

Molly B. Kerby, PhD, MPH

Western Kentucky University
Assistant Provost for Institutional Effectiveness &
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EDUCATION

PhD, University of Louisville (UofL), Higher Education Administration, Educational Leadership, & Organization Development, 2007

- Graduate Certificate: Gender & Women's Studies

MPH, Master's in Public/Environmental Health, Western Kentucky University (WKU), 2000

BA, Sociology, Western Kentucky University (WKU); **BS**, Environmental Science, Western Kentucky University (WKU) (Double Major), 1994

ACADEMIC EXPERIENCE

Administrative Positions, Western Kentucky University:

Western Kentucky University is a regional, comprehensive university in Bowling Green, KY. With an enrollment of approximately 14,000 students, it is the third largest public school in the state. The university houses five academic colleges granting baccalaureate, masters, and professional doctoral degree programs.

Assistant Provost for Institutional Effectiveness & Engagement, January 2020 – present

Responsibilities:

- Assessing all academic programs, including undergraduate and graduate majors & certificates
- Training program assessment teams
- Leading the university's Assurance of Student Learning Team
- Data-informed program development
- Overseeing the Colonnade/General Education Program
 - Supervision of Colonnade Directors
 - Coordination with Enrollment Management, Deans, Directors, and Registrar's Office
- Reporting of Student Achievement data to The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)
- Acting as the Provost Office Liaison to Faculty Senate, Colonnade/General Education Committee, and Undergraduate Curriculum Committee
- Chairing the Assurance of Student Learning and Student Achievement Committee
- Development of faculty Center for Teaching & Learning (CITL) workshops including restructuring student learning outcomes, curriculum mapping, assignment development, charrettes, pedagogy, etc.
- Implementing and assessing the QEP
- Coordination our Campus American Democracy Project Efforts
- Leading student and community engagement activities & Carnegie Designation application
- Administering the National Survey of Student Engagement and Faculty Survey of Student Engagement
- Managing Anthology Portfolio (WK-U-Folio) and Weave, our two new assessment and credentialing software programs, which house program assessment and faculty tenure and promotion portfolios.

Accomplishments:

- Created a new Program Proposal Assessment Plan process and procedure
- Restructured the academic program assessment reporting procedure
- Successfully completed the 2020 five-year report for SACSCOC accreditation; with no revisions
- Developed and hired two director positions for the Colonnade/General Education Program to oversee curriculum review, coordinate offerings with enrollment management and the registrar's office, develop an assessment plan, and collect and analyze assessment artifacts; these are direct reports.
- Developed an Excellence in Assessment Program
- Established a management and implementation plan for micro-credentialing (TopperCred)
- Instituted NSSE and FSSE

Chief Diversity Officer, Academic Affairs, September 2019 – present

Responsibilities:

- Serving on the President's Cabinet
- Assisting with Presidential communications to campus and public
- Supervision of Provost's DEI Fellows
- Managing the University's DEI Budget
- Conducting inclusivity training for faculty search committees
- Assisting with on-boarding of new hires
- Developing and assessing all campus DEI programming, initiatives, and projects
- Serving as DEI liaison between Academic Affairs and Student Affairs
- Working with our Distinguished Minority Fellows Program in the Graduate School
- Reporting all DEI related efforts and data to SACSCOC and the Kentucky Council on Post-secondary Education (KY State governing body for Higher Education)
- Acting as DEI liaison to the Kentucky Council on Post-secondary Education
- Chairing Diversity-Wide DEI Workgroup
- Overseeing under-represented minority (URM) hiring practices
- Developing and conducting inclusivity/pedagogical workshops through our Center for Innovative Teaching and Learning (CITL)
- Creating and expanding of DEI policies

Accomplishments:

- Awarded AASCU's Diversity, Equity, and Inclusion Excellence & Innovation Award (2022)
- Established the Universities first campus-wide DEI Workgroup
- Helped create college and unit level DEI committees
- Successfully passed two Kentucky State DEI reporting cycles
- Created the "ONE WKU" campaign to raise awareness of inequity across campus
- Created the ONE WKU Inclusive Teaching Academy
- Coordinated campus-wide DEI initiatives including Deliberative Dialogues and book & media groups
- Revamped the faculty hiring practices to allow for expansion of diverse candidate pools
- Received grant money from the WKU Sisterhood
- Improved the Campus Pride Index from 2-star rating to 4.5-star rating
- Secured an annual operating budget
- Spearheaded the development of faculty mentoring initiatives (Women in the Academy, Black Faculty Alliance, Women in Science, Hilltopper PRIDE Network)

Acting Department Head, Diversity & Community Studies, August 2018 – December 2018

Served as Chair for Diversity & Community Studies as the department was dissolved and its five programs were relocated. Duties in this role included: managing budget transfers for each program; scheduling of courses for programs in their new departments; relocating faculty into new tenured lines; advising students in two of the programs; and maintaining day to day activities in the department.

Director of QEP Implementation, SACSCOC, Academic Affairs, 2015 – 2020

Directed the QEP – Evidence, Sense-Making, Argument (Critical Thinking). Duties in this role included: pedagogical

training for faculty in teaching critical thinking skills; creating and managing two cohorts of faculty fellows over four years as they developed special initiatives for the QEP; collection of assessment artifacts; training and oversight of QEP assessment team; reporting assessment data to the campus community; completing QEP report for SACSCOC.

Director of Library & Research Skills, University/First-year Experience, 1999 – 2005

Duties in this role included: coordinating library and research skills building for all first-year experience courses; providing instruction and constructing shared curriculum on critical thinking for all first-year experience courses; assisting in determining annual common reading and shared texts; providing tours of the libraries resource centers; supervising graduate assistants; and teaching first-year experience courses.

Faculty Positions, Western Kentucky University

- *Professor*, Sociology & Criminology, 2021 – present
- *Associate Professor*, Sociology & Criminology, 2019 – 2021
- *Associate Professor*, Diversity & Community Studies, 2015 – 2019
- *Assistant Professor*, Diversity & Community Studies/Gender & Women's Studies, 2009 – 2015
- *Instructor*, Gender & Women's Studies, Western Kentucky University, 2005 – 2009
- *Adjunct Faculty*, University Experience/Gender & Women's Studies, 1998 – 2005
- *Part-time Instructor*, Public Health/Sociology, Western Kentucky University, 1994 – 1999

HONORS/AWARD

National Awards & Appointments

- AASCU's Diversity, Equity, and Inclusion Leadership Award (2022)
- Becoming a Provost Academy (BAPA), Class of 2021 -2022, American Association of State Colleges and Universities (AASCU)
- SACSCOC Reviewer, Institutional Effectiveness, current
- Burch Award for Faculty Leadership in Civic Engagement, American Association of State Colleges and Universities (AASCU), 2016
- K. Patricia Cross Award for Future Leaders in Higher Education, Association of America Colleges and Universities (AAC&U), 2006

University Awards

- University College Faculty Award for Teaching Nomination, WKU 2018
- University College Faculty Award for Public Service, WKU, 2016
- University College Faculty Award for Research Nomination, WKU, 2014
- University College Faculty Award for Public Service, WKU, 2011
- Catherine Coogan Ward Feminist Action Award, WKU, 2007

NATIONAL & PROFESSIONAL APPOINTMENTS

- Institutional Effectiveness Reviewer, SACSCOC, 2020 – present.
- Steering Committee, *board member*, American Association of State Colleges & University's American Democracy Project, October 2019 – present
- Civic Fellow Appointment, Assessment, American Association of State Colleges & University's American Democracy Project, August 2017 – present
- Consultant, Princeton University, Educational Testing Service, September 2017 – present
- Consultant, Princeton University, Educational Testing Service, HEIghten Standards Setting, December, 2017
- Strategic Planning Committee, (AASCU) American Democracy Project, Civic Leadership & Democratic Engagement, August 2017 – present
- WKU Faculty Leadership Year, 2015-2016

- Reviewer, Ecopsychology (Journal), January 2011 – present
- Editorial Review Board Member & Reviewer, eJournal of Public Affairs, June 2010 – present

INTELLECTUAL CONTRIBUTIONS

Book

Kerby, M.B., & Mallinger, G.M. (in progress). *Reimagining higher education: A guide to creating the competent and civically-engaged graduate*. Stylus Publishing: Sterling, VA.

Book Chapters

Kerby, M.B., (final edits submitted). *From theory to assessment: Measuring the efficacy of inclusive efforts in civic engagement initiatives*. Invited Chapter in *Teaching Civic Engagement in an Era of Divisive Politics*, editors Carah Ong Whaley, Allison Rank, and Lauren C. Bell. Palgrave McMillan.

Kerby, M. B., Adams, C. J. (2011). In Dr. Alice E. Ginsberg and Dr. Karen Bojar (Ed.), *The Unmeeting of Like Minds: The Process IS Political*. Towson University Press: And Finally We Meet.

Peer-reviewed Publications

Kerby, M.B. (2023).

Kerby, M.B. (2020). “Change is the essential process of all existence.” Transformation through a planned-emergent theory of change. *eJournal of Public Affairs*, 9(1), Retrieve from <https://bearworks.missouristate.edu/ejopa/vol9/iss1/4/>

Zompetti, J.P., & **Kerby, M. B.** (2018). Fake it ‘till you make it: Debunking fake news in a post-truth America. *eJournal of Public Affairs*, 8(1). Retrieve from <http://www.ejournalofpublicaffairs.org/fake-it-till-you-make-it-debunking-fake-news-in-a-post-truth-america/>

Mallinger, G.M. & **Kerby, M.B.** (2017). The harvest is the best teacher: A narrative on food insecurity and community gardening with children and adolescents. *Reflections: Narratives on Professional Helping*, 22(1), 70-78.

Kerby, M.B. (2015). Toward a new predictive model of student retention in higher education: An application of classical sociological theory. *Journal of College Student Retention: Research, Theory & Practice*, 17(1), 1-24.

Kerby, M.B., Branham, K.B., & Mallinger, G.M. (2014). Consumer-based higher education: The uncaring of learning. *Journal of Higher Education, Theory, and Practice*, 14(5), 42-57.

Kerby, M.B., & Mallinger, G.M. (2014). Beyond sustainability: A new conceptual model. *eJournal of Public Affairs*, 3(3). Retrieve from <http://ejopa.missouristate.edu/index.php/ejournal/article/view/38/47>

Main, M. E., Wright, D. G., **Kerby, M. B.** (2013). Nursing student voices: Reflections on an international service-learning experience. *Kentucky Nurse*, 61(1), 10-11.

Lindley, L, **Kerby, M. B.**, Nicholson, T., & Lu, N. (2007). Sexual behaviors and sexually transmitted infections among self-identified lesbian and bisexual college women, *Journal of LGBT Health Research*, 3(3):41-54.

Kerby, M., Wilson, R., Nicholson, T, & White, J. (Ettorre, E. (Ed.)). (2004). *Making lesbians visible in the substance use field*. Chapter in book Social identity and substance among college women, London: Haworth Press.

Kerby, M., Wilson, R., Nicholson, T, & White, J. (2004). Social identity and substance among college women, *Journal of Lesbian Studies*, 9(3), 45-55.

Lindley, L, Nicholson, T, **Kerby, M.**, & Lu, N. (2003). HIV/STI associated risk behaviors among self-identified lesbian, gay, bisexual, and transgender college students in the United States. *AIDS Education and Prevention*, 15(5), 413-429.

Invited Scholarly Publications/Presentations/Speaking Engagements

Kerby, M.B. (2018). It's not all or nothing: Planned versus emergent change theory. *Invited blog entry for CLDE's Emergent Theory of Change*. Retrieved from <https://www.naspa.org/constituent-groups/posts/its-not-all-or-nothing-planned-versus-emergent-change-theory>

Kerby, M. B. (2017). The American Democracy Project's #DigiPo Initiative at Western Kentucky University. *Invited blog entry for AASCU's American Democracy Project*. Retrieved from <https://adpaascu.wordpress.com/2017/09/06/the-american-democracy-projects-digipo-initiative-at-western-kentucky-university/>

Kerby, M.B. *I Think; Therefore, I am: The Importance of Critical Thinking*, invited speaker, Sunday Assembly Nashville, November 10, 2019, Nashville, TN. (<https://sundayassemblynashville.com/>).

Kerby, M.B. *Beyond Sustainability: Learning to create resilient communities*, invited speaker, Sunday Assembly Nashville, November 4, 2018, Nashville, TN. (<https://sundayassemblynashville.com/>).

Other Publications

Taylor, R. D., Strenceky, B., Norris, J., Calico, M., Carter, D. M., Main, M. E., Wright, D. G., **Kerby, M.**, Petty, B., Norris, J. (2010). *Impact Belize 2010 Executive Report* (vol. Paper 4). Bowling Green, KY: TopScholar. <http://digitalcommons.wku.edu/impact/4/>

Kerby, M. Monograph. American Association of State Colleges and Universities (2005). Rock the Vote! In *Electoral Voices: Engaging Students in Elections*. Retrieved from <http://www.aascu.org/publications/electoralvoices/>

Recent Professional Refereed Conference Presentations & Workshops

Evins, M., **Kerby, M.B.**, & Eatman, T (June 2023). A place to call home: Situating civic and democratic engagement in Honors Programs (AASCU's American Democracy/CLDE

Conference). Boston, MA.

Mallet, J., & **Kerby, M.B.** (July 2022). *How to Address Social Justice Through the Eyes of Students* (AASCU Summer Meeting Workshop). Portland, OR.

Kerby, M.B. (June 2022). *We The People, Means All People: Building a Campus-wide Diversity Initiatives* (CLDE/ADP/AASCU Workshop). Minneapolis, MN.

Kerby, M.B. (June 2022). *Confederates in OUR Attic: A Difficult Campus Dialogue* (CLDE/ADP/AASCU). Minneapolis, MN.

Kerby, M.B., Norris, K.E., Pastor, D., & Rank, A (July, 2020). *Assessment and institutional capacity in a time of disruption* (CLDE/ADP/AASCU). Zoom Conference, Special Session

Kerby, M.B., & Stevens, C.L. (February, 2020). *Beyond a performance-based funding metric: Creating a culture of institutional inclusion* (AASCU Winter Meeting) New Orleans, LA.

Mallinger, G.M. & **Kerby, M.B.** (February, 2020). *Curriculum and global citizenship: Pedagogical approaches to civic and information literacy* (AASCU Winter Meeting) New Orleans, LA.

Norris, K.E., & **Kerby, M.B.** (February, 2020). *To assess, we must first understand: Meaningfully measuring engaged citizenship* (AASCU Winter Meeting) New Orleans, LA.

Kerby, M.B., Mallinger, G.M., & Ashwill, L. (June 2019). *Learning by Doing: Deliberative Dialogue as an Interdisciplinary Tool for Civic Literacy, Civic Leadership & Democratic Engagement* Conference (CLDE/ADP/AASCU) Ft. Lauderdale, FL.

Kerby, M.B., Olmsted, J.O., Ardrey, S., Ashwill, L., Purdy, R., & Bailey, H. (June 2019). *Divided We Fall: Can Civic Engagement Programs Withstand Cuts in Higher Education?* Civic Leadership & Democratic Engagement Conference (CLDE/ADP/AASCU) Ft. Lauderdale, FL.

Mallinger, G.M. & **Kerby, M.B.** (March, 2019) *Information and Civic Literacy in BSW Curricula: Prerequisites for Effective Advocacy*. 2019 Baccalaureate Program Directors' (BPD) Annual Meeting, Jacksonville, FL.

Mallinger, G.M. & **Kerby, M.B.** (November 2019) *Deliberative Dialogue: An interdisciplinary tool promoting civil discourse and enhancing civic literacy*. 2018 Annual Program Meeting (APM) of the Council on Social Work Education, Orlando, FL.

Kerby, M.B., & Zompetti, J. P. (June 2018). *Fake news in a post-truth America*, Civic Leadership & Democratic Engagement Conference (CLDE/ADP/AASCU) Anaheim, CA.

Kerby, M.B., Bailey, H., Muller, C., & Linton, R. (June 2017). *Public Problem-Solving: Building Civic Capacity between Students and the Community*, Civic Leadership & Democratic Engagement Conference (CLDE/ADP/AASCU) Baltimore, MD.

Kerby, M.B., & Mallinger, G.M. (September, 2017). Effects of Institutional Climate and Culture on Leadership Opportunities for Female Social Workers in the Academy, Kentucky Gender & Women's Studies Conference, Lexington KY.

Kerby, M.B., & Wilson, S. (October 2016). Minding Your QEPs: Reflections on a Faculty Development Program, IUPUI Assessment Conference, Indianapolis, IN.

Wilson, S., & **Kerby, M.B.** (October 2016). Implementing and Assessing a Quality Enhancement Plan, IUPUI Assessment Conference, Indianapolis, IN.

Kerby, M.B., Wilson, S. & Mills, W. (June 2016). *Trickle Up Assessment: Using Charrettes to Build an Outcomes-based Assessment Plan*, Drexel University Assessment Conference, Philadelphia, PA.

Kerby, M.B. & Mallinger, G.M. (June 2015) *Inch by inch, row by row*, American Democracy Project (ADP), New Orleans, LA.

Mallinger, G., & **Kerby, M.B.** (March 2014) *Food justice: Using school gardens as opportunities for transformative learning*. 2014 Baccalaureate Program Directors' (BPD) Annual Meeting, Louisville, KY.

Kerby, M. B., Mallinger, G. M. *Growing for good: An interdisciplinary approach to community gardening*. Social Work Interventions Symposium, Department of Social Work and the Mid-South Family & Community Empowerment Institute at the University of Memphis, Memphis, TN. (Submitted: October 31, 2015, Accepted: December 2015).

Mallinger, G. M., **Kerby, M. B.** *Building competence through community gardens*. BPD Annual Meeting, Dallas, TX. (Submitted: June 26, 2015, Accepted: September 2015).

Mallinger, G. M., **Kerby, M. B.** (March 22, 2014) *Building Campus-Community Partnerships Through Neighborhood Gardens*. American Democracy Project, New Orleans, LA. Louisville, KY.

Mallinger, G. M., **Kerby, M. B.** (March 22, 2014) *Food justice: Using school gardens as opportunities for transformative learning*. BPD Annual Meeting, Louisville, KY.

Kerby, M. B., Mallinger, G. M. (October 6, 2013) *Interdisciplinary Collaboration and Partnership: Nurturing Community in a Garden Setting*. ASSHE Conference & Expo: Resiliency and Adaptation for The Association for the Advancement of Sustainability in Higher Education, Nashville, TN.

Kerby, M. B., Mallinger, G. M. (October 27, 2013) *Urban and School Gardens: A Collaboration*. Transforming and Sustaining Communities Through Partnerships for Coalition of Urban & Metropolitan Universities, Louisville, KY.

Kerby, M.B., Mallinger, G.J, Nuckols, B.N. (June 29, 2012). *32 Flavors and Then*

Some, Presented at National Women's Music Festival in Middleton, WI.

Kerby, M.B. (November 11, 2011) *From Farm to Table to Classroom: Harvesting the Fruits of Women's Labor*, Presented at National Women's Studies Association Annual conference, Atlanta GA.

Kerby, M.B. (March 30, 2011) *The Corporatization of the American Food System: Whose food is it anyway?* Presented at Southeastern Women's Studies Association Conference in Fairfax, VA.

Taylor, R. D., Strenecky, B., Carter, D. M., Petty, B., Wright, D. G., Main, M. E., **Kerby, M. B.**, Norris, J., Calico, M., Nair, R. (2010, November). *An international health service- learning program: Impact Belize*. Presented at American Public Health Association Annual Meeting and Expo for American Public Health Association, Denver, CO.

Kerby, M. B., Wright, D. G., Main, M. E., Taylor, R. D., Carter, D. M. (2010, June). *IMPACT Belize 2010*. Presented at 8th Annual American Democracy Project National Meeting for American Democracy Project and The American Association of State Colleges and Universities, Providence, Rhode Island.

CONTRACTS/GRANTS/SPONSORED RESEARCH - EXTERNAL

Participant/team lead in the Academic Planning for Equitable Success initiative, funded by Ascendium, Amount: \$11,500 awarded. Start: September 2023.

Participant/team in the Student Success Equity Intensive, funding from The Bill & Melinda Gates Foundation, Amount: \$11 million overall awarded to the American Democracy Project, Start: September 2022.

Kentucky Graduate Profile Academy, Amount: \$25,000, Awarded, Start: August 2021, End: July 2024.

Council on Foreign Relations Grant, *Global Issues: World 101*, Amount: \$2,000, Awarded, Start: January 2020, End: December 2020.

Educational Testing Services Contract (Princeton, N.J.), "Measuring Civic Engagement/HEIghten Cultural Competency," Contract awarded, December 2017.

Commonwealth Garden Initiative Grant (Kentucky), "African Refugee Gardens," Amount \$10,000, Awarded, Start January 2015: Closed/End: December 2015. International Grant (London), "Western Kentucky University and University of East London Knowledge Exchange Project – Nurturing Community in a Garden Setting," Amount: \$8,930.00 (US\$). Awarded, Start: July 25, 2013, End: Dec 1, 2014.

CONTRACTS/GRANTS/SPONSORED RESEARCH – INTERNAL

WKU Center for Excellence in Leadership Grant, *Effects of Institutional Climate and Culture*

on Leadership Opportunities for Female Social Workers in the Academy, Amount: \$2,500, Awarded, Start: Feb 2017, End: July 2017.

WKU iRCAP (Interdisciplinary Research and Creative Projects) Grant, *Nurturing Community in a Garden Setting*, Amount: \$10,800.00, Awarded, Start: May 13, 2013, End: June 20, 2014, Closed: December 31, 2014.

FUSE (Faculty Undergraduate Student Engagement) Grant: *Sense of place and the intersectionality of diverse sexual identities: An intergenerational, mixed-methods analysis of women's music festivals*. Amount: \$4,100, Awarded, Start July 1, 2012, End: December 15, 2012.

WKU RCAP (Research and Creative Projects) Grant, *Farmer's markets: The cross section of gender, culture, and sustainability in third places*, Amount: \$5,600, Awarded, Start: May 15, 2011, End: May 15, 2012.

SELECTED SERVICE APPOINTMENTS: WESTERN KENTUCKY UNIVERSITY

- University President's Cabinet Member, 2020 - present
- Strategic Enrollment Planning Committee, 2020 - present
- Co-chair, Strategic Planning Committee, Diversity-Equity-Inclusion, 2017 – 2018
- Guided Pathways Faculty Mentor, 2017 - 2019, WKU's Kelly M. Burch Institute: assisting at-risk student progress from admission to graduation through a combination of support, engagement, and mentorship.

Selected Honor's Thesis and Directed Individual/Independent Studies

Honor's thesis, Masculinity, "*Femininity and dignity: Examining the relationship between gender expression and respect*" (WKU Department of Sociology/Honor's College) (chair), 2022 – defense date April, 2023.

Honor's thesis, "*Self-governance of community gardens and the impact leadership on resilience*" (WKU Department of Sociology/Honor's College) (chair), 2020 - 2021.

Bachelor of Interdisciplinary Studies Capstone Project Advisor: Working with gardening project at Boy & Girls club in conjunction with the Kelly Autism Program (WKU), 2014-2016.

Honors thesis, "*Establishing WKU as a fair-trade campus*" (WKU Department of Anthropology/Honor's College) (2nd reader), Successfully defended, May 2011.

Selected Master's Thesis & Dissertation Committee Membership

EdD, Doctoral Dissertation, "Male allyship and sponsorship in the corporate environment." (WKU Education Doctoral Program) (Chair), Defense date not set, 2022-present.

EdD, Doctoral Dissertation, "Closing the preparedness gap in new school administrators." (WKU Education Doctoral Program) (Reader), Successfully defended, October 2022.

EdD, Doctoral Dissertation, *“Assessing the benefits of the boys & girls club after-school program for rural youth.”* (WKU Education Doctoral Program) (Chair), Defense date not set, 2021-present.

PsyD, Doctoral Dissertation, *“Pre-service teacher’s self-efficacy for working with transgender and gender non-conforming student.”* (WKU Department of Psychology) (member), Defense date not set, 2020-present.

Master’s thesis, *“Symmetry as a cultural metaphor.”* (WKU Department of English) (member), Defense date, Successfully defended, April 2019.

Master’s thesis, *“Meet me at the bar?: A comparison of gay and straight men and their utilization of the bar scene.”* (WKU Department of Sociology) (member), Successfully defended, May 2015.

Master’s thesis, *“Overcoming barriers to local food access.”* (WKU Department of Diversity & Community Studies) (chair), Successfully defended, May 2013.

Master's thesis, *“Benevolent sexual harassment in the work place in Turkey.”* (WKU Department of Psychology) (member), Successfully defended, April 2010.

SELECTED UNIVERSITY ASSIGNMENTS

University Committee Membership

- August 2019: President’s Cabinet
- August 2019: Council of Academic Deans and Academic Affairs Leadership Team
- August 2017 – 2018: Co-chair, WKU Strategic Plan DEI
- August 2016 – 2017: WKU Colonnade (Gen Ed) Committee
- August 2007 – 2019: WKU Faculty Senate
- August 2014 – 2019: WKU University Graduate Council
- August 2012 – 2018: WKU University College Graduate Curriculum Committee
- August 2010 – August 2012: WKU University Curriculum Steering Committee (Chair)
- July 1, 2009 - June 3, 2017: WKU University Curriculum Committee
- July 2008 – July 2012: WKU Student Research Council

KENTUCKY STATE SERVICE

- January 2020 – July 2020: Kentucky Council on Post-secondary Education, Cultural Competence Certification Design & Implementation Group.
- August 2019 – present: Kentucky Council on Post-secondary Education, Diversity, Equity, and Inclusion Council Rep.
- April 2008 - Sept 2020: Kentucky Coalition of Senate Faculty Leadership (COSFL); COFSL serves as a faculty voice for the Kentucky Council on postsecondary Education (CPE).

PROFESSIONAL ASSOCIATION MEMBERSHIP

- (AASCU) American Democracy Project, Civic Leadership & Democratic Engagement
- American Association of University Women (AAUW)
- Kentuckians for the Commonwealth
- National Association of Diversity Officers in Higher Education (NADOHE)