

BRIAN CHAD STARKS, PH.D.
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EDUCATION:

University of Delaware, Newark, Delaware
Doctor of Philosophy, August 2012
Criminology

University of South Carolina, Columbia, South Carolina
Alcohol and Drug Abuse Master's Certificate, May 1999

University of South Carolina, Columbia, South Carolina
Master of Arts, May 1997
Criminal Justice

Wofford College, Spartanburg, South Carolina
Bachelor of Arts, May 1994
Sociology

PROFESSIONAL EXPERIENCE:

Consultant Positions:

January, 2016 - Present **Founder and CEO**, BCS and Associates Consulting Firm
Lynchburg, Virginia
Firm committed to achieving social justice and equity. Our primary focus is cultivating deep diversity and cultural competency while providing resources and opportunities to marginalized communities. The firm is certified by the Carolinas - Virginia Minority Supplier Development Council. Consultants with diverse backgrounds bring passion, dedication, and experience in many areas including criminal justice, education, and finance.

May, 2017 - Present **I KNOW I CAN INSTITUTE**
Lynchburg, Virginia
Institute, in partnership with the local government of Lynchburg, aimed to provide socio-economically disadvantaged high school students with educational opportunities, life skills, college preparedness, job readiness, cultural experiences, and summer jobs to enhance their ability to thrive in their academic, employment, and personal lives.

October, 2016 – Present **City of Lynchburg**
Lynchburg, Virginia

Deliver training for new employee orientation “Preparing for Workplace Success: Ethics, Diversity and Organizational Values”.

- May, 2016 Lynchburg Police Department,
Lynchburg, Virginia
Conducted diversity and implicit bias training, “Better Police Practices, Understanding Implicit Bias in the Workplace”, for approximately 170 law enforcement officers (entire department).
- March, 2016 Groom & Bloom Program, City of Lynchburg, Virginia
Lynchburg, Virginia
Conducted diversity and implicit bias training, “Colorblindness in a Post-Racial Society?: Understanding Implicit Bias in the Workplace,” for approximately 15 program participants.
- February, 2016 Human Resources Office, City of Lynchburg, Virginia
Lynchburg, Virginia
Conducted diversity and implicit bias training and debriefing, “Best Practices for Understanding Implicit Bias in the Workplace,” for approximately 50 city leaders program participants.
- October, 2015 Portland Teacher’s Program, Portland Community College
Portland, Oregon
Conducted diversity and implicit bias training, “Being the Messenger: Diversity and Culture in the Classroom,” for approximately 50 K-12 educators.
- October, 2015 Mayor’s Task Force on Gang Violence, City of Portland, Oregon
Portland, Oregon
Gave community presentation on addressing gang violence and related social issues.
- October, 2015 Self-Enhancement, Incorporated
Portland, Oregon
Gave community presentation to entire 8th grade class on the value of education.
- August, 2015 NASA Space Grant Consortium, Old Dominion University
Norfolk, Virginia
Conducted 2-part culture and diversity training, “Being the Messenger,” for approximately 20 K-12 educators.
- February, 2015-
June, 2016 Lynchburg City Schools
Lynchburg, Virginia
Consultant to review and provide guidance on issues of disproportionate representation of minorities in district, including overrepresentation in disciplinary practices and underrepresentation in gifted program.

August, 2010 – Present Wofford College
Spartanburg, South Carolina
Provide mentoring to athletes and coaches on cultural differences.

May, 2009 – July, 2010 ADAM II Project, ABT Associates
Washington, D.C.
Served as the day-to-day onsite ADAM II staff person during data collection. Assisted in interviewing, briefing facility staff, and Interviewer feedback and training. Ensured all forms were completed, all supplies were available, specimens and interview instruments were shipped to appropriate locations and protected confidential information.

Academic Positions:

July, 2014- June, 2016 **Assistant Professor**, Criminology and Human Services Department
Lynchburg College, Lynchburg, Virginia

January, 2013- Present **Associate Director**, Delaware Space Grant
University of Delaware, Newark, Delaware
Developing and implementing program to increase representation of racial/ethnic minorities in Delaware Space Grant program.

August, 2012- May, 2014 **Assistant Professor**, Sociology and Criminal Justice Department
Delaware State University, Dover, Delaware

January, 2008 – February, 2008 **Visiting Instructor**, Sociology Department
Wofford College, Spartanburg, South Carolina

August, 2001 – September, 2005 **Instructor**, Social Sciences and Criminal Justice Department
Benedict College, Columbia, South Carolina
Served as the Internship Coordinator for the department and assisted seniors with internship placement. Advised and counseled over 75 criminal justice majors each academic year.

Other Relevant Positions:

May, 1999 – September, 2005 **Bail Bondsman**, B. Chad Bonding
Columbia, South Carolina
Proprietor of company. Assisted clients in securing and financing cash and surety bonds for Richland, Lexington, and Sumter Counties.

November, 1997 – June, 1998 **Juvenile Drug Court Coordinator**, Richland County Solicitor’s Office
Columbia, South Carolina
Coordinated activities with other law enforcement entities within Richland County as it related to juvenile drug charges. Responsibilities included initial client screening, referral of prospective clients to the case manager, and development of prospective cases.

- May, 1997 – November, 1997 **Administrative Specialist II**, South Carolina Department of Public Safety
Columbia, South Carolina
Maintained case records and reports; researched and compiled data in the Office of Professional Responsibility.
- January, 1997 – May, 1997 **Intern-Adult Drug Court**, Richland County Solicitor’s Office
Columbia, South Carolina
Assessed and screened cases of potential Drug Court participants. Counseled offenders and presented cases in court.
- November, 1994 – July, 1995 **Prevention Specialist**, Spartanburg Alcohol and Drug Abuse Commission
Spartanburg, South Carolina
Developed and implemented programs for churches, community organizations, schools and agencies, concerning family planning and substance abuse.

COURSES TAUGHT:

Comparative Criminal Justice; Drugs, Crime, and Criminal Justice; Bail/Pretrial Process in the United States; Criminal Justice Process; Statistics for Sociologists; Introduction to Criminal Justice; Law Enforcement; Criminology (undergraduate and graduate); Bail: The Lost Entity in the Criminal Justice System (service learning); Problems of the Criminal Judiciary (Inside/Out Prison Exchange Program); Probation, Pardon, and Parole; Urban Affairs; Juvenile Delinquency; Special Problems in the Administration of Criminal Justice; Qualities of a Leader.

PUBLICATIONS:

Refereed Journal Articles and Book Chapters:

Starks, Brian Chad. (2018). “**Strategies to Mend the Broken Fences Between Law Enforcement and Minority Communities.**” *The African American Experience: The American Mosaic*. ABC-CLIO. Online.

Starks, Brian Chad. (2017). “**Discrimination.**” In C. J. Schreck (Ed.), *Encyclopedia of Juvenile Delinquency and Justice, 1-5*. Online.

Farmer, Ashley K.; Sun, Ivan Y. and **Starks, Brian Chad.** (2015). “**Willingness to Record Police-Public Encounters: The Impact of Race and Social and Legal Consciousness.**” *Race and Justice*. Online.

Starks, Brian Chad and Gundy-Yoder, Alana. (2014). “**Race and Three Strikes.**” In S. W. Bowman (Ed.), *Color Behind Bars: Racism in the U.S. Prison System, Vol. 2* (Pgs. 413-434). Santa Barbara, CA: Praeger.

Harvey, Angela; Van Gundy, Alana and **Starks, Brian Chad** (2013). “**Pushing the Envelope for Evolution and Social Change: Critical Challenges for Teaching Inside-Out.**” *The*

Prison Journal Special Edition on the Inside-Out Prison Exchange Program.

Starks, Brian Chad; Harrison, Lana and Denhardt, Kathy (2011). “**Outside the Comfort Zone of the Classroom.**” *Journal of Criminal Justice Education*, 22, 2, 203-225.

Ward, Geoff; Kupchik, Aaron; Parker, Laurin and **Starks, Brian Chad** (2011). “**Racial Politics of Juvenile Justice Policy Support: Juvenile Court Worker Orientations Toward Disproportionate Minority Confinement.**” *Race and Justice*, 1, 2, 154-184.

Payne, Yasser Arafat; **Starks, Brian Chad** and Gibson, Lamar (2009). “**Contextualizing Black Boys’ Use of a Street Identity in High School.**” *New Directions for Youth Development*, 123, 35-51.

Other Publications:

Starks, Brian Chad. “*Racial Reckoning: Prosecuting America’s Civil Rights Murders* Book Review.” (2016). *Criminal Justice Review*, 41, 2, 240-241.

Harvey, Angela and **Starks, Brian Chad.** (2011). “**The Inside-Out Experience: The Training Ground for Future Scholars.**” *American Sociological Association Footnotes*, 39, 1.

Starks, Brian Chad (July 22, 2009). “**Denying Bail is Cruel and Unusual Punishment.**” *Delaware News Journal*, Op-Ed.

WORKS SUBMITTED FOR PUBLICATION AND IN PROGRESS:

Starks, Brian Chad and Matthaeus, William H. “**STEM Recruitment and Beyond: The Messenger is the Medium.**” Under Review. *Journal of STEM Education*.

Starks, Brian Chad. “**Race and the Pretrial Process in Atlanta and Philadelphia.**” In Progress.

Starks, Brian Chad and Battle, Brittany Pearl “**The Impact of Legal and Extra-Legal Variables in the Bail Process in Atlanta and Philadelphia.**” In Progress.

Longazel, Jaime and **Starks, Brian Chad.** “*McDonald v. Chicago and the Racial Politics of Guns.*” In Progress.

GRANTS:

April, 2015 Lynchburg College Summer Research Grants Program, \$2,370

October, 2014 Lynchburg College Faculty Development Grant, \$1,250

September, 2013 Delaware State University Pride Innovation Grant, “An Interdisciplinary Social Science Research Center” \$20,000 (not awarded)

April, 2013 Delaware Criminal Justice Council, “James T. Vaughn Correctional Facility Prison Education Program” \$5,486 (not awarded)

February, 2013 Delaware State University, Center for Teaching and Learning, “A Bail of Two Cities” \$1,000 (travel award)

December, 2012 Delaware State University, Center for Teaching and Learning, “A Bail of Two Cities” \$1,000.

FELLOWSHIPS AND AWARDS:

March, 2016 **Civil Rights Achievement Award**
NAACP, Lynchburg, Virginia Chapter

April, 2014 **Louis L. Redding Diversity Award**
University of Delaware

November, 2009 **Student of The Year**
Division of People of Color on Crime
American Society of Criminology

September, 2009 - **University Graduate Scholar**
May, 2010 University of Delaware

September, 2008 - **University Graduate Scholar**
May, 2009 University of Delaware

December, 2004 **Outstanding Community Service Award**
South Carolina Chapter
National Association of Blacks in Criminal Justice

CONFERENCE SESSIONS CHAIRED:

November, 2008 Session #283
American Society of Criminology
St. Louis, Missouri

COMMUNITY PRESENTATIONS:

June, 2017 Stereotypes and Implicit Bias
Young Women’s Christian Association (YWCA)
Lynchburg, Virginia

July, 2014 Reentry and the Challenges You Face
Virginia Cares – Lynchburg Community Action Group
Lynchburg, Virginia

August, 2011 Seminar: The Issue of Crime Is Bigger Than You

State of Delaware Department of Probation
New Castle, Delaware

July, 2011 Workshop: Student Centered Approaches to Learning
Eastside Charter High School
Wilmington, Delaware

February, 2011 Seminar: Becoming a Public Scholar
University of Delaware
Newark, Delaware

October, 2002 Alcohol and Substance Abuse Prevention
Youth Department Bible Lock-In
Bethlehem Baptist Church (College Place)
Columbia, South Carolina

INVITED SPEAKER:

April, 2018 **The 2018 Search for Black Wealth Panel**
African-American Leadership Conference
Sacramento, California

April, 2018 **How to Create a Diverse and Inclusive Non-profit Organization**
Lynchburg, Virginia

April, 2018 **Delaware Space Grant Colloquium - RISE Workshop**
University of Delaware
Newark, Delaware

March, 2018 **Be the Messenger: Diversity and Inclusion Workshop**
Lynchburg, Virginia

February, 2018 **Delaware Space Grant Colloquium – “Pick up Some S.T.E.A.M. and
Get Excited about Space Grant”**
Wesley College
Dover, Delaware

November, 2017 **Implicit Bias: Disrupting Your Perceptual Lens**
The Rotary Club of Lynchburg
Lynchburg, Virginia

October, 2017 **Having Difficult Conversations with Employees**
City of Lynchburg Human Resources
Lynchburg, Virginia

September, 2017 **National Council of Space Grant Directors’ Fall Meeting**
Grand Forks, North Dakota
Conducted diversity strategic planning workshop.

- August, 2017 **Wisconsin Space Grant Colloquium – “Being Space Grant’s Messenger: Increasing Minority Representation in S.T.E.M.”**
The 27th Annual Wisconsin Space Conference
La Crosse, Wisconsin
- July 2017 **American Counseling Association Governing Council Meeting**
Washington, D.C.
Conducted workshop “Being the Messenger – Addressing Structural Inequality in a “Post-Racial” Society”.
- March 2017 **International Public Management Association for Human Resources – Virginia State Conference**
Richmond, Virginia
Gave Keynote Address on “Disrupting Implicit Bias and Our Perceptual Lens” and conducted workshop “Let’s Talk! Examining Implicit Bias: Best Practices for HR Professionals”.
- March, 2017 **National Council of NASA Space Grant Directors’ Meeting**
Crystal City, Virginia
Conducted workshop “Being the Messenger: Implicit Bias”.
- February, 2017 **“Building a Diverse and Inclusive College in the 21st Century”**
Wofford College
Spartanburg, South Carolina
- February, 2017 **Delaware Space Grant Colloquium – “Building a Diverse and Inclusive University in the 21st Century”**
University of Delaware
Newark, Delaware
- February, 2017 **Delaware Space Grant Colloquium – “Pick up Some S.T.E.A.M. and Get Excited about Space Grant”**
Wilmington University
New Castle, Delaware
- December 2016 **Virginia Space Grant Consortium IN-STEP Program**
Richmond, Virginia
Conducted diversity and implicit bias training, “Being the Messenger: Understanding Diversity and Culture in the Classroom”.
- December 2016 **Richmond Compensation Association Quarterly Meeting**
Richmond Virginia
Gave Keynote Address on “Implicit Bias and Compensation”
- October 2016 **National Association of African Americans in Human Resources**
Black History Museum
Richmond, Virginia

- Gave Keynote Address on “Implicit Bias and the Hiring Process”.
- October 2016 **City of Lynchburg Department of Social Services Retreat**
Lynchburg, Virginia
Gave Keynote Address on “Implicit Bias and the Workplace”.
- June, 2016 **Central Virginia Community College**
Lynchburg, Virginia
Gave Alliance for Excellence keynote address.
- April, 2016 **First Baptist Church of South Lynchburg**
Lynchburg, Virginia
Gave Youth Summit keynote address.
- April, 2016 **Delaware Space Grant Colloquium – “Sociology and It’s Role in S.T.E.M.”**
Wesley College
Dover, Delaware
- April, 2016 **Physics Colloquium – “Being the Messenger: Addressing Structural Inequality in a Post Racial Society”**
University of Delaware
Newark, Delaware
- March, 2016 **NAACP, Lynchburg, Virginia Chapter**
Gave Annual Fundraising Banquet keynote address
- March, 2015 **Spring Convocation**
Lynchburg City Schools
Lynchburg, Virginia
- November, 2014 **Achievement Week Banquet**
Gamma Omega Chapter
Omega Psi Phi Fraternity, Incorporated
Lynchburg, Virginia
- October, 2012 **Urban Ethnography Workshop**
Yale University
New Haven, Connecticut
- September, 2012 **“For Profit Bail Industry” Panel**
Justice Policy Institute
Washington, D.C.
- March, 2012 **Closing the Achievement Gap Conference**
Richland School District One
Columbia, South Carolina

- October, 2011 **“I Am Troy Davis: Call For Social Justice In The New Jim Crow Era”
Panel Discussion.**
Black American Studies Department, Black Student Union, and Center for
Black Culture
University of Delaware
Newark, Delaware
- September, 2011 **“The Wilmington Street PAR Family: How Change Is Created With
The Streets Through PAR.”**
Black American Studies Department Brown Bag Lecture Series
University of Delaware
Newark, Delaware
- December, 2010 **Inside/Out Graduation Ceremony**
Gander Hill Facility
Wilmington, Delaware
- December, 2010 **Inside/Out Graduation Ceremony**
Crest Hill Facility
New Castle, Delaware
- November, 2010 **Black American Studies Department Brown Bag Series**
University of Delaware
Newark, Delaware

MEDIA APPEARANCES:

- February, 2018 **WIQO Radio (100.9 FM)**
Host: Mari White and Brian Weigand
Lynchburg, VA
Interview for the Diversity and Inclusion workshops organized by BCS
and Associates Consulting Firm
- January, 2016 -
Present **Blog Talk Radio, Speak On It**
Host: B. Chad Starks
Bi-weekly show discussing social justice issues in the Black community.
- March, 2014 **WGIV (103.3 FM)**
Hosts: Aisha Riley
Charlotte, North Carolina
- May, 2012 **Survival Radio Network**
Hosts: Gail Harrison and Klarque Robinson
Atlanta, Georgia
- January, 2010 - **WVUD (91.3 FM), The Franc Nitty Show**

- May, 2011 Host: Franco Nitty
 Yasser Payne and **Brian Chad Starks**
 Made monthly appearances on a weekly radio show discussing a range of topics from economic uplift and community organizing to Black men in the criminal justice system and academic motivation of low-income Black children.
- April, 2010 **Local TV-Channel 28, The Mind Matters Show**
 Hosts: Ruth Baker and Jasmine Washington
 Yasser Payne, **Brian Chad Starks**, and Brittany Battle
 Wilmington, Delaware

PROFESSIONAL DEVELOPMENT:

- July, 2009-2014 **Racial Democracy, Crime and Justice Network**
 Ohio State University
 Columbus, Ohio
- July, 2013 **Racial Democracy, Crime and Justice Network**
 Summer Research Institute Participant
 Ohio State University
 Columbus, Ohio
- April, 2008 **Urban Ethnography: Its Traditions and Its Future**
 Yale University, Peabody Museum
 New Haven, Connecticut
- August, 2007 **Doctoral Student Professional Development Consortium**
 Academy of Management, Public and Nonprofit Division
 Philadelphia, Pennsylvania

CERTIFICATIONS:

- September, 2017 **Minority Business Enterprises Executive Management**
 University of Richmond, Robins School of Business
 Richmond, Virginia
- October, 2016 **Time to Teach**
 Atlanta, Georgia
- June, 2016 **Conducting Focus Groups for Organizational, Policy, and Academic Research**
 Group Dimensions International
 Washington, D. C.
- May, 2009 **The Inside/Out Prison Exchange Program Instructor**
 Temple University
 Philadelphia, Pennsylvania

ACADEMIC SERVICE:

- 2015 **Peer Reviewer**, Office of Juvenile Justice and Delinquency Prevention
Office of Justice Programs, U. S. Department of Justice
- 2010 – Present **Reviewer**, *Journal of Criminal Justice Education, Criminal Justice
Review Journal, Urban Studies Research, Law and Social Inquiry*
- 2011 **Advisor**, Minority Mentor Lecture Series
University of Delaware
- 2008-2009 **Founder/Head of Steering Committee**, Minority Mentor Lecture Series
University of Delaware
- 2008 – Present **Member**, Editorial Board
Journal of Prisoners on Prison
- 2003, 2005 **Member**, Curriculum Committee, Hospitality Committee
Social Sciences and Criminal Justice Department
Benedict College
- 2002 – 2003 **Co-Advisor**, National Association of Blacks in Criminal Justice
Benedict College

PROFESSIONAL AND COMMUNITY SERVICE:

- 2016-Present **Member**, Big Brothers, Big Sisters Board of Directors
Lynchburg, Virginia
- 2015-2016 **Advisor**, Pi Omicron Chapter Alpha Phi Sigma Criminology Honor Society
Lynchburg College
- 2015-Present **Member**, Beacon of Hope Board of Directors
Lynchburg, Virginia
- 2015-Present **Member**, Gamma Omega Chapter
Omega Psi Phi Fraternity, Incorporated
- 2014-2015 **Co-Advisor**, Black Student Association
Lynchburg College
- 2012-Present **Member**, National Organization of Black Law Enforcement Executives
- 2012 - 2014 **Member**, Research and Grant Writing Committee, College of Arts,
Humanities, and Social Sciences
Delaware State University
- 2012-2014 **Advisor**, Sociology and Criminal Justice Club

Delaware State University
Dover, Delaware

- 2010 **Member**, Awards Committee, Division of People of Color on Crime
American Society of Criminology
- 2006 – Present **Member**, American Society of Criminology
- 2006 – Present **Member**, Division of People of Color on Crime
American Society of Criminology
- 2007 – 2009 **Member**, Eastern Sociological Society
- 2006 – 2008 **Member**, Society for the Study of Social Problems
- 2005 **Chairperson**, 25th Anniversary Palmetto AIDS Walk
- 2005 – 2006 **Treasurer**, Carolina Classic Car and Motor Club
- 2004 – 2006 **Member**, State Board of Directors
Palmetto AIDS Life Support Services
- 2002 – 2005 **Member**, Board of Directors
South Carolina Chapter
National Association of Blacks in Criminal Justice
- 1997 – 2005,
2012 – Present **Member**, National Association of Blacks in Criminal Justice
- 1997 – 1999 **Member**, South Carolina Probation and Parole Association
- 1995 – 1999 **Member**, Criminal Justice Association
- 1995 – Present **Member**, Epsilon Nu Chapter
Omega Psi Phi Fraternity Incorporated