

CORE COMPETENCIES:

A d m i n i s t r a t i o n • C o m m u n i c a t i o n • D E I • M i n i s t r y

Administration
Budget Management
Campus Ministry
Christian Education
Communications & Media Production
Community Curation and Cultivation
Consensus Building
Crisis Response
Curriculum Development
Diversity, Equity & Inclusion

Drama & Media Ministry
Event Planning & Coordination
Faith Formation & Development
Film Production
Intergroup Dialogue Training & Facilitation
Intergroup Relations
Interreligious Dialogue & Programming
Leadership Coaching & Training
Liturgical Preparation & Design
Pastoral Care & Counseling

Policy Development
Preaching & Teaching
Premarital Counseling & Marriage Preparation
Residential Ministry
Social Justice Conflict Resolution
Spiritual Direction
Strategic Planning & Implementation
Supervision
Theatre Production
Training & Facilitation

EDUCATION & CREDENTIALS:

Virginia Union University - Samuel DeWitt Proctor School of Theology | Doctor of Ministry - 2012

Virginia Union University - Samuel DeWitt Proctor School of Theology | Master of Divinity - 2001

Regent University | Master of Arts in Communication - 2000

University of Virginia | Bachelor of Arts in Drama and Bachelor of Arts in English - 1995

Clergy Ordination | American Baptist Churches USA at Bethlehem Baptist Church in Alexandria, VA - 2007

Clergy Licensure | Grove Baptist Church in Portsmouth, VA - 1997

PROFESSIONAL SERVICE

AS ADMINISTRATOR & MINISTER:

Goshen College | Goshen IN - January 2018 to Present

Director of Diversity, Equity & Inclusion, July 2019 to Present

Associate Director of Student Life for Diversity, Equity & Inclusion, July 2018 to June 2019

Interim Campus Pastor, January 2018 to June 2018

Current Position:

- Provide primary vision, leadership and strategic planning for diversity, equity and inclusion initiatives across campus
- Implement intentional programming, presence and education within the DEI L-A-K-S-AA (listening, awareness, knowledge, skills, action and advocacy) framework for a more equitable and inclusive campus culture
- Facilitate Intergroup Dialogue (IGD) programs with Peer Justice Educators and Faculty/Staff for courageous campus dialogue
- Serve on Student Life Senior Leadership Team, supervising DEI Team of Professional Staff (Campus Pastor, Counselors, Mental Health & Wellness Educators, DEI Coordinator, Student Services Coordinator & International Student Advisor)
- Manage departmental budgets (DEI, Campus Ministries, Counseling & MLK operating budgets and one donor-funded account)
- Provide oversight and management of the Bias-Related Incidents Reporting System and Bias Matters Response Team
- Support and resource parallel accountability processes on campus (Title IX and Conduct Review Board)
- Consult with departments & managers on inclusion and equity for training, professional development and human resources
- Implement groups (i.e. Black Faculty/Staff Fellowship & Latinx Faculty/Staff Fellowship) to support minoritized employees
- Co-chaired the Diversity, Equity & Inclusion Task Force & co-authored *DEI Task Force 2020 Report & Recommendations*
- Co-authored inaugural Freedom of Speech and Expression statement for institution (2020)
- Co-chair the Committee on Diversity, Equity & Inclusion (implemented in response to DEI Task Force Report)
- Chair, the Martin Luther King, Jr. Planning Committee for institution's Annual King Celebration
- Complete annual "DEI Assessment Plan & Annual Report" and develop DEI evaluation process and tools for departments
- Authored inaugural DEI Program Review 2021 Self-Study for Co-Curricular Programs (a cyclical assessment every 5 years)
- Advise student organizations (Black Student Union, Regarding Justice Network & Student-Led Pandemic Task Force)

University of Dayton | Dayton OH – 2007 to 2017**Campus Minister for Interdenominational Ministry**

Summary: Strategic Planning, Vision Casting & Creation of Pastoral Plan for Ministry to Protestant Students, Budget Management, Faith Formation & Development, Pastoral Care & Spiritual Direction, Preaching (Weekly Worship Service), Teaching (Weekly Bible Study), Cultivation & Stewardship of Worship, Enhanced Student Leadership Model with Student Leadership Team, Inter-religious Dialogue & Programming, Liaison to Office of Multicultural Affairs, Supervision of Graduate Campus Ministers and Ministry Programming to 300+ Residents, Advising of Student Religious Student Organizations

Georgetown University | Washington DC – 2003 to 2007

Chaplain-in-Residence, 2004 to 2007

Protestant Chaplain, 2004 to 2006

Protestant Program Coordinator, 2003 to 2006

Summary: Programming, Presence & Advising, Pastoral Care, Weekly Worship Service & Weekly Bible Study, Religious Programming, Strategic Planning, Budget Management, Leadership Development, Retreat Coordination, Supervision of Student Staff, Interreligious & Ecumenical Programming, Advising of Student Religious Organizations from Diverse Traditions

AS INSTRUCTOR:**Goshen College****Administrative Faculty**

- *CORE 100: Identity, Culture & Community* as DEI & Student Life Administrator, Fall 2019 to Present
- *CORE 104: Learning Community*, Spring 2019
- *CORE 100: Identity, Culture & Community*, Fall 2018

University of Dayton**Adjunct Faculty**

- Religious Studies Department, Fall 2010 to Spring 2017
- *REL 374: Religion & the Arts*

Faculty

- Summer Education Abroad Program, Center for International Programs, Summer 2014
- *Florence: An Urban Study of Adaptation and Change in Culture, Religion & Society* (Co-Designed & Taught in Faculty Trio)

Instructor

- Upward Bound Program, Summer 2008
- *English*

Virginia Union University**Instructor**

- Evans-Smith Leadership Institute (Northern Virginia), Fall 2003 to Spring 2007
- *Communication Skills*

AS CONSULTANT:

As Self, 2018 to Present

Ministry ThinkTank, Inc., 2017 to Present

Media Ministry Works, Inc., 2001 to 2003

Scope of Work: **K12 School System** (Diversity Strategy & Creative Consulting on Internal Diversity Issues, DEI Workshop Design & Facilitation for Administration & Senior Leadership, Authoring of Report & Recommendations, Structured Proposals for Inaugural Sustained DEI Education & Training Program for Employees); **Public Library** (DEI Workshop Design & Facilitation for Countywide In-Service Training); **City Government** (Consulting on Creation of New DEI Position); **Churches of Various Denominations** (Strategic Planning & Visioning, Creation of New Ministry Initiatives, Redesign of Existing Programs, Drama & Media Ministry Training & Consulting, Interim Church Personnel Solutions, Leadership Development, Retreat Design & Facilitation)

COMMITTEE LEADERSHIP:**Co-Chair, Committee on Diversity, Equity & Inclusion, 2020 to Present**

New Institutional Standing Committee, Goshen College, Goshen, IN

- Partner with six DEI officers across institution to accomplish committee charge
- Promote the vision and fabric of inclusive excellence at Goshen College
- Manage DEI initiatives and report annually to campus community
- Lead an annual process to prioritize campus-wide initiatives to promote DEI, support larger strategic planning goals and collaborate with the President's Cabinet to allocate resources accordingly

Co-Chair, Diversity, Equity & Inclusion Task Force, 2019 to 2020

Presidential Task Force with Two-Year Charge, Goshen College, Goshen, IN

- Led a task force of fourteen students, faculty and staff to accomplish committee charge
- Communicated institution's ongoing work in diversity, equity & inclusion
- Identified what institution is doing to promote an inclusive and equitable campus experience for all members of the community
- Proposed ways to improve institution's effectiveness in being more inclusive and equitable campus, including identifying new resources and changes to be considered
- Co-authored *DEI Task Force 2020 Report and Recommendations*

Member, Various Institutional Committees, 2018 to Present

Goshen College, Goshen, IN

- Assessment Committee, 2021 to Present
- Strategic Initiatives, 2021 to Present
- Compliance Systems Alignment Task Force, 2021 to Present
- Retention Intervention Team, 2020 to Present
- Strategic Planning Working Group, 2020 to Present
- Title IX Advisory Committee, 2019 to Present
- Clery Compliance Committee, 2019 to Present
- Athletic Strategic Planning Committee, 2019
- Goshen College Women's Leadership Council (2019 to 2020)
- Commencement Committee, 2019
- Baccalaureate Planning Committee, 2019
- Martin Luther King, Jr. Planning Committee (Chair), 2018 to Present
- Chapel/Convocation Committee, 2018 to Present
- Council of Intercultural Student Organizations (Chair), 2018 to Present

Member, Various Institutional Search Committees, 2018 to Present

Goshen College, Goshen, IN

- Campus Pastor, Search Chair, Summer 2021
- Diversity, Equity & Inclusion (DEI) Coordinator, Search Chair, Summer 2021
- Director of Health & Wellness, Summer 2021
- Executive Director of the Office of Community Engaged Learning, Summer 2021
- Director of Residence Life & Student Activities, Spring 2021
- Athletic Director, Spring 2021
- Assistant Director of Human Resources, Fall 2020
- Director of Human Resources, Spring 2020
- Associate Professor of Theatre, Spring 2020
- Associate Professor of Criminal Justice and Restorative Justice, Spring 2020
- Campus Pastor, Spring 2019
- Director of Human Resources, Spring 2019
- Head Softball Coach, Fall 2018

Member, Various Institutional Committees, 2007 to 2017

University of Dayton, Dayton, OH

- Prayers of the H.E.A.R.T. Planning Committee, Campus Ministry, 2016 to 2017

- Mona G. Fallen Endowed Scholarship Committee, Office of Multicultural Affairs, 2014 to 2017
- Associate Director for Office of Multicultural Affairs Search Committee, 2014
- Diversity Lecture Series Committee, Office of the President & Provost, 2007 to 2011
- Associate Director of Campus Ministry Search Committee, 2011
- Director & Assistant Directors for Office of Multicultural Affairs Search Committees, 2007

SPECIAL INVITATIONS WITHIN ACADEMY:

Presentations:

Student Experience at GC, Goshen College Board of Directors Orientation for New Board Members (2021)
DEI Perspectives: Student Insight & Experience at GC, Goshen College Alumni Council (2021)
DEI Presents: L-A-K-S-AA Framework & Bias Matters, Goshen College Convocation & Chapel Series (2021)
DEI & BMRT, LAUNCH Fall 2021 Orientation Sessions for First Year & Transfer Students, Goshen College (2021)
Being Community Together, LAUNCH Fall 2021 Orientation Sessions for First Year & Transfer Students, Goshen College (2021)
Goshen College Freedom of Speech & Expression Statement, Goshen College Media Law Class (2021)
Bias Matters Webinar Series, Goshen College (2020)
Goshen College Freedom of Speech & Expression Statement, Goshen College All-Employee Forum (2020)
Devotion & Reflection, Goshen College Board of Directors Meeting (2019)
DEI Overview, New Employee Orientations in August & February (2021, 2020, 2019)
DEI Overview, New Faculty Orientations in August (2021, 2020, 2019)
DEI Annual Report, Goshen College Equity Donors (2019)
Student Life: DEI Initiatives at Goshen College, Goshen College Board of Directors Meeting (2018)
DEI Training for Athletic Department Sunday Summit, Goshen College (2018)
King's Theology: Christianity, Conflict and Power, University of Dayton Teach-In *Raising the T.O.R.C.H. in Honor of Dr. King: Teach. Organize. Resist. Change. Hope* (2017)
The Role of Black Women in the Black Church: A Womanist Perspective, University of Dayton *Women & Religion* Course (2011, 2009, 2007)
Diversity in Faith Community, University of Dayton Campus Ministry Professional Development Training (2011)
Pastoral Plan for Ministry to Protestant Students, University of Dayton Campus Ministry Meeting (2011)
Protestant Ministry, University of Dayton *Campus Ministry* Graduate Course (2009)
Leadership for Life: A Leader After God's Heart, Office of Multicultural Affairs *Colors of Leadership* Conference, University of Dayton (2009)
Baggage or Luggage? Unpacking for College, Office of Multicultural Affairs Fall Retreat, University of Dayton (2008)
The Call to Community: A Closing Ceremony for UD Transitions 2008, University of Dayton (2008)
Religious Differences at the End of Life Panel, Georgetown University Hospital (2006)

Public Addresses:

Baccalaureate Address, Baccalaureate Service, Goshen College (2021)
 Speech, Founders Day, Iota Xi Sigma Alumnae Chapter of Sigma Gamma Rho Sorority, Inc. (2019)
 Panelist, *Diversity & Inclusion in Education: No Student Left Behind*, Indiana Civil Rights & Human Rights Conference (2019)
 Moderator, *World Religion & the Community* Panel, Thought Leadership Conference (2019)
 Benediction, Commencement, Goshen College (2019)
 Blessing of the Graduates, Baccalaureate Service, Goshen College (2019)
 King Convocation Address, Martin Luther King, Jr. Annual Celebration, Goshen College (2019)
 Homily, Martin Luther King, Jr. Worship, College Mennonite Church (2019)
 Blessing of the Graduates, Baccalaureate Service, Goshen College (2018)
 Homily, Campus Memorial Service for a Student, University of Dayton (2017)
 Invocation, Martin Luther King Jr. Prayer Luncheon, University of Dayton (2017, 2016, 2015, 2014)
 Invocation, Martin Luther King Jr. Prayer Breakfast, University of Dayton (2013)
 Invocation, 44th Annual Top Ten Women Awards, Dayton Daily News (2009)
 Homily, Campus Memorial Service for a Staff Member, University of Dayton (2008)
 Homily, National Association of Women in Catholic Higher Education (NAWCHE) Conference, Georgetown University (2006)
 Benediction, College Commencement Exercises, Georgetown University (2006)
 Invocation & Benediction, Beta Gamma Sigma Honor Society Induction, Georgetown University (2006)

Benediction, Washington Post Vice-President-At-Large Benjamin Bradlee Honorary Degree Conferral (2006)
 Benediction, Class of 2009 Opening Convocation, Georgetown University (2005)
 Reflection, Pope John Paul II's Memorial Mass, Georgetown University (2005)
 Invocation, Archdiocese of Washington Theodore Cardinal McCarrick's Honorary Degree Conferral (2004)

CONFERENCE/RETREAT/WORKSHOP/SEMINAR LEADERSHIP:

Facilitator, MLK Intergroup Dialogue, Goshen College (2022)
Facilitator, Departmental DEI & Gender Equity Trainings for Merry Lea Environmental Program Staff, Goshen College (2022)
Facilitator, Intergroup Dialogue Weekend Experience, Goshen College (2021)
Facilitator, Intergroup Dialogue Sustained Experience with Teach Elkhart Cohort, Goshen College (2021)
Facilitator, DEI Listening Sessions (2020, 2021)
Facilitator, DEI Book Read: *Overcoming Bias*, Goshen College (2020, 2021)
Facilitator, Office on DEI Session, Goshen College Dean's Workshop (2021)
Facilitator, Committee on DEI Session, Goshen College Dean's Workshop (2021)
Facilitator, Resident Life Staff Training, Goshen College (2020, 2019, 2021)
Facilitator, Equity & Inclusion in Community-Engaged Learning, Goshen College (2021)
Facilitator, DEI Training for Goshen College Advancement Retreat (2020)
Co-Planner & Facilitator, Student Life Annual Retreat, Goshen College (2020)
Presenter, Advancing Racial Equity Institute, St. Louis Graduates Talent Hub (2019)
Director & Facilitator, University of Dayton Interdenominational Ministry Retreats (2007 to 2017)
Facilitator, University of Dayton Civil Rights Tour Service-Learning Trip (2017, 2016, 2010, 2009, 2008)
Presenter, Various Contexts Outside the Academy (see below):
Matters of the Heart: A Critical Condition, PWOC Fall Retreat, Protestant Women of the Chapel (2016)
Beneath the Surface: Our Soil/Soul Work, PWOC Spring Retreat, Protestant Women of the Chapel (2016)
The Other Side of Compromise: No Compromise, Walk the Walk Revival, Macedonia Baptist Church (2008)
Envisioning Inclusive Ministry: Interdenominational Ministry on a Catholic College/University Campus, Campus Ministry Symposium for Campus Ministers at Catholic Colleges & Universities (2008)
From Suffering to Service, Ohio Baptist General Convention Youth & Young Adult Lock-in (2007)
The Self that Teaches, Washington Jesuit Academy Faculty Retreat (2006)

CONFERENCE PARTICIPATION & MEMBERSHIP AFFILIATION

CONFERENCE PARTICIPATION & TRAINING:

AABHE Annual Conference, American Association of Blacks in Higher Education (2022)
 Implicit Bias Training, WACUHO Network for Professionals of Color (2022)
 2021 CIC Chief Academic Officers Institute, Council of Independent Colleges (2021)
 Title IX Training, Independent Colleges of Indiana (2021)
 Othering & Belonging Institute Virtual Summit (2021)
 National Student Affairs Administrators in Higher Education (NASPA) Virtual Annual Conference (2021)
 2021 Lily Fellows Program Virtual Consultation for Senior Administrators (2021)
 National Association of Diversity Officers in Higher Ed (NADOHE) Annual Conference (2021)
 The Equity Summit (2021)
 Online Dialogue Facilitators 8-Week Training, Anna Yeakley Consulting (2020)
 Presidents' Community Summit, Council for Christian Colleges & Universities (2020)
 NCORE Webinar: Woke Olympics and Social Justice Arrogance (2019)
 Online Intergroup Dialogue 5-Week Training, Anna Yeakley Consulting (2019)
Intergroup Dialogue: Pedagogy of Possibilities, Biennial Conference on Intergroup Dialogue (2019)
 Indiana Civil Rights & Human Rights Conference (2019)
 American Council on Education (ACE) Women's Network of Indiana Leadership Conference (2019, 2021)
 National Equity Project Workshop: Equity in Education (2019)

Truth, Racial Healing & Transformation TRHT, AAC&U Webinar (2019)
Anabaptist Mennonite Biblical Seminary Pastors & Leaders Conference (2019)
Race Forward Conference (2018)
Indiana Association of Blacks in Higher Education (IABHE) Lunch & Learn (2018)
Hampton University Annual Ministers' Conference (2017, 2015, 2013, 2012 & 2006-2000)
Women in Ministry Conference (2015, 2010, 2009)
The President's Interfaith and Community Service Campus Challenge National Gathering (2013)
Campus Ministry Ohio State Seminar (2012)
Intergroup Dialogue Training, University of Dayton (2011)
Louisville Presbyterian Theological Seminary Women at the Well (2010)
Campus Ministry Symposium for Campus Ministers at Catholic Colleges & Universities (2008)

AFFILIATIONS & MEMBERSHIP:

American Association of Blacks in Higher Education (AABHE) - Member
Association of American Colleges & Universities (AAC&U) - Member
Indiana Association of Blacks in Higher Education (IABHE) – Programming Committee Member
National Association of Diversity Officers in Higher Education (NADOHE) - Member
National Student Affairs Administrators in Higher Education (NASPA) - Member