

Melissa S. Fry

Director, Applied Research and Education Center (AREC) • Assistant Professor of Sociology
Indiana University Southeast
4201 Grant Line Rd. • New Albany, IN • 47150
(812) 941-2105 • frym@ius.edu

EDUCATION

Ph.D. Sociology, *University of Arizona*, Tucson, AZ 2005, Dissertation: "Aging and Behavioral Health: Power and Accountability in Outsourced Public Policy Implementation."

Exam Areas: Race, Class and Gender and Political Institutions
Dissertation Specialization: Organizations and Public Policy

M.A. Sociology, *The University of Memphis*, Memphis, Tennessee 1997
Center for Research on Women, "Mothering for Change: African American Women as Carriers of Culture During the Civil Rights Era in Memphis"
Phi Kappa Phi Honors.

B.A. Sociology, *Grinnell College*, Grinnell, Iowa 1995, Magna Cum Laude, Honors in Sociology, Concentration: Gender and Women's Studies.

Sociology and Spanish, *Kalamazoo College*, Kalamazoo, MI 1991-1993.

POSITIONS HELD

Director, Applied Research and Education Center, *Indiana University Southeast*, August 2011- .

Assistant Professor of Sociology, *Indiana University Southeast*, August 2011-.

Research and Policy Associate, *Mountain Association for Community Economic Development*, Berea, Kentucky, August 2007-July 2011.

Part-time Visiting Assistant Professor, Department of Sociology, *Berea College*, Fall 2010.

Part-time Faculty, Department of Anthropology, Sociology and Social Work, *Eastern Kentucky University*, 2009-2010.

Assistant Professor of Sociology. Department of Sociology, Social Work, and Anthropology, *Auburn University*. August 2006-August 2007.

Visiting Assistant Professor of Sociology, Department of Sociology, Social Work, and Anthropology, *Auburn University*, August 2005-July 2006.

Instructor, Department of Sociology, *Washington State University*, Pullman, WA. August 2004-May 2005.

Organizational Consultant, *Auburn Day Care Centers*, Auburn, AL. 2005-2007.

President, *Pullman Family Cooperative*. Pullman, WA. 2003-2004.

PUBLICATIONS

Fry, Melissa S. 2013. Book Review: Miriam Boeri. *Women on Ice: Methamphetamine Use among Suburban Women*. *Theory in Action* 6(4): 72-77.

Kentucky Coalition for Responsible Lending. September 2013. "Payday Loans in Kentucky 2012: Data from the Department of Financial Institutions Database." Fact Sheet. New Albany, IN: Indiana University Southeast Applied Research and Education Center.

- Podikunji-Hussain, Shifa, Melissa S. Fry and Lisa Hoffman. 2013. *Counseling Needs of Students at JCPS Newcomer Academy*. Executive Summary and Statistical Abstract. New Albany, IN: Indiana University Southeast Applied Research and Education Center.
- Podikunji-Hussain, Shifa, Melissa S. Fry and Lisa Hoffman. 2013. *Counseling Needs of Students at JCPS Newcomer Academy*. Full Report. New Albany, IN: Indiana University Southeast Applied Research and Education Center.
- Applied Research and Education Center. 2013. *Jeffersonville Township Public Library: Assessment of Non-Use*. New Albany, IN: Indiana University Southeast Applied Research and Education Center.
- Applied Research and Education Center. 2013. *Network Capacity Building for English Learners' Success: A qualitative look at mechanisms for program success*. New Albany, IN: Indiana University Southeast Applied Research and Education Center.
- Applied Research and Education Center. *Decatur County Community Action Coalition: Drug Free Communities Annual Data Report February 2013*. New Albany, IN: Indiana University Southeast Applied Research and Education Center.
- Applied Research and Education Center. 2012. *40 Developmental Assets in Decatur County, Indiana: Preliminary Report*. New Albany, IN: Indiana University Southeast Applied Research and Education Center.
- Applied Research and Education Center. August 2012. *2012 Annual Evaluation: New Albany, Floyd County 21st Century Community Learning Centers*. New Albany, IN: Indiana University Southeast Applied Research and Education Center.
- Applied Research and Education Center. August 2012. *Assessing Needs and Perceptions on the Backside*. New Albany, IN: Indiana University Southeast Applied Research and Education Center.
- Kentucky Coalition for Responsible Lending. September 2012. "Payday Loans in Kentucky 2011: Data from the Department of Financial Institutions Database." Fact Sheet. New Albany, IN: Indiana University Southeast Applied Research and Education Center.
- Kentucky Coalition for Responsible Lending. March 2012. "Payday Loans Drain Community Resources: Borrowers Do Not Recommend Them to Others in Need." Research Brief. New Albany, IN: Indiana University Southeast Applied Research and Education Center.
- Kentucky Coalition for Responsible Lending. March 2012. "Payday Loans Drain Community Resources." Fact Sheet. New Albany, IN: Indiana University Southeast Applied Research and Education Center.
- Kentucky Center for Economic Policy. March 2011. "Senate Budget Proposes \$148 Million in Cuts." <http://www.kypolicy.org/senate-budget>.
- Bailey, Jason and Melissa Fry Konty. November 2011. *The College Affordability Crunch in Kentucky: Meeting the Costs of College in an Era of Eroding State Support*. Berea, KY: Kentucky Center for Economic Policy.
- Bailey, Jason and Melissa Fry Konty. February 2011. "Farmer's High-Risk Overhaul Creates Imbalance in Kentucky's Tax System." Berea, KY: Kentucky Center for Economic Policy. <http://www.kypolicy.us/sites/kcep/files/House%20Bill%20196.pdf>.
- King, Brayden G., Elisabeth S. Clemens and Melissa S. Fry. 2011. "Institutional Sources of Differentiation: The Emergence of Identities in Arizona's Charter Schools." *Organization Science* 22(3)May-June.
- Mountain Association for Community Economic Development (MACED). 2010. *Investing in Kentucky's Working Families: a Path to Shared Prosperity in the Commonwealth*. Berea, KY: Mountain Association for Community Economic Development.
- Kentucky Coalition for Responsible Lending. 2010. *The Debt Trap in the Commonwealth*. Frankfort, KY: KCRL.
- Fry, Melissa S. 2009. "Becoming Victims, Becoming Citizens: A History of Women as Victims in Criminal Law." *Women and Crime*, edited by Vanessa Garcia and Janice Clifford. Upper Saddle River, NJ: Prentice Hall.
- Fry Konty, Melissa and Jason Bailey. 2009. *The Impact of Coal on the Kentucky State Budget*. Berea, KY: Mountain Association for Community Economic Development.

- Mountain Association for Community Economic Development (MACED). 2009. *The Economics of Coal in Kentucky: Current Impacts and Future Prospects*. Berea, KY: Mountain Association for Community Economic Development.
- Fry Konty, Melissa and Jonathan Harrison. 2008. *Financially Sustainable Child Care in Eastern Kentucky*. Berea, KY: Mountain Association for Community Economic Development.
- Fry, Melissa S. 2008. "Childcare Policy." *Battleground Series: The Family*, edited by Kim Brackett. Westport, CT: Greenwood Press.
- Fry, Melissa S. 2006. *My Freshman Year: What a Professor Learned by Becoming a Student*. Book Review in *Phi Kappa Phi Forum* (Winter/Spring): 39-40.
- Fry, Melissa S. 2001. "Dormant Statutes and the Legal Concept of Desuetude." *Legal Reference Services Quarterly* 20(4): 67-84.

TEACHING INTERESTS

Methods of Social Research, Applied Sociology, Political Sociology, Institutions and Organizations, Nonprofit Organizations, Stratification, Race, Class and Gender, Sociology of Law, Social Problems, Social Movements, Work and Occupations, Undergraduate Statistics, Classical and Contemporary Social Theory

RESEARCH INTERESTS

Public Policy, Inequality, Institutions and Organizations, Community Economic Development, Evaluation and Assessment in Community Organizations, Race, Gender and Class.

FELLOWSHIPS AND GRANTS

- American Library Association Carroll Preston Baber Research Grant (\$3,000). "Assessment of Library Nonuse in Jeffersonville Township," grant written in collaboration with Jeffersonville Township Public Library. The library received the grant to fund research to be completed by the Applied Research and Education Center.
- As research associate for the Mountain Association for Community Economic Development, I contributed research and data for many grant proposals, ranging in size from \$20,000 - \$600,000 over a three year period.
- Aspen Institute Nonprofit Sector Research Fund, Dissertation Fellowship (\$20,000) 2001. "Outsourcing in Public Policy Implementation: Implications for Accountability in Nonprofit Provider Organizations."
- Social Science Research Council, Program on Philanthropy and the Nonprofit Sector, Dissertation Fellowship, alternate, 2001.
- Social Science Research Council, Travel Grant and tuition for "Conference on Data Resources and Research Opportunities in Philanthropy and the Nonprofit Sector," October, 2001.
- Spencer Foundation, Small Grants Program, "Exploring Arizona Charter Schools as a Public Policy Experiment." 2000. Primary Investigator: Elisabeth S. Clemens.
- Ford Foundation travel grant and scholarship for attendance at ICPSR's one-week workshop on using the data from the Multi-City Study of Urban Inequality, 1999.

AWARDS AND HONORS

- Distinguished Research and Creativity for Junior Faculty, Nomination, *Indiana University Southeast*. 2013.
- Golden Apple Award Nomination—"In Recognition of Going Above & Beyond To Make a Difference in Students' Lives." *Eastern Kentucky University*, University Housing. Spring 2010.
- Graduate Teaching Award, nomination, *University of Arizona*, Department of Sociology, Spring 2000.
- Mid-South Sociological Association Award for Outstanding Graduate Student Paper, "The Media Speak Softly, but Who Carries the Big Sticks?: An Analysis of Media Reporting on Women's Ice Hockey," co-authored with Mark Konty, 1998.
- Delta Delta Delta Recognition for Excellence in Dedication to Students (recognition by two students), *University of Arizona*, April 1999.

Alpha Kappa Delta Sociology Honor Society, University of Memphis, inducted 1996.
Mortar Board Honor Society, Grinnell College, 1994-1995.

TEACHING EXPERIENCE

Introduction to Sociology, Auburn University, Eastern Kentucky University. Berea College.
The Community, Indiana University Southeast.
Minority Groups, Auburn University.
Social Stratification, Indiana University Southeast, Auburn University.
Complex Organizations, Auburn University, Indiana University Southeast (Industry, Labor and Community).
Sociology of Professions and Occupations, Washington State University.
Social Problems, Washington State University, Indiana University Southeast.
Sociology of Women, University of Arizona.
Sociology of Sexuality, University of Arizona.
Race and Ethnic Relations, Indiana University Southeast.

RESEARCH EXPERIENCE

Newcomer Academy, 2013. Provided data management and analysis support to education faculty studying the acculturation process for recent immigrants at Jefferson County Public Schools' Newcomer Academy in Louisville, KY.

New Neighbors, 2012-. Conducting focus groups to add qualitative data to the extensive quantitative data collected by the Indiana University Southeast (IUS) New Neighbors Network for English as a New Language (ENL) in southern Indiana public schools. Focus groups bring together categories of participants including IUS faculty, public school mainstream teachers, ENL teachers, school administrators, and the parents of ENL students.

Jeffersonville Township Public Library Non-user Study, 2012-. Conducting a survey of library nonusers to assess interests, needs, and best modes of advertising library programs in order to better serve a broader population in the service area. The study includes a sample design strategy targeting geographic areas with lower usage rates, survey administration by e-mail, telephone and in person, and is rooted in broader literature on library use.

Assessing Needs and Perceptions on the Backside, 2012. Led student research team that conducted 152 worker surveys with a primarily immigrant population (78% in Spanish) and 40 trainer surveys on the backside of a horserace track. The surveys assessed current use and interest in future programs provided by and educational services nonprofit located on the backside of the racetrack. The nonprofit will use our findings to inform their strategic plan for the next 5 years.

21st Century Community Learning Centers Evaluation, 2011-. Provide evaluation support for ongoing afterschool programs designed to provide a safe space for at-risk kids and educational support to help them improve performance and behavior in the school setting.

Drug Free Communities, Decatur County, Indiana, 2012-. Provide evaluation support for ongoing coalition efforts to reduce drug and alcohol use and abuse among adolescence in Decatur County.

Our Place Early Intervention Program, 2011-. Provide ongoing evaluation services to determine the impact of 10 week curriculum on decision-making, lifestyle choices and criminal recidivism.

State Tax and Budget Research, 2010-2011. Kentucky Center for Economic Policy, a partner in the State Fiscal Analysis Initiative. Conducted analyses on the Kentucky state tax structure and proposed changes to public services and policies impacted by the tax system.

Coal Severance Tax, 2010-2011. Documented history and use of coal severance tax in Kentucky. Compared to severance tax systems in other states and made proposals for use of coal severance tax moving forward. Proposals revolved around using coal severance tax as a resource for transitioning Central Appalachia's energy regime and diversifying the region's economy.

Biomass, 2010. Assessed appropriate policy levers for sustainable development of energy from biomass in Central Appalachia. Included review of literature and analysis of state and federal policy proposals.

Payday Lending, 2009-2013. Used GIS mapping and models provided by the Center for Responsible Lending to assess the geography of payday lending's impact in Kentucky. Analyzed data from Kentucky's state database that tracks use of payday loans. The research was presented as testimony at a hearing for HB 383 in the Kentucky House of Representatives Banking and Insurance Committee. Provided consulting on a survey of community service recipients about the relationship between their use of payday loans and their need for emergency services. Analyzed data and produced a research brief and fact sheet.

Fiscal Impact of Coal on the Kentucky State Budget, 2007-2009. Assessed the fiscal impact of the coal industry on the state of Kentucky. Created a balance sheet of state budget revenues and expenditures attributable to the coal industry. Compiled research and demographic data for *The Economics of Coal*.

Working Poor Families Project, 2008-2009. Contributed to data gathering, analysis and presentation for state assessment of the status of working poor families and helped develop policy recommendations based on our analysis. Used GIS to create maps of data to reflect regional variation within the Commonwealth of Kentucky.

Energy and Forestry, 2008-2009. Participated in team-based research on the current status of forestry and energy industries and policies in the state of Kentucky. Explored policy models from other states and municipalities.

Business Development, 2008-2010. Helped design a new annual survey of businesses in the Mountain Association for Community Economic Development's (MACED) loan portfolio. The survey is designed to assess client needs and monitor program impacts. Guide survey improvement, administration and analysis annually to improve programming at MACED.

Common Cents Financial Initiative, 2007-2009. Served as research methods consultant for a program evaluation for the SaveIt! Loan product, a low-cost alternative to predatory payday lending. Worked on survey design, administration and data analysis for program evaluation and follow-up learning brief.

Child Care in Low-Income Communities, 2007-2008. Examined demographic, interview (collected prior to my contribution to the project) and policy data to better understand the barriers to financial sustainability for child care providers in Appalachian Kentucky.

Entrepreneurship and Small Business, 2007. Compiled an inventory of programs and services to support entrepreneurs and small businesses in Kentucky.

Child Care in Low-Income Communities, 2006-2007. Conducted literature review on child care policy and child care as an economic development investment. Used research to support advocacy work to bring greater resources to Auburn Day Care Center. Auburn Day Care Center is a nationally accredited day care located in a public housing project in northwest Auburn, Alabama. The Center grew out of the civil rights movement and primarily served low-income African American families.

Aging and Behavioral Health Services: From Legislation to Implementation, 2001-2005. Methods included legislative history, newspaper archive, field observations, survey construction, administration and analysis.

Charter Schools, 2000-2002. Research assistant to Elisabeth Clemens, University of Arizona, Tucson, Arizona. Responsible for charter school and school district data procurement, entry, and analysis, including assistance with GIS mapping of charter schools into public school districts.

Multi-State Study of Politics and Charter Schools, 2002. Research assistant to Jeffrey Henig and Elisabeth Clemens, Center for Washington Area Studies, George Washington University in conjunction with research teams in four states including Arizona. Responsible for Arizona legislative history, newspaper archive, telephone surveys, mail surveys, and interviews with school officials and local political actors in Arizona.

AFDC to TANF transition, 1998. Research assistant to David Snow, University of Arizona, Tucson, Arizona, Fall 1998. Conducted survey interviews (in English and in Spanish) for a project on Tucson mothers on AFDC/TANF.

Homelessness in Tucson, AZ, 1998. Research assistant to David Snow, University of Arizona, Tucson, Arizona. Worked on revising an extensive survey report on Tucson's homeless.

- Baseline Project on the Status of Women and Girls in Memphis and Shelby County, 1996-1997. Responsible for newspaper archive and assistance with research instrument design, collection and analysis of qualitative and quantitative data, analysis of census data and production of report of findings.
- African American History in Memphis, 1996-1997. Research assistant to Dr. Kenneth Goings. Read, summarized, and analyzed transcripts of court proceedings involving African Americans suing the Memphis Street Railway Company for damages incurred by physical injury or racial insult from 1900-1920.
- Los Angeles Study of Urban Inequality, 1994-1995. Research assistant to Camille Z. Charles, Grinnell College, Grinnell, Iowa. Coded and entered data from open-ended responses to the Los Angeles Center for the Study of Urban Inequality (LACSUI) Community Study (part of the Multi-City Study of Urban Inequality) on racial attitudes and behavior concerning residential segregation.

SUBMITTED PAPERS AND PRESENTATIONS

- Fry, Melissa. 2013. "Echoes of Hull House: A Meta-Analysis of Service and Impact for Immigrant and Refugee Services in Louisville-Metro." Annual Meeting of the Association for Applied and Clinical Sociology, Portland, OR, October 2-4.
- Fry, Melissa. 2013. "Changing Technology and Shifting Demographics Reshape the Role of the Public Library in the 21st Century Community." Annual Meeting of the Association for Applied and Clinical Sociology, Portland, OR, October 2-4.
- Fry, Melissa. 2013. "Incorporating Applied Research in the Classroom." Sociological Practice and Public Sociology Round Table, American Sociological Association Annual Meeting, August 7-11, New York, NY.
- Fry, Melissa. 2013. "Echoes of Hull House: Meeting the Needs of Today's Latino Immigrants." Rural Sociological Society, Annual Meeting, August 2013, New York, New York.
- Fry, Melissa, William Turner and Ron D. Eller. "Demography of Blacks in Appalachia, 1980-2012." Annual Meetings of the Appalachian Studies Association, March 2013.
- Fry, Melissa and William Turner. "Demographics of Black Appalachia: 2010." Annual Meetings of the Appalachian Studies Association, Indiana, PA March 2012.
- Fry, Melissa. October 2011. Organized and presented on a Panel at the Mid-South Sociological Association meetings in Little Rock, AR, "Southern Exceptionalism and Community Sociology."
- Fry Konty, Melissa and Jason Bailey. *The Impact of Coal on the Kentucky State Budget*. Annual Meetings of the Appalachian Studies Association, Dahlonega, GA March 2010.
- Fry, Melissa. "The Power is in the Details: How Service Providers and Advocates Affect Public Policy Formation and Implementation." Annual Meetings of the American Sociological Association, Montreal, Quebec, Canada August 2006.
- Fry, Melissa, Elisabeth Clemens, and Brayden King. "School Choice and the Re-segregation of the Public School Landscape: The Case of Arizona Charter Schools." Annual Meetings of the Pacific Sociological Association, April 2005.
- King, Brayden, Elisabeth S. Clemens, and Melissa Fry. "Form Emergence and Collective Learning: The Case of Arizona Charter Schools." Annual Meetings of the American Sociological Association, San Francisco, CA August 2004.
- Fry, Melissa S. "Same Organization, Different Work Site: How Leadership Shapes Public Policy Implementation." Presented at the Annual Meeting of the Pacific Sociological Association April 14, 2004.
- Fry, Melissa S. "Aging and Behavioral Health: Power and Accountability in Outsourced Public Policy Implementation." Presented at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action, Montreal, Quebec, Canada, November 2002.
- Fry, Melissa S. "Outsourcing in Public Policy Implementation: Implications for Accountability in Nonprofit Provider Organizations." Presented at the annual meeting of the American Sociological Association, Anaheim, CA, August 2001.

- Clemens, Elisabeth S. and Melissa Fry. "Deconstructing the State? Arizona's Charters as a Project of Institutional Change." Presented at the annual meeting of the American Sociological Association, Anaheim, CA, August 2001.
- Clemens, Elisabeth S. and Melissa Fry. "From Legislation to Innovation? Arizona's Charter Schools as a Project of Institutional Change." Presented at the meetings of the Academy of Management, August 2001.
- Clemens, Elisabeth S. and Melissa Fry. "The Politics of Deinstitutionalization: U.S. Policy Reform and Education in the 1990's." Presented at the Society for the Advancement of Socio-Economics, London, Summer 2000.
- Fry, Melissa S. "Contradictory Discourse in Resistance Communities: An Examination of Dominant and Subversive Ideologies Broadens the Scope of Social Movement Theory." Presented at the Annual Meetings of the American Sociological Association, August 2000.
- Fry, Melissa S. and Mark A. Konty. "The Media Speak Softly, but Who Carries the Big Sticks?: An Analysis of Media Reporting on Women's Ice Hockey," co-authored with Mark Konty. Winner of the 1998 Graduate Student Paper Award at the Mid-South Sociological Association Annual Meeting in Lafayette, LA.

PROFESSIONAL ACTIVITIES

Invited Panels and Lectures

- Author Meets Critics for *Women on Ice*, by Miriam Boeri. Annual Meetings of the Society for the Study of Social Problems, August 2013, New York, New York.
- Invited speaker on a panel entitled, "What is the Place of Applied Rural Sociology in a Changing World?" at the Rural Sociological Society Annual Meeting in Chicago, July 2012.
- Fry Konty, Melissa representing the Kentucky Center for Economic Policy with the Kentucky Coalition for Responsible Lending. Testimony on impact of Payday Lending in Kentucky. *House Banking and Insurance Committee*. February 16, 2011.
- Fry Konty, Melissa representing the Kentucky Center for Economic Policy with the Kentucky Coalition for Responsible Lending. Press Conference. Public Opinion Poll Data on Payday Lending in Kentucky. February 7, 2011.
- "Building Sustainable Communities: MACED's Work in Central Appalachia and My Work as an Applied Sociologist," *Union College*, September 2010.
- "Economy of Coal in Kentucky," guest lecture, Public Policy Seminar, University of Kentucky, October 2010.
- "Covering Coal," panel discussion at *Journalism and the Environment*, Eastern Kentucky University, November 2009.
- "The Impact of Coal on the Kentucky State Budget," Crabbe Library Discussion Series, *Eastern Kentucky University*, October 2009.
- "Payday Lending and the Kentucky Coalition for Responsible Lending," Kentucky Youth Advocates' *Step Up for Kids*, October 2009.
- Visioning Kentucky's Future 2008, panelist, "Transformative Ideas for Kentucky's Future," Kentucky Educational Television.
- Wilson Alumni Lecture, "Building Sustainable Communities," *Grinnell College*, April 2008.
- "Economic and Social Sustainability," Sustainability Initiative Faculty Development Workshop, *Auburn University*, May 2007.

Departmental, University, Professional and Outreach Service

- Indiana University Southeast, College of Social Sciences, Sociology Program, Responsible for designing and submitting proposal for Bachelor of Science in Sociology, 2012-.
- Indiana University Southeast, College of Social Sciences, Sociology Program, designed and ushered through approval, a proposal for a course on Careers in Sociology, 2013.

Indiana University Southeast, Committee to Design and Minor and/or Major in Sustainability and Environmental Management, 2013-.

Indiana University Southeast, Common Experience Committee, 2013-.

Center for Women and Families Southern Indiana Partnership Council, ambassadors committee.

Step Ahead Council. Participation in quarterly meetings of a wide range of community service providers. The Applied Research and Education Center provides research services to several programs and organizations involved and maintains an active presence in the Council in order to provide quality services to the community.

Case Management Consortium of New Albany. Participation in monthly meetings to better understand the issues of social service agencies in the area and to increase visibility of the Applied Research and Education Center in an effort to bring in additional projects.

Indiana University Southeast, Faculty Senate Committee on Advising, 2012-.

Indiana University Southeast, Mentor, 2012.

Indiana University Southeast, Student Research Conference, Judge, 2012.

Indiana University Southeast, College of Business, Search Committee, Department of Economics 2011-2012; Regional Economic Development Resource Center 2012.

Indiana University Southeast, Sociology Program, Faculty Advisor to the Sociology Club, August 2011-December 2012.

Indiana University Southeast, College of Social Sciences Outreach. Worked the IUS booth at the Kentucky State Fair, 2011, 2012.

Student Intern Program Team, Mountain Association for Community Economic Development (MACED), Chair 2010, member 2009. Evaluated MACED's use of Berea student labor and student interns over the last few years. Organized supervisor orientation to orient MACED staff to history and purpose of Berea College Student Labor Program. Constructed student feedback and evaluation survey. The committee coordinates allocation requests and helps staff with advertising for student labor and internship positions and manages communications with the college around student labor and internships.

Undergraduate Curriculum Committee, Department of Sociology, Anthropology and Social Work, *Auburn University*, Auburn, AL, 2006-2007.

Consultant, researcher and activist sought to enhance and facilitate collaboration between Auburn University, Auburn Day Care Centers, community members and other service providers. Auburn Day Care Centers, Inc. provides childcare to low-income families. Worked with University faculty and community members, advocating for childcare policies at the state and local level and worked to bring greater resources to the effort to provide safe quality care for working families, 2006-2007.

Africana Studies Program, affiliated faculty, *Auburn University*, 2006-2007.

Women's Studies, affiliated faculty, Program Committee, *Auburn University*, 2006-2007.

Sustainability Strategic Planning Committee, College of Liberal Arts Representative, *Auburn University*, 2005-2007.

Graduate Student Representative on the Undergraduate Studies Committee, *University of Arizona*, Tucson, Arizona, 1999-2000, 1998-1999.

Student Evaluation and Policy Committee, Department of Sociology, *Grinnell College*, Grinnell, Iowa, 1994-1995.

Workshops and Other Professional Activities

Leadership Southern Indiana, Discover Class 2014.

Broadening Campus Leadership, participant, Indiana University Southeast, 2013-2014.

FACET/ILTE teaching workshops, Indiana University Southeast August 2011, 2013; January 2012, 2013.

Rural Sociological Society, Decennial Volume, reviewer, 2012.

Rural Sociological Society, reviewer, 2010-.

Rural Sociological Society, Membership Committee, 2011-.

Board Member, Eastern Kentucky Child Care Coalition, Berea, KY 2010-2011.
 State Fiscal Analysis Initiative, 2010-2011.
 Annual Meeting, November 2010.
 Training at the Center on Budget and Policy Priorities, September 2010.
 Federal Aid to States Conference, July 2010.
 Biomass to Energy Short Course. University of Kentucky Center for Applied Energy Research. April 14, 2010.
 Creative Leadership Development. 2010-2011. Participated in two weekend workshops and 6 months of peer and coaching calls and individual assignments.
 Appalachian Studies Association, Annual Meeting, 2008, 2009, 2010.
 University of Kentucky, Biomass Short Course, 2010.
 Economic Analysis and Research Network (EARN), 2007, 2008, 2009.
 Growing Local Economies, University of Kentucky Appalachian Center, Hazard, KY 2008.
 Idea Kentucky 2008, participant.
 Energizing Kentucky 2008, participant.
 Green For All, Memphis, TN, March 2008
 Sustainability Institute, "Systems Thinking Workshop," Atlanta, GA 2007.
 Biggio Center for Teaching and Learning, New Faculty Scholars Program Participant 2006-2007.
 Biggio Center for Teaching and Learning, Book Group Participant, Auburn University, Auburn University, 2005-
 Biggio Center for Teaching and Learning, Teaching and Learning Forum Participant, 2006 and 2007.
 Participant, Social Inequality Workshop, Department of Sociology, Washington State University, 2002-2004.
 Reviewer, Pine Forge Press and Sage Publications, 2007; Roxbury Press, 2005; *Social Problems* 2003.
 ICPSR workshop using the data from the Multi-City Study of Urban Inequality, June 1999.
 Docent, National Civil Rights Museum, Memphis, Tennessee, 1996.
 National Catholic Conference for Interracial Justice, Washington, D.C., Summer 1993. Student Coordinator of a national convention on campus racism titled, "Furthering Cross Cultural Relations Through Student Action."

Memberships

Association for Applied and Clinical Sociology, 2012-
 Rural Sociological Society 2009-
 Appalachian Studies Association, member 2008-
 Economic Analysis and Research Network. 2007-2011.
 American Sociological Association, member 1997-
 Sociological Practice and Public Sociology, active section member.
 Association for Research on Nonprofit Organizations and Voluntary Associations, member 2001-2004.
 Association for Public Policy Analysis and Management, member 2001-2007.
 Society for the Study of Social Problems, member 1996-2007, 2013.