

**Curriculum Vitae**  
**Michael R. Hicks, Ed.D**  
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### **Current Positions**

Centenary College of Louisiana  
Department of Education

*Mattie Allen Broyles Inaugural Year Research*  
*Eminent Scholars Endowed Chair*  
Assistant Professor of Education

Alliance for Community Development, Inc.

Director of Community and Social Action Programs

### **Areas of Specialization**

Diversity, Equity, and Inclusion in Education, Instructional Leadership Practices, Faculty and Staff Development

### **Education**

Doctor of Education

Dissertation: *Instructional leadership practices of Louisiana elementary and middle school principals.*

Louisiana Tech University, Ruston, Louisiana (2014)  
College of Education  
Department of Curriculum, Instruction & Leadership

Master of Arts

Louisiana Tech University, Ruston, Louisiana (2006)  
Guidance & Counseling

Bachelor of Arts

Morehouse College, Atlanta, Georgia (1995)  
Sociology

## **Certifications**

Louisiana State Department of Education - Guidance Counselor - *Valid - Life* #AN456056

## **Professional Work Experience**

### ***Interim Department Chair, Education***

#### ***Assistant Professor of Education***

Division of Arts, Humanities, Social Sciences and Education

### ***Director of Community Partnerships***

#### ***Principal Investigator, Jaguar Community Health Initiative*** (2014 - 2018)

Division of Community and Workforce Development

Southern University at Shreveport, Shreveport, Louisiana

- Responsible for the strategic planning and daily implementation of a federal substance abuse/mental health grant project funded at the 900K level.
- Developed, planned, marketed, administered, and evaluated university/community partnerships.
- Maintained key relationships and resource partnerships with various external agencies including representatives from the business community, professional associations, K-12 schools, and community consortia.
- Oversaw management of program expenditures and prepared applications for additional state and federal funding sources.
- Delivered classroom instruction to undergraduates in Education and Human Services courses.
- Coordinated and participated on college and community advisory boards.

### ***Assistant Professor of Education***

#### ***Coordinator of Male Student Initiatives***

#### ***Director of Teacher Assessment and Certification*** (2014 - 2015)

Division of Education

Jarvis Christian College, Hawkins, Texas

- Taught Pedagogy and Professional Responsibility Courses to pre-service teachers enrolled in the Division of Education.

- Coordinated pre-assessment and certification of student-teachers.
- Initiated programs, panels and events aimed at increased student engagement of non-traditional and culturally diverse male students.
- Authored Honors Program Curricula which was ratified by both the Curriculum and Faculty Governance Committees.
- Established collegial relationships with other campus divisions and members of the East Texas education community at large.

***Advisor & Administrative Team Member (2012 - 2014)***

Louisiana Virtual Charter Academy

Community School for Apprenticeship Learning, New Orleans, Louisiana

- Worked with Head of School, Principal, SPED Director, and cabinet level administrators to deliver online educational services to approximately 1,900 students statewide.
- Directed a complete credit audit of entire high school student population informing Head of School regarding teacher and course inventory needs.
- Counseled individual students and families to facilitate their transition to virtual learning.
- Advised military families via a concerted effort to establish relationships with military bases across Louisiana.

***Middle School Guidance Counselor (2007 - 2011)***

Bethune Math & Science Academy, Academic Recovery & Career Discovery Center

Caddo Parish School Board, Shreveport, Louisiana

- Delivered a comprehensive guidance and state mandated testing program for alternative students parish wide grades 4-12.
- Disaggregated data to help school leaders make decisions regarding curriculum and instruction.
- Counseled students in person centered and group therapy sessions through mostly supportive and encouraging counseling techniques.
- Served as the School Building Level Committee (SBLC) Chair and ensured services and accommodations for students with special needs.

***Multi-Systemic Therapist*** (2006 - 2007)

Louisiana Methodist Children & Family Services  
Shreveport, Louisiana

- Received extensive training on Multi-Systemic Therapy (MST) approach to child counseling and became one of the first certified MST therapists in the state of Louisiana.
- Established collaborative ties with school districts and community organizations to further the understanding of MST.
- Helped “ungovernable” court ordered youth and families establish basic parenting and family frameworks for success.
- Set the therapeutic schedule for caseload of families and presented weekly progress updates to the Lead Therapist.

***Mental Health Specialist & Assistant Program Director*** (2003 - 2006)

Family Services Unlimited, Inc.  
Shreveport, Louisiana

- Provided mental health services to adolescents and adults.
- Raised the level of awareness in north Louisiana regarding access to mental health services.
- Directly supervised and trained Mental Health Assistants (MHAs).
- Offered individual and group counseling sessions focused on mental health rehabilitation.

***Long-Term Substitute Classroom Teacher*** (1999 - 2000)

Caddo Parish School Board  
Shreveport, Louisiana

- Developed Lesson Plans for long-term classroom substitute teaching assignments.
- Taught students in grades 6-8 at schools situated in both urban and rural settings.

**Major Honors & Awards**

Caddo Parish School Board  
Middle School Counselor of the Year (2011)

Phi Delta Kappa, Chapter 1213

Partner In Education Award (2011)

C.C. Antoine Black History Celebration & Festival

Lifetime Achievement Award (2012)

Louisiana Education Policy Fellowship

Selected as an Inaugural Fellow (2015)

The Rev. Harry Blake Trailblazer Award

Recipient of Trailblazer in Education Award (2016)

Louisiana Office of Public Health

Certificate of Recognition for STD/STI Awareness (2017)

### **Selected Organizational & Business Consultations**

Calumet Lubricants, Shreveport, Louisiana

*Advanced Supervisor Training (2013 - 2014)*

City of Shreveport, Leadership Training Classes of 2013, 2016, 2017

*Effective Communication Skills Training (2013, 2016, 2017)*

*Strategic Planning Essentials (2016, 2017)*

Mount Canaan Baptist Church - Education Board

*A Plan for Establishing the Canaan Boys Academy (CBA) Presentation (2012)*

Progressive Baptist Church, Lafayette, Louisiana

*Leadership Training for Church Leaders and Administrators (2014 & 2015)*

### **Research, Policy, and Teaching Interests**

- Social Justice in Education
- Implicit Bias and its effect on school culture
- Leadership Development in K-12 Education: Physical and Virtual Settings
- Research Design and Program Evaluation

## **Current Research & Editorial Projects**

### *The Principalship in Perspective*

Investigates the specific instructional leadership practices of Louisiana elementary school principals that are significantly related to increased student achievement.

### *Redefining Academic Successes for Boys of Color: A National Perspective*

A meta-analytic study on the complex contextual realities of African-American, Hispanic and Latino boys in the American educational system.

### *Journal of International Students (ISSN 2162-3104)*

*JIS* is a non traditional academic publication that features narrative, theoretical and empirically based research articles, essays, book reviews, media commentaries, and faculty/student reflections regarding international students and their cross-cultural experiences. Appointed Fall 2014 as an editor and reviewer by the founding editor, Dr. Kris Bista, University of Louisiana, Monroe.

## **Notable Professional Development Events for Educators**

National Alliance for Public Charter Schools, Las Vegas, Nevada & New Orleans, Louisiana

### *National Charter Schools Conference (June, 2014 & June, 2015)*

National Conference bringing charter school teachers and administrators together to learn, share and support charter schools.

### **Conference Presenter**

Louisiana's Safe & Supportive Schools Initiative, Shreveport, Louisiana

### *3rd Annual Louisiana School Climate Institute (June, 2014)*

State-wide Conference exploring the prevailing and emerging issues that influence conditions for learning including school safety, behavioral health, and bullying.

### **Conference Presenter**

Alliance for Community Development, Inc., Shreveport, Louisiana

### *Urban Education Summit & Professional Development Expo (2013)*

Two-Day Professional Development Expo consisting of one full day of PD presentations for teachers and administrators and one full day of skills development with over 150 urban students from Caddo Parish middle and high schools.

### **Conference Organizer & Presenter**

Alliance for Community Development, Inc., Shreveport, Louisiana

*From Classroom To Courtroom Summit - FC2C (2011 & 2012)*

Three-Day Professional Development Conference focused on eliminating Louisiana's school-to-prison pipeline that exists for boys of color. Teaching and learning specific break-out rooms and presentations by educators, therapists, and advocates.

**Conference Organizer & Presenter**

National Middle School Association, Indianapolis, Indiana

*36th Annual Conference (2009)*

Annual National Conference of middle school teachers and administrators. Presented on the Impact of Service Learning on math and reading strategies across middle school curricula.

**Conference Presenter**

### **Selected Professional Development Presentations**

- Caddo Parish School Board Security Coordinators Training (2018)
- Louisiana State University - Annual Bullying Prevention Conference, Shreveport, Louisiana (2016 & 2018)
- Turner Elementary School Faculty Professional Development, Caddo Parish, Louisiana (2017 & 2018)
- Mental Health Awareness and Substance Abuse Prevention Conference of Northwest Louisiana, Presenter: Effective Counseling Techniques for Boys of Color, Shreveport, Louisiana (2016)
- National Baptist Student Union Retreat, Faculty Presenter: Principles of Christian Counseling, Shreveport, Louisiana (2016)
- Bossier Parish Libraries, Civil Rights Past & Present, Panelist, Bossier City, Louisiana (2015)
- East Iberville Parish Elementary/High School, St. Gabriel, Louisiana (2015)
- Louisiana Virtual Charter Academy- Executive Team Retreat, Baton Rouge, Louisiana (2015, 2016 & 2018)
- Delta Sigma Theta Sorority, Inc., EMBODI Workshop: Education/College/Career Development (November 2015)
- J. S. Clark Leadership Academy, Faculty In-service Retreat, Opelousas, Louisiana (2015)
- Angels of Faith Theatrical Ministries, Keynote Speaker, Shreveport, Louisiana, (2014)
- Georgia Cyber Academy, Atlanta, Georgia (2014)
- Claiborne Fundamental Magnet Elementary School, Faculty Professional Development, Shreveport, Louisiana (2014)
- Community School for Apprenticeship Learning, Operations Department Professional

- Development, Baton Rouge, Louisiana (2014)
- Excellence Academy Charter School, Faculty Professional Development, Monroe Louisiana (2013-2014)
  - National Association Of Black Social Workers, North Louisiana Regional Chapter, Black History Program Presenter (2012)
  - Academic Recovery & Career Discovery Center, Faculty Professional Development, Shreveport, Louisiana (2011)
  - Mansfield Elementary School, Faculty Professional Development, Mansfield, Louisiana (2012)
  - Linear Public Charter School, Student Development Workshop, Shreveport, Louisiana (2011)
  - Upward Bound/TRIO Programs, Featured Speaker, DeSoto Parish, Louisiana (2013)
  - Upward Bound/TRIO Programs, Featured Speaker, Sabine Parish, Louisiana (2014)
  - National Association of Black Social Workers, North Louisiana Regional Chapter, Counseling Workshop (2010)

### **Educational Grant Authorship**

Principal Director & Author: *Developing a Service Learning Program for African-American Males in Urban Middle and High Schools*. Governor's Grant - Cooperative Endeavor Agreement with the Louisiana Department of the Treasury, (2008, Funded \$75,000).

### **Selected Guest Teaching and Lecturing**

Southern University at Shreveport - Division of Community Workforce & Development, Department of Continuing Education, Shreveport, Louisiana  
Continuing Education Workshop - "Avoiding the Five Dysfunctions of Organizations" (Fall 2015)

Bossier Parish Community College, Bossier City, Louisiana  
TEAC 201 Teaching and Learning in Diverse Settings (Spring 2011)

Grambling State University, Grambling, Louisiana  
LECF 704 Socio-cultural & Diversity Issues in Education (Fall 2011)

Louisiana State University - Shreveport, Shreveport, Louisiana  
Guest lecture to undergraduate students enrolled in Introduction to Ethics course - *The Ethics of Dr. Martin Luther King's Letter from Birmingham Jail* (Spring 2014)



**Professional Associations**

Louisiana Education Consortium (LEC) Association of Doctoral Students (2009 - 2013 \*Elected ADS President 2012 - 2013)

American Educational Research Association (2010 - 2014)

Louisiana Education Research Association (2010 - 2012)

The School Leadership Center (2014 - 2015)

ACT® - Louisiana State Organization (2017)

Association of Social and Behavioral Scientists (2017-2019, \*Board Member)

**Past & Present Community & Civic Organizations**

Rotary Club of Shreveport, Shreveport, Louisiana

North Louisiana Civil Rights Coalition (Immediate Past Executive Director)

ARC of Caddo Bossier, Board of Trustees

Alliance for Community Development, Inc. Service Learning Program

United Way of Northwest Louisiana (Needs Allocation Committee)

Omega Psi Phi Fraternity, Inc., Rho Omega Chapter

Mount Canaan Baptist Church, Sunday School Superintendent

Mount Canaan Baptist Church, Ordained Deacon

Scoutreach Committee of Norwela Council, Member

Red River Revel Music & Arts Festival (Music Committee)