

# THOMAS E WALKER

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## EDUCATION

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**PhD, Intercultural Communication**, Arizona State University (ASU), August 2010

dissertation: *Strategic Ambiguity in the Communication of Whiteness*

cmte: Dr Judith N. Martin (chair), Dr Angela Trethewey, Dr Kris Ewing (Education)

**MA, Intercultural Communication**, Arizona State University, August 1997

thesis: *What People Say Back: Verbal Responses to Verbal Expressions of Prejudice*

**BA, Interpersonal and Group Communication**, Tulane University, May 1995

*summa cum laude*, with departmental honors, Phi Beta Kappa

- Stop The Hate ([stophate.org](http://stophate.org)), certified trainer, 2012
- Social Justice Training Institute ([sjti.org](http://sjti.org)), participant, December 2000; intern, December, 2004; participant, Level 2, January 2006; faculty, inaugural Student Experience, July 2007
- Institute on White Power and Privilege, National Conference on Race and Ethnicity, Denver, 1998
- Summer Institute on Intercultural Communication, Portland, 1996
- Junior Year Abroad, the Victoria University of Manchester, England, 1993-94

## PROFESSIONAL EXPERIENCE

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**Director, Educational Programs & LGBTIQA Services**, University of Denver Center for Multicultural Excellence, September 2008-present

Develop, implement and assess campus-wide intergroup relations programming including dialogues, student retreat, employee and classroom trainings; Develop and coordinate campus bias incident monitoring and response system; and Provide educational and support programs to and about campus lesbian, gay, bisexual, transgender, queer/ questioning, intersex and ally communities. Manage unit marketing and communications, including website. Supervise student staff, including graduate fellows. [www.du.edu/cme](http://www.du.edu/cme)

**Assistant Director**, Arizona State University Intergroup Relations Center, March 2005-July 2007

In addition to some programming responsibilities (below):

- Manage development of staff, student and community educational programs, Center curricular and alumni connections, and technological infusion
- Work with Director to provide management and oversight of Center operations, budget and programs
- Represent Center on select University and community bodies (e.g., Campus Environment Team, Healing Racism Community Forum committee)

**Program Coordinator, Sr**, ASU Intergroup Relations Center, July 1999–March 2005

Develop, present and assess theoretically-grounded programs to educate about concepts and skills for improving interaction among different populations on campus and in community. Responsibilities include:

- Coordinate flagship program, Voices of Discovery intergroup dialogues. Manage curriculum development and documentation recruit, select, train and evaluate paid facilitators; oversee program evaluation.
- Provide training and consultation to campus, community and national professionals and organizations on diversity, intergroup relations, social justice, communication skills, and conflict mediation.

- Manage IRC technology, including set up and ongoing administration of office email account, listservs, website, on-line registrations.
- Develop for-credit, interconnecting intergroup dialogue facilitation and participation courses.
- Co-coordinate campus participation in 10-institution national dialogue research project, including shared curriculum development and research design
- Supervise under/graduate student interns through project selection, implementation and evaluation.
- Coordinate Center marketing and publications—hardcopy and virtual.

**Affiliated Trainer**, C. Harris Companies, Inc., January 1999–present

Freelance co-facilitation of three-day introduction to diversity workshops, for example with the US Department of Agriculture National Finance Center (New Orleans). [cathyharris.com](http://cathyharris.com)

**Area Director** (Butler/Mayer), Tulane University Housing and Residence Life, August 1997-July 1999

Administered complete living/learning environment for 500+ undergraduate and international students, including Honors emphasis programming and departmental training and diversity programming. Opened first all-new facility in decades; managed \$30,000 payroll and programming budget. Served on University Mediation Team; represented staff/alumni on 1998 University Strategic Planning Retreat. [tulane.edu/studentaffairs/housing](http://tulane.edu/studentaffairs/housing)

**Associate**, Southern Institute for Education and Research, 1997-99

Co-administered “Common Ground” intergroup dialogue program at New Orleans area colleges. [www.southerninstitute.info](http://www.southerninstitute.info)

**Graduate Assistant**, ASU Campus Communities program, May 1996-July 1997

Developed and introduced innovative, non-classroom faculty-based programs into residential halls and across campus. Responsible for design, logistical implementation and assessment of topical presentations and CommYOUUnity personal development conference.

**Research Assistant**, ASU Drug Resistance Strategies Project, Fall 1995

Collaborated on survey instrument design and administration, write-up of preliminary results, and grant proposal for federally-funded youth drug education program. Now [sirc.asu.edu/research/research\\_projects/pilot-projects](http://sirc.asu.edu/research/research_projects/pilot-projects)

## TEACHING EXPERIENCE

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### Practicum Supervisor

- ASU undergraduate intern and graduate practicum students (1999–2007): Projects include: training shadow program development, campus critical incidents/tactics review, anti-bias education conference preparation, dialogue program assessment redesign
- Iliff School of Theology (Winters 2009, 2010): Provide engagement opportunities and weekly 1-1 reflection supervisor for MTheo student’s Basic Field Experience

**Instructor**, ASU Hugh Downs School of Human Communication & DU Living-Learning Communities  
ILLC: International Communication, Winter 2009, Fall 2009, Spring 2011, Spring 2012

Develop and instruct first-year core course for International Living-Learning Community  
COM225: Public Speaking, Summer 2008

Instruct stand-alone, 24-student section of core service course.

COM100: Introduction to Human Communication, Fall 2007, Spring 2008

Instruct stand-alone, 100- & 438-student sections of survey course. Supervise 1-2 TAs assisting with class.

COM230: Small Group Communication, Fall 1997, Spring 1998, Fall 2007, Spring 2008

Instruct stand-alone, 15-30-student section of core service course.

COM394: Dialogue on Gender, Fall 2004, Spring 2005, Fall 2005, Fall 2006, Fall 2007

Co-develop and co-instruct 3-credit dialogue course as pilot for multi-institution research project.

CED394: Introduction to Intergroup Communication, Spring 2001

Develop and instruct 1-credit seminar on intergroup communication theory and skills

**Curriculum Design Team member**, National Conference for Community and Justice, AZ region, 2000–2005

Co-developed and -implemented week-long curriculum for advanced “Beyond Anytown” program, in which program alumns improve conflict resolution and community mobilization skills.

[www.valleymca.org/social/anytown.cfm](http://www.valleymca.org/social/anytown.cfm)

## **TRAININGS PROVIDED**

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Approximately 1000 trainings to more than 15000 students, faculty, staff and community members on diversity, social justice and intergroup relations topics.

### **university audiences included:**

- campus student leadership teams
- counseling center student inters & pro staff
- disability resources tutors
- education & engineering college staffs
- first-year academic success course instructors
- graduate teaching assistants
- Greek (fraternity & sorority) chapters & councils
- housing professional, graduate and RA staffs
- law school orientations
- new faculty orientations (live & online)
- service learning tutors
- Social Work field practice students, supervisors
- student-athlete advisory council
- undergraduate admission student & pro staff
- Upward Bound transition programs

### **community audiences have included:**

- Arizona National Guard
- Arizona School Social Workers Association
- Central Arizona College faculty
- City of Gilbert Human Relations Commission
- City of Tempe Diversity Steering Committee
- CO Summer Migrant Youth Leadership Institute
- Phoenix Center at Auraria volunteers
- Tempe Convention & Visitors Bureau member hotel staffs
- University of Arizona Union Staff

### **courses presented to include:**

- Asian/Pacific American Studies
- Bachelor of Independent Studies
- Chicano/a Studies
- Counseling Education
- Family Studies
- First-year seminars
- Gender/Women’s Studies
- Higher Education
- Human Communication
- Interior Design
- Leadership L-L Cmty
- MBA Management
- Multicultural Education
- Social and Philosophical Foundations of Education
- Social Work
- Sociology
- Wellness L-L Cmty

## **PUBLICATIONS**

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- Walker, T. E., & Maxwell, K. (forthcoming). Resources for starting intergroup dialogue programs. Online supplement for K. Maxwell, M. Thompson, & R. Nagda (Eds), *Building bridges, creating change: The power of facilitation in intergroup dialogues*. Sterling, VA: Stylus.
- Wong(Lau), K., Landrum-Brown, J., & Walker, T. E. (2010). Training ourselves to do this work: Professionals who facilitate intergroup dialogue. In K. Maxwell, M. Thompson, & R. Nagda (Eds), *Building bridges, creating change: The power of facilitation in intergroup dialogues*. Sterling, VA: Stylus.

- Anijar, K., Chen, H. V. & Walker, T. E. (2005). Poofs—Cheesy and other: Identity politics as commodity in *South Park*. In M. F. Dalton & L. R. Linder (Eds.), *America Viewed and Skewed: Television Situation Comedies*. Albany, NY: SUNY Press.

## PRESENTATIONS

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- *In Other Words: Communicating Across Difference* invited workshop at Colorado School of Mines Leadership Summit, February 2013
- *Racial Justice Institute* faculty at Creating Change National Conference on LGBT Equality, Atlanta, January 2013
- *Mama's Don't Let Your Boys Grow Up to Be...*, invited brown bag lunch discussion at Maricopa County Community College District, July 2007
- *RACETALK: Are We Listening? Are We Being Real?*, invited dialogue experience at the National Conference for Race and Ethnicity in American Higher Education (NCORE), San Francisco, June 2007
- *Intergroup Dialogue: Building Shared Responsibility for Learning and Bridging Across Difference*, at National Association of Student Personnel Administrators (NASPA) & Association of College Personnel Administrators (ACPA) Joint Meeting, Orlando, April 2007
- *Mama's Boy to Man of the House: The Make Up of One Modern Man*, invited speaker for City of Phoenix's "Faces of Diversity" series, January 2007
- *Structured Intergroup Interaction as Curricular Complement to Student Engagement and Success*, invited program at NASPA western regional conference, Boise, November 2004
- *Talk about Talk: Best Problems and Practices in Campus Dialogue Programs*, roundtable on intergroup dialogue programs, at the American Assoc. for Higher Ed. (AAHE) conference, San Diego, April 2004
- *Facilitating Intergroup Dialogues about Race, Gender and Sexual Orientation*, pre-conference workshop, at the National Association for Multicultural Education (NAME) national conference, Las Vegas, Nov. 2001
- *Initiating an Intergroup Dialogue Program: Challenges, Strategies and Outcomes*, panel presentation at the American Council on Education's (ACE) Educating All of One Nation conference, Cincinnati, October 2001
- *The Price is White: Practical Strategies (Re)Investing Whites in Diversity Work*, at NCORE, Santa Fe, June 2000; repeated by organizer invitation, Seattle, June 2001
- *Creating Constructive Campus Intergroup Interaction*, invited major workshop presented by organizer invitation at NCORE, Santa Fe, June 2000
- *The Spice of Life: Diversity of the Healthy Community*, Living Well: ASU Campus Health & Wellness Conference, January 2000
- *The ASU Intergroup Relations Center: A Comprehensive Model*, ACE, October 1999, Albuquerque
- *Mission Mediation: Making Resolution Possible*, 12<sup>th</sup> Annual Loyola University Student Leadership Conference, Spring 1999, New Orleans
- *Food for Thought: Food in Programming*, 5<sup>th</sup> National Conference on Residential Colleges and Living/ Learning Communities, Spring 1997, Tempe, Arizona

## CONSULTING EXPERIENCE

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| • Auraria campus joint Student Life staffs                 | • Northern Arizona University Center for Excellence in Education    |
| • City of Tempe Diversity Steering Committee               | • Tempe Convention & Visitors Bureau                                |
| • Colorado School of Mines                                 | • The Phoenix Center at Auraria                                     |
| • Colorado State University Sexual Assault Awareness Month | • University of California, San Diego, Intergroup Relations Program |
| • National Mortar Board Society                            | • Western Area Power Administration                                 |

**SKILLS**

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- excellent English oral and written communication skills. Basic Spanish.
- effective intergroup experience and skills: Extended contact across identity communities, including culture groups and university affiliations (faculty, staff, student, etc).
- computer skills: PC and Mac platforms; desktop publishing and databasing, including Office, Adobe software; basic web design
- analytical skills: program and learning outcome evaluation, SPSS (statistical software) training

**SERVICE**

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**ASU Campus**

- Classified Staff Council, ASU Tempe campus, President, July 2003-04. Led elected members in representing 4500 non-contract, non-faculty employees to administration. Supervised full-time staff member, oversaw \$50K annual budgets, represented Council at campus and statewide meetings, interacted with constituents. President-Elect (2002-03), Compensation and Benefits cmte chair (2000-02)
- Phi Eta Sigma & Alpha Lambda Delta national first-year honoraries, chapter advisor, 2000-2007. Coordinate annual induction ceremony for 300 members, annual national conference travel and daily administration of \$10K+ operating and scholarship budget
- Student Leadership Development Team, chair 2001-02, member 1999-2003 (dissolved)
- LGBTQ student coalition, co-advisor, 1999-2007
- Tapestry Grant board, administering LGBTQ communities' needs assessment project, funded by Arizona Community Foundation, 2006-07
- Pakistan Student Association, advisor, 2003-04
- College of Public Programs Alumni Shadow Day/ Informal Mentoring Program, 2002, 2003
- University Commencement, volunteer, various 2001-2007
- Homecoming Court screening cmte, 1999-2002
- Maroon & Gold Scholarship, mentor, 1999-2008
- Communication Master's Student Association, secretary, 1998-99

- numerous search committees

**University of Denver**

- Office of Citizenship & Community Standards, Conduct Liaison (2009-)
- Human Resources employee web portal redevelopment project, pilot member
- Queer Straight Alliance (QSA), ex-officio advisor
- Initiation speaker, renaissance induction DU chapter of Alpha Lambda Delta honor society, January 2010
- member, Gender Violence Task Force, Sustainability Council, Mental Health Advisory Board, High Risk Prevention Advisory Council
- various search committees

**Community/National**

- Peer reviewer for *Journal of Diversity in Higher Education* (NADOHE), 2008-present
- Peer reviewer NASPA national conference programs, 2009-present
- GLBT Community Center of Colorado, Youth Advisory Board, co-chair 2009-2010
- Hugh O'Brian Youth Leadership Arizona seminar, Director of Special Services, 2001
- Valley of the Sun LGBT Community Center, library/archive custodian and administrator, 2000-2004
- Kidsplay community service project at Brooks Academy, South Phoenix, volunteer, 1999
- Christmas in April, New Orleans, volunteer 1998 and 1999
- Alumni Admission Committee (local alumni contact), Tulane University, 1995 to present

## **HONORS & AWARDS**

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- ACPA Commission for Social Justice Educators' "Outstanding Social Justice Educator, Trainer or Mentor Award 2010 nominee
- ASU IRC Monalee Ewing "Naming and Claiming" Women's Space award, April 2005
- National International Students Association Award, 2004
- ASU Outstanding Advisor Award nominee (for student organization), 2004
- NCCJ Arizona region Don Eagle Volunteer of the Year Award, 2003
- ASU Student Affairs Tribute to University Staff (STATUS), 2001
- Community Service Award, Gold at the End of the Rainbow (ASU LGBTQ community), April 2000
- ASU Disability Resources, outstanding volunteer 1999-2000
- Provost's Award, Tulane University, May 1995 (University's best all-round graduating senior)
- Peery Medal, Tulane College of Tulane University, May 1995 (College's outstanding graduate)
- Senior Scholar, Tulane University Department of Communication 1995 outstanding graduate
- Randall Cup, The Altamont School, May 1991 (outstanding male graduate)

## **AFFILIATIONS**

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- Arizona Wakonse teaching fellow
- National Association of Student Personnel Administrators (NASPA)
- Phi Kappa Sigma ( $\Phi\kappa\Sigma$ ) social fraternity
- Western States Communication Association