

CYNTHIA H. SIMS
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EDUCATION

Doctor of Education, Adult and Higher Education, Northern Illinois University, August, 2004
Master of Arts, Social Work, University of Chicago, December, 1994
Master of Science, Public Service Management, DePaul University, June, 1991
Bachelor of Science, Business Administration, University of Louisville, August, 1989

PROFESSIONAL EXPERIENCE

Assistant Professor, Department of Workforce Education and Development (WED), College of Education and Human Services, Southern Illinois University Carbondale (SIUC), Carbondale, IL, 2005-present

Adjunct Faculty, School for New Learning, DePaul University, Chicago, IL, February, 1995-present

Instructor, Counseling, Adult, and Higher Education, College of Education, Northern Illinois University, DeKalb, IL, 2004-2005

Faculty Development Coordinator, Illinois Campus Compact, DePaul University Steans Center for Community-Based Learning, Chicago, IL, 2004-2005

Associate Dean, Academic Support Programs, Learning and Academic Support, Triton College, River Grove, IL, 2002-2004

Graduate Research Assistant, Counseling, Adult, and Higher Education, College of Education, Northern Illinois University, DeKalb, IL, 2001-2003

Graduate Teaching Assistant, Counseling, Adult, and Higher Education, College of Education, Northern Illinois University, DeKalb, IL, 2002

Service-Learning Coordinator, Center for Service Learning, College of DuPage, Glen Ellyn, IL, Career Services, 2001-2002

Program Manager, Advancing Opportunities, Adult Education and Learning Enhancement, Waubensee Community College, Aurora, IL, 1999-2000

Adjunct Faculty, Department of Sociology, College of Liberal Arts & Sciences, Moraine Valley Community College, Palos Hills, IL, 1997-2000

Academic Advisor, School for New Learning, DePaul University, Chicago, IL, 1994-2000

Academic Advisor, College of Commerce, DePaul University, Chicago, IL, 1991-1992

Letter Processing Coordinator, Office of Admissions, DePaul University, Chicago, IL, 1990-1991

RESEARCH INTERESTS AND SIUC COURSES TAUGHT

Research Interests

- Adult learning
- Leveraging and valuing diversity in higher education
- Recruitment and retention of minorities in higher education
- Mentorship for college preparation and human resource development
- Understanding workplace power, privilege, and diversity
- Increasing service-learning, volunteerism, and civic engagement
- Increasing campus-community partnerships for student development
- Human resource development (HRD)

Courses Taught

- Adult Learning (undergraduate, graduate, & off-campus military program)
- Workforce Diversity (graduate)
- Developing Programs for the Adult Learner (graduate & online)
- Instructional Methods and Materials (undergraduate, graduate, & off-campus military program)
- Special Investigations: Minorities in Higher Education (graduate, service-learning)
- Introduction to Workforce Development Research (graduate, distance)
- Thesis Research (independent graduate)
- Readings (graduate & online)
- Individual Research (graduate)

SIUC GRANT WORK

Grant Projects:

1. Director, SIUC Mentorship Academy Grant Program, 2007-present
 - Undergraduate and graduate team mentoring of minority and disadvantaged high school students for college and career preparation
2. Training Consultant, Illinois Lt. Governor K-12 Learn and Serve America Program, 2007-2009 in collaboration with Jackson/Perry Counties Regional Office of Education
 - Developing service-learning mentoring programs for successful high school transition
3. Lead Trainer, SIUC HECA Grant, 2007-2008
 - Mentoring community college students for successful transition to a 4-year institution (SIUC)
4. Director, Enhancing Minority College and Career Preparation Service-Learning Mentoring Grant Program, 2006-2007
 - Minority graduate students partnered with minority high school students for one-on-one personal and academic mentoring

Grants Received:

1. 2007-09 Illinois Lt. Governor K-12 Learn and Serve America Program, in collaboration with Jackson/Perry Counties Regional Office of Education, \$16,000
2. 2006-07 Reflective, Responsive University Grants Program, SIUC, \$25,000
3. 2006-07 State Farm Foundation Service-Learning Faculty Fellowship, Illinois Campus Compact, \$4,000

PUBLICATIONS

Articles in Professional Journals

Ebron, C., Sims, C., Yang, H., (in review). Are we diverse yet? Diversity profile and perceptions of workplace diversity in park districts. *LARNet: The Cyber Journal of Applied Leisure and Recreation Research*.

Sims, C. (in press). Leveraging diversity by exploring intraracial discrimination in the workplace. *International Journal of Human Resources Development and Management*.

Sims, C. (2010, January). Increasing the minority CTE teacher pipeline. *Techniques*, 85(1).

Sims, C. (2009, Summer). The impact of African American skin tone bias in the workplace: Implications for critical human resource development. *Online Journal of Workforce Education and Development*, 3(4), 1-17.

Sims, C. (2009). Closing the minority gap in science, technology, engineering, and math (STEM) fields by utilizing service-learning mentoring. *Illinois Committee on Black Concerns in Higher Education (ICBCHE) Journal*, 25(1), 17-21.

Sims, C. (2008). Developing workplace leadership skills while mentoring. *Academic Exchange Quarterly*, 12(2), 106-110.

Sims, C. (2007). A service-learning mentoring program model. *Academic Exchange Quarterly*, 11(3), 234-238.

Sims, C. (2006). Service-learning mentoring: One answer to the minority teacher shortage. *Teachers College Record*, <http://www.tcrecord.org>, ID Number: 12835.

Book Review in Peer-Reviewed Journal

Sims, C. (2005). [Review of the book *Strategic Human Resource Development*]. *Asia Pacific Education Review*, 6(2), 195-196.

Published Proceedings and Presentations at Conferences:

Sims, C. (2009). Minorities mentoring minorities: A graduate service-learning mentoring program. *Proceedings of the 7th Annual Hawaii International Conference on Education*, 1, 2797-2802, Honolulu, HI.

Porter, J., Wakefield, D., Alston, A.J., Sims, C., & Pense, S. (2009). Determining agricultural teacher education awareness of biotechnology and the future of biotechnology education in Illinois. *Proceedings of the 7th Annual Hawaii International Conference on Education*, 1, 4390-4412, Honolulu, HI. (proceedings only)

Sims, C. (2007). The narrow scope of diversity in higher education. *Proceedings of the 5th Annual Hawaii International Conference on Education*, 1, 5261-5279, Honolulu, HI.

Sims, C. (2006). Broadening the scope of diversity: Implications for the recruitment and retention of minority faculty. *Proceedings of the Annual Academy of Human Resource Development International Research Conference*, 1, 1199-1205, Columbus, OH.

Sims, C. (2005). Breaking the cycle of silence regarding power and privilege in the workplace: Implications for critical HRD. *Proceedings of the Annual Academy of Human Resource Development International Research Conference, 1*, 213-220, Estes Park, CO.

Sims, C. & Roth, G. (2004). Perceptions of privilege and skin tone bias among African Americans in the workplace: Implications for diversity training. *Proceedings of the Third Asian Conference of the Academy of Human Resource Development*, Seoul, Korea.

Sims, C. & Roth, G. (2003). The privilege of lightness in the workplace: Implications for diversity training. *Proceedings of the Annual Academy of Human Resource Development International Research Conference, 2*, 875-881. Minneapolis, MN.

Presentations and Exhibits at Conferences and Professional Meetings

Sims, C. (upcoming, 2010). Service-learning mentoring: Developing the workplace skills of college students. *The 23rd Annual International Mentoring Association Conference*.

The SIUC mentorship academy. *The 18th Annual National Service Learning Conference*, Albuquerque, NM, March, 2007. (Exhibit)

Adults transforming themselves: Applying Kolb's learning styles to service learning. *Linking Adults with Community: A Symposium on Adult Education and Service Learning*, DePaul University, Chicago, IL, October, 2005.

Continuing professional education: An historical view of the profession. *The Annual Academy of Human Resource Development International Research Conference*, Austin, TX, February, 2004.

Enhancing learning styles: A model for engaging adult students in service-learning. *The Campus Compact National Center for Community Colleges Annual National Conference*, Woodland Hills, CA, May, 2002.

Invited Presentations

Finding Your Leadership Style. *University Women's Professional Advancement (UWPA) Women's Leadership Series*, Southern Illinois University Carbondale, Carbondale, IL, March, 2009.

Unearned Privilege in the Classroom. *Black History Month: The Quest for Black Citizenship in the Americas*, Southern Illinois University Carbondale, Carbondale, IL, February, 2009.

Understanding Diversity. *Future Scholars Program*, Southern Illinois University Carbondale, Carbondale, IL, July, 2008.

First Generation Adult Learners. *First Generation Students: 2nd Annual Diversity Conference*, Southern Illinois University Carbondale, April, 2008.

Self-Exploration: Know Yourself as a Privilege Holder. *Illinois Dental Hygiene Educators Annual Workshop*, Southern Illinois University Carbondale, Carbondale, IL, November, 2007.

Effective Presentation Skills. *McNair Scholars Program*, Southern Illinois University Carbondale, Carbondale, IL, July, 2007.

Self-Exploration: Know Yourself as a Privilege Holder. *Empowering Faculty for Diverse Classrooms: 1st Annual Diversity Conference*, Southern Illinois University Carbondale, Carbondale, IL, April, 2007.

Reflection is Key: A Service-Learning Workshop. *Faculty and Administrator Development Workshop*, John A. Logan Community College, Carterville, IL, Marion, IL, February, 2007.

The Value of Service-Learning. *Service-Learning Faculty and Administrator Development Workshop*, Southern Illinois University Carbondale, Carbondale, IL, October, 2006.

Keynote Speaker, *Service-Learning Spring Symposium*, National-Louis University, Evanston, IL, April, 2006.

Integrating Service-Learning Effectively. *Service-Learning Faculty Development Workshop*, Milliken University, Decatur, IL, March, 2006.

Empowerment of Women: We empower ourselves. *American Association for Women in Community Colleges*, Triton College, River Grove, IL, Fall, 2003.

OTHER TEACHING EXPERIENCE

- DePaul University, 1995-present (part-time)
- Exploring Education (undergraduate, online)

- Empowering Women Through Education and Social Services (hybrid undergraduate, service-learning)
- Critical Thinking (undergraduate, online)
- Single-Parent Families: A Socioeconomic Perspective (undergraduate)
- Learning Assessment Seminar (undergraduate)

Northern Illinois University, 2004-2005

- Human Resource Development (graduate)
- Policies in Adult Education (graduate)

Moraine Valley Community College, 1997-2000

- Introduction to Sociology (undergraduate)
- Marriage and Family (undergraduate)

Teaching Awards and Honors

Nominee, Ernest A. Lynton Award for the Scholarship of Engagement for Early Career Faculty, New England Resource Center for Higher Education, 2009

Nominee, Excellence in Teaching Award DePaul University, School for New Learning, 2000

Number of Master's and Ph.D. Committees Served:

Master's Committees: 13

Ph.D. Committees: 9

UNIVERSITY SERVICE

Department Committees:

1. Chair, WED Graduate Faculty Committee, 2008-present
2. Member, WED Chair Search Committee, 2008-present
3. Member, WED Curriculum Committee, 2005-present
4. Member, WED Faculty Search Committee, 2006-2009
5. Member, WED Doctoral Preliminary Exam Committee, 2006-present
6. Member, WED Graduate Faculty Committee, 2005-2008

College and University Committees and Councils:

1. University Affirmative Action Committee, 2007-present
2. Dr. James Walker Presidential Fellowship Committee, 2006-2008
3. North Central Accreditation Steering Committee, 2007-2008
4. College of Education and Human Services Advisory Committee, 2006-2008
5. Diversity Conference Committee, 2006-2008
6. Outstanding Thesis/Dissertation Committee, 2006-2007

PROFESSIONAL AND COMMUNITY SERVICE

Membership and Roles in Professional Associations:

1. Commissioner, Serve Illinois Commission on Volunteerism and Community Service, Office of Governor Pat Quinn, 2009-present
2. Chair, Cultural Awareness Committee, *Engineering and Technology Education Division*, National Association for Career and Technical Education, 2007-present
3. Member, Policy Committee, *Engineering and Technology Education*, National Association for Career and Technical Education, 2007-present
4. Member, Cultural Awareness Committee, National Association for Career and Technical Education, 2007-present
5. Member, International Association for Research on Service-Learning and Community Engagement, 2007-present
6. Executive Member, Illinois Campus Compact, 2007-present
7. Member, Illinois State Team, Education Leadership Colloquium on the Civic Mission of American Education, 2007-present
8. Manuscript Reviewer, *New Horizons in Adult Education*, 2006-present
9. Member, Cultural Awareness Steering Committee, Academy of Human Resource Development, 2005-present
10. Diversity Issue Editor, *Online Journal for Workforce Education and Development*, 2005-2006
11. Manuscript Reviewer, *Academy of Human Resource Development*, 2003-present

Community Service

1. Volunteer Driver, High School Student Community Service, Trinity Christian High School, Carbondale, IL, 2006-present
2. Supplemental Educational Services (SES) Tutor, Family Advocacy Services, Carbondale, IL, 2008-present
3. Honorary Student Life Advisor, Week of Welcome, Southern Illinois University Carbondale, Fall, 2006 & 2009
4. Volunteer, Relay for Life, Carbondale, IL, 2009
5. Volunteer, SIUC Day of Service, 2008-present
6. Volunteer, Chicago Women's AIDS Project, Chicago, IL, 2008