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College of Education of Education
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**AREAS OF
FOCUS AND
EXPERTISE**

In addition to teaching courses in leadership, adult learning and diversity I also have expertise in areas of student diversity as well as student access and retention.

EDUCATION

- Western Michigan University, Kalamazoo, MI. Doctor of Education, Higher Education: Administration (1990). Dissertation: Members of Minority Student Organizations and Their Perceptions of their Academic and Social Integration. Advisor: MaryAnne Bunda
- Western Michigan University, Kalamazoo, MI Department of Student Affairs and Special Programs, Minority Student Services (Pre-doctoral Internship) (1987)
- Western Michigan University, Kalamazoo, MI. Master of Arts, Human Resource Development (1985)
- Winston-Salem State University, Winston-Salem, NC. Bachelor of Arts, Business Administration/Computer Science (1981)

**ACADEMIC
APPOINTMENTS**

- James Madison University, Harrisonburg, VA Director, Professor In Residence Program. I was charged with leadership and managerial responsibilities for the PIR Program (2008 – 2010)
James Madison University, Harrisonburg, VA
- Professor Learning Technology and Leadership Education, College of Education (2007-present) James Madison University, Harrisonburg, VA
- Associate Professor Human Resource Development, College of Education (1996-2006) James Madison University, Harrisonburg, VA
- Assistant Professor Human Resource Development, College of Education (1990 –1996)

**SKILLS AND
CONTENT
DEVELOPMENT**

- Facilitation
- Leadership
- Diversity
- Ethics
- Research
- Supervision

SELECT HONORS & AWARDS

- Development of Materials and Programs
- Faculty Service Awards, (October, 2015) James Madison University
- The Partnership Award for Service (May 3, 2012), James Madison University
- All Together One Award, James Madison University (2009)
- Distinguish Service Award, College of Education, James Madison University (2007 – 2008)
- 2007 Diversity Enhancement Award, James Madison University
- Martin Luther King Jr. Outstanding Service award recipient. (January 2006).
- Selected as Faculty in Residence. Rome, Italy. (May 5, 1997)
- Outstanding Person of the Year Award for Achievements and Service. Given by Barber-Scotia College Alumni. New York and Vicinity Chapter. (October 25, 1996)
- Dolley Madison Award for Community Service. Given by Commission on Community. James Madison University. (March 13, 1996).

GRANTS FUNDED

- Jones Education Endowment Grant (2014-2015), “Exploring Topics of Diversity beyond the Walls of the Classroom”, James Madison University.
- IDEA Grant Award, Dual Enrollment for JMU Courses in Richmond City Public Schools (2007).
- No Child Left Behind, Virginia Department of Education. Contributor to grant proposal. Funded by the VDOT (Fall 2006).
- Survey of the relationship between middle school students’ Coursework and Their Career Goals. James Madison University, Funded by College of Education. Co-investigator. Fall 2006).
- Course development. General Education Grant. Funded by James Madison University (May 2005).
- Instructional Grant. Funded by James Madison University/ CIT (May, 2004).
- Departure, Abandonment, and Dropout of E-Learning: Dilemma and Solutions. Funded by the Massie Research Center. (Fall, 2003)
- Faculty Development Committee. Funded by James Madison University/ COE. (Spring, 2003)
- Examining Opinions On Gender, Age, And Racial Development. James Madison University. Funded by Commission on Community. (November 6, 1997)
- Ethical Issues And Concerns: You Make The Call. James Madison University. Funded by Commission On Community. (March 13, 1996)
- Examining Gender and Race Opinions. James Madison University. Funded by Community Grants for Curriculum and Community

Enhancement 1995. (November 8, 1995)

- Your Voices Are Our Future: Issues and Trends at James Madison University. James Madison University. Funded by Commission on Community. (February 11, 1995)

**DEPARTMENT,
COLLEGE AND
UNIVERSITY
SERVICE**

Department

- Taught course face-to-face and online for the last 7 years.
- Member of Department Personnel Advisory Committee (PAC)
- Transitioned several courses to the new learning management system Canvas.

College

- Peer Mentor for Center for Faculty Innovation (CFI) (2016-2017)
- Organizer for Black Women in the Academy Conference held at JMU (November, 2015)
- Directed Study abroad trip to Italy three times.
- Volunteer Coordinator for the Brainstorming Conference held at JMU (2015).
- Served as the Director of Diversity for the college
- Served as faculty Liaison in the Office of Community Service Learning.
- Served on the A. Dean Search committee for the College
- Served as Faculty senator for the College of Education.
- Volunteer Coordinator for the Brainstorming Conference University
- Served as member of the Budget and Compensation Committee for the Faculty Senate.
- Served on the Media Board for the University.

**REFREED
PUBLICATIONS**

- Lopes-Murphy, S., Murphy, C & Griffin, O. (2006). Evaluating Pre-Service Teachers' Perceptions Regarding their Readiness to Work with Diversity. International Journal of Arts & Sciences.
- Wang, G., Linn, R., Foucar-Szocki, D., & Griffin, O. (2006). Understanding E-Learning Participation. Human Resource Development Quarterly.
- Wang, G., Linn, R., Foucar-Szocki, D., & Griffin, O. (2006). Understanding e-learning completion in the workplace (p. 60-2). In F. M. Nafukho and H. Chen (Eds.) International Research Conference Proceedings, Academy of HRD. Columbus, OH: Ohio State University.
- Wang, G., Linn, R., Foucar-Szocki, D., & Griffin, O. (2006). HRD learning participation: An empirical study. Paper submitted to the Academy of HRD 2006 International Research Conference, Columbus, Ohio.

- Griffin, O. (2004). Diversity Anyone? The Learner, Vol 7 Number 1 Newsletter of the AHRD Program College of Education.
- Griffin, O., Miller, D., & Pories, E. (2004). An approach to meeting instructional demands of students during times of budget woes in the state of Virginia. Virginia Social Science Journal. Vol. 39 pp. 64-71.
- Wang, G., Linn, R., Foucar-Szocki, D., Griffin, O. & Sceiford, E. (2003). Measuring the Business Impact of E-Learning: An Empirical Study. Performance Improvement Quarterly, Vol.16 no.3. pp. 17-30.
- Griffin, O. & Martin, D. (2002). Under-representation of African-American teachers for K-12 schools. Virginia Social Science Journal. Vol. 37 p. 57-62.
- Griffin, O. T. & Lopes-Murphy, S. (2002). Missing teachers of color: Recruitment issues and strategies for participation in teacher education programs in Virginia's colleges and universities. Virginia Social Science Journal. Vol. 35 p. 99-108.
- Schwitzer, W, Ancis, J. & Griffin, O. T. (1999). Validating a proposed model of African American college students' social adjustment. Journal of the First-Year Experience & Students in Transition. Vol. 11. no. 1 p. 77-100.
- Schwitzer, W., Griffin, O.T., & Ancis J., Thomas, C. (1999). Social adjustment experiences of African American college students. Journal of Counseling and Development. Vol. 77 no 2, p 188-197.
- Bertsch, T.M., & Griffin, O.T. (1996). Repositioning Virginia colleges and universities to attract and retain students. Virginia Social Science Journal. Vol. 31. pp. 53-64
- Griffin, O.T. (1995). The absence of the African-American faculty. Black Student Alliance Highlights, JMU Newsletter.

CONFERENCE PORCEEDINGS

- Griffin, O. (2007). Leaders and Managers. Southern Early Childhood Association. Leadership Letter, Issue 5.
- Lopes-Murphy, S. A, Griffin, O. T. & Murphy, C. G. (2005). Before and after 9/11: Have Pre-Service teachers perceptions changed regarding their readiness to work with diversity? The Education Forum.
- Wright, S., Griffin, O. (2005). Professor; and Director of Faculty Recruitment, Retention and Outreach. Mid Atlantic Conference on the Scholarship of Diversity.
- Griffin, O.T. (1996). Ethical issues and concerns: You make the call. Conference Report, James Madison University. Funded by Commission on Community.
- Griffin, O.T., Thomas, D, & Fields, D. (1995). The academic and social integration of adult students at James Madison University. Conference Proceedings, The 1995 National Conference on the Adult

Learner, pg. 67.

- Griffin, O.T. (1995). Your voices are our future – Issues and trends at James Madison University, Conference Report. State Council of Higher Education of the Commonwealth of Virginia.

ACADEMIC PRESENTATIONS

- Griffin O., Wilcox D., & Iskandarova S. (2016, February 10) “The Effect of Mobility Devices on Massive Open Online Course (MOOC)”, Higher Education Conference, Virginia Tech University, Blacksburg, VA
- Griffin O., Wilcox D., Howley T. & Aley Sh. (2015, October 26) “Challenges and Opportunities in Canvas Implementation”, Teaching and Learning with Technology Conference, James Madison University, Harrisonburg, VA
- Griffin O., Wilcox D., & Iskandarova S. (2015, October 26) “Using Mobile Devices with Massive Open Online Course”, Teaching and Learning with Technology Conference, James Madison University, Harrisonburg, VA
- Griffin O., Wilcox D., & Iskandarova S. (2015, September 29-30) “Beyond the Walls of JMU: The Many Faces of the Adult Learner: At School, at Work and in the Community” “Engagement Scholarship Consortium” Conference, Penn State, PA.
- Griffin, O., Wilcox, D. & Iskandarova, S. (2015, April) Exploring Who We Are, Workshop facilitated at VACTE-ATE-VA “Innovative Solutions” Spring 2015 Conference, Roanoke, VA.
- Wilcox, D., Griffin, O., & Iskandarova, S. (2015, April) Massive Open Online Courses: What critical interpersonal and communication opportunities are missing? Paper presented at the VACTE-ATE-VA “Innovative Solutions” Spring 2015 Conference, Roanoke, VA.
- Lopes-Murphy, S. & Griffin, O. (2006) It Really Does Take a Village: Creating a village where
- Disadvantaged students will thrive and grow. National Social Science Association Las Vegas.
- Lopes-Murphy, S. & Griffin, O. (2006) Helping English Language Learners Acquire Content
- Knowledge Through Technology. National Social Science Association Las Vegas.
- Wilcox, D., Griffin, O. (2006). Working with Adults. Presented at the SECA
- Leadership Summit, Nashville, Tennessee. Leadership for School Administrators Conference.
- Wang, G., Linn, R., Foucar-Szocki, D., & Griffin, O. (2006) HRD learning participation: An empirical study. Academy of HRD 2006 International Conference, Columbus, OH.
- Wilcox, D. M., Griffin, O. (2005). The impact of Virtual Classrooms on Student Motivation and Sense of Community in an Online Course.

Presented at the AAACE annual Conference, Pittsburgh, Pennsylvania.

- Griffin, O. T. (2005). Facilitated a discussion of the future of Human Resource Development. Presented at the AAACE annual Conference, Pittsburgh, Pennsylvania.
- Griffin, O, Wilcox, D. (2005) Career Goals and Aspirations of Middle School Students. Presented at the VATE Conference, Roanoke, Virginia.
- Wang, G., Linn, R., Foucar-Szocki, D., Griffin, O., & Sceiford, E. (2003). Measuring the ROI of e-learning: A case study of General Electric. In S. Lynham, and T. Egan, (Ed) AHRD 2003 Conference Proceedings. Bowling Green, OH Bowling Green State University. P. 571-578.
- Griffin, O. (2010) Craigsville, VA. (November 5). Augusta Correctional Center, Department of Correctional Education, Commencement Speaker.
- Griffin, O. (2010) Harrisonburg, VA. (November 10). James Madison University, The Professor in Residence Program Voices Panel.
- Griffin, O. (2010) Richmond, VA. (May 21). George Wythe High School, Scholarship Award Presentation.
- Griffin, O. (2010) Kannapolis, NC, (January 16). Covenant Presbyterian. Black History Month Speaker.
- Griffin, O. (2009) Washington, DC. (March 31). National Center for Science & Civic Engagement Washington Symposium & Capitol Hill Poster Session Presenter.
- Griffin, O. (2009) Richmond, VA. (February 17). George Wythe High School, Black History Month Speaker.
- Griffin, O. (2008) Richmond, VA. (August). Richmond Public Schools, Counselor Training.
- Griffin, O. (2006) Richmond, VA. (November 28). Richmond Public Schools. The role of the Professor in Residence Program in Richmond Public Schools.
- Griffin, O. (2006) Harrisonburg, VA. James Madison University. The Professor in Residence Program.
- Wilcox, D., and Griffin, O. (February 2006). Working with Adults. Presented at the SECA Leadership Summit, Nashville, Tennessee. Leadership for School Administrators Conference.
- Wilcox, D. M. and Griffin, O. (November 2005). The impact of Virtual Classrooms on Student Motivation and Sense of Community in an Online Course. Presented at the AAACE annual Conference, Pittsburgh, Pennsylvania.
- Griffin, O. (November 2005). Facilitated a discussion of the future of Human Resource Development. Presented at the AAACE annual Conference, Pittsburgh, Pennsylvania.

- Griffin, O, and Wilcox, D. (October 2005). Career Goals and Aspirations of Middle School Students. Presented at the VATE Conference, Roanoke, Virginia.
- Martin, D. & Griffin, O. (October 2005). Exploring Our K-12 Stories. National Association for Multicultural Education. Kansas City, Missouri.
- Wright, S. & Griffin, O. (2005). Professor; and Director of Faculty Recruitment, Retention and Outreach. Mid Atlantic Conference on the Scholarship of Diversity. Roanoke, VA.
- Lopes-Murphy, S., Griffin, O, Murphy, C (2003). Blacksburg, Virginia, VA Tech. The Mid Atlantic Conference on the Scholarship of Diversity. Teaching Multiculturally: Are you ready?
- Griffin, O. (2002) Harrisonburg, VA. (October). James Madison University. Living In Exile Conference.
- Griffin, O. (2002) Orlando FL, Rosen Plaza Hotel. (July 24-28, 2002). Lutheran Church Missouri Synod keynote speaker.
- Griffin, O. (2001) Kannapolis, North Carolina. (April 6-7). Mt Calvary Lutheran Church. Leadership and Change.
- Griffin, O. & Faber, L. (2001). Harrisonburg, VA. (March 31). James Madison University. International Student Leadership Conference,
- Griffin, O. (2000) Toronto, Canada, (November). International Leadership Conference. Poster presentation on Collaborative Leadership.
- Griffin, O. (2000) Harrisonburg, VA. (October 14). James Madison University. Virginia Association for Multicultural Education – Annual Conference. African American Educators in Virginia's Public Schools: Why Do They Stay?
- Griffin, O. (2000) San Antonio, TX. (September). Multicultural Affairs in Higher Education 2000 Conference. “Multicultural Education: How Is It Being Explored In Teacher Education Classes?”
- Lopes-Murphy, S. & Griffin, O. (September, 19, 2000). San Antonio, Texas, Multicultural Affairs in Higher Education 2000 Conference. African American Educators in Virginia's Public Schools: Why Do they Stay?
- Lopes-Murphy, S. & Griffin, O. (September 9, 2000). Radford, Virginia, Appalachian Teacher’s Network and Southwest Virginia Association for Multicultural Education Conference. Faculty & Pre-Service Teacher’s Perception of Multicultural Emphasis in Teacher Education.
- Griffin, O. (2000) Harrisonburg, VA. (May 7). John Wesley United Methodist Church. Delivered a tribute.
- Griffin, O. (2000) Harrisonburg, VA. (March 19). John Wesley United Methodist Church. Women's day speaker.
- Lopes-Murphy, S. & Griffin, O. (December 2-3, 1999). Association for Supervision and Curriculum Development. Williamsburg,

Virginia.

- Lopes-Murphy, S. & Griffin, O. (November 10-14, 1999). National Association for Multicultural Education Conference. Recruitment and Retention Strategies in Teacher Education Programs in Virginia's Colleges and Universities. San Diego, California.
- Griffin, O. (1999) River Forest, IL. (June 19-25). Urban Institute. Leadership development for urban leaders. Concordia College, Lutheran Church Missouri Synod.
- Griffin, O. (1999) Washington, D.C. (March 7). Academy of Human Resource Development. Assessing the social system: A prerequisite for high performance organizations.
- Griffin, O. (1999) Washington, D.C. (February 26). American Association of Colleges for Teacher Education. Minority recruitment and retention in teacher education at a rural, comprehensive university: A work in progress.
- Griffin, O. (1998) (Williamsburg, VA. (December 3) Virginia Association for Supervision and Curriculum Development. Multiculturalism in the classroom: What are we teaching and what are they learning?
- Griffin, O. (1998) Phoenix, AZ. (November 20). The American Association for Adult and Continuing Education. Examining opinions on gender, age, race and racial diversity.
- Griffin, O. (1998) Roanoke, VA. (November 13). Women's Leadership Conference. Performance excellence in leadership. Roanoke, VA. (November 13, 1998). Women's Leadership Conference. Ethics For 2000.
- Griffin, O. San Antonio, TX. (October 14, 1998). Minority Student Today Conference. Multiculturalism in the classroom: Are faculty and pre-service teachers on the same wavelength?
- Griffin, O. (1998) San Antonio, TX. (October 13). Minority Student Today Conference. Recruitment and retention strategies in teacher education programs in Virginia's colleges and universities.
- Griffin, O. (1998) Roanoke, VA. (September 18). Women's Leadership Conference. Ethics for 2000.
- Griffin, O. (1998) Roanoke, VA. (September 18). Women's Leadership Conference. Performance excellence in leadership.
- Griffin, O. (1998) Harvard University. (May). Master Class for Leadership Educators.
- Griffin, O. (1997) Rome, Italy. (May). Marymount International School. Taught a one-month classroom practicum. Intercultural Practicum Experience.
- Griffin, O. (1996) Roanoke, VA. (November 15). James Madison University, College of Business, Maximum Impact Leadership, Women's Leadership Conference.
- Griffin, O. (1996) Roanoke, VA. (November 15). James Madison University, College of Business, Leadership Ethics, Women's

Leadership Conference.

- Griffin, O. (1996) Harrisonburg, VA. (September 26). James Madison University, The Graduate School. Bridging the gap between the classroom and the community.
- Griffin, O. (1996) Harrisonburg, VA. (July 10). James Madison University, Professional Development Center, Effective Management Presentations, Rockingham Mutual Insurance Company.
- Griffin, O. (1996) Harrisonburg, VA. (May 8). Dominion Business School. Adult learning strategies.
- Griffin, O. (1995) San Antonio, TX. (May 28). The Adult Learner Conference, The academic and social integration of non-traditional students at JMU.
- Griffin, O. (1995) Harrisonburg, VA. (February 11). James Madison University, Conference Director, Issues and trends at JMU: Your voices are our future.
- Hoschar, K. & Griffin, O. (1994) Harrisonburg, VA. (June 10). James Madison University, Women's Leadership Conference, Workforce 2000: Keeping up with change in the workplace.

PROFESSIONAL MEMBERSHIPS

- American Educational Research Association
- International Leadership Association
- National Social Science Association
- Cooperative Educational International Society
- Engagement Scholarship Consortium
- Society for Human Resource Management (SHRM)