

Curriculum Vitae
BRET D. CORMIER, Ed.D.

Office

Educational Leadership, Middle, & Secondary Department
College of Education, Health, & Human Studies
Southeast Missouri State University
One University Plaza, MS 5675
Scully 425D
Cape Girardeau, MO 63701
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Email: bcormier@SEMO.edu

EDUCATION

The University of Texas at Austin (Summa Cum Laude) Austin, TX
Doctor of Education May 2009
Executive Leadership/Cooperative Superintendency Program
Dissertation: *Deconstructing the Deficit Thinking Paradigm in District and Campus Level Leadership to Close the Achievement Gap*.
Committee: Rueben D. Olivarez, Nolan Estes, Norvell Northcutt, Sarah W. Nelson, Kevin Michael Foster, Rene Garganta

Texas State University-San Marcos (Summa Cum Laude) San Marcos, TX
Educational Administration Principal Certification May 2004
Thesis: *The Blueprint to become an Exemplary Rated Campus at Lockhart High School by Capturing Kids Hearts*®.

Southwest Texas State University (Magna Cum Laude) San Marcos, TX
Masters of Education Special Education/Curriculum & Instruction August 2001
Thesis: *The Behavioral Change of African American Males in the San Marcos Consolidated Independent School District Juvenile Detention Center*.

Park University (Cum Laude) Parkville, MO
Bachelor of Arts in /Pre-Law/Criminal Justice August 1994

RESEARCH INTERESTS

Social/structural inequalities & public policy on the achievement gap
Social justice
Leadership in education
School to prison pipeline
College and career readiness
Organizational behavioral design

ACADEMIC APPOINTMENTS

August 2017-Present **Associate Professor-Tenured, University of Missouri-Columbia Statewide Cooperative EdD Program-SEMO Site Coordinator**, Educational Leadership, Middle, & Secondary Department, Southeast Missouri State University

August 2015-Present **Doctoral Adjunct Professor Statewide Cooperative EdD Program**, Department of Education Leadership & Policy Analysis, University of Missouri-Columbia

August 2015-August 2017 Assistant Professor, Department of Counseling, Leadership, and Special Education, Missouri State University

August 2014-2015 Interim Director of Testing Center, Kentucky State University

August 2011-2015 Assistant Professor, School of Education, Kentucky State University

August 2010-2011 Graduate Adjunct Professor, Department of Education, University of the Cumberlands

PEER-REVIEWED PUBLICATIONS

Bret D. Cormier. (2019). "How Eugenics, The Deficit-Thinking Paradigm, and Neoliberalism impact the Achievement Gap." In **Bret D. Cormier & Paul Watkins.** *Change, Diversity, & Ethical Leadership Challenges in Pre-Kindergarten through 12th Grade and Higher Education.* [forthcoming]

Bret D. Cormier. (2019). "The Great Eight of Bad Decision-Making." In **Bret D. Cormier & Paul Watkins.** *Change, Diversity, & Ethical Leadership Challenges in Pre-Kindergarten through 12th Grade and Higher Education.* [forthcoming]

Bret D. Cormier. (2019). "New England Patriots, Building Organizations & the Parallels to Building District Climate & Culture." In **Bret D. Cormier & Paul Watkins.** *Change, Diversity, & Ethical Leadership Challenges in Pre-Kindergarten through 12th Grade and Higher Education.* [forthcoming]

Bret D. Cormier & Alicia Walker. (2019). "Administrator Traps: How to Get Rid of Your Best Teachers." In **Bret D. Cormier & Paul Watkins.** *Change, Diversity, & Ethical Leadership Challenges in Pre-Kindergarten through 12th Grade and Higher Education.* [forthcoming]

Bret D. Cormier. (2019). "Three Teaching Traps that Stunt Culturally Relevant Pedagogy." In **Bret D. Cormier & Paul Watkins.** *Change, Diversity, & Ethical Leadership Challenges in Pre-Kindergarten through 12th Grade and Higher Education.* [forthcoming]

Bret D. Cormier. (2019). "The Anatomy of Social Justice Education: A Framework for Educators Working with Non-Dominant Group Students." In **Bret D. Cormier & Paul Watkins.**

Change, Diversity, & Ethical Leadership Challenges in Pre-Kindergarten through 12th Grade and Higher Education. [forthcoming]

Alicia Walker & **Bret D. Cormier**. (2019). "It's all in the framing: Impact of teachers' perceptions of the Millennial cohort in happy, successful teachers versus dissatisfied teachers." In **Bret D. Cormier** & Paul Watkins. *Change, Diversity, & Ethical Leadership Challenges in Pre-Kindergarten through 12th Grade and Higher Education.* [forthcoming]

Bret D. Cormier. (2018). "Building bridges and patching gaps: The honey badger intervention lab to help high school seniors graduate from a Texas High School." Submitted to *Journal of Education for Students Placed at Risk.* [forthcoming]

Bret D. Cormier. (2018). "Developing a leadership framework for superintendents." Submitted to M. Mountford & L.E. Wallace (Ed.) *The Contemporary Superintendent: (R)evolutionary Leadership in an Era of Reform.* [forthcoming]

Bret D. Cormier. (2018). "Flag on the Play!: The Challenges of Hiring Great Leaders, A comparison between School Districts and the NFL." C. Benedetti & I. Renga (Ed.) *Exploring Teaching & Leadership through the Lens of Athletics & Sports.* [forthcoming]

Walker, A. & **Cormier, B. D.** (2014). Leveling the Playing Field: The Normed-Opportunity Paradigm. *American Secondary Education Journal*, 43(1):33-51.

Cormier, N., **Cormier, B. D.**, & Madsen, J. (2009). African American Superintendents Narrowing the Achievement Gap through Organization Restructuring, In L. Foster & L. Tillman (Ed.) *African American Perspectives on Leadership in Schools: Building a Culture of Empowerment* (pp. 95-114). New York. Rowman & Littlefield Education.

PEER-REVIEWED RESEARCH MONOGRAPHS

Bret D. Cormier & Paul Watkins. (2019). *Change, Diversity, & Ethical Leadership Challenges in Pre-Kindergarten through 12th Grade and Higher Education.* Under contract Peter Lang. [forthcoming]

Bret D. Cormier. (2018). *The Achievement Gap: Unsolvable Problem or Bridgeable Gap?* Under contract Lexington Press. [forthcoming]

MANUSCRIPTS UNDER REVIEW

Bret D. Cormier. Carrying the Ball: Building on Extracurricular Success to generate a Culture of Academic Success. Submitted to C. Benedetti & I. Renga (Ed.) *Exploring Teaching & Leadership through the Lens of Athletics & Sports.*

Bret D. Cormier. Special Issue on President Donald J. Trump, Truth and Democracy. Submitted to *eJournal of Public Affairs*

Bret D. Cormier. "How to educate at-risk students, work with the police, in the era of zero tolerance." Submitted to *Education and Urban Society.*

Bret D. Cormier. “So goes the Principal, so goes the school: Leadership lessons for 21st century schools.” Submitted to *Educational Leadership*.

Bret D. Cormier. “How Inequality helps to exacerbate the Achievement Gap!” Submitted to *Educational Leadership*.

Dr. Barbara Pazez & **Bret D. Cormier.** “The Quest for Identity and Sustainability within a Turnaround Urban High School: An Account of Special Population Students Trying to Break Loose from the Constraints of Policy Reform” Submitted to *American Educational Research Journal*.

MANUSCRIPTS IN PROGRESS

Bret D. Cormier. “Creating cultures of success for students of color and students of poverty.”

Bret D. Cormier. “Leadership lessons learned from National Alliance of Black School Educators (NABSE) Demonstration Sites.”

Bret D. Cormier. “Will the Common Core Curriculum have an impact on the Literacy and Numeracy preparation of Pre-service Teachers?”

Bret D. Cormier & Katherine Fugate. “Leadership roles and responsibilities in establishing a culturally relevant response to Intervention (RTI) Program.”

PROPOSALS FOR RESEARCH MONOGRAPHS

Bret D. Cormier. *The Achievement Gap: Unsolvable Problem or Bridgeable Gap II? The Labyrinth of Solitude.*

Bret D. Cormier. *The Achievement Gap: Unsolvable Problem or Bridgeable Gap III? The Normed Opportunity Paradigm.*

Bret D. Cormier. *How not to Close the Achievement Gap! Why Predatory Capitalism, Politicians, Public Policy, and Inequality will Destroy Democracy.*

Bret D. Cormier & Alicia Walker. “*Schooling Traps: Spring them and set your students and yourself free.*”

GRANTS AWARDED

Awarded	Granting Body	Title	Role	Dates	Value (US\$)
August 2015	Missouri State University Summer Faculty Fellowship	"...And Wellness for All..." Interventions to Reduce Trauma and Stress to Increase Grit in K-12 Students through Increasing Health and Well-Being.	Primary Investigator	2015	\$6,000

July 2014	Kentucky Council on Post-Secondary Education Governor's Minority Student College Preparation Program (GMSCPP)	"Someone Like Me in Front of the Classroom"	Primary Investigator	2014 - 2016	\$7,100, biennium
May 2014	The Adolescent Literacy Project (ALP)	"Equity and Diversity-Does Literature Reflect the Cultures of your Diverse Student Population?"	Facilitator	2014 - 2015	\$45,000
May 2013	Leveraged Adolescent Literacy and Learning Initiative (LALLI)	"Equity and Diversity-Does Literature Reflect the Cultures of your Diverse Student Population?"	Facilitator	2013 - 2014	\$55,000
July 2013	Governor's Minority Student College Preparation Program (GMSCPP)	"Someone Like Me in Front of the Classroom"	Primary Investigator	2013 - 2014	\$10,000, annual
May 2012	Leveraged Adolescent Literacy and Learning Initiative (LALLI)	"Equity and Diversity-Does Literature Reflect the Cultures of your Diverse Student Population?"	Facilitator	2012 - 2013	\$70,000, 1 year
July 2012	Governor's Minority Student College Preparation Program (GMSCPP)	"Someone Like Me in Front of the Classroom"	Director	2012 - 2013	\$10,000
May 2011	Leveraged Adolescent Literacy and Learning Initiative (LALLI)	"Equity and Diversity-Does Literature Reflect the Cultures of your Diverse Student Population?"	Facilitator	2011 - 2012	\$70,000, 1 year
July 2011	Governor's Minority Student College Preparation Program (GMSCPP)	"Someone Like Me in Front of the Classroom"	Director	2011 - 2012	\$10,000
April 2006	RGK (Ronya and George Kozmetsky) Foundation	"Putting Research Into Practice: Identifying Explicit and Effective Strategies for Reducing Achievement Gaps for Austin ISD African-American Students"	Primary Investigator	2006 - 2009	\$500,00, 3-year study
June 2006	CompassLearning	"Putting Research Into Practice: Identifying Explicit and Effective Strategies for Reducing Achievement Gaps for Austin ISD African-American Students"	Primary Investigator	2005 - 2006	\$2,000
October 2005	John L. Warfield Center for African and African American Studies, The College of Liberal Arts, The University of Texas at Austin	"Putting Research Into Practice: Identifying Explicit and Effective Strategies for Reducing Achievement Gaps for Austin ISD African-American Students"	Primary Investigator	2005 - 2006	\$25,000

August 2005	Michael & Susan Dell Foundation	“Putting Research Into Practice: Identifying Explicit and Effective Strategies for Reducing Achievement Gaps for Austin ISD African-American Students”	Primary Investigator	2005 - 2006	\$25,000
June 2005	RGK (Ronya and George Kozmetsky) Foundation	“Putting Research Into Practice: Identifying Explicit and Effective Strategies for Reducing Achievement Gaps for Austin ISD African-American Students”	Primary Investigator	2005 - 2006	\$150,000

GRANT WORK IN PROGRESS

Granting Body	Title	Role	Proposed Period	Value (US\$)
Grants and Research Funding Committee (GRFC) Southeast Missouri State University	“She Works Hard for the Money!”	Co-Investigator	2018	\$6,000
U.S. Department of Education, 21 st Century Community Learning Centers	“Developing a STEM Learning Lab for At-risk students in Springfield Public Schools	Primary Investigator	2017-2020	\$1.2 million
NCAA Innovations in Research and Practice Grant Program	“A Multi-tiered Wellness Support System for Student-Athletes”	Co-investigator	2017-2018	\$25,000
NCAA Innovations in Research and Practice Grant Program	“A Multi-tiered Wellness Support System for Student-Athletes”	Co-investigator	2016-2017	\$25,000
William T. Grant Foundation	“Professional Teachers working a Second job; How does that Impact Leadership Decisions as well as Closing the Achievement Gap?”	Primary Investigator	2017-2020	\$1 million
Russell Sage Foundation	“Professional Teachers working a Second job; How does that Impact Leadership Decisions as well as Closing the Achievement Gap?”	Co-Investigator	2017-2020	\$600,000

Spencer Foundation	“Professional Teachers working a Second job; How does that Impact Leadership Decisions as well as Closing the Achievement Gap?”	Primary Investigator	2017-2020	\$50,000
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COURSES TAUGHT**Southeast Missouri State University/University of Missouri-Columbia**

Graduate courses Doctoral

- 1 semester EDLPA 9484 Program Evaluation and Planning for Educational Leaders
- 1 semester EDLPA 9473 Educational Leadership Inquiry III: Data Reporting
- 1 semester EDLPA 9478 Policy Analysis for Educational Leadership
- 1 semester EDLPA 9482 Quantitative Tools for Applied Research in Education Leadership
- 1 semester EDLPA 9472 Educational Leadership Inquiry II: Research, Ethics, & IRB
- 1 semester EDLPA 9483 Qualitative Tools for Applied Research in Educational Leadership
- 1 semester EDLPA 9476 Leadership Theory & Practice
- 1 semester EDLPA 9477 Leadership Theory & Practice with Application: Leaders & Data
- 4 semesters EDLPA 9090 Research in Educational Leadership & Policy Analysis Dissertation Research

Missouri State University/University of Missouri-Columbia

Graduate courses Doctoral

- 1 semester EDLPA 9470 Organizational Analysis for Educational Leadership
- 1 semester EDLPA 9471 Ed Leadership Inquiry I: Change, Diversity, and Ethics
- 1 semester EDLPA 9480 Team Building and Group Dynamics
- 1 semester EDLPA 9469 Leadership Inquiry IV-Prospectus Development
- 1 semester EDLPA 9479 Content and Context of Learning
- 1 semester EDLPA 9484 Program Evaluation and Planning for Educational Leaders
- 1 semester EDLPA 9473 Educational Leadership Inquiry III: Data Reporting
- 1 semester EDLPA 9478 Policy Analysis for Educational Leadership
- 1 semester EDLPA 9482 Quantitative Tools for Applied Research in Education Leadership
- 1 semester EDLPA 9476 Leadership Theory & Practice with Application
- 1 semester EDLPA 9483 Qualitative Tools for Applied Research in Educational Research I
- 1 semester EDLPA 9472 Educational Leadership Inquiry II Focus Groups
- 6 semesters EDLPA 9090 Research in Educational Leadership & Policy Analysis Dissertation Research

Missouri State University

Graduate courses Masters

- 1 semester EAD 745 Curriculum for Elementary Principals
- 1 semester EAD 746 Curriculum for Secondary Principals
- 2 semesters EAD 752 Elementary School Principalship
- 2 semesters EAD 753 Secondary School Principalship

Kentucky State University

Undergraduate courses

- 1 semester EDU 202 Foundations of Education

8 semesters EDU 302 Child and Adolescent Development
 6 semesters EDU 304 Classroom and Learning Management
 8 semesters EDU 309 Special Topics in Education
 5 semesters EDU 310: Introduction to Exceptional Education
 3 semesters EDU 430 Organization and Administration of Public Schools Online

Graduate courses Masters

7 semesters ESP 501 Special Topics in Education Online

University of the Cumberland

Graduate courses Masters/Specialist

2 semesters EDAD/ADOL Online 634 Business Management in Public Schools

2 semesters EDUC/EDOL Online 631 Advanced Human Behavior

DISSERTATION COMMITTEES/GRADUATE THESES

Southeast Missouri State University/University of Missouri-Columbia Dissertation Committees

Dr. Sarah Kimmel. (2018). *Predictors of Post-Secondary Success for Students with Autism Spectrum Disorder*. Member.

Dr. Amanda Lewis. (2018). *A Comparison of the Social and Academic Impact of High School Students Participating in Desegregation Programs to their Peers*. Member.

Dr. Marilyn Jackson. (2018). *What about the Parents? A Focus on Parent Perceptions Regarding Parent Involvement in the Middle School Setting*. Member.

In progress

Misty Chisum. *From Access to Equity: ITV Instruction*. Chair.

Millicent Odhiambo. *Understanding Faculty Attitudes towards Working with Students with Disabilities*. Chair.

Jodi Glidewell. *Course Placement: Its Impact in a Southeast Missouri School District on Achievement, Curriculum, Expectations, and Perceptions of the Program*. Chair.

Leanne Hopper. *Evaluation of an efficient method to train staff working with children with developmental disabilities to implement a brief stimulus preference assessment using video modeling with voiceover instruction*. Chair.

Seth Harrell. *Principal Discretion and the use of Out of School Suspension in Public High Schools*. Chair.

Kyle Schneider. *Analysis of Emergency Preparedness Best Practice Procedures for High School Athletics in the Midwest Region*. Chair.

Nicholas R. Baer. *Analyzing the Impact of Early Access to Algebra on Developmental Mathematics*. Member.

Lindsey Kearns. *School Climate and Culture: A Case Study on the Impact of Student Perception*. Member.

Jamie LaMonds. *Gender Differences of Student Leadership in Service Organizations: A Case Study of Homestead High School*. Member.

Robin L. Smith. *Leader-Member Exchange in Education: The Effects of Principal and Teacher Dyadic Relationship Quality on Beginning Teacher Retention and Attrition*. Member.

Alisha K. Conley. *The Effect of Student Motivation on Career and Technical Education Program Completion and Continuation*. Member.

Brandy Lee Hepler. *Predictive measures to identify target skill sets necessary for successful completion of future teachers during training programs*. Member.

Missouri State University/University of Missouri-Columbia Dissertation Committees

Dr. Rachal E. Tarrasch-Scholz. (2016). *Deconstructing White Privilege using a Multicultural Education Approach within a Homogenous Community*. Member.

Dr. Dory Quinn. (2017). *Application of the Margin in Life Theory to the Success of Traditional and Nontraditional First-Generation College Students in a Trio Student Support Services Program*. Member.

Dr. Angela Boyer. (2017). *Mentor Program Delivery and Accountability: A Mixed Methods Study in Southwest Missouri*. Member.

Missouri State University Master's Thesis Committees

Hollie Wright. (2017). *Charting Constellations of Power: Texas Education Policy*. Member.

In progress

Lexi Amos. *A Tripartite Examination of Special Education and Placement for Non-native English speaking Migrant students in Southwest Missouri*. Member.

Kentucky State University

Master's Thesis

Amari Johnson. (2015). *Children at Play: Does Play Therapy help At-risk Children close the Achievement Gap?* Chair.

Undergraduate Thesis

Grace Bowers. (2014). *The history of Teacher Unions in Kentucky*. Chair.

RELEVANT PROFESSIONAL EXPERIENCE**Kentucky State University**

Frankfort, KY

Interim Director of Testing Center

August 2014-August 2015

- Oversaw the administration of certification or licensure for education, law, medical, and other professions
- Oversaw the administration of graduate school entrance exams for national and international students
- Oversaw the administration of undergraduate college entrance and placement exams
- Oversaw the administration of high school Advance Placement (AP) and dual credit exams
- Supervised five employees of the testing center
- Managed and developed the testing center budget
- Worked on academic initiatives with the Provost of Academic Affairs

SureScore, Inc.,

Austin, TX

Senior Research Specialist

August 2009-August 2011

Houston Regional Manager

- Conduct research on college and career readiness, college entrance and college placement exams
- Develop curriculum that addresses skill gaps and skill deficits to impact the achievement gap
- Develop professional development training for SureScore employees and clients
- Develop score reports for SureScore clients based on student performance on SureScore products
- Promotes growth and retention of accounts through relationships with members of the K-12 education community and supporting programs and services
- Identify, hire, and place teachers to instruct workshops and classes

Stony Point High School, Round Rock Independent School District Round Rock, TX**Summer School Principal**

June 2008-July 2008/June 2009-July 2009

- Tasked with 2008 & 2009 Cohort: conducted home visits, tracked hours and necessary credit recovery to facilitate completion.
- Developed the policies and procedures to guide 2008 Summer School sessions; attended planning meetings with Director of Summer School, Payroll, Instructional Coaches, and MIS;
- Registered students; built classes; hired teachers, professionals, paraprofessionals; developed schedule; scheduled and provided professional development; constructed bus schedule;
- Designed all logistics for the program: classroom locations, bell schedules, drill schedules, distribution of supplies, snack and lunch schedule, textbook circulation, calculators, specific content area supplies;
- Coordinated with McNeil High School and Middle School and Summer Enrichment Site as well as Stony Point Middle School and Summer Enrichment Site;
- Conducted walkthroughs; oversaw daily operations of campus summer school program.
- Conceived, designed and orchestrated graduation ceremony for 2008 Summer Graduates.

Stony Point High School, Round Rock Independent School District Round Rock, TX
Assistant Principal August 2006-September 2009

- Conceived, and implemented Tiger Intervention Lab, serving Seniors failing TAKS, ESL students, potential L19 students and at-risk students to ensure timely graduation. Aimed at building numeracy and literacy skills. Instructed teachers on deconstructing TAKS tests to more effectively teach students skills. Pilot's success led to invitation to speak at a conference. TAKS pass rates among seniors was 94%.
- Conceived successful program for Saturday Intervention Lab for TAKS Remediation and Credit Recovery.
- Supervised administrator for Student Council and student government. 2007-2008 Council was the largest, most diverse, and most active in campus history. At the State Conference, SPHS Student Council presented a standing room only presentation on an innovative program implemented on our campus, which I conceived and instructed.
- Tasked with overseeing efforts to reduce dropout rates; support, monitor, and track at-risk students; maintain and track data on failure rates, TAKS data. Conduct home visits; lead mid-cycle reviews; facilitate wraparound services; identify back graded students to provide services.

Alphabet assistant principal for M-Ri serving over 600 sophomores, juniors, and seniors. Responsible for handling student discipline, attendance issues, tardies, and grade consultations; supervising the math and English as a Second Language departments, which consists of 25 teachers; conducting observations and concluding evaluations; scheduling drills to ensure campus safety; overseeing bookroom and ensuring textbook obligation collections; serving as junior class sponsor, which entails overseeing Junior Prom: budgeting, location, menu, safety, supervision on-site; directing building maintenance and security; routinely conducting and closing numerous campus investigations in tandem with both other administrators as well as campus SROs.

Office of the Associate Superintendent of North Elementary Schools, Austin Independent School District Austin, TX

RGK Grant Project Facilitator June 2005- July 2006

- Procured funding from multiple sources to fund the study Putting Research Into Practice: Identifying Explicit and Effective Strategies for Reducing Achievement Gaps for Austin ISD African-American Students
- Led and designed professional development for teachers and administrators; Developed and wrote modules with strategies designed to improve achievement
- Served as the advisor to a cluster of 14 principals with African American and Latino students; Developed intervention model for elementary, middle, high school administrators, teachers, and students.
- Supervised the 39 elementary campuses in the north part of the district

Managed the grant and led the research team for Austin ISD African-American Students; designed the research study and methodology; Co-head of the Education and Quality of Life of

African American Taskforce. Created and hosted the African American Leadership Summer Institute.

Stupski Foundation & University of Texas at Austin Partnership Mill Valley, CA
Consultant Member of Knowledge Assessment Team August 2004- September 2005
 Traveled across the United States assessing systems and processes in Stupski partnership districts, Gilroy Unified School District, East Baton Rouge Parish School System, and the Cumberland County Schools.

Texas Association of School Boards (TASB) Austin, TX
Consultant September 2004
 Worked with TASB on the Houston Independent School District Superintendent search.

Mountain Valley School, Comal Independent School District New Braunfels, TX
Vice Principal July 2003- June 2005
 Assisted in the transition of consolidating two schools. Leader in all aspects of administrating a school of 800 students in a Pre-K thru 6th grade campus. Served on the district Council for Improvement of Excellence committee.

United States Army, 11th Infantry Regiment Fort Benning, GA
Officer/Director of Personnel, Logistics, and Operation August 1988 to March 1995
 Served in Saudi Arabia during Operation Desert Storm. Leadership training as an Army officer. Taught and trained men under my command.

PROFESSIONAL CREDENTIALS

Professional Certification	Year	Expiration	State
Superintendent (K-12)	2004	2014	Texas
Principal (K-12)	2002	2018	Texas
Teacher Generic Special Education (6-12)	1997	2012	Texas

PROFESSIONAL ORGANIZATIONS

University Council for Educational Administration (UCEA)
 American Educational Research Association (AERA)
 American Association of Colleges for Teacher Education (AACTE)
 American Association of School Administrators (AASA)
 National Alliance of Black School Educators (NABSE)
 Association for Supervision and Curriculum Development (ASCD)
 Missouri Professors of Educational Administration (MPEA)
 Missouri Association of School Administrators (MASA)
 Kentucky Association of Blacks in Higher Education (KABHE)
 Texas Exes Life Member
 National Scholars Honor Society
 Pi Lambda Theta Honor Society
 Kappa Alpha Chi Honor Society
 Kappa Delta Pi Honor Society

PEER-REVIEWED PAPERS/PRESENTATIONS

- Bret D. Cormier.** “Building bridges and patching gaps: The honey badger intervention lab to help high school seniors graduate from a Texas High School.” *Global Conference on Education and Research (GLOCER)*, Las Vegas, Nevada, April 17-20, 2018.
- Bret D. Cormier.** “Someone Like Me In Front of the Classroom.” *The Teaching Professor Conference*, St. Louis, Missouri, June 2-4, 2017.
- Bret D. Cormier.** “The Anatomy of Social Justice Education: A Framework for Educators Working with Non-Dominant Group Students.” *Global Conference on Education and Research (GLOCER)*, Sarasota, Florida, May 22-24, 2017.
- Bret D. Cormier.** Chair/discussant. *Global Conference on Education and Research (GLOCER)*, Sarasota, Florida, May 22-24, 2017.
- Bret D. Cormier.** “21st Century Leadership: Using a Social Justice Framework.” *Society for Information Technology & Teacher Education (SITE)*, Austin, Texas, March 5-9, 2017.
- Bret D. Cormier.** “Transforming your Organization through Cultural Competence Part II.” *13th Annual Tri-State Diversity Conference*, Cincinnati, Ohio, February 16-17, 2017.
- Bret D. Cormier.** “Transforming your Organization through Cultural Competence Part I.” *13th Annual Tri-State Diversity Conference*, Cincinnati, Ohio, February 16-17, 2017.
- Dr. Alicia Walker & **Bret D. Cormier.** “How to Teach Millennials and Still Respect Yourself in the Morning: Insights from Happy, Successful Teachers.” *15th Annual Hawaii International Conference on Education*, Honolulu, Hawaii, January 3-6, 2017.
- Karen S. Heavin & **Bret D. Cormier.** “Assessment Driven Instruction, (Assess SMPs).” *The Inaugural Kentucky Mathematics Educator Development Conference*, Richmond, Kentucky, April 24, 2015.
- Bret D. Cormier** & Kimberly K. Kincaid. “Using STEM to Engage Students of Color.” *Re-Examining the G.A.P.S.: Gaining Access for Professional Success: What are the G.A.P.S.?”* Kentucky Association of Blacks in Higher Education (KABHE) 32nd National Conference, Louisville, Kentucky, April 12-14, 2015.
- Karen S. Heavin & **Bret D. Cormier.** “Why the Math Common Core State Standards are not the Devil!” *“Engage”* Kentucky Center for Mathematics (KCM) Conference, Lexington, Kentucky, March 9-10, 2015.
- Bret D. Cormier** & Kimberly K. Kincaid. “Bridging the Gap in Response to Intervention (RTI):

- The Honey Badger Intervention Lab, Accelerated Reading & Math.” *“Engage”*
Kentucky Center for Mathematics (KCM) Conference, Lexington, Kentucky, March 9-10, 2015.
- Bret D. Cormier** & Kimberly K. Kincaid. “How to use a Social Justice Framework to Disrupt the School to Prison Pipeline while Teaching African American Students.” *“Project Progress (1965-2015) Exploring the Continuing Transformation of Black America.”* 42nd Dr. Joseph H. McMillan National Conference on the Black Family in America, Louisville, Kentucky, February 26-28, 2015.
- Bret D. Cormier** & Kimberly K. Kincaid. “Moving from Cultural Awareness to Cultural Competence.” *“reThinking Diversity: Addressing the Cultural Shift in America.”* 11th Annual Tri-State Diversity Conference, Cincinnati, Ohio, February 19-20, 2015.
- Bret D. Cormier** & Kimberly K. Kincaid. “Someone Like Me in Front of the Classroom: Creating a Pipeline from K-12 into Higher Education.” *“Brown v. Board of Education: Reclaiming the Promise.”* National Alliance of Black School Educators (NABSE) 42th Annual Conference, Kansas City, Missouri, November 19-23, 2014.
- Dr. Traki Taylor-Webb, Dr. Boyce Williams, Dr. Anthony Graham, Dr. Kent McGuire, Dr. Marsha Millet, Dr. Karen Verbeke, Dr. Rhonda Jeter-Twilley, Dr. Yi Huang, & **Bret D. Cormier**. “The Vital Interests: Preparing Globally Competitive and Culturally Responsive Educators for Our Shared Future.” *“The Power of Education Research for Innovation in Practice and Policy.”* American Education Research Association (AERA) Annual Meeting, Philadelphia, Pennsylvania, April 3-7, 2014.
- Dr. Traki Taylor-Webb, Dr. Boyce Williams, Dr. Anthony Graham, Dr. Kent McGuire, Dr. Marsha Millet, Dr. Karen Verbeke, Dr. Rhonda Jeter-Twilley, Dr. Yi Huang, & **Bret D. Cormier**. “Making Excellence Inclusive: Strategic Directions of Educator Preparation Programs at Historically Black Colleges and Universities (HBCUs).” *“Taking Charge of Change.”* American Association of Colleges for Teacher Education (AACTE) 66th Annual Meeting, Indianapolis, Indiana, March 1-3, 2014.
- Bret D. Cormier**. “The School to Prison Pipeline: Implications for the Achievement Gap.” *“One Voice: Standing Strong for Our Children.”* National Black Child Development Institute (NBCDI) 43rd Annual Conference, New Orleans Louisiana, September 28-October 1, 2013.
- Bret D. Cormier**. “The Anatomy of Social Justice Education: A Framework for Educators Working with Non-Dominant Group Students.” *Generational Leadership: Embracing the Talents of Blacks in Higher Education.* Kentucky Association of Blacks in Higher Education (KABHE) 30th National Conference, Richmond, Kentucky, April 14-16, 2013.
- Bret D. Cormier**, Dr. Matthew M. Munich, Alicia Walker, & Raymond Martinez. Research Roundtable, “The Achievement Gap: Implications on College and Career Readiness.” *Teaching and Learning: What is Working in America’s Classrooms that Impacts the Success*

of Children of African Descent. National Alliance of Black School Educators (NABSE) 40th Annual Conference, Nashville, Tennessee, November 14-18, 2012.

Bret D. Cormier. “Three Teaching Traps that Stunt Culturally Relevant Pedagogy.” *Bridging Past Dreams: Creating New Pathways*. Kentucky Association of Blacks in Higher Education (KABHE) 29th Annual Conference, Bowling Green, Kentucky, April 15-17, 2012.

Bret D. Cormier. “Dismantling the Dominant group Maze to provide Access for Students of Poverty and Color.” *The gathering place*. 10th Annual Hawaii International Conference on Education, Honolulu, Hawaii, January 5-8, 2012.

Bret D. Cormier & Alicia Walker. “Administrator Traps: How to Get Rid of Your Best Teachers.” *The Gathering Place*. 10th Annual Hawaii International Conference on Education, Honolulu, Hawaii, January 5-8, 2012.

Bret D. Cormier & Alicia Walker. “How to create dropouts and marginalize students: Teacher Traps.” *The Gathering Place*. 10th Annual Hawaii International Conference on Education, Honolulu, Hawaii, January 5-8, 2012.

Bret D. Cormier. “Shifting from a Culture of Deficit-thinking to a Culture of Success for All.” *Inciting the Social Imagination: Education Research for the Public Good*, American Educational Research Association (AERA), New Orleans, Louisiana April 8-12, 2011.

Bret D. Cormier & Alicia Walker. “Leveling the Playing Field: The Normed-Opportunity Paradigm.” *The gathering place*. 9th Annual Hawaii International Conference on Education, Honolulu, Hawaii, January 4-7, 2011.

Bret D. Cormier. “Shifting from a Culture of Deficit-thinking to a Culture of Success for All” *The gathering place*. 9th Annual Hawaii International Conference on Education, Honolulu, Hawaii, January 4-7, 2011.

Bret D. Cormier. Chair/Discussant, “Coalitions and Collaborations with Schools and Communities of Color.” *Building Bridges: Politics, Partnerships, and the Purpose of Schooling*. University Council of Educational Administration (UCEA), New Orleans, Louisiana, October 28-31, 2010.

Bret D. Cormier. “Creating Cultures of Success.” *Building Bridges: Politics, Partnerships, and the Purpose of Schooling*. University Council of Educational Administration (UCEA), New Orleans, Louisiana, October 28-31, 2010.

Bret D. Cormier. “Achievement Gap? Or Quality of Service Gap?” *The Gathering Place*, 7th Annual Hawaii International Conference on Education, Hilton Hawaiian Village Beach Resort & Spa, Honolulu, Hawaii, January, 4-7, 2009.

Bret D. Cormier & Dr. Nicholas Cormier, Jr. “A Diverse Group of Principals in Diverse High

- Performing Schools Improving Academic Achievement for Students of Color and Economically Disadvantaged Students,” *The World of Educational Quality*, American Educational Research Association (AERA), Chicago, Illinois, April 9-13, 2007.
- Bret D. Cormier**, Dr. Nicholas Cormier, Jr., & Dr. Jean Madsen. “A Diverse Group of Principals in Diverse High Performing Schools Improving Academic Achievement for Students of Color and Economically Disadvantaged Students,” *Exploring Contested Intersections of Democracy, Social Justice, and Globalization*, University Council of Educational Administration (UCEA), San Antonio, Texas, November 9-12, 2006.
- Bret D. Cormier**. “Achievement Gap? Or Quality of Service Gap and its Impact on Broader Societal Implications,” *BOTA Think Tank Program; Black Scholars and the Study of Black Folks*, Morehouse College, Atlanta, Georgia, October 4-7, 2006.
- Bret D. Cormier**, Dr. Nicholas Cormier, Jr., & Dr. Jean Madsen. “African American Superintendents in High Performing Diverse Urban School Districts Creating an Organizational Identity Orientation Structure Successful in Narrowing the Achievement Gap,” *Education Research in the Public Interest*, AERA, San Francisco, California, April 7-11, 2006.
- Bret D. Cormier**, Dr. Nicholas Cormier, & Dr. Jean Madsen. “African American Superintendents in High Performing Diverse Urban School Districts Creating an Organizational Identity Orientation Structure Successful in Narrowing the Achievement Gap,” Presentation, *Democracy in Educational Administration: The Unfinished Journey Towards Justice*, UCEA, Memphis, Tennessee, November 10-13, 2005.
- INVITED TEACHING/LECTURES**
- Bret D. Cormier**. “Mental Health and Implications on the School to Prison Pipeline.” *Community Health Worker*, Graduate Lecture, Southeast Missouri State University, Cape Girardeau, Missouri, February 24, 2018.
- Bret D. Cormier**. “Creating Cultures of Success for Students of Color and Students of Poverty.” *Instructional Leadership*, Doctoral Lecture, University of Texas at Austin, Austin, Texas, April 30, 2011.
- Bret D. Cormier**. “The Achievement Gap: Implications on the School-to-Prison Pipeline.” *Sociocultural Influences on Learning*, Undergraduate Lecture, Texas State University-San Marcos, Kyle, Texas, March 30, 2011.
- Bret D. Cormier**. “Three Teaching Traps (that stunt Culturally Relevant Pedagogy).” *Foundations of Learning Theories II*, Alternative Teacher Certification Program Lecture, Houston-Tillotson University, March 25, 2009.
- Bret D. Cormier**. “The Achievement Gap and Culturally Relevant Pedagogy,” *Foundations of Learning Theories*, Alternative Teacher Certification Program Lecture, Houston-Tillotson University, January 21, 2009.

Bret D. Cormier. “The Achievement Gap and the Artificial Aristocracy,” *American Dilemmas*, Undergraduate Lecture, St. Edwards University, Austin, Texas, November 7, 2008.

Bret D. Cormier & Wendy R. Goodwin. “Lessons from the Field,” *Sociocultural Influences on Learning*, Undergraduate Lecture, University of Texas at Austin, Austin, Texas, November 14, 2007.

Bret D. Cormier & Wendy R. Goodwin. “Lessons from the Field,” *Sociocultural Influences on Learning*, Undergraduate Lecture, University of Texas at Austin, Austin, Texas, November 7, 2006.

Bret D. Cormier. “What First Year Teachers Need to Know,” Guest Lecturer, *Introduction to Curriculum and Instruction*, Texas State University-San Marcos, San Marcos, Texas, December 3, 2004.

INVITED CONFERENCE/COMMUNITY TALKS

Bret D. Cormier. “The Achievement Gap: Unsolvable Problem or Bridgeable Gap?” *The Logos School*, St. Louis, Missouri, August 15, 2018.

Bret D. Cormier. “The Great Eight of Bad Decision-Making Change, Diversity, & Ethics.” *The Logos School*, St. Louis, Missouri, August 15, 2018.

Bret D. Cormier, Dr. Hammer Hill, Dr. Steven Hoffman, Dr. Morris Jenkins, & Bob Miller. “Panel discussion on the Documentary Film 13th.” *The 2018 Michael Davis Lecture*, Cape Girardeau, Missouri, April 23, 2018.

Bret D. Cormier. “Developing a Plan to Work with Wounded Students Part I & II.” *2018 PB Connect Conference*, Popular Bluff, Missouri, March 23, 2018.

Bret D. Cormier. “Developing a Plan to Work with Wounded Students.” *2017 Fall Trauma Informed School Conference*, St. Louis, Missouri, November 5-7, 2017.

Bret D. Cormier. “The School to Prison Pipeline.” *Community Conversations*. Cape Girardeau, Missouri, October 3, 2017.

Bret D. Cormier. “Culturally Competent Teaching Strategies to Connect to 21st Century Students” Lumina Cultural Competencies Training & Faculty Center for Teaching and Learning (FCTL), Springfield, Missouri, April 27, 2017.

Bret D. Cormier. “Transforming your Organization through Cultural Competence.” *Diversity and Inclusion, The Collaborative Diversity Conference*, Springfield, Missouri, April 20-21, 2017.

Bret D. Cormier. “The School to Prison Pipeline Black History Month Speaker Series.” *Tough*

Talks Series, Springfield, Missouri, February, 2017.

- Bret D. Cormier.** “Culturally Competent Teaching Strategies to Connect to 21st Century Students” Lumina Cultural Competencies Training & Faculty Center for Teaching and Learning (FCTL), Springfield, Missouri, January 12, 2017.
- Bret D. Cormier.** “Culturally Competent Teaching Strategies to Connect to 21st Century Students” Lumina Cultural Competencies Training & Faculty Center for Teaching and Learning (FCTL), Springfield, Missouri, November 4, 2016.
- Bret D. Cormier.** “Culturally Competent Teaching Strategies to Connect to 21st Century Students” Lumina Cultural Competencies Training & Faculty Center for Teaching and Learning (FCTL), Springfield, Missouri, August 8, 2016.
- Bret D. Cormier.** “Raising Expectations to Close the Achievement Gap.” *“Upward Bound/TRIO Conference.”* Upward Bound Back to School Meeting. Frankfort, Kentucky, August 2, 2014.
- Bret D. Cormier.** “Does the Opportunity Gap Create the Achievement Gap?” *“Equity and Diversity-Does Literature Reflect the Cultures of your Diverse Student Population?”* Adolescent Literacy Project (ALP), Frankfort, Kentucky, July 11, 2014.
- Bret D. Cormier.** “Using Bloom’s Taxonomy to Teach the Common Core Standards” *“Equity and Diversity-Does Literature Reflect the Cultures of your Diverse Student Population?”* Adolescent Literacy Project (ALP), Frankfort, Kentucky, July 10, 2014.
- Bret D. Cormier & Sandra Trammell.** “The Use of Comics and Graphic Novels in the Elementary and Secondary Classroom.” *A Taste of Kentucky.* Kentucky Education Association (KEA) State Student Assembly. Frankfort, Kentucky, April 11-12, 2014.
- Bret D. Cormier.** “The Anatomy of Social Justice Education: A Framework for Educators Working with Non-Dominant Group Students.” *A Taste of Kentucky.* Kentucky Education Association (KEA) State Student Assembly. Frankfort, Kentucky, April 11-12, 2014.
- Bret D. Cormier.** “Raising Expectations to Close the Achievement Gap.” *“Upward Bound/TRIO Conference.”* Upward Bound Meet and Greet. Frankfort, Kentucky, October 5, 2013.
- Bret D. Cormier.** “Does the Opportunity Gap Create the Achievement Gap?” *“A Taste of Kentucky.”* Kentucky Education Association (KEA) New Student Leader Orientation & Training. Lexington, Kentucky, September 20-21, 2013.
- Bret D. Cormier.** “Closing the Achievement Gap!” *“Engaging Teachers.”* Kentucky Reading Project (KRP), Louisville, Kentucky, September 7, 2013.

- Bret D. Cormier.** “The Achievement Gap: Implications on the School-to-Prison Pipeline.” *“Equity and Diversity-Does Literature Reflect the Cultures of your Diverse Student Population?”* Leveraged Adolescent Literacy and Learning Initiative (LALLI), Frankfort, Kentucky, July 12, 2013.
- Bret D. Cormier.** “Achievement Gap or Quality of Service Gap?” *“Equity and Diversity-Does Literature Reflect the Cultures of your Diverse Student Population?”* Leveraged Adolescent Literacy and Learning Initiative (LALLI), Frankfort, Kentucky, July 13, 2012.
- Bret D. Cormier.** “Blazing a Path to College and Career Readiness.” *Education Is A Civil Right: Reflecting, Refocusing, and Revitalizing Our Commitment to the Whole Child*, Texas Alliance of Black School Alliance (TABSE), Dallas, Texas, March 24-27, 2011.
- Bret D. Cormier.** “Three Teaching Traps that Stunt Culturally Relevant Pedagogy.” *Education Is A Civil Right: Reflecting, Refocusing, and Revitalizing Our Commitment to the Whole Child*, Texas Alliance of Black School Alliance (TABSE), Dallas, Texas, March 24-27, 2011.
- Bret D. Cormier.** “Three Teaching Traps (that stunt Culturally Relevant Pedagogy).” *Spring Education Summit*, Austin Area Alliance of Black School Educators (AAABSE), McNeil High School, Round Rock, Texas, April 17, 2010.
- Bret D. Cormier.** “Achievement Gap or Quality of Service Gap.” *Education: Our Responsibility...Their Civil Right*, Texas Alliance of Black School Educators (TABSE), Moody Gardens Conference Center, Galveston, Texas, January 28-30, 2010.
- Bret D. Cormier.** “Increasing College Readiness.” *Education: Our Responsibility...Their Civil Right*, Texas Alliance of Black School Educators (TABSE), Moody Gardens Conference Center, Galveston, Texas, January 28-30, 2010.
- Bret D. Cormier.** “The Tiger Intervention Lab: Accelerated Math: Bridging the Gap in Response to Intervention (RTI).” *Lead With Courage*, TASSP Summer Workshop, Austin Convention Center, Austin, Texas, June 10 - 12, 2009.
- Bret D. Cormier.** “A Briefing on the Academic Achievement Gap.” *Letting Go and Moving Forward*, African-American Men and Boys Conference, LBJ High School, Austin, Texas, May 16, 2009.
- Bret D. Cormier.** “Doc Ur Block,” *No Strings Attached: 72nd Annual State Conference*, Texas Association of Student Councils, Arlington Convention Center, Arlington, Texas, April 17-19, 2008.

- Bret D. Cormier.** “How Can Education Help You Plan for Success?” African-American Men and Boys Conference, LBJ High School, Austin, Texas, May 17, 2008.
- Bret D. Cormier.** “Moving from the Deficit-Thinking Paradigm to Creating Cultures of Success,” *Secondary Principals’ Meeting*, RRISD Athletic Complex, Round Rock, TX, January 29, 2008.
- Bret D. Cormier.** “Achievement Gap? Or Quality of Service Gap?” *Black Voices: Education Community Meeting*, One Way Baptist Church, Round Rock, Texas, November 28, 2007.
- Bret D. Cormier.** “Achievement Gap? Or Quality of Service Gap?” *Black Voices: Leadership Conference*, Texas Baptist Children’s Home, Round Rock, Texas, October 4-5, 2007.
- Bret D. Cormier.** “Achievement Gap? Or Quality of Service Gap?” *Round Rock ISD 2nd Annual Parent Summit*, RRISD Performing Arts Center, Round Rock, Texas, September 8, 2007.
- Bret D. Cormier & Dr. Anne Levett.** “Using Critical Pedagogy to Close the Achievement Gap,” *The Changing Face of America: Are We Ready to Look in the Mirror*,” 12th Annual Principals’ Institute, Lost Pines, Texas, March 21-23, 2007.
- Bret D. Cormier.** “Achievement Gap? Or Quality of Service Gap and its Impact on Broader Societal Implications,” *Commonwealth Corporation, Center for Youth Development and Education*, Doubletree Hotel, Boston, Massachusetts, October 8, 2006.
- Bret D. Cormier.** “Achievement Gap or Quality of Service Gap?” *African American Men and Boys Monthly Conference*, Rosewood/Zaragosa Center, Austin, Texas, June 3, 2006.
- Bret D. Cormier.** “Austin Independent School District African American Achievement Data,” *AISD-UT African American Leadership Conference*, San Jacinto Center-University of Texas at Austin, Austin, Texas, June 8, 2006.
- Bret D. Cormier.** “Creating Cultures of Success for Children of Color and Children of Poverty versus the Labyrinth of Solitude,” *Children of Color and the Achievement Gap*, Windermere Elementary School, Pflugerville, Texas, February 10, 2006.
- Bret D. Cormier.** “Reducing the Achievement Gap in AISD,” *Discussion of Issues that Affect Educators*, David Crockett High School, Austin, Texas, August 10, 2005.
- Bret D. Cormier.** “Reducing Achievement Gaps for African-American Students in AISD,” *Elementary Principals’ Meeting*, Will Davis Elementary School, Austin, Texas, July 29, 2005.
- Bret D. Cormier.** “Equity,” *Exemplar for School District Superintendents and the Stupski Foundation*, University of Texas at Austin, College of Education, Austin, Texas, May 6, 2005.

Bret D. Cormier. “The Role of the Assistant Principal,” Panelist, *The Second Annual Assistant Principals’ Conference*, Texas State University-San Marcos, San Marcos, Texas, January 29, 2004.

Bret D. Cormier. “Leadership,” *Exemplar for School District Superintendents and the Stupski Foundation*, University of Texas at Austin, College of Education, Austin, Texas, December 6, 2004.

SERVICE

Committee Work

2018-2019- Merit Pay Guidelines Committee, Member.

2018-2019 College Council, Member.

2018- Search committee for Chairperson search in the Department of Educational Leadership, Middle, and Secondary Education, Member.

2018- The 2017 Dan H. Cockrell EdD Dissertation Award Committee, University of Missouri-Columbia, Member.

2018- Impact on P-12 Learning CAPE Data Collection Committee, Member.

2018- Educational Leadership Recruitment Committee, Member

2017-2018- Merit Pay Guidelines Committee, Member.

2017- Research Involving Human Subjects (IRB) Committee, Member.

2016-2017 Sponsorship Committee, Diversity and Inclusion, The Collaborative Diversity Conference. Member.

2016-2017 Planning Committee, Diversity and Inclusion, The Collaborative Diversity Conference. Member.

2016-2017 Transforming Education Action Plan Committee, Urban Education Degree & Teacher recruitment, Member.

2016-2017 Lumina Grant, Community Partnership for Attainment Springfield 2025 Higher Education Project, Diversity train the trainer program, Member.

2015-2016 Work group #1, recruiting the most Promising Individuals into Areas of Critical Needs, Member.

2015-2016 Pre-Education Task Force (Developing a new vision for the College of Education), Member.

2013-2014 Senator Representative, Faculty Senate for the School of Education.

2013-2014 Member of the Walmart National Association for Equal Opportunity in Higher Education (NAFEO) grant committee.

2012-2014 Chair, of National Council for Accreditation of Teacher Education (NCATE) Standard 2 Assessment System and Unit Evaluation committee as we prepared for our NCATE visit in November of 2013.

2012-2014 Chair, of National Council for Accreditation of Teacher Education (NCATE) Standard 4 Diversity committee as we prepared for our NCATE visit in November of 2013.

2012-2014 Member, of the School of Education (SOE) hiring new faculty committee.

2011-2014 Member, Teacher Education Committee (TEC).

2011-2014 Chair, of National Council for Accreditation of Teacher Education (NCATE) Standard 4, the Diversity and Assessment committee.

2012 Kentucky Council on Post-Secondary Education Governor's Minority Student College Preparation Program (GMS CPP).

2011-2012 School of Education Faculty Representative, to revise the core curriculum for the university Liberal Studies Core Committee (LSCC) as School of Education (SOE).

Reviewer

2017- Ad Hoc Reviewer for *The Clearing House: A Journal of Educational Strategies, Issues, & Ideas*.

2017-2018-Program Evaluation for accreditation of Sul Ross State University -Rio Grande College Uvalde, Del Rio, and Eagle Pass, College of Education and Professional Studies, Masters of Education in School Administration, The report is being sent to the Texas Higher Education Coordinating Board.

2017- Reviewer for Draft Manuscript, Seung Youn (Yonnie) Chyung, *Ten-Step Evaluation for Training and Performance Improvement*, SAGE Publications, Inc.

2017- Reviewer for, Jeffrey Jensen Arnett & Ashley E. Maynard, *Child Development: A Cultural Approach 2nd Edition*, Pearson.

2017- Reviewer for 10 chapters, Seung Youn (Yonnie) Chyung, *Ten-Step Evaluation for Training and Performance Improvement*, SAGE Publications, Inc.

2017- Member, Editorial Advisory Board (EAB) of the Journal of Global Education and Research (JGER).

2016-2017- Program Evaluation for accreditation of Sul Ross State University, College of Education and Professional Studies, Masters of Education Educational Leadership program. The report is being sent to the Texas Higher Education Coordinating Board.

2013-2014 Reviewer for, William A. Howe & Penelope L. Lisi, *Becoming a Multicultural Educator: Developing Awareness, Gaining Skills, and Taking Action 1st Edition*, SAGE Publications, Inc.

2013-2014 Grant Reviewer, for Kentucky Department of Education (KDE) Read to Achieve (RTA) grant.

2012-2013 Reviewer, on the Special Issue of Race, Ethnicity, & Education, on the contributions of Derrick Bell, CRT, and Educational Leadership 1995-Present, Volume 16, Issue 4, 2013.

2012-2013 Grant Reviewer, for Kentucky Department of Education (KDE) The 21st Century Community Learning Centers (21st CCLC) grant.

University/College/Department Service

2012-2014 Worked with students in the Upward Bound/TRIO/Go College program on ACT/SAT preparation.

2012-2013 School of Education representative, Developing Successful Teacher Candidates Focus for the Education Testing Service (ETS) 6th Annual HBCU, HSI, & Tribal Colleges/Native American Institutions Invitational Conference.

2012-2013 Served as host to coordinate the regional meeting of the Kentucky Association of Blacks in Higher Education (KABHE) at Kentucky State University.

2011-2014 Worked and developed with Dr. Mulder the student and faculty professional development series.

2011-2014 Developed the Someone Like Me In Front of the Classroom Program and worked with at-risk students in Dr. Herman Walston's afterschool/community program.

2011-2013 Led and developed with Dr. Mulder multicultural book study and discussions about the impact of race, ethnicity, culture, class, & sexual orientation of student achievement.

2011-2014 Worked with Dr. Joanne Rainey, Coordinator of Clinical & Field Experiences, on developing meaningful field and clinical experiences for students.

2011-2012 School of Education representative, Developing Successful Teacher Candidates Focus for the Education Testing Service (ETS) 5th Annual HBCU, HSI, & Tribal Colleges/Native American Institutions Invitational Conference.

2011-2014 Worked with Dr. Mulder, on the planning and development of the summer academy for secondary teachers Leveraged Adolescent Literacy and Learning Initiative (LALLI) grant.

2011-2012 Co-chair with Dr. Mulder, on the development of a Masters' degree in the area of Diversity/Multi-cultural education/Cultural Competencies. Gathered resources to support a graduate degree, online professional development for teachers in the surrounding counties, a summer institute, two mini conferences during the school year, an endorsement that says that you are a culturally competent educator, and the development of an evaluation tool that districts and administrators can use to identify their faculty and staff who are culturally competent.

COURSES PREPARED AND CURRICULUM DEVELOPMENT

Bret D. Cormier & Dr. Shambra Mulder. EDU 306: Special Topics in Multicultural Education
This course was developed to familiarize students with issues that impact diversity, multicultural, cultural competencies, and organizational behavioral and design.

EDU 309: Special Topics in Education

Study skills, PRAXIS preparation course for PRAXIS I PPST: Pre-Professional Skills Test, PRAXIS I: Core Academic Skills Test for Educators, PRAXIS II PLT: Principals of Learning and Teachings, and introduction to education history and policy issues

ESP 501: Special Topics in Education

Study skills, PRAXIS preparation course for PRAXIS I PPST: Pre-Professional Skills Test, PRAXIS I: Core Academic Skills Test for Educators, PRAXIS II PLT: Principals of Learning and Teachings, and introduction to education history and policy issues as well as issues regarding exceptional children.