

TAMARA N. STEVENSON, Ed.D.

EDUCATION

August 2012

**Doctor of Education (Ed.D.), Educational Leadership
Graduate Certificate, Community College Leadership**

Eastern Michigan University, Ypsilanti, MI

Program of Study: Higher Education Administration

Title of Dissertation: The Impact of Racial Battle Fatigue and Role Strain on African American Faculty at Public Community Colleges

Major Advisor: Eboni Zamani-Gallaber, Ph.D.

December 2005

Specialist of Arts, Educational Leadership

Eastern Michigan University, Ypsilanti, MI

May 1998

Master of Arts, Public Relations/Organizational Communication

Wayne State University, Detroit, MI

December 1991

Bachelor of Arts, Journalism

Wayne State University, Detroit, MI

ADMINISTRATIVE EXPERIENCE

March 2019-present

Interim Vice President, Diversity, Equity, and Inclusion and Chief Diversity Officer

Westminster College, Salt Lake City, UT

Provides leadership, supervision, and oversight of Westminster's strategy for strengthening and sustaining diversity, advancing equity, and cultivating inclusion (DEI) across the institution. Highlights to date include:

- Collaborate with Human Resources on developing DEI competencies in staff job descriptions
- Facilitated workshops and informational sessions on inclusive faculty searches
- Facilitated sessions on reviewing and revising student course evaluations and participating in the subsequent working group
- Facilitated DEI "Difference Matters" workshop for the Board of Trustees Fall retreat
- Serve as BERT (Bias Education and Response Team) Chair
- Facilitated the implementation of the pilot Intergroup Dialogue Program
- Oversee the Diversity Lecture Series and Martin Luther King Jr. Commemorative Series
- Oversee the development and implementation of the College's first comprehensive campus climate survey (Spring 2020)
- Manage four (4) (operations and restricted) budget accounts
- Teach the Intercultural and Global Communication WCore (undergraduate liberal education third-year "Engaging The World") course (now offered each spring term)
- Serve on several college-wide committees, e.g., the Northwest Commission on Colleges and Universities Comprehensive Self-Evaluation Review and the General Counsel Policy Working Group

INSTRUCTIONAL EXPERIENCE

August 2017-present

Associate Professor, Communication, Westminster College, Salt Lake City, UT

August 2013-August 2017

Assistant Professor, Communication, Westminster College, Salt Lake City, UT

August 2012-August 2013

Postdoctoral Teaching Fellow, Speech, Westminster College, Salt Lake City, UT

August 2011-May 2012

Visiting Assistant Professor, Educational Leadership, Miami University, Oxford, OH

Sept 2009-April 2011

Adjunct Faculty, Communication/Liberal Arts, Schoolcraft College, Livonia, MI

Sept 2005-August 2011

Teaching Assistant, Educational Leadership, Eastern Michigan University, Ypsilanti, MI

Sept 2009-December 2009

Co-Instructor, Educational Leadership, Eastern Michigan University, Ypsilanti, MI

Sept 2004-June 2005

Adjunct Faculty, Department of Communication, Wayne State University, Detroit, MI

January 2004-April 2004

Adjunct Faculty, English/Humanities, Davenport University, Dearborn, MI

April 2002-December 2003

Adjunct Faculty, General Education, Baker College, Clinton Township, MI

Spring 1999

Adjunct Faculty, General Education, Baker College, Auburn Hills, MI

COURSES TAUGHT

Undergraduate Courses

Baker College

Davenport University

Miami University

Schoolcraft College

Wayne State University

Westminster College

SPK 111 Group Dynamics (1 section, 1 semester)
SPK 201 Oral Communication (1 section, 4 semesters)
COM 120 Presentation Techniques (1 section, 1 semester)
EDL 204 Sociocultural Studies in Education (1 section, 2 semesters)
COMA 103 Fundamentals of Speech (1 section, 4 semesters)
COMM 1010 Oral Communication (1 section, 2 semesters)
SPCH 111 Public Presentations, LE (4 sections, 5 semesters)
COMM 250 Intro to Human Communication (1 section, 8 semesters)
COMM 250 Intro to Human Comm/Disability Communication (first-year learning community) (1 section, 1 semester)
COMM 300 “How to be a Bitch”: (Re)framing the Realities of Women in Leadership (1 section, 2 intercession terms)
COMM 300 #sorrynotsorry & Social Media (1 section, 1 intercession term)
COMM 300 Civil Rights Speeches (1 section, 2 intercession terms)
COMM 310 Professional Writing (1 section, 9 semesters)
COMM 350 Organizational Communication (1 section, 9 semesters)
COMM 365 Intercultural and Global Communication (1 section, 2 semesters)
COMM 490 Professional Portfolios (1 section, 1 semester)
WARCH 350 WestARCHES Seminar IV (1 section, 1 semester)

COURSES TAUGHT

Graduate Courses

Eastern Michigan University

Miami University

Westminster College

EDLD 509 Educational Leadership in a Pluralistic Society (1 section, 1 semester)
EDLD 611 Introduction to Adult and Continuing Education (1 section, 2 semesters)
EDLD 632 Community College Leadership (1 section, 1 semester)
EDL 667 Diversity, Equity, and Dialogue in Student Affairs and Higher Education (1 section, 1 semester)
MED 606 Theoretical Perspectives in Education (1 section, 1 semester)
MPC 650 Intro to the Master of Professional Communication Program (1 section, 1 semester)
MPC 655 Intercultural & Global Communication (1 section, 1 semester)

COURSES DEVELOPED (WESTMINSTER COLLEGE)

COMM 250 Intro to Human Communication (Fall 2015); required Communication Program course

COMM 300 #sorrynotsorry & Social Media Social Media (May 2013); special topics intercession Communication course

COMM 300 Civil Rights Speeches (May 2016); special topics intercession Communication course

COMM 300 How to be a Bitch: (Re)framing the Realities of Women in Leadership (Fall 2016); special topics intercession Communication course (co-developed and co-taught)

COMM 365 Intercultural and Global Communication (Spring 2016): initially a Communication program elective; changed to a WCore (undergraduate liberal education curriculum) option starting Spring 2020

COMM 490 Professional Portfolios (Fall 2014); redesigned required capstone Communication program course (co-developed and co-taught)

MPC 650 Intro to the Master of Professional Communication Program (Fall 2014); introductory graduate course in graduate Communication program

WARCH 350 WestARCHES Seminar IV (Spring 2017); required advanced career professional development seminar

PUBLICATIONS

Baber L.D., Zamani-Gallaher E.M., Stevenson T.N., Porter J. (2019) From Access to Equity: Community Colleges and the Social Justice Imperative. In: Paulsen M., Perna L. (eds) Higher Education: Handbook of Theory and Research. Higher Education: Handbook of Theory and Research, vol 34. Springer, Cham

Stevenson, T. N. & Zamani-Gallaher, E. M. (2016). Racialized and gendered experiences of African American female faculty at public community colleges. In P. A. Pasque, M. P. Ting, N. Ortega, & J. C. Burkhardt (Eds.), *Transforming understandings of diversity in higher education: Demography, democracy and discourse* (pp. pp. 180-201). Sterling, VA: Stylus.

Green-Weir, R., & Stevenson, T. N., (2014). Healthy decisions and unintended consequences: Implications of the Protection and Affordable Care Act (ACA) for higher education. In E. M. Zamani-Gallaher (Ed.), *The Obama Administration and Educational Reform* (pp. TBD). 1st ed. UK: Emerald Group Publishing Limited.

PUBLICATIONS, CONTINUED

- Stevenson, T. N. (2014). Complementary resources. In L. Kelsay & E. M. Zamani-Gallaher (Eds.), *Working with students in community colleges: Contemporary strategies for bridging theory, research, and practice*. Chicago, IL: University of Chicago Press.
- Stevenson, T. N. (2013). Combat in the Academy: Racial battle fatigue, role strain, and African American faculty at public community colleges. In J. S. Brooks & N. Witherspoon Arnold (Eds.), *Confronting Racism in Higher Education: Problems and Possibilities for Fighting Ignorance, Bigotry and Isolation*, (pp. 43-66). Charlotte, NC: Information Age Publishing.
- Graves, S.L., Stevenson, T. N., & Zamani-Gallaher, E. M. (2013). A needle in a haystack: The search for African American female teachers in K-12 education. In E.M. Zamani-Gallaher, & V.C. Polite (Eds.), *African American Females: Addressing Challenges and Nurturing the Future*, (pp. 79-102). East Lansing, MI: Michigan State University Press.
- Zamani-Gallaher, E. M., Bazile, S., & Stevenson, T.N. (2011). Segmentation, capital, and community college transfer students: Exploring community colleges as agents of currency. In Bartee, R. (Ed.), *Contemporary Perspectives on Capital in Educational Contexts*, (pp. 101-132). Charlotte, NC: Information Age Publishing.
- Broughton, E. & Stevenson, T. N. (2006). What they're reading! [Review of the book *Authenticity and Spirituality in Higher Education*]. *Journal of College & Character*, 7 (Online).

CONFERENCE/WORKSHOP PRESENTATIONS

- December 2017 Presenter, "The Backdraft of Microaggressions, Microinvalidations, and Microinsults: Mitigating Misunderstandings". An Informative Discussion/Session on Diversity, Inclusion, and Implicit Bias. Hosted by the Master of Public Health Training Center, Westminster College, Salt Lake City, UT
- June 2017 Presenter, "Talking in Context: The Communicative Duality of College Recruitment" UACRAO (Utah Association of Collegiate Registrars and Admissions Officers) Annual Conference, Utah State University – Eastern, Price, UT
- April 2017 Presenter, "Rights Vs. Privileges: Finding Power Through Equity--A Symposium on Understanding Privilege Through a Constructive Lens", Associated Students of Westminster, Westminster College, Salt Lake City, UT
- May 2016 Workshop Facilitator, Utah Leadership Academy: Disturbing the Leadership Narrative Through Advocacy & Action, Westminster College, Salt Lake City, UT
- June 2015 Roundtable Discussion Facilitator *Creating a Sense of Belonging in Higher Education*", CAN-U (College Access Network) Retreat, Salt Lake City, UT
- November 2015 Panelist/Workshop Presenter, Expect The Great College and Career Readiness Fair, Weber State University, Ogden, UT
- February 2014 Black History Month Diversity Dialogue Facilitator: *Is Justin Bieber a Thug? The Role of Race, Representation, and Reputation in Society*, Westminster College, Salt Lake City, UT
- April 2013 *Racialized Academic Career Components of African American Public Community College Faculty*, Council for the Study of Community Colleges Annual Conference, Meeting National Needs and Leading Innovation: Community Colleges in the 21st Century, San Francisco, CA
- May 2011 *Racial Battle Fatigue and African-American Faculty at Public Community Colleges*, University of Michigan 2011 Community College Interdisciplinary Research Forum Conference, Ann Arbor, MI
- March 2011 *Transfer and Community Colleges as Agents of Currency* (Lead: Dr. Eboni Zamani-Gallaher, 2nd Presenter: Dr. Stanley Bazile), 2011 Annual ACPA (American College Personnel Association) Convention, Baltimore, MD
- November 2010 *Racial Battle Fatigue and Role Strain Among African-American Faculty at Public Community Colleges* (w/Dr. Eboni Zamani-Gallaher), 2010 ASHE (Association for the Study of Higher Education) Annual Roundtable Discussion
- October 2010 *Racialized Role Strain in the Academy: Tensions, Tribulations, Triumphs*, 2010 Fall Michigan AGEP Alliance/KCP FFF Conference, Michigan State University
- February 2009 *The Racialized Role of African-American Faculty at Public Community Colleges: A Commentary for Future Research Educational Leadership in the New Millennium: Merging Theory and Practice*, Miami University, Oxford, OH
- May 2008 *Writing for Publication* (w/Cheryl Aubuchon), Michigan Adult Education and Training Conference, Acme, MI
- March 2007 *The Open Door: Community Colleges and Maintaining Affirmative Access* (w/Dr. Eboni Zamani-Gallaher). Michigan Department of Labor and Economics/Community Colleges Unit, Annual Deans' In-Service Conference, Lansing, MI
- May 2006 *Access Policies, Equity and the Community College Student* (w/Dr. Eboni Zamani-Gallaher). COMBASE/Leading Organizational Change to Reinvent the Community College, Open Door Conference, Wayne County Community College District, Taylor/Detroit, MI
- March 2006 *"Person, Position, Performance: Multiple Dimensions of the Female Leader"*, Graduate Research Fair, Eastern Michigan University, Ypsilanti, MI

RECENT PROFESSIONAL DEVELOPMENT ACTIVITIES

February 2019	Guest Subject Matter Expert, PSYC Career Exploration Course (Topic: Professionalism), Westminster College, Salt Lake City, UT
March 2018	Guest Panelist, "Get Out" Film Screening and Discussion (Dr. William A. Smith), University of Utah, Salt Lake City, UT
March 2018	Guest Lecturer, Communication Program Capstone Portfolio (Topic: Interviewing), Westminster College, Salt Lake City, UT
November 2017	Guest Lecturer, Sociocultural Foundations of U.S. Higher Education course, University of Utah, Salt Lake City, UT
November 2017	Facilitator, Diversity Learn and Lead Series (Topic: Diversity and Democracy), Westminster College, Salt Lake City, UT
October 2017	Guest Lecturer, Communication Program Capstone Portfolio (Topic: Interviewing), Westminster College, Salt Lake City, UT
October 2017	Guest Lecturer, Nursing Program (Topic: Therapeutic Communication/Conflict Resolution), Westminster College, Salt Lake City, UT
October 2017	Facilitator, Diversity Learn and Lead Series (Topic: Diversity and Student Success), Westminster College, Salt Lake City, UT
July 2017	Sponsored Attendee, SOTA (Sisters of the Academy) Research BootCamp, Florida State University, Tallahassee, FL
March 2017	Guest Lecturer, Nursing Program (Topic: Therapeutic Communication/Conflict Resolution), Westminster College, Salt Lake City, UT
February 2017	Attendee, Utah NAME (National Association of Multicultural Education), Salt Lake City, UT
November 2016	Guest Lecturer, Communication Capstone Portfolio (Topic: Interviewing), Westminster College, Salt Lake City, UT
May 2016	Invited Attendee/Panelist, National Center for Institutional Diversity Future of Diversity Research Convening, University of Michigan, Ann Arbor, MI

SERVICE

Institution

Fall 2018	Member, Provost Search Committee
Fall 2018	Chair, Peer/Contract Review Committee (Julian Mendez)
2018-present	Mentor, Legacy STEPS (transfer students) Scholar Program
2017-present	Member, A&S Advisory Council, Westminster College
2017	Member/Diversity Representative, Arts & Sciences Dean Search Committee
2017-2018	Member, Planning Committee, 2018 MLK Commemorative Week
2016-present	Mentor, Legacy (first-year students) Scholars Program
2016	Member, Womxn's Heritage Month Planning Committee
2016	Co-Facilitator, September 2016 Student Diversity and Inclusion Center Black Caucus
2016-2018	Member, Planning and Priorities (College-wide) Committee/Compensation & Benefits Subcommittee
2016-2018	Member, Black Heritage Month Planning Committee
2015	McNair Program Orientation Speaker
2015-2018	Faculty Fellow, Diversity, Equity & Inclusion
2015-2017	Planning Committee Chair, 2017 MLK Commemorative Week
2015-2016	Member/Diversity Representative, Master of Strategic Communication Search Committee
2015-2016	Member/Diversity Representative, Instructional Librarian Search Committee
2015-2016	Member, Campus-wide Culture Initiative
2015-2016	Faculty Partner, "Working With A Diverse Student Population" Adjunct Faculty Griffin Grant
2015-2016	Black Student Union Advisor Support
2014	Diversity Dialogue Facilitator: Black History Month 2014: <i>"Is Justin Bieber a Thug? The Role of Race, Representation, and Reputation in Society"</i>
2013-present	Member, Student Commencement Speaker Committee
2013-2016	Member, IRB Committee
2013-2015	Member, Diversity Council
2013-2014	Participant, College-wide Learning Goals Rubric Review (Writing and Other Communication Skills)
2013-2014	McNair Scholars Application Reviewer
2013-2014	Co-facilitator, Diversity Union Summit
2012-2013	Member, English Post-Doc Search Committee

SERVICE, CONTINUED

Department (Communication Program)

2018-2019	Co-instructor/Mentor, WCore First-Year Learning Community (Disability Communication)
2013-2015	Master of Professional Communication Field Project Reading Committee
2013-2014	Co-instructor/Mentor, First-Year Learning Community

Community

October 2018-present	Volunteer Community Co-host, KRCL RadioActive (90.9 FM) (Utah)
2017	Co-Chair, Statewide Statewide Planning Committee, Expect The Great College and Career Readiness Fair (Utah)
2015	Panelist, and Workshop Facilitator, 2015 Expect The Great College and Career Readiness Fair
2015	Roundtable Discussion Facilitator, "Creating a Sense of Belonging in Higher Education", 2015 CANU (College Access Network) Retreat (Utah)
April 2014-present	Member, Delta Sigma Theta Sorority, Incorporated, Greater Salt Lake Alumnae Chapter
2014-2016	Committee Member/Westminster College representative, Citywide Martin Luther King Jr. "Marade", University of Utah
2013-2016	Member, Statewide Planning Committee Member, Expect The Great College and Career Readiness Fair (Utah)
January 2014	Faculty Speaker, Westminster College Martin Luther King Jr. Day March and Program (Utah)
2013-2014	Judge, Sterling Scholars Awards Program (Utah)
2012-2013	Faculty Attendee/Committee Representative, Expect The Great College and Career Readiness Conference/Fair (Utah)
2008-2009	Consultant/Mentor, Girls in Action Leadership Development Mentorship Program (National Pilot Program) (Michigan)
2007-2008	Mentor, Eastern Michigan University Young Women for Change Mentorship Program (Michigan)
1998-2000	Mentor, Farmington Public Schools Mentorship Program (Michigan)
1998-2000	Member, Farmington Public Schools Community Partnership Committee (Michigan)

AWARDS/HONORS/CERTIFICATIONS

Spring 2019	Unsung Hero Award, Office of Diversity, Equity, & Inclusion, Westminster College
Summer 2017	Scholarship Recipient/Attendee, 2017 Sisters of the Academy (SOTA) Research BootCamp, Florida State University
Spring 2017	Student Advocate Award Nominee, Westminster College
Spring 2016	Leadership Award Nominee, Westminster College
Spring 2015	Gore Course Release Grant, Westminster College
Fall 2014	Strategic Plan Quick Win Grant, Westminster College
Spring 2014	Gore Summer Research Grant, Westminster College
August 2010	Online (Blackboard) Instructor Certification, Schoolcraft College
Spring 2009	Emerging Diversity Scholar Award, National Center for Institutional Diversity, University of Michigan-Ann Arbor
March 2006	Outstanding College of Education Presenter, Eastern Michigan University Graduate Research Fair
September 2005	Recipient, Eastern Michigan University Department of Educational Leadership Doctoral Fellowship
September 2005	Recipient, King-Chavez-Parks Future Faculty Fellowship (Doctoral), Eastern Michigan University
September 2003	Recipient, King-Chavez-Parks Future Faculty Fellowship (Master's/Specialist), Eastern Michigan University

PROFESSIONAL AFFILIATIONS

2018-present	National Communication Association
2007-2013	ASHE – Association for the Study of Higher Education November 2012-Research and/or Scholarly Paper Session Discussant: "Some of These People Are Not Like the Others" October 2007-Invited Attendee: ASHE Graduate Student Policy Seminar Program
2011	CRSEA – Critical Race Studies in Education Association
2011-2013	CSCC – Council for the Study of Community Colleges
2012-2013	ACPA – Directorate Member of the ACPA (American College Personnel Association) Commission for Student Development in the Two-Year College (2012-2015 term)

BUSINESS & INDUSTRY EXPERIENCE

September 2005-
August 2011

Doctoral Fellow, Department of Educational Leadership

Eastern Michigan University, Ypsilanti, MI

- Coordinated Educational Leadership Research Symposium, including development of collateral materials, contact with presenters and faculty mentors, procurement of facilities, project assessment, etc.
- Co-coordinator, John W. Porter Distinguished Chair in Urban Education Visiting Professor Program (2003-2005), including the development of project materials, faculty/departmental contacts, scheduling of seminars/workshops, etc.
- Coordinated Doctoral Student Orientation Program, including the development of project materials, contact with students, project assessment; wrote and designed doctoral program newsletter (*Doctoral Data*)

August 2004-
April 2005

Intern, Office of Continuing Education

Eastern Michigan University, Ypsilanti, MI

- Participated in the preparation, development, and production of various informational materials for use within the department on campus and off-campus locations
- evening office monitor for EMU-Detroit off-campus location, handling student requests, faculty support, and completing closing procedures

August 2000-
June 2003

Communications Manager

Wayne County Regional Educational Service Agency (RESA), Wayne, MI

- Developed and implemented public relations, media relations, and marketing strategies for the intermediate school district for Wayne County (the largest in the state of Michigan)
- Developed and implemented public relations and communications strategies for successful countywide special education millage proposal (August 2002), including specialized strategies with Wayne County school districts, including the Detroit Public School District
- Wrote, edited, and produced a quarterly newsletter for 300 staff members and retirees and three quarterly newsletters for external audiences, including local school district boards, principals, and legislators; wrote and coordinated correspondence for administrative staff, including superintendent and school board members

August 1997-
August 2000

Publications Coordinator

Botsford General Hospital, Farmington Hills, MI

- Developed, wrote, and coordinated editing of publications for specific audiences and facilitated the development and implementation of communications targeted to employees and related publics
- Wrote, edited and produced quarterly newsletter for 800 physicians and alumni; wrote, edited and produced two bi-monthly newsletters for 2,500 staff members; chaired planning committee for organization's first Martin Luther King Jr. Holiday Celebration (1999)
- Coordinated writing, editing, and production of two issues of the community publication mailed to more than 200,000 homes in the metropolitan Detroit area.

1994-1997

Marketing/Communications Specialist

Geometric Results Incorporated, Southfield, MI

- Wrote and proofread articles, developed slide presentations, designed and published newsletters; facilitated bimonthly meetings between managers/supervisors of Ford Motor Company and contract personnel suppliers
- Developed, designed and produced monthly newsletter for 1,400 employees

1993-1994

Editorial Assistant

Metro Times, Detroit, MI

- Wrote and edited Food/Restaurant section. Coordinated content/production of the first two issues of annual special insert; supervised rotating staff of interns, averaging three students per week
- Assisted Editorial Department's news and production efforts, including entering and typesetting copy, proofreading; wrote and coordinated editorial content for special editions with advertising, design/layout, and production departments

1990-1991

Public Relations Writer

AAA Michigan, Dearborn, MI

- Compiled statewide listings of events each week by state and local print and broadcast media; voice talent for weekly broadcast updates for AAA Michigan's "A-Line."
- Voice talent for live or recorded traffic/weather broadcasts to various radio stations throughout the state.

BUSINESS & INDUSTRY EXPERIENCE, CONTINUED

1988-1990

Research Assistant/News Writer

WWJ Newsradio 950 AM, Southfield, MI

- Researched topics, located sources and arranged interviews for news/talk program
- Promoted to newsroom as a news writer for CBS Radio affiliate.

1988-1989

Talk Show Producer

WJLB-FM 98, Detroit, MI

- Screened calls for segment of "Talk Back," WJLB-FM 98's live public affairs show; edited audiotape and wrote stories from program to generate news stories.

REFERENCES

Available upon request