

PROFESSIONAL PROFILE

A visionary executive with transformative skills that support individual, organizational and community change with new ways of thinking, relationship building, inspirational motivation and values-based leadership

PROFESSIONAL OBJECTIVE

To utilize my educational and professional to facilitate the building of bridges between the research community and leading practitioners and policy makers at both a local and national levels in order to that address critical societal issues and contribute to the public good.

AREAS OF EXPERTISE

- ❖ Grant Writing
- ❖ Budgeting and Planning
- ❖ Problem Solving
- ❖ Organizational Leadership
- ❖ Strategic Planning
- ❖ Verbal and Written Communication

EDUCATION

B.A.	Davidson College	1981
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ADDITIONAL EDUCATIONAL ACTIVITIES

Qualifying Education Credit	Appraisal Institute Basic Real Estate Procedures	1987
Certification	National Institute of Corrections Critical Elements of Reentry/Aftercare Services	2004

EMPLOYMENT HISTORY

Director	2016-Present
Initiative for Just & Sustainable Communities	
Winston-Salem State University, Winston-Salem North Carolina	
Initiates, facilitates and coordinates the delivery and institutionalization of interdisciplinary action oriented academic programs to enhance university and community collaborations and build commitments to social justice.	

Responsible for the vision, strategic development and synchronization of scholarship, research, and collaboration with leading practitioners and policy makers at both a local and national level for increasing capacity for all citizens to thrive.

Executive Director

2010– 2015

Center for Community Safety

Winston-Salem State University, Winston-Salem North Carolina

- Responsible for overall operation of the Center, including reviewing and evaluating the results of program activities
- Obtaining and allocating resources for greater program effectiveness and; developing organizational and administrative policies and program objectives and managing national engagement programs and initiatives.
- WSSU Gold Award in Sponsored Programs

Interim Director

2006 – 2010

- Responsible for providing executive leadership and administration of the university research and outreach center during transition strategy and resource development, organizational program management and external relationships.
- WSSU Platinum Club (Over \$1,200,000 in grants received)
- WSSU Million Dollar Club (\$1,000,000 to 1,199,000 in grants received)
- WSSU The Top Ten Research Award

Deputy Director

2001-2006

- Responsible for administrative, financial, supervisory and programmatic operations of the university's public service, research and training center.
- Heading (since 2005) a national reentry training effort supported by the US DOJ's Community Capacity Development Office, managing and providing on-site TA, reentry training workshops and co-authoring several reentry research publications.
- Directing a DHHS Compassion Capital Fund grant whereby he has planned and organized training and technical assistance support for 15 local community- and faith-based organizations.
- Leading and directing a variety of other justice-related national, state, and local initiatives, such as Weed and Seed, Project Safe Neighborhoods, Collaborative for Offender Reentry Enhancements (CORE) and Disproportionate Minority Contact.
- Instrumental in planning and initiating the creation of six Youth Crime Watch chapters that have received national recognition as effective models of community based chapters; has supported research of local mentoring programs to identify opportunities to strengthen mentoring efforts for minority youth.

President/Chief Operating Officer

1998-2000

Victory-Masonic Mutual Credit Union

Winston-Salem, North Carolina

- Managed all facets of the Credit Union operations including accounting, investments, lending, adjustments, risks assessments, employee activities, community and member relations, compliance with Board of Directors and regulatory agency policies and promotion and marketing
- Was responsible for overall management and operations of this 54 year-old minority-owned community development credit union whose special focus were on low-income, low resource neighborhoods.

- Initiated strategic partnership that expanded banking services for Credit Union members and paved the way for successful merger with Truiliant Federal Credit Union

Wachovia Bank, N. A.
Winston-Salem, North Carolina

1981- 1998

Various progressive and innovative managerial positions that enabled bank to proactively invest in minority businesses and to support the facilitation of government and community sponsored development initiatives.

Vice President, Relationship Manager (1998)

Vice President, Business Banking (1996- 1998)

Vice President, Commercial Real Estate Officer (1993- 1996)

Vice President, Retail Banking Mortgage Loan Officer (1987-1993)

Assistant Vice President, Branch Manager (1983- 1986)

Assistant Vice President, Branch Operations Manager (1982- 1983)

Retail Management Trainee, (1981- 1982)

- Provided bankable and non-bankable financing solutions and technical assistance to increase affordable single and multi-family housing, commercial office and retail space and small business activity throughout the state
- Marketed, negotiated and sold financial services to middle market corporations and served as relationship manager of a \$30 million banking portfolio
- Prospected and contacted commercial real estate owners and developers to provide construction and permanent commercial mortgages on apartments, offices, retail centers and warehouses
- Assisted retail banking officers in all facets of real estate lending to include underwriting, construction analysis and administration, appraisals and loan structuring; Created and established policies and procedures that became model for the bank's real estate support function.
- Supervised a staff of eleven employees; Developed, implemented and evaluated branch operations budget and increased sales of loans and deposits.

Research Grants and Contracts

2012-

2014 *Students Taking Action and Reaching Success "STAR"*, K.B. Reynolds Foundation, Winston-Salem State University, Principal Investigator-\$143,000 (2 years)

2012 *NC Disproportionate Minority Contact Assessment*, NC Governor's Crime Commission, Winston-Salem State University, Co-Principal Investigator-\$99,994/yr.

2011-

2013 *Project Safe Neighborhoods National Training Partner*, U.S. Department of Justice, Winston-Salem State University, Principal Investigator-\$250,119 (2 years)

2010 *Reducing Disproportionate Minority Contact in North Carolina*, Public Welfare Foundation, Winston-Salem State University, Principal Investigator-\$100,000/yr.

2007-

2010 *Twin City East West Partnership Weed and Seed*, U.S. Department of Justice, Winston-Salem State University, Principal Investigator-\$142,000/yr.

- 2010 *Forsyth County Gang Assessment*, NC Department of Juvenile Justice and Delinquency Prevention, Winston-Salem State University, Principal Investigator-\$125,000/yr.
- 2008-
2010 *Community Safety Partnership- Community Empowerment Youth*-Department of Health and Human Services, Winston-Salem State University, Principal Investigator-\$250,000/yr,
- 2008-
2010 *WSSU Geoscience Initiative*, National Science Foundation Grant, Winston-Salem State University, Co-Principal Investigator, \$394,000

PUBLICATIONS AND REPORTS

“Disproportionate Minority Contact (DMC) in the North Carolina Juvenile Justice System Assessment Report”, Tiffany Baffour, PhD, Richard Moye, Jr., PhD, Pedro Martinez, PhD, Dawn Henderson, PhD, Loring Greaux, Jaime Mendenhall, Winston-Salem State University, Winston-Salem, 2013

“Putting Research into Practice: An Inside Look at the Winston-Salem Smart Policing Initiative (SPI),” CenterFlash, *Shining a spotlight on current practices and issues in criminal justice*, Winston-Salem State University, Winston-Salem, N.C, 2011

“2010 Forsyth County Comprehensive Gang Assessment”, John M. Eason, PhD, Arizona State University, School of Criminology and Criminal Justice, Winston-Salem, 2010

“A Multi-City Comparative Study of Community Engagement, Mobilization, and Capacity in the Overt Drug Market Elimination Initiative a.k.a. “The High Point Model”, Joanne Davidson, Winston-Salem, 2008

“From Incarceration to Community: The Weed and Seed & Americorps*VISTA Reentry Initiative, 2007 Case Studies-Partnering for Public Safety”, Joanne Davidson, Winston-Salem, 2007

“Understanding Disproportionate Minority Contact in Forsyth County”, Okori Uneke, PhD, Kristen DiLuca, Winston-Salem, 2006

“Prisoner Reentry: Addressing the Challenges in Weed and Seed Communities”, Amy L. Solomon and Tobi Palmer, Urban Institute, Washington, DC. Joanne Davidson and Lynn Harvey, PhD, Winston-Salem, 2006

HONORS/AWARDS:

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| 2007 | Emerging Leader of the Year Award | Winston-Salem Urban League |
| 1998 | Black Achievers in Business/Industry Award | Winston-Salem Black Achievers |

ADDITIONAL PROFESSIONAL EXPERIENCE

- United Way of Forsyth County, Board Member 2014-Present
- Neighbors for Better Neighborhoods, Board Treasurer 2014-Present
- Smart Start of Forsyth County, Board Member 2013-Present
- Davidson College Alumni Association, Board Member 2012-2014
- Davidson College Alumni Association, President 2013
- Juvenile Crime Prevention Council Board Member 2008-2015
- North Carolina Urban Bankers Association, State President 1995-1997