

DAVID L. HUMPHREY JR., PHD

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EDUCATION

Ball State University , Muncie, IN Dissertation: In the wake of our womanist foremothers: Resistance as signif(y)er among self-identified womanist scholars in higher education	Doctor of Philosophy 2020
Eastern Michigan University , Ypsilanti, MI Educational Leadership – Higher Education: Capstone: Analysis of Diversity Organizational Models in Higher Education	Master of Arts 2014
Alabama A&M University , Normal, AL Psychology: Family Studies and Human Development	Bachelor of Arts 2007

PROFESSIONAL EXPERIENCE

Chief Diversity & Inclusion Officer, 04/2019
School of Education at The University of Michigan – Ann Arbor, MI

Provides leadership for the diversity, inclusion, justice, and equity (*dije*) strategic planning and implementation efforts in the School of Education. Develops new programs, trainings, and processes to promote *dije* throughout the School in areas of climate, recruitment, admissions, hiring, mentoring, curriculum, scholarship, service, and training. Provides guidance and support to all school constituents in managing DEI issues, sensitive situations, or crises. Co-Chair of the Antiracist Taskforce for the School of Education. Works with SOE leadership and the Education Diversity Advisory Committee to develop assessment and benchmark metrics to demonstrate inclusive excellence and improvement of the institution's climate for diversity.

Associate Dean of Student Affairs for Diversity & Inclusion, 11/2016 to 04/2019
Pepperdine University – Malibu, CA

Collaborated with all five schools, Student Affairs, and Pepperdine Athletics to proactively develop, implement and assess strategy, programs, and activities that promote inclusive excellence at Pepperdine University. Developed, facilitated and evaluated workshops for student-leaders, professional staff, and faculty on topics including identity, social constructs, inclusion and intergroup dialogue. Chaired the Hate Crime and Bias Incidence Response Team, including the coordination of response and attention to the underlying systemic issues. Appointed as Co-Chair of the University Diversity Council (UDC), which functions as an advisory council and recommending body to the Office of the Provost and liaison to departments across the university to promote coalition building grounded by a vision of educational equity and justice.

Director, Office of Multicultural Access & Outreach, 11/2014 to 11/2016
Indiana Wesleyan University – Marion, IN

Created the Office of Multicultural Access and Outreach (OMAO) at Indiana Wesleyan University. The office developed and coordinated programs and initiatives that impacted access and persistence of students from historically underserved communities (first generation, low-income, and students of color) in higher education. Partnered with campus leaders to achieve inclusive excellence across the residential campus of Indiana Wesleyan University through the development of climate assessments, strategic planning, and the development of spaces for dialogue and discussion about issues related to race, gender, and class inequities. Developed two unique types of programming: cohort-based and pre-college programming, which resulted in stronger cross-campus collaborations and improved services for students from historically underserved communities. Served on several campus-wide student success committees to ensure that enrollment functions and institutional support were conducive to supporting access, persistence, and the overall success of historically underserved students.

Assistant Dean of Admissions, 11/2011 to 11/2014
Moody Theological Seminary and Graduate School- Michigan – Plymouth, MI

Directed the recruiting and marketing programs for Moody Theological Seminary-Michigan, resulting in an increase in the volume of "direct" applications and matriculated and enrolled students to the Michigan campus. Increased new student enrollment for and experienced a 15% increase in matriculated student deposits. Developed professional relationships with key personnel at selected undergraduate colleges/universities and key community leaders for the purpose of identifying and cultivating quality candidates for the Seminary. Worked to continuously improve the methods for communicating with diverse audiences, including prospective students, donors, peer institutions and the local community; increasing visibility and positive public perceptions of Moody Theological Seminary-Michigan within the Midwestern United States, specifically the Metro Detroit area. Worked in collaboration with key internal and external stakeholders to develop an infrastructure that increased college access for historically underrepresented student populations.

Vanguard AmeriCorps Program Director, 11/2009 to 10/2011
Vanguard Community Development Corporation – Detroit, MI

Executed complete program direction of a federally-funded AmeriCorps program including overseeing the various administrative functions including designing and implementing applicable training, recruitment strategies, retention plans, policies, and goals of the program with overall responsibility to ensure smooth day to day operations. Developed individualized job search plans for program participants to match members with employers that aligned with their career plans and individual strengths and abilities. Marketed the program and recruited candidates to ensure the Program had adequate numbers of qualified individuals seeking membership in the Program. Supervised, trained, and coached AmeriCorps team members and volunteers associated with the program. Developed partnerships and referral stream with local community organizations to secure available resources and service opportunities for team members. Created, organized, and managed large-scale community service projects to engage program participants in activities that would impact the social landscape and safety of the community.

RESEARCH INTEREST

- Institutional drivers for inclusive excellence
- Critical Black Studies –Womanism/Black feminist thought and Afropessimism
- Examination of how the curricular and pedagogical approaches of self-described womanist scholars reveal their ontological and epistemological commitments.
- Evolution of Black thought: From Du Bois to Baldwin to Coates
- Factors that influence the racial identity development of student-athletes
- Qualitative research methods
- Anti-Racist teaching and learning

TEACHING EXPERIENCE

Humphrey, D. (2020, Fall). Introduction to Student Development Theory. Instructor for graduate course (hybrid) at Eastern Michigan University. Ypsilanti, MI.

Humphrey, D. (2020, Summer). Human Relations for Educational Leaders. Instructor for graduate course (hybrid) at Eastern Michigan University. Ypsilanti, MI.

Humphrey, D. & King, P. (2020, Winter). Bodies in Dialogue: Pursuing Intergroup Dialogue in Higher Education. Co-Instructor for graduate course (traditional) at the University of Michigan. Ann Arbor, MI.

Humphrey, D. L. (2020, Winter). Human Relations for Educational Leaders. Instructor for graduate course (traditional) at Eastern Michigan University. Ypsilanti, MI.

Humphrey, D. L. (2018, Summer). Student Affairs and Social Justice. Course developer and instructor for graduate (online) course taught through the Master of Arts in Student Development Counseling and Administration. Indiana Wesleyan University. Marion, IN.

Humphrey, D. L. (2017, Fall). Legal and Ethical Issues in Student Development. Instructor for graduate online (course) taught through the Master of Arts in Student Development Counseling and Administration. Indiana Wesleyan University. Marion, IN.

Humphrey, D. L. (2017, Summer). Student Affairs and Social Justice. Course developer and instructor for graduate (online) course taught through the Master of Arts in Student Development Counseling and Administration. Indiana Wesleyan University. Marion, IN.

Humphrey, D. L. (2016, Fall). Legal and Ethical Issues in Student Development. Course instructor for graduate course (online) taught through the Master of Arts in Student Development Counseling and Administration. Indiana Wesleyan University. Marion, IN.

INVITED LECTURES & PANEL PRESENTATIONS

Humphrey, D. L. (2020, June). Pursuing *dije* in the School of Education. Presentation for the Elementary Education Department in the School of Education, University of Michigan, Ann Arbor.

Humphrey, D. L., Brandon, A., Stockdill, D., Allerdin, L., & Muirhead, M. T. (2020, February). From Complicity to Co-Conspiracy: A Staff Professional Learning Community. Presentation for School of Education, University of Michigan, Ann Arbor, MI.

Humphrey, D. L. & Oberman, M. (2019, December). "Doing the Work our Souls Must Have:" Towards Anti-Racist Praxis. Presentation for School of Education, University of Michigan, Ann Arbor, MI.

Humphrey, D. L., Morton, C., & Perouse-Harvey, E. (2019, September). Intersectionality at 30: A Community Conversation. Presentation for the School of Education, University of Michigan, Ann Arbor, MI.

Humphrey, D. L. (2019, September). We Can't Wait Any Longer: Jazz, Freedom Dreaming, and Teaching Towards Liberation. Keynote Lecture for Baker College's Unity Summit, Auburn Hills, MI.

Humphrey, D. L. (2019, March). Gaining Strength in the Wake of Our Womanist Foremothers: Weathering the Storms—Trials and Tribulations. Four-day Seminar for the Black Student Association at Pepperdine University, Malibu, CA.

Humphrey, D. L., & Singh, S. (2018/2017, August). The True Function of a Lawyer: Discussion on Identity and Diversity. Lecture presented at Pepperdine School of Law, Malibu, CA.

Porter, B., & Reddington, K. (Moderators), Erickson, S., & Humphrey, D. L. (2017, February). Police Brutality and Communities of Color. Panel presented at Pepperdine School of Law, Malibu, CA.

Wilson, E. (Moderator), Humphrey, D. L., & Satchel, R. (2017, January). The Stories That We Tell. Panel presented at Pepperdine University, Malibu, CA.

Humphrey, D. L. (2016, September). New Wineskins: Towards a Culturally Responsive Approach to the Work of Reconciliation in Christian Higher Education. Invited lecture at Bethel College, Mishawaka, IN.

REFERRED PUBLICATIONS

Fraser-Burgess, S., Warren-Gordon, K., Humphrey, D., Lowery, K. (2020). Scholars of color turn to womanism: Countering dehumanization in the academy. *Educational Philosophy and Theory*, DOI: 10.1080/00131857.2020.1750364.

McGill, J., Huang, L., Davis, E., Humphrey, D., Pak, J., Thacker, A., & Tom, J. (2018). Addressing the neglect of students of color: The strategy of life coaching. *Journal of Sociology and Christianity*, 8(1), 23-42.

Humphrey, D. L. (2017). Removing the veil: Coates, Neoliberalism, and the color line. *Philosophical Studies in Education*, 48, 20-29

CONFERENCE PAPERS & PRESENTATIONS

Coleman, L., Humphrey, D., & Jones-Jolivet, T. (2018, January). "Teaching to Transgress": The Christian University as Laboratory for Intersectional & Intergenerational Resistance to Oppressive Power. Workshop to be presented at the Council for Christian Colleges & Universities, Dallas, TX.

Coleman, L., & Humphrey, D. L. (2018, January). Who's Your Neighbor: Cultivating a Capacity for Inclusive Excellence Through an Active Bystander Strategy in Christian Higher Education. Workshop to be presented at the Council for Christian Colleges & Universities, Dallas, TX.

Fraser-Burgess, S., Warren-Gordon, K., & Humphrey, D. L. (2017, October). Pedagogy for an intersectional democracy: Love and diverse interlocution. Conference paper presented at the Society of Race, Ethnicity, & Religion, Vanderbilt, University, Nashville, TN.

Humphrey, D. L., & Fraser-Burgess, S. (2017, October). Spectatorship and Black bodies: Excavating the inner visions that bind. Conference paper presented at the Society of Race, Ethnicity, & Religion, Vanderbilt, University, Nashville, TN.

Humphrey, D. L., & Bolen, K. (2017, June). Disrupting the Silence: Liberating the Voices from the Margins. Workshop presented at the National Conference on Race and Ethnicity, Fort Worth, TX.

Davis, C., Humphrey, D. L., & Fraser-Burgess, S. (2016, September). Removing the Veil of White Invisibility: The Philosophical Roots and Resonance of "Between the World and Me". Conference paper presented at the Ohio Valley Philosophy of Education Society Conference, Dayton, OH.

Crouso, L., Hawkins, R., & Humphrey, D.L. (2015, September). Are We There Yet: Reconciliation as a Journey Not a Destination. Workshop presented at the Council for Christian Colleges and Universities –Diversity Conference, North Park University, Chicago, IL.

Humphrey, D.L. (2015, June). How to Utilize Recruitment Practices That Speak the Love Languages of Students of Color. Workshop presented at the North American Coalition for Christian Admissions Professionals, Palm Beach Atlantic University, West Palm Beach, FL.

INVITED COURSE LECTURES

Humphrey, D. L. (2020, February). ED 639: Pursuing DIJE (Diversity, Inclusion, Justice, and Equity). Guest Lecture for course session at the University of Michigan, Ann Arbor.

Humphrey, D L. (2020, January). EDUC: 732: Critical Race Methodologies for Qualitative Research. Guest Lecture for course session at the University of Michigan, Ann Arbor.

Humphrey, D. L. (2019, June). Exploring Diversity, Inclusion, Justice, and Equity in Education. School of Education at The University of Michigan, Ann Arbor, MI.

Humphrey, D. L. (2017, November). Inclusive Excellence at Pepperdine University. Pepperdine University, First Year Seminar course, Malibu, CA.

Humphrey, D. L. (2017, July). Towards an Integrative Approach to the Work of Access & Support. Bethel University, Leadership of Academic and Support Systems in Higher Education course, St. Paul, MN.

Humphrey, D. L. (2017, March). The Beloved Community and Black Theology. Pepperdine University, History of Religion in America course, Malibu, CA.

Humphrey, D. L. (2015, February). Impact of Racial Identity on Building Intercultural Relationships. Indiana Wesleyan University, Intercultural Communications course, Marion, IN.

Humphrey, D. L. (2014, September). Pursuing Diversity in Higher Education. Eastern Michigan University, Contemporary College Students course, Ypsilanti, MI.

IN-SERVICE TRAINING PRESENTATIONS

Humphrey, D. L. & Oberman, M. (2019, November). 'Doing the Work Our Souls Must Have:' Towards Anti-Racist Praxis: A Community Conversation, School of Education at the University of Michigan, Ann Arbor, MI.

Humphrey, D. L., Perouse, E., & Morton, C. S. (2019, October). Intersectionality at 30: A Community Conversation, School of Education at The University of Michigan, Ann Arbor, MI.

Humphrey, D. L. (2018, October). Intergroup Dialogue: An Introduction. Boone Center for the Family, Pepperdine University, Malibu, CA.

Humphrey, D. L., & Campos, R. (2018, September). Intersectionality: An Intersectional Exploration of the Mental Health Profession and the Work of Social Justice. Pepperdine Counseling Office, Pepperdine University, Malibu, CA.

Humphrey, D. L. (2018, August). Understanding Self: Housing & Residence Life (HRL) Formation. Pepperdine University Housing & Residence Life, Pepperdine University, Malibu, CA.

Humphrey, D. L. (2017, October). Can't We All Just Get Along: Free Speech vs. Hate Speech. Pepperdine Student Affairs, Pepperdine University, Malibu, CA.

Humphrey, D. L., & Coleman, L. (2017, August). Inclusive Excellence in Athletics: Framing the Conversation. Pepperdine Athletics, Pepperdine University, Malibu, CA.

Humphrey, D. L. (2017, July). Roadmap to Reconciliation: What's in a Name. Housing & Residence Life Training, Pepperdine University, Malibu, CA.

Humphrey, D. L. (2016, August). We're Not in Kansas Anymore: A Guide to Surviving your First Year of College. Freshmen Student Orientation, Indiana Wesleyan University, Marion, IN.

Humphrey, D. L. (2016, June/July). Preparing Students for College: Parents Edition. College Preparation Institute, Center for Leadership Development, Indianapolis, IN.

Humphrey, D. L. (2016, June). Minority Student Challenges & Retention. School of Nursing, Indiana Wesleyan University, Marion, IN.

Humphrey, D. L. (2016, January). Understanding First Generation College Students. Training presented at Indiana Wesleyan University, Marion, IN.

Humphrey, D. L. (2015, October). Crash Course in Pre-College Preparation. Training presented at Indiana Wesleyan University, Marion, IN.

PROFESSIONAL MEMBERSHIPS

2017-Present Association for the Study of Higher Education (ASHE)

2015-Present American Educational Research Association (AERA)- SIG member (Critical Issues in

Curriculum and Cultural Studies/ Critical Examination of Race, Ethnicity, Class, and Gender in Education)