

David John Luke, Ph.D.

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HIGHER EDUCATION

Ph.D., Sociology, University of Kentucky (Lexington, KY), 2018
Dissertation Title: *Increasing Inclusion: The Pursuit of Racial Diversity in Three Historically White Universities in Kentucky, Michigan, and Ontario from 2000 to 2012*
Graduate Certificate in Applied Statistics, University of Kentucky (Lexington, KY), 2013
M.A., Sociology, University of Kentucky (Lexington, KY), 2012
Thesis Title: *Multiracial Churches: An Unusual Arrangement*
Certified Public Accountant (registered) in the State of Michigan awarded November 5, 2009
B.S., Sociology, Grand Valley State University (Allendale, MI), 2007
B.B.A., Accounting, Grand Valley State University (Allendale, MI), 2007

PROFESSIONAL EMPLOYMENT HISTORY

Interim Campus Diversity Officer and Director <i>University of Michigan-Flint – Intercultural Center</i>	December 2019 – present
Director <i>University of Michigan-Flint – Intercultural Center</i>	May 2018 – December 2019
Director <i>University of Kentucky – Center for Graduate and Professional Diversity Initiatives</i>	January 2018 – April 2018 Lexington, Kentucky
Associate Director <i>University of Kentucky – Martin Luther King Center</i>	December 2016 – December 2017 Lexington, Kentucky
Assistant Director <i>University of Kentucky – Martin Luther King Center</i>	June 2015 – December 2016 Lexington, Kentucky
Graduate Teaching Assistant <i>University of Kentucky – Department of Sociology</i>	August 2012 – May 2015 Lexington, Kentucky
Kentucky NSF EPSCoR Data Manager <i>University of Kentucky – Center for Applied Energy Research</i>	July 2013 – May 2015 Lexington, Kentucky
Graduate Research Assistant <i>University of Kentucky – Department of Sociology</i>	August 2010 – August 2012 Lexington, Kentucky
Staff / Senior Accountant (CPA) <i>Yeo & Yeo, P.C. CPAs and Business Consultants</i>	January 2008 – July 2010 Lansing, Michigan

AWARDS AND RECOGNITION

- 2017 John A. O'Donnell Award for Outstanding Graduate Student given by the University of Kentucky Department of Sociology
- 2015 Academic Excellence Scholarship for a Graduate Student given by the University of Kentucky Student Government Association
- 2014 A&S Certificate for Outstanding Teaching given by the University of Kentucky College of Arts & Sciences
- 2014 Department of Sociology Graduate Student Teaching Award given by the University of Kentucky Department of Sociology
- 2014 Doris Wilkinson Award for Outstanding Paper in Work, Medical and Social Inequalities, given by the University of Kentucky Department of Sociology
- 2007 Thomas M. Seykora Award for Outstanding Contribution at Grand Valley State University
- 2006 One of six students in the nation selected to the Monster Diversity Leadership Program Student Advisory Board

RESEARCH AND TEACHING INTERESTS

- Race and ethnicity; social inequality; work and organizations; quantitative sociological methods; global division of labor; and religion

BOOKS

- Luke, David. 2014. "The Causes of Structural Unemployment." London: Polity Press. (with Thomas Janoski and Christopher Oliver)

PEER-REVIEWED PUBLICATIONS

- Randolph, Antonia, Victor Ray, Megan Underhill and David Luke. (2018). "Response to Weddington: More Lessons from Afro-Pessimism." *Sociology of Race and Ethnicity* 5(2):289-293..
- Ray, Victor, Antonia Randolph, Megan Underhill and David Luke. (2017). "Critical Race Theory, Afro-Pessimism, and Racial Progress Narratives." *Sociology of Race and Ethnicity*, 3(2):147-158.
- Luke, David J. and Carrie B. Oser. (2015). "Ebony and Ivory: Interracial Dating Intentions and Behaviors of Disadvantaged African American Women in Kentucky." *Social Science Research*, 53:338-350.
- Luke, David J. (2015). "Race vs. Class: Is the Market Colorblind?" *disClosure: A Journal of Social Theory*, 24 (3):24-42.

OTHER ARTICLES AND CHAPTERS

- Luke, David (Forthcoming). "How Racism Hurts and Antiracism Helps Everyone" *Sociology in Action: Race and Ethnicity*. Edited by Kathleen Odell Korgen and Maxine P. Atkinson. Thousand Oaks, CA: Sage.
- Luke, David (2015). "Equal Employment Opportunity Commission (EEOC)" *Encyclopedia of Economics and Society*. Edited by Frederick F. Wherry and J. Geoffrey Golson. Thousand Oaks, CA: Sage.
- Luke, David (2014). "Redlining" *Encyclopedia of Human Services and Diversity*. Edited by Linwood H. Cousins and J. Geoffrey Golson. Thousand Oaks, CA: Sage.

Luke, David (2014). "Model Minority Stereotype" *Encyclopedia of Human Services and Diversity*. Edited by Linwood H. Cousins and J. Geoffrey Golson. Thousand Oaks, CA: Sage.

Janoski, Thomas & David Luke. (2013). "Job Creation" *Sociology of Work: An Encyclopedia*. Edited by Vicki Smith. Thousand Oaks, CA: Sage.

Janoski, Thomas & David Luke. (2013). "Assembly" *Sociology of Work: An Encyclopedia*. Edited by Vicki Smith. Thousand Oaks, CA: Sage.

BOOK REVIEWS

Luke, David (2020). "Rethinking Diversity Frameworks in Higher Education." Edna B. Chung and Joe R. Feagin. *Social Forces* 98(4):1-3..

Luke, David (2016). "The Enigma of Diversity: The Language of Race and the Limits of Racial Justice." Ellen Berrey. *Sociology of Race and Ethnicity* 2(1):121-122.

Luke, David (2014). "Christians and the Color Line: Race and Religion after *Divided by Faith*." Edited by J. Russell Hawkins and Phillip Luke Sinitiere. *Journal for the Scientific Study of Religion*. 53(2): 449-451.

Luke, David (2013). "Sustaining Faith Traditions: Race, Ethnicity, and Religion among the Latino and Asian American Second Generation." Edited by Carolyn Chen and Russel Jeung. *Journal for the Scientific Study of Religion*. 52(2): 447-448.

REFEREED ARTICLES IN PROGRESS

Barnes, Roy C. and David J. Luke. "The Strength of Diverse Ties: A Brokerage Approach to Analyzing Board Diversity, Regulatory Violations and Interlocking Directorates."

Luke, David. "Historically White Colleges and Universities (HWCUs): An Application of A Theory of Racialized Organizations in Higher Education."

MEDIA AND IMPACT

Luke, David (2014, May 27). "The Post-Racial President and the Push for Apprenticeships." Blog post for the American Sociological Association's Organizations, Occupations and Work Section. Retrieved from <http://workingprogress.oowsection.org/2014/05/27/the-post-racial-president-and-the-push-for-apprenticeships/>

* Blog reposted at the London School of Economics and Political Science's "USAPP" daily blog on *American Politics and Policy*: <http://bit.ly/SfhecL>

* Blog reposted at *racismreview.com*: <http://bit.ly/2hShCN4>

FELLOWSHIPS AND GRANTS RECEIVED

2017 University of Kentucky Office for Institutional Diversity Inclusive Excellence Student Program Grant (\$25,000)

2017 SAGE Teaching Innovations & Professional Development Award (\$600)

2017 University of Kentucky Graduate School Dissertation Enhancement Award Grant (\$2,997)

2015 University of Kentucky Department of Sociology Travel Grant (\$400)

2015 University of Kentucky Graduate School Travel Grant (\$400)

- 2015 Society for the Study of Social Problems Lee Student Support Fund (\$200)
- 2015 Alpha Kappa Delta Student Member Research Travel Grant (\$400)
- 2014 University of Kentucky Department of Sociology Travel Grant (\$400)
- 2014 University of Kentucky Graduate School Travel Grant (\$400)
- 2011 University of Kentucky Department of Sociology Travel Grant (\$150)

CONFERENCE PRESENTATIONS, WORKSHOPS, AND PANEL DISCUSSIONS

- 2020 Barnes, Roy C. and David J. Luke. "Board Diversity, Regulatory Violations and Interlocking Directorates: A Brokerage Approach." International Network for Social Network Analysis Sunbelt Conference, Paris, France, June 2020.
- 2020 Luke, David J. (Roundtable Facilitator). "Diversity, Equity, & Inclusion and School Spirit." Michigan Colleges' School Spirit Roundtable, Flint, Michigan, February 2020.
- 2019 Luke, David J. and Kahlil G. Baker. "Whitewashing Diversity Work: Expectations to 'Broaden' and Center White Students in Diversity Work at HWCUs." National Conference on Race and Ethnicity in American Higher Education, Portland, Oregon, June 2019.
- 2019 Luke, David J.. "Doing Social Justice Work at Historically White Colleges and Universities (HWCUs)." American College Personnel Association – Michigan, Social Justice and Inclusive Excellence Drive-In, Lansing, Michigan, May 2019.
- 2019 Poston, Lance E. and David J. Luke. "Safe Spaces? Exploring a Model for Creating Intersectional Campus Coalitions." National Association of Diversity officers in Higher Education Annual Conference, Philadelphia, Pennsylvania, March 2019.
- 2018 Luke, David J., Ernest Emenyonu, Thomn Bell, and Andrew Morton. "'Whitewashing': Racial Disenfranchisement in Higher Education." Race: Are We So Different: Flint Truth and Action Partnership Project Speaker Series, Flint, Michigan, October 2018.
- 2017 Luke, David J. "Diversity Efforts in Three Contexts: A Case for Race-Conscious University Admissions Policies." Michigan Sociological Association Annual Conference, Grand Rapids, Michigan, October 2017.
- 2017 Luke, David J. "Diversity and Multiculturalism in Context: The Role of the Social and Legal Historical Environment in Shaping Diversity." Society for the Study of Social Problems Annual Meeting, Montreal, Quebec, Canada, August 2017.
- 2016 Luke, David J., Lance Poston, Dakota Smith, Mel Lesch, and Joanne Brown. "Many Colors of the Rainbow: Making Space, Showing Up, Creating Change." Second Annual University Leadership Forum: Inclusive Leadership, Lexington, Kentucky, October 2016.
- 2016 Luke, David J. (Panel Moderator). "The Black Student Movement: Where Do We Go From Here?" Dialogue on Race and Education in the 21st Century, Berea, Kentucky, April 2016.
- 2015 Luke, David J. "Diversity Trends in Higher Education: Comparing the Effects of Race-Neutral and Race-Conscious Policies." American Sociological Association Annual Meeting, Chicago, Illinois, August 2015.

- 2015 Luke, David J. "Talk is Cheap: Analyzing Documented Diversity Programs in Publicly Traded Corporations." Society for the Study of Social Problems Annual Meeting, Chicago, Illinois, August 2015.
- 2015 Luke, David J. "Documenting Diversity: Understanding Diversity Discourse in Documented Policy." Southern Sociological Society Annual Meeting, New Orleans, Louisiana, March 2015
- 2014 Luke, David J. "Increasing Inclusion: Studying the Pursuit of Racial Diversity," Michigan Sociological Association Annual Conference, Muskegon, Michigan, October 2014
- 2014 Luke, David J. "Race Shouldn't Matter: Contemporary Racetalk and Student Opinions of Affirmative Action," American Sociological Association Annual Meeting, San Francisco, California, August 2014
- 2014 Luke, David J. "Colorblind Racism and Race-Based Social Policy," Southern Sociological Society Annual Meeting, Charlotte, North Carolina, April 2014
- 2012 Janoski, Thomas & David J. Luke. "New Forms of Organization: The Lean Production Organization and the Donut." Presented by Thomas Janoski, American Sociological Association Annual Meeting, Denver, Colorado, August 2012
- 2011 Luke, David J. "Multiracial Churches in Kent County, Michigan: An Unusual Arrangement," Michigan Sociological Association Annual Conference, Grand Rapids, Michigan, October 2011

COURSES TAUGHT

Classroom

- Intro to Sociology (Teaching Assistant)
- Inequalities in Society
- Race and Ethnic Relations
- Academic Orientation / First-Year Experience

Online

- Sociology of Work and Organizations

COMPUTER SKILLS

- **Word Processing and Analysis:** Microsoft Office (highly proficient in Excel), Nvivo, Qualtrics
- **Statistical Analysis:** SPSS, STATA, SAS, JMP, R,
- **Teaching Programs and Other:** Mac OS X and Windows, AS/400, EndNote, Lotus Notes, Quicken, QuickBooks, Camtasia, Blackboard, and working knowledge of SAP

PROFESSIONAL SERVICE

Manuscript Reviews:

Journal for the Scientific Study of Religion

Michigan Sociological Review

Social Science Research

Sociology of Race and Ethnicity

UNIVERSITY SERVICE

- 2019-present Diversity, Equity, and Inclusion Committee Co-Chair, University of Michigan-Flint
- 2019-present Strategic Enrollment Management Steering Committee Member, University of Michigan-Flint
- 2018-present Advisor for Black Student Union, University of Michigan-Flint
- 2018-present Department of Public Safety Oversight Committee (Alternate), University of Michigan-Flint
- 2018-present Common Read Committee, University of Michigan-Flint
- 2017-2018 Advisor for Sigma Lambda Beta Fraternity, University of Kentucky
- 2016-2018 Student Conduct Hearing Board, University of Kentucky
- 2016-2018 Center for Equality and Social Justice Planning Committee, University of Kentucky
- 2015-2016 Common Reading Experience Implementation Committee Member, University of Kentucky
- 2011-2012 Graduate School Student Diversity Advisory Committee Member, University of Kentucky
- 2006-2007 Tutored students in introductory and intermediate undergraduate accounting classes at Grand Valley State University
- 2005-2007 Facilitated and lead a three-day orientation for new students, Grand Valley State University

DEPARTMENTAL SERVICE

- 2012-2014 Elected by peers to serve as President of University of Kentucky Sociology Graduate Student Organization, representing graduate students in departmental matters

COMMUNITY INVOLVEMENT

- Musician (keyboard) at Total Grace Church, 2015-2018 (Lexington, Kentucky)
- Budget Team member at Total Grace Church, 2012-2018 (Lexington, Kentucky)
- Part of Internal Revenue Service's Volunteer Income Tax Assistance (VITA) program preparing personal income tax returns for free for low to moderate income individuals in Lexington, Kentucky, 2011
- Volunteer at God's Pantry serving food to low income individuals and families in Lexington, Kentucky, 2011
- Designed a marketing plan for a Grand Rapids, Michigan church to increase racial and socioeconomic diversity in 2005

SCHOLARSHIPS AND FELLOWSHIPS

- Lyman T. Johnson Fellowship awarded by the University of Kentucky Graduate School
- Bert Price Diversity Scholarship awarded by Grand Valley State University
- Helen Claytor Scholarship awarded by Grand Valley State University
- Academic Excellence Scholarship awarded by Grand Valley State University

OTHER EMPLOYMENT HISTORY

Accounting and Finance Intern
Mill Steel Company

May 2007 – December 2007
Grand Rapids, Michigan

Business Risk Assurance Intern
Herman Miller Inc.

January 2007 – April 2007
Zeeland, Michigan

Document Imaging Technician
MetroHealth Hospital

October 2003 – October 2006
Grand Rapids, Michigan

Dry Cleaning Clerk
Sheldon Cleaners

November 2002 – August 2003
Grand Rapids, Michigan

Head Dishwasher, Cook, and Host
Village Seafood Restaurant

June 1999 – September 2002
Grand Rapids, Michigan

PROFESSIONAL MEMBERSHIPS

- Society for the Study of Social Problems, 2013 – present
 - Budget, Finance, and Audit Committee Member, 2019-2020, Chair 2020-2022
- Society for the Scientific Study of Religion, 2013-present
- Michigan Sociological Association, 2011 - present
- American Sociological Association, 2010 - present
- International Sociology Honor Society, Alpha Kappa Delta, 2005 - present
- Southern Sociological Society, 2013 – 2018
- Multicultural Business Education Cohort (MBEC), 2005-2007
- Beta Alpha Psi Accounting Honor Society (Kappa Beta chapter), 2005-2007