

DR. MICHAEL C. WILLIAMS-SCURLOCK

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SUMMARY OF EXPERIENCES

Over 12 years of educational outreach experience categorized by:

- An earned MA in Child, Family, & Community Services, a Graduate Certificate in Management of Non-Profit Organizations, a Certificate of Advanced Graduate Studies in Organizational Leadership in Education, and a Ph.D. in Organizational Leadership.
- Substantial grant-writing practice, contributing to awards totaling more than \$1 million in the last seven years.
- Considerable supervisory experience serving diverse constituencies, including university faculty and community stakeholders.
- Extensive experience advising university student clubs, including being awarded *Faculty Advisor of the Year* three consecutive years.
- Significant university teaching experience, including developing a new graduate course.

EDUCATIONAL PROFILE

Regent University, School of Leadership Studies – Virginia Beach, VA

Doctorate of Philosophy in Organizational Leadership 2005
Certificate of Advanced Graduate Studies in Organizational Leadership in Education 2000
Dissertation: *Servants of All: An Exploration of Servant-Leadership in a Historically Black Fraternity*

Relevant Coursework

- Organizational Development & Theory
- Organizational Communication, Persuasion, & Conflict Resolution
- Strategic Planning & Organizational Change
- Leadership Values, Policy, & Organizational Culture
- Research Design & Analysis
- Advanced Research Methods & Design

University of Illinois, School of Education & Human Services – Springfield, IL

Master of Arts in Child, Family, & Community Services 1996
Concentration in Social Services Administration
Graduate Certificate in Non-Profit Management 1995
Master's Project: *My Brother's Keeper: A Program to Provide Intervention Services to At-Risk African-American Adolescent Males*

Relevant Coursework

- Organizational Dynamics
- Human Resource Management
- Marketing for Non-Profit Organizations
- Fundraising & Resource Development for Non-Profit Organizations
- Advanced Counseling & Interviewing Skills
- Financial Management of Non-Profit Organizations
- Non-Profit Law

Western Illinois University, School of Arts & Sciences – Macomb, IL

Bachelor of Arts in Sociology 1994
Minor in English Literature

PROFESSIONAL EXPERIENCE

Nevada Ballet Theatre – Las Vegas, NV

Director of Education & Outreach 2004 - 2005

Managed six distinct community and school-based arts education/community outreach programs that sought to increase at-risk youth's coping skills and asset development through participation in the arts with almost 13,000 children positively affected by the initiatives annually.

- Forged and maintained collaborations with peer arts organizations, schools, and social service agencies to leverage arts education program delivery and to foster the public's value and awareness of dance as an art form.
- Developed applications to bring aesthetic education into K-12 core curriculum.
- Sought and stewarded funding sources and wrote grants to support and initiate programs.
- Recruited and managed high quality teaching artist and program support staff.

University of Illinois – Springfield, IL

Adjunct Lecturer, College of Education & Human Services 2001 - 2004

Developed course curriculum and instructed graduate students in the Human Services program, primarily students concentrating in child and family services.

Courses Taught

- HMS 467: *Family Dynamics*
- HMS 537: *Treating Children from Diverse Populations*
- HMS 538: *Social Services Administration*
- HMS 567: *Models and Methods of Marriage and Family Treatment*
- HMS 584: *Introduction to Non-Profit Management*

Big Brothers Big Sisters of Sangamon County, Inc. – Springfield, IL

Juvenile Mentoring Program (JUMP) Case Manager 2001 - 2003

Supervised and assisted with the mentoring relationships between adjudicated youth, their adult mentors, and the child's family.

- Facilitated client intake process for juvenile participants.
- Assessed clients' needs and developed service plans that encouraged assets development.
- Provided advocacy, support, and referral services to clients and their families.

University of Illinois – Springfield, IL

Special Projects Coordinator, Office of Multicultural Student Affairs 2000 - 2001

Supported the Multicultural Student Affairs Coordinator with the daily operation and expansion of office mission, goals, and objectives.

- Supervised support and graduate assistant staff and managed office resources and equipment.
- Oversaw special events, programs, and initiatives coordinated by the office and sought funding opportunities to support these endeavors.
- Organized and supervised the research/service projects and provided assistance to undergraduate fellows participating in the Minority Leadership in Public Service Program.

Western Illinois University – Macomb, IL

Director of Ethnic Student Outreach, Recruitment, & Retention 1996 - 2000

Directed the Provost's Office efforts to increase and retain the number of minority higher education students in Illinois by rendering academic enrichment and outreach services to students from grade five through college.

- Conceived and facilitated all aspects of operation including developing mission and objectives, office set-up, and enlisting staff.
- Administered and served as fiscal agent of an annual budget of more than \$135,000.

- Adapted, expanded, and coordinated all components for three distinct multi-site outreach initiatives, including a residential program.
- Hired, trained, and supervised all program staff—including office support staff, interns, site directors, faculty, curriculum developers, food service providers, instruction staff, and residential staff.

University of Illinois – Springfield, IL

Graduate Assistant, Office of Minority Student Affairs 1994 - 1996

Designed and implemented special events, programs, and new initiatives designed to further the office mission and increase program visibility.

- Fostered linkages with external community through collaborative efforts.
- Generated and managed a public relations/marketing campaign to promote program visibility.
- Organized a Minority Alumni Reunion to commemorate the university's Silver Anniversary.

RELATED RELEVANT EXPERIENCE

M.C. Scurlock & Associates – Springfield, IL

President/Principal Consultant 2000 - Present

Provide consultation for organizations, especially non-profit organizations, assisting leaders to effectively renew and transform their organizations with an array of services:

- Organizational Assessment & Development
- Board Development
- Strategic Planning
- Grant Writing
- Program Evaluation
- Staff Development, Team Building, & Conflict Interventions
- Marketing & Public Relations

M4 Graphic Design Services – Macomb, IL/Springfield, IL

President/Graphic Artist 1992 - 1999

Offered a diverse range of graphic design services--from design concepts through typesetting/layout--that go into the formation of high-quality print materials from a simple brochure to a multi-page souvenir book.

University of Illinois – Springfield, IL

Layout Editor, *The Journal* Student Newspaper 1994

Member of editorial staff that was responsible for constructing the final layout of the school newspaper by placing photos, art, and editing stories to fit the page. The position also included writing headlines and designing commercial advertisements.

Western Illinois University – Macomb, IL

Residence Counselor, Illinois Youth on Campus 1993

Governed 40 high-risk youth while they were in the residence halls, dining facilities, and guidance activities during a six-week residential outreach program.

Western Illinois University – Macomb, IL

Recreation Counselor, Illinois Youth on Campus 1991

Scheduled and structured extra-curricular activities for 20 high-risk youth during a six-week residential outreach program.

Western Illinois University – Macomb, IL
Resident Assistant, Higgins Hall 1991 - 1992
Provided supervision, counseling, and wellness programming to 35 college upper-class undergraduate students in a residence hall.

Bushnell/Prairie City Jr. High School – Bushnell, IL
Student Teacher 1990
Designed and facilitated a thematic unit for approximately 20 seventh grade language arts students for one period a day for five weeks.

Western Illinois University – Macomb, IL
Student Manager, Marriott Food Services 1987 - 1990
Responsible for supervising the duties of the student staff in a residential dining hall.

- Accountable for all points of service necessary to provide meal service to over 1100 students per shift.
- Hired, supervised, and delivered disciplinary actions to student staff.

RESEARCH SKILLS

- Instruction and application in quantitative research using SPSS and Excel statistical programs.
- Significant experience in qualitative research, including survey/protocol design and analysis techniques.

SELECTED GRANT PROPOSAL SUBMISSIONS

Lied Foundation Trust	Future Dance Educational Programs	2004 & 2005
Harrah's Entertainment, Inc.	Passport to Culture	2004
Omidyar Foundation	Reaching Children through the Arts...	2004
Corporation for National & Community Service	AmeriCorps VISTA Project Grants (4)	2003
U.S. Department of Education, Mentoring Programs Grant	Partners in Education (<i>P.I.E</i>)	2002
Illinois Board of Higher Education Minority Educational Achievement Grant	Ethnic Scholars Mentoring Program	1999

UNIVERSITY & COMMUNITY SERVICE

Alpha Phi Alpha Fraternity, Inc. - District of Illinois
Life Member 1991 - Present

Director, Area VI	1997 - 2004
Alpha Advisor, Eta Eta Chapter, Western Illinois University	1996 - 2004
Chair, Pharaoh's Council 3	1998 - 1999
Faculty Advisor, Western Illinois University	1996 - 1999
Vice President, Eta Eta Chapter	1992 - 1993
Fishes & Loaves Outreach Ministries - Springfield, IL	
Member, Board of Directors	2002 - Present
Daycare About Kids, Inc. - Country Club Hills, IL	
Member, Board of Directors	2003 - Present
"No More Excuses" Youth Outreach, Inc. - Hazel Crest, IL	
Member, Board of Directors	2003 - Present
West Las Vegas Arts Center - Las Vegas, NV	
Mentor/Community Elder	2004 - 2005
Big Brothers Big Sisters of Sangamon County - Springfield, IL	
Big Brother	2002 - 2003
Corporate Mentor	2001 - 2002
Urban Youth Educational Outreach, Inc. - Chicago, IL	
President, Board of Directors	1997 - 2003
Phi Beta Sigma Fraternity, Inc., Western Illinois University	
Faculty Advisor	1997 - 1999
Zeta Phi Beta Sorority, Inc., Western Illinois University	
Faculty Advisor	1997 - 1999
Sigma Gamma Rho Sorority, Inc., Western Illinois University	
Faculty Advisor	1997 - 1998
University Black Caucus, Western Illinois University	
Parliamentarian	1997 - 1999
Educators for Tomorrow, Western Illinois University	
Steering Committee & Scholarship Selection Committee Member	1997 - 1999
Teacher Education Committee, Western Illinois University	
College of Education Dean's Representative	1997 - 1999
Ethnic Teachers in Action, Western Illinois University	
Faculty Advisor	1996 - 1999
Golden Apple Scholars of Illinois, Western Illinois University	
University Liaison	1996 - 1999

AWARDS & HONORS

National Pan-Hellenic Council	
Western Illinois University - Macomb, IL Faculty Advisor of the Year	1999 & 1998
Outstanding Young Men of America	
Honoree	1998-98, & 96
Blue Key National Honor Fraternity	
Western Illinois University - Macomb, IL Faculty Honorary Inductee	1998
United Hellenic Council	
Western Illinois University - Macomb, IL Faculty Advisor of the Year	1997
Who's Who Among American Colleges & Universities	
Honoree	1996 & 1991
Western Illinois University Talent Grant for Leadership & Service	
Western Illinois University - Macomb, IL Recipient	1990 - 1992
Sigma Tau Delta International English Honor Society	
Western Illinois University - Macomb, IL Phi Delta Chapter	1989
College of Arts & Sciences Dean's List	
Western Illinois University - Macomb, IL Awardee (Summer & Fall Semesters)	1989

SELECTED RESEARCH

Scurlock, M.C. (2002). An independent study of the effects of a pro-social skills curriculum on at-risk adolescents. Unpublished manuscript, Regent University, Virginia Beach, VA.

This quasi-experimental study found statistical significance that a curriculum-based social skills program has a positive effect on the decision-making and conflict resolution skills of at-risk urban adolescents. The curriculum included exercises and training from Skillstreaming the Adolescent (Goldstein & McGinnis, 1997) and was imparted on a conveniently selected group of 13 remote to imminent-risk adolescents in Illinois.

Scurlock, M.C. (2001). An independent study of youth violence in America. Unpublished manuscript, Regent University, Virginia Beach, VA.

This research proposal considered the phenomenon of American youth violence, the underlying causes and effects, and potential approaches. The paper also introduced a curriculum-based intervention strategy for at-risk youth.

Scurlock, M.C. (2000). Organizational diagnostic plan on the University of Illinois at Springfield's Office of Minority Student Affairs. Unpublished manuscript, Regent University, Virginia Beach, VA.

Although, considered a high priority for most stakeholders, minority students have a lower matriculation and retention rate at the University of Illinois at Springfield. Potential antecedents and interventions to these problems were probed and presented in this strategic leadership plan.

Scurlock, M.C. & Ropin, D.A. (2000). Ethical values and stakeholders. In Center for Leadership Studies, Ethics in organizations: Leadership and performance. Unpublished manuscript, Regent University, Virginia Beach, VA.

This book chapter explored the role that the leader's values have on the cultural climate, other essential stakeholders, and the overall success of an organization.

Scurlock, M.C. (1999). School-based conflict resolution strategies and their effect on violent and aggressive traits in inner city African-American male adolescents. Unpublished manuscript, Regent University, Virginia Beach, VA.

This research proposal postulated what outcome effective school-based conflict resolution strategies would have on at-risk inner city African-American male adolescents.

Scurlock, M.C. (1999). Establishing organizational work teams. Unpublished manuscript, Regent University, Virginia Beach, VA.

This literature review provided the framework and structure needed by organizational leaders to create and maintain work teams in their organizations.

Scurlock, M.C. (1999). High-quality communication affects leader-subordinate perceptions and motivations and promotes increased job satisfaction and performance in organizations. Unpublished manuscript, Regent University, Virginia Beach, VA.

This communication model found that high-quality communication, leaders' trust/confidence, and other intrinsic factors affect subordinates' satisfaction and performance in an organization more significantly than extrinsic motivators do.

Scurlock, M.C. (1998). Judging America as the "good" society. Unpublished manuscript, Regent University, Virginia Beach, VA.

In this report, societal goals of truth, equality, love/compassion, justice, freedom/license/liberty, and the laws of the government versus individual sovereignty are defined. America's progression towards these attributes is also critiqued, using logic, pragmatism, and Biblical scripture as criteria.

Scurlock, M.C. (1998). Personal leadership development plan. Unpublished manuscript, Regent University, Virginia Beach, VA.

This analysis used Kouzes and Posner's Leadership Practices Inventory (1998) to appraise the leadership abilities of the author. Traits were evaluated through anonymous surveys from subordinates and peers, providing a dissection of where strengths and weaknesses fell.

Scurlock, M.C. (1996). My brother's keeper: A program to provide intervention services to at-risk African-American males. Unpublished master's thesis, University of Illinois at Springfield.

This paper is a descriptive study that introduces the reader to a design of an academic enrichment program designed for at-risk, inner-city, African-American male adolescents. This qualitative study investigated several conditions that push urban youth into the "at risk" category. Several outreach programs were canvassed through structured interviews and an intervention program was designed which included elements that draw on some of the successes of previously established outreach programs.

PRESENTATIONS, SEMINARS, & WORKSHOPS

Adolescent Character/Social Skills Development

- Scurlock, M.C. (2001, April-June). Skillstreaming the adolescent curriculum. Series of weekly seminars presented at Springfield Urban League W.A.S.S.U.P. Program, Springfield, IL.
- Scurlock, M.C. (2000, July) Skillstreaming the adolescent curriculum. Series of weekly seminars presented at the Summer Institute for Morehouse College Upward Bound Math/Science Southeast Regional Center, Atlanta, GA.
- Scurlock, M.C. (2000, July) Skillstreaming the adolescent curriculum. Series of weekly seminars presented at the Summer Institute for Morehouse College Upward Bound Math/Science State Center, Atlanta, GA.
- Scurlock, M.C. (1999, August) Skillstreaming the adolescent curriculum. Introductory workshop presented at the Youth Leadership Weekend for Urban Youth Educational Outreach, Inc., Chicago, IL.
- Scurlock, M.C. (1999, July) Lead 2K: Leadership for the 21st century. Keynote Address for the Western Illinois University Ethnic Scholars Summer Institute Opening Convocation, Macomb, IL.
- Scurlock, M.C. (1999, April) Lead 2K: Leadership for the 21st century. Keynote Address for the Western Illinois University Ethnic Scholars Leadership Conference, Macomb, IL.
- Scurlock, M.C. (1998, July) Learning to lead. Keynote Address for the Western Illinois University Ethnic Scholars Summer Institute Opening Convocation, Macomb, IL.
- Scurlock, M.C. (1998, July) Learning to lead. Keynote Address for the Western Illinois University Ethnic Scholars Leadership Conference, Macomb, IL

College Preparation

- Scurlock, M.C. (2000, July) Ensuring college success. Seminar presented at the Summer Institute for Morehouse College Upward Bound Math/Science Southeast Center, Atlanta, GA.
- Scurlock, M.C. (2000, July) Ensuring college success. Seminar presented at the Summer Institute for Morehouse College Upward Bound Math/Science State Center, Atlanta, GA.
- Scurlock, M.C. (1999, August) Before I went to college, I wish I had known... Seminar presented at the Youth Leadership Weekend for Urban Youth Educational Outreach, Inc., Chicago, IL.
- Scurlock, M.C. (1999, July) Before I went to college, I wish I had known... Seminar presented at the Western Illinois University Ethnic Scholars Summer Institute, Macomb, IL.
- Scurlock, M.C. (1999, April) Before I went to college, I wish I had known... Seminar presented at the Western Illinois University Ethnic Scholars Leadership Conference, Macomb, IL.
- Scurlock, M.C. (1999, February) Before I went to college, I wish I had known... Seminar presented for the Rock Island High School/Western Illinois University Rock Island Minority Teacher Incentive Program, Rock Island, IL.
- Scurlock, M.C. (1998, July) Before I went to college, I wish I had known... Seminar presented at the Western Illinois University Ethnic Scholars Summer Institute, Macomb, IL.
- Scurlock, M.C. (1998, March) Before I went to college, I wish I had known... Seminar presented at the Western Illinois University Ethnic Scholars Leadership Conference, Macomb, IL.
- Scurlock, M.C. (1997, November) Before I went to college, I wish I had known... Seminar presented for the Rock Island High School/Western Illinois University Rock Island Minority Teacher Incentive Program, Rock Island, IL.

Organizational Effectiveness & Leadership Development

- Scurlock, M.C. (2001, September) Claiming the heritage, accepting the challenge. Organizational retreat facilitation and address presented for the Eta Eta Chapter Leadership Retreat Weekend for Alpha Phi Alpha Fraternity, Inc., Macomb, IL.

- Scurlock, M.C. (1999, August) Lead 2K: Leadership for the new millennium. Organizational retreat facilitation and address presented for the Eta Eta Chapter Leadership Retreat Weekend for Alpha Phi Alpha Fraternity, Inc., Macomb, IL.
- Scurlock, M.C. (1999, August) Lead 2K: Leadership for the new millennium. Organizational retreat facilitation presented for the Executive Board Leadership Retreat for Western Illinois University Ethnic Teachers in Action, Macomb, IL.
- Scurlock, M.C. (1999, April) Lead 2K: Leadership for the new millennium. Organizational retreat facilitation and address presented for the Iota Chi and Omicron Kappa Chapters' Leadership Retreat Weekend for Phi Beta Sigma Fraternity, Inc. and Zeta Phi Beta Sorority, Inc., Macomb, IL.
- Scurlock, M.C. (1998, September) Leading by serving. Organizational retreat facilitation and address presented for the Eta Eta Chapter Leadership Retreat Weekend for Alpha Phi Alpha Fraternity, Inc., Macomb, IL.
- Scurlock, M.C. (1998, September) Leading by serving. Organizational retreat facilitation and address presented for the Iota Chi and Omicron Kappa Chapters' Leadership Retreat Weekend for Phi Beta Sigma Fraternity, Inc. and Zeta Phi Beta Sorority, Inc., Macomb, IL.

REFERENCES

Rachell N. Anderson, Psy.D., Professor & Chair, Human Services rande1@uis.edu
University of Illinois at Springfield

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