**Curriculum Vitae**

**Kermit A. Brown, Ed.D.**

**Lecturer**

Leadership and Integrative Studies

Faculty Fellow, Center for the Study of Race and Democracy

Affiliate Faculty, Veteran and Military Academic Studies

Honors Faculty, Barrett Honors College

College of Integrative Sciences and Arts

Arizona State University

[Kermit.brown@asu.edu](mailto:Kermit.brown@asu.edu)

**Academic History**

**Doctor of Education**, Education Leadership and Innovation, 2017, Arizona State University, Tempe, Arizona

**Master of Education**, Education Leadership, 2007, Wayland Baptist University, Plainview, Texas

**Bachelor of Arts**, Communication Studies, 2000, Arizona State University, Tempe, Arizona

**Associate of Arts**, General Studies, 1997, Glendale Community College, Glendale, Arizona

**Diversity, Equity and Inclusion Award Recipient**

Equity and Inclusion award for designing and implementing inclusive practices that promote diversity within a student affairs unit, and student activities. The Center for The Study of Race and Democracy – February 2021

**Additional Education and Training**

EDU 250 - Teaching and Learning in the Community Colleges completed - Summer 2014

**Experience Record**

**Lecturer, Leadership and Integrative Studies - College of Integrative Sciences and Arts - Arizona State University *–* June 2021 - Present**

I currently teach Leadership and Integrative Studies classes which include;

* OGL 200 – Introduction to Organizational Leadership
* OGL 220 – Behavioral Dynamics in Organizations
* OGL 260 – Resource Allocation in Organizations
* OGL 350 – Diversity and Organizations
* OGL 540 - Evidence-based Inquiry in Organizational Leadership

I am currently teaching and developing new Leadership and Integrative Studies curriculum for the Spring 2023 semester. I have conducted graduate and undergraduate lectures (10 per week), both in-person and online via Zoom. I arranged virtual office hours and one-on-one instruction via Zoom. I have also demonstrated outside of class service to our students. I currently serve as the Faculty Advisor for the ASU Black Student Union and have served as Honor’s thesis chairperson on several committees.

**Instructor, Communication Studies -** **College of Integrative Sciences and Arts - Arizona State University *-* December 2013 – May 2021**

As a Communication Studies InstructorI taught Communication Studies classes which include;

* COM 100 – Introduction to Communication
* COM 110 - Interpersonal Communication
* COM 225 - Public Speaking
* COM 230 - Small Group Communication
* COM 263 - Intercultural Communication-COM 263
* VTS 301 - Veterans, Society, and Service
* EDA 593 – Applied Project

I regularly incorporated in-house collegiate and external resources to develop lesson plans; create and administer tests; and provide students with feedback targeting areas of improvement and align their strengths with course objectives and intended outcomes. Experience collaborating with colleagues from different disciplines to grow dynamic research and academic programs. A compelling vision for a research and engagement agenda that advances the mission of helping all Arizonans benefit from innovation.

**Faculty Fellow - The Center for the Study of Race and Democracy** - Arizona State University – 2019 - Present

In this role I collaborate with colleagues from different disciplines to grow dynamic research and academic programs that support racial equity, social justice, diversity and inclusiveness (DEISJ). I have facilitated and hosted, and co-hosted several groundbreaking programs, events, and symposiums. As a Faculty Fellow, I engage students and community with a compelling vision for research and engagement agenda that advances the mission of the center helping all benefit from innovation.

**Affiliate Faculty, Veteran and Military Academic Studies** -Arizona State University – 2020 - Present

As a Marine Corps veteran, I have the opportunity to teach and develop curriculum for the Office for Veteran and Military Academic Engagement. I am responsible for helping to create a foundational course for ASU, VTS-301; Veterans, Society, and Service certificate and associated with the growing field of veteran studies, which creates bridges among military, veteran, and civilian cultures.

**Honors Faculty -** Barrett, The Honors College at Arizona State University - 2017-Present

In the role of Honors faculty, I am responsible for fulfilling the mission of the Honors College. My responsibilities in teaching an Honors course include mentoring an individual’s Honors work project or portfolio, directing a thesis project, at to attract students to the program, by providing high expectations for academic excellence, in an environment that fosters student success.

**Faculty Advisor** – **Black Student Union** – Arizona State University - 2018-2020

In this role I focus on building community on the Downtown campus and coordinating activities such as career readiness fairs and counseling to first-generation, low-income, and/or underrepresented students across the colleges. I also work closely with local government, business, educational, and community groups to create post college opportunities for

students.

**LEAD Program Instructor** – Arizona State University - 2017-2021

The LEAD program provides students with robust learning opportunities throughout their first year at Arizona State University. As an Instructor in the LEAD (Learn Explore Advance Design) program I provide students with robust learning opportunities throughout their first year at Arizona State University. I have designed course work to help students develop the cognitive skills needed to succeed at ASU and in the professional world. The curriculum designed consists of various assignments, speeches and projects based on Leadership, Communication, Presentation Skills, Team Building, Time Management, and Expressive Writing. These concepts and skill sets help students to develop the cognitive skills needed to succeed at ASU and in the professional world. My ultimate goal is to enable students to build meaningful relationships with each other and with their professors.

**Adjunct Communication Studies Instructor** - Arizona Christian University - **2018 – 2021**

As an Adjunct Communication Studies Instructor in the Behavioral Sciences and Cultural Studies at Arizona Christian University I taught Communication Studies classes which included; *Public Speaking- COM 100,* andBusiness Communication - BUS 345*.*

**Veteran Student Faculty Advisor** - Arizona State University - 2016-2018

As faculty adviser to the Tau Epsilon Phi Fraternityveteran students, I was responsible for all members both graduate and undergrad. Some of those responsibilities include policies and procedures, advocacy, support, and general provisions for Veteran students or those students interested in Military service.

**Residential Communication Faculty** - Estrella Mountain Community College(OYO) 2019 – 2020

As a Communication faculty instructor in the Behavioral Sciences and Cultural Studies department at Estrella Mountain Community College. I teach Communication Studies classes which include; Public Speaking- COM 225, Interpersonal Communication-COM100, and Intercultural Communication-COM263*.* I have taught eight consecutive semesters in the Communication Studies program at Estrella Mountain and I am currently developing new Communication curriculum for the Fall 2020 semester. I have conducted undergraduate lectures (10 per week), arranged practical sessions as per the Division of Behavioral Sciences and Cultural Studies department. I also instruct students in the discipline of Intercultural Communication, providing various levels of instruction in communication strategies, public speaking, and conversation building techniques. I regularly incorporate in-house collegiate and external resources to develop lesson plans; create and administer tests; and provide students with feedback targeting areas of improvement and align their strengths with course objectives and intended outcomes.

**Adjunct Communication Faculty** - Estrella Mountain Community College - September 2011 – Present

I am currently an Adjunct faculty instructor in the Behavioral Sciences and Cultural Studies department at Estrella Mountain Community College. I teach Communication Studies classes which include; *Public Speaking- COM 225, Interpersonal Communication-COM100, and Intercultural Communication-COM263.* I have taught six consecutive semesters in the Communication Studies program at Estrella Mountain and I am currently developing new Communication curriculum for the Fall 2017 semester. I have conducted undergraduate lectures (10 per week), arranged practical sessions as per the Division of Behavioral Sciences and Cultural Studies department. I also instruct students in the discipline of Intercultural Communication, providing various levels of instruction in communication strategies, public speaking, and conversation building techniques. I regularly incorporate in-house collegiate and external resources to develop lesson plans; create and administer tests; and provide students with feedback targeting areas of improvement and align their strengths with course objectives and intended outcomes.

**Maricopa Community Colleges Foundation Scholarship Committee: Scholarship Committee Review Board - Estrella Mountain Community College** *-* 2017

The committee is charged with publicizing and soliciting applications and making decisions based on the applicants' responses. It is also the responsibility of the committee to distribute the scholarships and follow up with recipients to ensure the scholarship awarded is received.

**Advisor- The COM Club at Estrella Mountain Community College -** Estrella Mountain Community College *- 2019-present*

**Director - African American Student Organization *–*** Estrella Mountain Community College *- 2013-2016*

Responsible for planning, organizing and supervising college wide student leadership, diversity, and career programs and services.

**Assistant Director - The Estrella Mountain Community College Diversity Team** - Estrella Mountain Community College – 2014-2016

**Veteran Student Services Consultant*–*** Estrella Mountain Community College *– 2014-2016*

Experience with advising veterans and coordinating processes with a variety of staff and departments including financial aid, student leadership, and career services.

**Southwest Skill Center Medical Programs Informational Technology Instructor *-* Estrella Mountain Community College** *–* 2011-2012

Instructor of Intro to Computers BPC110, Keyboarding, 10-Key by Touch, Microsoft Office Word, Excel, and Access 2010 applications to the evening Medical Assistant and Medical Billing and Coding students. Duties include lectures, testing, and grading along with answering a wide range of questions and concerns, from computer/printing issues to sitting with students and guiding them. I was also responsible for updating students printing accounts, helping with computer login and resetting passwords.

**Adjunct Reading Instructor** *-* Phoenix College *-* Summer 2016

As an Adjunct faculty instructor in the Department of Communication, Reading, American Sign Language and Education at Phoenix College. I taught *STO 291 The Art of Storytelling*, where students explore the art and origin of storytelling. My primary objectives are to provide a variety of storytelling techniques, styles and exercises to enhance the delivery of telling stories. I am also responsible for the integration and application of storytelling to the learning environment in the classroom and encouraging the students to find, craft, and tell a variety of stories. I am responsible for providing constructive feedback and ensuring the students ability to function within a community of storytellers.

**Adult Basic Education Instructor - Rio Salado College** - **College Bridge Pathways Instruction**

2012 – 2013

As an Adult Basic Education (ABE) and College Bridge Pathways instructor, I strive to improve student’s basic reading, writing and math skills. My goal is to prepare the adult learner to pass the series of tests for the GED High School Equivalency Diploma, become more self-sufficient, and also help them improve their job skills and lay the foundation for a better future. My classroom instructional duties are to also assist students who need to improve oral and written communication skills in the English language. I help the Adult Learners with basic comprehension and assist learners in reaching their full potential and goals as individuals, parents, community members and workers.

**Track and Field Assistant Coach** - Glendale Community College - 2012 – 2013

As Assistant Track and Field coach I am obligated to perform all duties and responsibilities in accordance with the National Junior College Athletic Association (NJCAA), and the Glendale Community College Athletic Department Administrative guidelines. I am responsible for practices, scheduling, directing home meets (meet director), coordinating any away meets, off season workouts, organizing and scheduling all team camps, and overseeing the needs and interests of the student athletes. I am also in charge of the team’s season Budget and Financial Report; and maintenance of financial reports of all fund-raising projects.

**Seventh and Eighth Grade Lead Language Arts Instructor and Athletic Director -** The Arts Academy at Estrella Mountain Charter School ***-*** 2004-2010

Lead Teacher in junior high Language Arts, responsible for curriculum design and implementation of technology, as well as standards-based achievement scores and accountability for over 250 students and seven teachers. Daily responsibilities included teaching students the fundamentals of literature, develop the steps to comprehension of materials, and encouraging students to do their best on all endeavors. I also served as Athletic Director from 2008-2010. As Athletic Director my responsibilities were organization and supervision of six after school sports and over 150 student-athletes. Along with supervision, I was responsible for maintaining the annual budget, coordination and scheduling of athletic facilities and equipment, advisement and counsel of all coaches in their duties and responsibilities.

**United States Marine Corps - *Non-Commissioned Officer, Camp LeJeune, North Carolina***

**1991- 1997**

As a member of the United States Marine Corps, I earned the Kuwaiti Liberation Medal, for defense of the Country in the Gulf War. I was honorably discharged with a good service, and several other medals and awards in 1997. Throughout my military career I configured, maintained and upgraded over 90 intelligence systems to include Windows based servers, desktops, laptops and special use systems. I ensured systems configuration met the highest security parameters aiding in the security of the Department of Defense Global Information Grid, including three intelligence special purpose systems programs. As a Non-Commissioned Officer I spearheaded the development of digital learning programs for our entire unit. I also supervised and trained a six-person team that operated, troubleshot and maintained a $9.8 Million-dollar weapon, and an entire Network Control Center (NCC) along with cryptographic equipment; while maintaining continuous connectivity and a 99% system up time in support of contingencies worldwide.

**Professional and Community Organizations**

Adjunct Faculty Association - Member

ASU Alumni Association - Member

Phi Beta Sigma Fraternity Incorporated – Member

**Campus Committee Memberships**

The FLIS Assistant Professor Search Committee – 2022

The CISA Curriculum Committee - 2022

The CISA Diversity and Inclusion Committee - 2022

The FLIS Study Abroad Committee - 2022

The CISA Grade Appeal and Academic Integrity - 2022

**Engage Estrella (E2) Mentorship Committee Mentor -** Estrella Mountain Community College - 2019

The Estrella Mountain Community College Diversity Team - Estrella Mountain Community College - 2018

**Professional Presentations**

* Facilitator and Host – The Phoenix Theatre and Black Theatre Troupe in conjunction with The Center for the Study of Racism and Democracy present: The Scottsboro Boys; a minstrel-style play about the landmark civil rights case.
* The Center for the Study of Racism and Democracy: The Road to Brown Film Screening and Discussion, [Created Equal Film and Arts Series](https://csrd.asu.edu/CreatedEqual), Delivering Democracy Lecture, Architects of Change Project, Healing Racism Public Dialogue Series (2012-PRESENT)
* Facilitator and Host - The Center for the Study of Racism and Democracy: The Road to Brown Film Screening and Discussion, [Created Equal Film and Arts Series](https://csrd.asu.edu/CreatedEqual), Delivering Democracy Lecture, Architects of Change Project, Healing Racism Public Dialogue Series (2012-PRESENT)
* Life Coach and Mentor - C3C Leadership, Social Skills and Confident Communication Workshop for Youth (2016)

##### Facilitator - The Art of Storytelling Summer lecture series: Provided a variety of storytelling techniques, styles and exercises to enhance the delivery of telling stories and explore the art and origin of storytelling. Phoenix Indian Center Summer Academy (2016)

* Facilitator and Moderator - ASU Community Dialogue with Female Veterans of Color. (2016)

##### Key Note Speaker - The International Student Leadership Organization (ISLO) Estrella Mountain Community College. (2015)

* Facilitator and Trainer - Salt River Project Train the Trainer: Teaching Techniques & Adult Learning Styles. (2014)
* Key Note Speaker - Arizona Call-A-Teen Youth Resources, Inc. ACYR Workforce Development Project training. Estrella Mountain Community College (2013)
* Moderator and Trainer - Maricopa Community Colleges foundation general scholarship committee. (2013)
* Key Note Speaker - LINK Summer Bridge Leadership Symposium Estrella Mountain Community College, August 2012
* Key Note Commencement Speaker – The Arts Academy at Estrella Mountain, May 2010

**Undergraduate Committees**

Scott, Chloe “How ASU Can Strengthen the Student Experience to Produce the Global Citizens Needed in Today’s World. May 3rd 2018, Thesis Submitted in Partial Fulfillment of the Requirements for the Degree of Bachelor of Arts for The Barrett Honors College, Honors Program. Faculty Chair: Dr. Goodman

**Educational Honors and Distinctions**

* Languages and Cultures Special Teaching Award for Adaptability 2020. For Extraordinary Adaptability and Excellent Educational Opportunities for your Students with a Rapid Shift from in Person to Online Teaching, Spring 2020.
* ASU SUN Award (Serving University Needs) for supporting student success in the LEAD Program, Spring 2020
* Outstanding Adjunct Award nomination, Maricopa Community College District 2018.
* ASU SUN Award (Serving University Needs) for outstanding commitment to the success of Barrett Honors College students. Spring 2016
* Phi Theta Kappa International Honor Society – Honoree, Spring 2013
* Wayland Baptist University Presidents Choice Award for Academic Achievement, May 2006

**Awards**

**Outstanding Adjunct Faculty of the Year Award - Estrella Mountain Community College 2021**

Outstanding Adjunct Award for visionary guidance and undaunting leadership in the classroom. Estrella Mountain Community College.

**Diversity, Equity and Inclusion Award Recipient – Arizona State University 2021**

Equity and Inclusion award for designing and implementing inclusive practices that promote diversity within a student affairs unit, and student activities. The Center for The Study of Race and Democracy – February 2021

**Professional Writing**

**Master’s Thesis**: Topical Research in Education: Master’s Degree Research Project Presented to Dr. M. Sue Bradley. *Online Education Versus Traditional: A Study on Quality, Efficacy, and Relevance.* Wayland Baptist University, May 5th, 2007

**Doctoral Dissertation:** Dissertation Proposal presented in partial fulfillment of the requirements for the Degree Doctor of Education. *What You Don’t Know CAN Hurt You: Awareness, Action, and Discourse in Intercultural Communication*. Arizona State University.

**Publications**

What You Don’t Know CAN Hurt You: Awareness, Action, and Discourse in Intercultural Communication. Arizona State University, Published 24th, 2017.