

DR. COLETTE M. CUMMINGS

PRACTITIONER | SCHOLAR | INSIGHTFUL ADVOCATE

St. Louis, Missouri

314.239.2015

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PROFESSIONAL PROFILE

Highly effective Student Affairs and Higher Education Administrator with over 30 years' experience in multicultural student services. Strategic thinker and mission oriented, with exceptional management, leadership, and team-building experience. Superb written, verbal, and interpersonal communication skills. Committed to cultivating high-impact learning experiences that reflect multicultural awareness.

EDUCATION

Maryville University, St. Louis, Missouri

Doctor of Education, Higher Education Leadership, May 2015

Dissertation: *Evaluating Staff Readiness for Increasing Student Diversity*

University of Illinois, Urbana-Champaign, Illinois

Master of Education, Human Resource Development, May 1992

West Georgia College, Carrollton, Georgia

Bachelor of Arts, English Literature, June 1988

PROFESSIONAL WORK EXPERIENCE

Webster University, St. Louis, Missouri

Associate Dean of Students/Director, Multicultural Center & International Student Affairs

January 1996 - Present

2000 - Present

Assistant Dean of Students/Director, Multicultural Center & International Student Affairs

1998 - 2000

Director, Multicultural Affairs

1996 - 1998

Washington University in St. Louis, St. Louis, Missouri

Campus Y Program Coordinator

1992 - 1996

1994 - 1996

Coordinator of Student Activities for Multicultural Education

1992 - 1994

University of Illinois, St. Urbana-Champaign, Illinois

Resident Director

1988 - 1992

HIGHER EDUCATION ADMINISTRATIVE EXPERIENCE

DIVERSITY, EQUITY, & INCLUSION

- Oversee the onboarding of 400+ undergraduate and graduate students annually from 140+ countries through orientation and support services
- Designed and facilitated 300+ interactive presentations on diversity, equity, and inclusion for colleges and universities, community organizations, and corporations
- Worked with faculty and staff to develop a common reading program for first-year students which examined the underlying issues related to the events which took place in Ferguson, Missouri (e.g., race, poverty, policing, economic & educational disparities) and its lasting impact
- Co-authored a grant with two tenured faculty members that resulted in a team-taught, year-long course around "ism" that merged theory, experiential education, and video production
- Created and initiated an annual campus and community leadership conference to address the needs and issues of women of color
- Developed faith-based statements for local nonprofit diversity organizations' climate survey
- Advised and mentored a variety of student affinity groups including the Association of Black Students, Association of Latin American Students, Student Government, Association of African American Women and the In-town Student Association in the areas of program planning, budgeting, and leadership development
- Oversaw the development of Resilience Inspires Student Excellence (RISE) program, providing support to students from underrepresented student communities

HIGHER EDUCATION ADMINISTRATIVE EXPERIENCE, CONTINUED

MANAGEMENT & LEADERSHIP

- Serve as the direct report for multiple Student Affairs departments including the Career Planning & Development Center, First Year Experience and Undergraduate Persistence, Campus Activities, and Student Conduct and Community Standards
- Managed the development and administration of four departmental budgets totaling over \$800,000
- Collaborated with faculty partners to revamp undergraduate degree requirements and a general education program which resulted in the creation of the Global Citizenship Program (GCP)
- Cooperated with key campus constituents including academic deans, faculty (both full-time and adjunct), public safety, etc. to facilitate educationally-based responses to inappropriate student behavior
- Coordinated Student Life Policies and Procedures development, revisions, and review when needed (including Sexual Offense, Academic Honesty, Student Grievance, and Classroom Disruption policies and procedures)
- Coordinated and facilitated a yearlong Women's Leadership Training Institute (WLTI), providing development in the areas of communication, leadership theory and practice, diversity, balancing personal and professional lives, networking, assertiveness, and going beyond stereotypes
- Served as the Chief Student Conduct Officer, Campus Ombudsman, and Deputy Title IX Coordinator for all domestic, military, and international campuses for 10 years

PROGRAM DEVELOPMENT & FACILITATION

- Direct the university's comprehensive New Student Orientation Program for first-year, transfer, adult, international, and graduate students
- Developed and coordinated an annual week-long, pre-college institute for 40 underrepresented students of color from area high schools to simulate the college experience
- Developed a mentoring plan for the Gregory Hampton Scholars program for entering African American Students who met the criteria for selection
- Oversee all large-scale programming for students and community members including invited speakers (Spike Lee, Bill Nye, Tarana Burke, Benjamin Jealous, Solange, and The Roots)

SELECTED UNIVERSITY COMMITTEES

Webster University, St. Louis, Missouri

January 1996 - Present

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|-------------------------------------|---|
| • University Budget Planning | • First-Generation Students |
| • Multicultural Studies | • Global Data Protection and Regulation |
| • Student Affairs Staff Development | • Commencement Planning |
| • International Student Success | |
| • Crisis Response | |

PROFESSIONAL AFFILIATIONS

- National Association for Student Personnel Administrators (NASPA)
- Association for Student Conduct Administration
- Big Brothers Big Sisters of Metropolitan St. Louis
- Women's Safe House, *Board of Directors*
- Alpha Kappa Alpha Sorority, Incorporated, Omicron Eta Omega Chapter, *President (2002 - 2004)*
- St. Louis Regional System of Care, Family Youth Advisory Board (FYAB)

PROFESSIONAL AFFILIATIONS, CONTINUED

- St. Louis ReCAST (Resiliency in Communities after Stress and Trauma) Community Delegate-Peer Support Team
 - Maplewood United Methodist Church, *Administrative Council Member & Chair, Pastor Parish Relations*
 - Missouri Annual Conference of the United Methodist Church, *Lay Delegate to General and Jurisdictional Conferences 2019-2020*
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SELECTED AWARDS & RECOGNITIONS

Webster University, St. Louis, Missouri

- Dean of Students' International Program Development Award 2003
 - President's Recognition, *Response to September 11th*, 2001
 - Dean of Students' "Students First" Award 2017, 2016, 2014
 - Omicron Delta Kappa Initiated in 2003
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PROFESSIONAL PUBLICATIONS

Cummings, C. M., & Warren, L. (2006). *The Game of Oppression: An Interactive Tool for Diversity Educators*. Student Affairs Administrators in Higher Education (NASPA): Washington, D.C.

SELECTED PROFESSIONAL PRESENTATIONS

Cummings, C. M., & Warren, L. (2007). *The Game of Oppression: A New Tool for Diversity Educators*. Miami, FL: NASPA Multicultural Institute.

Anderson, J., Cummings, C., Dundy, G., Gonzalez, A., Garcia, M., & Warren, L. (2007). *Institute on Establishing a Comprehensive Framework for Concrete Diversity Outcomes and Institutional Change*. San Francisco, CA: National Conference on Race and Ethnicity in Higher Education.

Cummings, C. M. (2006). *Diversity in Action*. Diversity Training. St. Louis, MO: Coro Fellows.

Cummings, C. M., & Warren, L. (2005). *The Game of Oppression: A New Tool for Diversity Educators*. Tampa, FL: National Association for Student Personnel Administrators.

Barbosa, M., & Cummings, C. M. (2004). *Designing Creative Diversity Training*. Training of Trainers. Miami, FL: National Conference on Race and Ethnicity in Higher Education.

Cummings, C. M. (2003). *Diversity Training*. St. Louis, MO: ACLU of Eastern Missouri. Board Retreat.

Barbosa, M., & Cummings, C. M. (2003). *Imagine A Campus: Diversity Training*. San Francisco, CA: National Conference on Race and Ethnicity in Higher Education.

Cummings, C. M. (2002). *Building a Diverse Campus*. Murray, KY: Murray State University. Diversity Training and Keynote Speech.

Cummings, C. M., & Femmer, N. A. (2001). *Imagine A Campus*. Diversity Training. Seattle, WA: National Conference on Race and Ethnicity in Higher Education.

Barbosa, M., & Cummings, C. M. (2001). *Creating A Welcoming Campus Community*. Organizational consulting and training. St. Louis, MO: Washington University Residential Life Staff Training.

Cummings, C. M. (2001). *Diversity and Assertiveness Training*. Group training and organizational consulting. St. Louis MO: St. Louis Office for Mental Retardation and Developmental Disability Resources.

SELECTED UNIVERSITY TEACHING EXPERIENCE

Webster University, St. Louis, Missouri

January 1996 - Present

Adjunct Full Professor

1997 - Present

Managing Diversity in the Workplace

A credited graduate level course in the George Herbert Walker School of Business and Technology. The course focused on the diversity and inclusion skills managers and leaders need to possess in an increasingly diverse workplace.

Student Leadership Development

A credited course on the theoretical and conceptual foundations of personal leadership with emphasis on communication, organizational development, ethical decision making, and goal setting.

American Cultural Pluralism

A credited course designed to engage participants in a systematic process of introspection, self-examination, and understanding and development of personal identity with regards to issues of race, gender, sex, sexual orientation, and socioeconomic class.

Peer Leadership Seminar

A credited course for peer mentor training which focused on coaching, listening, learning styles, and conflict resolution.

Career Exploration (Careers in Business)

A credited course for management and leadership majors in the Walker School of Business and Technology. This course assists students connect aspects of their identities to viable career paths.

Personal Branding

A credited course for management and leadership majors in the Walker School of Business and Technology. This course assists students develop a unified personal brand that clearly articulates their career readiness to potential employers.

Cultural Diversity in the Media

A required, credited course for media majors which examines how the media reflects and directs Americans' thinking about issues of gender, race, socioeconomic class, sexual orientation and religion.

University 101

A one-credit, elective college success course for first-year students.

History of the Civil Rights Movement

A credited, upper level seminar for Multicultural Studies Minors which included a four day trip to Birmingham, Selma, Montgomery, Tuskegee, Alabama and Atlanta, Georgia.