

JOEL OLUFOWOTE, Ph.D.

Current Activity

- 2021-Present: *Director of Academics & Chief Academic Officer- Indiana Academy for Science, Mathematics, and Humanities. Ball State University. Muncie, IN*
- 2020-Present: *Cofounder & Chief Executive Officer- MixedMessages Consulting LLC.*
- 2021-Present: *Advisory Board Member- Indiana Council on World Affairs*

Previous Activity

- 2018- 2021: *Associate Professor of Political Science/Executive Director for Inclusive Excellence and International Education & Founder of the Intercultural and Global Office. Indiana Wesleyan University.*
- 2019-2021: *Advisory Board Member- Global Indiana at the Sagamore Institute. Indianapolis, IN*
- 2013- 2018: *Assistant Professor of Political Science & Founder/Faculty Director- Center for Community Inclusion, McMurry University*
- 2009- 2016: *Program Consultant- Study of the United States Summer Institute, Bureau of Educational and Cultural Affairs, United States Department of State (On Contract)*
- 2012-2013: *Rockefeller Postdoctoral Fellow, Rockefeller College of Public Affairs and Policy – SUNY Albany*

Education

- 2019: Fellow: National Inclusive Excellence Leadership Academy (NIXLA) Graduate of the 2019 Summer Cohort.
- 2013: Ph.D., Political Science, Southern Illinois University
- 2008: M.A., Political Science, Southern Illinois University.
- 2005: B.S., Economics and Finance, University of Indianapolis
- 2001: (1 year) IGCSE, “A” Levels. Ghana International High School
- 2000: IGCSE, “O” Levels. Ghana International High School

Current Administrative & Professional Appointments

2021-Present:

Director of Academics & Principal-

The Indiana Academy for Science, Mathematics, and Humanities. Ball State University. Muncie, Indiana

As the Chief Academic Officer, I oversee the curriculum, 30+ FTE faculty and staff, 200+ students, the Guidance Office, and the Center for College and Career Counseling.

Director of Academic Affairs duties specifically include:

- Administrative leadership of the Office of Academic Affairs and its faculty & staff
- Administrative leadership of the Guidance Office & staff
- Administrative leadership of the Center for College and Career Counseling & staff
- Administrative leadership of the Attendance Office & Staff
- Administrative leadership for internship placements and special initiatives
- Chair, Intervention and Retention Committee
- Chair, May Term Committee
- Chair, Student Services Committee
- Chair, Professional Development Committee
- Member, Curriculum Committee
- Member, Professional Affairs Committee
- Academy Faculty Classroom Observations & Evaluations

The Office of Academic Affairs is responsible for:

- Supervision and evaluation of the faculty, staff, and students associated with academic programs
- The continuing development and evaluation of curriculum and instruction
- Developing, coordinating, supervising and evaluating extra-curricular activities which relate to the academic curriculum and programs.
- Leadership in the development, coordination, and evaluation of the administrative and student management system
- Developing, coordinating, supervising and evaluating the technology support provided for Academic Affairs programs and activities
- Liaising with Burriss Laboratory School and other units of Ball State University on matters that affect the programs within Academic Affairs at the Indiana Academy.
- Enforcing all Academy regulations and administer a system for student discipline including "due process"; supervise and coordinate the intervention and retention process.

2020-Present:

Cofounder & Chief Executive Officer-

MixedMessages Consulting LLC. Muncie, Indiana

MixedMessages helps facilitate a third-culture at home and in the workplace.

Clients Include:

- Associated Equipment Distributors Foundation. Schaumburg, IL
- Hirons Public Relations, Marketing, and Advertising. Indianapolis, IN
- Diversity Roundtable of Central Indiana. Fishers, IN.
- Meyer Najem Construction, LLC. Fishers, IN.
- Taylor University. Upland, IN.

Prior Administrative & Professional Appointments

2018-2021:

Associate Professor of Political Science & Executive Director for Inclusive Excellence and International Education-

The Intercultural and Global Office, Indiana Wesleyan University. Marion, Indiana

Oversee activity and staff for Diversity Programs; Campus Climate, Access, and Retention Programs; International Student and Scholar Services; Education Abroad, Global Learning Opportunities, Community Engagement; and International Recruitment Strategies. Five professional staff reports and oversee approximately \$300,000 annual office budget.

Accomplishments:

- Founder of the Council for Inclusive Excellence (2018)
- Founder of the First Year Faculty Cohort Program (2018)
- Established the Intercultural and Global Office (2020)
- Established the Black Student Union (2021)
- Established the Hispanic Student Union (2021)
- Established Mixed"ish" Student Union (2021)
- Yearly percentage increase in recruitment and retention of diverse students from 14.3% (2018) to 15.6% (2021)
- Revamped international recruitment and financial assistance models to better impact F-1 international student matriculation.

Executive Director duties specifically include:

- Senior Leadership on IWU-Marion Administrative Cabinet
- Senior Leadership on IWU University Council- (Cabinets of IWU-Marion, Wesley Seminary & IWU- National & Global)
- Chair, Council for Inclusive Excellence of IWU-Marion
- Co-Chair, Day of Courageous Conversations
- Member, Board of Trustees Marion Campus Sub-committee
- Member, Board of Trustees Multicultural Sub-committee
- Chair, College of Arts and Sciences (CAS) Intercultural Fellows Program
- Member (non-voting), Faculty Development Committee (CAS)
- Member (non-voting), General Education Committee (CAS)
- Member, Dean's Council.
- Member, Diversity Strategic Planning Steering Committee
- Campus-Wide Intercultural Trainer/Facilitator – (*First Year Exp. Faculty; Faculty Orientation; Intercultural Ambassadors; University Chaplains; Residential Life and Learning, New Student and Employee Orientation; Upward Bound Staff*)

Office offers direct administrative leadership for:

1. Diversity and Inclusion Administration
2. Education Abroad, Global Learning and Development Opportunities
3. Inclusive Teacher Pedagogy
4. Bias and Discrimination Reporting System
5. Multicultural Access Programs
6. Student-Led Organizations
7. Campus Wide Orientation, Programming & Learning
8. International Students and Scholar Services
9. International/Multicultural Recruitment

2013-2018:

**Assistant Professor of Political Science & Faculty Director
for the Diversity Affairs Council and Center for
Community Inclusion.**

McMurry University. Abilene, Texas

Tenure-track position teaching courses in comparative politics, international relations, and research methodology. Faculty director of university “think tanks” charged with serving diverse students and first-generation college students.

Director Accomplishments

- Cofounder, Diversity Affairs Council (2013).
- Student Organization of the Month—Diversity Affairs Council (2013).
- Outstanding Advisor of the Year, Diversity Affairs Council (2014).
- Outstanding Organization of the Year, Diversity Affairs Council (2014).
- McMurry Student Government, Organizational Funds for Diversity Affairs Council. \$200 (2014).
- Fall Convocation Speaker (2014)
- Cofounder, Center for Community Inclusion (2015).
- Campus Activity Board: Homecoming Chili Cook Off Winners, Diversity Affairs (2015)
- *Fund Award*, by the Division of Student Affairs- McMurry University to the Diversity Affairs Council (Founder), McMurry University, \$500 (2015).
- Student Affairs & Presidential Pledge- Startup Funds for the Center of Community Inclusion. \$700 (2015).

Director duties included

- Faculty Advisor, Diversity Affairs Council.
- Committee Co- Chair; All Students Dimension; in collaboration with the John Gardner Institute for First Year Students
- Committee Co- Chair, Internationalization of the Campus, Internationalization Subcommittee
- Committee Co- Chair, International Students and Scholars, Internationalization Subcommittee
- Member of Grant Group- Texas Methodist Foundation (TMF) grant for Interfaith Initiatives
- Committee Member; Interfaith Dialogue and Cooperation with Interfaith Youth Core

Offices offered support towards:

1. American Council on Education on, “Campus Internationalization.”
2. Justice with Dignity Initiative.
3. First Year Seminar Task Force.
4. Interfaith Cooperation grant making.
5. Multicultural Programming
6. Student Organization training
7. Faculty & Staff learning and development

2009-2016 (On contract): **Program Assistant-**
Study of the United States Summer Institute, Office of
Exchange Programs, U.S. Department of State.
Southern Illinois University- Carbondale. Carbondale, IL

Responsibilities include oversight and care of participants that arrive for summer months of cultural immersion and academic study at Southern Illinois University. The study of the US Institutes is among the approximately 30,000 individuals who participate in exchanges managed by the Department of State's Bureau of Educational and Cultural Affairs (ECA) each year. Other ECA exchange programs include the Fulbright Program and the International Visitor Leadership Program. Through a range of academic and professional exchanges, the Bureau seeks to increase mutual understanding between the United States and other countries. Participants of this intensive six-week study arrive from their home countries of Turkey, The Republic of Georgia, Armenia, Azerbaijan, Cambodia, and Vietnam, to name a few, and spend 4-6 weeks in Carbondale IL, Springfield, IL, St. Louis MO, Chicago IL, and Washington DC, learning about federal, state, and local political institutions and political processes in the United States. Former participants of this institute can now be found pursuing graduate degrees at Georgetown University, Harvard, Rutgers, Yale, MIT, among other top universities in the United States.

Assistant Duties Included:

- Aid Director and Co-Director in all aspects of program
- Assist in academic preparation of syllabi and instruction
- Assist in logistical planning and preparation of co-curricular activities
- Assist in residential learning opportunities
- Assist in site visits and cultural tours

Classroom & Scholarly Activity

Scholarly Interests

Comparative Politics

African Politics
Democratization
Contemporary Global Issues

Intercultural Studies

Race & Ethnicity
Diversity and Inclusion

Politics outside the Box

Sport and Politics
Music and Politics
Religion and Politics

Courses Taught (2009-2019)

1. **Comparative Democratization**, Southern Illinois University – Carbondale; McMurry University
2. **Comparative Politics**, Southern Illinois University – Carbondale; McMurry University
3. **Comparative Public Policy**, University at Albany, State University of New York
4. **Contemporary Global Issues**, McMurry University
5. **Introduction to Politics**, McMurry University
6. **Politics of sub-Saharan Africa**, University at Albany- State University of New York; McMurry University

7. ***Political Thought/Political Theory***, McMurry University
8. ***The Politics of Music***, McMurry University
9. ***Model United Nations***, McMurry University
10. ***The Politics of Non-Violence***, McMurry University
11. ***The Politics of Film***, McMurry University
12. ***Political Logic***, McMurry University
13. ***American National Government***, Indiana Wesleyan University
14. ***State and Local Government***, Indiana Wesleyan University
15. ***Political Geography***, Indiana Wesleyan University

Scholarship

1. Olufowote, J.O. (2021). Building Diversity into the Construction Industry: Roadblocks, Strategies & Pipelines. A Research Report Commissioned by the Associated Equipment Distributors Foundation.
https://aedfoundation.org/wpcontent/uploads/2021/06/FoundationReport_2021_BuildingDiversity-FINAL-reduced.pdf
2. Olufowote, J.O. (2021). DEI Faculty Engagement Challenges? There's an "APP" for That. WEB URL: <http://www.joelolufowote.com/dibbs/dei-faculty-engagement-challenges-theres-an-app-for-that>
3. Olufowote, J.O. (2020). Shish Kebab Your Intercultural Leadership. Personal Blog- "DIBBS." Diversity, Inclusion, Becoming and Belonging for Starters. WEB URL: <http://www.joelolufowote.com/dibbs/shish-kebab-your-intercultural-leadership>
4. Olufowote, J.O. (2019). Systemically Unconscious: Re-imagining Bias Prevention Measures in the NFL. Personal Blog- "DIBBS." Diversity, Inclusion, Becoming and Belonging for Starters. WEB URL: <http://www.joelolufowote.com/dibbs/systemically-unconscious-re-imagining-bias-prevention-measures-in-the-nfl>
5. Olufowote, J.O. (2017, September 31). A foreign take on the flag, patriotism and inequality. [Letter to the editor]. USATODAY. Web URL: <https://www.usatoday.com/story/opinion/readers/2017/10/01/foreign-take-flag-patriotism-and-inequality/705761001/>

Features

6. <https://www.komatsu.com/en/blog/2022/diversity-could-be-key-to-growing-your-business/> (2022)
7. <https://secure.viewer.zmags.com/publication/6ba1fa29#/6ba1fa29/23> (2021)
8. <https://www.gxcontractor.com/home/blog/21227847/there-is-a-very-good-reason> (2021)

9. <https://www.farms.com/service-truck-magazine/2021/jul-aug/files/assets/common/downloads/page0012.pdf> (2021)
10. <https://www.equipmentworld.com/big-iron-dealer/article/15066054/why-construction-dealer-diversity-is-a-survival-issue> (2021)
11. <http://www.cedmag.com/magazine-archives/2021-june/aed-foundation-research-preview> (2021)
12. https://www.constructionequipmentguide.com/aed-foundations-latest-research-report-looks-at-building-diversity-into-the-equipment-distribution-industry/52469?utm_source=dlvr.it&utm_medium=linkedin (2021)
13. <https://www.theechonews.com/article/2021/02/how-taylor-celebrates-mlk-jr-day> (2021)
14. [Governor Acknowledges the Outstanding Achievements of African Americans throughout the State at IBE Governor's Reception \(govdelivery.com\) 48301550811_ce65a6d90b_o.jpg \(6000x4000\) \(govdelivery.com\)](#) (2019)
15. <http://news.mcm.edu/2016/04/mcmurry-model-un-excels-at-new-york-city-conference.html#.YNLIMqhkjiU> (2016)
16. <https://www.reporternews.com/story/news/local/2016/02/17/ubuntu-series-mcmurry-speaker-details-humanitarian-work/92190000/> (2016)
17. <https://www.reporternews.com/story/news/education/2016/09/14/diversity-center-at-mcmurry-university-meant-to-tackle-issues-on-campus-through-discussion/92343420/> (2016)
18. <http://news.mcm.edu/2014/09/mcmurry-university-fall-convocation-on-tuesday,-sept.-2-.html#.YNLIbahKjiU> (2014)

Select Academic Presentations

- 2020: *Presenter*- “Who is an Inclusive Teacher: Personhood, Posture, and Practical Tips,” – with Dr. Brian Fry and the Intercultural Fellows. Day of Courageous Conversations: Indiana Wesleyan University
- 2019: *Presenter*- “The Effectiveness of Education Abroad Programs as Measured by the Intercultural Effectiveness Scale” Presented at 2019 Scholarship Symposium. Indiana Wesleyan University-Marion.
- 2019: *Presenter*- “Does Inclusive Excellence Require Exclusive Perspective?” Workshop conducted at 2019 Council for Christian Colleges and Universities Diversity Conference. George Fox University- Newburg, OR

- 2019: *Presenter*- “Why Inclusive Institutional Equity Requires Exclusive Institutional Oversight,” Indiana Commission for Higher Education 2019 Indiana Student Advocates Conference Indianapolis, Indiana.
- 2019: *Attendee*- 46th Annual Indiana Consortium of State and Local Human Rights Agencies Conference; Diversity and Inclusion Track. Indianapolis, Indiana.
- 2018: “Denominational Beliefs and Political Engagement in the Bible Belt,” with Thierry Tchenko. Paper delivered by Thierry Thenko at the 2018 New England Political Science Association conference. Portsmouth, NH
- 2017: “Don’t Hate the Player, Embrace their Fame: The Case for the Athlete as a Powerful Driver of Social Change” Paper delivered at the 2017 Southwestern Social Sciences Association. Austin, TX.
- 2017: “The Andragogical Case for Sport: A “*Knowlesian*” approach to teaching Political Science” Paper delivered at the 2017 Southern Political Science Association Annual Conference. New Orleans, LA.
- 2014: “Contentedness in the Developing World: The Determinants of Legitimizing International Business in Africa” (with Victor Asal and Lindsey Heger). 2014 Annual Midwest Political Science Association Conference in Chicago, IL
- 2013: “Committed Democrats, Troubled Democracies: Democratic Consolidation in Africa’s Struggling Democracies” Paper delivered at the 2013 Southern Political Science Association Conference.
- 2012: “Consolidation without Democrats? The Study of Democratic Attitudes and Perceptions in Twenty Sub-Saharan African Countries.” Paper delivered at the 2012 International Studies Association- Midwest/ Mid-America Alliance for African Studies Conference.
- 2012: “Rights or Rice? The Politics of Poverty in the Consolidation of Africa’s Democracies.” Paper delivered at the Rockefeller College Speaker Series at the University at Albany, SUNY
- 2012: “Developing Democratic Consolidation as a Concept: A Unified Approach” Poster delivered at the 2012 Annual Midwest Political Science Association Conference in Chicago, IL
- 2012: “Rights or Rice? The Politics of Poverty in the Consolidation of Africa’s Democracies.” Paper delivered at the 2012 Annual Midwest Political Science Association Conference in Chicago, IL
- 2012: “International Politics and Development in Nigeria.” Delivered in MKTG 435: International Marketing, at Southern Illinois University Carbondale 2012: *Invited Lecturer* - MKTG 435: *International Marketing*. Lectured on International Politics and Development in Nigeria
- 2011: “Developing Democratic Consolidation as a Concept: Insight from the Developing World” Paper delivered as part of the Works in Progress (WIPS) series in the

Department of Political Science at Southern Illinois University

- 2010: Excerpt from: "Rights or Rice? The Politics of Poverty in the Consolidation of Africa's Democracies." Delivered at the Africana Research Colloquium. Carbondale, IL.
- 2010: "Evaluations of Democracy: Determinants of Democratic Support in Liberalizing Autocracies of Sub-Saharan Africa: A Factor Analytic Approach."
Paper delivered at the 2010 Annual Midwest Political Science Association Conference in Chicago, IL
- 2009: "The Impact of Alternation: A Comparative Analysis of Satisfaction with and Support for Democracy: Evidence from Nigeria, Ghana and Senegal."
Paper delivered at the 2009 Annual Midwest Political Science Association Conference in Chicago, IL
- 2008: "The Meaning of and Popular Perceptions of Democracy in Ghana." Poster presented at Department of Political Science Fall Poster Presentations. Carbondale, IL. (Jan 2008)
- 2007: "Protest, Resistance, and Demonstrations in Ghana and Nigeria. A Comparative Analysis Detailing the Emergence of Advocacy Groups." Poster presented at Department of Political Science Fall Poster Presentations. Carbondale, IL.

Graduate Thesis Committee

- 2020: *Committee Member*- "From Deficit to Asset: Honoring Community Cultural Wealth"
Carolina Forman, Indiana Wesleyan University.

Undergraduate Honors Theses Committees

- 2018: *Committee Member*, Cody Kovar, McMurry University
- 2018: *Committee Member*, Symphony Munoz, McMurry University
- 2018: *Committee Member*, Quintin Gorman, McMurry University- Current PhD student in Sociology at Rice University.
- 2017: *Committee Member*, Thierry Tchenko, McMurry University. Graduate of Georgetown University, Master's in American Political Government
- 2016: *Committee Member*, Brianna Stewart, McMurry University- Admitted to Texas State for Masters in Sociology.

Invited Keynotes, Presentations, Workshops

- 2022: *Invited Workshop Facilitator*- “The Fundamentals of Allyship.” Meyer Najem Construction LLC. MixedMessages Consulting, LLC. Launch Fishers- Fishers, IN.
- 2022: *Invited Workshop Facilitator*- “The Fundamentals of Allyship.” Hirons Public Relations and Advertising. MixedMessages Consulting LLC. Indianapolis, IN.
- 2021: *Invited Featured Speaker*- “Floaties or Scuba Gear: An Intercultural Toolkit for the deep dive into Cross-Cultural Communication” Diversity Roundtable of Central Indiana 2021 Annual Conference.
- 2021: *Invited Workshop Facilitator*- “Bias and Blind Spots in the Workplace.” Meyer Najem Construction LLC. MixedMessages Consulting, LLC. Launch Fishers- Fishers, IN.
- 2021: *Invited Workshop Facilitator*- “The Privilege Marketplace and Leveraging your Privilege” Hirons Public Relations and Advertising. MixedMessages Consulting LLC. Indianapolis, IN.
- 2021: *Media Showcase*- “Building Diversity into the Construction Equipment Industry” The AED Foundation Research Report Media Event; AED Summit. Las Vegas, NV.
- 2021: *Keynote Address*- “Offense Builds A Fence” Address presented at 2021 Martin Luther King Celebration; Taylor University. Upland, IN.
- 2021: *Invited Guest Speaker*: “Servant Leadership.” ActSix Student Scholars and Leaders, Office of Intercultural Programs and Church Relations. Taylor University.
- 2021: *Invited Guest Speaker*: “Race, Identity, Community and Marginalization.” The Department of History and Political Science. University of Indianapolis.
- 2021: *Invited Featured Speaker*: “Exploring Inclusion and Belonging: How to Tip the Scales in Your Favor.” Diversity Roundtable of Central Indiana.
- 2020: *Invited Panelist*: “Discerning Media, Bias, & Campaign Coverage in the 2020 Election” Taylor University. Upland, IN
- 2020: *Invited Guest Speaker* on “Cultural Diversity and Healthcare”: School of Nursing Senior Seminar – Indiana Wesleyan University
- 2020: *Invited Guest Speaker* on “Cultural Diversity and Criminal Justice”: Criminal Justice Program – Indiana Wesleyan University
- 2019: *Invited Guest Speaker* on “Leading Others from Diverse Backgrounds”: Class on Culture and Leadership – Indiana Wesleyan University
- 2019: *Keynote Address*- “From Conduct to Culture: The Inclusive Pursuit of Civility on the College Campus” Address presented at 2019 Association for Student Conduct Administrators; Indiana. Indiana Wesleyan University-Marion.
- 2019: *Spring Commencement Invocation*: Indiana Wesleyan University

- 2019: *Invited Guest Speaker* on “Geopolitical Conflict”: Class on Contemporary Global Issues – Indiana Wesleyan University
- 2019: *Invited Guest Speaker* on “The Politics of Jesus”: Class on the Theology of Christian Life – Indiana Wesleyan University
- 2019: *Invited Presenter-* Assessing Diversity and Inclusion in the Curriculum. Indiana Wesleyan University
- 2019: Workshop: “Why Being Inclusive is So Elusive”: Upward Bound Staff – Indiana Wesleyan University
- 2019: Workshop- “Difference Matters”: Level5 Seminar. Indiana Wesleyan University
- 2019: Workshop & Invited Speaker: “Essentials of Culturally Inclusive Teaching and Learning”: School of Nursing Continuing Education for faculty and practitioners of the Ohio Nurses Association – Indiana Wesleyan University
- 2019: Lead Facilitator on “Diversity, Inclusion, & Inclusive Excellence”: First-Year Faculty Class – Indiana Wesleyan University
- 2018: Workshop on “Non-Violent Communication”: Koinonia Student Organization- Indiana Wesleyan University.
- 2018: *Invited Guest Speaker* on “Christianity in West Africa”: Class on Christianity in Intercultural Contexts – Indiana Wesleyan University
- 2018: *Invited Guest Speaker* on “Diversity in Sport”: Administration of Physical Education and Sport. Indiana Wesleyan University
- 2017: *Invited Speaker* on Internationalization - McMurry University Retired Fellowship
- 2017: *Invited (Virtual) Guest Speaker-* “Sports and Politics” John Brown University
- 2016: *Invited Lecturer-* ACAD 1340: Contemporary Christianity in sub-Saharan Africa. McMurry University
- 2014: *Invited Convocation Keynote Speaker-* “Ubuntu,” McMurry University
- 2010: *Invited Lecturer* -English 290: Intermediate Analytic Writing. Lectured on the rhetoric of social change in Africa as depicted in “Binta and the Great Idea”
- 2009: *Invited Lecturer* - POLS 250: Introduction to Comparative Politics and Government. Lectured April 6-15, 2009, on democratization in Benin

Awards & Grants

- 2020: *Student Employee Supervisor of the Year Nomination*: Indiana Wesleyan University-Career Development. Nominated, did not win.
- 2019: *State of Indiana Achievement in Education Award*: Indiana Civil Rights Commission-presented by current Indiana Governor, Eric Holcomb. Nominated and won.
- 2018: *Piper Professor Nomination* - The Minnie Stevens Piper Foundation Awards recognizes outstanding performance in the teaching profession. McMurry University. Nominated, did not win.
- 2018: *Founder: New Faculty Cohort* – Awarded \$750 annually from Chancellor’s Office to build new faculty 1st year cohort model. Indiana Wesleyan University
- 2018: *Grant Recipient* – Arthur Vining Davis Foundation grant for Interfaith Initiatives. McMurry University- Awarded \$100,000 of the \$100,000 requested
- 2018: *Grant Recipient* – Experiential Learning Fieldtrip Grant- Lilly Endowment Corporation. Made available through School of Life Calling and Integrative Learning. Indiana Wesleyan University. Awarded \$2000.
- 2018: *University Service Funds*, National Model United Nations Conference - New York, McMurry University, \$2746
- 2018: *University Service Funds*, National Model United Nations Conference – Galapagos Islands, Ecuador, McMurry University, \$2950
- 2017: *Grant Recipient* - Texas Methodist Foundation (TMF) grant for Interfaith Initiatives. McMurry University Awarded \$35,000.
- 2017: McMurry Student Government, Model United Nations Travel Support, \$1200
- 2017: *Scholarship Recipient* – Interfaith Youth Core (IFYC) grant to administer VIEWS Survey. McMurry University Awarded \$2000.
- 2017: National Model United Nations Conference- New York, McMurry University *received Position Paper Award*
- 2016: *Grant Recipient*: Sam Taylor Research Fellowship, Awarded through the General Board of Higher Education and Ministry, \$2000
- 2016: *McMurry Student Government*, Model United Nations Travel Support, \$1200
- 2016: *University Service Funds*, National Model United Nations Conference - New York, McMurry University, \$3000 *received Distinguished Delegation Award*
- 2015: *University Service Funds*, National Model United Nations Conference – Czech Republic, McMurry University, \$3300 *received Honorable Mention Award*
- 2015: *Student Affairs & Presidential Pledge*- Startup Funds for the Center of Community Inclusion (Co-founder), \$700

- 2015: *University Service Funds*, National Model United Nations Conference - New York, McMurry University, \$1905
- 2015: *Sub-contract appointment*, Study of the United States Summer Institute. Collaboration between State Department, Southern Illinois University and McMurry University.
- 2014: *McMurry Student Government*, Organizational Funds for Diversity Affairs Council (Founder), \$200
- 2014: *Campus Activity Board: Homecoming Chili Cook Off Winners*, Diversity Affairs Council (Founder), \$50
- 2014: *Fund Award*, by the Division of Student Affairs- McMurry University to the Diversity Affairs Council (Founder), McMurry University, \$500
- 2014: *Sub-contract appointment*, Study of the United States Summer Institute. Collaboration between State Department, Southern Illinois University and McMurry University.
- 2014: *Outstanding Advisor of the Year*, Diversity Affairs Council, McMurry University
- 2014: *Outstanding Organization of the Year*, Diversity Affairs Council, McMurry University
- 2013: *Founder*: The Diversity Affairs Council. McMurry University
- 2013: *Student Organization of the Month*—Diversity Affairs Council, \$50
- 2013: *McMurry Student Government*, Start-Up funds for Diversity Affairs Council, \$200
- 2013: *Faculty Development Funds*, McMurry University Dean’s Council, \$700
- 2012: *Postdoctoral Fellowship*, Rockefeller College of Public Affairs and Policy, SUNY Albany, \$30,000
- 2012: *Dissertation Research Award*, Department of Political Science, Southern Illinois University, \$14,000
- 2006-2011: *Graduate Assistantship*. Department of Political Science. Southern Illinois University.

Service

- 2021: Search Committee- Assistant Professor- Criminal Justice, Indiana Wesleyan University
- 2020: Search Committee- Assistant Professor- Social Work, Indiana Wesleyan University
- 2020: *Faith Integration Group*- “The Color Lines of Faith” w/ Andre Payne. Indiana Wesleyan University.
- 2020: *Attendee*- National Association of Diversity Officers in Higher Education Conference; San Diego, CA
- 2020: *Search Committee*- Dean of Students, Indiana Wesleyan University
- 2020: *Search Committee*- Chief of Campus Safety, Indiana Wesleyan University
- 2020: *Review Team*- Intergroup Dialogue Training, Indiana Wesleyan University
- 2020: *Search Committee*- Men’s Soccer Head Coach, Indiana Wesleyan University
- 2020: *Search Committee*- Campus Pastor, Indiana Wesleyan University
- 2020: *Search Committee*- Director of Student Conduct & Community Standards, Indiana Wesleyan University
- 2020: Committee Member- Student Thriving and Inclusive Excellence Strategic Planning in conjunction with Lilly Planning Grant.
- 2019: *Search Chair*- Coordinator of Inclusive Student Programs- Office of Intercultural Learning and Engagement. Indiana Wesleyan University
- 2019: *Search Committee*- Coordinator of Co-Curricular Experience, Indiana Wesleyan University
- 2019: *Search Committee*- Vice President of Enrollment Management and Marketing, Indiana Wesleyan University
- 2019: *Participant*- John Wesley Honors College Reading Group- “The Death of Race.” Indiana Wesleyan University
- 2019 - 2021: *Committee Chair*- Learning, Development and Organizational Excellence- Council for Inclusive Excellence. Indiana Wesleyan University
- 2019 - 2021: *Committee Member*- Senior Academic Leadership Team- College of Arts and Sciences. Indiana Wesleyan University
- 2018 -2019: *Participant*- Level5 Leadership Seminar. Indiana Wesleyan University
- 2018 - 2021: *Committee Member*- Pathways to Student Success- Residential Student Engagement and Retention. Indiana Wesleyan University

- 2018: *Search Committee*- Assistant Professor- Social Work, Indiana Wesleyan University
- 2018: *Search Committee*- Assistant Professor- Graduate Counseling, Indiana Wesleyan University
- 2018- 2020: *Faculty Advisor*- Association of Minority Students – Indiana Wesleyan University
- 2018- 2021: *Faculty Advisor*- Koinonia – Indiana Wesleyan University
- 2017: *Webinar Attendee*- National Inclusive Excellence Webinar Summit- McMurry University
- 2017- 2018: *Faculty Advisor*- Alpha Psi Alpha - McMurry Women’s Social Club
- 2017: *Reviewer*- *The Journal of Political Science Education*
- 2017: *Panel Chair*- "Political Activism of the Establishment and the Anti -Establishment," Southwestern Social Sciences Association. Austin, TX.
- 2017: *Panel Chair*- "Classroom Engagement and Learning Assessment: Teaching Political Science," Southern Political Science Association. New Orleans, LA.
- 2017: *Panel Discussant*- "Classroom Engagement and Learning Assessment: Teaching Political Science," Southern Political Science Association. New Orleans, LA.
- 2015-2016: *Group Facilitator*, Lilly Fellows Grant—Awarded to Dr. Bryan Stewart, McMurry University
- 2015- 2018: *Committee Representative*- Athletics Advisory Committee, McMurry University
- 2014-2015: *Faculty Advisor*- Men’s Interclub- McMurry University
- 2014: *Panel Discussant*, Elections, Violence, and Development in Kenya. Midwest Political Science Association Conference
- 2012: *Reviewer*- *The Journal of the Scientific Study of Religion*
- 2012: *Panel Chair*, Parties and Party Systems in Africa's Multiparty Regimes. Midwest Political Science Association Conference

References Available Upon Request