

Myron R. Anderson, Ph.D.

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Current Position: Vice President for Inclusive Excellence
Professor of Education Technology

EDUCATION

December - 2001 Doctor of Philosophy, Instructional Technology
Virginia Tech, Blacksburg, Virginia

May - 1994 Master of Science, Curriculum and Instruction
Radford University, Radford, Virginia

May - 1990 Bachelor of Arts, Political Science
Virginia Tech, Blacksburg, Virginia

June - 1987 Associate in Arts and Science, General Studies
New River Community College, Dublin, Virginia

PROFESSIONAL EXPERIENCE

2019 - Present Vice President for Inclusive Excellence, Office of Inclusive Excellence,
Professor of Education Technology, College of Education,
University of Texas at San Antonio, San Antonio, Texas

Serving on the President's Senior Leadership Team as the inaugural Vice President for Inclusive Excellence, responsible for building a division and integrating the Inclusive Excellence philosophy throughout the University. Using inclusive leadership as the framework paralleled with an active leadership strategy; listen, co-create, harvest, and implement, this serves as the framework to develop a shared vision and implement the inclusive excellence ecosystem designed to improve campus climate and advance Inclusive Excellence.

Since assuming the position, I have worked collaboratively with university's executive officers, unit leaders, divisions and student organizations to facilitate systemic university-wide initiatives designed to advance Inclusive Excellence. Some initiatives include; the development of a creating the Inclusive Excellence Advisory Board, a campus-wide interactive web portal, a university cultural intelligence professional development program, and re-engineering the faculty recruitment process resulting in a 28% hiring increase of underrepresented minorities in the 2019-2020 hiring year.

I led the development of a comprehensive Ombuds Office, the creation of the Prevention, Education, Advocacy, Consultation, Empowerment Center and a Restorative Justice program designed to provided informal, impartial and restorative resources to support faculty, staff and students resolvable of conflict, support for social change, and the pursuit of respectful

discourse. These university-wide programs provide a proactive and reactive approach toward increasing capacity and creating opportunities to build community, trust and the promotion of a welcoming and inclusive campus.

With the goal to improve the University campus climate, I collaborated with Senior Leadership, Human Resources and multiple university areas to develop and implement the University's first comprehensive campus climate survey. The survey yielded a participation rate of 56% and was designed to look at UTSA's overall campus climate serving as a systemic and proactive initiative to further inform UTSA leadership on what is going well and what areas need to be improved. This initiative is a systemic way to develop policies and programs to further create a welcoming and inclusive campus.

Served on the steering committee to develop the application leading to UTSA receiving the "Seal of Excelencia". Through the certification process, UTSA earning the Seal of Excelencia which identifies the top U.S. Universities that go far beyond enrollment with strategies that align data, practice, and leadership with the ability to intentionally serve Latino students that enhances their capacity to serve all students. Only four universities received the seal during our 2020 application year as this is a very comprehensive and competitive process.

2012 - 2019

Associate to the President for Diversity, Office of the President, Metropolitan State University of Denver, Denver, Colorado

Served on the President's Cabinet as the Associate to the President for Diversity, Chief Diversity Officer, to articulate and resolve current and future issues related to campus diversity. Implemented three campus-wide climate surveys yielding a 63% or greater response rate, from the full-time work force, to assist in identifying campus climate trends with the goal of developing strategies to promote "Inclusive Excellence". Work with the Universities executive officers (President, Vice Presidents, Deans, Equal Opportunity Officers, etc.) to lead institution-wide efforts to ensure civic engagement and promote diversity and inclusive excellence.

Led the University in being the four-time recipient of the Higher Education Excellence in Diversity (HEED) Award and a two-time recipient of the Diversity Champion Award that recognizes the top 15 American Colleges and Universities that exemplify an unyielding commitment to diversity and inclusion.

Served on the University-wide Budget Task Force. A comprehensive University taskforce designed to review and make budget recommendations to the President on issues and projections affecting the entire university budget, approximately 200 million dollars. In addition, the task force takes external and internal variables into consideration, via SWOT analysis and scenario budgeting, to make recommendations in regard to faculty and staff raises, the funding of new positions, initiatives and capital projects.

Responsible for oversight of the Office of the President's \$7.5 million-dollar budget, which includes funds for the Offices of the President, General Counsel, Board of Trustees, Equal Opportunity, Diversity and Inclusion, Marketing and Communications, and Athletics.

Developed and implemented the first full-time comprehensive Ombuds Office to serve MSU Denver as an information and communication resource, dispute resolution expert, coach, mediator and catalyst for institutional change. Leading this office involved ensuring the maintained an effective office pursuant to International Ombuds Association Standards,

develop budgets and seek funding to execute the mission of the office, review institutional trends to assist in the development and implementation of university policy, and analyze continuous feedback and official reports from the office to proactively manage the university climate.

Served as the Principle Investigator (PI) for the 8.6 million-dollar U.S. Department of Education (USDOE) grant. The mission of the Western Educational Equity Assistance Center is to promote equal educational access and opportunity for students in the areas of race, gender, religion, national origin, or socioeconomic status in the Region IV which includes 13 states and 3 territories covering a geographic area of 1.8 million square miles and 3,326 School Districts and 1.2 million students. Some responsibilities included, managing the 8.6 million-dollar budget, developing a vision for the 10-member staff and additional consultants and inspiring the team on the execution of the grant.

Implemented the University's first and subsequent systemic and comprehensive climate survey processes to include surveying all faculty, staff and students to gain information about the university climate. This data was used to inform University leadership's thinking in developing policy and process to improve the University climate for all. More than 25 policies and procedures have been developed and implemented that have improved the University's climate.

Developed and led the implementation of a comprehensive recruitment and retention framework leading to 100% recruitment increase and 35% retention increase of faculty of color. The Office of Diversity and Inclusion works with Faculty, Staff, Departments and Vice Presidents to provide resources, facilitate initiatives, and provide expertise in all related programs and process to move the needle in the diversity and inclusion space.

Served as a tenure review advisor to the President. In the spirit of Diversity and Inclusion, our institution took a progressive and innovative step to ensure equity in the promotion and tenure process. To this end, I was responsible for; review faculty tenure and promotion portfolios and provide independent recommendations to the president focusing on faculty fairness and equity as it relates to underrepresented faculty members' promotion and tenure evaluations.

2016 - 2019

Full Professor of Education Technology, School of Education,
Associate to the President for Diversity, Office of the President,
Metropolitan State University of Denver, Denver, Colorado

Performed extensive research in the areas of communication, distance education, instructional delivery, campus climate, diversity, and microaggressions in higher education. Presented a position paper entitled "Process to Policy: How to execute a climate survey that leads to "new" organizational policies" at the 2013 Oxford Roundtable at the University of Oxford, Brasenose College. I co-published an article entitled "Hierarchal Microaggressions in Higher Education" in the Journal of Diversity in Higher Education. This research has led to the creation of a new term "hierarchal microaggressions" identifying new territory where these actions take place.

Published, designed and presented regional, national and international workshops and webinars, in the areas of recruiting and retaining diverse faculty, culturally responsive teaching, equity pedagogy, microaggressions and how to improve your campus climate.

Co-founder of the faculty exchange program between MSU Denver and the University of Puerto Rico. The faculty exchange program is designed to exchange intellectual capital between Puerto

Rico and Colorado on issues in the community and higher education. The program has produced multiple symposiums in Puerto Rico and Denver Colorado and a synergy of research activity leading to faculty from both institutions publishing multiple articles in national and international journals. The symposiums provided a platform for faculty, staff, and community leaders to present current research in the areas of, bullying, microaggressions, technology, culture, diversity and research methods. The faculty pipeline is designed to develop a partnership to have faculty teach and research at their respective institutions and transfer this knowledge to their respective communities.

Served as the Chair of the Promotion and Tenure committee for the School of Education to reviewer faculty portfolios submitted for promotion and tenure.

2011 - 2016

Associate Professor of Education Technology, Department of Teacher Education, Associate to the President for Diversity (Interim), Office of the President, Metropolitan State College of and Denver, Denver, Colorado

Taught "Education Psychology Application to Teaching", "Applications for Education Technology" and efficient in teaching the courses; "Instructional Delivery for Interactive Learning Environments", "Process of Education in Multicultural Urban Schools" and "Educational Research" for the new Masters in Teaching program. The Education Psychology course is a foundations course connecting education psychology theories to classroom environments. The education technology course is a core course designed to teach future teachers how to use technology in their classrooms to improve instructional delivery. The instructional delivery course focuses on advanced concepts related to the design of instructional material. The multicultural course takes an analytical assessment of teaching and learning with an emphasis on multicultural secondary schools. And the education research course provides a platform for students to become knowledgeable consumers of research including qualitative, quantitative and mixed-methods designs.

Facilitated the development and implementation of the College's diversity strategic plan and manage the Office of Institutional Diversity, including the diversity initiatives program, with a budget of \$300,000. Facilitated ongoing assessment of campus climate; reorganizing people and programs that contribute to community building; in cooperation with the Provost's Office, lead efforts to integrate diversity throughout the curriculum, reviewing existing curriculum for inclusion of diversity content where appropriate. Collaborate with the President, Deans and Vice Presidents in the development and monitoring of institution, school and division "Equity Scorecards" to assess student persistence toward graduation; develop institutional strategies for achieving greater diversity of faculty, staff and students.

Served as a reviewer of faculty dossiers, in collaboration with the President, on all retention, tenure and promotion discussions to ensure equity and inclusiveness in re-appointment decisions and identify issues affecting faculty persistence toward tenure and promotion.

2007-2008

Associate Chair, The Department of Teacher Education, Metropolitan State College of Denver, Denver, Colorado

Led the Department of Teacher Education and Chaired the "Secondary Area" monthly meetings, organized and finalized semester teaching schedules for nineteen (19) tenured, tenure track, visiting and affiliate faculty. Led the development and implementation of programs and initiatives to improving student enrollment, designing new curriculum, aligning

Department services with the university and Denver community, and inspiring faculty to think innovatively in the continuous delivery of the department and university mission.

Observed tenure-track, full-time and affiliate faculty's instructional delivery methods and provided feedback, led department meetings, served signature authority, in the Chair's absence, on University forms and procedures pertaining to the Department of Teacher Education.

Assisted in supervising office staff members including assistants and the Teacher Application Center, worked collectively to solve departmental matters. Implementing departmental administrative oversight tasks, attended campus-wide academic meetings, i.e. Council of Chairs, CoPER, PEAC, to name a few.

2006-2007 Assistant Chair, The Department of Teacher Education, Metropolitan State College of Denver, Denver, Colorado

Assisted the Chair with department scheduling, communication with the "Secondary Area" faculty, enrollment management, campus space authorities, observed tenure-track and full-time temporary faculty's instructional delivery methods and provided feedback, met with students and faculty regarding student problems and advised department licensure students. Shared in planning monthly department meetings and served as signature authority, in the Chair's absence, on College forms and procedures pertaining to the Department of Teacher Education.

Assisted in supervising office staff members including assistants and the Teacher Application Center. Collaborated with the Chair, as needed, to stay updated on departmental matters. Assisted the Chair with implementing departmental administrative oversight tasks. Assisted the Chair by attending and reporting back on meetings representing the Department of Teacher Education, i.e. Council of Chairs, CoPER, PEAC, and others as needed. Chaired the "Secondary Area" monthly meetings, organized and finalized semester teaching schedules for nineteen (19) tenured, tenure track, visiting and affiliate faculty.

2004-2010 Assistant Professor of Education Technology, The Department of Teacher Education, Metropolitan State College of Denver, Denver, Colorado

Duties included teaching the courses "Education Psychology Application to Teaching" and "Applications of Education Technology". The Education Psychology course was a foundations course connecting education psychology theories to classroom environments. I taught the "Applications of Education Technology" class in face-to-face and on-line environments, to include teaching technology foundations and how to use the technology platforms, "LiveText" and the "Adventure of the American Mind". This course teaches fundamental technology skills to students and prepares them to integrate technology into their future classrooms. Additionally, I worked with faculty to plan and develop future courses to complete the established technology minor. I also served as the coordinator for the "Technology Area". Recommended the hiring of and executed the scheduling of adjunct faculty to teach technology courses.

Managed the long-term operations of the Educational Resource Center (ERC). This included collaborating with faculty to chart a vision for the ERC, identifying and developing short-term and long-term goals to improve resources. Responsible for overseeing the \$40,000 operating

budget, hiring and training of ERC employees and the purchasing of Resource Center equipment.

Served as a "Faculty Fellow" for the Office of Academic Affairs, academic year 2006. Duties performed included; assisting in researching and designing the Center for Instructional Development (CID), collecting information and formatting the final report reflecting Metro State's contributions/partnerships with Denver Public Schools, attended training sessions on the WebCT Vista on-line platform. Contributed to the survey development team on faculty needs with WebCT Vista, presided over the "On-line" committee meetings in the Associate Vice President of Academic Affairs' absence, contributed to standing meetings to include the Deans Council, Provost Management Group, On-line Task Force and 2+2 Committee. Performed duties as assigned including reviewing published materials, the Summer School re-design initiative, and impromptu meetings with the Associate Vice President for Academic Affairs.

2004 - 2008 Adjunct Instructor of Curriculum and Instruction, College of Education
American Intercontinental University Online, Hoffman Estates, IL

Duties included teaching undergraduate and graduate courses; Education Research Methods, Principles of Curriculum Improvement, Curriculum Design and Evaluation, Cognitive Approaches to Learning, Principles of Instructional Design and Introduction to Technology and Education. I taught in a 100% virtual environment using the latest technological platforms to engage students in an interactive learning environment designed to maximize learning. Moreover, I participated in faculty development opportunities and worked collaboratively with faculty to improve online course content and delivery strategies to promote student success.

2003 - 2004 Program Leader, Continuing and Professional Education (Interim), Virginia Polytechnic Institute and State University, Blacksburg, Virginia

Led ten (10) administrative faculty and seven (7) administrative assistants in developing strategies to implement approximately 400 continuing education non-credit programs regionally, nationally and internationally. Developed departmental marketing and collaboration materials and strategies to improve relationships with Faculty, Community Leaders, and Government Agencies. Taught program development strategies to university community constituents.

Presided over Department meetings to listen critically to issues and concerns of the staff and develop an action plan to seek resolution and articulate the vision of the Continuing and Professional Education Department. Met often with the Vice Provost for Outreach to communicate departmental successes and challenges and to work collectively to maximize resources to improve outreach at Virginia Polytechnic Institute and State University.

1998 - 2003 Assistant Director for Program Development, Continuing Education, Virginia Polytechnic Institute and State University, Blacksburg, Virginia

Collaborated with faculty to develop, market, and implement Continuing Education non-credit programs in the Colleges of Engineering, Arts and Science, Human Resources, Administrative Units, Public Service Programs, and external clients. Taught the class First Year Seminar and team-taught Media Literacy and Models of Teaching.

Managed the accounting, marketing, funding, execution, and reconciliation of approximately fifty (50) programs annually, totaling \$600,000 in gross revenue, as well as advised and supervised Program Administrators, Graduate Assistants, and Undergraduate Interns.

1997 – 1998 Director, Thompson Student Services Center, Winston-Salem State University, Winston-Salem, North Carolina

Managed the Thompson Student Services Center and provided leadership in the areas of facility operations, student activities, and student services. Supervised eighteen (18) operation and professional staff members, in the areas of recreational sports, leisure programs, student activities, facility management, food service, technology, and other entities of Student Services. Managed a \$1.5 million-dollar operating budget to maintain the center.

Worked directly with university faculty and staff to implement large scale programs including summer orientation, university job fairs, educational seminars, and international programs. Served on university planning committees to develop long-range and strategic plans for the student services center and university, to improve the areas of; technology, administrative leadership and capital improvements.

1992 – 1997 Program Coordinator, University Unions and Student Activities, Virginia Polytechnic Institute and State University, Blacksburg, Virginia

Advised and provided direction in the areas of program planning and implementation, organizational development and fiscal management to the Virginia Tech Union and Black Student Alliance, student organizations.

Advised, counseled, and mentored twenty (20) student leaders in leadership, academic and career achievement strategies, and referred students to specialized campus departments when needed. Designed and implemented leadership workshops and monthly seminars for student leaders and committee members within the Virginia Tech Union, Black Student Alliance and the Virginia Tech community.

1990 – 1992 Building Manager, University Unions and Student Activities, Virginia Polytechnic Institute and State University, Blacksburg, Virginia

Managed student activities facilities, provided support to recreational and leisure programs, engaged in a broad range of decision-making both operational and programmatic regarding efficient, effective and safe use of a 250,000 square foot facility.

Prepared and monitored wage and capital expenditure budgets totaling \$100,000 while directing the hiring, orientation, and training of approximately forty (40) student employees. Created and revised a standard operation procedures manual for a newly renovated and expanded facility.

SCHOLARSHIP

1. Publications

a. Books and Book Chapters

Anderson, M.A. & Young, K.S. (2020). *Fix Your Climate: A Practical Guide to Reducing Microaggressions, Microbullying, and Bullying in the Academic Workplace*. Academic Impressions.

Young, K.S. & Anderson, M.A. (2019) Microaggressions in Higher Education: Embracing Educative Spaces. In (Eds.). Christina M. Capodilupo, Ph.D., Kevin L. Nadal, Ph.D., David P. Rivera, Ph.D., Derald Wing Sue, Ph.D., & Gina C. Torino, Ph.D. *Microaggression Theory: Influence and Implications*. Hoboken, NJ, John Wiley & Sons.

b. Refereed Publications

Young K., Anderson M., & Stewart S. (2014). Hierarchical Microaggressions in Higher Education. *Journal of Higher Education*, DOI - 10.1037/a0038464.

Vigil P., Anderson M., Chung M. & Swetnam L. (2014-submitted). Crossing the Finish Line: Identifying Obstacles and Considering Solutions for Successful Completion of Student Teaching. *The Teacher Educator*.

Chung M., Yeh T., Anderson M., & Chavez L. (2013). Identifying Issues Impeding Teacher Education Faculty's Ability to Integrate Technology in Their Teaching. *Journal of Cuaderno de Investigación en la Educación*, vol 29.

Alejano-Steele A., Worthy S., & Tull T., Paul E., Ruch D., Anderson M., Schwab N. (2013). Institutional Processes Designed to Promote Diversity and Equity at Metropolitan State University of Denver. *Journal of Cuaderno de Investigacion en la Educacion*, vol 28.

Anderson M. (2009). How distance education can play a role in Africana Studies. *Journal of Africana Studies*, vol 15. No 2.

c. Invited Publications

Suarez C., Anderson M., & Young K. (2017). The Changing Roles and Contributions of Campus Diversity Offices and Their Influence on Campus Culture. *Metropolitan University Journal*.

d. Other Publications

Anderson M., A review of See, L.A. (2008). Human Behavior in the Social Environment from an African-American. *Journal of Human Services*, Fall vol 27, No 1.

Anderson M. (2008). How hide-away technology can transform your traditional computer lab into a 21st century instructional delivery environment. *College Planning and Management Magazine*, Peter LI Education Group, Inc.

Anderson M. (2008). The Office of Institutional Diversity at Metro State. *The Office of Transfer Services online article*.

Anderson M. (2001). The Faceless Community. *Black Politics.com online article*.

2. Presentations and Exhibits

a. Refereed Presentations

Young, K. S., & Anderson, M. (2018, April). *Microaggression Intersectionalities in Higher Education*. Presentation at the American Educational Research Association conference, New York, NY.

Anderson M. (2017, May). *Recruiting and Retaining Diverse Faculty*. Presentation at the National Conference on Race and Ethnicity (NCORE), Dallas, TX.

Young, K.S., & Anderson, M. (2017, May). *Improving (a toxic) institutional climate: Reducing microaggressions and bullying through examining intersectionality in higher education*. Presentation at the National Conference on Race and Ethnicity (NCORE), Dallas, TX.

Young, K. S., & Anderson, M. (2017, October). *Hierarchical Microaggressive Intersectionalities in Higher Education*. Presentation at the Northern Rocky Mountain Educational Research Association, Boulder, CO.

Young, K. S., & Anderson, M. (2015, November). *Microaggressive Intersectionalities – Race, Gender and Hierarchy in Higher Education*. Presentation at the American Anthropological Association, Denver, CO.

Young K., & Anderson M. (2013, November). *A slap in the face: The relationship between micro-aggressions and race, gender, and role hierarchy*. Presentation at the National Association for Multicultural Educators conference, Oakland, CA.

Anderson M. (2013, May). *The intersection between technology and flip course principles: how they can improve hybrid on-line course delivery*. Presentation at the Research and Education Challenges Toward the Future ICRAE 2013, Shkoder, Albania.

Anderson M. (2013, March). *Process to Policy: How to execute a climate survey that leads to new organizational policies*. Presentation at the 2013 Oxford Roundtable, Oxford, LDN.

Vigil P., Anderson M., & Chavez L. (2011, April). *Considering Crucial Turning Points in the Professorial Careers of Latino Faculty*. Presentation at the American Association of Hispanics in Higher Education, San Antonio, Texas.

Vigil P., Anderson M., & Chung M. (2011, April). *Student Teaching: Guiding the development of Urban Teachers*. Presentation at the Great Teachers for our City Schools, 4th Annual National Summit, Denver, CO.

Anderson M., Worthy S., & Tull T. (2011, March). *Institutional Processes Designed to Promote Diversity and Equity at Metro*. Presentation at the XI Puerto Rican Congress on Research in Education, San Juan, Puerto Rico.

Swetnam L., Anderson M., Vigil P., & Chung M. (2011, February). *Fear, Finances, or Family: Why Do Qualified Candidates Withdraw From Student Teaching?*. Presentation at the Association of Teacher Educators (ATE) conference, Orlando, FL.

Anderson M., Morehouse P., & Chung M. (2009, April). *How Technology can be used to promote Diversity: Excellence and Inclusiveness on College Campuses and Communities*. Presentation at the American Association of Affirmative Action (AAAA) conference, Chicago, IL.

Swetnam L., Milligan K., Phifer S., & Anderson M. (2007, February). Interviews and interventions: a follow-up on unsuccessful student teachers. Presentation for the Association of Teacher Educators (ATE) conference, San Diego, CA.

Anderson M., Anderson R., & Regan T. (2006, July). *Student notebooks and tablet PC's: how this technology can improve administrator effectiveness, instruction delivery, and student learning*. Presentation and panel discussion for the Windows Higher Education conference, Seattle, WA.

Anderson M., & Kershaw T. (2006, March). *The technological divide in africana studies: how distance education platforms can improve instructional delivery in africana studies*. Presentation at the 30th annual National Council for Black Studies conference, Houston, TX.

Swetnam L., Phifer S., Milligan K., & Anderson M. (2006, February). *Unsuccessful student teachers: identifiers, intervention and program implications*. Presentation at the Association of Teacher Educators (ATE) conference, Atlanta, GA.

b. Invited Presentations and Webinars

Anderson M. (2021, January). Culture and Climate for the Anti-racism: A roadmap to policy transformation. Presentation at the Biomedical Engineering Society summit, Tampa, FL.

Anderson M. (2020, September). *Establishing an Equitable STEM Classroom Climate*. Presentation at the PRI2IM summit, Seattle, WA.

Anderson M., & Young K.S. (2020, October). *Developing Intentional Strategies to Improve Campus Climate*, Presentation for Diversityedu, Webinar.

Milano B., Anderson M., & Lampley K. (2019, November). *Faculty Diversity and Inclusion*. Presentation for the Association to Advance Collegiate Schools of Business (AACSB) Diversity summit, New Orleans, LA.

Anderson M. (2019, October). *Move from Strategy to Action: How to develop a strategic action plan to recruit diverse faculty*. Presentation at the Hispanic Association of Colleges and Universities (HACU) conference, Chicago, IL.

Anderson M. (2019, April). *Strategy to Action: How to Develop a Strategic Action Plan to Recruit Diverse Faculty*. Presentation for the Institute on Creating Hispanic-Serving Identity Through Faculty Hiring, Chicago, IL.

Anderson M., Wright D., Nyassi A., Robinson N., & Navarro K. (2019, April). *Chief Diversity Officer Round Table Discussion*. Presentation at the 15th Annual Diversity and Leadership conference, Dallas, Texas.

Anderson M., Suarez C., & Dujon V. (2019, April). *The Effects of Microaggressions on Faculty of Color*. Presentation at the Western Interstate Commission for Higher Education (WICHE) annual meeting, Boulder, Colorado.

Anderson M., & Young, K.S. (2014, September). *Identifying and Removing Microaggressions*. Two-part webinar for Academic Impressions, Denver, CO.

Anderson M. (2014, September). *Why Inclusive Excellence*. Keynote address at the Weber State University's Diversity in Education conference, Ogden, UT.

Anderson M. (2014, September). *The Journey to an Inclusive Classroom*. Presentation at the Weber State University's Diversity in Education conference, Ogden, UT.

Anderson M., & Young. (2014, September). *Micro-aggressions and Bullying.....the catalysts of a toxic workplace*. Keynote address at the Equal Employment Opportunity Commission's Technical Assistance and Program Seminar, Denver, CO.

Perry Evenstad J., Anderson M., SanJurjo C., & Vigil P. (2014, June). *Bullying Today, Tomorrow, and in the Future*. A seminar for the University of Puerto Rico, San Juan, PR.

Anderson M. (2013, May). *Recruiting and Retaining Diverse Faculty*. An in-depth interactive webinar for Academic Impressions, Denver, CO.

Anderson M. (2013, March). *Recruiting and Retaining Diverse Faculty*. A webinar for Academic Impressions Denver, CO.

Anderson M. (2013, February). *Proven Practices for recruiting and retaining diverse faculty*. A webinar for Academic Impressions, Denver, CO.

SanJurjo C., Anderson M., & Vigil P. (2012, June). *Perspectives in Multicultural Education*. Designed and delivered a seven-day seminar at the University of Puerto Rico, San Juan, PR.

Anderson M., Baker J., Butler A., & Chatrath I. (2011, June). *Boot Camp for EEO/Affirmative Action/Diversity Professionals*. An interactive workshop for The American Association for Affirmative Action conference, Atlantic City, NJ.

Anderson M., & Mitchell W. (2011, February). *Recruiting and Retaining Diverse Faculty*. A webinar for Academic Impressions, Denver, CO.

Anderson M. (2010, June). *A mixed methods approach to engineering your career in higher education*. Presentation for the University of Denver National Summer Institute, Denver, CO.

Anderson M., & Jordan S. (2010, February). *Incorporating 2010 Climate Initiative Data when Putting Students First—A Demographic Imperative*. Presentation at the 29th Annual Conference for the First Year Experience, Denver, CO.

Anderson M., Bonacquisti J., Coates H., & Jordan S. (2009, August). *Putting Students First— Multiple Voices and Multiple Strategies*. Presentation for the State Higher Education Executive Officers (SHEEO) National Conference, Denver, CO.

c. Other Presentations

Anderson M. (2020, March). *How to Promote an Inclusive Culture*. Virtual presentation for the University of Texas at San Antonio, San Antonio, TX.

Anderson M., et al. (2020, June). *COVID-19 and The Changing Pathways of Education*. Delivered a virtual town hall for the African American community, San Antonio, TX.

Anderson M., et al. (2009, October). *Technology Higher Education and the Relationship to Diversity*. Presentation for the University of Denver, Denver, CO.

Anderson M., Hanzlik J., et al. (2009, September). *What Works: Recruiting Minority Graduate Students*. Panel presentation for the Colorado State University Diversity conference, Fort Collins, CO.

Anderson M., Morehouse P., et al. (2009, September). *Bridging the Urban-Rural Gap: what have we done and how could we do better*. Presentation for Colorado State University Bridging the Gap conference, Fort Collins, CO.

Anderson M., & Guzman F. (2009, April). *Experiences of scholars of color in the academy: challenges and opportunities*. Presentation for the University of Denver Diversity Summit on Inclusive Excellence, Denver, CO.

Anderson M. (2008, August). *Technology in education*. Presentation for the Metropolitan State College of Denver Student Teaching Supervising Training, Denver, CO.

Anderson M., Easley N., & McKee S. (2008, June). *Diversity in organizations*. Panel presentation for the Denver University graduate course, Denver, CO.

Anderson M., Frank T., & Trevino J. (2007, November). *Diversity in Organizations*. Panel presentation for the Denver University graduate course, Denver, CO.

Anderson M., & Kershaw T. (2007, November). *Instructional strategies leading to improved teaching and learning*. Presentation for the National Symposium on Achievement in Math and Science, Danville, VA.

Anderson M., & Joseph S. (2006, September). *How the adventure of the American mind (AAM), primary resource collection, are infused in teacher education applications for education technology classes*. A poster session for Senator Wayne Allard Welcome to Metropolitan State College of Denver, Denver, CO.

Anderson M. (2006, August). *How to develop a website to enhance teacher communication*. Presentation for the Metropolitan State College of Denver, Student Teaching College Supervising Training, Denver, CO.

Alkalimat A., Anderson M., & Daniels W. (2006, February). *Science and Technology in Corporate and Higher Education*. Panel discussion for the Metropolitan State College of Denver, Black World Conference, Denver, CO.

Anderson M. (2006, February). *Utilizing technology to support diverse teaching in the 21st Century*. Presentation for the Metropolitan State College of Denver, Black World Conference, Denver, CO.

Anderson M. (2006, January). *How teachers can use technology to enhance K-12 teaching*. Presentation for the Metropolitan State College of Denver, Student Teaching Supervising Training, Denver, CO.

Anderson M., & Power V. (2000, Spring). *How to prepare for graduate school*. Presentation for the National Association for Women Educators (NAWE), national conference, Washington, DC.

Anderson M., & Whitt G. (2000, Summer). *Theory of distance education*. Presentation for Virginia Tech University Unions and Student Activities, conference, Blacksburg, VA.

Anderson M., & Power V. (2000, Fall). *The road to graduate school*. Presentation for the National Ronald McNair Research Conference, Lake Geneva, WI.

Anderson M. (2000, Fall). *Continuing education program development process*. Presentation for Program Development professionals, Roanoke, VA.

Anderson M., & Glick A. (1996, Spring). *Achieving excellence leadership for the 21st Century*. Interactive workshop for Thomas Nelson Community College, Student Leadership Workshop, Hampton, VA.

Anderson M., & Glick A. (1993, Spring). *Achieving excellence leadership for the 21st Century*. Interactive workshop for Washington and Lee University, Student Leadership Workshop, Lexington, VA.

Anderson M., & Cooper J. (1993, Spring). *Student activities program process*. Presentation for Virginia Tech, Residence Life Campus Training Seminar, Blacksburg, VA.

3. Research/Grants/Scholarly Activity

a. Research in Progress/Completed

Anderson M., & Young K.S., Continue to perform research in the areas of microaggressions, microbullying, intersectionality and campus climate that has resulted in the publication of multiple articles, one book chapter and one book. This ongoing research will continue to develop new terminologies, tools, and strategies to build capacity and transform the ways to create a more welcoming and inclusive campus climate. (in progress)

Perry Evenstad J., Anderson M., SanJurjo C., & Vigil P., "How Do Pre-Service Teachers Understandings of Cultural Diversity Evolve During their Participation in a Licensure Program: A Comparative Analysis of Teacher Preparation Programs in the United States and Puerto Rico" We have developed the instrument and identified the sample groups for survey administration. The survey will be administered to pre-service teachers taking classes at the University of Puerto Rico and Metropolitan State University of Denver. (completed)

Swetnam L., Anderson M., Vigil P., & Chung M., performing research for publication on "Fear, Finances, or Family: Why Do Qualified Candidates Withdraw From Student Teaching?". This research will investigate into the reason's licensure candidates in a large urban teacher education program who were qualified to student teach withdraw before student teaching. We are capturing data from over 100 qualified licensure students who are not practicing teachers. (completed)

Anderson M., & Calvin A., (2006). Performed applied research on "WebQuests, a tutorial to learn technology applications". The purpose of this was to design a web-based tutorial for students to use to learn the fundamental aspects of LiveText, as well as interact with the site to receive answers to frequently asked questions. Metro State instructors used this tutorial to improve student advising. (completed)

b. Grants Written/Received

Taylor, E. Anderson, M., & Hussain S., (Co-PI) FUEL-STEM: Fostering an Understanding of Equity-Minded Learning in STEM, \$3,000,000 grant from the National Science Foundation (NSF), December, 2020, submitted.

Serving as the Principle Investigator (PI), Western Education Equity Assistance Center, \$8,600,000 grant supported from the United States Department of Education (USDOE), Awarded in October, 2016 served as PI in 2017-2018.

Morehouse P., Anderson M., & Perry-Evenstad J. (Co-PI's) Equity Assistance Center, \$4,900,000 grant supported from the United States Department of Education (USDOE), awarded, August, 2011 and includes two year extension awarded in 2014.

Served as the Principle Investigator (PI), National Science Foundation "Meeting the challenge of Metro Denver's future: Creating a coalition to prepare a diverse next generation of weather and climate professionals", Grant. The project is requesting \$39,500 to develop and implement a Listening Summit with researchers and K-12 educators to develop strategies to improve diversity in the field of meteorology. Submission deadline, May, 2009, not awarded.

Served on the Metropolitan State College of Denver and Front Range Community College (FRCC) Title III Grant application team. The team performed research to develop the proposal requesting \$2,500,000 to be distributed over five years to assist in funding the project, 2005, (not awarded).

Served as the Principle Investigator (PI) for an institutional awarded "Reach Out" Grant. The project requested \$7,500 to assist in the transferring of Engineering Fundamentals Instruction to a digital format for improved Distance Education delivery, awarded 1999.

4. Curriculum Development

Developed an Inclusive Excellence Leadership course designed to teach the fundamental elements of Inclusive Excellence; Inclusive Leadership, Cultural Intelligence, Deliberate Dialog, and Restorative Justice for UTSA's President's Inclusive Excellence Scholarship awardees, 2020.

Developed an Inclusive Leadership training and development course, for UTSA's College of Business, designed to link theory to practice for executive leaders to apply in their professional spaces, 2019.

Developed an Institution-wide implicit bias professional development course designed to understand the impact of implicit bias in the search process and how to implement implicit bias safeguards to reduce implicit bias in searches, 2019.

Co- developed a new course "Race Matters" to serve as an optional general studies course lead by the School of Education faculty, 2009.

Re-designed the "Teacher Education Orientation" Course for delivery in Hybrid and Accelerated formats, 2007.

Re-designed the "Issues in Multicultural Education" Course for delivery in Hybrid and accelerated formats, 2007.

Performed applied research resulting in the re-design of the Teacher Education, Education Resource Center (ERC) to develop a classroom to promote applied learning for Metro State students and faculty, Metropolitan State College of Denver, 2005.

Program Development, "Achieving Excellence" interactive student leadership workshop designed to teach leadership, time management, communication, and program management skills, 1996.

5. Courses Taught

Undergraduate	Graduate
Education Psychology Application to Teaching	Education Research Methods
Applications of Education Technology	Analysis and Assessment
First Year Seminar	Principles of Curriculum Improvement
Multicultural Education	Principles of Instructional Design
I.D. for Interactive Learning Environments	Models of Teaching
Teacher Education Orientation	Curriculum Design and Evaluation
Process of Edu. in Multicultural Urban Schools	Designing Effective Courses
Cognitive Approaches to Learning	Media Literacy
Introduction to Technology & Education	Integrating Technology

6. Conferences/Workshops/Webinars Attended

a. National

HACU 34th Annual Conference, October 2020. Attended to learn additional strategies to incorporate higher Education success for Hispanic students at the University of Texas at San Antonio.

Excelencia in Education Conference, Serving Latino Students in Uncertainty, March 2020. Attended to learn additional strategies to increase Hispanic students' persistence toward graduation.

National Inclusive Excellence DEI and COVID-19 Strategy Webinar, March 2020. Attended to learn evidence-based strategies to advance Inclusive Excellence during a national pandemic.

26th Annual Institute on Teaching and Mentoring Conference, October, 2019. Gained knowledge on diversity issues and connected with graduate students and junior faculty to discuss faculty opportunities at the University of Texas at San Antonio.

HACU 33rd Annual Conference, October 2019. Attended to network with national legislators to discuss issues connected to Higher Education policy effecting Hispanic students.

Aspire I-change Networking Meeting, July 2019. Attended to learn new strategies, develop resources to develop a systemic program to infuse diversity and inclusion efforts throughout the University of Texas at San Antonio.

Institute on Teaching and Mentoring Conference, October, 2010. Attended in order to gain knowledge on higher education issues affecting junior faculty in the areas of employment, and academic success.

National Conference on Race and Ethnicity in American Higher Education, June, 2010. Attended to gain knowledge on diversity and in education and knowledge on climate study implementation.

16th Annual Institute on Teaching and Mentoring Conference, October, 2009. Attended in order to gain knowledge on higher education issues affecting junior faculty in the areas of employment, and academic success.

33rd Annual Employment Discrimination Law Update Conference, July, 2009. Received up-to-date information on employment and discrimination law as it relates to Higher Education.

15th Annual Institute on Teaching and Mentoring Conference, October, 2008. Gained knowledge on educational issues facing young faculty and met with graduate students and junior faculty to discuss faculty opportunities at Metro State. I developed leadership skills to assist me in mentoring Metro State faculty toward academic success.

22nd Annual HACU Conference, October, 2008. Gained knowledge on teaching and learning issues in education as well as strategies used to improve instructional delivery when teaching diverse populations.

Diversity Learning and Inclusive Excellence: Accelerating and Assessing Progress, October, 2008. Learned the definition of Inclusive Excellence and how to develop systemic programs to embrace diversity at Metro State.

Educational Outcomes for a Multicultural Society: A Focus on Institutions and Students, October, 2008. Worked with academics and administrators throughout the United States to identify issues affecting retention and graduation rates of undergraduate students.

14th Annual Institute on Teaching and Mentoring Conference, October, 2007. Gained knowledge on diversity issues and connected with graduate students in the final stages of completing their terminal degree to discuss faculty opportunities at Metro State.

First Annual Diversity Think Tank, November, 2006. Gained knowledge about diversity issues as they relate to education. Worked collectively with attendees to provide ideas and information from our experiences to be used in a future publication.

13th Annual Institute on Teaching and Mentoring Conference, October, 2006. Served as a recruiter and representative of Metropolitan State College of Denver to connect with students in the final stages of completing their terminal degree to discuss the possibilities of seeking employment at Metropolitan State College of Denver.

LiveText Collaboration Conference (4th Annual), Illinois, July, 2005. Gained knowledge about the LiveText E-Portfolio Platform to incorporate in my courses. Developed a LiveText PowerPoint information presentation for Teacher Education Department Faculty and Students.

National African Heritage Studies Association Conference, Scholar activism in the African world community, Virginia, October, 2004. Knowledge received served as a foundation for future research in Technology Education in Africana Studies.

National Educause Annual Conference I.T. from a higher vantage point, Colorado, October, 2004. Attending this conference allowed me to see first-hand some of the latest technologies used in Education. Knowledge received assisted me in the design and renovation of the Education Resource Center (ERC) for the Department of Teacher Education.

b. Regional

Serving Latino Students in Uncertainty Forum, March, 2020. Explored current and historic issues having an adverse effect on Latinx student success.

Inclusive Leadership Workshop: Catalyst for Cultural Change, February, 2020. Engaged in an interactive workshop to develop additional leadership skills focused on cultural change.

Texas Diversity Council Diversity Workshop, February, 2019. Gained knowledge in recent research around diversity and inclusion.

School of Professional Studies, Opportunities and challenges of becoming a Hispanic-Serving Institution: positioning the school of professional studies for the future, August, 2007. Gained information on the issues and opportunities that may be encountered when a college serves as a Hispanic-Serving Institution.

Metropolitan State College of Denver Conference, A campus conversation on becoming an engaged community, Colorado, August, 2007. I gained information on diversity and the latest issues effecting Higher Education as well as Metro State's strategic plan for facility growth.

Metropolitan State College of Denver Conference, where success begins with you, Colorado, Spring, 2007. Gained information on conflict resolution and the benefits of becoming a Hispanic Serving Institution.

Diversity Workshop, Teacher Quality Enhancement, Infusing diversity into curriculum, Colorado, April, 2006. Gained hands on experience in infusing diversity into today's curriculum.

Diversity Conference, infusing diversity, to help shape tomorrows leaders, Colorado, February, 2006. Collaborated with colleagues in Teacher Education to execute this college-wide conference to explore issues centered on Diversity.

Faculty-to-Faculty Conference, the student-centered transfer process: ensuring a positive college/university experience, Colorado, October, 2005. Gained knowledge about curriculum, course transfer, and its relationship to Metro State.

Telecoop Distance Learning Conference e-learning: ride the digital wave, Colorado, April, 2005. Knowledge gained was used to improve my current on-line courses, as well as provide me with the knowledge base to assist my colleagues with their on-line courses.

Faculty-to-Faculty Conference, Ensuring a positive transfer experience, Colorado, September, 2004. Gained knowledge about Metropolitan State College of Denver's articulation agreements with surrounding schools.

In Their Shoes, interactive on-line training session, Colorado, 2004. Received knowledge on campus disability issues preparing me to perform as a faculty member at Metro State.

Information Technology Conference, Virginia, 1999. Received knowledge on the latest technology issues in education.

University Continuing Education Association (UCEA), 1998. Moderated a session on continuing and professional education program development.

Association for College Unions International (ACU-I), 1997. I received knowledge on how to operate and manage college unions.

National Association of Campus Activities (NACA), 1996. Gained knowledge in student activity programming and with opportunities to "block" book performers.

SERVICE

1. Department

Leadership Council, Department of Teacher Education, 2006 - 2009
Member, National Council of Accreditation (NCATE), Diversity Committee, 2006
Chair, Faculty Search, Metro State, Assistant Prof. for Technology Education, 2006
Faculty Search Committees, served on four (4) search committees in the areas of
Secondary Science, Math, and Special Education, 2006
National Education Association, Metro State, Co-Advisor, 2004 - Present
Diversity Committee, Metro State, Member, 2004 - 2006
Teacher Education Council Committee, Minority Recruitment Initiatives, 2005

Faculty Search Committees, served on two (2) search committees in the areas of
Secondary Science and Special Education, 2005

2. College and School

Member, Strategic Planning Steering Committee, 2009-2011
Faculty Recruitment and Retention Committee, 2008 - 2010
Colloquia selection committee, 2008
Grievance and Compliance Committee, 2007 - 2009
Faculty Advisory Council, 2007 (elected, resigned due to interim service)
Faculty Development Center Committee, 2007
Diversity Committee, 2007
New Faculty Mentor, mentoring two (2) new faculty members, 2007
New Faculty Mentor, mentored one (1) new faculty member, 2006
Diversity Committee, 2006
Faculty Advisory Council, 2006
Strategic Planning Session, 2006
Faculty Fellow, 2004
Member, Division of Student Affairs Staff Development, Virginia Tech, 1995 – 1996

3. University

Presenter/Mentor, “Leader Shape” Institute, 2019
Instructor, Inclusive Leadership, UTSA College of Business Leadership Program, 2019-Present
Delegation member to Hungry to foster MSU Denver partnership, 2017
University Liaison, White House Initiative, My Brother’s Keeper, 2014-2017
Member, Strategic Planning Refresh Committee, 2016
Delegation member to Albania to foster University of Shkodra partnership, 2013
Delegation member to Ethiopia to foster a partnership with Aksum University, 2011
Chair, Alumni Association, Executive Director of Alumni, Search Committee, 2010
Member, Metro State College Ring Committee, 2009 - 2010
Advisory Board Member, USDA Higher Education Challenge Grant, 2009-Present
Graduation Platform, Commencements, Fall and Spring 2006 - 2010
Chair, EO Office, Associate Director for EO, Search Committee, 2009
Member, Richard T. Castro, Visiting Professorship, 2009
Member, College Program Review Committee, 2008 – 2010
Member, Metro States Athletic Advisory Board, 2008 - 2010
Member, Curriculum and Program Review Committee, 2008 – 2010
Member, Vice President for Information Technology, Search Committee, 2007
Member, Rachel B. Noel, Visiting Professorship, 2007 - Present
Chair, Search Committee for the Associate to the President Diversity, 2007
Member, African American Affairs Council, 2007 - Present
Member, Campus Re-organization Committee, 2007-2009
Member, Metro State’s Higher Learning Commission on-site committee, 2007
Member, Deans’ Faculty Development Committee, 2007
Senate, Executive Committee Member, 2007 (elected, resigned due to interim service)
Chair, Instructional Resource Committee, Faculty Senate, 2007, (resigned interim service)
Senate, Executive Committee Member, 2006
Member, Faculty Senate, 2006
Computer Competency Committee, 2006 - 2007
Chair, Instructional Resource Committee, Faculty Senate, 2006

Focus Group to identify image of the Metro State, March 2006
 Member, Search Committee, Student Services, Assistant Dean of Students, 2005
 Faculty Senator, 2005
 Faculty Senate, Instructional Resource Committee, 2005
 Graduation Marshal, Commencements, Fall 2004 and Spring 2005
 Officer, Tech Federal Credit Union Supervisory Committee, 2000 – 2001
 Co-Advisor, Student Government Association Budget Board, Virginia Tech, 1996
 Member, Black History Month Steering Committee, Virginia Tech, 1992 - 1994

4. Community

Board Member, San Antonio Black Chamber, 2020
 Panelist, United Way Diversity Awareness Month, 2020
 Panelist, ELC Close Up Virtual Conversation Series, 2020
 Member, Special Olympics Summer Games Committee, 2019 - 2020
 Member, My Brother's Keeper Leadership Table, 2019-Present
 Panelist, "MLK Youth Leadership Initiative" listening panel on education issues, 2017
 Panelist, "Losing Ground" community discussion on education issues, 2013
 Mentor, Colorado "I Have a Dream" Foundation, 2009 - 2011
 Board Member, Colorado Sisterhood Crusade (CSC), 2009 - 2013
 Conference review panel for the ICT 2010 Singapore Education Technology Conference, "Inspired Solutions, Empowering Learning: Using Technology to Collaborate, Adapt and Improve Adult Learning", Singapore, June, 2010.
 Keynote Speaker, Metro State, Community College of Denver and the University of Denver, "Donning of the Kente, Graduation Ceremony, Spring 2009
 Attended Delta Alpha Alpha Chapter Induction Ceremony, 2008
 Chaired, African American student orientation program "The Gathering", 2008
 Attended, Metro State Annual Scholarship Dinner, 2007
 School of Professional Studies, "Increasing faculty diversity through strategic recruitment", Colorado, October, 2007 (participant).
 Anderson M., Anderson V., presentation on "What do you want to be when you grow up" Elkhart Elementary School, April, 2007
 Provided LiveText training to leaders and students of Early Childhood Education, 2007
 Member, Teacher Expo Planning Committee, created event website, 2007
 Student Athlete Mentor for Metro State Athletic Program, 2006 - Present
 Anderson M., poster session on "How EDT 3610: applications for education technology infuses technology into the curriculum", MSCD NCATE visit, September, 2006
 Attended Teacher Education Workshop "Preparing Students for Licensure", 2006
 Evaluation Committee for the Denver Public Schools Teacher of the Year Award, 2006
 Conference, "Enhancing advising for teacher education & liberal arts and sciences", 2006
 MSCD Fall Open House, represented the Teacher Education Department, October, 2006
 President Welcome Ceremony Marshal, 2005
 Partnered with National Evaluation Systems, Inc., field testing technology skills, 2005
 Evaluation Committee for the Denver Public Schools Teacher of the Year Award, 2005
 Attended Teacher Education and Liberal Arts & Sciences Faculty Collaboration, 2005
 Attended Kaiser Permanente African American Professional Association Scholarship, 2005
 Served on Task Force to Recruit Denver Public School Students to MSCD, 2005
 Attended the African American student orientation program "The Gathering", 2005
 Implemented "As Needed" training schedule for licensure students on LiveText, 2004
 Participated in NCATE/LiveText Meetings to understand infrastructure for NCATE, 2004
 Metro State Open House, Served on three (3) Campus Visitation Events, 2004

Holiday Season Adopt-a-Family Project, 2004
 Preventing Sexual Harassment Training, Colorado, 2004.
 New Faculty Orientation Sessions, one (1) year long, Colorado, 2004
 Board Member, Tech Federal Credit Union Board of Supervisors, 2001 - 2004
 Board Member, Center for Innovative Leadership, Roanoke Virginia, 1999 - 2002
 Participant, Executive Management Institute on Program Development, LERN, 1998

5. Professional Organizations/Memberships

Board Member, Texas Diversity Council, 2019- Present
 Member, My Brother's Keeper, 2019- Present
 President, American Association for Access Equity and Diversity, 2016 - 2018
 Advisory Board Member, Colorado FutureTEK, enrich underrepresented youth, 2016-Present
 Board Member, Open World Learning (OWL), 2011-2017
 1st Vice President, American Association for Access Equity and Diversity, 2014-2016
 National Association of Diversity Officers in Higher Education (NODAHE), 2013 - Present
 National Association for Multicultural Educators (NAME), 2013-2017
 Board Member, Colorado FutureTEK Board of Directors, 2013-2016
 2nd Vice President for the American Association of Affirmative Action, 2012-2014
 Chair, Elections Committee, American Association for Affirmative Action, 2009-2011
 Member, Institutional, American Association for Affirmative Action (AAAA), 2008 - Present
 Member, Association for Teacher Educators (ATE), 2006 - Present
 Affiliate Faculty Member, Department of African American Studies, MSCD, 2006 - Present
 Member, Institutional, Educause, Transforming Education ... Technologies, 2004 - Present
 Kappa Delta Pi, International Honor Society in Education, 2001, 2010, 2011, 2012
 Member, Omicron Delta Kappa, The National Leadership Honor Society, 2001 – Present
 Committee Member, Association for Continuing Higher Education (ACHE), Region III, 2000
 Committee Member, Freshman Scholarship, Virginia Tech Alumni Association, 2000
 Member, Association for Continuing Higher Education (ACHE), 1998–2002
 Officer, University-wide Student Organization Budget-Board, Virginia Tech, 1994 - 1996
 Member, Association for College Unions International (ACU-I), 1993 - 1996
 Officer, Association for College Unions International (ACU-I), Region V, 1993
 Member, National Association of Campus Activities (NACA), 1992-1996

HONORS AND AWARDS

Advancing Dr. King's Dream Award, 2019
 Graduate, Millennium Leadership Initiative, 2015
 Leadership Denver, Class of 2009-2010 (awarded 12-month leadership training)
 School of Professional Studies Outstanding Professional Development Award, 2007 (nominated)