000  
"Smart Talk" - WITF - Public Television, Harrisburg, PA  
Talk show guest with others

***"Hate Crimes, Organized Hate Groups and Civil Tension Prevention and Response"*** 6/2000  
"Live Call-In" - Pennsylvania Cable Network, Camp Hill, PA  
Live, one-hour interview and viewer call-in

***The White Privilege Knapsack*** 1/2000  
"Learning Matters" - WGAL Television, Lancaster, PA  
Interview and demonstration

**OTHER PROFESSIONAL CONFERENCE PRESENTATIONS,  
TRAINING LEADERSHIP, and INVITED PUBLIC LECTURES**

***"What's in Your Knapsack?"*** 10/2009  
Keynote Speech  
Family Involvement Conference  
Lake Harmony, PA

***"Social Science Research or Narcissistic Navel-Gazing:  
Autoethnographic Inquiry as Dissertation"*** 3/2009  
Presentation on Dissertation research in progress  
Juniata College "Bookend Seminar" Series  
Huntingdon, PA

***"Beyond Awareness and Sensitivity: Culturally Competent  
Juvenile Justice Professionals"*** 3/2008  
Designed and delivered a two-day training session for Juvenile Justice professionals  
Pennsylvania Juvenile Court Judges' Commission and the Center for Juvenile Justice  
Training and Research  
State College, PA

***"Pennsylvania's New Hate Crime Definition: Implications for  
Victim Services Professionals"*** 11/2005  
Co-presented a ninety-minute workshop  
Seventh Annual Statewide Conference, "Pennsylvania Pathways for Victim Services,"  
Pennsylvania Commission on Crime and Delinquency, Offices of Victims' Services  
State College, PA

- "Unlawful Discrimination and Hate Crime in Pennsylvania"*** **11/2005**  
 Two presentations, one for faculty and staff, and one for students and Resident Advisors  
 Juniata College  
 Huntingdon, PA
- "Hate Crime Laws and the Pennsylvania Ethnic Intimidation Statute"*** **10/2005**  
 One-hour presentation at "Investigating Extremism," a one-day seminar for law enforcement Professionals  
 Sponsored by The Anti-Defamation League with assistance from the Federal Bureau of Investigation, Pennsylvania State Police, Philadelphia Police Department, and United States Attorney's Office  
 Conshohocken, PA.
- "The Pennsylvania Human Relations Commission and Unlawful Discrimination in Pennsylvania"*** **10/2005**  
 A three-hour training session for 50 human resources professionals from four Pennsylvania Counties  
 Human Resources Management Association of Blair County, Saint Francis University  
 Loretto, PA
- "Equal Educational Opportunity for Pennsylvania's Latino Students: Social Change Now for Tomorrow's Latino Leaders"*** **10/2005**  
 One-hour presentation at the "Leadership Luncheon"  
 10<sup>th</sup> Annual Pennsylvania Statewide Latino Conference  
*10 Years Later: Providing Leadership and Demanding Accountability to Create Social Change*  
 Pennsylvania Statewide Latino Coalition  
 Harrisburg, PA
- "Discrimination According to the Law"*** **8/2005**  
 A full-day seminar on Pennsylvania discrimination law and the jurisdiction and processes of the Pennsylvania Human Relations Commission  
 Gettysburg Branch of the NAACP  
 Gettysburg, PA
- "What is Diversity?"*** **5/2005**  
 Panel presentation with three others  
 York Society for Human Resources Management  
 York, PA
- "Press Acceptance: Students Write the World"*** **4/2005**  
 Moderated two panel discussions for workshop on how student newspapers can facilitate student awareness and acceptance of all forms of diversity, with emphasis on LGBT issues.  
 Sponsored by Common Roads (LGBT youth organization), Institute for Cultural Partnerships, Pennsylvania Department of Education, Pennsylvania Newspaper Association Foundation and The Patriot-News Newspaper in Education program.  
 Harrisburg PA

- "Power and Privilege"*** **3/2005 & 10/2004**  
 Workshop on racism and White privilege  
 "Building Common Ground Training Series," Office of Multicultural Affairs, Elizabethtown College  
 Elizabethtown, PA
- "Hate Crimes: New Understanding and New Tools for Effective Prevention and Response"*** **12/2004**  
 Workshop co-presented with two others  
 2004 Statewide Crime Prevention Conference, Pennsylvania Commission on Crime and Delinquency  
 Grantville, PA.
- "Diversity and Effective Law Enforcement"*** **6/2004 & 4/2004**  
 Partnered with U. S. Department of Justice's Community Relations Service to develop  
 and present three, four-hour training sessions for Pennsylvania Capitol Police stationed  
 Philadelphia, PA and Scranton, PA
- "Hate Crime in Pennsylvania: New Tools for Effective Law Enforcement"*** **4/2004**  
 Provided leadership for all design and logistical planning for a full-day seminar on recent  
 amendments to the Ethnic Intimidation offense definition in the Pennsylvania Crimes Code  
 and implications for law enforcement professionals. Multiple expert presenters.  
 Conshohocken, PA.
- "Bullying Prevention Panel"*** **3/2004**  
 Panel moderator for panel presentation with nationally recognized experts and practitioners in  
 bullying prevention.  
 "Keeping Our Children Safe: Strategies for Schools and Communities," Safe Schools Conference  
 Pennsylvania Department of Education, Center for Safe Schools, Pennsylvania Commission on Crime  
 and Delinquency and Pennsylvania State Police  
 Hershey, PA
- "The Recent Past and Near Future of Pennsylvania Legislation  
 on Civil Rights and Hate Crime"*** **2/2004**  
 Public Lecture, Pennsylvania Women's Legislative Exchange  
 Harrisburg, PA
- "Dealing with Discrimination and Harassment in the Career or Volunteer Workplace"*** **8/2003**  
 General Session Presentation, First Annual Pennsylvania Women Fire Fighters Conference  
 Lewistown, PA
- "Equal Educational Opportunity for Latino Students"*** **10/2002**  
 Workshop presentation  
 Center for Community Leadership, Kutztown University of Pennsylvania  
 Kutztown, PA

- “The Pennsylvania Inter-Agency Task Force on Civil Tension”*** **9/2002**  
 Panel presenter and press conference participant  
 “Arab, Muslim, Sikh Awareness for Law Enforcement Professionals” Conference  
 U. S. Department of Justice  
 Conshohocken, PA
- “Reflections on Randall Kennedy’s (2002) Book, nigger”*** **4/2002**  
 Panel Presentation  
 Harrisburg Area Community College, Office of Multi-Cultural Affairs  
 Harrisburg, PA
- “Strategic Planning for Diversity”*** **2/2002**  
 Facilitation and Process Management  
 Office of Undergraduate Education, The Pennsylvania State University  
 State College, PA
- “School Climate, Academic Achievement and Equal Educational Opportunity”*** **2002**  
 Workshop presentation  
 Safe Schools Conference, Pennsylvania Center for Safe Schools  
 Lancaster, PA
- “Police and Community Relations”*** **12/2001**  
 Two-day training event  
 Conducted in conjunction with Pennsylvania Chiefs of Police Association  
 West Chester, PA
- Sexual Harassment*** **10/2001 & 10/2000**  
 Two, full-day training conferences  
 Penn State Network of Sexual Harassment Resource People  
 The Pennsylvania State University, State College, PA
- Four Keys to Equal Opportunity and Multi-Cultural Competency in the Classroom*** **9/2001**  
 Workshop presentation  
 Annual South Central Pennsylvania District Conference of the American Association of  
 University Women of the Commonwealth of Pennsylvania  
 McVeytown, PA
- “Responding to Hate Crimes”*** **9/2001**  
 Professional training, two-day sessions, two sessions  
 Expansion with Excellence: The Evolving Profession of Victim Services  
 2001 Third Quarter Training, Pennsylvania Commission on Crime and Delinquency  
 Bureau of Victims’ Services  
 Greensburg, PA and Malvern, PA

- “The State of Hate in Pennsylvania”*** **3/2001**  
 Invited public lecture  
 Juniata College  
 Huntingdon, PA
- “The State of Hate in Pennsylvania”*** **3/2001**  
 Invited public lecture  
 “Lunchtime Lecture Series”  
 The Pennsylvania State University Downtown Center  
 Harrisburg, PA
- “Hate Crimes”*** **2/2001**  
 Panel presenter with two others  
 “Crime and Punishment,” 38<sup>th</sup> Annual Public Affairs Symposium  
 Dickinson College  
 Carlisle, PA
- “God’s People in an Urban Culture”*** **7/2000**  
 Five-day, 20-hour course for 20 adult students  
 Central Pennsylvania Conference of the United Methodist Church School of Christian Mission  
 Bucknell University  
 Lewisburg, PA
- “Hate Crime and Civil Tension Prevention”*** **10/1999**  
 Workshop presentation  
 Annual “Crime Prevention Conference,” Pennsylvania Commission on Crime and Delinquency  
 Camp Hill, PA
- “Hate Crime in Pennsylvania”*** **10/1999**  
 Workshop panel presentation  
 Pennsylvania NAACP Statewide Conference  
 Pittsburgh, PA
- Sexual Harassment*** **1/1999 & 2/1999**  
 Two, four-hour training sessions  
 500+ employees of the Pennsylvania Department of Education  
 Harrisburg, PA
- “Unpacking White Privilege”*** **10/1999**  
 “Living Together: Real Stories” panel presentation, Region of Diversity: Respecting  
 Differences and Finding Common Ground, Susquehanna Conference  
 Harrisburg, PA

***"Living in a Multi-Cultural Society"***

**7/1996**

Five-day, 20-hour course for 20 adult students  
Central Pennsylvania Conference of the United Methodist Church,  
School of Christian Mission, Bucknell University  
Lewisburg, PA

***"Step One for European-Americans: Unpacking Conferred Dominance"***

**1996**

Workshop presentation  
The 10<sup>th</sup> Anniversary National Christian Multicultural Student Leadership Conference  
Messiah College  
Grantham, PA

***"Clergy Sexual Ethics"***

**1992 - 1993**

Co-leader and trainer for full-day, mandatory training seminars for clergy  
Ten workshops conducted, training over 300 pastors  
Central PA Conference of the United Methodist Church  
Harrisburg, PA

## **ACADEMIC REFERENCES**

### **Susan T. Radis**

Retired Professor of Sociology and Social Work, Department Chair  
Department of Sociology and Social Work  
Juniata College  
[Radis@Juniata.edu](mailto:Radis@Juniata.edu)

### **Cynthia Merriwether-de Vries, Ph.D.**

Associate Professor of Sociology, Sociology Program Coordinator  
Department of Social Work, Criminal Justice and Sociology  
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1700 Moore Street  
Huntingdon, PA 16652  
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### **F. Robert Reilly**

Retired Charles A. Dana Professor of Social Work and Sociology  
Department of Sociology, Anthropology and Social Work  
Juniata College  
[Reilly@Juniata.edu](mailto:Reilly@Juniata.edu)

### **Susan R. Boser, Ph.D.**

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Indiana University of Pennsylvania  
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McElhaney Hall  
Indiana, PA 15705  
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## **ADDITIONAL PROFESSIONAL AND CHARACTER REFERENCES**

Provided on request

Last Updated: January 9, 2021