

## **Sharoni Denise Little, Ph.D., Ed.D.**

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Dr. Sharoni Denise Little, Professor of Clinical Management Communication at the USC Marshall School of Business, is an award-winning teacher, researcher, and mentor. A renowned author, global facilitator, and media commentator, Sharoni's research and expertise centers on organizational leadership, strategic communication, and diversity, equity, and inclusion.

Dr. Little earned her Ph.D. from Indiana University in Rhetoric and Cultural Studies where her dissertation, "Death at the Hands of Persons Known: Victimhood Rhetoric and the 1922 Dyer Anti-lynching Bill," examined how the *Black Male as Rapist* myth was used in Congressional discourse to hinder federal anti-lynching legislation and to promote a paternalistic rhetoric of control. She also obtained an Ed.D. in Educational Leadership from the University of Southern California, Rossier School of Education, where her dissertation, "The Ph.D. as a Contested Intellectual Site: A Critical Race Analysis of the Factors that Influence the Persistence and Retention of Academically Successful Black Doctoral Students," examined personal and institutional factors impacting student's engagement and academic success. She received her Bachelor and Master of Arts degrees in Organizational Communication from California State University, Los Angeles.

She has received several excellence in teaching and research awards, and is completing her forthcoming books, *The Perpetual Surveillance of Black Men* (2019), and *Diapers and Dissertations: Women, Education, and Work* (2019). She is the recipient of the USC Faculty Mentoring award, two Marshall School of Business, "Golden Apple" teaching awards, a USC Remarkable Woman award, a California Women's Conference, Inspirique award, and a City of Compton, Champion award. She has been featured in various media outlets, including NBC, Fox News, PBS, and her TEDx talk, *The Gift of Corrective Lenses*. Dr. Little has partnered with numerous executives, educators, community leaders, and organizations, including the California Women's Conference, USC Women's Conference, National Communication Association, World Communication Association, Association for the Study of African American Life and History, National Association of Independent Schools, People of Color Conference, W.K. Kellogg Foundation, America Healing Conference, County of San Diego, the Empowerment Congress Leadership Institute, the Los Angeles Times Festival of Books, Kaiser Permanente, Nike, Southern California Gas Company, NBC Universal, and the County of San Diego.

An educational and social advocate Sharoni is a member and Immediate Past Chair of the Los Angeles County, Policy Roundtable for Childcare and Development Commission and sits on several boards of trustees. Throughout her career, she has partnered with numerous community leaders and organizations, including the Aspen Institute, Obama Foundation, Children's Defense Fund, and the Compton Human Trafficking Task Force. While she values her role as a strategist and scholar, Dr. Little's most cherished blessing is being the proud mother of twin sons, Jared and Jaren.

## **EDUCATION**

### Doctorate of Philosophy, Communication and Culture (2005)

Indiana University, Bloomington, Emphasis: Rhetoric, Cultural Studies, and Law  
Dissertation: "Death at the Hands of Persons Known: Victimhood Rhetoric and the 1922 Dyer Anti-lynching Bill"

### Doctorate of Education, Educational Leadership (2014)

University of Southern California, Rossier School of Education  
Dissertation: "The Ph.D. as a Contested Intellectual Site: A Critical Race Analysis of the Factors that Influence the Persistence and Retention of Academically Successful Black Doctoral Students"

### Master of Arts, Organizational Communication (1992)

California State University, Los Angeles

### Bachelor of Arts, Organizational Communication (1990)

California State University, Los Angeles

## **ACADEMIC APPOINTMENTS**

### *University of Southern California*

#### *Marshall School of Business*, Department of Business Communication

Professor of Clinical Business Communication (February, 2018-present)

Associate Professor of Clinical Business Communication (January, 2010-2018)

Assistant Professor of Clinical Business Communication (2002-2009);

Lecturer (1999-2002)

#### *Courses Taught*

##### Undergraduate

Communication in the Working World: Managing Diversity and Inclusion

International Business Communication

Communication Strategy in Business

Advanced Writing for Business

##### Graduate

Communication for Management

Advanced Managerial Communication

Communication for Doctoral Students

#### *Dornsife, American Studies and Ethnicity*, Affiliate Faculty (2008)

Rossier School of Education, Master of Arts in Teaching (Online) (2014)  
Course Taught: New Media Literacies in High Need Schools

Indiana University, Bloomington

Kelley School of Business

Oral Communication Assessment Evaluator (1997-1998)

Department of Communication and Culture

Associate Instructor (1994-1998)

Course Taught: Undergraduate: Public Speaking

Arizona State University, West

Communication Studies Department

Faculty Associate/Lecturer (1997; 1992-1994)

Courses Taught: Undergraduate

Advanced Public Speaking  
Argumentation and Critical Decision-Making  
Communication, Conflict and Negotiation  
Communication, Training and Development  
Crisis Communication  
Gender and Communication  
Interpersonal Communication  
Intercultural Communication  
Organizational Communication  
Persuasion

California State University, Los Angeles

Communication Studies Department

Professor (2018) College of Professional and Global Education/State Prison Program  
Graduate Teaching Assistant (1990 to 1992)

Courses Taught: Undergraduate

Oral Communication  
Oral Communication (American Culture Language Program)  
Organizational Communication

## RESEARCH AND SCHOLARSHIP

### Book, Book Chapter, and Conference Proceedings

Little, S.D. (2019). *Perpetual Surveillance of Black Men*, Rowman and Littlefield Publishing Group, Lanham, MD.

Little, S.D. (2017). "Don't Lean—Jump In": *Confronting, Dismantling, and (Re)writing the Historical Narrative of Black Boys in Educational Institutions*, in A Guide for White Women Teaching Black Boys, edited by E. Moore, Jr, A. Michael, and M. Penick-Parks, Corwin Press.

Little, S.D. (2013). *I See You: Men(toring) and Black Male Student Success in Independent Schools*. Proceedings of the University of New Mexico Mentoring Conference, Albuquerque, New Mexico.

Little, S.D., Buchanan, D., Upshaw, J., & Sundt, M. (2007). *What Really Matters? A Critical Research Study of the Organizational and Personal Factors Influencing Underrepresented Engineering Students*. Proceedings of the International Conference on Engineering Education; Coimbra, Portugal.

### Case Study

Little, S.D. (2018). *Straight Into Compton: The Transformational Leadership of Millennial Mayor, Aja Brown*, USC, Marshall School of Business, Greif Center for Entrepreneurial Studies, *Case Study Initiative/Harvard Business Case Studies*

### Research Reports

Little, S.D. (2018-2019). Lead Evaluator, *Fresh Tracks Leadership Expedition Program Evaluation*. Designed, administered, and evaluated program and process evaluation and final evaluation report.

Little, S.D. (2016). Lead Evaluator, *Fresh Tracks Leadership Expedition Program Evaluation*. Designed, administered, and evaluated program and process evaluation and final evaluation report.

Little, S.D., Uman, G.C., Howard, T., Leap, J., & Thomas, R. (2015). *Children's Defense Fund Freedom Schools® Program in Los Angeles County Probation Camps Evaluation Report: Summer 2014*. Children's Defense Fund, Los Angeles.

Little, S.D., Uman, G.C., Jiménez, M.B., Howard, T., & Thomas, R. (2014). *Children's Defense Fund Freedom Schools® Program in Los Angeles County Probation Camps Evaluation Report: Summer 2013*. Children's Defense Fund, Los Angeles.

### Doctoral Dissertations

Little, S.D. (2014). *The Ph.D. as a Contested Intellectual Site: A Critical Race Analysis of the Factors that Influence the Persistence and Retention of Academically Successful Black Doctoral Students.*(Doctoral Dissertation, University of Southern California, Rossier School of Education).

Little, S.D. (2005). *Death at the Hands of Persons Known: Victimhood Rhetoric and the 1922 Dyer Anti-lynching Bill.* (Doctoral Dissertation, Indiana University, Communication and Culture)

### Magazines and Newsletters

Little, S.D. (2017). Cited in *Advertising Agencies Get A Message on Diversity*, GiGi Douban, Marketplace, October 12, 2016.

Little, S.D. & Warren, N. (2004). *Maximizing Creativity through Diversity.* Marshall Magazine, Marshall School of Business.

Little, S.D. (1997). “*Embrowning*” the Ivory Tower, in the Majority Report (Indiana University Office for Women’s Affair Newsletter: Vol. 10, #4 April, 1997, page 5.)

### Academic Panels and Presentations

Little, S.D. (2016). *Called to Action: Civic Engagement Pedagogy in the Classroom and Community*, Presented at the National Communication Association, Annual Meeting, Philadelphia, Pennsylvania.

Little, S.D. (2016). *Medicine and Ministry: The Social Justice Advocacy of Dr. Eliza Grier and Minister Jarena Lee.* Presented at the Association for the Study of African American Life and History Annual Conference, Richmond, Virginia.

Little, S.D. (2015). *(Always) On the Front Lines: Black Women’s Legacy of Activism.* Presented at the National Communication Association, Annual Meeting, Las Vegas, NV.

Little, S.D. and Cardon, P. (2015). *Communication, Gender, and Credibility: A Quantitative Research Study.* Presented at the National Communication Association, Annual Meeting, Las Vegas, NV.

Little, S.D. (2015). *Death at the Hands of Persons Known: Justifying Hate and the 1922 Dyer Anti-Lynching Bill.* Presented at the Association for the Study of African American Life and History Annual Conference, Atlanta, Georgia.

- Little, S.D. (2015). *Race, Power, and Educational Elites: Men(toring) and Black Males in Independent Schools*. Presented at the World Communication Association, Biennial Conference, Lisbon, Portugal.
- Little, S.D. (2015). *Metaphor, Myth, and Marginalization*. Presented at the World Communication Association, Biennial Conference, Lisbon, Portugal.
- Little, S.D., Savage, J.D., Savage, J.L., Canada, S., & Byrge, Z. (2015). *In Living Color: Colorism, Power, and the Global Construction of Race*. Panel presented at the World Communication Association, Biennial Conference, Lisbon, Portugal.
- Little, S.D., Cooper, E., Mbula-Mutua, E., Warren, N., & Calloway-Thomas, C. (2015). *Connecting Global Matters: Communication, Culture, Experiential Education, and Geopolitics*. Panel presented at the World Communication Association, Biennial Conference, Lisbon, Portugal.
- Little, S.D., Cooper, E., Warren, N., & Calloway-Thomas, C. (2015). *Performing Culture: Constructing Global Female Identities*. Panel presented at the World Communication Association, Biennial Conference, Lisbon, Portugal.
- Little, S.D., Cooper, E., Warren, N., & Calloway-Thomas, C. (2015). *Examining the Global Construction of Blackness: From Portugal and Beyond*. Panel presented at the World Communication Association, Biennial Conference, Lisbon, Portugal.
- Little, S.D. (2015). *Chaos or Community? Confronting Racism and Social Injustice*. Paper presented at the White Privilege Conference, 16, Louisville, KY.
- Little, S.D. (2014). *Strategic Global Collaboration: Communication, Technology, and Organizational Effectiveness*. Beijing University of Posts and Telecommunications, Beijing, China.
- Little, S.D., Cooper, E., Warren, N., & Calloway-Thomas, C. (2014). *Steadfast Wisdom: Living and Leveraging the Legacy of Black Women*. Panel presented at the National Communication Association, Annual Meeting, Chicago, IL.
- Little, S.D., Varner, T. Carver, H., Cooper, E., Warren, N., & Calloway-Thomas, C. (2014). *Our Collective Voices: Shared Narratives of Female Scholars*. Panel presented at the National Communication Association, Annual Meeting, Chicago, IL.
- Little, S.D., Cooper, E., Mbula-Mutua, E., Warren, N., & Calloway-Thomas, C. (2014). *Communication, Experiential Learning, and Pedagogy: Strategies to Enhance Global Education*. Panel presented at the National Communication Association, Annual Meeting, Chicago, IL.

- Little, S.D. (2013). *1863, 1963, 2013—To Proclaim, To March, and To Reclaim: The Intersection of Race and Cultural Memory in Three Historic American Events*. Presented at the National Communication Association, Annual Meeting, Washington, DC.
- Little, S.D. (2013). *University of Southern California, Marshall School of Business, New Designs Charter School, and Lakeview School, Accra, Ghana Student Collaboration Project*. Presented at the World Communication Association, Seoul, South Korea.
- Little, S.D. (2012). *Men(toring) and Black Male Student Success in Independent Schools*. Presented at the National Association of Independent Schools, People of Color Conference (POCC), Houston, TX.
- Little, S.D., Sherman, M., and Thinnes, C. (2012). *AIMing for Inclusion with the NAIS Assessment of Inclusivity & Multiculturalism in Schools*. Presented at the National Association of Independent Schools, People of Color Conference (POCC), Houston, TX.
- Little, S.D.(2012). *“Lifting as we Climb”: Living and Leveraging our Legacy: Sister (Safety Net)works in the Academy*, Presented at the National Communication Association, Annual Meeting, Orlando, FL.
- Little, S.D. (2012). *Collision or Cooperation: Black Female Scholars in the Academy and the Intersection of Race and Gender*. Presented at the National Communication Association, Annual Meeting, Orlando, FL.
- Little, S.D. (2010). *Examining the Professional Climate for African American Women in Academia: Navigating Limiting Perceptions and Marginalizing Social Constructions*. Presented at the Association of Black Women in Higher Education (ABWHE) National Conference, Los Angeles, CA.
- Little, S.D. (2009). *Unchartered Waters: Bringing Sista Back--Michelle Obama and the (Re)-claiming of African American Female Identity*. Presented at the National Communication Association, Annual Meeting, Chicago, IL.
- Little, S.D. (2009). *Preparation, Persistence, & Retention: Factors Impacting the Success of African American Students*. Presented at the College Board, *Dream Deferred* Conference, Los Angeles, CA.
- Little, S.D. (2007). *American Slavery and South African Apartheid: Examining the Legacy of Educational Exclusion*. Presented at the University of Southern California’s “Africa in the Context of the University of Southern California’s Globalization Initiatives,” symposium, Los Angeles, CA.

Little, S.D. (1997). *Feminism and Race: African American Women Rhetors*. Presented at the Central States Speech Association, St. Louis, Missouri.

Little, S.D. (1996). *Organizational Style: Critiquing Governing Representations in Communication Research*. Presented at the Speech Communication Association National Convention (Now National Communication Association, Annual Meeting), San Diego, California.

Little, S.D. (1992). *Marginalization: Center/Periphery (A Synthesis and Analysis of a Study in Contemporary Communication Research)*. Presented at the Hayward Rhetorical Criticism Conference, Hayward, California.

Little, S.D. (1992). *BESTNET—Computer Conferencing: An Educational Tool for Culturally and Linguistically Diverse Students*. Presented at the Western States Communication Association Convention, Boise, Idaho.

#### Research Awards and Foundation Grants

Little, S.D. (2017-2018). USC, Marshall School of Business, Greif Center for Entrepreneurial Studies, *Case Study Development Award, \$8,000. Straight Into Compton: The Transformational Leadership of Millennial Mayor Aja Brown*

Little, S.D., Alt, C., Markwardt, D., Pasztor, S. and Warren, N. (2016-2017). Marshall School of Business, Ford Foundation Funding, Department of Business Communication, Faculty Development Diversity and Inclusion Workshops, **\$7,000.**

Little, S.D. (2014-2015). W.K. Kellogg Foundation, *Community and Civic Engagement* grant, **\$100,000**. Grant Writer and Coordinator of the Empowerment Congress Leadership Institute. Co-developed and coordinated curriculum and implementation of ECLI. The “Empowerment Congress Leadership and Civic Engagement Program” was a project of the Empowerment Congress, a distinctive and deliberate national model of civic engagement built on the core principles of participatory democracy, reciprocal accountability, and intentional civility. It is a dynamic partnership between elected officials, neighborhood groups, residents, nonprofit organizations, businesses, religious institutions, and community leaders. Key project foci include: 1) Strengthening, expanding, and documenting the EC's existing civic engagement efforts in the 2<sup>nd</sup> Supervisorial District, 2) Present the Empowerment Congress Leadership Institute (ECLI) which brings together teams from disparate communities around the country, comprised of elected leaders and their staff, civic and business leaders, community stakeholders, in partnership with Empowerment Congress members, and 3) Collaborate with, and provide technical assistance for disparate communities locally and nationally.



Little, S.D. (2013). University of Southern California, *Faculty Innovation in Undergraduate Teaching* grant, **\$3,000**. This research project engaged students in a problem-based, collaborative global project to allow students to construct practical, collective solutions to a “real-world” problem and address key interpersonal and organizational concepts, including, cross-cultural and interpersonal communication, critical thinking, and team-building skills, project management and leadership in a global context, and the strategic integration of technology.

Little, S.D., Aritz, J., Wong, J., Lee, L., Byars, S., and Warren, N., (2008). University of Southern California, *Faculty Innovation in Undergraduate Teaching* grant, **\$8,000**. This research project examined how Business Communication students who participated in community engagement projects enhanced their oral and written communication skills, cultivated core civic engagement and leadership skills, and impacted the sustainability of surrounding neighborhoods

#### Thesis and Dissertation Committees

Ed.D. Dissertation Committee Member, (2017-2018). Joshua Swann, *Employee Retention and the Success of a For-Profit Cosmetics Company: A Gap Analysis*, USC, Rossier School of Education; Melora Sundt, Committee Chair, USC, Rossier School of Education, Jenifer Crawford, USC, Rossier School of Education.

Ph.D. Dissertation Committee Member, (2015-2018). Brian Hui, *Boundaries of Democracy: A Case Study of the Los Angeles Department of Neighborhood Empowerment*, University of California, Irvine, Department of Planning, Policy, & Design; Dr. David Feldman, Committee Chair, Department of Planning, Policy & Design, Dr. Maria Rendón, Department of Planning, Policy & Design, Dr. Scott Bollens, Department of Planning, Policy & Design, Dr. Victoria Basolo, Department of Planning, Policy & Design.

Ed.D. Dissertation Committee Member, (2014-2016). Airies Davis, *Preparation for a Global Economy: 21st Century Career-Readiness and Academic-Citizenship Skills for African American Workforce Entrants*, USC, Rossier School of Education; Patricia Tobey, Committee Chair, USC, Rossier School of Education, Patrick Crispin, USC, Rossier School of Education.

Ed.D. Dissertation Committee Member, (2011-2016). Syreeta Greene, *Understanding the Influences on Academic Performance of African American Students in Black Greek Letter Organizations*, USC, Rossier School of Education; Tracy Tambascia, Committee Chair, USC, Rossier School of Education, Michael Jackson, USC, Rossier School of Education.

M.A. Thesis Committee Member, (2009-2011). Hongyue Ma, *The Effects of Corporate Social Responsibility on Employee Engagement*, USC, Annenberg School of Communication and Journalism; Kjerstin Thorson, Committee Chair, USC,

Annenberg School of Communication and Journalism, Jennifer Floto, USC,  
Annenberg School of Communication and Journalism.

University, School, and Department Service

**University of Southern California**

Member, (2017-present). University Academic Senate, Marshall School of Business  
Faculty Council Representative.

Member, (2017-present). University Academic Senate, Nominating Committee.

Faculty Diversity Recruitment Advisor, (2017-present). Marshall School of Business

Member, (2016-present). University Academic Senate, Campus Climate Committee

Member, (2016-present). Marshall School of Business, Faculty Council

Member, (2016-present). Marshall School of Business, Department of Business  
Communication, Thought Leadership Initiative Research Team.

Member, (2016-present). Black Alumni Association, Advisory Council

Faculty Commencement Officiant, (2015-present). Marshall School of Business  
Undergraduate Commencement Ceremony Student Name Officiant.

Faculty Advisor, (2014-present). *I Am That Girl* Student Organization

Member, (2012-present). Black Alumni Association, Executive Committee,  
Legacy, Leadership and Mentoring

Faculty Coach and Presenter, (2003-present) Lusk Real Estate Center, Ross Minority  
Program in Real Estate.

Faculty Marshal, (2001-present). University and Marshall School of Business  
commencement ceremonies.

Faculty Ambassador, (2000-present) Marshall School of Business Presidential and  
Trustee Scholarship interviews.

Faculty Ambassador, (2000-present). Marshall School of Business Undergraduate  
Admissions. (Houston and Dallas, TX, Beijing, Shanghai, Singapore)

Presenter, (2017). University of Southern California, Provost Sponsored Diversity  
Week, *Strategies for Recruitment and Retention of Minority Graduate Students*.

Panelist, (2017). USC Black Alumni Association, *Aligning for Black Excellence in Higher Education Summit II: Compass*, Los Angeles, CA.

Co-Facilitator, (2017). Marshall School of Business, *Managing In-Class Discussions Surrounding Current and Contentious Current Events*, with Dr. Naomi Warren, Department of Business Communication Faculty Development Diversity and Inclusion Series.

Faculty Member, (2016). Provost Select Committee, Faculty Grievance, along with Julie Nyquist, Professor of Clinical Medical Education and Karen Halttunen, Professor of History.

Member, Little, S.D., Aritz, J.A., Cardon, P., Fleischmann, C., Marsen, S., Pasztor, S., Walker, R., & Warren, N. (2016). *Analysis of Qualitative Data in Marshall Faculty Survey* USC, Marshall School of Business Report, Department of Business Communication, Thought Leadership Initiative Research Team.

Presenter, (2016). University of Southern California, Annual Women's Conference, *Risks or Rewards: The Wisdom of Strategic Innovation and Bold Courage*

Mistress of Ceremony, (2016). USC, Center for Black Cultural and Student Affairs, Black Graduation.

Faculty Judge, (2016). School of Social Work, Department of Community, Organizations, and Business Innovation (COBI), *Social Impact Fast Pitch Finals*.

Faculty Member, (2016). Provost Select Committee, Faculty Grievance, along with Julie Nyquist, Professor of Clinical Medical Education and Karen Halttunen, Professor of History.

Faculty Judge, (2016). School of Social Work, Department of Community, Organizations, and Business Innovation (COBI), *Social Impact Fast Pitch Finals*.

Co-Facilitator, (2016). Marshall School of Business, *Faculty Conversations on Diversity: Practicing Inclusion, Managing Micro-Aggressions, Gaining Cultural Competence*, with Dr. Naomi Warren and Kirk Snyder, Department of Business Communication Faculty Development Diversity and Inclusion Series.

Faculty Advisor, (2012-2016). USC, Student United Way Organization

Member, (2003-2016). Leventhal School of Accounting, *Summer Leadership Program* Board of Directors.

Faculty Evaluator/Coach, (1999-2016). Marshall School of Business MBA-PM and I-BEAR programs.

Faculty Representative, (2006-2015). Marshall School of Business, MBA Admissions Diversity Weekend Reception.

Member, (2015). Department of Business Communication, Annual Performance Review (APR) Committee

Member, (2015). Marshall School of Business, Grade Appeal Committee

Panelist, (2015). White House Initiative on Educational Excellence for African Americans, USC Black Alumni Association, UCLA Black Alumni Association, and Ebony Magazine, *Aligning for Black Excellence in Higher Education Summit*, University of Southern California, Los Angeles, CA.

Keynote speaker, (2015). USC, Alumni Association, Society of Trojan Women, *“Executive Presence: Strategic Communication, Confidence, Charisma, and Capital,”* Los Angeles, CA.

Presenter, (2014). USC, Annenberg School of Communication and Journalism Alumni Association, Annenberg Advantage Mentoring Program, *“Strategic Mentoring: Building, Leveraging and Maximizing Relationships.”*

Presenter, (2014). University of Southern California, Intercollegiate Athletics, *Faculty and Student Athlete Communication: Establishing A Meaningful Partnership.*

Presenter, (2014). USC, Alumni Association, Executive Retreat, *“Executive Presence and Strategic Communication,”* Los Angeles, CA.

Moderator, (2014). USC, Marshall School of Business, MBA Diversity Conference, *Game Changers: Game Winning Strategies.*

Faculty Advisor, (2011-2013). Marshall School of Business, Black Graduate Student Network

Faculty Liaison, (2011-2013). Black Marshall Women’s Network

Coordinator, (2011-2013). Department of Business Communication, Peer Observation Program (POP)

Member, (2008-2013). USC Representative to the California Universities Statewide Diversity Consortium.

Diversity Liaison, (2008-2012). Marshall School of Business, Provost’s Office.

Member, (2006-2012). Center for Black Cultural and Student Affairs, Advisory Board

Member, (2011). Department of Business Communication, Annual Performance Review (APR) Committee

Coordinator, (2010-1011). Department of Business Communication, Faculty Mentoring

Chair, (2009-2011). Department of Business Communication, Graduate Curriculum Committee

Member, (2009-2011). Marshall School of Business Undergraduate Retention Advisory Group.

Member, (2009-2011). Marshall School of Business Graduate Instruction Committee

Member, (2008-2011). Department of Business Communication Peer Observation Program Committee

Keynote speaker, (2011). USC Black Alumni Association, Global Leadership Conference.

Presenter, (2009). Annual Black and Latino Students Overnight Experience, USC Admissions, CBCSA, Latino Student Assembly and Black Student Assembly.

Presenter, (2009). Black Student Assembly, Excel Leadership Academy, Annual Leadership Retreat, *Communication and Conflict Resolution: Listen, Learn and Speak*.

Keynote speaker, (2008, 2009). University Admissions, African American Junior Day.

Interim Director, (2008-2009). *Diversity and Inclusion*, Marshall School of Business

Member, (2006-2008). Marshall School of Business Undergraduate Instruction Committee.

Panelist, (2008). The Center for Women and Men, Women's Diversity Luncheon.

Discussion Leader, (2007). The Center for Women and Men, Women's Diversity Luncheon.

Faculty Mentor/Coach, (2007). USC "Women and Youth Supporting Each Other" (WYSE) student mentoring program.

Faculty Representative, (2007). President Sample's Leadership Retreat.

Presenter, (2007). USC, Marshall School of Business Community Service Day.

Faculty Coach, (2006). Marshall School of Business Case Team at Royal Roads Case Competition in Victoria, Canada.

Faculty Representative, (2006). Marshall School of Business PhD Program, PhD Project Conference in Chicago, Illinois.

Faculty Research Assistant, (2006). Marshall School of Business Ph.D. Program, USC Provost Block Grant.

Faculty Advisor, (2002-2004). Black Business Students Association.

Faculty Coach, (2003-2006). School of Policy, Planning, and Development, Sierra Health Foundation Leadership Institute.

Faculty Coach, (2005). School of Policy, Planning, and Development, California Institute for Mental Health Leadership Institute.

Faculty Mentor, (2001-2004). The Center for Black Cultural and Student Affairs New Student Orientation Program.

Keynote speaker, (2003). USC, African American Honors Society induction ceremony.

Faculty Evaluator/Coach, (2003). Leventhal School of Accounting, Master's in Business Taxation Program.

Faculty Judge, (2001-2003). Marshall School of Business MBA Case Competition.

Member, (2000-2003). Marshall School of Business, Department of Business Communication Curriculum Development Committee.

Faculty Representative, (1999-2002). University and Marshall School of Business Undergraduate Admissions. Recruitment and retention strategies for historically underrepresented students.

Faculty Mentor, (2001). Marshall School of Business, Department of Business Communication.

Faculty Representative, (2001). Marshall School of Business Undergraduate Program Review.

Faculty Judge, (2001). Marshall School of Business Undergraduate Case Competition.

Faculty Representative, (2000). President Steven B. Sample's Spring Reception for Trustee Scholars.

Faculty Representative, (2000). The Center for Black Cultural and Student Affairs New Student Orientation.

Faculty Fellow, (1999-2000). Resident Advisor, Alexandra Do.

### **Indiana University**

Mentor, (1996-1998). Faculty and Staff for Student Excellence (FASE) and Minority Achiever (MAP) Programs.

Mentor Instructor, (1995-1997). Graduate Teaching Assistants in the Department of Communication and Culture.

### **Arizona State University, West**

Faculty Coordinator, (1993). Student Recruitment Fair for ASU West's Human Services Programs (Communication Studies, Justice Studies, Social Work and Leisure Studies).

Member, (1993). Human Services Programs Student-Related Committee.

Member, (1993). Annual Martin Luther King, Jr. Commemoration Week Committee.

Member, (1993). University Writing Program Coordinator Search Committee.

Member, (1993). Communication Studies Faculty Search Committee.

### **California State University, Los Angeles**

Peer Mentor, (1991-1992). Partnership for Academic Learning and Success Program.

Founding member, (1991). American Culture and Language Program.

Faculty Coach, (1991). Forensics Team

Member, (1988). Annual Communication Day Committee

### Professional Service

Senior Adviser and Lead Evaluator, (2016-present). *Fresh Tracks Leadership Expedition*, Fresh Tracks Leadership Expeditions is a partnership between [IslandWood](#), the [Sierra Club](#), [Children & Nature Network's Natural Leaders](#), [REI](#), [the Campion Foundation](#), action sports retailer Zumiez, and the U.S. Fish and Wildlife Service – in close collaboration with the City of Compton and in support of the goals of the Obama Administration's My Brother's Keeper initiative. A distinctive youth and young adult cultural immersion experience centered on fostering leadership, civic engagement, environmental stewardship and justice, and cultural competency skills.

Member, (2015-present). County of Los Angeles, *My Brother's Keeper* Initiative, working group.

Senior Adviser, (2014-present). City of Compton, CA, *My Brother's Keeper* Initiative in partnership with President Barack Obama's White House National Initiative for boys and men of color.

Member, (2009-present). Children's Defense Fund, "Beat the Odds," Scholarship Selection Committee.

Member, (2015-2017). National Communication Association, Nominating Committee, Experiential Learning Division Representative

Reviewer, (2015). World Communication Association Biennial Conference

Reviewer, (2013-2014). National Communication Association, Feminist and Women Studies Division/Women's Caucus

Reviewer, (2013-2014). National Communication Association, Black Caucus

Reviewer, (2013-2014). National Communication Association, International and Intercultural Division

Reviewer, (2013-2014). National Communication Association, African American Communication and Culture Division

Reviewer, (2013). University of New Mexico Mentoring Conference

Writing and Research Chair, (2008-2013). Association of Black Women in Higher Education, Los Angeles chapter

Reviewer, (2009-2012). Journal of Business Communication



Co-Chair, (2006-2011). National Black MBA Association, Los Angeles Chapter, Education Committee

Reviewer, (2009). Association of Business Communication Special Topics Conference: Business Discourse

Reviewer, (2008). National Communication Association, Training and Development Division

Reviewer, (2008). USC Joint Educational Project, Campus-Community Partnership Colloquium

Research Assistant, (2006). PriceWaterhouseCoopers and Women in Film, Annual *Lucy Awards*

Facilitator, (2005). National Black MBA Association, Los Angeles Chapter, “Maximizing Your Networking Effectiveness to Enhance Your Career: Building Meaningful Connections at Career Fairs and Networking Events” Professional Development workshop.

#### *Board and Commission Appointments*

Commissioner, (2012-present; Chair, 2015-2017; *Vice-Chair*, 2013-2015). Los Angeles County, *Policy Roundtable for Childcare and Development* Commission which builds and strengthens early care and education by providing recommendations to the Board of Supervisors on policy, systems, and infrastructure improvement.

Member, (2012-present). *Board of Trustees*, Buckley School; Vice-Chair, 2016-2018; Co-Chair, Diversity, Multiculturalism, and Inclusion Committee; Member, Strategic Planning Committee

Member, (2009-present). *Board of Trustees*, Curtis School; Co-Board Liaison, Academic Affairs; Co-Board Liaison, Diversity; Member, Chair, Committee on Trustees; Member, Advancement Committee; Member, Headmaster Search Committee.

Member, (2009-present). *Board of Trustees*, St. Anne’s Foundation; Co-Chair, Career Night; Member, Programs Committee.

#### *Professional Presentations, Facilitations, and Panels*

Panelist, (2017). *A Family Affair: Ending Community Violence*, SouthEast Tennis and Learning Center, Washington, DC

Panelist, (2017). San Diego Women's Week, *Leading in the New Normal of Uncertainty and Chaos*, in partnership with Marshall School of Business EMBA San Diego program.

Presenter, (2017). Professional Association of Athlete Development Specialists, National Conference and Research Symposium, *Sport as a Platform: Athletes & Social Justice*, Daytona Beach, Florida.

Panelist, (2017). My Brother's Keeper's Alliance, Regional Summit, *Pathways to Prosperity for Boys and Men of Color*, Long Beach, California.

Presenter, (2017). Children and Nature Network and Fresh Tracks Program, National Leadership Training, *Understanding and Disrupting Implicit Bias*, National Conservation Training Center in West Virginia.

Presenter, (2017). 100 Black Men of Los Angeles, *It Takes A Village: Single Mothers Raising Their Black Sons*, Parent Engagement Summit.

Presenter, (2016). TEDxPasadena, "It's About Time," *The Gift of Corrective Lenses*

Panelist, (2016). *Confronting and Overcoming Community Violence* Panel, The Yetunde Price Resource Center Commemorative Opening, Compton, California.

Facilitator, (2016). San Diego County/Arboreta Group, Professional Development Conference, *CBOs and Civic Engagement: The Empowerment Congress Model*

Panelist, (2015). W.K. Kellogg Foundation, America Healing Conference, *From Aspiration to Reality: Building Spirit for Participation* panel, Asheville, NC.

Facilitator, (2015). Empowerment Congress, *Empowerment Congress Leadership Institute*, Los Angeles, CA

Moderator, (2015). Empowerment Congress Summit, "Chaos or Community? Where Do We Go From Here" Teach-In, Los Angeles, CA

Facilitator, (2014). City of Compton, CA, *My Brother's Keeper* Initiative, Local Action Summit. Launched partnership with President Barack Obama's White House National Initiative for boys and men of color.

Presenter, (2014). Empowerment and Engagement Coalition Conference, *It Takes A Village: Ensuring Black Male Student Success in Independent Schools*, Los Angeles, CA

Presenter, (2014). Empowerment Congress, Empowerment Congress Leadership Institute, *Vision, Communication, and Civic Engagement*, Los Angeles, CA

Presenter, (2014). State of California, Employment Development Department and SEIU Local 721, Professional Development Series, *“Let’s Get to Work: Practical Strategies for Career Success.”*

Presenter, (2014). St. Anne’s Foundation, Workforce Development Series, *Strategic Personal Communication: Having Confidence, Charisma, and Capital*, Los Angeles, CA

Member, (2013, 2014). Empowerment Congress Leadership Institute Advisory Council.

Moderator/Producer, (2013). 100 Black Men of Los Angeles, *It Takes A Village: Single Mothers Raising Black Sons*, Los Angeles, CA.

Facilitator, (2013). Children’s Defense Fund, *California State Convening: Next Steps in Dismantling the Cradle to Prison Pipeline*.

Moderator, (2007). City Career Fair, Annual Diversity Employment Day Diversity Roundtable.

Facilitator, (2005). National Black MBA Association, Los Angeles Chapter, *Maximizing Your Networking Effectiveness to Enhance Your Career: Building Meaningful Connections at Career Fairs and Networking Events*, Professional Development workshop.

Panelist, (1997). Indiana University English Department, *Representations of Race in the Media*, Bloomington, IN

Presenter, (1994). *Teaching Diverse Students Workshop*, Arizona State University, West Education Department.

Keynote speaker, (1992). Arizona Department of Economic Security's, Third Annual International Women's Day *Communication in Crisis: Overcoming Violent Environments*.

#### Awards

(2017). University of Southern California, Undergraduate Mentoring Faculty Award

(2017). *City Champion Award*, Compton, California, Mayor’s Office

(2017). California Women’s Conference, *Inspirique Award*

(2014). Los Angeles NAACP, 2014 Meritorious Woman Award

- (2010). University of Southern California, Marshall School of Business “Golden Apple” teaching award selected by graduating seniors.
- (2008). University of Southern California, “Remarkable Woman” Award.
- (2007). University of Southern California’s “Fight On” Faculty Award, Center for Black Cultural and Student Affairs.
- (2006). *Faculty Inductee*, University of Southern California’s African-American Honor Society.
- (2005). University of Southern California, Marshall School of Business “Golden Apple” teaching award selected by graduating seniors.
- (2004). “Most Inspirational Faculty/Staff” Award from the University of Southern California Black Graduation Committee.
- (2000). “Professor of the Year” Award, University of Southern California, Gamma Sigma Alpha, National Greek Academic Honor Society.
- (1994-1998). Tuition Fellowship, Indiana University, Department of Communication and Culture
- (1994). “Achievement of Honor” Award, Arizona State University West.
- (1992). Outstanding Research Travel Award, California State University, Los Angeles, Communication Studies Department, Hayward Rhetorical Criticism Conference
- (1992). Outstanding Research Travel Award, California State University, Los Angeles, Communication Studies Department, Western States Communication Association Convention
- (1991). Alumni Certificate of Honor, California State University, Los Angeles, Communication Studies Department.

## **PROFESSIONAL DEVELOPMENT**

- (2017). *Strength Deployment Inventory* Certification, Personal Strengths Publishing.
- (2013). African American Board Leadership Institute (AABLI). The mission of the African American Board Leadership Institute is to strengthen nonprofit, public and private organizations through recruiting, preparing and placing African Americans on a broad range of governing boards.

(2008). Higher Education Resource Services (HERS). HERS is dedicated to creating and sustaining a community of women leaders through leadership development programs and other strategies with a special focus on gender equity within the broader commitment to achieving equality and excellence in higher education.

(2008). Harvard Business Review, *The Art and Craft of Discussion Leadership*

## **PROFESSIONAL MEMBERSHIPS**

National Communication Association

World Communication Association

Association of Business Communication

American Educational Research Association

American Society of Higher Education

Association of Black Women in Higher Education

Association of Business Communication

Alpha Kappa Alpha National Sorority

Women in Management, University of Southern California Chapter