

Soribel Genao, Ph.D.
sgenao@gmail.com

EDUCATIONAL HISTORY

2010 Doctor of Philosophy in Educational Administration,
Major: Public Administration

2005 Master of Arts
Major: Urban Affairs & Planning
CUNY, Hunter College

2003 Bachelor of Science,
Major: Mass Communications
St. John's University

2003 University of Accra, Ghana – Study Abroad

CERTIFICATES

2021 Certificate
Diversity, Equity, and Inclusion in the Workplace
University of South Florida Muma College of Business

2022 Certificate
Teams and Leadership
Yale School of Management, Executive Education

EXPERIENCES

Adding Valued Assessments, LLC, Remote

08/2014-Present

Principal Consultant

- Lead DEI strategies for organizational development, ensuring integration of equity principles across talent management and leadership development programs.
- Execute performance measurement and data analytics to promote continuous improvement in employee engagement and inclusion initiatives alongside human resource departments and initiatives.
- Collaborate with cross-functional teams to develop learning modules, employee mentoring programs, and strategic planning for social responsibility efforts.
- Promote a culture of belonging and equity, providing ongoing training and awareness programs across staff.
- Cultivate and lead strategies that create assistive learning modules, mentoring, and strategic planning across the organization's teams and leadership.
- Promote culture and belonging across organizational teams and executive leadership.
- Ensure ethical considerations for all bespoke data and research equity-driven evaluation processes.
- Promote a culture of social responsibility and sustainability within the organization by providing training, education, and awareness-raising initiatives for employees at all levels.

CUNY Queens College
Deputy Chair, Diversity Fellow & Grievance Counselor

8/2010-Present

Key Accomplishments.

- Develop roadmap and implement a strategic plan for employee and partnership engagement trends and equity initiatives.
- Developed and implemented a strategic DEI roadmap, increasing organizational capacity for fostering inclusivity and belonging.
- Collaborate with HR and leadership to embed equity principles into policy and practice, using people analytics, surveys, and listening sessions to embed equity principles in policies and practices
- Secure and managed over \$1M in funding for bilingual education and leadership development programs aimed at supporting diverse communities.
- Conduce mediation and grievance processes in partnership with legal counsel, union representatives, and management

Director of Grievances

8/2021-Present

- Mediate, facilitate, and document discussions between employees and management to explore mutually agreeable solutions to grievances.
- Collaborate with legal counsel to ensure that legal aspects of grievances are adequately addressed and represented to address conflict resolution.
- Work with the union to negotiate improvements in working conditions and dispute resolution procedures.
- Stay abreast of emerging trends and developments in employee engagement and equity.
- Provide updates on the status of grievances and seek guidance on complex or high stakes cases.

Community Solutions

5/2022-8/2023

Director Inclusion Diversity Equity & Access

- Led the execution of the roadmap for Inclusion, Diversity, Equity and Access strategies and training designed to build a culture of belonging and effective skill-building for effective performance, which increased by 30%.
- Assessed and provided Diversity, Equity & Inclusion experience & expertise work through understanding the different needs of our national workforce across teams.
- Engaged across multiple employee resource groups to ensure that all employees can bring their best self to work.
- Ensured all internal DEI programs are driving progress and change against our DEI goals, managed partners at varying stages of leadership, and facilitated an increase in engagement by 22%.
- Successfully developed and implemented remote DEI training with Human Resources and Employee Resource Group (ERG) offering thought leadership and theory of change.

McNeil Enterprise
Consultant

7/2021-4/2022

- Analyzed and evaluated organizational performance needs including line of goals, tasks and measurement criteria, performance curricula, climate, and environments.

- Conducted and increased discovery sessions and assessments using appropriate tools and methods such as systemic thinking, design thinking, task/job analysis and/or development thinking.
- Documented performance and learning outcomes that align with successful achievement of project goals, tasks, and deliverables.

Frontline Solutions

11/2019-4/2022

Consultant

- Facilitated workshops with philanthropic organizations to conduct data collection and analysis for best practices around diversity, equity, and inclusion.
- Recommended solutions, communications around those solutions and set up infrastructure to guide enterprise through implementation.
- Created evaluation criteria for strategies and process implementation. Areas of focus include strategic planning, change management and professional development.

Converge For Change

11/2019-12/2020

Consultant

- Researched, collected, and analyzed data for assessment, and evaluation to help understand and implement programs in our partner sites and communicate impact to a broad range of stakeholders.
- Utilized theory of change to assess and evaluate program benchmarks, goals, and outcomes for funders' report to support growth and ensure long-term sustainability.
- Co-facilitated focus groups, trainings and workshops focused on intersecting knowledge and skills of social impacts focused on active participation and communication skills.

Design and Development for Resources In Education

7/2009-8/2010

Research Associate

- Conducted evaluation research for organizational learning, program development and impact.
- Assisted with facilitating organizational capacity to use feedback and data for program development.
- Customized workshops for programs or organizations' belonging, equity, diversity, inclusion, and justice reforms.

Newark Public School

7/2008-6/2010

Research Associate/ Program Director

- Provided research leadership within district work around equity, social justice, and just transition in the context of academic reform and design of new and ongoing studies, including management plans and budgets.
- Focused on producing applied research relevant for policy and practice on topics identified through collaboration with partners and staff with a focus on the education responses and systems.
- Built and implemented a strategy for the social impact program throughout Newark, NJ.

AWARDS AND RECOGNITIONS

- 2021** Prospanica Diversity, Equity and Inclusion Champion Award, Non-profit Sector.
- 2021** Education Reform Now Advocacy Leaders of Color Fellow LOC fellowship on research on educational reform in public service.
- 2020** Moving Worlds Fellowship Transformative program and development leading social impact processes.
- 2020** Provost Diversity Fellow Nominated and elected to lead diversity, equity and inclusion initiatives at Queens College, CUNY.
- 2020** Professional Staff Congress Next Generation Leadership Initiative preparation for union leadership and policy agendas for reform and engagement.
- 2018** Voices of Women Conference Keynote Speaker
- 2017** CIGE Global Connections American Council of Education US-UK network intensive program delegate.
- 2014** New York State Hispanic Coalition 40 Under 40 Rising Star which recognizes the accomplishments of Latinx populations across sectors.
- 2014** Race to the Top Institution Seed Funds Faculty Recipient provides funding to create innovative co-teaching models within the School of Education at Queens College.
- 2013** Keynote Speaker & Proclamation Recipient Town of Huntington Ceremony engaged community in providing educational assessments and resources for Latinx students and families.
- 2013** CUNY Faculty Fellowship Publication Program selected as part of a cohort-driven support network for scholarship and publication.
- 2007** Cape Town, South Africa Immersion Program- Rutgers University selected for data collection and education consulting initiatives.
- 2003** Accra, Ghana Medgar Evers Study Abroad – selected to join inter-campus connections with faculty and staff from University of Accra and Medgar Evers College

ACADEMIC & LEADERSHIP EXPERIENCES

- 2021-Current:** Professional Staff Congress Grievance Counselor
- 2021-Current:** Professional Staff Congress Delegate
- 2020-Present:** Chair Black and Latine/x Faculty and Staff Association

2017-Current: Education Leadership & Bilingual Extension Coordinator / Associate Professor with Tenure, School of Education, CUNY Queens College

2010-2017: Assistant Professor Educational Leadership, CUNY Queens College

2018-2019: Adjunct, Educational Leadership & Policy Studies, Teachers College, Summers Principal Academy

2016: Adjunct, Public Administration, Long Island University- Brooklyn

2015-Present: Dissertation Mentor and Adjunct, Public Administration, Capella University

2009-2013: Adjunct, Public Administration & Policy, Fairleigh Dickinson University

2011-2013: Adjunct, Human Service & Leadership, St. Joseph's College

2010-2011: Adjunct, Urban Affairs & Planning, CUNY Hunter College

GRANT AND FUNDING COLLABORATIONS

2021 Wallace Foundation Principal Preparation Pipeline Initiative \$75,000 Reinforcing the connections between anti-racism and equity-centered leadership. Developing equity awareness and commitment that will directly support and enhance leadership in schools and districts.

2016 New York State Education Department \$250,000 (per year) Co-Pi effort to develop and implement Master of Education in Educational Leadership and Bilingual Extension Program.

2015 Professional Staff Congress- CUNY \$6,000 Research study comparing mentorship models for educational leadership candidates.

2013 Partnerships for Learning Queens College \$15,000 collected data for research on promoting teachers' teaching of global studies through the development of teachers' curricula design teams

PUBLICATIONS AND CREATIVE ACTIVITIES

Peer-Reviewed Publications

Genao, S. (2024). Introduction Chapter. *Journal of School Leadership*, 34(5), 411-413.

Sankofa, S. D., Muñoz, N., Philippe, D., Genao, S., & Rodríguez, C. (2022). We Gotta Have It: Black and Brown ideologies on solidarity. *Multicultural Learning and Teaching*.

- Genao, S., & Phillips, A. (2022). Transforming, Translanguaging, and Transcending Identities: Developing Culturally Responsive Educational Leadership *Journal of Intercultural Education*, 28.
- Genao, S., Beeman, A., & Melaku, T. M. (2022). Leaning On Our Academic Shields of Gendered Support. *Journal of Education Human Resources*, 40(1), 29-57.
- Genao, S. (2021). Recasting Solidarity: A Call for Radical Engagement and Academic Unification. *International Journal of Qualitative Studies in Education*, 1-13.
- Genao, S. & Jean-Marie, G. (2021). AntiBlack Racism in Education and Schooling. Special Issue. *Journal of School Leadership*, 31.1: 1-2
- Genao S. & Mercedes, Y. (2021). All We Need is One Mic: A Call for Anti-Racist Solidarity to Deconstruct Anti-Black Racism in Educational Leadership. Special Issue. *Journal of School Leadership*, 31.2.
- Genao, S. (2021). Do It For Culturally Responsive Leadership: Utilizing Reflexivity Beyond School Communities. Invited Special Issue in the *Journal of Research on Education*.
- Genao, S. & Hernandez, F. (2020) Introduction for Innovation and Educational Leadership Practices. *Journal of School Leadership*, 30.5: 1-4.
- Russell, C. & Genao, S. (2021). Applying Empathy Curriculum to Enhance the Role of the Paraprofessional for Students with Multiple Disabilities. *Journal of the American Academy of Special Education Professionals*.
- Genao, S. (2016). Culturally responsive pedagogy: Reflections on mentoring by educational leadership candidates. *Issues in Educational Research*, 26(3), 431.
- Genao, S. (2015). Utilizing data to combat absenteeism and decrease dropout rates. *Journal of Education and Urban Society*, 47(4): 463-475.
- Genao, S. (2014). Measuring the effectiveness of an alternative education collaboration: Newark, New Jersey. *International Journal of Educational Management*, 28, 4, 432–450.
- Genao, S. (2013). Meeting AYP: Affective or effective on School Leadership? *Journal of Management in Education*, 27, 159-163.
- Genao, S. (2012) A Review of Collaboration in Administration: Implications for Student Retention. *The Journal of Secondary Alternate Education*, 9(1), 2011-12

Book Publications

- Genao, S. & Gray-Nicolas, N.(Eds.) (Re)Building Bi/Multilingual Leaders for Socially Just

Communities. New directions in educational leadership: Innovations in research, teaching, & learning. Columbia, MO: Information Age Publishing/

Book Chapters (Invited)

- Genao, S. (2020). Rebuilding New York City's Communities: Meeting the Needs for Bi/Multilingual Education Leadership Preparation. (Re) Building Bi/Multilingual Leaders for Socially Just Communities, 1
- Genao, S. (2021). We Come From Everywhere: Innovating Bi/Multilingual Principal Preparation Programs. Education Policy Perils. In Tienken, C. & Mullen, C. (Eds.). Routledge.
- Caraballo, L., Genao, S., & Lipnevich, A. (2019). Expanding communities of practice: Collaboration and mentoring in educational leadership & teacher education. In D. Hucks, Y. Sealey- Ruiz, S.C. Carothers, V. Showunmi & C. Lewis (Eds.), Purposeful teaching and learning in diverse contexts: Implications for access, equity, and achievement. Charlotte, NC: Information Age Publishing.
- Genao, S. (2018) The economic and social equity challenges in addressing charter schools in New York City. In H. Levine & K. Saldivar-Moreno (Eds). Chapter eBook Markets, Government and Public Administration: Synergy or separation in the 21st Century. Bentham Publishers.
- Genao, S. & Genao, P. (2017). The missed education: Lessons from Lauryn Hill's Everything is Everything. In N. Witherspoon-Arnold & Crawford, E. (Eds.), New directions in educational leadership: Innovations in research, teaching, & learning. Columbia, MO: Information Age Publishing.
- Genao, S. & Wamba, N. (2016). Teacher candidates' perceptions on female and male leadership candidates' leadership styles. In Eds. A. Normore & T. Watson, (Eds.), Racially and ethnically diverse women leading education: A worldview. Bingley, UK: Emerald Publishing Group.

Non-Peer-Reviewed Publications

- Genao, S. & Woo, D. (2021) Point/ Counterpoint. Embracing Anti-Racism Principal Preparation Programs Beyond Covid-19. UCEA Review.
- Genao, S. (2019, Dec 11) (Re)Imagining Tenure: Denied While Being a Successful AfroLatina. Medium. Retrieved from:<https://medium.com/search?q=soribel> genao
- Rodriguez, C & Genao, S. (2019, April 11) We Gon' Be Alright: American Education Research Solidarity and the Counterspace Pachanga/Party. Diverse Education. Retrieved from: <https://diverseeducation.com/article/143349/>

Genao, S. (2019, January 29) Why Are Our Immigration Policies Driven by the Politics of White Men? [Blog post]. Retrieved from <http://newyorkschooltalk.org/2019/01/immigration-policies-drivenpoliticswhite-men/>

International Conference Proceedings

Genao, S. (2019). Aligning Culturally Responsive Educational Leadership Through Policy. World Education Leadership Symposium, Zug, Switzerland. Presented on September 26, 2019.

Genao, S. (2017). Observing a School Leader in the Making: Implementation of a Student-Staffed Writing Center at an Early College Secondary School. International Conference on Humanities, Social Sciences, Education and Interdisciplinary Studies, London, UK Presented on December 7, 2017.

Genao, S. (Chair/Facilitator/Presenter), (2014). Common core or common confusion: A closer look at future leaders' positions on management of teaching and learning International Conference on Education and Social Sciences, Venice, Italy Presented on April 13, 2014.

Conference Proceedings

Genao, S., Gray-Nicolas, N. What Does Empowerment Look Like for Black Women in Academia Today? CUNY Career Compass for Women Leaders Conference. City University of New York.

Duncan, N., Yearwood, S., Blackman-Richards, N. Genao, S., DeLongoria, M. Yearwood, T. (March 2024). My Sister's Keeper: Intergenerational & Cross-Cultural Strategies for Student and Faculty Success at Queens College. Diversity Equity and Inclusion Conference. City University of New York.

Rodriguez, C., Genao, S., Horsford, S., Aleman, E., Liou, D., Smith, P., Matias, C., Sweeney, W. Research and the Politics of Division: Re/Building Coalitions for Racial Justice Leadership and Advocacy in Education Across Communities of Color (April 2022). Presenting at AERA. San Diego, CA

Jimenez, M., Genao, S., Martinez, M, Rivera-McCutchen, R. Mendez-Morse, S. (April 2022). Dar (a) Luz: Illuminating the Lives of Latina Faculty through Pláticas. Presenting at AERA. San Diego, CA.

Wallace, G.R.; German, R., Bell, R., Genao, S, (November 2021). Colorism in the Latina/o/e Communities. AP4A Virtual Panel. New York City Department of Education.

Jimenez-Byrne, M., Genao, S., Rivera-McCutchen, R., Fernandez, E., Villavicencio, A., Burciaga, R. (November 2021). Mujeres Guerillera: Sisters to Hermanas Women in Academia Series Convene. Presented at UCEA. Columbus, OH.

Genao, S., Valenzuela, A., & Sweeney, C. (October 2021) AAHHE Latina/o/x Heritage and Indigenous People's Day Panel ~ Justicia and Reconciliation: Enhancing Racial Solidarity in Higher Education. TuGente 2U Virtual Conference.

Genao, S., & Blackman-Richards, N. (September 2021). Reconciliation y Justicia: Beyond Latinx Inclusion for Solidarity. We Are All in This Together. Hispanic Heritage Month CUNY, Queens College Student Life Virtual Conference.

Genao, S., & Rodriguez, C. (September 2021). Reconciliation y Justicia: Beyond Latinx Inclusion for Solidarity. Anti-Oppression Speaker Series. Tu Gente Virtual Conference.

Genao, S., Leonardo, Z., Marquez, J., Gonzalez, L., Kumashiro, K, Jean-Marie, G. (April 2021) Turning the Neoliberal Tide in Academia to Advance Social Justice. American Education Research Association Virtual Conference.

Genao, S. (2021). (Re)Imagining the Culture of Our Communication Beyond Social Trends: The Corps Network Conference. Annual Virtual Conference.

Jimenez-Byrne, M., Genao, S., Rivera-McCutchen, R., Fernandez, E., Villavicencio, A., Burciaga, R. (November 2020). Mujeres Guerillera: Sisters to Hermanas Women in Academia Series Convene. Presented at UCEA Annual Virtual Conference.

DUE TO COVID, TWO MAJOR PRESENTATIONS WERE CANCELED WITH AMERICAN EDUCATION RESEARCH ASSOCIATION & THE CRITICAL RACE STUDIES IN EDUCATION ASSOCIATION

Genao, S. , Leonardo, Z., Marquez, J., Gonzalez, L., Kumashiro, K, Jean-Marie, G. (April 2021) Turning the Neoliberal Tide in Academia to Advance Social Justice. American Education Research Association Virtual Conference.

Genao, S. (2021). (Re)Imagining the Culture of Our Communication Beyond Social Trends: The Corps Network Conference. Annual Virtual Conference.

Jimenez-Byrne, M., Genao, S., Rivera-McCutchen, R., Fernandez, E., Villavicencio, A., Burciaga, R. (November 2020). Mujeres Guerillera: Sisters to Hermanas Women in Academia Series Convene. Presented at UCEA Annual Virtual Conference.

Rodriguez, C., Genao, S., Horsford, S., Aleman, E., Liou, D., Smith, P., Matias, C., Sweeney, W. Research and the Politics of Division: Re/Building Coalitions for Racial Justice Leadership and Advocacy in Education Across Communities of Color (April 2020). San Francisco, CA.

Jimenez-Byrne, M., Genao, S., Rivera-McCutchen, R., Fernandez, E., Villavicencio, A., Burciaga, R. (November 2018). Mujeres Guerillera: Sisters to Hermanas Women in Academia Convene. Presented at UCEA Annual Virtual Conference.

- Genao, S. (November 2018) (Re)Building Bi/Multilingual Leaders for Bi/Multilingual Schools in New York's Most Segregated City. Paper presented at UCEA Annual Conference. Houston, Texas.
- Genao, S., Horsford, S., McClellan, P. Rivera-McCutchen, R., and Watson, T. (April 2018) Setting It Off: From Individual Scholars to Collective Sisterhood Among Five Women of Color in the Academy. Paper presented at the American Education Research Association Conference. New York, NY.
- Genao, S. (December 2017). Observing a school leader in the making: The implementation of a student-staffed writing center at an early college secondary school in Queens, NY. Paper presented at the annual City University of New York Faculty Diversity and Inclusion Conference. New York, NY.
- Genao, S. & Gibson, L. (March 2017). Perspectives and Practices of Education School Faculty of Color. Paper presented at the annual CUNY Diversity b Conference.
- Genao, S. (June 2016). The added value of international service learning collaborative on history teachers: Unpacking Dominican and Haitian relations. Paper presented at the annual Caribbean Philosophical Association Annual Meeting at University of Connecticut, Storrs, CT.
- Genao, S., (May 2016) Revisiting literature for culturally responsive education: Impact on educational leadership candidates supervising teacher candidates. Unleashing the Power of Culturally Responsive Education in the 21st Century: Empowering Students, Families and Educators at The Technical Assistance Center on Disproportionality at NYU, New York, NY.
- Genao, S., Caraballo, L. & Lipnevich, A. (May 2016) Expanding communities of practice: Collaboration and mentoring in educational leadership and teacher education. Paper presented at the annual International Conference on Teaching and Leadership Excellence, National Institute for Staff and Organizational Development, Austin, TX.
- Caraballo, L., Genao, S., & Lipnevich, A. (April 2015) Expanding communities of practice: Collaboration and mentoring in educational leadership and teacher education. Paper presented at the annual American Association of Research Education, Chicago, Il.
- Genao, S., Caraballo, L., Lipnevich, A. (March 2015) Expanding communities of practice: Collaboration and mentoring in educational leadership and teacher education. Paper presented at the Mentors and Leaders in Education, Dowling College, Oakdale, NY.
- Genao, S. (March 2015). Revisiting the missed education of Hispanola post 2013 sanctions in the Dominican Republic. Queens College Secondary Education a

and Youth Services Research Symposium Seminar, Queens, NY.

Genao, S. (February 2015). The research imperative: Measuring the impact of teacher education. Paper presented at the annual American Association of Colleges for Teacher Education, Atlanta, GA.

Genao, S. (April 2013). Can administrative professional development increase student achievement? Case Study: New York City. Paper presented at the annual Urban Affairs Association Conference, San Francisco, CA.

Genao, S. (October 2011) Educating beyond the borders of Hispanola. Queens College Educational and Community Programs Professional Development Seminar, Queens, NY.

Genao, S. (October 2011). The social and emotional effects of the economic downturn in inner city schools. Paper presented at the annual National Dropout Prevention Network Conference Renaissance Schaumburg Hotel and Convention Center in Schaumburg, Il.

Genao, S. (March 2011). Using dialogue to assist inner city schoolteachers to improve student outcomes in New York City. Paper presented at the Democratic Education symposium Conference Medgar Evers College, Brooklyn, NY.

Genao, S. (March 2011). Measuring the effectiveness of an Alternative Education Collaborative in Improving Student Outcomes in Newark, New Jersey. Paper presented at the annual American Society for Public Administration Annual Conference, Baltimore, MD.

Genao, S. (March 2011). Cross-sectoral collaboration to improve student outcome and retention. Paper presented at the SUNY Stony Brook Public Education Conference, SUNY Stony Brook, NY.

Creative Activities: Regional Media

Genao, S. (2021). Sankofa: Black History Celebrations. Black and Latinx Faculty & Staff Association Series: Queens, NY, <https://www.youtube.com/watch?v=ZYslCUWQTVM&t=190s>.

Genao, S. (2020). Educational Rebuild. SoundMinds Podcast. New York, NY. <https://www.youtube.com/watch?v=L6QTqEe4wvU>

Genao, S. (2020). Black Lives Matter & Anti-Racism in Public Higher Education. Queens Memory. <https://www.facebook.com/queensmemory/videos/black-lives-matter-anti-racism-in-public-higher-education/663640734256811/>

Genao, S. (2013). Boldly Talking About Race. Border Crossers. <https://vimeo.com/62648223>

Creative Activities: Consulting Equity Reports

Converge for Change, New Orleans, LA

Consultant Partner with education based and social service non-profit organizations to build capacity. Utilize theory of change to assess and evaluate program benchmarks, goals, and outcomes for funders' report to support growth and ensure long-term sustainability. Lead strategic planning process with staff and other stakeholders to gauge and assess social impacts. Provide design and implementation support on change management, culture, diversity, inclusion, equity, talent management and other topics as needed.

Arkansas TRUE Equity Audit Report Walmart/ Walton Foundations Spring 2020

New Orleans Parish Equity Index Report (Fall 2020)

Frontline Solutions, Washington DC

Facilitated focus groups with Robert Wood Johnson Foundation Scholarship recipients across the nation on how to redesign New Connections Program. Conducted data collection and analysis. Recommended solutions, communications around those solutions and set up infrastructure to guide enterprise through implementation. Created evaluation criteria for strategies and process implementation. Areas of focus include strategic planning, change management and professional development.

Congressional Black Caucus & Black Education Research Collective

2017- 2020 Washington DC Black Summit Organizer and Member

TEACHING AND STUDENT ADVISING

Chaired Doctoral Student Dissertations

Phillips-Kong, Keisha (2015). Comparing rating sources: Which is the best predictive measure of team performance? Hofstra University. Department of Industrial Organization Psychology.

Maynard, Stephen, (2017). Evaluating capability: A study of area agency on aging services In Virginia. Department of Public Service Leadership. Capella University.

Monica Muldrow-Brooks (2019). Assessing the administrative collaboration of a Florida school district preventive program. Capella University.

Carlotta Patterson (2019) Efficiency of the Florida Abuse Hotline. Capella University.

Scott Stenzel (2019) Leading in combat and peace: Evaluating the readiness and overall climate of the 21st Century U.S. Military Leader. Capella University.

Thesis Research

Yesaya Chakana Soko, (2015). An examination of the difficulties experienced by physical science teachers in delivering instruction on the topic of polymers: A case study of group of secondary school teachers in Mzuzu, Malawi. Mzuzu University, Department of Education, Science and Technology.

Courses Developed and Taught

UED 71100: Topics in Urban Education, Graduate Center
ECPEL 880: Educational Leadership Theory, Queens College
ECPEL 881: Curriculum & Supervision, Queens College
ORLA 5532: Program Development: Teaching, Learning & Assessment, Teachers College
ECPEL 883: Human Relations for Educational Leaders, Queens College
ECPEL 885: Legal Problems in Education, Queens College
ECPEL 886: Management for Teaching and Learning, Queens College
ECPEL 887: Technology for School Leaders, Queens College
ECPEL 888: Critical Issues in Education, Queens College
ECPEL 894: Supervisory Practicum, Queens College
ECPEL 890: Field Experiences & Internship

Non-Educational Leadership Courses

2010 – 2015 Adjunct Instructor Human Services St. Joseph's College. Brooklyn, New York

Developed and Taught:

- Academic Research and Writing
- Introduction to Fundraising
- Integrative Analysis
- Leadership Law and Ethics
- Leadership Implications/ Outcomes Evaluation

2004 – 2010 Adjunct Instructor & Lecturer Urban Affairs/ Planning Hunter College, City University of New York

Taught:

- Urban Planning & Policy
- Environmental Policy

2008 – 2010 Adjunct Lecturer Public Administration Fairleigh Dickinson University Teaneck, New Jersey

Taught:

- Administrative Law
- Homeless Policy
- Political Environment and Strategic Planning

2007 – 2008 Adjunct Lecturer Public Administration Rutgers University Newark, New Jersey

Taught:

- Non-Profit Strategic Planning Master of Public Administration Program

Reports

Arkansas TRUE Equity Audit Report Walmart/ Walton Foundations Spring 2020
 New Orleans Parish Equity Index Report Fall 2020
 Human Capital Plan for Alternative High School Initiative 2009

Service

College

Committee Member, Curriculum Committee- College Strategic Plan 2021-Present
 Chair- Black/ Latinx Faculty Staff Association 2020-2021

Invited Member of Queens College's Diversity and Inclusion/ Affirmative Action Plan Committee to the President 2019- 2020

Invited Member of Queens College's Faculty and Leadership Development Advisory Board 2019-Present

Invited Member of Queens College's African American, Black, and Afro-Latino Heritage Group August 2016- Present

Invited Member of Queens College's Strategic Plan Implementation Group August 2016- September 2020

Co-Advisor of ACE CILII College Strategic Plan for Recruitment of Students of Color Spring 2015 –Fall 2019

Committee Member, Community Teachers Initiative Peter Greeman Scholarship Division of Education April 2015- Spring 2020

Program Level

MSEd Ed Leadership and Bilingual Extension Coordinator 2017- Spring 2020
 Director of

Wallace Fellows, Department of Education May 2015- Fall 2020
 Director of District 24

Collaborative Initiative June 2015-June 2019

Department Level

Facilitator of Social Justice Committee, Department of Education and Community Programs 2019-Present

Member, Department of Education and Community Programs Curriculum Committee September 2014-Present

Advisory Board Member, Culturally Aligned and Responsive Early Intervention (I-CARE) U.S. Department of Education Training Grant to Programs in Special Education Program, Queens College August 2012- Present

(Division Level (Include CAEP Committees here)) Co-Facilitator of Equity Audit, School of Education March 2021-Present

Member, Queens College Unit of Education Unit, CAEP Assessment Committee September 2015-Present

Member, Queens College Unit of Education Unit, NCATE Standard 4 Committee September 2010-2012

CUNY Level

PSC CUNY Union Delegate Representative Spring 2021- Present PSC CUNY

Grievance Counselor, Spring 2021- Present

Profession

Nominating Awards Chair of Social Justice SIG, American Education Research Association 2020-Present

Invited Member of American Education Research Association Professional Development and Training 2019-Present

Co-Chair of Mid-Career Award, Latinx SIG, American Education Research Association 2019-2021

Committee Member at Large Metropolitan Council of Educational Administrators Executive 2019- Present

Advisory Board Member
New York State Education Department Principal Project Advisory Team
2016-Present

New York State Teacher Certificate Examination Assessor
2017-Present

American Educational Research Association
Chair of Division A Administration, American Education Research Association

2019-2020, San Francisco, CA.

Co-Chair Division A Administration, American Education Research Association 2018-2019, Toronto, ON

Mentor

2021 Clark Dissertation Mentor University Council of Education Administrators

2016 Asociación de Profesionistas y Empresarios Mexicanos en Nueva York

2016 William L. Boyd National Education Politics Mentor

Politics of Education Association & the University Council for Educational Administration

Reviewer

External Reviewer: Thesis

Yesaya Chakana Soko (2015). *An examination of the difficulties experienced by physical science teachers in delivering instruction on the topic of polymers: A case study of group of secondary school teachers in Mzuzu, Malawi.* Mzuzu University, Department of Education, Science and Technology.

External Reviewer: Dissertation

Phillips-Kong, Keisha (2015). *Comparing rating sources: Which is the best predictive measure of team performance?* Hofstra University. Department of Industrial Organization Psychology

Dissertation Chair

Maynard, Stephen, (2017). *Evaluating capability: A study of area agency on aging services In Virginia.* Department of Public Service Leadership. Capella University.

Monica Muldrow-Brooks (2019). *Assessing the administrative collaboration of a Florida school district preventive program.* Capella University.

Carlotta Patterson (2019) *Efficiency of the Florida Abuse Hotline.* Capella University.

Scott Stenzel (2019) *Leading in combat and peace: Evaluating the readiness and overall climate of the 21st Century U.S. Military Leader.* Capella University.

Editorial Service

Journal of School Leadership
Associate Editor
January 2020- Present

Journal of Urban Education
Reviewer
March 2013- Present

International Journal of Educational Leadership
Reviewer
February 2013- Present

Community

Strategic Advisor, Miami Coalition Advancing Racial Equity 2023-Present

Community Solutions, Director of Inclusion Diversity, Equity and Access 2022-2023

GEM, Advisory Member, 2021-Present

Why Not Care, Inc, Advisory Member, 2020- Present

Harriet Tubman Charter School- Career Fair Participant, 2013, 2014, 2015

Beginning with Children Foundation- Career Fair Panelist/Participant, 2014

Elizabeth Blackwell Middle School- Career Fair Panelist Participant, 2014 Friends

Beyond Borders, Advisory Group Member, 2011-Present

Teacher Collaborative Initiative, Dominican Republic April 2011- Present

Rebuilding Haiti One Trip at a Time, LLC, Advisory Group Member June 2012- Present

PASSNYC, Advisory Member Spring 2017-Present