

## Curriculum Vitae

**Bennyce E. Hamilton, EdD**

### SUMMARY OF QUALIFICATIONS

- Accomplished Senior Administrator with demonstrated ability to adapt to the changing climate of higher education
- Engaged Leader with experience as institutional change agent
- Collaborative and participative supervisor adept in brokering partnerships between community and internal stakeholders

### Professional Experience – Education

**Regional Director of the Center for Diversity, Equity, and Inclusion and Deputy Title IX Coordinator**, Miami University Regionals. December 2021 to present

- Member of the Vice President's/Dean's Regional Executive Council
- Member of the College of Liberal Arts and Applied Science (CLAAS) Diversity Council – ex officio
- Collaborate with Academic Affairs and other areas on campus to address issues of recruitment and retention of students
- Advise Native American Student Association (NASA) and Dream Keepers student organizations
- Collaborate with Regional faculty and staff to present diverse training & programming
- Collaborate with local community partners to provide diverse training & programming
- Manage Center's budget
- Hire, train, evaluate, and supervise office workers Implement with integrity federal guidelines for gender equity on regional campuses
- Investigate, report, and assist in resolving issues related to sexual and interpersonal violence, stalking, and/or sexual harassment

**Director of Diversity, Equity & Inclusion**, Dublin City Schools. June 2021 – December 2021

- Chair of Justice, Equity, Diversity, and Inclusion Committee
- Member of Title IX Coordinator Team
- Collaborate with team members to provide guidance around DEI in the curriculum
- Provide DEI Professional Development to district staff and administrators
- Collaborate with local community partners to provide diverse training & programming
- Manage Diversity, Equity, and Inclusion budget

**Regional Deputy Title IX Coordinator**, Miami University Regionals. September 2016 – 2021

- Implement with integrity federal guidelines for gender equity on regional campuses
- Investigate, report, and assist in resolving issues related to sexual and interpersonal violence, stalking, and/or sexual harassment

**Adjunct Instructor**, Miami University Regionals. August 2016 – 2021

- Teach UNV 101: An Introduction to College course
- Teach IDS 159: Strength Through Cultural Diversity course
- Evaluate student performance

**Regional Director of Diversity & Multicultural Services**, Miami University Regionals. May 2015 - 2021

- Represent department and/or division on various campus-wide committees: Diversity Committee on Hamilton and Middletown Campuses, Administrative Council, Strategic Enrollment Management (SEM)

Committee, Hamilton and Middletown Care Teams (identify and assess potential campus threats), Administrative Council, Council on Diversity and Inclusion (CODI)

- Co-Chair of Council on Diversity and Inclusion (CODI)
- Collaborate with Academic Affairs and other areas on campus to address issues of recruitment and retention of students
- Advise Native American Student Association (NASA) and Dream Keepers student organizations
- Miami Regional Empowerment for Determined (RED) Women co-creator
- Collaborate with Regional faculty and staff to present diverse training & programming
- Collaborate with local community partners to provide diverse training & programming
- Manage Diversity & Multicultural Services budget
- Hire, train, evaluate, and supervise office workers
- Collaborate with TRiO coordinator to provide diverse programming and augment grant budget
- Plan and implement Racial Legacies and Learning: How to Talk About Race Program (Hamilton and Middletown)
- Manage Racial Legacies and Learning budget
- Present “Real Talk” sessions to Upward Bound Summer Program students
- Cofounder of Wilson Middle School’s Multicultural Lunch Bunch (Diversity, leadership, cultural, recruitment/retention activities)
- Regional campus liaison to Southwestern Ohio Council for Higher Education (SOCHE): Chair; Diversity and Inclusive Excellence Committee (2016-2018)
- Partner with local high schools, community college, and area businesses to establish support services and recruitment relationships
- Support FIERCE (Fearless, Independent, Educated, Resilient, Confident, and Engaged) Girls program for 4<sup>th</sup> to 6<sup>th</sup> grade girls interested in leadership and STEAM activities
- Represent Miami University Regional campuses in myriad civic, professional, and community settings
- Appointed to President’s Diversity Initiatives Task Force Summer 2020
- Appointed to campus-wide Climate Survey Work Group (CWSG) to create the 2017-2018 climate survey
- Appointed to President’s Diversity Work Group for MAC Conference Summer 2020
- Appointed to Regional Dean’s Strategic Priorities Group Summer 2020

**Independent Consultant**, Tri-County Area. July 2019 – present

- Provide trainings around diversity, equity and inclusion concerns for non-profits, and governmental agencies
- Pre and post assessment to monitor growth
- Evaluated performance
- Post training follow-up to determine future needs

**Director of Multicultural Affairs**, Wilmington College. August 2012 – May 2015

- Represented department and/or division on various campus-wide committees: Staff Council, Human Resources, Student Life, Student Affairs, Early Alert and Retention Protocol (EARP)
- Coordinated multicultural campus and community wide programming (Martin Luther King Day, Women’s History Month, Black History Month, Constitution Day)
- Collaborate with Academic Affairs and other areas on campus to address issues of recruitment and retention of ethnic minority and culturally underrepresented students Collaborated with the Education Department to create an Urban Education teaching experience for students
- Collaborated with Wilmington City Schools to increase the recruitment of teachers from diverse backgrounds
- Collaborated with Wilmington High School administrators and counselors to increase academic performance and retention of students of color
- Supervised Wilmington College Connections Peer Mentoring Program and evaluate program effectiveness
- Advised the Black Student Initiative (BSI) student organization
- Managed Multicultural Affairs budget

**Adjunct Instructor**, Wilmington College. January 2013 – May 2015

- Developed and taught honors course: The Role of Women in Social Change
- Taught Developmental Writing to freshmen and transfer students
- Taught First Aid and CPR courses
- Evaluated student performance

**Firefighter/Paramedic**, Cincinnati Fire Division. August 1988 – January 2013

- Responded to fire and emergency medical calls
- Informed neighborhood community councils of public safety information
- Assisted in the recruitment process of prospective firefighters
- Provided first aid and CPR presentations to children and adults
- Presented fire prevention and public safety information to students at local schools

**English Teacher**, Scarlet Oaks Career Development Campus. November 2008 – July 2012

- Instructed English classes to high school juniors, seniors, and post-graduates
- Developed and implemented supplemental instructional materials
- Developed lesson plans that prepared students for post-secondary education
- Incorporated technology into classroom learning
- Member of Safety Committee
- Member of Associate Diversity, Equity, Inclusion Council
- Assisted in student recruitment for the Early Childhood Education and Fire Service Technology Programs

**Adjunct Professor**, Gateway Community and Technical College. January 2009 – September 2011

- Instructed Developmental Reading/Developmental Writing to freshmen students
- Evaluated student performance

**Consultant/Adjunct Professor**, Union Institute and University. June 2008 – December 2008

- Developed and implemented a written agreement between the Cincinnati Fire Department and Union Institute and University
- Developed a marketing plan to recruit firefighters into the baccalaureate programs offered at Union Institute and University
- Worked with two-year institutions to transition students into a baccalaureate program at Union Institute and University
- Instructed freshman level English Composition (in-class and online)
- Coordinated classroom sessions at Union Institute and University and satellite locations
- Evaluated and assign college credits to state firefighter training programs including Ohio, Kentucky, and Indiana

**Instructor**, Cincinnati State Technical and Community College. January 2005 – March 2008

- Hired and managed adjunct instructors and consultants; maintained records related to hiring and performance
- Developed curriculum for fire service technology courses
- Instructed fire service technology courses and emergency medical technology courses
- Recruited new students
- Advised students
- Implemented and advised Fire Service Technology Club

**Adjunct Professor**, University of Cincinnati. September 2002 - 2004

- Instructed Developmental Reading to freshmen students
- Instructed Preparatory Composition to University College students

**English Teacher**, Princeton City Schools. August 1999 - July 2001

- Developed and implemented tenth grade “regular” English curriculum
- Developed and implemented Peer Mediation Program
- Instructed English classes to average and below average sophomores

- Instructed Literature classes for juniors
- Advised Peer Mediators

**Intern**, Cincinnati Initiatives for Teacher Education, Cincinnati Public Schools. August 1998 - June 1999

- Instructed English as part of an Academic team to seventh and eighth grade students in a multi-aged classroom
- Committee member working to improve UC curriculum to meet NCATE certification standards

### **Additional Academic Leadership Experience**

**Upward Bound**, Mt. St. Joseph, Summer 2010

- Designed and instructed Summer English for urban youth in grades 9 through 12
- Evaluated student performance

**GEAR-UP**, University of Cincinnati, Summer 2003-2007

- Designed and instructed Summer Reading Program for seventh and eighth grade students
- Designed and instructed Fire Camp for seventh and eighth grade students
- Evaluated student performance

**Advisory Board Member**, Aiken High School Career Paths Program, 1995 - 1997

- Provided assistance in recruitment and retention of students in the Fire Science Program
- Created, implemented, and supervised ride-along program for students interested in becoming firefighters

**Instructor**, Queen City Vocational Center, 1986 – 1988

- Designed and implemented workforce development curriculum: grammar, public speaking, and self-esteem activities to adults entering the “world of work”
- Evaluated student performance

### **Publications**

Hamilton, B.E. and Kimple, K.C. (2022). Navigating Social Location and Identity as Transformative Praxis for Higher Education Diversity Administrators: Which hat do I wear now? In E. T. Parker, E.T. (Ed.). *Becoming a Diversity Leader on Campus: Navigating Identity and Situational Pressures* (1st ed.). Routledge. <https://doi.org/10.4324/9781003008521>

Kramer, R. & Hamilton, B.E. (January/February 2016). Walk a Mile in Your Neighbor’s Shoes: Diversity in the studio. *Clavier Companion*.

Hamilton, B. E. (2008). The reflexive journey: One teacher’s path to self in the footsteps of her students. *Ohio Link ETD Center* (ucin1218800146).

Meyer, H., Hamilton, B., Kroger, S., Stewart, S., & Brydon-Miller, M. (2004). The unexpected journey: Renewing our commitment to students through educational action research. *Educational Action Research*, 12(4), 557-573.

### **Presentations**

*Finding Your Superpower and Putting It to Work*: Ohio Association of Secondary School Administrator’s (School Secretary’s Conference), November 2022

*Why I Am Living My Best Life*: Sinclair Community College Equity Summit, November 2022

*Finding Your Superpower and Putting It to Work*: Ohio Association of Secondary School Administrator’s (Women’s Leadership Conference), February 2021

*Keeping the Dream Alive:* Ohio Ministerium, January 2020

*Integrating the Wisdom of Our Past into Our Future:* Atrium Medical Center, January 2020

*Bias and Microaggressions:* Fitton Center for the Arts, January 2020

*Diversity in the 21<sup>st</sup> Century Military:* Air Force Institute of Technology, June 2019

*Diversity in the 21<sup>st</sup> Century:* Miami University Regionals Inclusion and Diversity Series, March 2019

*Leveraging Women Leaders: Lessons from the Fire Service,* Athena Akron Keynote Address, October 2018

*Diverse Threads,* Fitton Center's Celebrating Self Series, February 2018

*From the Fire Tower to the Ivory Tower: Using Autoethnography to Voice Transformation,* International Congress of Qualitative Inquiry, July 2016.

*Exploring Diversity,* GALA Choruses Leadership Conference, August 2014.

*Enhancing Diversity: Continuing the Choral Movement in 2014,* Sister Singers Network Conference, July 2014.

*Emergency Room as Primary Care Physician: The Impact of Emergency Room Overuse by Underserved Populations,* Fifth Annual Health Disparities Conference Teachers College, Columbia University March 2013.

*I Can See You, Can You See Me: Teaching through a reflexive culturally relevant pedagogical lens,* Southwestern Ohio Council for Higher Education (SOCHE) Conference, November 2012.

*I Feel Like Going On: Creating Choir Diversity,* GALA Choruses Conference, July 2008.

### **Professional Memberships**

- National Association of Diversity Officers in Higher Education
- Southwestern Ohio Council for Higher Education
- Greater Cincinnati Consortium of Colleges and Universities
- Ohio Council of Teachers of English Language Arts

### **Civic Involvement**

- Member, Greater Hamilton Coalition Against Hate, 2021 - present
- Board Member, Fitton Center for the Arts, 2020 - present
- Board Member, YWCA Hamilton, 2018 – present (currently Board President)
- Board Member, Habitat for Humanity of Greater Cincinnati, 2017 - 2019
- Board Member, Parents for Public Schools of Greater Cincinnati, 2017 - 2019
- Member, Chief Diversity Officer's Roundtable, 2013 - present
- Member, MUSE Cincinnati's Women's Choir, 2000- 2015
- Board Member, National Women's Music Festival, 2011 - 2012
- Co-Chair, Social Change Committee, MUSE, Cincinnati's Women's Choir, 2007 - 2009
- Chair, Silent Auction Committee and Board Member, MUSE, Cincinnati's Women's Choir, 2001-2007
- Social Action Committee, Delta Sigma Theta Sorority, Inc. 2001-2002
- Mentor, Burton School at risk youth 2000 – 2003
- Mentor/Tutor South Avondale School at risk youth 2002 – 2004

### **Honors and Awards**

- Westchester-Liberty Chamber Alliance Women of Excellence Award, 2022
- Miami University Intercollegiate Athletics Diversity Award, 2020

- Miami University Ray of Light Diversity Award, 2019
- Miami University Regionals Campus Impact Award, 2017
- Miami University Project Civility Award of Excellence, 2016
- Cincinnati Fire Department Blue Maltese Award for Outstanding Emergency Medical Service, 2013
- Dada Rafiki Award, 2006
- Phi Delta Kappa Award, 2006
- Bryson Scholarship, 1997-1998
- Kappa Delta Pi National Educational Honor Society, 1998

### **Education**

**University of Cincinnati**, Cincinnati, Ohio

EdD, Literacy – focus on reflexive culturally relevant pedagogical classroom practices

**University of Cincinnati**, Cincinnati, Ohio

M.Ed., Secondary Education and Cincinnati Initiatives for Teacher Education (CITE) Program

License: English and Speech, 7-12

**Kentucky State University**, Frankfort, Kentucky

B.S., Psychology