

ANGELA WEBSTER, PH.D.

Phone Number and E-Mail Address

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Achievement	Discipline	Institution	Year
Development	Executive Coaching	Coaching for Results Global	2009 - 2016
License	School Administration - PreK-12	TN Department of Education	2003 - Present
Ph.D.	Educational Psychology & Research	University of Memphis	2002
M.S.	Higher Ed Curriculum & Instruction	University of Memphis	1993
Certification	Professional in Human Resources	Personnel Accreditation Institute	1988-1991
B.B.A.	Human Resources Management	University of Memphis	1985

PROFESSIONAL PROFILE

Collaborative. Energetic. Inspirational. Introspective. Passionate. Positive. Learner. Servant Leader. Strategic. Visionary.

Leadership Experiences: University Administrator. School Board Chair. School Principal. Executive Coach. Consultant.

Academic Experiences: Tenured Member of Faculty. Published Author. Grant Writer.

Institutional Types: Public and Private Colleges and Universities. Residential and Mostly Non-Residential Universities. Masters and Doctoral Universities. Predominantly White Institutions. Historically Black College/University. Special Focus Institution. Women's University (in the Middle East). PK-12 Independent School. K-8 Private School. K-8 Open Enrollment Public Charter School.

Institutional Divisions Served: Academic Affairs. Business and Finance. Student Affairs/Institutional Diversity.

PROFESSIONAL EMPLOYMENT HISTORY AND ACCOMPLISHMENTS

University of Central Arkansas (UCA). Conway, AR.

- **Inaugural Associate Vice President for Institutional Diversity and Inclusion** (2013-Present) for a public, masters and doctoral university; mostly residential with a student enrollment of 11,500 and accreditation by the Higher Learning Commission
- Serve on the leadership team of the Division of Student Services/Institutional Diversity and Inclusion
- Engage in the design of initiatives that improve campus culture toward diversity and inclusion
- Led a collaborative campus effort from accreditation monitoring status for diversity to good standing/accreditation continuation
- Spearhead the Diversity Advisory Committee of students, administrators, faculty, staff, alumni, community members, and board of trustee representatives
- Lead the campus Diversity Strategic Plan effort in alignment with UCA's Strategic Plan
- Administered the first Campus Climate Survey and coordinate responsiveness to constituent recommendations
- Serve as the campus diversity and inclusion consultant to individual faculty, departmental faculty committees, academic programs, accreditation teams, College diversity committees; support/administrative departments, and academic colleges
- Administer mini grants to faculty/staff, registered student organizations, and departments that incentivize and institutionalize diversity and inclusion as one of the University's core values: Academic Vitality-Integrity-Diversity
- Shepherd the independent diversity-related units to operate as a high-performing team that is informed by metrics
- Initiate and implement faculty programming that attracts, affirms, and advances faculty diversity
- Strengthen institutional structures to recruit, retain, and graduate historically underrepresented students
- Enhance town-gown relationships with service to Conway, Little Rock, and the greater Central Arkansas community, including the increase of minority business partnerships with the University

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- Maintain a focus on the University's goals, current standing, and key performance indicators to inform strategies and to prepare the annual progress report on minority recruitment and retention to the Arkansas Department of Higher Education
- Collaborate with Executive Staff, Council of Deans, and Department Chairs, in addition to cultivate professional partnerships across divisions and departments
- Develop policies and procedures
- Secure external funding for diversity initiatives
- **Leadership Pilots & New Initiatives** : Academic Bridge Connection (ABC Center, Program, & Presentation Series); Gender Neutral Restrooms; Black Graduate Student Association; Campus Climate Survey; Campus Resource Guide; Civility Circles; Conversations about Diversity Series; Diversity Advisory Committee; Diversity After Hours; Diversity, Equity, and Civility Concern; Diversity and Inclusive Excellence Award; Diversity Strategic Plan; Diversity Website; Faculty/Staff Affinity-Resource Groups; Fireside Chat with the Provost; HBCU Outreach; Ice Cream Social with the Provost; Institutional Diversity Foundation; Lactation Suites; Latino Fraternity; Latino Middle School Visit; Latina Sorority; Leadership Lens Series; Minority Faculty Mentoring Initiative; Minority Faculty Retreat; Minority Vendor Partnership Program; Navigating Diversity in Search Committees; Outstanding Diversity Outreach by a Student Award; Passport Fair; Project X Early Arrival Program; University of Arkansas Medical School (UAMS) Day
- **Tenured Associate Professor** (2012-Present) and **Assistant Professor** (2006-2012) in the Department of Leadership Studies where the faculty prepare graduate students in a 2-year cohort program to become the next generation of PK-12 school leaders. Teach face-to-face, hybrid, and in online platform. Member of the Graduate Faculty. Conduct research, make presentations, and author/co-author journal articles, book chapters, and books. Provide service to the College, University, profession, and community

COMMITTEE WORK AT UCA

- **Department of Leadership Studies** - Mid-Tenure and Promotion (chair); Leadership Studies Curriculum
- **College of Education** - College Tenure and Promotion (chair); Diversity Committee (coordinator of Minority Student Recruitment and Retention); co-designer of the Lighthouse Beacons, Publicity (chair); Research; Hospitality; Faculty Searches
- **University** – Amigo Fest & Health Fair (chair of Health Fair); Black Men's Experience at UCA; Campus Climate Survey; Diversity Advisory Committee (Co-Chair); Conway Conversations; Diversity Conduct; Diversity and Inclusive Excellence Award; Diversity Key Performance Indicators; Diversity Strategic Plan; Faculty Grievance; Faculty Senate Scholarship; First-Year Experience; Funding for Diversity Initiatives; Gateway to Completion; Gender Identity for Technology/Forms; Higher Learning Commission – (Mission); Immigrant Experience at UCA; Institutional Diversity and Inclusion Grant Program (Chair); Institutional Review Board; Lactation Suites (chair); Minority Vendor Partnership (chair); Outstanding Diversity Outreach by a Student Award; Political & Religious Acceptance at UCA; Purchasing Department Review; Student Success and Retention Council; and Women's Leadership Network
- **Other Service** –Faculty Advisor for Registered Student Organization; Minority Mentorship Program Mentor; Women's Leadership Network Mentor; and Academic and Administrative Search Committees

SCAD: University for Creative Careers. Savannah, GA.

- **Inaugural Director of Teaching and Learning Assessment** in Academic Services for a Special Focus-Creative Careers institution of 10,000 students that is accredited by COC SACS
- Served on the Academic Affairs leadership team
- Provided leadership, direction and support for academic program assessment of over 70 undergraduate and graduate degree programs plus four undergraduate and graduate certificate programs, as well as foundation studies and general education; developed a program that enhanced strategic, accurate and continuous assessment, fostered faculty engagement and ownership,
- Committee Work

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Savannah State University (SSU). Savannah, GA.

- **Adjunct Professor** in an HBCU with almost 5,000 students and accreditation by COC SACS
- Taught graduate level Human Resources Management courses in the Public Administration program

Effat University (EU). Jeddah, Saudi Arabia.

- **Assistant Professor** at the first private institution of higher education for women in the Kingdom of Saudi Arabia that offers English as the language of instruction and accreditation by the National Center for Academic Assessment and Accreditation (NCAAA)
- Course, curriculum design, and instruction for upper division undergraduate courses in Early Childhood Education and in Psychology
- Advised students; supervised research projects; supervised school visitations and practicums
- Committee Work

Consulting: Tennessee, Georgia & Arkansas.

- Most notable proposal was the design of a new, open enrollment, public charter school in Memphis for grades K-5. The multi-million-dollar school proposal was funded by the Tennessee Department of Education. The school received several honors as one of Tennessee's Title I Distinguished Schools
- Served as a proposal reviewer for the U.S. Department of Education, for Americorp, and for Rowman and Littlefield
- Served in roles such as adjunct professor; clinical supervisor to emerging school leaders; curriculum designer; executive coach for school principals; human resources management; inclusiveness broker; instructional facilitator; life coach; proposal writing; public relations; school administrator; and tutor

St. George's Independent School, Memphis (SGIS). Memphis, TN.

- **Inaugural Associate Head (Principal Equivalent)** of a Pre-Kindergarten through 5th grade school that is accredited by the National Association for the Education of Young Children and the Southern Association of Independent Schools
- Served on the system leadership team
- Opened and led a school to be a viable, urban choice that represented the ethnic and economic diversity of the city
- Fundraising and friend-raising; committee work

Breath of Life Christian Academy (BOLCA). Memphis, TN.

- **Inaugural Principal** of a Kindergarten through 8th grade school that is currently a preschool and accredited by the Tennessee Association of Non-public Academic Schools
- Served on the ministry leadership team
- Developed a shared vision, determined the requisite resources, attracted and nurtured a professional team and families to run with the vision
- Designed and established the infrastructure, physical plant design, policy structure, philosophy, and curriculum for the holistic development of a predominantly African-American student body; taught and made academic presentations to students
- Fundraising and friend-raising; committee work

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University of Memphis (U of M). Memphis, TN.

- **Inaugural Manager of Employee Relations; Coordinator of Wage & Salary Programs; Professional Development and Training Facilitator; and Employment Specialist** for a public university of 20,000 students and accredited by COC SACS
- Served on the department leadership team
- Attained over 10 years of progressive, professional experiences in Human Resources Management with the supervision of professional and clerical employees, in addition to student workers
- Committee Work

Refereed Publications

- Webster, A. (2018). Hope buster or hope muster. In L. G. Putney and N. P. Gallavan (Eds.), *Teacher Education Yearbook XXVI Building upon Inspirations and Aspirations with Hope, Courage and Strength: Tomorrow's Leaders in Classrooms and Schools*, Volume 2,(pp 299-313).Lanham, MD: Rowman and Littlefield.
- Webster, A. (2018). A five-point model to attract, affirm, and advance African American academics. In Sherwood Thompson (Ed.) *Valley of Hope: Campus Diversity Triumphs in the United States*, Volume 20, (pp. 11-26). United Kingdom: Emerald Group Publishing Limited.
- Gallavan, N.P. & Webster, A. (2018, May). Exploring cross-cultural responsiveness and critical consciousness in social studies education with the Barnga simulation in C. Wright-Maley (Ed). *More Like Life Itself: Simulations as Powerful and Purposeful Social Studies* (pp. 243-264). Charlotte, NC: Information Age Publishing, Inc.
- Webster-Smith, A. (2017). Enhancing efficacy with the disposition of CARE. In Freddie A. Bowles and Cathy J. Pearman (Eds.). *Self-Efficacy in Action: Tales from the Classroom for Teaching, Learning, and Professional Development* (pp. 13-25). Lanham, MD: Rowman & Littlefield.
- Gallavan, N.P., Webster-Smith, A., Petty, B., Mercado, S. (2016). Establishing a comprehensive sense of place to experience success in classrooms and schools through authentic leadership. In L. G. Putney and N. P. Gallavan (Eds.), *ATE Yearbook XXIV: Establishing a Sense of Place for All Learners in 21st Century Classrooms and Schools* (pp. 96-112). Landham, MD: Roman and Littlefield.
- Webster-Smith, A. (2015). Racial identity. In Sherwood Thompson (Ed.) *Encyclopedia of Diversity and Social Justice* (pp. 592-596). Lanham, MD: Rowman & Littlefield.
- Gallavan, N.P. & Webster-Smith, A. (2014). Advancing cultural competence and intercultural consciousness through a cross-cultural simulation with teacher candidates. *Annual Editions in Multicultural Education* (17th ed.) (chapter 8.2). New York, NY: Dushkin/McGraw-Hill.
- Webster-Smith, A. (2014). Scaling the pyramid of self-reflection: A model for teachers to contest demographic destiny. In E. G. Pultorak (Ed). *Reflectivity and Cultivating Student Learning: Critical Elements for Enhancing a Global Community of Learners and Educators*. (pp. 29-51). Lanham, MD: Rowman & Littlefield.
- Webster-Smith, A. (2014). Status of the dream: A study of Dr. King in Little Rock and Memphis classrooms. In N. P. Gallavan, (Ed.), *Annual Editions in Multicultural Education* (17th ed.) (chapter 7.3). New York, NY: Dushkin/McGraw-Hill.
- Kohler-Evans, P., Webster-Smith, A. & Albritton, S. (2013, Autumn/October). Conversations for school personnel: A new pathway to school improvement. *Education Journal*, 134,1, 19-24.
- Webster-Smith, A. (2013, September). Rethinking the recruitment of African American teacher education candidates. *Arkansas Association of Teacher Educators Electronic Journal*, 4, 2. 29-41.
- Webster-Smith, A., Albritton, S. & Kohler-Evans, P. (2012). *Meaningful conversations: The way to comprehensive and transformative school improvement*. Lanham, MD: Rowman & Littlefield.

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- Gallavan, N. & Webster-Smith, A. (2012). Agency: Voice, choice, ownership, and change. In Ryan Flessner, Grant R. Miller, Kami, and Julie Horwitz (Eds.) *Agency through Teacher Education: Reflection, Community, and Learning* (pp 51-55). Lanham, MD: Rowman & Littlefield.
- Gallavan, N. & Webster-Smith, A. (2012). Cultural competence and the recursive nature of conscientization. In Cheryl J. Craig and Nancy P. Gallavan (Eds.) *Teacher Education Yearbook XX1 (Part 1). Issues in Education: Examining the Perspectives of Student Candidates, Teachers, and Teacher Educators*.
- Gallavan, N., Webster-Smith, A. & Dean, S. (2012). Connecting content, context, and communication in a sixth-grade social studies class through political cartoons, *The Social Studies*, 10,5, 188-191.
- Webster-Smith, A. (2011). Status of the dream: A study of Dr. King in Little Rock and Memphis classrooms. In N. P. Gallavan, (Ed.), *Annual Editions in Multicultural Education* (16th ed.) (chapter 7). New York, NY: Dushkin/McGraw-Hill.
- Webster-Smith, A. (2011). The third time's for charm: A three-semester journey of learning to facilitate relational, online learning communities. In Stephanie Huffman, Shelly Albritton, Barbara Wilmes, and Wendy Rickman (Eds.) *Cases for Building Quality Distance Delivery Programs: Strategies and Experiences* (pp. 200-216). Hershey, PA: IGI Global.
- Gallavan, N.P. & Webster-Smith, A. (2011). Advancing cultural competence and intercultural consciousness through a cross-cultural simulation with teacher candidates. *Annual Editions in Multicultural Education* (16th ed.) (chapter 35). New York, NY: Dushkin/McGraw-Hill.
- Webster-Smith, A. (2011, March). Status of the dream: A study of Dr. King in Little Rock and Memphis classrooms. *ArATE Electronic Journal*, 1, 2, 2-16.
- Webster-Smith, A. (2011, January-March). Scaling the pyramid of self-reflection: A model and an assignment for the preparation of inclusive leaders. *International Journal of Educational Leadership Preparation*, 6, 1.
- Albritton, S. & Webster-Smith, A. (2011, January-March). Building leadership capacity with high performance teams: A critical issue for leadership. *International Journal of Educational Leadership Preparation*, 6, 1.
- Webster-Smith, A. (2010, September). Connect, respect, and reflect: A teacher case study of resolve. *ArATE Electronic Journal*, 1, 1, 22-34.
- Kohler-Evan, P., Webster-Smith, A., Albritton, S. (2010, August/September). Heart, head, and hands: The importance of coaching through meaningful conversations. *Teaching Professor*, 24, 7, 2.
- Webster-Smith, A. (2010). Hope-based schooling that advances democracy: The mission of 21st century leaders. *Learning for Democracy*, 3,3, 144-152.
- Gallavan, N. P., & Webster-Smith, A. (2010). Navigating teachers' reactions, responses, and reflections in self-assessment and decision-making. In E. G. Pultorak (Ed). *The Purposes, Practices, and Professionalism of Teacher Reflectivity; Insights for Twenty-First-Century Teachers and Students* (pp. 191-209). Lanham, MD: Rowman & Littlefield.
- Webster-Smith, A., & Albritton, S. (2010, Spring). Online learning community: Ownership/foreclosure. *Academic Exchange Quarterly*, 141, 120-125.
- Gallavan, N. & Webster-Smith, A. (2009). Advancing cultural competence and intercultural consciousness through a cross-cultural simulation with teacher candidates. *Journal of Praxis in Multicultural Education*, 4, 1, Article 7.
- Webster-Smith, A. (2008, June). An exercise of self-examination that exposes societal influences on diversity leadership. *International Journal of Educational Leadership Preparation*.
- Webster-Smith, A. (2008, June). Monitoring teacher knowledge, skills and dispositions for culturally responsive pedagogy: An internship experience that helps to meet NCATE Standard 4. *International Journal of Educational Leadership Preparation*.
- Webster-Smith, A. (2008, May). Examining the role of diversity in school dynamics: An internship that helps to meet NCATE Standard 4. *International Journal of Educational Leadership Preparation*.
- Webster-Smith, A. (2008, May). Roots and wings: A self-examination of familial influences that ground diversity leadership and an assignment that lifts it. *International Journal of Educational Leadership Preparation*.
- Webster-Smith, A. (2008, May). Family ties: A self-examination of familial influences that bind diversity leadership and an assignment that looses it. *International Journal of Educational Leadership Preparation*.

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Webster, A. (2002). *Comparing racial identity attitudes in African American teacher education students at a predominantly white university and a historically black university*. Doctoral dissertation, The University of Memphis, 2002. Dissertation Abstracts International, 63, 05A.

Other Key Publication

Webster-Smith, A. (2012). *In the presence of a king*. Bloomington, IN: Author House, a children's book to share my early childhood experience of being present for Dr. Martin Luther King Jr.'s final speech.

Selected Academic and Community Presentations

- Jackson, N, Wake, D. & Webster, A. (2019, April). *Diversifying the teacher workforce: Students' perception of teaching as a profession*. College of Education Research Symposium. University of Central Arkansas, Conway, AR.
- Webster, A. (2019, February). *Exploring the 3 C's of Leadership for inclusive classrooms and schools*. Roundtable discussion. Association of Teacher Educators. Atlanta, GA.
- Webster, A. (2018, 2017, 2016, 2015, December). *The advantages of cultural agility in the occupational therapy profession*. Occupational Therapy Students. University of Central Arkansas, Conway, AR.
- Webster, A. (2018, November). *Potential, possibility, and promise*. Rising Scholars Students. University of Central Arkansas, Conway, AR.
- Webster, A. (2018, November). *Lived experiences of faculty of color*. Moderator. Center for Teaching Excellence. University of Central Arkansas, Conway, AR.
- Webster, A. (2018, October). *What is an inclusive classroom and why does it matter at UCA?* Center for Teaching Excellence. University of Central Arkansas, Conway, AR.
- Webster, A. (2018, October). *More than one American story*. Department of Physics Students. University of Central Arkansas, Conway, AR.
- Webster, A. (2018, October). *Nurturing and self-care*. Women's Leadership Network. University of Central Arkansas, Conway, AR.
- Gallavan, N., Webster, A., Kohler-Evans, P., & Albritton, S. (2018, September). *Ensuring a sense of belonging: Feeling, safe, welcome, wanted and successful in higher education*. Association of Teacher Educators, Searcy, AR.
- Webster, A. (2017, December). *Diversity and inclusion in the classroom*. UCA Core Faculty. University of Central Arkansas, Conway, AR.
- Webster, A. (2017, September). *More effectively teaching students of color with care: Commitment. Attention. Reflection. Empathy*. Center for Teaching Excellence. University of Central Arkansas, Conway, AR.
- Webster, A. (2017, May). *Work together, win together*. Occupational Therapy Faculty. University of Central Arkansas, Conway, AR.
- Webster, A. (2017, April). *Classroom and program strategies to serve students of color*. Department of Transitions Faculty. University of Central Arkansas, Conway, AR.
- Webster, A. (2017, March). *Providing feedback that cultivates student grit*. Center for Teaching Excellence. University of Central Arkansas, Conway, AR.
- Webster, A. (2016, December). *Classroom and program strategies to alleviate high-attrition, high-failure course rates*. School of Communication Faculty. University of Central Arkansas, Conway, AR.
- Webster, A. (2016, October). *Forming a more perfect union through more education and less incarceration to outperform in education and outpace incarceration*. Honors College Challenge Week. University of Central Arkansas. Conway, AR.
- Webster, A. (2016, September). *Understanding cultural scripts and influences as preparation for success in a global workplace*. Professional Speaker Series. Arkansas State University.
- Webster, A. (2016, September). *Unintended offenses: Making your classroom safe from microaggressions*. Center for Teaching Excellence, University of Central Arkansas, Conway, AR.

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- Webster, A. (2016, Spring). *More effectively teaching racially diverse student populations*. Center for Teaching Excellence, University of Central Arkansas, Conway, AR.
- Webster, A. (2016, April). *Uncovering the authentic you*. Academic Success Workshop. University of Central Arkansas, Conway, AR.
- Gallavan, N. & Webster-Smith, A. (2015, April). *Taking academic selfies: Realizing the presence and power of defining moments in our own journeys*. American Educational Research Association. Chicago, IL.
- Webster-Smith, A., (2015, March). *A six-point model of diversity and inclusive excellence for academic human resources*. Poster Presentation at the National Association of Diversity Officers in Higher Education. Washington, D.C.
- Webster-Smith, A. (2014, February). *Coaching: The essential skill for leading in the future*. Association of Teacher Educators. St. Louis, MO.
- Webster-Smith, A., (2013, February). *Dr. King's dream in Little Rock and Memphis elementary classrooms*. Association of Teacher Educators. Atlanta, GA.
- Webster-Smith, A. (2012, November). *The pyramid of self-reflection: Getting to the heart of efficacy and agency in leadership*. University Council of Educational Administrators. Denver, CO.
- Webster-Smith, A. (2011, August). *Building a nation through partnership*. Cayo Christian Academy. Ontario Village in the Cayo District of Belize, Central America.
- Webster-Smith, A. (2010, August). *Reflective leadership that dispels demographic destiny*. Paper presentation at the National Council of Professors of Educational Administration. Washington, D.C.
- Gallavan, N. & Webster-Smith, A. (2010, April). *Two self-studies assessing teaching effectiveness in higher education related to candidates: Perceptions of reflectivity*. American Educational Research Association. Denver, CO.
- Webster-Smith, A. (2010, February). *Change a life today, not tomorrow*. Association of Teacher Educators. Chicago, IL.
- Webster-Smith, A. (2009, August). *The big ideas of self-examination: Using critical components, processes and multiple contexts for leadership reflectivity*. National Council of Professors of Educational Administration. San Antonio.
- Webster-Smith, A. & Albritton, S. (2009, August). *A look inside a school leadership program: Candidates' examination of school-based teams*. National Council of Professors of Educational Administration. San Antonio.
- Webster, A. (2004, May). *The power of the intellect*. The Empowered Women Career Conference. Jeddah, Saudi Arabia.

Recent Supervision of Student Research Projects

- *An examination of racial disparity in leadership disciplinary decisions in Arkansas public schools*. University of Central Arkansas, 2018-Present, Ph.D. Candidate, Corey Oliver.
- *I am shuh-KY-uh: Pronouncing and mispronouncing individuals' first names*. University of Central Arkansas, 2018-Present, Honors College Thesis Candidate, Chakiah Wallace.
- *Influences of black fathers on their black sons' well-being, college retention, and graduation goals while their sons are enrolled at institutions of higher education*, University of Central Arkansas, 2017-Present, Ph.D. Candidate, Shannon Williams.
- *Beauty in diversity: An exploration of the Arkansas teacher experience*. University of Central Arkansas, 2017-2019, Honors College Thesis Candidate, Morgan Burke.
- *Inside the lived experiences of successful African American women college student leaders*. University of Central Arkansas, 2016 - 2017, Ph.D. Candidate, Chassidy Cooper.
- *Understanding perceived barriers and current practices for transgender needs within the fitness industry*. University of Central Arkansas, 2016 - 2017, M.S. Candidate, Arian Story.
- *Self-perceived impact of undergraduate socialization and identity development on the experiences of high-achieving African American women*, University of Arkansas, Little Rock, 2012–2016, Ed.D. Candidate, Shaniel Ealy.
- *Factors that contribute to the completion of programs of study at Arkansas institutions of higher education for African American males*. University of Central Arkansas, 2014-2015, Ph.D. Candidate, Barrett Petty.

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- *Advancing the liberation of teachers and students through critical thinking and cultural responsiveness*. University of Central Arkansas, 2012-2013, Honors College Thesis Candidate, Elise Hampton.

Funding Awards

- 2019-2015: The Winthrop Rockefeller Foundation awarded \$137,000.00 for marginalized men of color early arrival program and mindset interventions in partnership with the College Transition Collaborative, a national coalition of over 20 higher education institutions led by Stanford University
- 2018: The Richard J. and Nancy P. Gallavan, Ph.D. Endowed Grant for Faculty Diversity at \$10,000
- 2017, 2016, & 2015: The Arkansas Minority Health Commission awarded \$7,000 for the Amigo Fest Health Fair
- 2016: The Arkansas Chapter of the Association of Energy Engineers awarded \$1,000.00 to host a *Careers in Energy Engineering* Symposium for historically underrepresented students
- 2016: CDI Contractors awarded \$1,500.00 to host a *High-Tech Careers* Symposium for historically underrepresented students

Academic Course Instruction

Graduate Courses

- **University of Central Arkansas.** Collaborative School Leadership; Culminating Educational Leadership Experiences; Curriculum and Program Leadership for Schools; Foundations of School Leadership; Investigation of Learning & Development through Multiple Contexts; Leadership for Social Justice; Principal as an Ethical Leader; School-Based Organizational Leadership
- **University of Memphis.** Culturally Diverse Students; Educational Leadership Exploration Seminar
- **Savannah State University.** Employee Compensation & Benefits; Human Resources Training & Development; Management of Human Resources

Undergraduate Courses

- **University of Central Arkansas.** Learning and Development
- **University of Memphis.** First-Year Orientation Course
- **Effat University.** Preschool Programs; Principles of Educational Technology; Principles of Teaching Methods and Applications; Psychological Counseling for Children; Public Relations; Research Projects I

Recent Professional Service and Experiences

National

- International Council of Professors of Educational Leadership - Educational Leaders without Borders; Copy Editor of the *Annual Yearbook*; Reviewer of proposals
- Association of Teacher Educators - Inclusive Education Special Interest Group; Educational Leadership Special Interest Group; Commission for Self-Efficacy; Planning Committee for annual conferences

Arkansas

- Little Rock Preparatory Academy – Board Chair and Trustee
- Little Rock School District - Executive Coach
- C.D. Wright Women Writers Conference at UCA – Board of Directors
- AETN *Maya Angelou: And Still I Rise* Screening Committee
- AETN Black America Since MLK: *And Still I Rise* Grant, Screenings, and Panel Committee

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Executive Leadership Development

- American Council on Education (ACE) Fellows Program, Class of 2017-2018
 - Focused on further cultivation of strategic thinking and decision making; visited 25 campuses and interviewed college and university Presidents, Provosts, Vice Provosts, and Vice Presidents; shadowed senior level leaders; observed the implementation of national-level leadership priorities and high impact practices
 - Studied national challenges and topics in higher education such as adult/contemporary learners; analytics; athletics; budget and financial management; changing demographics; crisis management, leadership, and communication; diversity and inclusion; failure and recovery; first-generation students; food insecurity; friend-raising and fundraising; horizontal and vertical leadership; leadership development, philosophy, styles, and theories; leading change; legal issues; legislation; mental health and well-being; politics in higher education; presidential leadership; strategic planning; student housing; and student success
 - Received mentoring and consultation for leadership advancement
 - Host Institution: University of Memphis (UofM). Sat under the tutelage of Provost and Chief Diversity Officer, Karen Weddle-West, Ph.D. Dr. M. David Rudd, President
 - Represented the Provost at events; served on Lumina grant writing committee; participated in Critical Conversations planning and facilitation; coordinated preparation of the state diversity report; attended weekly meetings of the Provost's staff and the monthly meetings of the Vice Provosts; interviewed 50 UofM campus leaders
- NASPA (Student Affairs Administrators in Higher Education) Alice Manicur Symposium for Women Executives, 2016
 - Engaged in learning activity that included career advancement, continuous development, leading change, and strategic planning
 - Received mentoring and consultation for leadership advancement
- Coaching for Results Global - Executive Coaching, 2009 – 2016
 - Principles of effective leadership coaching
 - Coaching language that produces reflective practice and increased performance
 - Effective coaching behaviors of committed listening, paraphrasing and presuming positive intent
 - Feedback that empowers, encourages and effectively communicates
 - Coaching labs and monitored practice designed to accelerate knowledge and skill acquisition

Awards and Honors

Personal

- 2018: *Advocate for Opportunity Award* conferred by the Conway Chamber of Commerce, Minority Enterprise Development
- 2016: National Role Model Administrator Award made by Minority Access, Inc.
- 2016 *Brown Girls Rock VIP Honoree* for Educational Enrichment awarded by the Chi Eta Omega Chapter of Alpha Kappa Alpha Sorority, Inc. in Little Rock, AR
- 2014 *Presidential Service Award* granted by the Association of Teacher Educators
- 2012 *Innovation in Teacher Education Award* bestowed to Drs. Nancy Gallavan, Patty Kohler-Evans, and Angela Webster-Smith by the Southeastern Regional Association of Teacher Educators

University

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- 2018, 2017 and 2016 *Committed to Diversity Award* given to the University of Central Arkansas by Minority Access, Incorporated
- 2018 and 2017 *Latino Destination Campus* honor for the University of Central Arkansas given by the League of United Latin American Citizens Council (LULAC) 750 Little Rock
- 2016 and 2014 *Latino Education Outreach of the Year Award* by the League of United Latin American Citizens Council (LULAC) 750 Little Rock

Current Professional Organizations

- Association of Teacher Educators
- International Council of Professors of Educational Leadership
- National Association of Diversity Officers in Higher Education
- NASPA – Student Affairs Administrators in Higher Education