

Curriculum Vitae

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Summary of Experience

Seasoned leader, educator, speaker, coach, author, and visionary strategist with a strong background in leading, teaching, and training in diverse organizational and cultural contexts and personal and organizational leadership development experience amidst institutional change and uncertainty.

Possess over 20 years of academic teaching experience with adult and traditionally aged students at the undergraduate, graduate, and doctoral levels, with subject matter expertise on topics related to organizational behavior, leadership, and nonprofit organizations; experience teaching diverse student body populations and using a variety of learning platforms in onsite, online, and blended contexts. Experience includes selection as a U.S. Fulbright Scholar in Uganda (2012-13), conducting research and teaching undergraduate courses and seminars in organizational leadership, and selected law school clinic courses in Uganda. Research interests include the intersection between race, culture, and religion, social entrepreneurship, and human flourishing.

Over ten years of senior-level leadership experience in higher education administration, including successfully leading successful organizational and programmatic change initiatives.

Held senior-level public policy positions in the Executive and Legislative branches of government and international organizations. Excellent verbal and written communication skills, including extensive public speaking experience and active research and writing agenda.

Core competencies include:

- Teaching and Facilitation
- Research and Writing
- Curriculum & Program Development
- Personal & Leadership Development

Academic Positions

Associate Professor, Organizational Leadership, doctoral program, Indiana Wesleyan University, 2013-

US Fulbright Scholar, Uganda, East Africa, 2012- 2013

Associate Dean, Nyack College, Washington, DC campus, 2005-2012

Director, Master of Science in Organizational Leadership, Nyack College, WDC, 2010- 2012

Assistant Professor, Organizational Leadership, Nyack College, 2008-2012

Director, Bachelor of Science in Organizational Management, Nyack College 2003-2005

Administrative Faculty, Nyack College, 2003- 2008

Adjunct Instructor positions: Online Adjunct Instructor, University of Maryland, University College, College Park, Md., (2015- 2016); Adjunct Instructor, Bowie State University (2011)

Education

Ph.D., Organizational Leadership, Regent University, Virginia Beach, Va., 2008 Executive Certificate of Completion, Non-Profit Boards, Harvard University, School of Business, Cambridge, Massachusetts, 1998
Bachelor of Theology, Christian Life School of Theology, Columbus, GA, 1995
Diploma, Advanced International Legal Studies, McGeorge School of Law, Salzburg, Austria campus, 1986
Juris Doctorate, Howard University, School of Law, Washington, DC, 1985
Bachelor of Arts, Spelman College, Atlanta, Georgia, 1980

Teaching Experience

Undergraduate

Adult and Career Education
Ethical Leadership
Diversity Management
Fundamentals of Organizational Leadership
Interpersonal Communications
Organizational Leadership Seminar & Praxis

Graduate

Advanced Leadership Theory
Ethical Leadership
Foundations of Organizational Leadership
Global leadership and Diversity
Organizational Learning and Adult Development
Organizational Theory and Design
Personal leadership and Adult Development
Steward Leadership (Non-Profits)
Transformational Leadership
Graduate Thesis Seminars

Law school

Clinical Legal Education (Alternative Dispute Resolution), Legal Ethics, Uganda (2012-13)

Student Advising

Undergraduate academic student advisor (20+); graduate and dissertation chair/committee member (20+)

PhD Dissertation Committee Chair; Masters' thesis chair and committee member (20+)

Teaching, Academic Leadership & Program Development Experience

Associate Professor, Indiana Wesleyan University 7/2013-present

Teach courses in a blended format (online and in the classroom) to doctoral students in organizational leadership; engage in curriculum development; serve as an academic/dissertation advisor to doctoral students (chair and serve on dissertation committees); manage research teams; conduct research and writing in areas related to personal research interests; assist in developing departmental and faculty initiatives; engage in conference planning and participation; serve on university wide committees, provide instructional and administrative support to the graduate program as needed.

U.S. Fulbright Specialist Roster (FSR): March 2021 – present

FSR is a part of the U.S. Fulbright program at the U.S. State Department/ The program pairs U.S. academics and professionals with host institutions abroad for purposes including, but not limited to, sharing expertise, and strengthening institutional linkages.

US Fulbright Scholar, Uganda, East Africa; 8/2012-6/2013

Provided teaching and other instructional support for undergraduate and post-graduate programs in the Faculties of Law and Social Sciences.

Developed and conducted a series of leadership workshops with faculty and staff from the university and affiliate campuses throughout Uganda.

Research explored the nexus of leadership, faith and decision-making of local Ugandan leaders.

Associate Dean and Director, Master of Science in Organizational Leadership 1/2005- 6/2012

Director, Undergraduate degree program—11/2003 - 1/2005

Nyack College, Washington, DC Campus; Nyack DC Institute for Public Service and Policy Development (IPS).

Provided administrative and academic leadership, program and curriculum development for the undergraduate, graduate degree programs and certificate programs; responsible for \$1. 2 million budget; hired faculty and staff; developed targeted marketing and student outreach initiatives resulting in an increase in student enrollment; significantly raised the local and national profile of the campus as a result of the implementation of national symposia and lectures and program development initiatives; represented the campus effectively in print, electronic media and via public speaking.

Selected accomplishments:

Successfully led the campus through major organizational and cultural change and development which included phasing out selected degree programs and successfully integrating into the curriculum a new graduate degree program in organizational leadership; provided curricula development, faculty and student recruitment and developed specific programs to meet the needs of a diverse student population.

Developed and organized major national public policy- oriented lecture series and symposia on critical social and political issues. Identified and procured external support for symposia; developed program content and procured television, radio and print representation for the initiatives. Selected lectures and symposia included:

Advancing Human Dignity & Responsibility through Immigration Reform (2011), Institute for Policy Development and Public Service, United States Senate, Washington, DC

Developed and spearheaded a three- month panel series on immigration reform in the modern era with six nationally recognized organizations and speakers. The series took place partially at the US Senate and includes written proceedings in the *Journal of Faith and International Affairs*, Routledge Press; provided oversight of the

development of a certificate program on immigration reform to accompany the panel series geared towards students, congressional staff, educators and others interested in the topic.

Loving thy Neighbors: Barriers and Breakthroughs in the Washington, DC Metroplex, Institute for Policy Development and Public Service, Kellogg Conference Center, Gallaudet University, Washington, DC (2009)

Created, organized and executed a bi-partisan and diverse symposium with more than 300 participants to address issues related to poverty alleviation and the roles of diverse ethnic, political and religious community-based institutions in the Washington, DC metropolitan area.

Participants included representatives from the current and former White House administrations, Federal, State and local government, and for profit and not for profit organizations; solicited and received external funding; developed an effective marketing strategy which included utilizing social networking media, print and broadcast media. The symposium sparked the development of several follow-up initiatives with organizations in the Washington, DC metropolitan area.

Developed a branch campus program entitled: *EXCEL (Extra Curricula, Educational Learning, 2007)*, designed to provide academic skill building and leadership development support to students in topical areas through a brown bag luncheon series and workshops. Notable experts from major corporations and organizations participated in this initiative.

Additional Relevant Experience

External Program Reviewer, Bachelor of Arts in Business Leadership, Forbes School of Business & Technology, The University of Arizona Global Campus (UAGC) September-October 2022

Conducted a comprehensive review, analysis, and evaluation of the Bachelor of Arts in Business Leadership program for the Department of Advanced Management Studies, Forbes School of Business & Technology, (UAGC) Program areas reviewed included but were not limited to: program alignment with institutional mission, vision and values, program quality, and outcomes, faculty and teaching quality, curriculum review, student learning outcomes, analysis of program viability and sustainability, recommendations, and conclusion.

Leadership Coach (2019)

WE Empower UN Sustainable Development Goal (SDG) Challenge

Provided leadership coaching focusing on social entrepreneurship for one year to one of the winners of the 2019 We Empower UN SDG Challenge winner.

Non-profit consultant 1995 – 2003

Provided grant development assistance for non-profit organizations and non-governmental organizations (NGO's), including assistance in drafting tax-exempt documents (501© 3), while enrolled in PhD for Organizational Leadership.

Public Policy and International Experience

Rule of Law Specialist, 1993-1994; U.S. Agency for International Development, Washington, DC Provided grants management oversight of democratic governance assessment strategies for selected countries in Africa.

Coordinated the Office of Democracy and Governance efforts to assess performance in implementing political reforms in selected African countries; provided management oversight of a major grant assessment of the role of and means for promoting civil society in emerging democracies; developed strategy to guide research, studies, internship development, seminars, and field visits to increase USAID utilization of underrepresented colleges and universities.

Counsel, Select Committee on Hunger, 1990- 1993

U.S. House of Representatives, Washington, DC.

Analyzed legislation, developed, drafted and executed legislative and policy initiatives related to domestic and international hunger, health and poverty issues; developed and coordinated congressional hearings, executive branch roundtable and seminars; served as key liaison between Democratic and Republican Members and staff.

Legal Fellow, Office of Legal Affairs, 1985

Organization for Economic and Cooperative Development (OECD) Paris, France

Researched, analyzed and formulated legal briefs both orally and in writing to the Chief Legal Advisor on treaties, laws and regulations for selected issues of public international law pertaining to OECD member countries; represented the OECD at international conferences and meetings.

Legal Fellow, Office of Legal Affairs, 1984

Organization of American States (OAS), Washington, DC

Researched, analyzed and formulated legal briefs both orally and in writing to the Chief Legal Advisor on treaties, laws and regulations for selected issues of public international law pertaining to OAS member countries.

Participant, Operations Crossroads Africa, Kenya, East Africa, (Summer, 1980)

Assisted in building a school and an irrigation system in a village in Kenya, East Africa.

Presentations and Workshops

Johnson, Patricia R. (2020, January 16). *Leading through change: Global teams* [Workshop Presenter]. Global Security Team Retreat, Uber National Headquarters. Washington, DC.

Johnson, Patricia R. (2019, November 12) *Navigating diversity issues* [Speaker]. Uber National Headquarters. Washington, DC.

Johnson, Patricia R. (2019, October,24-27). *Courage to develop the whole human: intentional spiritual formation in doctoral-level leadership education* [Workshop Presenter]. International Leadership Association Global Conference. Ottawa, Canada.

Johnson, Patricia R. (2019, August, 22). *Steward leadership A model for building, trust, collaboration and economic empowerment in Africa and the diaspora* [Speaker], Bugema University, Graduate Program Workshop, Faculty of Social Sciences. Kampala, Uganda.

Johnson, Patricia R. (2017, April). *Understanding diverse religious perspectives* [Presenter, Academic Residency. Doctor of Organizational Leadership Program, Indiana Wesleyan University, Indianapolis, Indiana.

Johnson, Patricia R. (2016, July). *Leadership and mentoring* [Presenter], Women's Leadership Institute. ALARM, Kigali, Rwanda.

Johnson, Patricia R. (2013, February). *Lives, leaders, and lessons from the civil rights era for emerging young leaders* [Key Note Speaker]. United States Embassy. Kampala, Uganda.

Johnson, Patricia R. (2012, November). *Lecturer- leaders: Key principles of servant leadership to change a generation* [Lecturer]. University Law Faculty, Mukono, Uganda.

Johnson, Patricia R. (2012, September, October). *Authentic leadership and team-building i & ii* [Seminar Presenter]. Master's of Public Health and Leadership, Save The Mothers, NGO. Mukono, Uganda.

Johnson, Patricia R. (2012, October). *Leadership styles and effective teams*. [Seminar Presenter]. Mbale Campus administrative staff and faculty. Uganda Christian University, Mbale, Uganda

Johnson, Patricia. R. (2011, October). *One planet, many worlds: Remapping the purposes of leadership* [Poster presentation]. International Leadership Association, Global Conference. London, UK.

Johnson, Patricia R. (2011, July). *Leadership that works for the leader and the team* [Retreat facilitator and trainer]. Perry Street Public Charter School. Bolger Conference Center, Potomac, Maryland.

Johnson, Patricia R. (2011, May). *Changing winds in the middle east* [Moderator]. Institute for Public Service and Policy Development, Nyack College, DC Campus, U.S. Capitol, Washington, DC

Johnson, Patricia. R. (2010, October- December). *Immigration in the modern era* [Conference organizer and speaker]. Institute for Public Service and Policy Development. U.S. Senate. Nyack College, DC Campus. Washington, DC.

Johnson, Patricia R. (2010, October). *Collaborating without compromising core values keys for non-profits* [Workshop Presenter]. Christian Community Development Association. National Conference, Chicago, Illinois.

Johnson, Patricia R. (2010). *Civility and justice* [Panelist]. Kyper Lecture. Center for Public Justice.

Johnson, Patricia R. (2009, April). *Loving thy neighbor: barriers and breakthroughs in the dc Metroplex* [Speaker and organizer]. Institute for Public Service and Policy Development. Nyack College, Washington, DC. Campus.

Johnson, Patricia R. (1999). *Developing and communicating vision and leadership* [Speaker]. Lesotho, South Africa.

Publications

Johnson, Patricia R. (2013). *Dissertation Guidelines* (Handbook), Uganda Christian University Bachelor of Law Program, Uganda, East Africa.

Johnson, Patricia R. (2012). A new paradigm: public schools, training grounds for authentic leaders in the 21st century? *In voices from the United States and Canada on public school education*. Information Age Publishing.

Johnson, Patricia R. (2011). *Leadership that works for the leader and the team*. Leader Training Manual. Perry Street Public Charter School, Senior Leadership and Team Building Retreat, _ Bolger Conference Center, Potomac, Maryland.

Johnson, Patricia R. (2010), Making collaboration work. *Reflections*, 1(4). Nyack College, Washington, DC Campus.

Johnson, Patricia R. (2010), *Compassion conversations*. Blog posts. Retrieved from, <http://www.missiondc.org/blog/authors>

Technological competencies

Learning platforms: Blackboard, E-College, Learning Studio, Leo (UMUC), E-College a, Pearson Learning and Brightspace; Word, Excel, PowerPoint, Publisher. and Google platforms

Honors

Selected to be a 2020 Leadership Coach for We Empower Global Awardee through Vital Voices Global Partnership
Who's Who, 2008, Heritage Registry
Professor of the year, Nyack College, Washington, DC campus, 2006
Alumni of the Year, (1992). National Association for Equal Opportunity in Higher Education (NAFEO)

Memberships

Advisory Neighborhood Commission, Washington, DC
American Political Science Association
International Leadership Association
Bloomingdale Civic Association