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 - **BCS & Associates, Inc.** is a leading consulting firm specializing in racial and social justice, criminal justice reform, and transformational coaching. We provide expert witness services, legal consulting, and coaching to private defense attorneys, public defenders, law firms, court systems, accused criminal defendants and justice organizations. Our mission is to address systemic inequities in the legal system, disrupt implicit bias, and empower individuals impacted by the criminal justice process.
As a certified Minority Business Enterprise (MBE) with the Carolinas-Virginia Minority Supplier Development Council, our team of experts brings experience in criminology, legal advocacy, education, and social justice. Through research-driven solutions, training programs, and strategic partnerships, we work to create equitable outcomes for marginalized communities and lasting change in the justice system.

February, 2021- March, 2022 Agape Care Hospice

January, 2021- March, 2021 Pennsylvania Space Grant Consortium

August, 2020- December 2020	The Federal Home Loan Bank of Atlanta
October, 2020	E*TRADE
February, 2020- March, 2022	DRIVE The Greater Fresno Region, Fresno California
August, 2019- March, 2020	Laverne Adolfo Transitional Housing Program for former foster youth Sacramento, California
August, 2019- March, 2020	Red Clay Consolidated School District Wilmington, Delaware
May, 2017 - August, 2018	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 – May, 2018	City of Lynchburg Lynchburg, Virginia Delivered 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 I gave community presentation 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:

August, 2023- May 2024	**Assistant Professor,** Criminal Justice Administration Department Benedict College, Columbia, South Carolina
July, 2021- June 2022	**Research Assistant Professor**, Social Justice Research & Advocacy Hub, Department of Sociology, Anthropology, and Criminal Justice Clemson University, Clemson, South Carolina

August, 2019-2021 **Adjunct Professor,** Department of Sociology, Anthropology, and Criminal Justice Clemson University, Clemson, South Carolina

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

January, 2013-
February, 2020 **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 the 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; Drugs and Crime; 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; Race and Class; Race and Crime.

PUBLICATIONS:

Referred Journal Articles, Book Chapters and Books:

Starks, Brian Chad (2024). *Courageous Hearts: A 52-Week Devotional Guide to Social Justice through Self-Development.* BCS and Associates Inc, Publishing. Lynhcburg, VA

Bryant, Raquel, Keisling, Benjamin and **Brian Chad Starks** (2024). **Increased Resilience And Accountability Through "Shipboard" Experiences.** *Special Issue on Building Diversity, Equity, And Inclusion in the Ocean Sciences in the Journal of Oceanography, 36, 4, 108-113.* Online.

Starks, Brian Chad and Matthaeus, W. H. (2018). **STEM Recruitment and Beyond: The Messenger is the Medium**. *Journal of STEM Education*, 19, 4, 5-11. Online.

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,* 2, 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. "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:

March, 2021	ALL-ABOARD-National Science Funded to broaden participation; 4 Universities were chosen to address a diversity issue/initiative on their respective campuses in the Geoscience discipline, $350,000.
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:

July, 2021	Social Justice Research and Advocacy Hub **Clemson University Fellow**
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 - May, 2010	**University Graduate Scholar** University of Delaware
September, 2008 - May, 2009	**University Graduate Scholar** 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:

July, 2019	Health Equity Fair-to address health disparities BCS organized doctors, Dentists, education specialists, barbers/beauticians, nail techs, and provided resources to marginalized youth in the Upward Bound Program Greenville Technical College, Greenville, SC
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, 2024	**University of Connecticut Department of Molecular and Cell Biology** "Diversity within and Beyond the University of Connecticut"
September, 2023	**Benedict College, Columbia, SC** "The United States Constitution: 60 Years After the 'Dream Speech'"
April, 2023	**Women's Leage Falmouth MA** "Inclusion in the Democratic Process"

June, 2022	**Falmouth High School, Falmouth MA** "What does Juneteenth Mean to a High School Student"
June, 2022	**Woods Hole Oceanographic Institution** "Tell the Truth About Independence in America"
March, 2021	**Concordia University** Montreal, QC, Canada "How to Navigate Implicit Bias on the University Level"
December, 2020	**LTC University** State Conference for Healthcare/Hospice Employees "Be The Messenger of Social Justice in Healthcare"
March, 2020	**HBCU-UP/CREST PI/PD Meeting** Washington, DC "Be The Messenger of Social Justice in STEM"
February, 2020	**Edward Jones** Regional Conference-Marriot Hotel, Columbia, SC "What is Diversity?"
September, 2019	**Mid-Atlantic Space Grant Consortia Meeting** Charleston, West Virginia "Space Grant and its Untapped Potential"
September, 2019	**Indiana Space Grant Colloquium** **Northern, Southern, & Central Indiana** "Diversity Strategic Planning" and "Being the Space Grant's Messenger: Increasing Minority Representation in STEM"
June, 2019	**Optimizing the Research Intern Experience to Build Inclusion and Diversity in the Geosciences Workforce Conference** Woods Hole, Massachusetts **"**STEM Recruitment and Beyond: The Messenger is the Medium (or "The Sociology of STEM")"
May, 2019 – July, 2019	**Shine the Light Non-Profit Forum** Greenville, South Carolina "Strategic Diversity Leadership"
April, 2019	**African American Male Leadership Institute's Award Summit** Greenville Technical College Greenville, South Carolina Gave Keynote Speech "Black Men: Valuing our Past as We Prepare for our Future"

April, 2019 **Scholars Day**
Wesley College
Dover, Delaware
Gave Keynote Speech "Preparing Scholars for a Purposeful Journey on the Next Phase of Life"

December, 2018 **Fall Meeting of the American Geophysical Union**
Washington, D.C.
"The Sociology of Recruitment and Retention of Underrepresented Groups in STEM: The Role of Faculty Members"

November, 2018 **Recover Dover Transitions Forum: An Educational Forum for Young Teens and Their Families**
Dover, Delaware
"Leadership Comes in All Shapes and Sizes"

October, 2018 **Diversity and Inclusion Summit**
Edward Jones Investments
Columbia, South Carolina
"Implicit Bias: An Issue for Us All"

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

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

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

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

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

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

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

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**
The 27th Annual Wisconsin Space Conference
La Crosse, Wisconsin
"Being Space Grant's Messenger: Increasing Minority Representation in S.T.E.M."

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 **Wofford College**
Spartanburg, South Carolina
"Building a Diverse and Inclusive College in the 21st Century"

February, 2017 **Delaware Space Grant Colloquium**
University of Delaware
Newark, Delaware
"Building a Diverse and Inclusive University in the 21st Century"

February, 2017 **Delaware Space Grant Colloquium**
Wilmington University
New Castle, Delaware
"Pick up Some S.T.E.A.M. and Get Excited about Space Grant"

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**
Wesley College
Dover, Delaware
"Sociology and It's Role in S.T.E.M."

April, 2016 **Physics Colloquium**
University of Delaware
Newark, Delaware
"Being the Messenger: Addressing Structural Inequality in a Post Racial Society"

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 **Justice Policy Institute**
Washington, D.C.
"For Profit Bail Industry" Panel

March, 2012 **Closing the Achievement Gap Conference**
Richland School District One
Columbia, South Carolina

October, 2011 **Black American Studies Department, Black Student Union, and Center for Black Culture**
University of Delaware
Newark, Delaware
"I Am Troy Davis: Call for Social Justice in the New Jim Crow Era" Panel Discussion

September, 2011 **Black American Studies Department Brown Bag Lecture Series**
University of Delaware
Newark, Delaware
"The Wilmington Street PAR Family: How Change Is Created with the Streets Through PAR"

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:

May, 2019 **STEMculture Podcast**
Host: Join Will and Brooke
'InSTEM' Series, Episode 12: Diversity and Inclusion in STEM

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 - May, 2011
WVUD (91.3 FM), The Franc Nitty Show
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:

October, 2024
Transformational Certified Soul Coach
Sedona Soul Adventures, Sedona AZ

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:

2019 - Present	**Co-Chair**, VRING, Carolinas-Virginia Minority Supplier Development Council
2016-2018	**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