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ACADEMIC APPOINTMENTS

Faculty Fellow, Helen Bader Institute, University of Wisconsin-Milwaukee, 2019-present

Associate Lecturer, the History Department, University of Wisconsin-Milwaukee, 2019-present

Program Coordinator, Cultures and Communities Program, University of Wisconsin-Milwaukee, 2019- Present

Associate Lecturer and Post-Doctoral Fellow, Helen Bader Institute for Nonprofit Management, University of Wisconsin-Milwaukee, 2017-2019

Program Director, the University of Wisconsin – Milwaukee African Male Initiative, 2016-Present

Behavior Specialist, Milwaukee Public Schools, 2016-17

EDUCATION

Ph.D. Urban Education, School of Education, University of Wisconsin – Milwaukee
Dissertation Topic: A Critical Case Study: Studying the Effects of Restorative Justice as it pertains to African American Students in an urban public school

Minor in Nonprofit Management and Leadership, University of Wisconsin Milwaukee

M.S. Educational Policy and Community Studies, University of Wisconsin – Milwaukee

M.S. Business Management, Cardinal Stritch University

B.A. Communication (Concentration in Organizational Communication), University of Wisconsin-Milwaukee

PRESENTATIONS

Guest Lecturer: Discussing Nonprofit Leadership and the leadership principles of a community-based nonprofit leader (Jianghan University in Wuhan China-Graduate Students). Virtual presentation. June 2021.

Panelist: Addressing the black condition today. The Heritage Association, Milwaukee, WI. July 2020.

Participant: How can design thinking and innovation concepts help in the Covid-19 Era? The University of Wisconsin-Madison Webinar Series. Madison, WI. May 2020.

Organizer: Fundraising and Development for Nonprofits. The University of Wisconsin-Madison Nonprofit Conference. Madison, WI. May 2020.

Presenter: Youth Serving Organizations and their Needs. The University of Wisconsin-Madison Webinar Series. Madison, WI. April 2020.

Participant: Sinophobia and Anti-Asian Racism in the United States: Understanding Modern Model Minority Stereotypes. Zoom Conference.

Session Organizer & Panelist: Summit on Black Male Youth, "Building Opportunity for Boys and Men of Color in Milwaukee: Changing directions in a Distressed community," University of Wisconsin-Milwaukee, Milwaukee, WI, March 18, 2020.

Guest Speaker: How Black Is Black Enough. African Student Association. University of Wisconsin-Milwaukee, February 2020.

Moderator: Building Stronger Families, Schools & Communities. Restorative Justice Youth Conference. Oak Park, IL, October 2019.

Organizer: Fundraising and Development for Nonprofits. The University of Wisconsin-Madison Nonprofit Conference. Madison, WI. May 2019.

Session Organizer & Panelist: Summit on Black Male Youth, "Building Opportunity for Boys and Men of Color in Milwaukee: Changing directions in a Distressed community," University of Wisconsin-Milwaukee, Milwaukee, WI, March 18, 2019.

Moderator: Exploring the dimensions of Restorative Justice in community-based organizations. Restorative Justice Youth Conference. Oak Park, IL, October 2018.

Presenter: Leadership and Governance; Executive Director Perceptions of Board Chairs and Their Performance on Nonprofit Boards in Two Countries. Midwest Public Affairs Conference (MPAC). Chicago, IL. June 2018.

Panelist: Exploring the Impact of Historic Charitable Giving and Approaches, Current Critiques, and Visions for the Future. Funding & Social Change Conference. Madison, WI, April 2018.

Presenter: Leadership and Governance; Executive Director Perceptions of Board Chairs and Their Performance on Nonprofit Boards in Two Countries (Helen Bader Institute Colloquia). Milwaukee, WI. April 2018.

Panelist: Doctoral Round Table. Midwest Public Affairs Conference (MPAC). Omaha, Nebraska, May 2017.

Presenter: Compensation Satisfaction in Smaller municipalities (Southeastern Conference for Public Administration). Raleigh, NC. October 2016.

Presenter: Understanding Gender Differences in Ranking the Causes of Local Government Conflict (Midwest Public Affairs Conference at John Glenn College of Public Affairs at the Ohio State University). Columbus, Ohio. June 2016.

Presenter: Discussing the Importance of Inclusive Leadership in Non-profit Organizations (Helen Bader Institute Colloquia). Milwaukee, WI. March 2016.

Panelist: Graduate Students Entering the Job Market (Nonprofit and Community Empowerment Summit). Milwaukee, WI. August 2016.

CURRENT RESEARCH AND EVALUATION PROJECTS

Non-profit Entrepreneurs: A look at the many reasons social entrepreneurs start non-profit organizations. Sponsored by: Helen Bader Institute for Nonprofit management and the Department of Public and Nonprofit Administration at the University of Wisconsin-Milwaukee.

Wisconsin Small City Research/ Survey of Elites. Sponsored by: Helen Bader Institute/ the School of Public Administration at the University of Wisconsin-Milwaukee and the League of Wisconsin Municipalities.

Measuring the Effect of Mentoring in the School Discipline Policy Process: An Instrument Development Project. Sponsored by: University of Wisconsin-Milwaukee.

PUBLICATIONS

The Principled Approach- Creating Space for Culturally Responsive Leadership to Exist in Urban Public Schools. Peer-Reviewed Book under review with the University of Michigan Press (Editor: Elizabeth Demers of the University of Michigan Press).

Beyond the Boardroom-Examining the concepts of an effective leader in a culturally conscious community-based nonprofit organization (troydwashington.com). Peer-Reviewed Book under contract with Atlantic Publishing Group.

Kempo-Goju-Way of the Empty Hand. Non-academic book. (Kempogoju2.com)

"The importance of minority leadership in urban institutions and community inclusion in school leadership: A review of Tom Payzant and Janice Jackson's Urban School Leadership." Book review. The Urban Education and Policy Annuals (2015).

Peer-Reviewed Journal Articles

"Mentoring Occupational Component: Using mentoring as a leadership component of Restorative Justice to resolve conflict in Urban Schools." Internet Journal of Restorative Justice. (2021). https://www.rj4allpublications.com/product/mentoring-occupational-component-a-proposed-conceptual-framework-for-supporting-restorative-justice-in-the-classroom/

"Egocentric leadership: Examining toxic masculine leadership in community-based nonprofit organizations." The Urban Education and Policy Annuals. (2020).

Peer-Reviewed Articles Submitted or in Preparation

"The Cloak of Racial Oppression Theory." Social Justice Journal. (under review).

"Leading Without Indignation: The nonprofit sectors response to leadership in a restless society." (under review).

Works-in-Progress

"Don't believe the hype;" prioritizing learning for high achieving athletes. with Smith, R., and Martin, T.

"Fried out of my mind. Exploring the effects of food and learning deficiencies in urban schools." With Grensavitch, K.,

"Administration in a vacuum. An Anthropological perspective of public-school leadership."

"The psychological disadvantages of public-school leadership through a critical race lens." with Smith, R., and Martin, T.

RELEVANT WORK EXPERIENCES

Program Coordinator, Black and Latino Male Initiative, Directors: Walter Lanier and Robert Smith, Center for Urban Research, Teaching & Outreach, Marquette University, Milwaukee, WI, 2020-Present.

Instructor, MKE Scholars, Director: Kay Eilers, Students Success Center, University of Wisconsin-Milwaukee, Milwaukee, WI, 2019-Present.

Organizer and Instructor, M-Cubed, University of Wisconsin-Milwaukee, Milwaukee, WI. Program Director: Rachel Buff, 2019-Present.

Program Director, Wisconsin Correctional Services of Milwaukee, Milwaukee, WI. Associate Director: Andre McMurtry; Executive Director: Sara Carpenter, 2019-Present.

Restorative Justice trainer and facilitator, Milwaukee Public Schools, Milwaukee, WI. Program Director: Chauna Perry-Finch, 2019-Present.

Faculty Fellow, Helen Bader Institute, University of Wisconsin-Milwaukee, Milwaukee, WI, 2019-Present.

Postdoctoral Fellow and Research Associate, Helen Bader Institute, University of Wisconsin-Milwaukee. 2017-2019.

Lecturer, History Department, University of Wisconsin-Milwaukee, Milwaukee, WI. Fall-2021

Lecturer, History Department, University of Wisconsin-Milwaukee, Milwaukee, WI, Fall-2019.

Lecturer, Department of Public Administration, Helen Bader Institute on the Campus of the University of Wisconsin-Milwaukee, Milwaukee, WI, 2017-2021

Associate Director, Peacemaker Charitable Service/ Division of Children's Service Society of Wisconsin, Milwaukee, WI 2008-2017.

UNIVERSITY SERVICE

University Governance and Planning Service.

Creator and Director of the Helen Bader Institutes Global Initiative in Latin America.

Program Director-Director for the African American Males Initiative, Annual Black Male Summit.

Program Coordinator-Coordinator and Instructor for the Summer Bridge and MKE Scholars Program.

Mentor for Travis Love, PhD candidate in Educational Psychology, University of Wisconsin-Milwaukee.

Mentor for Crystal Ellis, PhD candidate in the department of African Studies, (2019).

BOARD SERVICE

Founding Board Member, MKE Scholars Research Center, 2020

Executive Committee member with UWM AAUP at the University of Wisconsin-Milwaukee, 2020

Advisory Board Member for Cultures and Communities at the University of Wisconsin-Milwaukee, 2020

Board Member for the City-Wide Restorative Justice Committee, 2019

Advisory Board Member for the Midwest Public Affairs Conference (MPAC), 2017

Board Member and Grants Committee Chair, Above and Beyond the Playground, The Milwaukee-Wisconsin Chapter.

Board Member, Louie M. Adams Foundation, Omega Psi Phi Fraternity Annual Initiative.

Advisory Committee, Fortunate Futures Academy.

Committee Chair and Scholarship Administrator, Achievement Week Initiative, Milwaukee Public Schools. 2015

EDITORIAL/JOURNAL SERVICE

Article Editor for Youth Voice Journal, RJ4All Publications, 2021.

"Action Research," the Journal of Negro Education. 2020-Present-Editor

Present-Editor and Book Review Editor, The Internet Restorative Justice Journal. 2020-

COMMUNITY SERVICE

Louie B. Adams Community Health Project, Milwaukee, WI. Summer of 2019

Featured guest on "The Talk," McCray Mass Media, https://www.youtube.com/watch?v=bU_5sLxNKvY&app=desktop, Milwaukee, July 2018

Community Organizer, Social Action Initiatives, Milwaukee, WI. 2015

Commencement Speech given to the graduating class of Milwaukee Youth Enterprise Academy, Milwaukee, WI. 2015.

AWARDS

Wisconsin Correctional Services-Social Justice Award; learning restorative justice to establish healthy dialog. 2021.

NAFSA Fellowship, Department of Political Science and Public Administration, University of Saint Louis-Madrid (Summer of 2020).

HBI Faculty Fellowship, Department of Political Science and Public Administration, University of Wisconsin-Milwaukee (2019-Present).

HBI Post-Doctoral Fellowship, Department of Political Science and Public Administration, University of Wisconsin-Milwaukee (2018-Present).

Amy Tessmer Boening Scholarship Fund, University of Wisconsin – Milwaukee 2017.

HBI Doctoral Fellowship, Department of Political Science, University of Wisconsin-Milwaukee (2016-2017).

Thomas Cheeks Scholarship, University of Wisconsin-Milwaukee.

Thomas Cheeks Scholarship, University of Wisconsin-Milwaukee, 2015.

Chancellor Scholarship, University of Wisconsin-Milwaukee, 2014.

Dean Award, University of Wisconsin-Milwaukee, 2014.

Omega Psi Phi Community Building Chapter Award, Omega Psi Phi Fraternity, Inc., 2009.

PROFESSIONAL AFFILIATIONS

Faculty Affiliate with the Center for Community and Nonprofit Studies at the University of Wisconsin-Madison, 2018 to Present.

National Association of Youth Workers-NAYW, 1998-present.

Milwaukee's Juvenile offender Intervention Network, Member 1994-present.

Association of Fundraising Professionals (AFP), Member 2008-present.

Restorative Justice Partners (RJP), Member 2013-Present.

Restorative Justice for All-Research Associate, 2014-Present.

Pi Lambda Theta Honors Society, 2014-Present.

Nonprofit Center of Milwaukee, 2015-Present.

Midwest Public Affairs conference affiliate, 2016.

Association for Research on Nonprofit Organizations and Voluntary Associations (ARNOVA), 2016.

American Society for Public Administration (ASPA).

Urban Affairs Association (UAA).