

CURRICULUM VITA

Dr. Edward Twyman



EDUCATION

Doctor of Education (Higher Education Administration) <i>The University of Akron, Akron, OH</i>	December 2002
Master of Education (Counseling) <i>Youngstown State University, Youngstown, OH</i>	May 1984
Bachelor of Arts (Sociology) <i>Youngstown State University, Youngstown, OH</i>	December 1978

SUMMARY

A senior administrator with a proven track record of participative leadership, counseling, and creating and implementing innovative, engaging, and highly effective programs and services for underserved faculty, staff, and student populations. Strong experience working closely with deans, faculty, students, and administrative and support staff across the institution in order to increase structural diversity initiatives and improve the campus climate. Specific areas of certification:

Foundations in Management	Former Licensed Professional Counselor
Leadership and Mentoring Institute II	Equal Opportunity and the Law
Affirmative Action Plan Development	Complaint Processing, Counseling, and Resolution
Principled Negotiation	Training of Trainers-Developing Cultural Competence
The Philosophical Aspects of Cultural Difference	Training of Trainers, Prejudice Awareness and Reduction
Title IX	Mandatory Reporting Requirements of Child Abuse and Neglect
Training of Trainers - A Campus of Difference	Training of Trainers- A World of Difference

EMPLOYMENT EXPERIENCE

Senior Diversity Officer
University of Wisconsin-Parkside
Kenosha, WI

2011 to July 2014

*Provided leadership in making the institution more diverse and inclusive in its workforce, policies, procedures, practices, learning environment, programs, educational outcomes, services and partnerships.

*Advanced the University's mission and goals related to diversity, inclusion, and equity by developing and/or implementing programs or policies.

*Provided Advice to the Chancellor and Provost on issues and initiatives related to diversity, inclusion and equity.

*Partnered with senior leaders and institution representatives across the University of Wisconsin-Parkside in the development of diversity goals or initiatives to meet strategic objectives.

*Collaborated with human resources to ensure search and screen committees receive support, and enhanced efforts to recruit and retain a more diverse faculty and staff.

*Developed working relationships with community organizations and groups to build relationships and promote diversity, inclusion, and equity.

*Served as a resource or advocate for faculty, staff, and students with regards to issues— recruitment, retention, campus climate, incentives and awards- related to diversity, inclusion, and equity.

*Provided oversight and supervision for the Office of Diversity and Inclusion's professional staff.

*Chaired our campus-wide Inclusive Excellence Committee.

*Provide leadership for the creation and implementation of diversity awards and committee structures.

*Compiled lists of databases and online registries of doctoral students from historically underrepresented groups to assist in sending invitation letters to apply for openings.

*Used my regional and national networks (NADOHE, AABHE, AAAA, HACU, NAACP, Urban League, NCORE, etc.) to inform and attract potential applicants to pursue employment opportunities at the institution.

*Compiled diverse faculty advertising and recruitment lists.

*Created division of responsibilities for Human Resources, Equal Employment Opportunity, and the Office of Diversity and Inclusion that details each area's role in the search process, harassment investigations, and Title IX.

Dean of Multicultural Affairs

2006 to 2010

Balfour Center for Multicultural Affairs
Providence College, Providence, RI

*Provided administrative leadership to the Provost and Vice President for Academic Affairs in the development, coordination, and implementation of educational, social, and cultural programs and services that were designed to increase awareness and understanding of diversity, equity, inclusion, and excellence.

*Developed and maintained budget of \$240,000.

*Maintained grant programs of \$200,000.

*Supervised the Director of Multicultural Scholarship Program and Assistant Dean, Administrative Coordinator, and ten student employees.

*Oversaw multicultural scholarship program (100 scholars), peer mentor program, book loan program, Balfour Grant program, and the resource room.

*Started Diversity and Social Justice Speaker Series that brought a broad array of speakers, artistic performances, and exhibits to campus in order to increase awareness, understanding, and appreciation of diversity and social justice issues.

*Established a Diversity Mini-Grant Program that provided funds for diversity initiatives sponsored by campus clubs and organizations and/or individual Providence College faculty, staff or students.

*Expanded the services provided by the Balfour Center Resource Room to include computers, a variety of books, magazines, and artwork.

*Created annual Unity Week program that provided an opportunity for the College community to celebrate the various cultures on campus.

*Expanded the Dr. Martin Luther King, Jr. Celebration to include a week of activities to honor and celebrate the life, legacy, and teachings of Dr. King.

*Designed *Vision*, a bi-annual diversity newsletter.

*Formed Advocates for Balfour, a group of faculty, staff, and students who champion multicultural issues and concerns.

*Created the Book Loan Program to allow students to borrow textbooks for the semester free of charge. Priority was given to Multicultural Scholarship Program students, and was on a first-come, first-serve basis for other students wishing to borrow books.

*Led the development and implementation of an Annual Multicultural Education Conference for teachers in the Graduate School of Education-approximately 250 participants attend annually.

*Created a Diversity Award Program to provide awards to students.

*Constructed a Civil Rights Educational Exploration program sending 25 students to Birmingham and Atlanta to research social justice issues and report findings to the campus community.

*Designed a short-term International Exploration Experience sending 15 students to Costa Rica.

*Created a four year development plan entitled ACES (academics, cultural participation, explore careers and social justice issues, and service) for Multicultural Scholarship Program recipients.

*Worked closely with Student Congress, Black Studies Program, Women Studies Program and Global Studies Program to provide diversity awareness and education programs and activities (Unity Week, Martin Luther King, Jr. Week, and Women's History Month).

Director of Multicultural Affairs
Ithaca College, Ithaca NY

2003-2005

*Managed comprehensive diversity academic and cultural enrichment programs and services.

*Oversaw the renewal of grants (Higher Education Opportunity Program, Collegiate Science and Technology Entry Program) for continued program operation.

***Provided leadership for** the following programs and/or operations:

***Martin Luther King Jr. Scholar Program.** Each year up to fifteen high achieving and talented African American, Latino, Asian and Native American (ALANA) students received a \$15,000 scholarship (renewable); participated in an international and US travel, and community service initiative. The first year scholars resided in the international dorm, took a MLK Foundation Course, a global and social justice course, and actively participated in community service projects. Additionally, I designed short-term international educational experiences that sent scholars to Costa Rica, London, and Ghana to compare and contrast a social justice issue in America and the host country.

***Higher Education Opportunity Program.** The Higher Education Opportunity Program (HEOP) served highly motivated and talented New York State residents whose high school academic performance did not accurately reflect their academic potential.

*Ithaca Achievement Program. The Ithaca Achievement Program (IAP) was a loan forgiveness program for ALANA students. Students volunteered to participate in educational, cultural, social and community service activities that were designed to increase academic success. In addition, first year students were required to attend a three-week summer institute sponsored by the Office of Multicultural Affairs.

*Collegiate Science and Technology Entry Program. The Collegiate Science and Technology Entry program (CSTEP) was designed to help ALANA and economically disadvantaged students pursue careers in the sciences, health, law, or other licensed professions.

*Center for LGBT Education, Outreach, and Services. The Center for Lesbian, Gay, Bi-Sexual and Transgender (LGBT) Education, Outreach, and Services fostered the academic and personal growth and academic success of LGBT students.

*Professionals Symposium. Each year during Homecoming, Office of Multicultural Affairs alumni returned to campus to network with current students. Workshops, panel discussions, mentoring, and other networking opportunities were arranged for alumni and students.

*Theme Months. Each year, collaborative ad hoc committees of faculty, staff, and students were organized to create cultural theme month – Black History, Asian Pacific American Heritage, Gaypril, National American Indian Heritage, and National Hispanic-Latino Heritage-celebrations. These celebrations were designed to foster an understanding of diversity and enhance a spirit of collaboration, unity, and inclusiveness across the campus.

*IC Our World. Held each spring semester, IC Our World, was a series of cultural events and programs developed to celebrate the many dimensions of race, culture, ethnicity, religion, age, and sexual orientation.

*Supervised eight professional staff members, ten faculty tutors, and twenty students.

*Developed and maintained budget of \$750,000.

*Taught the Martin Luther King, Jr. Freshmen Foundation course.

Director of Multicultural Affairs

1989-2002

Baldwin-Wallace University, Berea, OH

Provided administrative oversight for the Office of Multicultural Affairs, the Black Cultural Center, the Buddy System (a peer mentoring program), and the Cleveland Foundation Emergency Loan Program (\$100,000). I also wrote the Cleveland Foundation renewal grant totaling \$150,000 for additional diversity education programs.

Developed multicultural and education programs for students, faculty and staff including:

- Multicultural Action Program –ten faculty, ten administrators and ten students were trained to conduct prejudice awareness and reduction programs for campus and community groups.
- Series of Seminars on Multiculturalism –faculty, administrators and staff were provided release time to attend diversity education and awareness programs.
- American Harmony Week – activities (faculty and student panel discussions, cultural and ethnic entertainment, campus wide displays of unity and diversity) were implemented to promote unity through diversity.
- Student Teacher Education Program – co-created program to recruit students, especially students of color, to pursue teaching as a career (received a \$97,900 grant from the Ohio Department of Education).
- People of Color United – developed umbrella for diversity student organizations to address issues of leadership, skill development and networking.
- Champion of Multiculturalism Award Program – developed award program and presented faculty, administrators, staff, or alumni awards for exemplary contribution and advancement of multicultural and social change initiatives at the university.
- Multicultural Excellence Award Program – developed award program and presented awards to graduating seniors for building multicultural alliances on campus.

*Created first Black Student Alliance Alumni Weekend – an opening reception and family barbecue with campus and community excursions, alumni panel discussions, recreational tournaments, awards presentations, and a formal dinner and dance were held.

*Collaborated with members of the faculty to create a Faculty Committee on Race and Diversity (members are elected to serve) to provide advice on diversity strategies, facilitate communication with new faculty, and work with department chairs to implement new initiatives.

*Created a Guide to Hiring a Diverse Faculty.

*Met with deans and search committee chairs to discuss strategies and resources to diversify the applicant pool.

*Arranged a workshop led by Betty Schmitz, Director of the Center for Curriculum Transformation at the University of Washington, for faculty members and academic departments to develop courses and curriculum that include the study of race, gender, ethnicity, class, disability, sexuality, religion and their intersections.

*Managed clerical support staff, 4 student directors, and 30 student employees.

*Taught COL 101 (freshman experience course).

Coordinator of Minority Student Services
Youngstown State University, Youngstown, OH

1987-1988

*Provided academic and social support, personal counseling, and information and referral services to students of color.

*Conducted an annual reception for new students.

*Developed workshops on study skill improvement, leadership development, and race relations.

*Wrote racial harassment policy.

*Informally investigated student complaints of racial discrimination.

*Re-designed the voluntary tutorial program for students of color.

*Developed and implemented Hispanic Awareness Week activities.

SERVICE TO THE UNIVERSITY OF WISCONSIN-PARKSIDE

Chair, Inclusive Excellence Committee 2011 to present

Member, Ethnic Studies Committee 2011 to present

Liaison, Classified Staff Committee 2011 to present

Leader, Higher Learning Commission Accreditation Committee on Mission, wrote diversity sections

Chair, Search Committee for Associate Policy and Planning Analyst 2012

Chair, Search Committee for Institutional Planner 2012

Interim Title IX Coordinator 2011 to 2013

Veteran's Committee 2012 to present

Crisis Management Committee 2012 to present

21st Century Educator Preparation Design Team

SERVICE TO PROVIDENCE COLLEGE

Chair, Balfour Center Advisory Committee 2009-2010

Member, Feinstein Service Board, 2006-2009

Member, Financial Aid Scholarship Advisory Committee, 2006-2007

Member, Global Awareness Subcommittee of the Core Curriculum Review Committee, 2006

Member, Black Studies Director Search Committee, 2007

Member, Assistant Director for Academic Skills/Programs Search Committee, 2007

Member, Black Alumni Council, 2006 to 2010

Member, Ad Hoc Multicultural Committee- Office of Admission, 2007

Member, Day of Service Committee, 2008

SERVICE TO ITHACA COLLEGE

Member, Planning and Priorities Committee, 2003- 2005

Member, Academic and Student Affairs Collaboration Committee, 2004, 2005

Member, Staff Development Committee, 2004, 2005

Member, Center for the Study of Culture Race and Ethnicity Steering Committee, 2003- 2005

Member, Diversity Awareness Committee, 2003- 2005

Co-chair, Ad Hoc Martin Luther King Jr. Day Planning Committee, 2004, 2005

Member, Brown versus the Board of Education Steering Committee, 2004

Member, Community Service Committee, 2004

Member, Housing Offering Multicultural experiences (H.O.M.E.) Committee, 2003- 2005

Advisor, African Latino Society, 2003, 2004

Advisor, Brothers 4 Brothers, 2003- 2005

SERVICE TO BALDWIN-WALLACE UNIVERSITY

Ex-officio member of the Faculty Committee on Race and Diversity, 1998 -2001

Member, Minority Forum, 1992-2001

Member, Multicultural Task Force Committee, 1997

Chair- Multicultural Advisory Committee, 1992-1997

PARTICIPATION IN PROFESSIONAL ORGANIZATIONS

Chair, Multicultural College Administrators Association 2008 - 2010

Treasurer, SOAR (Society Organized Against Racism) 2008 - 2010

Membership Co-chair, American Association of Blacks in Higher Education 2009 to 2010

Member, American Association for Affirmative Action 2007 to present

Member, National Association of Multicultural Educators 2007 to present

Member, National Association of Diversity Officers in Higher Education 2008 to present

Member, John D. O'Bryant National Think Tank (JDOTT) 2006-2008

Member, American Association for Higher Education Black Caucus Board 2001

Member, American Association for Higher Education Black, Women's, 2000-2001
Native American, Hispanic and Asian Caucus'

CIVIC AND COMMUNITY ACTIVITIES

Board Member, Kenosha and Racine Mentor Advisory Board 2011 to 2013

Board member, Kenosha Literacy Society 2012 to 2013

Member, NAACP Racine 2011 to present

Member, NAACP Kenosha 2011 to present

Member Racine and Kenosha Urban League 2014 to present

Coming Together Racine (Anti-Racism Community Group) 2011 to present

Board member, Times2 Academy Board (Charter School –STEM) Providence, RI	2006 to 2010
Member, N.A.A.C.P.-Providence Branch	2009 to 2011
Member, National Urban League	2009 to present

SELECTED PRESENTATIONS

Provided diversity and inclusion presentation to Parkside Asian Organization Annual Awards Banquet, 2014

Provided diversity and inclusion presentation to over 300 high school students at the Multicultural Open House, 2014

Opening speaker, Coming Together for La Familia conference, University of Wisconsin-Parkside, 2013

Panel member, “UNTANGLING RACISM: Reflection, Dialogue, Synthesis Conference,” University Wisconsin-Parkside, 2012

Diversity and inclusion presentations to university of Wisconsin-Parkside student clubs, organizations, residence life staff, and athletes, 2011 to present

Diversity and inclusion presentations to Providence College student clubs, organizations, residence life staff, and athletes, 2011 to present

Principle team member providing the cultural competency assessment of the homeless shelter of Riverwood Mental Health Services, 2009

"Dealing with Differences" presentation provided to graduate education students at Providence College, 2006, 2007, 2008, 2009

“You Can Achieve” session presented to middle and high school students from Albany and Ithaca Schools, 2005

“The Role of the Alumni Board with Populations of Color “ presented to the Alumni Board of Trustees, Ithaca College, 2004

“Cultural Competence” diversity presented to entering first-year ALANA students at the Office of Multicultural Affairs (OMA) Summer Institute, 2003

“African Americans as Future Teachers” presented to National Alliance of Black School Educators and Pathwise participants, Cleveland Heights and Akron, Ohio, 2002