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## EDUCATION

Ph. D.	Univ. of Missouri-Columbia	Major: Journalism
M. SC.	Arkansas State University	Major: Mass Communications
B. SC.	Arkansas State University	Major: Journalism
A. A.	Phillips Comm. Coll., Helena, AR	Major: General Studies

## HIGHER EDUCATION TEACHING & SERVICE

<b>2009- Pres.</b>	<b>Professor, Multimedia Journalism, Arkansas State University</b>
<b>2002- 2009</b>	<b>Associate Professor, Journalism, ASU</b>
<b>1997- 2002</b>	<b>Assistant Professor, Journalism, ASU</b>
<b>1990- 1997</b>	<b>Instructor, Journalism, ASU</b>

Courses Taught: History of Mass Media; Public Opinion, Propaganda and Media; Qualitative Research Methods; Communications Research; Feature Writing; Reporting for Electronic Media; Multimedia Storytelling Desktop Publishing & Publication Design; News Editing; and News Writing

Courses Developed & Taught: Women and Media; Race, Gender & Media; The Black Experience in Film; Delta Culture & History; Agricultural Communications (Course Adoption: Race, Gender & Media)

### Committee Service:

- Promotion, Retention & Tenure Committee, 2010-Present
- General Education Committee, 2013-Present
- Intercollegiate Athletic Committee, 2016-2019
- Program Viability Committee, College of HSS, 2021
- General Education Task Force, 2020-2021
- University Assessment Committee, 2017-2021
- Undergraduate Curriculum Committee, (Chair, 1998-2001), 2016-2017
- Program Level Assessment Committee (PAC), 2016-2017
- Learning Outcomes Advisory Council, 2016-2017
- General Education Task Force, 2013- 2015
- Women and Gender Studies Committee, 2010-2011

Secretary, ASU Faculty Association, 2006-2008  
Senator, ASU Faculty Senate, 2001 –2003, 2006-07  
Co-chair, Calendar Committee, 2002-03  
University Diversity Committee, 2001  
General Education Task Force, 2000-01

- 1995**    **Instructor in Journalism**, Missouri School of Journalism
- 1988 – 1989**    **Lecturer in Journalism & English**  
University of Arkansas-Little Rock Department of Journalism  
University of Arkansas-Little Rock Department of English
- 1988**    **Instructor**, Southern Technical College, Little Rock, AR
- 1987 – 1989**    **Instructor, TRIO Programs**, Philander Smith College, Little Rock, AR
- 1986 - 1987**    **Instructor, Basic English & Newspaper Adviser**  
Phillips County Community College, Helena, AR

#### **SCHOLASTIC TEACHING & MENTORING EXPERIENCE**

- January 2018 – Present**  
**James W. Callaway/AT&T Faculty Fellow**, High School Journalism Workshops  
(Osceola, Marked Tree, Clarendon, Helena-West Helena, etc.)
- July 2018**    **Workshop Facilitator, Journalism Careers**, Alex Foundation Summer Architecture  
Camps  
ASU Lakeport Education Center, Lake Village, AR, and Eudora, Arkansas
- March 2017**    **Workshop Facilitator, Digital Storytelling**, Authors’ Reading & Writing Workshop,  
Southeast Education Service Cooperative, Monticello, AR
- June 2015**    **Instructor, Radio-Television**  
21<sup>st</sup> Century Community Learning Center (CCLC) Summer Program, Helena-West  
Helena School District, Helena, AR
- June 2014**    **Instructor, Radio-Television**  
21<sup>st</sup> CCLC Summer Program, Helena-West Helena School District, Helena, AR
- 1999, 2000 Summers**    **ACT Instructor**, Upward Bound, Arkansas State University

## HIGHER EDUCATION ADMINISTRATION EXPERIENCE

### 2017–2023 Faculty Liaison for Diversity

Division of Diversity, Inclusion & Community Engagement, ASU

**Core Responsibilities.** Duties include organizing workshops for cohort of diverse pre-tenure faculty (ASU ADVANCE) who are pursuing tenure and promotion; and advising the Vice Chancellor on matters concerning academics at the faculty rank.

### 2009 – 2014 Assistant for Diversity Initiatives, Office of the Provost/Academic Affairs

### 2006 – 2008 Fellow, Office of Diversity

Arkansas State University-Jonesboro

**Core Responsibilities:** Served as Diversity Fellow and Assistant for Diversity at Arkansas State University (ASU) from 2006-2008 and 2009-2014, respectively. Through reporting to the Provost and serving as a member of the Provost's Senior Staff, assisted with implementing and monitoring of goals established in the University's Diversity Strategic Plan; collaborated with the Provost on matters of faculty, staff and student retention; and created and helped to maintain an environment on the ASU campus that made it a desirable place for minorities, women, and internationals to study, work and develop professionally; also introduced initiatives to the campus encouraging understanding of diversity and inclusiveness; established support for an inclusive environment; created opportunities for members of the campus and community to have open dialogue about diversity; assisted with recruiting, retaining, and graduating larger numbers of minority students; and created an initiative to help faculty effectively incorporate diversity into the curriculum.

### Strategic Accomplishments

- Created Quality Teaching Circle Learning Initiative for Mentoring Tenure-track People of Color and International Faculty.
- Expanded Quality Teaching Circle Learning Initiative to be Inclusive of Majority Tenure-track Faculty Members.
- Created and Facilitated "Diversifying the Faculty" Workshops for Academic Search Committees.
- Collaborated with Human Resources to Ensure University's Job Position Classification Standards followed EEOC and diversity standards.
- Implemented Curriculum Diversity Incentive Grant Initiative.
- Created and Hosted "Difficult Dialogues", a Public Forum Series to Focus on Controversial and Sensitive Issues; Pre-recorded Programs Aired on University's Public Access Cable Station.
- Coordinated Annual Excellence Awards Program and Luncheon.
- Supervised African American Students Mentoring Program, Brother to Brother, for Men; and Circle of Trust, for Women.
- Served as Diversity Liaison on University Shared Governance Committees
- Co-chaired Chancellor's Task Force on Diversity and Globalization
- Conducted University-wide Campus Climate Study for Faculty, Staff and Students

**2019 – 2023 Coordinator, Multimedia Journalism Program**  
School of Media and Journalism, Arkansas State University

**Core Responsibilities.** Duties include, but are not limited to, assisting in School decisions by making informed and positive contributions to the planning and development of School initiatives; assisting with implementation and assessment of MMJ Program action plans, goals and annual reports; coordinating with faculty to develop a responsive and appropriate curriculum; assisting in updating lesson content and instruction methodology; assisting with planning semester and summer schedules; coordinating meetings and communications with Professional Advisory Board; providing guidance to students on academic goals and educational issues; and assisting with additional duties as requested by the School director, including, but not limited to assisting with writing the 2021 MMJ Program ACEJMC Self Study Report.

**NONPROFIT LEADERSHIP EXPERIENCE**

**Oct. 2013 – December 2022**

**Member, Arkansas Early Learning Board; served as Chair from 2014-2017.**  
Jonesboro, Arkansas

**Duties:** During my three-year tenure as chair of the board, we completed successful oversight of the program as it experienced rapid, exponential, extraordinary growth from a start-up to now the largest Head Start grantee in the State of Arkansas, fiscal oversight of a budget of more than \$16,000,000, including \$13,000,000 in grant funds annually from the U. S. Department of Health and Human Services, successful audits and clean federal reviews, and we oversaw the relationship between AEL with a new and innovative start-up venture, In-Kind Pro, LLC.

In addition, I continue to serve as a director on the board where I, along with other directors, have duties that include, but are not limited to, legal and fiscal responsibility for administering and overseeing the Head Start programs, including the safeguarding of federal funds; assuring active, independent, and informed governance of the Head Start agency; participating in the development, planning and evaluation of the Head Start programs involved; responsibility for ensuring compliance with Federal laws (including regulations) and applicable state, tribal and local laws (including regulations); approving financial management, accounting, and reporting policies, and compliance with laws and regulations related to financial statements; reviewing results from federal monitoring conducted including appropriate follow-up activities; and approving personnel policies and procedures, including policies and procedures regarding the hiring, evaluation and compensation, and termination of the Executive Director, Head Start Director, Director of Human Resources, Chief Fiscal Officer, and any other person in an equivalent position with the agency.

## GOVERNMENT WORK EXPERIENCE

**Sept. 2015**     **Instructor, Minority Journalism Workshop**  
U.S. Embassy, Belgrade, Serbia

**Duties:** I was invited by the Department of State (U.S. Serbian Embassy) to conduct workshops about American positive experiences and practices in minority journalism with Serbian minority journalists in Novi Sad (e.g., Hungarians, Slovaks, Croats, etc.) and Novi Pazar (e.g., Bosniaks/Muslims, Albanians, Roma, etc.). Pedagogical methods included using multimedia elements (PP presentation, video, charts, photos, video, etc.); engaging participants in two-way interactive discussions, and providing examples of best practices from the U.S. and/or concrete case studies.

**2003- 2005**     **Director of Communications**  
Delta Regional Authority, Clarksdale, MS

**Core Responsibilities:** I coordinated all communications, including writing press releases, addressing media inquiries, managing web site, and publishing newsletters, brochures and annual reports for stakeholders and the board of directors; managed communications between DRA and local, regional, and national government agencies and nonprofits, and among Congressional, Senate and Governor's Offices in the eight-state service area, and I assisted with lobbying campaigns on Capitol Hill. I also conducted in-person follow-up visits with grantees and other stakeholders for the federal co-chairman, project directors and staff.

### Recognition

- Awarded The Communicator 2004 Web Print Competition Award of Distinction for "2004 DRA Federal Grant Program," and for "Alcorn State University: A Four-Part Series."

## FELLOWSHIPS

Recipient, *The HistoryMakers'* 2023-2024 Innovations in Pedagogy and Teaching Fellowship. (Unable to accept award due to conflict with Fall 2023 sabbatical obligation.)

Fellow, 2017 NEH Summer Institute: Recognizing an Imperfect Past, Georgia Historical Society, Savannah, GA

Recipient, 2016-17 Scripps Howard Foundation Visiting Professors in Social Media Program Grant; Externship: *Dallas Morning News*

Fellow, 2016 Scripps Howard Journalism Entrepreneurship Institute, Walter Cronkite School of Journalism and Mass Communication

Recipient, 2014 National Association of Television Producers & Executives Professional Development Foundation Summer Faculty Development Grant; Placement: Digital Content Producer, *WMC Action News 5*, Memphis, TN

Participant, Diversity in the Curriculum Workshop, Poynter Institute for Media Studies, St. Petersburg, Fla., June 2008

Fellow, U.S. Air Force Summer Faculty Fellowship Program; Project: "The Cultural Status of Women in Iraq", Summer 2007

Fellow, Sasakawa Japanese Studies Faculty Institute, San Diego State University, Sum., 2002  
Fellow, NEH Black Film Studies, Summer Institute for College Teachers, University of Central Florida, Summer 2001  
Fellow, American Society of Newspaper Editors/Institute for Excellence in Journalism; Placement: *Sarasota Herald-Tribune* & SNN cable station, June-July 1998  
Fellow, Science Journalism Center, University of Missouri, 1994-1995; co-authored book, *Social Responsibility and Science News: Four Case Studies*, 1997  
American Society of Newspaper Editors Minority Teaching Fellow. Placement: *The Arkansas Gazette*, Summer 1991  
Gannett Teaching Fellow, Indiana Univ., Bloomington, Ind., July 22-28, 1990  
Ted Scripps Fellow, Scripps-Howard Foundation, Cincinnati. Residence: *Birmingham Post-Herald*, June – August 1989

## PUBLICATIONS

### Referred Journal Articles

Lanosga, G., Little, A., Fears, L., & Olson, C.C. (2022). Identifying Research Gaps and Opportunities as Journal's Fiftieth Anniversary Nears, *Journalism History*, DOI: 10.1080/00947679.2022.2125780.

Daniels, G., L., Tait, G. & Fears, L. M., & (2019). Streets in Black and White: Deconstructing America's Racial Reality in *National Geographic*, *Southwestern Mass Communication Journal*, Volume 34, Number 2. (Received Top Paper Award)

Waymer, D., Brown, K.A., Baker, K., & Fears, L.M. (2017). Socialization and Pre-Career Development of Public Relations Professionals via the Undergraduate Curriculum, *Communication Teacher*, Volume 32, Issue 2.

Tait, G. B., Moody-Ramirez, M. N., Fears, L. M., Smith, C. Q., & Randle, B. A. (2016). Citizen Framing of Ferguson in 2015: Visual Representations on Twitter and Facebook, *Southwestern Mass Communication Journal*, Volume 32, Number 1.

Moody-Ramirez, M., Fears, L., Smith, C., Tait, G., & Randle, B. (2016). Citizen Framing of #Ferguson on Twitter, *The Journal of Social Media in Society*, Volume 5, Number 3.

Daniels, G., L., Fears, L. M., & Tait, G. (2014). Portrayals of a Presidential Statement on Race: The Barack Obama-Trayvon Martin Connection in 25 Daily Newspapers, *Southwestern Mass Communication Journal*, Volume 29, Number 2.

Fears, L. M., & Combs, S., (2013). The Meaning of 'Angry Black Woman' in Print Media Coverage of First Lady Michelle Obama, *Journal of Research on Women and Gender Studies*, Volume 6.

Fears, L. M., (2009). An Analysis of the Bush Administration's 2005 Campaign to Revamp Social Security, *Southwestern Mass Communication Journal*, Volume 24, Number 2.

Daniels, G., L., & Fears, L. M., (2007). New Generation in the "pink-collar ghetto"? An Examination of Student Interests in Broadcast Journalism through a Gendered Lens, *Southwestern Mass Communication Journal*, Volume 22, Number 2.

Daniels, G., L., & Fears, L. M., (2006). Assessing Anticipatory Socialization in PR: Impressions and Interests of Early Mass Communication Entrants, in *Public Relations Review*, Volume 32, No. 2.

Daniels, G., L., & Fears, L. M., (2005). Examining the 21<sup>st</sup> Century Gender Divide Between High School Students' Media Involvement and Career Interests, *Southwestern Mass Communication Journal*, Volume 20, Number 2.

Fears, L. M., (2002). Differing Reactions to Female Role Portrayals in News Editorial Photographs, in *Interaction of Race, Gender and Class in the Media*, fourth text in the Race, Gender and Class Series, Cecelia Baldwin, ed., Jean Belkhir, series editor, Southern University at New Orleans Press: New Orleans.

Fears, L. M., (1998). An Investigation of Colorism of Black Women in News Editorial Photos, *The Western Journal of Black Studies*.

### **Encyclopedia Entries**

Fears, L.M. (2022). Lieutenant Colonel Frederick C. Turner, Jr., in *The Encyclopedia of Arkansas History & Culture* (Forthcoming).

Fears, L. M. (2021). Diversity in Journalism. In G. A. Borchard (Ed.), *The Encyclopedia of Journalism*. Thousand Oaks, CA: Sage.

Fears, L. M. (2019). *The Pine Bluff Weekly Herald*, in *The Encyclopedia of Arkansas History & Culture*.

Fears, L. M. (2019). *African American Perspectives Magazine*, in *The Encyclopedia of Arkansas History & Culture*.

### **Book Chapter**

Dates, J. L., Fears, L. M., & Stedman, J., (2008). An Evaluation of the Effects of Movies on Adolescent Viewers. In J. K. Asamen, M. L. Ellis, & G. L. Berry (Eds.), *The SAGE Handbook of Child Development, Multiculturalism and Media* (pp. 261-275). Thousand Oaks, CA: SAGE Publications.

### **Book**

Logan, R., Fears, L., & Wilson, N. F. (1997). *Social Responsibility and Science News: Four Case Studies*. Arlington, VA: The Media Institute.

## CONFERENCE PARTICIPATION

My VP Looks Like Me (x3): Fictive Kinship and the Intersectional Identities of Kamala Harris, (with co-authors), Poster Presentation, AEJMC, Wash., DC., August 2023

Moderator, March on Washington 60<sup>th</sup> Anniversary Panel, History Division, AEJMC, Wash., DC., August 2023

Black Radio Influences in the Arkansas Delta: From Participation to Entrepreneurship, 2022 American Journalism Historians Association, Memphis, September 2022

Discussant, History Division Research Session, AEJMC, Detroit, August 2022

Black Entertainment Television (BET) Awards 2020: Critical Insights from Major Advertising/Marketing Sponsorships, (with co-authors), 2021 BEA On Location, October 7-8 (Virtual)

Fifty Years Researching and Raising Awareness About Minorities and Communication: The Story of MAC's Scholarship, (with Co-author, George Daniels), 2021 AEJMC Annual Conference (Virtual)

Assessing Risks Associated with Alternative Smoking Devices among Minority Youth, Parents and School Officials, 18th Annual Clearing the Air in Communities of Color "Virtual" Conference, (UAPB), March 2021

Understanding School Officials and Teachers' Awareness of Vaping Risks and Needs for Health Communication Campaign, (with co-authors), 2020 AEJMC Southeast Colloquium, March 2020

Streets in Black and White: Deconstructing America's Racial Reality in *National Geographic*, (with co-authors), Southwest Education Council for Journalism and Mass Communication (SWECJMC), November 2018. (Paper received Top Paper Award)

Finalist, in the Great Ideas for Teaching (GIFT) 2017 Poster Contest Presentation, for the submission, "From Colored to African American," AEJMC, Chicago, August 2017

"Tweet This: Two Weeks on the Social Media Frontlines", panel presentation featuring 2016-17 class of Scripps Howard Foundation Visiting Professors in Social Media, AEJMC, Chicago, August 2017

Recruiting and Retaining Diverse Faculty and Graduate Students, Commission on the Status of Minorities, panelist, AEJMC, Minneapolis, August 2016

Citizen Framing of Ferguson in 2015: Visual Representation on Tumblr and Twitter, paper presentation (with co-presenters), AEJMC, San Francisco, CA, August 2015

Addressing Ferguson in the Journalism Classroom: Lessons from the #FergusonSyllabus, moderator, AEJMC, San Francisco, CA, August 2015

Discussant, History Division Poster Session, AEJMC, Montreal, August 2014

Portrayals of a Presidential Statement on Race: The Barack Obama-Trayvon Martin Connection in 25 Daily Newspapers, (with co-authors), Southwest Education Council for Journalism and Mass Communication (SWECJMC), November 2013

Leadership and Diversity in Higher Education: A Survey of Issues Covered in *Diverse Issues in Higher Education* Magazine from 2009-2011, Annual Western Social Science Association Annual Conference, April 2012

No Longer Nappy-Headed and Angry, (with co-presenter), SWECJMC, November 2009, Symposium of the Southwest Education Council for Journalism and Mass Communication, Arlington, Texas, November 2009

An Examination of U.S. Media Reports on the Cultural Status of Iraqi Women since the 2003 U.S.-Led Invasion, 50<sup>th</sup> Annual Conference of the Western Social Science Association, Denver, CO, 2008

New Generation in the "Pink-Collar Ghetto?": Examining Student Interests in Broadcast Journalism and New Media Through a Gendered Lens (with co-author), SWECJMC, November 2006

The Role of Newspapers in Recruiting Japanese Industries to Lower Mississippi Delta Communities, Western Social Science Association Annual Conference, April 2006

So What Can You Do? Perceived Entry-Level Journalism Skills of Mass Communication Students, (with co-author), SWECJMC, November 2005

An Analysis of the Bush Administration's Social Security Propaganda Campaign in Major U.S. Newspapers, Association for Education in Journalism and Mass Communication, August 2005

The Minority Conservative Movement of the 1990s: American Magazines Document the Marginalized Face of Black Political Leadership, Western Social Science Association, April 2001

Research Review: The Black Magazine in the U.S., SWECJMC, November 1999

Black Women's Reactions to Women's Portrayals in News Editorial Photos, SWECJMC, November 1998

African-American Women's Portrayals in News Editorial Photos, Southern States Communication Association, April 1998

Images of African-American Women in Print News Media, Association for the Study of Afro-American Life & History, October 1997

An Investigation of Colorism of Black Women in News, AEJMC, August 1997

The Social Transformation of Women in the Post-Bellum South, Missouri Valley History Conference, March 1995

Portrayal of Women in Black and White Magazines, AEJMC, 1995

Portrayal of Women in Black and White Magazines: Making the Case for Empirical Study, International Communication Association, May, 1995

A Study of the Congressional Black Caucus from its Beginning to the Present, Missouri Valley History Conference, March 1995

### **DELTA SYMPOSIUM PRESENTATIONS**

Arkansas State University

Phillips County, Arkansas: A Mecca for Black Blues and Entrepreneurship in Radio, 28th Delta Symposium, March 2023

A History of The Herald Newspaper in ASU Yearbooks: Snapshots from 1921-2012, 27th Delta Symposium, April 2022

The Black Press in Arkansas: A Voice for the Voiceless, 24th Delta Symposium, April 2018  
Representations of Memphis-Based Universal Life Insurance Company in African American Print Media, 23<sup>rd</sup> Delta Symposium, April 2017

The Wonders of Grits & Seafood, 22<sup>nd</sup> Delta Symposium, ASU, April 2016

Picturing Faith: An Examination of Films Depicting Church and Religion in the Delta, 21st Delta Symposium, ASU April 2015

From these Roots: A Tribute to the Holly Grove Homecoming Club, Inc., 14<sup>th</sup> Delta Symposium, April 2008

News Reports on the Delta in John H. Johnson's *Ebony* Magazine, 13<sup>th</sup> Delta Symposium, ASU, March 2007

The Impact of the National Association of Colored Women's Clubs Movement in the Arkansas Delta, ASU, April 2000

## INVITED ACADEMIC LECTURES & APPOINTMENTS

- Panelist, Office Chat Episode 4: How COVID19 is Impacting Women Part 2, <https://www.youtube.com/watch?v=xMx21ztH11g>, December 2020
- Panelist, Office Chat Episode 3: How COVID19 is Impacting Women, <https://www.youtube.com/watch?v=nadGurWRrHk>, November 2020
- Panelist, College Broadcasters, Inc. Web Discussion: Race, Academia and the Struggles of Black Journalists, June 2020 (Virtual)
- Panel Convener & Host, Arkansas, and the Media, for the Arkansas Humanities Council Democracy and The Informed Citizen Project, ASU-TV Studio, April 6, 2018
- Panelist, Daisy Gaston Bates: Celebrating Herstory and Writing Ourstory, Little Rock Central High School Museum, February 2017
- Panelist, Moore Undergraduate Research Apprentice Program (MURAP), University of North Carolina-Chapel Hill, July 2016
- Speaker, Annual Black History Month Program, ASU Museum, February 2016
- Lecturer, Mass Communications Week, University of Arkansas-Pine Bluff, March 2016
- Session Presenter, Second Annual Symposium on Multiculturalism and Social Justice, Univ. of Arkansas-Fayetteville, June 2014
- Keynote Speaker, Ida B. Wells Lyceum, Rust College, Holly Springs, MS, 2013
- Speaker & Panelist, Teacher Workshop and Community Lecture, The Politics of Integration in Arkansas and Its Lingering Effects, Phillips Community College of the University of Arkansas, Helena, AR, 2008
- Lecturer, Department of Communications, Brigham Young University, Provo, UT, 2010
- Faculty Leader, The Democratic Convention, The Washington Center for Internships and Academic Seminars, Denver, CO, August 2008
- Faculty Leader, The Republican Convention, The Washington Center for Internships and Academic Seminars, Manhattan, NY, August 2004
- Commencement Speaker, Phillips Community College of the University of Arkansas, Helena, AR, May 2004
- Faculty Leader, The Presidency in Transition, The Washington Center for Internships and Academic Seminars, Washington, DC, January 2001

## FUNDED GRANT PROJECTS

Proposal Writer & P.I. - Assessing Awareness of Risks Associated with Alternative Smoking Devices among Arkansas' Minority Youth, Parents and School Officials. \$9,999. Minority Research Center on Tobacco & Addictions (MRC), 2018

Proposal Writer & Humanities Scholar - Civil War Helena Educational Tour. \$2,244. Arkansas Humanities Council (AHC), 2013

Proposal Writer & Humanities Scholar - Digital Reading Club: Reading with Purpose. \$2,600. Arkansas Humanities Council. 2011; Award in 2010 was \$2,500.

Proposal Writer & Humanities Scholar - Digital Reading Club: Families Interacting Through Reading. \$539. Arkansas Humanities Council. 2009

Proposal Writer, Project Leader - Journalism Boot Camp for Underrepresented Youth in the Delta: \$325,000. The AT&T Foundation, 2008

## **PROFESSIONAL AFFILIATIONS**

Association for Education in Journalism and Mass Comm. (AEJMC), 1994 - Present

Member, Professional Freedom & Responsibility Standing Committee, 2006-2009; 2022-Present

Judge, Scripps Howard Emerging Scholars Grant Competition, 2019, 2020, 2021

Judge, Scripps Howard Visiting Professor Social Media Grant Competition, 2018

Member, Nominations & Elections Committee, 2015 – 2018

Member, Strategic Planning Committee, 2007 – 2009

Member, Minorities and Communication Division; Chair, 2005 – 2006

Member, History Division

Southwest Council for Education in Journalism & Mass Communication

President, 2016 – 2017; Vice President, 2015 - 2016

Southern States Communication Association

Chair, Gender Studies Division, 2001-2002

National Association of Diversity Officers in Higher Education (NADOHE)

## **RECENT CERTIFICATIONS**

2021 – Hands-on Data Journalism: Techniques of Analysis and Visualization, Knight Center for Journalism in the Americas

2021 – Diversity, Equity and Inclusion in the Workplace Certificate, University of South Florida Muma College of Business

2020 – ASU Office of Assessment Summer Workshop Series, Certificate of Participation

2020 – ASU Online Programs (Received certificates for several workshops)

## **LEADERSHIP INSTITUTES**

- Fellow, AEJMC Journalism Leadership Institute for Diversity (JLID), 2005-2006
- Fellow, Mid-South Delta Initiative Leadership Program, 2005-2006

## **AWARDS & RECOGNITIONS**

2020 – King-Kennedy Thomas E. Patterson Award for Education, Ark. Democratic Caucus  
2014 – Friend of Diversity Award, ASU, (along with College of Media and Communication)  
2013 – Provost’s Appreciation Award for Outstanding Contributions to the Support and Promotion of Diversity Initiatives throughout the Campus and Community, ASU  
2007 - Diversity Excellence Award, Arkansas State University  
1999 - Distinguished Alumna, Phillips Community College-UA, Helena, AR  
1998 - Phi Kappa Phi Honor Society, Arkansas State University Chapter 141  
1996 - Thurgood Marshall Scholarship, University of Missouri-Columbia

## **OTHER MEMBERSHIPS**

- Lifetime Member, University of Missouri Alumni Association
- Lifetime Member, Arkansas State University Alumni Association
- Member, Phillips County Community College Alumni Association

## **COMMUNITY & BOARD LEADERSHIP & SERVICE**

- Member, Jonesboro Regional Chamber of Commerce, 2002-Present
- North Jonesboro Community Development Corp., 2022-Present
- Chair, Arkansas Early Learning Board (Head Start), 2014-2017; Member, 2013-2022
- Chair, Delta Cultural Center Advisory Board (Governor’s Appointee), 2015-2018; Member since 2009
- Member, Jonesboro Rotary Club, 2017-2022; Board Member, 2018-2021
- ASU Museum Advisory Council, 2014- 2019
- Member, Homelessness Prevention Committee, Jonesboro, AR, 2013-2014
- Member, North Jonesboro Neighborhood Initiative, 2013–2016
- Member, CDI Head Start Policy Council, 2011-2013
- Director (Member), Arkansas Humanities Council Board, 2008-2013
- Member, Jonesboro Economical Transit System Comm. Advisory Board, 2012-2013

## **COMMUNITY SPEECHES, LECTURES**

- Speaker, Annual Black History Month Program, ASU Museum, February 2023; Topic: The African American Experience at A-State: Yearbook Snapshots”
- Luncheon Speaker, Diversity & Inclusion in the Workplace, Jonesboro Young Professionals Network, August 2021

- Speaker, 4<sup>th</sup> Annual KHARIS Grants & Services Nonprofit Summit, March, 2020
- Guest Speaker, Black History Month, First Baptist Church, Kitchen Street, Jonesboro, AR, February 2019
- Panelist, Sister-to-Sister Self Care Panel, Arkansas State University, October 2018
- Panelist, Sorting Out Race Exhibit Panel Discussion, ASU Museum, February 2018
- Keynote Speaker, Delta Sigma Theta Sorority Annual Sonja Williams Scholarship Breakfast, Jonesboro, AR, April 2017
- Keynote Speaker, Arkansas Early Learning (Head Start) New Facility Ground Breaking Ceremony, March 2016
- Speaker, Holly Grove Homecoming Club, Inc., Annual President's Luncheon, 50<sup>th</sup> Anniversary Celebration, Holly Grove, AR, June 29, 2012
- Speaker, Black History Month, Eddie Mae Herron Center, Pocahontas, AR, Feb. 2012
- Speaker, Holly Grove Homecoming Club, Inc., Annual President's Luncheon, Holly Grove, AR, July 2010

### CONSULTING

- Diversity & Inclusion Trainer, Jonesboro Regional Chamber of Commerce, 2021-Present
- Senior Associate, Courtney Marketing & PR, Little Rock, AR, 2009 - Present
- Diversity Trainer, Arkansas Early Learning (Head Start) Employee In-service Training, 2014
- Diversity Trainer, CDI Head Start, Northeast Ark. Employee In-service Training, 2011
- Diversity Trainer, Dean B. Ellis Library Staff, Arkansas State University, 2010
- Publishing Consultant, *African American Perspectives*, Jonesboro, AR, 200