

Professional Profile

Innovative and experienced professional with progressive and diversified success in higher education and student development

Solid knowledge of issues related to student retention, recruitment, advisement, program development, diversity and inclusion, crisis management, student conduct and faculty partnerships

Excellent organizational, administrative and fiscal financial management skills

Experience in developing marketing strategies and organizing campus and community conferences and seminars headlined by nationally known speakers and scholars

Commended for ability to collaborate with peers, to make presentations to and communicate effectively with Boards of Trustees, to connect with students and to utilize non-traditional practices to improve retention and graduation rates of historically under-served and under-represented students

Invited lecturer, workshop presenter and motivational speaker for numerous community groups, faith communities, colleges and universities, and professional organizations

Diversity, Multicultural and Student Engagement Experience

East Stroudsburg University, East Stroudsburg, PA
August 2015- to present

Faculty Coordinator, Women's Center

Overall Responsibilities:

- Establish mission statement and guiding principles.
- Manage the Women's Center budget.
- Plan and coordinate programs.
- Enhance stakeholder engagement.
- Assess needs of Center and programs.

Major Accomplishments:

- Developed an approved mission statement and guiding principles
- Renovated and revitalized the Women's Center
- Planned and coordinated programs focused on but not limited to domestic violence, interpersonal violence, sexual assault, human trafficking, women and leadership.
- Engaged campus and community partners in program development and advocacy.

Assistant Director of Student Conduct and Community Engagement

Major Responsibilities:

- Assisted in administering campus judicial procedures in support of the university's efforts to promote a disciplined community.
- Assist in the development, dissemination, interpretation and enforcement of University policies.
- Serve as judicial hearing officer and ensure that the student's right of due process is applied fairly, consistently and effectively.
- Offer learning opportunities for student violators of University policies and regulations.
- Initiate preventative educational activities that address conflict and potential violations of University policies.

Major Accomplishments:

- Effectively adjudicated student conduct hearings and mediations.
- Advised students about personal responsibility and utilizing effective critical thinking skills.

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Consultant

Center for Research on Educational Access & Leadership (C-REAL)
California State University – Fullerton, Fullerton, CA
July 2013-present

Overall Responsibility:

- Offer implication for practice based on research findings.

Adjunct Instructor

Moravian Theological Seminary

Co-designed and taught graduate course on "Social Justice and Diversity through the Lens of the Hebrew Bible".
Fall 2014 (course has been incorporated into the cultural immersion requirement)

Director of Institutional Diversity and Multicultural Affairs

President's Office, Moravian College and Moravian Theological Seminary, Bethlehem, PA

October 1999 to June 2013

Overall Responsibilities:

- Directed the Office of Institutional Diversity and Multicultural Affairs
- Designed, developed, and implemented campus wide diversity programs and initiatives.
- Fostered diversity in programs, activities, and curriculum through active engagement within the entire College community.
- Provided personal, academic, and environmental support to under-served and historically under-represented students.
- Engaged and advised community constituencies, organizations, and offices on multicultural issues and concerns.
- Tracked the institution's progress toward its strategic goal of diversity and inclusion.
- Supervised support staff and work-study students.
- Managed \$45,000 program budget plus annual gift contributions.

Major Administrative Accomplishments

- Led a campus climate study focused on levels of tolerance and acceptance of under-represented community members that yielded a year-long, campus-wide training program on cultural awareness and cross cultural communication.
- Authored Moravian College's diversity action plan.
- Developed a plan to identify, strengthen, and support under-represented groups within the College community and enhanced cultural competencies among students, faculty, and staff.
- Developed and chaired an internal advisory committee on diversity issues to troubleshoot problems and identify solutions.
- Created and facilitated safe zone, ally training programs for the college and seminary communities fostering more informed individuals about the LGBTQ constituents.
- Developed effective inter-cultural and social justice programs resulting in greater student, faculty and community engagement.
- Creatively utilized resources to maintain quality programs and secure donor contributions in response to financial challenges.
- Consulted with college constituencies and divisions on issues of diversity and inclusion.
- Expanded outreach efforts into the community resulting in increased knowledge of the college and participation in campus events.

Major Student Engagement Accomplishments

- Advised and coached students on matters related to academic, financial aid, social, and personal issues.
- Coordinated diversity programs for Freshman Orientation.
- Designed and facilitated workshops for students on inter-cultural awareness.
- Served as an advisor to and assisted numerous student organizations in revitalizing and implementing their programs through effective organizational leadership.
- Guided students through the development of a multicultural student organization and gospel choir.

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- Guided students through the development of a multicultural student organization and gospel choir.
- Inspired students to develop and submit a proposal for a special interest house.
- Coached students through the rebuilding of organizations focused on the LGBTQ community and allies.

Seminary Responsibilities

- Served as chair of the Seminary Diversity Team that reviewed concerns and provided guidance on issues of diversity and inclusion.
- Supported Seminary faculty and staff in implementing their diversity initiatives.
- Planned and led inspiring multicultural worship services.

Major Seminary Accomplishments

- Designed the cultural competence component for the “Learning as Ministry” course that launched a required multicultural seminar for graduation.
- Co-created and co-taught a course, “Developing Multicultural Competencies through the Lens of the Hebrew Bible”.
- Initiated programs and secured speakers related to social justice issues and cultural awareness.

Assistant Dean of Students

Office of the Dean of Students, Lehigh University, Bethlehem, PA

1986 to 1999

Overall Responsibilities

- Directed the Office of Multicultural Affairs and the “Challenge for Success,” a student retention program.
- Managed \$175,000 budget and fiscal operations.
- Provided leadership in university-wide diversity initiatives.
- Assisted in the coordination of college-wide academic support services.
- Produced annual unit reports and college-wide committee reports.
- Served on university-wide committees.
- Served as a resource for community organizations on issues of diversity.

Major Administrative Accomplishments

Challenge for Success Summer Program

- Served as co-chair of the Challenge for Success Corporate Advisory Board. Developed and implemented a successful six-week summer bridge program serving from 30 to 60 incoming students of color annually for eleven years.
- Hired, trained and supervised 35 faculty and para-professionals.
- Collaborated with faculty and other key administrators in formulating and facilitating the design and implementation of a math pre-test, minority literature course, personal development seminar (group therapy), and career development and engineering seminar.
- Managed residence hall facility, including food services.
- Launched an achievement motivation/leadership program off-campus, as a camp experience.
- Authored proposals and solicited funding for the six-week summer Challenge for Success Program.

Academic Support Services – Student counseling and advisement

- Coached students on academic goals, career planning and graduate school options.
- Monitored student academic progress and mentored students in academic difficulty.
- Implemented a monitoring system for tracking student academic progress.
- Coordinated and led academic skill development workshops.
- Designed support groups for female and male students of color to reduce attrition.
- Served as a liaison to faculty on student retention issues.
- Collaborated with university constituents to improve the retention and graduation rate for students from historically underrepresented groups.
- Conducted data analysis on minority student retention.

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- Responded to student crises and coordinated interventions.

Admissions and Financial Aid

- Worked in tandem with the Office of Admissions to review applications, interview and select prospective students.
- Assisted in the coordination of special recruitment activities and events.
- Partnered with the Director of Financial Aid to address student issues related to funding.

Multicultural Programming

- Facilitated the coordination and planning of the university-wide Diversity Day program in recognition of 25 years of women at Lehigh.
- Planned and implemented programs for Black History, Hispanic Heritage, and Women's History, Native American, LGBT and other cultural awareness events.
- Designed and conducted workshops on prejudice and cultural awareness for student, faculty and administrators.
- Collaborated with the Women's Center and the Women's Studies Department programs as well as other university offices to broaden the cultural programming in the Lehigh University community.
- Co-sponsored programs with multiple community organizations.
- Mentored multiple student organizations like BSU, NSBE, SALSA.
- Engaged the external community in multicultural programming at Lehigh.

Assistant Director of Educational Opportunity Fund Program

College of New Jersey, Trenton, NJ

1982-1986

Overall Responsibilities

- Worked in tandem with admissions office and recruited potential students; interviewed and selected applicants.
- Supervised academic advisors and graduate assistants.
- Counseled and advised students.
- Prepared budgets and proposals.
- Coordinated six-week pre-freshman summer program.
- Selected, trained and supervised faculty and staff.
- Directed residential hall and planned co-curricular activities.

TEACHING EXPERIENCE

- *Diversity and Social Justice: Education for Liberation*, Moravian College, Bethlehem, PA
- *Required Multicultural Seminar*, Moravian Theological Seminary, Bethlehem, PA
- *Cultural Competencies through the Lens of the Hebrew Bible*, Moravian Theological Seminary
- *Diversity in the Workplace*, Comenius Center, Moravian College, Bethlehem, PA
- *Writing 100-Diversity*, Moravian College
- *Learning in Common*, First Year Course, Moravian College
- *Health Disparities and Women of Color*, Guest Lecturer, Moravian College and Lehigh University, Bethlehem, PA
- *Interpersonal Relations in a Changing Society*, Communication 95: Freshman Seminar: Lehigh University
- Guest Lecturer: Freshman Arts and Sciences Courses, Lehigh University

SELECTED PRESENTATIONS & SEMINARS

(from over 100 presentations to community groups, professional organizations and associations)

- *Spoken Word as a Contemporary Form of Psalms of Lament*, (November 2015) presented paper, Society of Biblical Literature
- *Understanding the Complexities of Health Disparities: An In-Depth Look* (September 2014, 2015) Lehigh University
- *Moving Out of My Own Way to be a Better Servant Leader* (October 2014), St. Paul Baptist Church
- *Strangers in a Strange Land: Creating A Heart-Centered Praxis* (November 2014) co-authored and presented paper, Society of Biblical Literature
- *Diverse IV: Facing the Challenges of the 21st Century*, Society of Human Resource Management Lehigh Valley Chapter (May 2013)

- *Planting Seeds Seminar: What Would Jesus Do: Walking Side By Side in a Diverse World*, Hopewell United Methodist Church, October 2012)
- *Microaggressions and Leviticus*, Society of Biblical Literature (November 2012) Co-authored and presented paper
- *Spoken Word and Retention*, Pennsylvania Chapter of National Association of Multicultural Educators (2012)
- *Health Disparities and Women of Color*, Lehigh University (2013)
- *Diversity*, Wesley United Methodist Church, Lenten Series, Social Justice (2009)
- *Rethinking, Retention, and Innovative Approach*, University of Puget Sound (2006)
- *Black Women and Depression*, International Black Women's Congress (2000, 2001, 2002)
- *Black Women and Spirituality*, Association of Social and Behavioral Scientists (2000)
- *Unpacking the Invisible Knapsack: Breaking Down Barriers*, with Dr. Peggy McIntosh, Bethlehem, PA (April 1997)

PUBLICATIONS

FORTHCOMING BOOK CHAPTER

Deborah Appler, Sharon Brown, "Digging Below the Surface. Uncovering Microaggressions as an act of Atonement" *Bridge Work: Conversations between the Bible and Pastoral Theology*, ed. Denise Dombkowski Hopkins and Michael Koppel. Cambridge: Cambridge Scholars (projected 2016).

CONSULTING EXPERIENCE

- Wesley United Methodist Church
- St. Luke's School of Nursing
- Job Corps – Drums, PA
- Great Valley Girl Scouts
- Moravian Hall Square
- Non-profit organizations in the Lehigh Valley on issues of diversity and inclusion

COMMUNITY SERVICE and LEADERSHIP

- Founder and Co-Chair, *Lehigh Valley Black Women's Health Initiative* 2002-present
- Board Member, *Eastcentral PA Area Health Education Center*, 2008-present
- *Bethlehem Area School District* Diversity Advisory Council 2003-2013
- Patient-Centered Advisory Council- *Lehigh Valley Health Network* 2005-2013
- Chairperson of the *LVAIC* (Lehigh Valley Association of Independent Colleges and Universities) Council for Diversity Administrators 2000-2013
- *Aidsnet*, Board of Directors 2002-2009, Chair, 2004-2009
- President, Board of Directors, Bethlehem YWCA, 1998-2000
- Vice President, Board of Directors, Bethlehem YWCA, 1994-1998
- Chair, YWCA Racial Justice Committee, 1994-1998
- Board Member, *United Way of the Greater Lehigh Valley*, 1993-1998
- Board Member, *Victory House Shelter*, 1996-1999
- Steering Committee, Spirit of Women, *Lehigh Valley Hospital*, 1994-1996

PROFESSIONAL AFFILIATIONS

- Society of Biblical Literature
- International Black Women's Congress
- Phi Beta Delta International Honor Society
- National Council on Race and Ethnicity

SELECTED AWARDS

- Moravian Chapter Omicron Delta Kappa Leadership Honor Society, Best Diversity Program 2011 and Best New Program 2013
- International Black Women's Congress – ONI Award (1999)
- Lehigh Valley Latin Alliance Leadership Award (1998)
- Tri-State Equal Opportunities Programs Outstanding Alumnae Award (1991)
- Pennsylvania Historical and Museum Commission Outstanding Contributions (1992)

Sharon A. Brown, M.A.

EDUCATION

- B.A.: Communication Sciences and Disorders, Montclair State University, NJ
- M.A.: Counseling, Guidance and Human Services, Montclair State University, NJ
- 30 + credits Doctoral-level coursework in higher education administration and counseling, Lehigh University, Bethlehem, PA

REFERENCES

Available upon request