

## THOMAS J. SHIELDS

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### Home

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### Professional

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## PROFESSIONAL EXPERIENCE

**Chair**, Graduate Education Department, School of Professional and Continuing Studies,  
University of Richmond, May 2015 – current

**Assistant Professor**, School of Professional and Continuing Studies, University of Richmond,  
August 2010 – current

**Director**, Center for Leadership in Education, School of Professional and Continuing  
Studies, University of Richmond, August 2005 – current

**Affiliated Faculty**, Jepson School of Leadership Studies, University of Richmond,  
August 2001 – current

**Lecturer**, Sorensen Institute for Political Leadership, University of Virginia, 2002 – 2009

**Assistant Director**, Center for Public Policy and Doctoral Program in Public Policy and  
Administration, Virginia Commonwealth University, July 1999 – July 2001

**Special Assistant**, Office of Provost and Vice President for Academic Affairs, Virginia  
Commonwealth University, September 1996 – July 1999

**Legislative Assistant**, Congressman Robert C. (Bobby) Scott, March 1992 – August 1996

**High School Government Teacher**, Chenango Forks Central Schools, New York, September  
1991 – June 1992

**Legal Assistant**, Amram and Hahn, P.C., Washington, D.C., August 1990 – July 1991

## EDUCATION

### Ph.D. Public Policy and Administration – 2001

Center for Public Policy, Virginia Commonwealth University, Richmond, Virginia  
Concentration: Urban Policy

Dissertation: *African American Political Involvement in a Southern Suburb:  
A Case Study of Henrico County, Virginia*

Chair: John V. Moeser, Ph.D.

### M.A. Teaching - 1996

School of Education, Virginia Commonwealth University, Richmond, Virginia  
Specialization: Secondary U.S. History and Government

### B.A. History - 1990

University of Scranton, Scranton, Pennsylvania  
Minors: English and Political Science  
Honors: Special Jesuit Liberal Arts Society

## **PUBLICATIONS**

### **Peer-reviewed Journal Articles (published)**

- Shields, T.J., Cassada, K., & Shakeshaft, C. (2012). EduLead: Regional partnership for regional benefit. *Virginia Educational Leadership*, 9(1) 44-60.
- Shields, T.J., Kidd, Q., Johnson, M., & O'Brien, S. (2006, summer). Civic and political leadership. *Academic Exchange Quarterly*, 10(12) 77-81.
- Shields, T.J. (2004, June). The fight for political representation in a southern suburb: The use of the Voting Rights Act and the federal court system by black plaintiffs in Henrico County, Virginia. *Politics and Policy*, 32(2) 222-247.
- Shields, T.J. (2003, March). The tip of the iceberg in a southern suburban county: The fight for a Martin Luther King, Jr. holiday. *The Journal of Black Studies*, 33(4) 499-520.

### **Peer-reviewed Journal Articles (submitted for review)**

- Shields, T.J., & Cassada, K. (under review). Context or sponsored mobility? Access and outcomes by race, ethnicity, and gender of participants in a regional leadership development program. *School Leadership and Management*.
- Shields, T.J., Siegel-Hawley, G., & Bridges, K. (under review). A false choice: Diversity and equity versus savings and re-segregation in an urban school system. *Educational Administration Quarterly*.

### **Non-peer-reviewed Articles**

- Shields, T.J., Moeser, J., & Massey, D. (2015). The changing nature of regional poverty. *Richmond Times-Dispatch*.
- Shields, T.J., & Siegel-Hawley, G. (2014, February 23). Magnet schools promote diversity, opportunity, equity, achievement. *Richmond Times-Dispatch*.
- Shields, T.J., Siegel-Hawley, G., & Williamson, T. (2013, November 10). Open letter to Governor-elect Terry McAuliffe (on need for equity in schools). *Richmond Times-Dispatch*.
- Shields, T.J., & Carney, I. (2013, June 11). Worn down and worn out. *Style Weekly*.
- Shields, T.J., Siegel-Hawley, G., Bridges, K., & Moeser, J. (2013, March 10). Promote equity, excellence in our region's schools. *Richmond Times-Dispatch*.
- Shields, T.J. (2012, Decemer). Six ways to make Virginia's new teacher evaluations work. *Virginia Journal of Education*.
- Shields, T.J., (2012, Fall). When tests fail: Why our public education system needs to rethink high-stakes standardized testing. *Virginia Association of School Superintendent News*.
- Shields, T.J. (2012, November 28). When tests fail: Why our public education system needs to rethink high-stakes standardized testing. *Style Weekly*.
- Shields, T.J. (2011, May 15). The rollercoaster ride of redistricting. *Richmond Times-Dispatch*.
- Shields, T.J. (2009, September). Democracy knocking: First-time candidate works the sidewalks with a smile and a handshake. *Richmond Magazine*.
- Shields, T.J., & DeMary, J. (2007, March 25). A call to action for restoring trust. *Richmond Times-Dispatch*.
- Shields, T.J. (2004, July 14). King-maker tenor of mayoral race needs to change," *Richmond Free Press*.

Shields, T.J. (2003, October 7). Richmond needs a 'face of the city.' *Richmond Times-Dispatch*.  
Shields, T.J. (1998, Summer). Engaging environmental racism: Toward a more democratic process. *Multicultural Perspectives*.

### **Technical Reports:**

Temple-Fairchild, T., Shields, T.J., & DeMary, J. (2009, June). *Louisiana School Turnaround Specialist Program Roles & Responsibilities Matrix*.  
Temple-Fairchild, T., Shields, T.J., & DeMary, J. (2009, June). *Louisiana School Turnaround Specialist Program Professional Development Modules*.  
Temple-Fairchild, T., Shields, T.J., & DeMary, J. (2009, April). *Louisiana School Turnaround Specialist Program Review*.  
Temple-Fairchild, T., Shields, T.J., & DeMary, J. (2008, August). *Louisiana School Turnaround Specialist Program Communications Plan*.  
Temple-Fairchild, T., Shields, T.J., & DeMary, J. (2008, May). *Louisiana School Turnaround Specialist Program Blueprint*.  
Temple-Fairchild, T., Shields, T.J., & DeMary, J. (2007, November). *Louisiana School Turnaround Specialist Program White Paper*.

### **Government Reports and Policy Memos:**

Siegel-Hawley, G., Shields, T.J., & Bridges, K. (2013, September). *Increasing diversity in city schools: Unexplored paths of opportunity*.  
Anti-Poverty Commission. (2013, September). *Anti-Poverty Commission Report to Mayor Dwight C. Jones*. (Reviewer).  
Shields, T.J. (2006, January). *Report to the state council of higher education of Virginia on the next generation leadership academy*.  
Policy Transition Committee on Education. (2005, January). *Report to Governor-elect Tim Kaine on education*. (Co-author.)  
Commission on Richmond's Government. (2003, August). *Report to Richmond city council by the commission on Richmond's government*. (Primary author.)

### **Accreditation Report:**

Shields, T.J., Cassada, K., & Trump, G. (2014, September). *University of Richmond educational leadership and policy studies inquiry brief proposal*. Report submitted to the Council for the Accreditation of Teacher Education.

## **ACADEMIC PAPERS AND PRESENTATIONS**

### **Peer-reviewed:**

Shields, T.J., & Cassada, K. (2014, November). University-industry-schools collaboration: Regional investment in school leadership. International Conference of Education, Research, and Innovation (ICERI).  
Shields, T.J., & Cassada, K. (2014, November). Changing demographics, changing leadership: Access and outcomes by race and gender of participants in a regional leadership development program. International Conference on Education, Research, and Innovation (ICERI).  
Shields, T.J., & Cassada, K. (2014, November). Access and outcomes by race and gender of

- participants in a regional leadership development program. University Council for Educational Administration (UCEA) Conference.
- Siegel-Hawley, G., Shields, T.J., & Bridges, J. (2014, November). A false choice: Diversity and equity versus savings and re-segregation in an urban school system. University Council for Educational Administration (UCEA) Conference.
- Shields, T.J., & Cassada, K. (2014, October). Contest or sponsored mobility? Access and outcomes by race and gender of participants in a regional leadership development program. Consortium for Research on Educational Assessment and Teaching Effectiveness (CREATE) Conference.
- Shields, T.J. (2014, September). Courage in the face of high stakes accountability: Need for graduate programs to create the next generation of ethical school leaders. Center for the Study of Leadership and Ethics (CSLEE) Annual Values and Leadership Conference.
- Shields, T.J., Bridges, K., & Siegel-Hawley, G., (2014, April). School zoning and choice to promote diverse and equitable urban learning environments. 2<sup>nd</sup> Annual Urban Child Symposium at Virginia Union University.
- Shields, T.J., & Cassada, K. (2013, November). Creating community at the school leadership level. University Council for Educational Administration Conference.
- Shields, T.J., & Cassada, K. (2013, May). Ethics in educational leadership preparation programs. Democratic Ethical Educational Leadership Conference.
- Shields, T.J., & Cassada, K. (November, 2012). EduLead: A paradigm shift in leadership development. University Council for Educational Administration Conference (UCEA).
- Shields, T.J., & Cassada, K. (2011, November). EduLead: Non-traditional model for school leadership preparation. University Council for Educational Administration (UCEA) Conference.
- Shields, T.J. (November, 2008). Succession planning in K-12: The case of EduLead. University Council for Educational Administration (UCEA) Conference.
- Shields, T.J. (2006, November). Four year olds and roads: Why Governor Kaine's transportation failures will impact pre-k policies. Virginia Political Science Association Annual Meeting.
- Shields, T.J. (2005, April). The wild, wild west of the south: The abnormal struggle to find a leader in the city of Richmond, 1947 – 2004. Midwest Political Science Association Annual Meeting.
- Shields, T.J., Kidd, Q., Johnson, M., & O'Brien, S. (2005, February). An attempt to increase social capital among Virginia's young people: The high school and college Leaders Program at the Sorenson Institute. American Political Science Association's Teaching and Learning Conference in Political Science.
- Shields, T.J. (2004, April). Suburban crusaders: The new black political leadership in the south. Urban Affairs Association Annual Meeting.
- Shields, T.J. (2003, November). New faces in the suburbs of the south: The rise of African American political leadership. International Leadership Association Annual Meeting.
- Shields, T.J. (2002, November). Incorporating leadership into the secondary school curriculum with standardized requirements: What has been developed? International Leadership Association Annual Meeting.
- Shields, T.J. (2002, April). The Voting Rights Act in a southern suburb: An analysis of a

- redistricting suit to fight for black political equality in Henrico County, Virginia. Pennsylvania Political Science Association Annual Meeting.
- Shields, T.J. (2001, April). African American political involvement in a southern suburb. 4<sup>th</sup> Annual Graduate Student Association Research Symposium, Virginia Commonwealth University.
- Shields, T.J., (2001, April). Henrico County and African American political involvement. Annual Graduate Faculty Meeting, Virginia Commonwealth University.

**Non-peer reviewed:**

- Shields, T.J. (2013, October). Cross-school collaboration: Undergraduate and graduate education programs at University of Richmond. Associated Colleges of the South Forum on Adult Education and the Liberal Arts.
- Shields, T.J., & Cassada, K. (2013, December). Partnering with corporations for leadership development. Virginia Association of Supervision and Curriculum Development Conference.
- Shields, T.J., & Myers, D. (2013, March). Seven golden rules of ethics training for school administrators in high-stakes testing. National Association of Supervisions and Curriculum Development Conference.
- Shields, T.J., & Cassada, K. (2013, March). EduLead's partnering for excellence program (PEP): A middle level principal, corporate community and university collaboration. National Association of Supervision and Curriculum Development Conference.
- Shields, T.J., & Cassada, K. (2012, November). EduLead's partnering for excellence program (PEP): A middle level principal, corporate community and university collaboration. Association of Middle Level Education Conference.
- Shields, T.J., & Cassada, K. (2012, November). EduLead: A regional, non-traditional model for leadership. Dr. Kate Cassada to the Association of Middle Level Education Conference.
- Shields, T.J. (2010, October). Research-based principal preparation programs. Hampton University Education Summit.
- Shields, T.J., & Temple-Fairchild, T. (2008, May). Developing turnaround leaders with state & university partners: The Louisiana school turnaround specialist program. Southeast Comprehensive Center of SEDL Conference.
- Shields, T.J. (2008, February). Trends in secondary education: How to teach character-based leadership. National Consortium for Character-Based Leadership Conference.
- Shields, T.J. (2007, May). An innovative model in professional development for aspiring principals: The next generation leadership academy. Virginia Summit for Educational Leadership: A Call to Action.
- Shields, T.J. (2005, February). Creating civic engagement at the state and local level: University of Virginia's Sorenson Institute college and high school leaders program. American Political Science Association's Teaching and Learning Conference in Political Science.
- Shields, T.J., Fasching, J. & Johanson, L. (2004, January). A class project in public policy studies: Practicing servant and citizen leadership for the homeless. Association of American Colleges and Universities Annual Meeting.

**DISCUSSANT AND CHAIR**

*University-industry cooperation* panel. International Conference on Education, Research, and

Innovation (ICERI), November 17, 2014.  
*Turnaround schools: Leadership, Policy and Lived Experience* panel. University Council for Educational Administration (UCEA) Conference, November 16, 2012.  
*Ethical school leadership in the 21st century* roundtable discussion. National Council of Professors of Educational Administration (NCPEA) conference, August 4, 2011  
*Business leadership for America's youngest citizens: The economic promise of investing in early childhood* panel. Forum for the Committee for Economic Development, March 31, 2008  
*Application of Character-based Leadership* panel. National Consortium for Character-Based Leadership, sponsored by the Center for the Study of the Presidency, September 23, 2006.  
*Public policy in the post-industrial city* panel. Midwest Political Science Association annual meeting, April 7-11, 2005.

### **DISTINCTIONS, AWARDS AND HONOR SOCIETIES**

University of Richmond Distinguished Educator Award, 2014  
Member of Virginia Delegation that traveled to visit the OECD in Paris and Finland schools, November 2012  
Mellon Grant Initiative, University of Richmond, summer 2012  
iPad Initiative for FYS 100 Education and Citizenship, University of Richmond, fall 2011  
Certificate of Recognition, School Board of the City of Richmond, November 21, 2011  
DPVA Grassroots Award, January 2010  
Achievement award for Next Generation Leadership Academy, National Association of Counties, 2007  
Featured in University of Richmond's 2005 – 2006 Annual Report  
Top 40 Under-40 Award for greater-Richmond, VA, *Styleweekly* newspaper, 2006  
Professor of the Semester Award, Jepson School of Leadership Studies Student Government Association, University of Richmond, April 2005  
Kappa Delta Pi, International Honor Society in Education, 2006  
Phi Kappa Phi Honor Society, Virginia Commonwealth University, 1999  
Pi Alpha Alpha, National Honor Society for Public Affairs and Administration, 1998  
Pi Gamma Mu, International Honor Society in Social Science, 1990  
Special Jesuit Liberal Arts Society, University of Scranton, 1986 – 1987

### **TEACHING**

#### **Graduate Courses, University of Richmond:**

*Foundations of Educational Leadership*, Master of Educational Leadership and Policy Studies, School of Professional and Continuing Studies  
*Leading and Communicating*, Master of Educational Leadership and Policy Studies, School of Professional and Continuing Studies  
*Leadership*, Master of Business Administration, Robins School of Business  
*Foundations of Teaching and Learning*, Master of Curriculum and Instruction, School of Professional and Continuing Studies

**Undergraduate Courses, University of Richmond:**

*Contemporary Issues in Education*, School of Arts & Sciences

*Learning Creative Learning*, Jepson School of Leadership Studies

*Education in America*, School of Arts & Sciences

*Headliners: Leadership in Journalism*, University Seminar

*Rising Inequality*, First Year Seminar

*Education and Society*, First Year Seminar

*Leadership and the Humanities*, Jepson School of Leadership Studies

*Justice and Civil Society*, Jepson School of Leadership Studies

*Political Context of Leadership*, Jepson School of Leadership Studies

*Analyzing and Making Public Policy*, Jepson School of Leadership Studies

*Foundations of Leadership*, Jepson School of Leadership Studies

*Histories and Theories of Leadership*, Jepson School of Leadership Studies

**Undergraduate Courses, University of Virginia:**

*Lens II: Thoughtful Citizen-Public Policy Making in Virginia*, High School and College Leaders Program, Sorensen Institute for Political Leadership, University of Virginia

**Undergraduate Courses, Virginia Commonwealth University:**

*Introduction to U.S. Government*, Wilder School of Government, Virginia Commonwealth University

*Urban Politics*, Wilder School of Government, Virginia Commonwealth University

**GRANTS AND CONTRACTS (more than \$10,000)****EduLead Related:**

EduLead funding raised over five years (2007-2012):

- \$1.2 million grant by Altria Group, 2008 – 2013
- \$290,000 by Genworth Financial Corporation, 2007 – 2012
- \$175,000 by Robins Foundation, 2008 – 2012
- \$50,000 by CarMax, 2012
- \$40,000 by Richmond Public Schools, 2011 – 2012
- \$30,000 by MeadwestVaco, 2011
- \$30,000 by Capital One, 2007.

**External Programming:**

*The ACS Focus Forum on Adult Education and the Liberal Arts*. \$10,000 awarded from the Associated Colleges of the South. Submitted on behalf of School of Professional and Continuing Studies with Rollins College Hamilton Holt School, October 2013.

*Louisiana Turnaround Leadership program*. \$549,000 awarded from with Louisiana Department of Education, 2007 – 2009.

*Next Generation Leadership Academy*. \$100,000 grant from the Virginia Department of Education, 2006 – 2007.

*Next Generation Leaders Program*. \$103,000 grant of No Child Left Behind funds from the State Council of Higher Education for Virginia, 2005 – 2006.

*Emerging Leadership Program.* \$11,000 awarded each year. Virginia Association of Independent Schools. 2005-2009.

## **SERVICE**

### **On-campus (University of Richmond):**

Co-chair, Dean, School of Professional And Continuing Studies Search Committee, 2014 – current

Non-profit Studies Advisory Committee, 2014 – current

First Year Seminar Faculty Fellow, 2014 – 2015

Urban Education Fellowship Selection Committee, spring 2014, 2015

Planning and Priorities Committee, 2011 – 2104

Provost and Vice President for Academic Affairs Search Committee, 2013 – 2014

Minority Mentor Network Fellow, 2013 – 2014

Student Affairs Committee, 2008 – 2013

Distinguished Educator Award Committee, spring 2013, spring 2015

Search Committee for Director, Foundation and Corporate Relations, spring 2013

University Seminar Initiative, 2012 – 2013

Chair, Looking Back, Moving Forward Conference, 2012 – 2013

Chair, Search Committee for Assistant Professor, Graduate Education, 2011 – 2012

Bonner Civic Fellow, summer 2012

President's College Associate, 2005 – 2009

Community Based Learning Fellow, 2008 – 2009

Fraternity Accreditation Committee, Richmond College, University of Richmond, 2006 – 2007

Student Affairs Graduation Speaker Selection Committee, spring 2008

Search Committee for Program Coordinator, Center for Leadership in Education, 2008

Search Committee for Administrative Coordinator, Center for Leadership in Education, 2007

Search Committee for Program Manager of Richmond Families Initiative, 2007

Community Connections Sub-Committee, Jepson School Strategic Planning Committee, spring 2004

### **On-campus (Other Institutions):**

LINKS Conference Committee, sponsored by Virginia Commonwealth University, April 2000

Founding vice president, Graduate Student Association, Virginia Commonwealth University, 1998 – 2000

Founding president, University of Scranton Rowing Team, University of Scranton, 1987 – 1990

### **Off-campus:**

Board president, Sabot at Stony Point School, 2011 – current

Advisory board, Patrick Henry Charter School, 2011 – current

Richmond Public Schools Business Advisory Council, 2014 – current

SCAN's Trauma Informed Community Network, 2014 – current

President, Virginia Professors of Educational Leadership, 2013 – 2014

City of Richmond Anti-Poverty Commission, 2011 – 2013

Education Subcommittee, Greater Richmond Chamber of Commerce, 2009 – 2013



City of Richmond Public Schools Charter Review Commission, 2010 – 2012  
Henrico County Public School's Strategic Planning Team, 2010 – current  
Search Committee for Principal, Patrick Henry Charter School, spring 2012  
Candidate, Virginia House of Delegates, 73<sup>rd</sup> District, 2009  
Education Transition Committee, Mayor-elect Dwight Jones, December 2008  
Richmond City Public Schools Superintendent Search Committee, fall 2008  
Danville-Southside Community Leadership Program, Sorensen Institute for Political Leadership, fall 2006  
Policy Transition Committee on Local Government, Office of the Governor-elect Tim Kaine, December 2005  
Policy Transition Committee on Education, Office of the Governor-elect Tim Kaine, December 2005  
Advisory Task Force Member, Project STRIVE of the Daily Planet, 2005 – 2006  
Board Member, Coalition for Greater Richmond, 2003 – 2009  
Advisory Committee, American Heart Association's Heart of the Team, 2005 – 2009  
Vice Chairman, City of Richmond Human Services Commission, 2004 – 2005  
Commission on Richmond's Government, January 2003 – August 2003  
Cooperative Extension Leadership Council, 1993 – 1996

## **ACADEMIC ADVISING**

### **University of Richmond:**

Advisor, Master/Certificate in Educational Leadership and Policy Studies Degree, University of Richmond, 2009 – current  
Committee member, senior thesis, Jepson School of Leadership Studies, academic years 2002 – 2003, 2013 – 2014, 2014 – 2015  
Undeclared academic advisor, University of Richmond, 2005 – 2009

### **Other institutions:**

Advisor for incoming freshmen, Student Testing Advising Registration (STAR) Program, Virginia Commonwealth University, summers 2002 – 2003  
Academic advisor to doctoral students, Center for Public Policy, Virginia Commonwealth University, academic years 1999 – 2001

## **PROFESSIONAL DEVELOPMENT PRESENTATIONS**

### **On-campus:**

*Leadership strategies.* Presentation to Mini-MBA Program, Executive Education, Robins School of Business, University of Richmond, fall and spring 2007 – 2015.  
*Public policy and leadership.* Presentation to Police Executive Leadership School, Executive Education, Robins School of Business, University of Richmond, fall and spring 2006 – 2015.  
*Foundations of leadership.* Presentation to Police Executive Leadership School, Executive Education, Robins School of Business, University of Richmond, fall and spring 2003 – 2015.  
*What is leadership?* Presentation to Lead I Institute, Chesterfield County Public Schools, June 2006 – 2015.  
*Ethics and leadership.* Presentation to Next Generation Leadership Academy, 2011 – 2015.

*Motivation and values in leadership.* Presentation to the Professional Executive Leadership School, Executive Education, Robins School of Business, University of Richmond, spring 2012.

*Ethics and leadership.* Presentation to Chesterfield County Issues in Leadership Breakfast Series, October 22, 2012.

*Ethics for school social workers.* Presentation to Chesterfield County School Social Worker's Association, August 27, 2012.

*What is leadership?* Presentation to EduLead's Next Generation Leadership Academy, November 2005 – 2011.

*Teaching leadership studies.* Cincinnati Christian Hills Academy, summer 2010.

*Teaching leadership studies.* St. Mark's School of Texas, summer 2008 – 2010.

*Politics today: Why can't we all just get along.* Presentation to Osher Lifelong Learning Institute, Richmond School of Professional and Continuing Studies, July 1, 2010.

*Leadership strategies.* Presentation to Summer Business Institute, Robins School of Business, University of Richmond, summer 2009.

*What is leadership?* Presentation to Emerging Leadership Institute, Virginia Association of Independent Schools, summer 2006 – 2009.

*Power and leadership.* Presentation to the Issues in Leadership Breakfast Series with Chesterfield County Public Schools, March 24, 2009.

*Bad leadership.* Presentation to Osher Lifelong Learning Institute, Richmond School of Professional and Continuing Studies, April 2008.

*Servant leadership.* Presentation to Osher Lifelong Learning Institute, Richmond School of Professional and Continuing Studies, spring 2006.

*Public education and civic engagement.* Presentation to the Issues in Leadership Breakfast Series with Chesterfield County Public Schools, February 8, 2004.

*Situational leadership.* Presentation to Police Executive Leadership School, Management Institute, University of Richmond, September 18, 2002.

**Off-campus:**

*Teaching leadership studies.* Presentation to University School, Cleveland, OH, May 9, 2013.

*Teaching leadership studies.* Presentation to The Haverford School, Haverford, PA, December 19, 2012.

*What is leadership?* Presentation to University of Virginia's Sorensen Institute for Political Leadership's Emerging Leadership Institute, August 20, 2012.

*Teaching leadership studies.* Presentation to Brunswick School, Greenwich, CT, June 25, 2012.

*Teacher leadership studies.* Presentation to teachers of St. Catherine's School, Richmond, VA July 19, 2011.

*Importance of 21<sup>st</sup> Century skills.* Presentation to Emerging Leadership Institute, Virginia Association of Independent Schools, Richmond, VA, June 16, 2011.

*Teaching leadership studies.* Presentation to St. Mark's School of Texas, Dallas, TX, June 10, 2011.

*What is leadership?* Presentation to Richmond Early Childhood Education Committee retreat, Richmond, VA, October 8, 2010.

*Authenticity and values.* Presentation to Master of Information Systems class, Virginia Commonwealth University, Richmond, VA, spring semesters 2007 – 2009.

*Systems thinking in schools.* Presentation to Aspiring Leaders Institute, LEAD Fairfax, Fairfax County Public Schools, VA, July 25, 2008.

*Systems thinking in schools.* Presentation to Aspiring Leaders Institute, LEAD Fairfax, Fairfax County Public Schools, VA, April 22, 2008.

*Community leadership and schools.* Presentation to Richmond Public Schools retreat, Richmond, VA, March 2, 2009.

*Ethics in a political environment.* Presentation to the Virginia General Assembly orientation for new Virginia state senators, Richmond, VA, December 4, 2007.

*Ethics and leadership.* Presentation to Aspiring Leaders Institute, LEAD Fairfax, Fairfax County Public Schools, VA, July 27, 2007.

*Systems thinking in schools.* Presentation to Aspiring Leaders Institute, LEAD Fairfax, Fairfax County Public Schools, VA, July 27, 2007.

*Teaching leadership studies.* Presentation to James River High School, Richmond, VA, September 2005.

*Teaching leadership studies.* Presentation to James River High School, Richmond, VA, September 2004.

*Foundations of leadership.* Presentation to Ruck Leadership Institute, Sigma Phi Epsilon Fraternity, Richmond, VA, July 2003.

*Community leadership and followership.* Presentation to United Way Leader Program, Richmond, VA, August 28, 2002.

## **INVITED PRESENTATIONS, SPEECHES, MODERATOR**

### **On-campus:**

*History of the education services in Richmond, VA.* Presentation to the Alternative Spring Break in Education program, March 2012 – March 2015.

*Leading change: What do schools need?* Moderator at the University of Richmond's Bonner Center for Civic Engagement's 10<sup>th</sup> Anniversary Summit, October 24, 2014.

*The educational landscape in Richmond, VA,* presentation to the Urban Fellowship Institute, Center for Civic Engagement, June 15, 2014.

*Poverty and education in Richmond, VA.* Presentation to Alpha Phi Omega Service Fraternity's Orientation, October 21, 2013.

*State takeover of local public school systems.* Presentation to Students for Educational Equality (SEE), October 8, 2013.

*University Seminars.* Presentation to the Program for Enhancing Teaching Effectiveness (PETE), April 4, 2013.

*Looking Back, Moving Forward.* Conference, organizer and moderator, March 14, 2013.

*Election 2012.* Presentation to visiting Swedish delegation, November 2, 2012.

*The experiment.* Panelist discussing education reform as part of the Documentaries in the Greek film festival, April 2, 2012.

*Five miles, a world apart: A conversation on equity and educational opportunity with Professor James Ryan.* Organizer and moderator, March 25, 2011.

*Community conversation on movie Waiting for Superman.* Organizer and moderator, October

21, 2010.

- A case for parental involvement in Richmond public schools.* Panelist at the Richmond Families Initiative, Spring 2010 Policy Conversation, March 26, 2010.
- Service to the oppressed: Applying Freire's work to volunteerism in New Orleans.* Presentation to the Collegiate Disaster Relief Team orientation, March 3, 2008.
- What can America do to improve its image in the world?* Moderator at the VOICES program sponsored by the Richmond College Dean's office, November 14, 2006.
- Debate of the council candidates for the First Councilmanic District of Richmond.* Organizer and moderator, October 25, 2006.
- African American settlement and political involvement in a Richmond, Virginia suburb.* Presentation to the Center for Civic Engagement Brown Bag Luncheon Series, September 8, 2006.
- Gucci, pinstripes, and power deals: Lobbyists and the governing process.* Organizer and Moderator of panel discussion with lobbyists from Washington, D.C. and Richmond, April 13, 2006.
- The challenges of covering the White House and the President.* Organizer and moderator for a panel discussion with Mike Allen, White House Correspondent for *TIME Magazine*, and John Harris, National Correspondent for *The Washington Post*, October 25, 2005.
- Race, politics, and Richmond, Virginia.* Presentation to the Spinning Your Web program, September 22, 2005
- What will be the deciding issues in the 2004 presidential elections?* Presentation to the Global House Tea, April 7, 2004
- 2002 election forum.* Organizer and moderator of panel with campaign managers, reporters, and activists from 2002 congressional elections, Jepson School of Leadership Studies, University of Richmond, November 12, 2002.

**Off-campus:**

- Urban child forum.* Moderator of panel, Binford Middle School, Richmond, VA, April 16, 2015.
- Chesterfield County's poverty divide.* Presentation with Dr. John Moeser and Mr. Dillon Massey at CCPS Equity and Leadership Conference, Chesterfield County, VA, January 20, 2015.
- Tales from the front: Board – head relationships.* Panelist at Virginia Association of Independent Schools Leadership Conference, Richmond, VA, June 18, 2014.
- PISA and pizza.* Presentation to Sabot at Stony Point school, Richmond, VA, February 28, 2014.
- Character: Importance of accountability and responsibility in leadership.* Presentation to students at Midlothian High School, Chesterfield County, VA, February 14, 2014.
- Innovation in education: Discussion with Tony Wagner, author of Creating Innovators.* Moderator at Virginia Association of Independent Schools Annual Conference, Richmond, VA, November 4, 2013.
- Education revolution: Discussion with Paul Tough, author of How Children Succeed.* Moderator at Sabot at Stony Point, Richmond, VA, June 13, 2013.
- Revolutionizing education: Community forum.* Moderator at Sabot at Stony Point, Richmond,

VA, April 19, 2013.

*Impact of high-stakes testing on learning.* Presentation and discussion with Midlothian High PTSA, Richmond, VA, January 29, 2013.

*Urban school districts partnering with higher education institutions.* Presentation to Richmond Educational Equity Initiative, Sweet Briar College, VA, June 17, 2012.

*Incorporating leadership into the classroom.* Presentation to Maggie Walker High School, Richmond, VA, May 10, 2012.

*Discussion of movie, Race to Nowhere.* Panelist at Pocahontas Middle School, Henrico County, VA, March 28, 2012.

*Is there a lack of leadership?* Presentation to the Richmond First Club, Richmond, VA, February 8, 2012.

*Charter schools and education.* Presentation to Leadership Metro-Richmond, Richmond, VA, February 1, 2012.

*Discussion of movie, Race to Nowhere.* Panelist at University of Richmond, October 30, 2011.

*Rollercoaster ride of redistricting.* Presentation to 5400 Club, Jewish Community Center, Richmond, VA, August 22, 2011.

*The 3R's of education in Richmond, VA: Race, retrenchment, and regionalism.* Presentation to Leadership Metro-Richmond Education Summit, Richmond, VA, April 4, 2011.

*Leadership as a rock.* Presentation to Leadership Conference for School Administrators, Virginia Association of Independent Schools, Richmond, VA, February 3, 2011.

*Community issues project.* Panelist at Elijah House Academy, Richmond, VA January 7, 2011.

*Leading change for cultural alignment.* Presentation to Turnaround Leadership Program for City of Richmond principals, Richmond, VA, September 12, 2010.

*The 3R's of education in Richmond, VA: Race, retrenchment, and regionalism.* Presentation to Leadership Metro-Richmond Education Summit, Richmond, VA, April 14, 2010.

*American youth: Inspiring leadership and civic participation.* Presentation to A Multi-Regional Project with the United States Department of State's International Visitor Leadership Program, James Madison's Montpelier, Montpelier, VA, March 12, 2010.

*Politics in the Obama era.* Presentation to Consulting Engineers Association, Boar's Head Inn, Charlottesville, VA, June 18, 2009.

*The 3R's of education in Richmond, VA: Race, retrenchment, and regionalism.* Presentation to Leadership Metro-Richmond Education Summit, Richmond, VA, April 1, 2009.

*A conversation about race and politics.* Panelist at Hampton Roads Committee of 200+ Men Inc., Hampton, VA, July 19, 2008.

*The state of leadership in the City of Richmond.* Panelist at Coalition for a Greater Richmond Conference, Richmond, VA, April 9, 2008.

*Game of tradeoffs and dilemmas in state budgeting.* Presentation to Political Leaders Program, University of Virginia's Sorensen Institute for Political Leadership, Charlottesville, VA, 2005-2008.

*Leading change in a community.* Presentation to Virginia Association of Fundraising Professionals, Richmond, VA, August 23, 2007.

*Focusing schools in a changing educational environment.* Presentation to Sustaining Leadership Conference, LEAD Fairfax, Fairfax County Public Schools, VA, April 19, 2007.

*Leadership as a journey.* Keynote address to Rockbridge County High School, Rockbridge

County, VA, April 22, 2006.  
*Servant leadership*. Keynote address to St. James Church Speaker's Forum, Richmond, VA, October 16, 2005.  
*Popular election of a mayor: The Richmond experience*. Keynote presentation to a Town Hall Meeting on a Strong Mayor System, Norfolk, VA, May 1, 2005.  
*The role of a city manager under an at-large mayoral form of government*. Moderator at community forum at Maggie Walker High School, Richmond, VA, October 30, 2003.  
*How will an at-large mayor impact you?* Presentation to Governor Doug Wilder's political science class, Virginia Commonwealth University, Richmond, VA, October 23, 2003.  
*Forum on the at-large mayor issue*. Keynote address and televised debate from the Richmond Convention Center, Richmond, VA, October 16, 2003.  
*Report on the commission on Richmond's government*. Remarks to the Greater Richmond Chamber of Commerce, Richmond, VA, September 18, 2003.  
*The modified unity mayor proposal*. Remarks to Wilder-Bliley Commission on Electing an At-Large Mayor in the City of Richmond, Richmond, VA, January 6, 2003.

### **CURRENT AND PAST PROFESSIONAL ASSOCIATIONS**

Consortium for the Study of Leadership and Ethics in Education (CSLEE)  
Consortium and Journal of Ethical Educational Leadership (CoJEEL)  
Phi Delta Kappa International  
Virginia Professors of Educational Leadership  
Association for Middle Level Education  
Association for Supervision and Curriculum Development  
Virginia Association for Supervision and Curriculum Development  
Virginia Political Science Association  
International Leadership Association

### **Reviewer**

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### **FELLOWSHIPS**

Virginia State Council of Higher Education Doctoral Fellowship, 1997 – 1999  
Center for Public Policy Fellowship, Virginia Commonwealth University, 1997 – 1999  
New York State Multicultural Institute, University of Buffalo, summer 1992  
Presidential Academic Scholarship, University of Scranton, 1986 – 1990

### **MEDIA INTERVIEWS AND QUOTED**

#### **Newspapers:**

*Chesterfield County Observer, Henrico Citizen, Richmond Times-Dispatch, StyleWeekly, The Collegian, Washington Examiner*

#### **Television:**

NBC 12, WTVR 6

#### **Radio:**

WCVE 88.9 Local Public Radio, WRIR 103.5 Open Source RVA