

Marcine Pickron-Davis, Ph.D.

EDUCATION

- Ph.D., Graduate School of Education, 1999
University of Pennsylvania, Philadelphia, PA
- M.S.W., Social Work Administration, 1986
Temple University, Philadelphia, PA
- B.S., Individual and Family Studies, 1982
Pennsylvania State University, University Park, PA

ADMINISTRATIVE APPOINTMENTS

Widener University, Chester, PA (October 2003-July 2016)

A private, metropolitan university that offers liberal arts and sciences and professional programs. Initially hired as Assistant to the President for Community Engagement in 2003 and advanced to Chief Diversity Officer in 2007. Promoted to Chief Community Engagement and Diversity Officer in 2010; served on President's Cabinet.

Chief Community Engagement and Diversity Officer

Assistant Professor School of Social Work and Center for Education, Hospitality, and Continuing Studies

Serve as the university liaison and the President's chief advisor to build community relations and strategic partnerships with the local community; collaborate with academic departments and programs in strengthening Widener's civic engagement and educational outreach; promote civic engagement initiatives through fostering university and community partnerships with schools, business and civic leaders, and faith-based organizations; and assist in the development of short and long-term strategies that address the social, economic, and educational needs of the metropolitan region.

Selected Community Engagement and University Partnership Measurable Outcomes:

- *Launched the inaugural Office for Community Engagement to institutionalize Widener's civic engagement strategic plan.*
 - Raised the civic engagement profile of Widener University among metropolitan leaders, the general public, the academic disciplines, and the national higher education community which has been recognized by external stakeholders such as the Carnegie Foundation for the Advancement of Teaching, Project Pericles, and the President's Higher Education Community Service Honor Roll.
 - Launched and directed the inaugural Presidential Service Corps, a presidential initiative designed to attract and recruit first-year students committed to civic engagement and leadership development; resulting in increased number of civically-engaged undergraduate students.
 - Created and implemented community development and educational initiatives including: Chester Alternative Spring Break; Widener Girls Summer Enrichment Camp, Widener CARES Tutoring Project, the College Access Center of Delaware County, and the Sun Hill Neighbors Association.
 - Initiated the creation of the annual Scholarship of Engagement Award to recognize faculty's contributions to public service and community outreach; since 2010, six faculty are recipients of the award.

- Developed and served as liaison for the Civic Engagement Committee of the Board of Trustees, composed of university trustees, community partner and faculty representative, whose role is to support and champion the civic engagement mission and strategic plan.
- *Led the assessment of civic engagement initiatives.*
 - Led the self-study of the 2006 and 2015 Carnegie Civic Engagement classification.
 - Created the Civic Engagement Assessment Team to track and document the community impact of curricular and co-curricular civic engagement programs and initiatives.
- *Created and lead a university Task Force charged with the development and implementation of institutional policy to enhance town-gown relations and strategies for resolving complaints and maintaining positive relations with local residents.*
 - Collaborated with Student Affairs in the development of an Off-Campus Student Orientation and Policy Manual.
- *Developed and implemented the Academic Service-Learning Faculty Development Program to engage and support Widener faculty with the development and implementation of academic service-learning curriculum.*
 - Over 80 faculty representing all disciplines teach 25-20 service-learning courses each academic year.
- *Developed and implemented the Chester Summer Challenge, a pre-college Summer-Bridge program created to promote college-going among local high school students.*
 - Since 2008, over 200 Chester High School students have matriculated to post-secondary institutions.
- *Launched and directed the new Civic Engagement Endowed Awards to support community-based learning and research for faculty and students.*
 - Since 2014, over 30 faculty and students have created and implemented innovative Chester-based community development initiatives.
- *Created and chaired the Civic Engagement Council.*
 - Leveraged campus-wide constituents to collaborate on community outreach programs and activities.
- Chair, Coalition for Urban and Metropolitan Universities (CUMU) 2009 national and international Conference Planning Steering Committee.

Widener University, (July 2007-July 2016)

Appointed as inaugural Chief Diversity Officer; provided leadership to expand and strengthen diversity initiatives and programs that advanced the mission of Widener University.

Chief Diversity Officer: Served as a strategic leader and collaborator to advance the university's commitment to access, equity, diversity, and inclusion; serve as a resource to strategize, plan, and collaborate with faculty, staff, and students and all academic and administrative units on institutionalizing the Vision 2015 and 2021 Diversity strategic plans; co-chaired the Diversity and Inclusion Leadership Council with Provost; collaborated with Council on developing policies and practices that advance the Vision 2021 Diversity strategic plan.

Selected Institutional Diversity Measurable Outcomes:

- *Collaborated with the Provost and the Office of Institutional Research and Effectiveness on the development and implementation of 2006, 2009, 2012, and 2015 campus climate surveys.*
 - Coordinated the dissemination of data to unit-level departments to identify strengths and areas for growth in recruitment and retention of underrepresented faculty, administrators, and students. The percentage of minority students increased from 16% in 2006-07 to 26% in 2015-16. A more modest increase in minority representation was achieved for staff with the percentage of minority staff members (including faculty) increased from 16% in 2005-06 to 19% in 2013-14. Engaged Faculty Executive Committee (representing all academic units) in strategic thinking about diverse faculty recruitment, retention, the integration of diversity in the curriculum, and faculty professional development.

- *Advanced programs and initiatives to promote a culture of inclusion:*
 - Assisted with the establishment of Safe Space Training, launched in 2013, which aims to create a visible network of support for lesbian, gay, bisexual, transgender, and queer (LGBTQ) individuals and their allies; 18% of faculty, staff, and administrators completed the training.
 - Chaired national search for the Multicultural Student Affairs Director and served as mentor for new Director to develop and implement innovative student-centered diversity initiatives and programs.
 - Founding Co-chair of Cultural Program Planning Committee composed of faculty and students who coordinate annual cultural programs and events.
 - Chair and founder of the Widener Women’s Leadership Forum which aims to create opportunities for women to advance and maximize their potential for professional growth.
 - Collaborated with University Relations and chaired Sub-Committee on the development of a university Diversity brochure, a publication that introduces students to the variety of multicultural programs, student organizations, and campus resources.
 - Chaired “We’re All Widener” Campaign Committee, created to champion a culture of diversity and inclusion for incoming students and parents.
 - Founding member of the Lesbian, Gay, Bisexual, Transgender (LGBT) Task Force.
 - Initiated the creation of the Multicultural Student Presidents Council to engage student leaders in leveraging their collective talents and resources to advance an inclusive campus climate.
 - Collaborated with Multicultural Student Affairs to create annual students of color reception to recognize graduating student leaders.
 - Chaired Diversity Web Team which led to the creation of a Widener diversity webpage to more effectively communicate the University’s demonstrated commitment to diversity, equity, and inclusion.
- *Chaired self-study and documentation for the 2016 annual Higher Education Excellence in Diversity (HEED) Award.*
 - Collaborated with Academic Deans and Senior Leadership on collecting data to benchmark and assess diversity and inclusion initiatives; examined data to identify priorities and dedicate resources to achieve inclusive excellence; university was recognized as a 2016 HEED recipient.
- *Advanced diversity initiatives that influence institutional and cultural change.*
 - Collaborated with Human Resources and the Faculty Development Office on the publication of a Search Committee Handbook and webinar to increase recruitment of underrepresented faculty and administrators; resulting in institutionalizing new search policies and practices.
 - Instituted endowed annual Diversity Award to recognize projects, programs, or practices that best advance Widener University’s diversity and inclusion aspirations.
 - Initiated the creation of the Anti-Bias Crisis Response Team to serve as an advisory role for the president to proactively address incidences of intolerance; assisted with the creation of Anti-Bias and Harassment university policy.
 - Developed and facilitated diversity training for staff as part of a *Lifelong Learning and Professional Development* program.
 - Initiated the creation of a faculty mentoring program in collaboration with the Faculty Development Office; resulting in a cohort of six underrepresented faculty achieving tenure.
 - Spearheaded and launched a campus-wide economic inclusion plan that resulted in the implementation of inclusive business practices, capacity-building, and broadened opportunities for the university to support underserved businesses and entrepreneurs who contribute to the local economy; strengthened partnerships resulting in 89% of vendors representing local and women/minority-owned businesses and contractors.
 - Instituted annual Diversity Student Mini-Grants to augment programs or activities aimed at promoting and sustaining a healthy campus climate at Widener; resulting in increased intercultural student-led programming.

- *Co-Chair, Vision 2021 Diversity Strategic Plan.*
 - Facilitated the creation of institutional and unit-level plans.
 - Led university-wide assessment of diversity institutional and unit plans.
 - Introduced and spearheaded discussion about the Inclusive Excellence Framework which has been included as an action step in the Vision 2021 university strategic plan.

Research for Action, Philadelphia, PA (September 1999 – September 2003)

Research Associate

A Philadelphia-based non-profit organization focused on educational research and reform to promote access, opportunities, and positive outcomes for all K-12 students.

Participated with project teams in conducting qualitative research to evaluate educational reform initiatives; conducted participatory research with educational practitioners, students, parents, and community members; assisted in the design and implementation of qualitative research evaluations; assisted in the development of evaluation methods and case study analysis; presented research findings to client and project stakeholders; and assisted in analytic documentation and report writing.

- Conducted high quality research and evaluation with schools, districts, and communities.
- Administered mixed-method techniques in the evaluation of educational reform initiatives.
- Co-authored reports and evaluations in the areas of parent/community organizing and public education reform.

Pennsylvania State University, Abington College, Abington, PA

Academic Advisor (Part-time) (August 1997 – August 1999)

Supported students in exploring life and career goals; assisted students in the development of educational plans; provided guidance in the selection of appropriate courses and other curricular experiences; evaluated students' progress toward establishing goals; facilitated new student orientation workshops; and advised students of appropriate institutional resources and support services.

University of Pennsylvania, Philadelphia, PA (August 1991 – May 1995)

Programs for Student-Community Involvement

Assistant Director

Developed, implemented, and evaluated community service projects for undergraduate students involved in the Philadelphia community; provided support to programs which promoted faculty and student collaboration in addressing community issues; administered tutoring and school-based initiatives in 20 urban schools; coordinated recruitment, placement, and supervision of 350 tutors in school sites; developed training programs for students participating in community service activities; and established and fostered ongoing relationships with community agencies to link students to meaningful service experiences.

Interim Director (March-July, 1995)

Responsible for overseeing administration of programs; supervision of staff and interns; managing budget; fostering partnerships with university faculty and staff in the development of service projects; writing annual report.

RELATED PROFESSIONAL EXPERIENCES

Philadelphia Civic Learning and Democratic Action Collaborative (2014-2016)

Co-Chair: Rutgers-Camden University and Widener University Symposium: Anchor Institutions and Public Safety in Chester and Camden. (Fall 2013)

Middle States Accreditation Evaluation Team, Hamilton College (Spring 2011)

Peer Reviewer: Journal of Higher Education Outreach and Engagement, *Engaged Scholarship at the University of North Carolina at Chapel Hill: Campus Integration and Faculty Development*, (Spring 2011)

Proposal Reviewer: Pennsylvania AmeriCORP proposals (Fall 2010)

Middle States Accreditation Evaluation Team Catholic University of the Americas (Spring 2010)

Middle States Accreditation Evaluation Team St. Francis College, Brooklyn, NY (Spring 2009)
American Association of Colleges and Universities

Diversity and Learning: A Defining Moment Conference, (October 2006)
Conference Planning Committee

PROFESSIONAL DEVELOPMENT

American Council on Education, Office of Women in Higher Education National Leadership Forum (June 2010)

Engagement Academy for University Leaders (June 2009)

Harvard Institute for Educational Management, (Summer 2006)
Harvard University Summer Institute

Leadership Philadelphia, Inc. (September 2005-June 2006)

ACADEMIC APPOINTMENTS

Widener University (Spring 2005)
Center for Social Work Education
Assistant Professor, Organization and Community-Based Intervention

University of Pennsylvania, Philadelphia, PA (Spring 1998 – Spring 2003)
Graduate School of Education
Adjunct Faculty, Cross-Cultural Awareness
Adjunct Faculty, Intercultural Communication and Miscommunication (Summer 2003)

Cabrini College, Radnor, PA (Summer 1991 – Spring 1998)
Department of Sociology
Adjunct Faculty, Group Structures and Processes
Instructor, Group Structures and Processes (Fall 1996)

SELECTED PAPERS AND PRESENTATIONS

New American Colleges & Universities Summer Institute June 2016
Co-Presenter: “*Engaging faculty, students, and community partners in community-based research: A model for systemic community change*”

Campus Compact March 2016
Co-Presenter: “*Creating Cohesive Paths to Civic Engagement: Intentionality in the Organization and Integration of Programming for Civic Engagement and Social Responsibility*”

Campus Compact March 2016
Plenary: “*K-12 Partnerships & the Transformation of Higher Education*”

American Association of Colleges and Universities January 2016
 Panelist: *“Expanding our Reach: Innovative Approaches for Exposing Diverse Students to Curricular Programming Incorporating Civic Engagement”*

Eastern Region Campus Compact October 2015
 Moderator: *“Putting into Practice Collective Impact: Rewards, Challenges, and Lessons Learned”*

National Conference on Dialogue and Democracy October 2014
 Co-Presenter: *“Creating it Together: Learning, Community Action, and Public Engagement”*

President’s Interfaith and Community Service Campus Challenge National Gathering September 2014
 Invited Panelist: *“Effective Practices: Applying for the President’s Higher Education Community Service Honor Roll”*

Council of Europe International Conference, Belfast Ireland June 2014
 Invited Panelist: *“A Case Study on Widener University and Chester: A Story about Conflict and Collaboration”*

Philadelphia Higher Education Network for Neighborhood Development February 2014
 Moderator: *“A new paradigm for collaboration with anchor institutions”*

Pennsylvania Campus Compact Conference October 2013
 Co-Presenter: Community Impact and Assessment

Coalition of Urban and Metropolitan Universities October 2013
 Co-Presenter: *“Neighborhood Revitalization: Small Incremental Steps of Progress”*
 Roundtable Discussion

Coalition of Urban and Metropolitan Universities October 2013
 Co-Presenter: *“The Impacts of University Civic Engagement Activities on Partner Organizations”*

Office of Women in Higher Education Regional Meeting May 2013
 Moderator: *“Managing Diversity and Inclusivity on Your Campus”*

American Association of Colleges and Universities October 2012
 Co-Presenter: *“Are we lifting as we climb? Women leaders and their role in campus climate”*

Coalition of Urban and Metropolitan Universities October 2011
 Co-Presenter: *“Assessing the Outcomes of an Engaged Anchor Institution”*

Society of College and University Planning July 2011
 Panelist: *From Fences to Engagement: “A Ten-Year Retrospection of Widener University’s Journey to Reclaim its Souls and Fulfill its Mission As a Leading Metropolitan University”*

Rutger’s University Camden Symposium April 2011
 Panelist: *“Cultivating Sustainable University-Community Partnerships”*

Pennsylvania Campus Compact March 2010
 Co-Presenter: Carnegie Classification Workshop: *Marketing and Messaging Strategies*

Coalition of Urban and Metropolitan Universities October 2009
 Co-Presenter: *“The Status of University Civic Engagement Impact Assessment”*

REPORTS AND PUBLICATIONS

- Harris, J. & Pickron-Davis, M. (2016) Case Study on Widener University and Chester: A Story about Conflict and Collaboration, In Higher Education for Democratic Innovation, Publication in the Council of Europe Higher Education Series
- Harris, J. & Pickron-Davis, M. (2013). From Gates to Engagement: A Ten-Year Retrospective of Widener University's Journey to Reclaim Its Soul and Fulfill Its Mission as a Leading Metropolitan University, In Journal of Higher Education Outreach and Engagement
- Dowshen, A., & Pickron-Davis, M. (2011). Civic Engagement and Service Learning in a Metropolitan University Multiple Approaches and Perspectives, *In Civic Engagement and Service-Learning (Eds)*
- Musewicz, J., Pickron-Davis, M., Harris, J., Marczyk, G. (2005). The Role of Leadership Development in Addressing Urban Community Challenges, Chapter 4, *The International Journal of Continuing Social Work Education*. Temple University Press
- Blanc, S., Pickron-Davis, M., & Mordecai-Phillips, R. (2003). Teacher Beliefs about Equity in a Mathematics and Science Reform Program. *Electronic Magazine of Multicultural Education*, 5 (1)
- Simon, E. & Pickron-Davis, M. (2002, March). *Strong Neighborhoods, Strong Schools: Case Study: New York ACORN*. Chicago: Cross City Campaign for Urban School Reform.
- “White-Williams Scholars Peer Academic Development Program: What can the program do to support students whose grades fall?” Prepared by Elaine Simon and Marcine Pickron-Davis, Fall 2001
- “Students Begin to Think They Belong Here”: Teachers’ and Administrators’ Perspectives on the Talent Development Ninth Grade Experience,” Prepared by Rebecca Reumann-Moore with Rachel Martin, Marcine Pickron-Davis, and Hitomi Yoshida, July 2000
- “Strong Communities, Good Schools: Measuring Success in Education Organizing.” Prepared by: Eva Gold and Elaine Simon with Rob Ballenger and Marcine Pickron-Davis, Submitted to the Cross City Campaign for Urban School Reform, June 2000

COMMUNITY LEADERSHIP AND BOARD APPOINTMENTS

Darlington Community Arts Center	2016-Present
Chester Charter School of the Arts	2012-Present
Coalition of Urban and Metropolitan Universities Editorial Board	2010-Present
Philabundance	2015-2016
Delaware County Community Foundation	2015-2016
Asbury Wesley Ministry Drexel University	2010-2014
College Access Center of Delaware Count	2009-2016
Philadelphia Higher Education Network for Neighborhood Development	2004-2016
Widener Partnership Charter School	2006-2016
Chester Youth Collaborative	2005-2016
Pennsylvania Chapter American Council on Education	2004-2010

PROFESSIONAL MEMBERSHIPS

National Association of Diversity Officers in Higher Education (NADOHE) (2007-Present)
American Association of Educational Research (AERA) (2004-Present)
Alpha Kappa Alpha Sorority, Inc. (1981-Present)
Pennsylvania Chapter, American Council on Education (Regional Vice President; 2006-2010)
Association of Black Women in Higher Education (Philadelphia Chapter Co-Chair; Co-Chair Membership Committee; 1995-2003)
National Association of Multicultural Education (1995-2005)

HONORS, RECOGNITION, AWARDS

Dorothy James Community Service Award (2015)
Friends of the Delaware County Women's Commission Spirit Award for Excellence in Leadership (2014)
Coalition of Hope Offering Inner City Empowerment Services, Inc, Women of the Year Honoree (2013)
Family and Community Service of Delaware County, Community Service Award (2008)
Chester YWCA, Agent of Change Award (2008)
Helen C. Bailey Outstanding Alumni Award (2005)
Maternity Care Coalition Community Service Award (1995)
Penn Volunteers in Public Service Award (1994)
Women of Color Award, University of Pennsylvania (1993)

UNIVERSITY COMMITTEES

Diversity and Inclusion Leadership Council Co-Chair (2015-2016)
Middle States Co-Chair, Mission and Goals Standard (2015-2016)
Vision 2021 Strategic Planning Steering Committee (2014-2016)
LGBT Steering Committee (2012-2016)
Economic Inclusion Council Chair (2012-2015)
Coalition of Urban and Metropolitan Universities 2009 Conference Planning Committee (Chair)
Liaison, Board of Trustees Civic Engagement Committee (2005-2016)
Office of the President Community Advisory Council
Political Engagement Committee Chair (2005-2016)
Executive Team
Senior Leadership Team
External Relations Committee
Cultural Planning Committee
Center for Social Work Education Advisory Board.
President's Kitchen Cabinet (2003-2006)
Vision 2015/Middle States Task Force (2003-2007)
Campus Climate Survey Work Group (Co-Chair, 2010)
Diversity Coalition (Co-Chair, 2007-2014)
Diversity Committee (Co-Chair, 2005-06)
Diversity Council (Co-Chair, 2006-07)

EXTERNAL CAMPUS COMMITTEES

Communities that Care Network (CTC)
Chester Upland School District Advisory Board
Chester Community Improvement Project Implementation Committee
Harrah's Scholarship Committee
City of Chester and Vicinity Martin Luther King, Jr. Planning Committee
United Way of Eastern Delaware County Community Impact Evaluation Team