

Education

- Doctor of Education (Ed.D.)**, 1996, University of San Francisco, San Francisco, California
Department: Organization & Leadership; Major: Higher Education Administration with emphasis in Multicultural Education
- Master of Education (M.Ed.)**, 1991, Loyola Marymount University, Los Angeles, California
Major Emphasis: School Administration
- Bachelor of Arts (B.A.)**, 1976, Mississippi College, Clinton, Mississippi
Major: History; Minor: Political Science

Dissertation

An Investigation of the Influence of Mentoring on the Academic Success of African American Students. Quantitative research based on the theories of adult learning styles, multicultural education, education administration, cultural influences, and student development.

Teaching Certification & Licensure

- 1976 – State of Mississippi Certification Grades 7-12, Social Studies, Lifetime
1981 – California CBest Certification, Lifetime
2014 – Ken Blanchard Student Situational Self Leadership Training for Trainers
2015 – Gallup Strengths Coaching Program
2015 – TOPS Certification (Teaching Online at PLNU certification)

Vitae Part I - Teaching Experience

- 2010-Present **Point Loma Nazarene University, San Diego, CA**
Adjunct Faculty, School of Sociology and Social Work

Courses taught:
SOC 222 – *Exploring Diversity through Intergroup Dialogue*
SOC 360 – *Race & Ethnicity*
GED 676 – *Higher Education Leadership in Student Development*
GED 690 – *Contemporary Issues in Higher Education*
SCL 302 – *Group & Organizational Behavior*

For undergraduate, graduate, and degree completion programs, these courses represent a core curriculum for education leadership and multicultural education.

- 2005-Present **National University, San Diego, CA**
Certified Core Adjunct Faculty, School of Education
University Fellow, National University Community Research Institute (NUCRI)

Courses taught:
MAT 641 – *Education and Social Pluralism*
MAT 642 – *Program Design: Curriculum Theory, Design and Assessment*
MAT 643 – *Models of Teaching, Theories, Applications & Practice*
PDX 1805 – *Understanding the Music and Culture Connection*

Primarily teaching in the School of Education, revised, created and taught core classes for the Masters of Arts in Teaching and the Teacher Education departments. The Certified Core Adjunct is the highest rank non-tenure tract teaching position reserved for faculty with demonstrated expertise in teaching

effectiveness. Current research and applications include systemic multicultural competency development examining the observable and hidden evidence of organizational transformation plus exploration of multicultural pedagogy. Additional areas of interest and correlational studies include social justice paradigms as a component of diversity education.

1996 - 2003 **University of San Francisco, San Francisco, CA**
Adjunct Faculty, Performing and Fine Arts Department
Teaching Assistant, School of Education

As Adjunct Faculty, developed and instructed course for music department.
As Teaching Assistant, USF School of Education graduate course, "Current Practices In Student Affairs."

1976 – 1982 **Public and Private Elementary and Secondary Classroom Teacher**

As classroom teacher, provided curriculum planning and assessment as well as daily lesson plans for high school curriculum in American history course. Assessed and advised students and parents on academic progress of students.

Teaching Interests / Areas of Expertise

Culturally based pedagogy (history and significance of cultural diversity)
Student development (theory and application)
Educational technology (technology integration, design and implementation)
Education Administration
Curriculum (design and implementation)
Adult learning (theory and application)

Vitae Part II - Administrative Employment Record

2007 – Present **Point Loma Nazarene University, San Diego, CA**
Chief Diversity Officer, Office of the President
Associate Vice President, Student Development

As the Chief Diversity Officer (CDO) reporting directly to the President, takes steps that over time lead to change utilizing the vertical structure archetype of the Collaborative Officer Model providing institution wide leadership for diversity. Responsible for the creation, implementation, and assessment of the campus diversity strategic plan as well as clarify and assess progress. The CDO provides expertise on issues of access, equity, diversity, and inclusion. Provide leadership for campus wide committees and working groups on diversity and a variety of services such as conducting surveys of the campus climate and planning symposia centered on diversity that promotes awareness and discussion as praxis for change. Serves as the external diplomat and expert to the community on issues for diversity.

As Associate Vice President, provide effective and efficient leadership for student engagement and retention activities of the University. Guide a team of Associate Deans and Directors to accomplish the goals of student engagement and retention. Develop and enhance teamwork among the departments within engagement and retention. Responsible for describing and then improving the connection among the excellent student engagement and retention programs occurring throughout the campus. Promote an understanding on campus of the connection between student engagement and student retention. Provide research based support and information to university departments impacting retention. Design programs to increase University retention. Maintain an up-to-date knowledge of learning community research.

2005 – 2007 **National University, San Diego, CA**
University Fellow, National University Community Research Institute (NUCRI)
Core Adjunct Faculty, School of Education

As University Fellow, responsible for writing and administrating identified federal grants to implement community based programs. Duties also include planning and presenting monthly pedagogical seminars to career credentialed educators per the participant guidelines of the AmeriCorp program.

2003-2007

**Carr Enterprises, L.L.C. San Diego, CA
President / CEO**

Developed and formed multi-faceted business enterprise meeting the needs of various markets. Private consulting in higher education on numerous interest topics including organizational development, leadership, mentoring, and successful business models.

1992-2003

**University of San Francisco, San Francisco, CA
Director, University Center & Business Operations, Student Affairs
Assistant Director, Office of Residence Life**

As the chief executive officer for business operations within student affairs and the chief student union officer under the direct supervision of the Vice President for Student Affairs, responsible for the departmental oversight, strategic planning, supervision and budget administration for the functional areas and auxiliaries under the auspices of the department. As **Assistant Director for Residence Life** responsibilities included coordinating and directing the operational and marketing components of the department and team collaboration for programming and training.

1989-1992

**Loyola Marymount University, Los Angeles, CA
Assistant Director for Student Housing**

Planned, directed and supervised services provided by Student Housing Facilities to students and the university community. Administrative and managerial responsibilities included: Supervise, train, evaluate, and coordinate staff; project management; public relations; storage and space management; and inventory control.

Presentations, Papers & Lectures (partial listing)

Panel Speaker, Urban League Equal Opportunity Day Diversity Summit, 2012

Keynote Speaker, 21st Annual Golden Pyramid Scholars Awards, 2012

Keynote Speaker, Annual Black History Celebration, Naval Air Facility – El Centro, 2012

Trainer, PLNU Human Resources, Diversity Orientation for Supervisors and Hiring Authorities

Presenter, Education Session, **Council for Christian Colleges & Universities 2011 Changing Faces: Cultural Competency, Diversity and Reconciliation**, "Strategies for Sustainable Structures that Support Inclusion with the Context of Christian Environments," Chicago, IL

Keynote Speaker, North American Coalition for Christian Admissions Professionals (NACCAP) annual conference, San Diego, CA

Keynote Speaker, California Youth Education Day 2010, San Diego, CA

Presenter, Americorp Monthly Pedagogical Seminar, National University, La Jolla CA and Los Angeles, CA

Presenter, Education Session, "Bridging the Digital Divide," National Association of Student Personnel Administrators (NASPA) Professional Development Workshop, Sonoma State University

Guest Lecturer, "A Budgeting Practicum," USF School of Education graduate course, Planning & Budgeting In Higher Education

Presenter, Education Session, "The Techno Driven Digital Cyberspace Campus: Student Life Will Survive," Association of College Unions International (ACUI) Annual Conference

Guest Lecturer, "Effective Planning from Theory to Practice," USF School of Education graduate course, Planning & Budgeting In Higher Education

Presenter, Staff Training, "Formula for Customer Service Success: E + E + SE = Value," USF Office of Residence Life

Guest Lecturer, "The Mission of Student Unions," USF School of Education graduate course, Planning & Budgeting In Higher Education

Presenter, "Systems Thinking and Organizational Health," Student Affairs Annual Retreat

Keynote Speaker, "Achieving Personal Mastery while Accomplishing Personal Success," San Francisco Boys & Girls Club

Guest Speaker, "Budgeting For Non-Profits," San Francisco Our Kids First Board of Directors Training

Keynote Speaker, "Becoming a Visionary," USF C.A.R.E. Camp Staff Training
Guest Lecturer, "Budget Practices in Student Affairs," USF School of Education graduate course, Planning & Budgeting in Higher Education
Keynote Speaker, "Celebration of Life," USF Sister to Sister Annual Banquet

Academic & Community Service

Vice-Chair, Board of Directors, Neighborhood House Association, 2015 – 2018
Member, National Advisory Council, National Conference on Race & Ethnicity (**NCORE**), 2011-2014
Member, Conference Planning Committee, National Association of Diversity Officers in Higher Education (**NADOHE**), 2011 - 2016
Chair, Diversity Council, Point Loma Nazarene University, 2010-2012
Member, Future Initiatives Think Tank (FITT), 2012
President, Board of Directors, Concerned Parents Alliance, 2011-2015
Co-Chair, President's Diversity Task Force, Point Loma Nazarene University, 2008-2009
Enrollment Management Operations Committee, Point Loma Nazarene University 2007-2015
Student Care Group (Chair), Point Loma Nazarene University 2007 – 2015
Board of Advisors, National University School of Education 2008 – 2009
Board of Advisors, National University Community Research Institute 2005 - 2009
Volunteer, University Consultants Corp, National University, 2005-2008
Assistant Cubmaster, Boy Scouts of America, Pack 629, San Diego, CA, 2006-2008
Volunteer (Head and Assistant Coach), Rancho Penasquitos Recreational Basketball, 2006-2009 (won 2009 championship as Head Coach)
Member, Poway Chamber of Commerce Education Committee, 2004-2006
President, San Diego Torrey Highlands Homeowners Assoc. Executive Board, 2002-2004
Member, University Information Technology Services Committee, 2000-2001
Member, Campus Web Forms Committee, 2000-2001
Director, USF C.A.R.E. Camp, 1992-2001
Director, USF Spiritual Notes Gospel Choir, 1994-2001
Chair, Food Service Contract Bid Process & Selection Committee, 1995 & 2001
Chair, Campus Food Services Advisory Committee, 1993-2001
Student Affairs Representative, Campus One Card Committee, 1995-1999
Member ASUSF Coordinating Committee, 1995-1997
Student Affairs Representative, 1997 WASC Accreditation Committee for Facilities, 1996-1997
Student Affairs Representative, Campus Master Plan Facility Committee, 1995-2000
Member, Art Exhibit & Display Selection Committee, 1995-1997
Member, University Media Council, 1993-1995
Advisor, Black Student Union, 1993

Honors

10% Club, PLNU Award (Received a combined average of 90% or higher on the IDEA course evaluation in the area of Excellent Teacher and Excellent Course), 2015
Outstanding Leadership Award, Dr. Allen Calvin Endowed Scholarship Fund
Founders Award, Vizuri Kabisa, USF
Vizuri Kabisa Outstanding USF Staff Award
Recognition Award, Office of Minority Recruitment and Retention
Appreciation Award, Sister Connection, USF
Benjamin Bannaker Award for Academic Achievement, LMU
AFAM Academic Achievement Award, LMU
Award of Merit, Starlight Church, Los Angeles
Outstanding Service Award, West Adams Church Youth Ministry, Los Angeles
Outstanding Young Men of America
Outstanding Citizen of the Week Award, Jackson, MS