

CURRICULUM VITAE OF CYNTHIA H. SIMS

I. PROFESSIONAL AFFILIATION AND CONTACT INFORMATION

A. Present University Department:

Organizational Training and Development
Department of Workforce Education and Development

B. Office Address:

College of Education and Human Services
Southern Illinois University
625 Wham Drive
Carbondale, IL 62901
csims@siu.edu

II. EDUCATION

Doctor of Education, Adult and Higher Education, Northern Illinois University, August, 2004

Master of Education (not conferred), Elementary Education, completed 32.5 quarter hours toward the degree, DePaul University, 1995-1999

Master of Arts, Social Work, University of Chicago, December, 1994

Master of Science, Public Service Management, DePaul University, June, 1991

Bachelor of Science, Business Administration, University of Louisville, August, 1989

III. PROFESSIONAL EXPERIENCE

Professor, Department of Workforce Education and Development and Department of Women, Gender, & Sexuality Studies (Cross Appointment), Southern Illinois University, Carbondale, IL, 7/2018-present

Associate Dean for Academic and Student Affairs, College of Education and Human Services, Southern Illinois University, Carbondale, IL, 7/2017-present

Interim Chair, Department of Workforce Education and Development, Southern Illinois University, Carbondale, IL, 7/2018-present

Federal Grant Peer Reviewer, Office of Postsecondary Education, U.S. Department of Education, Washington, DC, 2/2010-present (contractual)

Visiting Faculty, School for New Learning, DePaul University, Chicago, IL, 2/1995-present (part-time)

Associate Professor, Department of Workforce Education and Development and Department of Women, Gender, & Sexuality Studies (Cross Appointment), Southern Illinois University, Carbondale, IL, 8/2011-7/2018

Interim Associate Dean for Academic and Student Affairs, College of Education and Human Services, Southern Illinois University, Carbondale, IL, 8/2016-6/2017

Chair, Department of Workforce Education and Development, College of Education and Human Services, Southern Illinois University, Carbondale, IL, 1/2015-8/2016

Interim Chair, Department of Workforce Education and Development, College of Education and Human Services, Southern Illinois University, Carbondale, IL, 8/2014-12/2014

Assistant Professor, Department of Workforce Education and Development, College of Education and Human Services, Southern Illinois University, Carbondale, IL, 2005-2011

Instructor, Department of Counseling, Adult, and Higher Education, College of Education, Northern Illinois University, DeKalb, IL, 2004-2005

Faculty Development Coordinator, Illinois Campus Compact, DePaul University, Chicago, IL, 2004-2005

Associate Dean, Academic Support Programs, Learning and Academic Support, Triton College, River Grove, IL, 2002-2004

Service-Learning Coordinator, Center for Service Learning, College of DuPage, Glen Ellyn, IL, Career Services, 2001-2002

Program Manager, Advancing Opportunities, Adult Education and Learning Enhancement, Waubensee Community College, Aurora, IL, 1999-2000

Adjunct Faculty, Department of Sociology, College of Liberal Arts & Sciences, Moraine Valley Community College, Palos Hills, IL, 1997-2000

Quality Control Specialist, Jane Addams Hull House, Chicago, IL, 1994-1995 (part-time)

Academic Advisor, School for New Learning, DePaul University, Chicago, IL, 1994-2000 (full-time until 1998)

Academic Advisor, College of Commerce, DePaul University, Chicago, IL, 1991-1992

Letter Processing Coordinator, Office of Admissions, DePaul University, Chicago, IL, 1990-1991

IV. RESEARCH AND CREATIVE ACTIVITY

A. Interests and Specialties:

Workplace diversity, impact/perception of power and privilege, global workplace colorism and lookism, human resource development, women's career development, mentoring and leadership development, and adult learning

B. Current and Past Projects:

Director, SIUC/WED Mentorship Academy Grant Program, 2007-present

- Manage undergraduate and graduate student team for mentoring of disadvantaged high school students for college and career preparation

Training Consultant, Illinois Lt. Governor K-12 School-Based Learn and Serve America Program, 2007-2009 in collaboration with Jackson/Perry Counties Regional Office of Education

- Trained high school teachers to develop service-learning mentoring programs for successful high school transition

Director, Enhancing Minority College and Career Preparation Service-Learning Mentoring Grant Program, 2006-2007

- Established a service-learning mentoring program that allowed minority undergraduate and graduate students to partner with minority high school students for one-on-one personal and academic mentoring

C. Research and Program Grants Received:

Co-Principal Investigator with Lavern Byfield and Dr. Crystal Caffey, 2013-2014. SIUC Collaborative Research Seed Grant, "Teachers' Perception of Bilingualism and Dialectalism," \$33,267

Principal Investigator, Reflective, Responsive University Grants Program, Southern Illinois University Carbondale, 2006-07, to develop "SIUC Mentorship Academy," \$25,000

Principal Investigator, State Farm Foundation Service-Learning Faculty Fellowship, Illinois Campus Compact, 2006-07, to develop "Enhancing Minority College and Career Preparation Service-Learning Mentoring Program," \$4,000

D. Teaching and Training Grants

Principal Investigator with partner Ms. Tasha Coney, Illinois University Council for CTE, 2009-2010, to develop teacher training about “Preparing Provisionally Certified Career and Technical Education Teachers for Inclusion of Students with Disabilities,” \$6,548

Partner with Jackson/Perry Counties Regional Office of Education, Illinois Lt. Governor K-12 School-Based Learn and Serve America Program, 2007-09, to train teachers to start “Service-Learning Mentoring for High School Transition Programs,” \$16,000

E. Grants Applied For But Not Funded:

Principal Investigator: Dr. Jale Tezcan, Co-Principal Investigator: Dr. Qiang Cheng, and Senior Personnel: Dr. Cynthia Sims. “STEP (STEM Talent Expansion Program) Type II: Collaborative Research. A Mutual Information-Based Exploration of STEM Enrollment, Graduation, and Employment Patterns,” National Science Foundation, 2012, \$385,276

Taco Bell’s Graduate to Go Grant Program, “College Is For Me,” 2011, \$13,933

Department of Justice, National Institute of Corrections, “A Systems Approach for Workforce Performance – Curriculum Development,” 2009, \$102,165

Learn and Serve America Higher Education Grant, Corporation for National and Community Service, “WED Service-Learning Mentoring Program,” 2009, \$67,283

Illinois University Council for Career and Technical Education, “The Impact of a CTE Service-Learning Mentoring Program on Pre-Service Teachers,” 2008, \$7,751

National Education Association Foundation, “Professional Development Utilizing Mentoring in Workforce Education and Development: Academic Integration and Career Development,” 2008, \$5000

State Farm Youth Advisory Board, “I Can Close the Gap Service-Learning Mentoring Program,” 2007, \$67,017

National Education Association Foundation, “Professional Development in Workforce Diversity,” 2007, \$2000

Learn and Serve America Higher Education Grant, Corporation for National and Community Service, “College and Workforce Prep Service-Learning Program,” 2006, \$183,909

F. Honors and Awards:

2016 Human Resource Development Cutting Edge Award, Academy of Human Resource Development, February 2017 (with SIUC doctoral students Yuanlu Niu and Tingting Liu)

- Awarded for outstanding contribution to the field through the quality of reporting, the significance of the subject matter that is addressed, and/or the theoretical or practical importance of the problem. **Paper Title:** *Employment Lookism in Chinese Job-Hunting Television Show: A Media Content Analysis of Fei Ni Mo Shu*

Nominee, **Ernest A. Lynton Award for the Scholarship of Engagement for Early Career Faculty**, New England Resource Center for Higher Education, 2009

- Recognizes a faculty member who connects his or her teaching, research, and service to community engagement.

G. Publications

Book:

Sims, C. (2018). *The politics of lookism in global workplaces: Physical appearance discrimination in the 21st century*. Dubuque, IA: Kendall Hunt Publishing Company.

Articles in Refereed Professional Journals:

Niu, Y., Hirudayaraj, M., **Sims, C.**, & Kawashima, Y. (2018). Lookism in the Chinese nursing industry: A content analysis of online recruitment advertisements. *Journal of Asia-Pacific Business*, 9(2), 1-18. doi: 10.1080/10599231.2018.1453744.

Sims, C., & Hirudayaraj, M. (2016, February). The impact of colorism on the career aspirations and career opportunities of women in India. *Advances in Developing Human Resources*, 18(1), 38-53.

Sims, C., & Barnett, D. (2014, Fall). Devalued, misunderstood, and marginalized: Why nontraditional students' experiences should be included in the diversity discourse. *Online Journal of Workforce Education and Development*, 8(1), 1-12.

Legas, M., & **Sims, C.** (2011, Fall). Leveraging generational diversity in today's workplace. *Online Journal of Workforce Education and Development*, 5(3), 1-9.

Ebron, C., **Sims, C.**, & Yang, H. (2011, Spring). Profiles and perceptions of workplace diversity among park and recreation professionals. *LARNet: The Cyber Journal of Applied Leisure and Recreation Research*, 13(1), 1-15.

Sims, C. (2010). Leveraging diversity by exploring intraracial discrimination in the workplace. *International Journal of Human Resources Development and Management*, 10(3), 239-253.

Sims, C. (2009, Summer). The impact of African American skin tone bias in the workplace: Implications for critical human resource development. *Online Journal of Workforce Education and Development*, 3(4), 1-17.

Sims, C. (2009). Closing the minority gap in science, technology, engineering, and math (STEM) fields by utilizing service-learning mentoring. *Illinois Committee on Black Concerns in Higher Education Journal*, 25(1), 17-21.

Sims, C. (2008). Developing workplace leadership skills while mentoring. *Academic Exchange Quarterly*, 12(2), 106-110.

Sims, C. (2007). A service-learning mentoring program model. *Academic Exchange Quarterly*, 11(3), 234-238.

Other Publications

Sims, C. (2012, November/December). Women supporting each other through positive mentoring. *Black Women 50+ Health and Lifestyle Magazine*, 24-25.

Sims, C. (2010, April). Service-learning mentoring for high school transition and student leadership. *Techniques (Association for Career and Technical Education)*, 85(4), 24-29.

Sims, C. (2010, January). Increasing the minority CTE teacher pipeline. *Techniques (Association for Career and Technical Education)*, 85(1), 26-29.

Sims, C. (2006). Service-learning mentoring: One answer to the minority teacher shortage. *Teachers College Record*, <http://www.tcrecord.org>, ID Number: 12835.

Chapters in Professional Books:

Niu, Y., & Sims, C. (Forthcoming, 2018). NGO sector. In J. Sun & G. McClean (Eds.), *Chinese Women in Leadership*. Basingstoke, United Kingdom: Palgrave Macmillan.

Sims, C. (2018). Personal/physical appearance stigmatizing. In M. Byrd & C. Scott (Eds.), *Diversity in the workforce: Current issues and emerging trends* (2nd ed.). London: Routledge.

Sims, C. (2017). Genderized workplace lookism in the U.S. and abroad: Implications for organization and career development professionals. *Discrimination and diversity: Concepts, methodologies, tools, and applications (4 Volumes)*. In Information Resources Management Association (Ed.), (1st ed. pp. 61-85). Hershey, PA: IGI Global. DOI:

10.4018/978-1-5225-1933-1.ch005. (Reprinted from *Impact of diversity on organizational and career development*, pp. 105-127), by C. Hughes, Ed., 2015, Hershey, PA: IGI Global.

Sims, C. (2015). Genderized workplace lookism in the U.S. and abroad: Implications for organization and career development professionals. In C. Hughes (Ed.), *Impact of diversity on organizational and career development*. (1st ed. pp. 105-127). Hershey, PA: IGI Global.

Sims, C. (2014, February). Personal/physical appearance stigmatizing. In M. Byrd & C. Scott (Eds.), *Diversity in the workforce: Current issues and emerging trends* (1st ed., pp. 266-282). London: Routledge.

Book Reviews:

Sims, C. (2013, July). [Review of the book *Meaningful workplaces: Reframing how and where we work*]. *New Horizons in Adult Education*, 25(3), 136-138.

Sims, C. (2005). [Review of the book *Strategic human resource development*]. *Asia Pacific Education Review*, 6(2), 195-196.

H. Papers and Presentations at Professional Meetings:

Refereed Conference Proceedings and Presentations:

Hirudayaraj, M., & **Sims, C.** (2018, June). Influence of colorism on career aspirations and career development of women: A comparative analysis across multicultural societies. *Proceedings of the 19th International Conference on Human Resource Development Research and Practice across Europe of the Academy of Human Resource Development*. Newcastle, UK.

Niu, Y., & **Sims, C.** (2018, February). The impact of lookism on the career development and career opportunities of nursing students in China. *Proceedings of the 2018 Academy of Human Resource Development (AHRD) International Conference in the Americas*, Richmond, VA.

Niu, Y., Liu, T., & **Sims, C.** (2017, March). Employment lookism in a Chinese job-hunting television show: A media content analysis of Fei Ni Mo Shu. *Proceedings of the 2017 Academy of Human Resource Development (AHRD) International Conference in the Americas*, San Antonio, TX.

Sims, C., & Hirudayaraj, M. (2016, November). Workplace colorism in Taiwan and India: A comparative study of women's experiences. *Proceedings of the 2016 Academy of Human Resource Development (AHRD) International Conference in Asia and MENA*, Ifrane, Morocco.

Niu, Y., & **Sims, C.** (2016, November). Explicit lookism in female-dominated and male-dominated jobs: Evidence from online job advertisements in China. *Proceedings of the 2016 Academy of Human Resource Development (AHRD) International Conference in Asia and MENA*, Ifrane, Morocco.

Sims, C. (2016, February). The impact of colorism on Taiwanese women's careers. *Proceedings of the 2016 Academy of Human Resource Development (AHRD) International Conference in the Americas*, Jacksonville, FL.

Niu, Y., & **Sims, C.** (2016, February). Evidence of lookism in nursing job advertisements in urban China. *Proceedings of the 2016 Academy of Human Resource Development (AHRD) International Conference in the Americas*, Jacksonville, FL.

Sims, C. (2009). Minorities mentoring minorities: A graduate service-learning mentoring program. *Proceedings of the 7th Annual Hawaii International Conference on Education, 1*, 2797-2802, Honolulu, HI.

Porter, J., Wakefield, D., Alston, A. J., **Sims, C.**, & Pense, S. (2009). Determining agricultural teacher education awareness of biotechnology and the future of biotechnology education in Illinois. *Proceedings of the 7th Annual Hawaii International Conference on Education, 1*, 4390-4412, Honolulu, HI.

Sims, C. (2007). The narrow scope of diversity in higher education. *Proceedings of the 5th Annual Hawaii International Conference on Education, 1*, 5261-5279, Honolulu, HI.

Sims, C. (2006). Broadening the scope of diversity: Implications for the recruitment and retention of minority faculty. *Proceedings of the Annual Academy of Human Resource Development International Research Conference, 1*, 1199-1205, Columbus, OH.

Sims, C. (2005). Breaking the cycle of silence regarding power and privilege in the workplace: Implications for critical HRD. *Proceedings of the Annual Academy of Human Resource Development International Research Conference, 1*, 213-220, Estes Park, CO.

Sims, C., & Roth, G. (2004). Perceptions of privilege and skin tone bias among African Americans in the workplace: Implications for diversity training. *Proceedings of the Third Asian Conference of the Academy of Human Resource Development, 1*, 180-187, Seoul, Korea. (published paper only)

Sims, C., & Roth, G. (2003). The privilege of lightness in the workplace: Implications for diversity training. *Proceedings of the Annual Academy of*

Human Resource Development International Research Conference, 2, 875-881. Minneapolis, MN.

Other Conference Presentations:

Sims, C., & Niu, Y. (upcoming, February, 2019). Career and family sacrifices of female internationals: Implications for human resource development professionals. *Academy of Human Resource Development Conference in the Americas*.

Sims, C., & Stephens, C. (upcoming, February, 2019). Graduate students' application of diversity concepts: Recommendations for undergraduate teacher education. *Association of Teacher Educators Annual Meeting*.

Niu, Y., & **Sims, C.** (July, 2017). Employment lookism in Chinese job-hunting television show: A media content analysis of Fei Ni Mo Shu. *Seventeenth International Conference on Diversity in Organizations, Communities & Nations*, Toronto, Canada.

Niu, Y., & **Sims, C.** (2017, February). A comparison of gender-based lookism in different occupations. *The 5th Annual Women, Gender, and Sexuality Studies Cross-Disciplinary Spring Conference*, Southern Illinois University Carbondale, Carbondale, IL

Sims, C. (2016, July). Colorism in Mexico: Exclusionary workplace practices that disempower Latinas. *Sixteenth International Conference on Diversity in Organizations, Communities & Nations*, Granada, Spain.

Niu, Y., & **Sims, C.** (2016, April). Lookism in urban Chinese nursing job advertisements. *The 7th Annual Symposium for Teaching and Learning*, Southern Illinois University School of Medicine, Springfield, IL. (Research Poster)

Niu, Y., & **Sims, C.** (2016, April). Lookism in online job advertisements for nurse positions in China. *The 4th Annual Women, Gender, and Sexuality Studies Cross-Disciplinary Spring Conference*, Southern Illinois University Carbondale, Carbondale, IL

Ghosh, R., Li, J., & **Sims, C.** (2013, November). Exploring implications of gender roles for women's careers in India and China. *The 12th International Conference of the Academy of Human Resource Development in Asia*, Taipei, Taiwan. (Innovation Session)

Sims, C. (2012, April). Assessing the need for required cultural diversity courses. *The 2012 Inaugural Conference of the International Society of Diversity and Inclusion Professionals, Inc.*, Rio Grande, Puerto Rico.

Sims, C. (2010, March). Service-learning mentoring: Developing the workplace skills of college students. *The 23rd Annual International Mentoring Association Conference: Diversity in Mentoring*, Orlando, FL.

Sims, C. (2008, April). First generation adult learners. *First Generation Students: 2nd Annual Diversity Conference*, Southern Illinois University Carbondale, Carbondale, IL. (Invited)

Sims, C. (2007, April). Self-exploration: Know yourself as a privilege holder. *Empowering Faculty for Diverse Classrooms: 1st Annual Diversity Conference*, Southern Illinois University Carbondale, Carbondale, IL. (Invited)

Sims, C. (2007, March). The SIUC Mentorship Academy. *The 18th Annual National Service Learning Conference*, Albuquerque, NM. (Exhibit)

Sims, C. (2005, October). Adults transforming themselves: Applying Kolb's learning styles to service-learning. *Linking Adults with Community: A Symposium on Adult Education and Service Learning*, DePaul University, Chicago, IL.

Sims, C. (2004, February). Continuing professional education: An historical view of the profession. *The Annual Academy of Human Resource Development International Research Conference*, Austin, TX.

Sims, C. (2002, May). Enhancing learning styles: A model for engaging adult students in service-learning. *The Campus Compact National Center for Community Colleges Annual National Conference*, Woodland Hills, CA.

Other Presentations:

Becoming a diversity and inclusion ally: Part II. *Brown Bag of the College of Education and Human Services*, Southern Illinois University, Carbondale, IL, March, 2017

Instruments of change: Becoming a diversity and inclusion ally. *Brown Bag of the College of Education and Human Services*, Southern Illinois University Carbondale, IL, November, 2016

Guest Speaker, *Applied Psychology Brown Bag Session*, Department of Psychology, Southern Illinois University, September, 2016 (Invited)

Women's Leadership Styles, *Women's Civic Institute*, Southern Illinois University, Carbondale, IL, January, 2015 (Invited)

Genderized lookism and colorism abroad. *Diversity Wise Spotlight Series*, Southern Illinois University Office of Diversity and Equity, Carbondale, IL, October, 2014 (Invited)

Understanding our leadership styles, *Women's Civic Institute*, Southern Illinois University Center for Service-Learning and Volunteerism, Carbondale, IL, February, 2013 (Invited)

Service-learning and connecting generations. *How Generations Can Work Together*, Intergenerational Initiative, Southern Illinois University School of Law, Center for Health Law and Policy, Carbondale, IL, May, 2011 (Invited)

The WED Mentorship Academy: A means for interface of science, girls, and female faculty @ SIUC. *African American History Month Program*, American Association for University Women, Carbondale Branch, Carbondale, IL, February, 2011 (Invited)

Mentoring to develop workplace soft skills. *Fourth Annual Scholarship Brown Bag Series*, College of Education and Human Services, Southern Illinois University, Carbondale, IL, November, 2010

Instrument for change: Which are you? *Black History Month*, Southern Illinois University, Carbondale, IL, February, 2010 (Invited)

Finding your leadership style workshop. *University Women's Professional Advancement (UWPA) Women's Leadership Series*, Southern Illinois University Carbondale, Carbondale, IL, March, 2009 (Invited)

Unearned privilege in the classroom. *Black History Month: The Quest for Black Citizenship in the Americas*, Southern Illinois University Carbondale, Carbondale, IL, February, 2009 (Invited)

Understanding diversity. *Future Scholars Program*, Southern Illinois University Carbondale, Carbondale, IL, July, 2008 (Invited)

Self-exploration: Know yourself as a privilege holder. *Illinois Dental Hygiene Educators Annual Workshop*, Southern Illinois University Carbondale, Carbondale, IL, November, 2007 (Invited)

Effective presentation skills. *McNair Scholars Program*, Southern Illinois University Carbondale, Carbondale, IL, July, 2007 (Invited)

Reflection is key: A service-learning workshop. *Faculty and Administrator Development Workshop*, John A. Logan Community College, Carterville, IL, Marion, IL, February, 2007 (Invited)

The value of service-learning. *Service-Learning Faculty and Administrator Development Workshop*, Southern Illinois University Carbondale, Carbondale, IL, October, 2006 (Invited)

Keynote Speaker, *Service-Learning Spring Symposium*, National-Louis University, Evanston, IL, April, 2006. (Invited)

Integrating service-learning effectively. *Service-Learning Faculty Development Workshop*, Milliken University, Decatur, IL, March, 2006 (Invited)

Empowerment of women: We empower ourselves. *American Association for Women in Community Colleges*, Triton College, River Grove, IL, Fall, 2003 (Invited)

I. International Experience:

Visiting Scholar, China University of Mining and Technology, Management School in Xuzhou, China, December, 2016 (Invited)

Research Conducted in Cuba (2014); Mexico (2014); and Taiwan (2013)

Educational Group Trips to Ghana (2012) and Egypt (2010)

Study Abroad in Brazil in 2002

VI. TEACHING EXPERIENCE

A. Teaching Interests and Specialties:

Courses Taught

Southern Illinois University

- Adult Learning (undergraduate, graduate, on campus, online, & off-campus military program)
- Developing Programs for the Adult Learner (graduate, on campus, and online)
- Workforce Diversity (graduate, on campus and off campus)
- Facilitating Diversity Initiatives (graduate, on campus)
- Instructional Methods and Materials (undergraduate, graduate, & off-campus military program)
- Introduction to Workforce Development Research (graduate, on campus, & two-way interactive)
- Current Issues and Research (doctoral, on campus)
- Administration and Supervision (graduate, on campus)

- Foundations of Workforce Education (undergraduate off campus)
- Special Investigations: Minorities in Higher Education (graduate, on campus, & service-learning)
- Thesis Research (graduate, on campus)
- Internship (independent)
- Readings (graduate, online)
- Individual Research (graduate, on campus and online)

DePaul University

- Exploring Education (undergraduate, online)
- Family Life (undergraduate, online)
- Research Seminar (undergraduate, online)
- Critical Thinking (undergraduate, online)
- Empowering Women Through Education and Social Services (undergraduate, hybrid service-learning)
- Advanced Project (undergraduate, online)
- Single-Parent Families: A Socioeconomic Perspective (undergraduate, on campus)
- Learning Assessment Seminar (undergraduate, on campus)

Northern Illinois University

- Human Resource Development (graduate)
- Policy Studies in Adult Education (graduate)

Moraine Valley Community College

- Introduction to Sociology (undergraduate)
- Marriage and Family (undergraduate)

Teaching Honors and Awards

Lifelong Learning Award, DePaul University, School for New Learning, 2014

- Awarded for commitment to the love of learning, demonstrated creativity and vitality in teaching and learning

Nominee, **Excellence in Teaching Award**, DePaul University, School for New Learning, 2000

Current Graduate Faculty Status:

Graduate Faculty

Number of Master's and Ph.D. Committees served: 41

Names of Students who have completed Master's Theses, Research Papers, and Doctoral Dissertations Under My Direction:

Yuanlu Niu, Dissertation Chair
Casheena Stephens, Dissertation Chair
Malarvizhi Hirudayaraj, Dissertation Chair
Debra Ferdinand-Dissertation Co-Chair
Catherine Kyeyune-Dissertation Co-Chair
Supranee Chongcharoenpanich-Thesis Chair
Faith Nelson-Thesis Chair
Tambra Kent-Thesis Chair
Robin Brown-Research Paper Chair
Mandei Lewis-Research Paper Chair
Lathia Davison-Research Paper Chair
Karen Jackson-Research Paper Chair
Alexis Maston-Research Paper Chair
Chester Hood-Research Paper Chair
Jessica Edmond-Research Paper Chair
Casheena Stephens-Research Paper Chair
Celina Maniece-Research Paper Chair
Kenya Govan-Research Paper Chair
Blaine Heisner-Research Paper Chair
Brittany Freeman-Research Paper Chair
Ebony Marshall-Research Paper Chair
Christopher Schreiner-Research Paper Chair
Ebony Bryant-Research Paper Chair
David Whitfield-Research Paper Chair
Lisa Cardinale-Brown-Research Paper Chair
Margaret Pappoe-Research Paper Chair
Jacob Tribble-Research Paper Chair
Melissa Price-Research Paper Chair
DJuana King, Research Paper Chair
Jeffrey Zarnoth, Research Paper Chair
Valerie Rasp, Research Paper Chair
Angela Pratcher, Research Paper Chair
Mary Smith, Research Paper Chair
Amanda Barnard, Research Paper Chair
Abel Salazar, Research Paper Chair
Heidi Ousley, Research Paper Chair

VII. UNIVERSITY SERVICE

A. Department Committees:

- Member, WED Doctoral Preliminary Exam Committee, 2006-2016
- Member, WED Policy and Personnel Committee, 2011-2013
- Chair, WED Graduate Programs Committee, 2008-2013
- Member, WED Faculty Search Committee, 2006-2012
- Member, WED Curriculum Committee, 2005-2011
- Member, WED Chair Search Committee, 2008-2010, 2013
- Member, WED Graduate Faculty Committee, 2005-2008

B. College and University Committees and Councils:

- Chair, Assistant Director for Undergraduate Advisement Search Committee, 2018
- Member, Graduation Appeals Committee, 2017-present
- Member, Higher Learning Commission Reaccreditation Steering Committee/Teaching and Learning Subcommittee, 2017-present
- Founding Coordinator, Junior Faculty Development Network, 2016-present
- Member, Dean's Cabinet, 2016-present
- Chair, Ph.D. Program Committee, 2016-present
- Research Mentor, McNair Scholars Program, 2014-present
- Member, Executive Council, 2014-present
- Member, Center for Service-Learning Advisory Committee, 2006-present
- Member, Graduate Council, 2014-2017
- Member, College of Education and Human Services Dean Search, 2015-2016
- Chair, Graduate School Student Grievance Committee, 2014-2015
- Member, Chief Academic Advisor Search Committee, 2014
- Chair, University Affirmative Action Advisory Committee, 2011-2013
- Member, Morris/Doctoral Fellowship Review Committee, 2011-2013
- Member, Underserved Graduate Fellowship Committee, 2007-2013
- Member, Academic Affairs, College of Education and Human Services, 2012-2013
- Member, Chancellor/Mayoral Sexual Assault Response Committee, 2010-2012
- Member, University Affirmative Action Advisory Committee, 2007-2011
- Member, Provost and Senior Vice Chancellor Search Committee, 2010
- Member, North Central Accreditation Steering Committee, 2007-2008
- Member, College of Education and Human Services Associate Dean Search Committee, 2007
- Member, Dr. James Walker Presidential Fellowship Committee, 2006-2008
- Member, College of Education and Human Services Advisory Committee, 2006-2008
- Member, Diversity Conference Committee, 2006-2008
- Member, Outstanding Thesis/Dissertation Committee, 2006-2007

VIII. PROFESSIONAL SERVICE

A. Membership in Professional Associations:

- Member, Academy of Human Resource Development, 2003-present
- Member, India Special Interest Group, Academy of Human Resource Development, 2013-present
- Member, Diversity and Inclusion Standards Development Taskforce, Society for Human Resource Management (SHRM), 2010-present
- Member, Workforce Diversity and Inclusion Special Interest Group (formerly Cultural Awareness Steering Committee), Academy of Human Resource Development, 2005-2014
- Member, International Society of Diversity and Inclusion Professionals, 2011-2013
- Member, University Professional & Continuing Education Association, 2011-2012
- Member, Policy Committee, *Engineering and Technology Education Division*, National Association for Career and Technical Education, 2007-2013
- Textbook Reviewer, Pearson, Upper Saddle River, NJ, 2011
- Member, International Association for Research on Service-Learning and Community Engagement, 2007-2011
- Executive Member, Illinois Campus Compact, 2007-2011
- Member, Illinois State Team, Education Leadership Colloquium on the Civic Mission of American Education, 2007-2010
- Member, Cultural Awareness Task Force, National Association for Career and Technical Education, 2007-2011

B. Offices Held

- Elected Vice Chair, Advisory Board, Center for Rural Health and Social Service Development, Carbondale, IL, October 2017-present
- Co-Chair of Resource Development Committee, Serve Illinois Commission on Volunteerism and Community Service, Office of Illinois Governor Pat Quinn/Bruce Rauner, Springfield/Chicago, IL, 2013-2016
- Governor-Appointed Commissioner, Serve Illinois Commission on Volunteerism and Community Service, Office of Illinois Governor Pat Quinn/Bruce Rauner, Springfield/Chicago, IL, 2009-present
- Session Chair, Academy of Human Resource Development 12th International Conference of the Asia Chapter, Taipei, Taiwan, 2013
- Chair, Cultural Awareness Steering Committee/Task Force, Association for Career and Technical Education, 2011-2012

- Chair, Cultural Awareness Committee, Engineering and Technology Education Division, Association for Career and Technical Education, 2007-2012

C. Award:

Service Award, Association for Career and Technical Education, Engineering and Technology Division, 2012

- Awarded for dedication as Chair of the Cultural Awareness Committee

D. Evaluation of Manuscripts for Journals and Book Publishers and of Grant Proposals for Agencies:

- Manuscript Reviewer, Academy of Human Resource Development Conference of the Americas, 2003-2007, 2010-2014, 2017-
- Manuscript Reviewer, Equity and Excellence in Education Journal, 2011-2014
- Manuscript Reviewer, New Horizons in Adult Education, 2006-2014
- Manuscript Reviewer, International Journal of Management Reviews, 2011-2014
- Manuscript Reviewer, International Association for Research on Service-Learning and Community Engagement, 2010-2013
- Editorial Advisory Board Member, Handbook of Research on Workforce Diversity in a Global Society: Technologies and Concepts, 2011-2012
- Textbook Reviewer, Pearson, Upper Saddle River, NJ, 2011
- Diversity Issue Editor, Online Journal for Workforce Education and Development, 2005-2006

IX. COMMUNITY SERVICE

- Volunteer, New Student Move-In, Southern Illinois University Carbondale, 2014-present
- Volunteer Tutor, Family Advocacy Services, Carbondale, IL, 2013
- Volunteer, "I Choose to Serve" Day of Service, SIUC, 2011
- Volunteer Driver for High School Students' Community Service, Trinity Christian High School, Carbondale, IL, 2006-2010
- Volunteer, SIUC Day of Service, 2008 & 2009
- Tutor, Supplemental Educational Services (SES), Family Advocacy Services, Carbondale, IL, 2008-2009
- Volunteer, Relay for Life (Breast Cancer Fundraiser), Carbondale, IL, 2009
- Honorary Student Life Advisor, Week of Welcome, Southern Illinois University Carbondale, 2006 & 2009
- Volunteer, Chicago Women's AIDS Project, Chicago, IL, 2008