

**VITAE**  
As of October 2006

Name: **JAMES B. STEWART**

Current Affiliation and Position: Professor of Labor Studies and Employment Relations and African and African American Studies and Management and Organization  
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**EDUCATION**

<u>Institution</u>	<u>Major</u>	<u>Dates</u>	<u>Degree</u>
<u>Undergraduate</u> Rose Hulman Institute of Technology	Mathematics	1965-1969	B.S. with Honors (1969)
<u>Graduate</u> Cleveland State University (part-time)	Economics	1969-1971	M.A. (1971)
University of Notre Dame	Economics	1973-1976	Ph.D. (1976)

**PROFESSIONAL EXPERIENCE**

<u>Position and Rank</u>	<u>Institution</u>	<u>Responsibilities</u>	<u>Period</u>
Professor of Labor Studies and Employment Relations, African and African American Studies, and Management and Organization	Penn State University (University Park)	Teaching, Research and Service	2004-
Professor of Labor Studies and Industrial Relations and African and African American Studies	Penn State McKeesport	Teaching, Research and Service	2001-
Senior Faculty Mentor	Penn State University	Facilitating tenure and promotion of untenured minority faculty	2000-
Professor of Labor Studies and Industrial Relations and African and African American Studies	Penn State University (University Park)	Teaching, Research and Service	1998-2004

**PROFESSIONAL EXPERIENCE (cont)**

<b><u>Position and Rank</u></b>	<b><u>Institution</u></b>	<b><u>Responsibilities</u></b>	<b><u>Period</u></b>
Colonel Shirley J. Bach Visiting Professor	Defense Equal Opportunity Management Institute	Research examining equal opportunity issues in the military	1998-1999
Vice Provost and Professor of Labor Studies and Industrial Relations and African and African American Studies, Adjunct Professor, Center for the Study of Higher Education	Penn State University	Description Below*	1991-1998
Visiting Adjunct Professor	Temple University	Research Appointment	1990-91
Vice Provost and Associate Professor of Labor Studies and Industrial Relations	Penn State University	Planning, developing, coordinating, articulating, and advocating the University's goals, policies, and procedures pertaining to equal opportunity for under-represented students, faculty, and staff	1990-91
Chairperson, Equal Opportunity Planning Committee; Director, Black Studies Program; Associate Professor of Labor Studies and Industrial Relations	Penn State University	Served the Office of the President in an advising/ monitoring role on matters relating to equal opportunity for under-represented groups	1988-1990
Associate Professor of Labor Studies and Industrial Relations and Director of the Black Studies Program	Penn State University	Teaching, research, administration, and program development	1986-1990
Associate Professor of Economics and Director of the Black Studies Program	Penn State University	Teaching, research, administration, and program development	1984-1986
Assistant Professor of Economics and Director of the Black Studies Program	Penn State University	Teaching, research, administration, and program development	1980-1984
Assistant Professor of Economics and Director of the Black Studies Program	University of Notre Dame	Teaching, research, administration	1975-1980
Part-Time Instructor	Dyke College	Teaching Economics and Business	1972-1973
Assistant/Associate Technical Studies Engineer	Cleveland Electric Illuminating Company	Rate Design, Cost of Service Analyses, Special Projects	1969-1974

## COURSES TAUGHT

Principles of Economics; Intermediate Microeconomics; Law and Economics; Industrial Relations; Comparative Industrial Relations; Labor Economics (Graduate); Black American Economic Development; Economics of Discrimination; Women, Minorities, and the Labor Movement; Business, Ethics, and Society; Diversity in the Workplace (Graduate); Negotiations (Graduate - South Africa); Conflict Resolution (Graduate – South Africa); Introduction to African American Studies; Social-Political Thought in Black Music; Afro-American Studies Seminar; Science, Technology, and the Black Experience; Philosophy of Black Americans; Business Ethics

## Ph.D. DISSERTATIONS AND MASTERS THESES DIRECTED/COMMITTEES

### a. Graduate Theses Supervised:

James Silvestri, Economics (1983), M.A.  
Timothy Lyons, Economics (1985), M.A.

James McFarland, Economics (1989), M.A.  
Darren Hamilton, Black History &  
Sociology of Sport (1991), Ph.D.

David Macpherson, Economics (1987), Ph.D.  
Andreas Theophanous, Economics (1988), Ph.D.

Vernis Welmon, Interdisciplinary (1998), Ph.D.  
Eric Walton, Interdisciplinary (1999), Ph.D.

### b. Membership on Graduate Degree Candidate's Committees:

<u>M.A.s</u> Completed – 15	In Progress – 1
<u>Ph.D.s</u> Completed – 35	In-Progress – 7

## PUBLICATIONS

### a. Books

Regulation, Values, and the Public Interest by Ellen Maher, Kenneth Sayre, Peri Arnold, Kenneth Goodpaster, Robert Rodes, and James Stewart (Notre Dame: The Philosophic Institute, 1980).

Black Families: Interdisciplinary Perspectives, Harold Cheatham and James Stewart, eds., (New Brunswick: Transaction Consortium, 1990). (2<sup>nd</sup> printing, 1992; 3<sup>rd</sup> printing, 1993; 4<sup>th</sup> printing, 1995).

The Housing Status of Black Americans, Wilhelmina A. Leigh and James B. Stewart, eds., (New Brunswick: Transaction Consortium, 1992).

Research on The African-American Family: A Holistic Perspective, Robert B. Hill (principal author), with Andrew Billingsley, Eleanor Ingram, Michelene R. Malson, Roger H. Rubin, James B. Stewart, and James E. Teele (Westport, CT: Auburn House, 1993).

Blacks in Rural America, Joyce Allen and James B. Stewart, eds., (New Brunswick: Transaction, 1995).

W.E.B. Du Bois on Race and Culture: Philosophy, Politics and Poetics, Bernard Bell, Emily Grosholz and James Stewart, eds, (New York: Routledge, 1996).

African-Americans and Post-Industrial Labor Markets, James B. Stewart, ed. (New Brunswick: Transaction Consortium, 1997).

Managing Diversity in the Military: Research Perspectives, Mickey Dansby, James Stewart, and Schuyler Webb, eds., (New Brunswick, NJ: Transaction, 2001).

Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004).

African Americans and the U.S. Economy, John Whitehead, Cecelia Conrad, Patrick Mason, and James Stewart, eds., (Lanham, MD: Rowman-Littlefield, 2005). )*Choice* Outstanding Academic Title Award, January 2006).

**b. Articles (In Print - In Press)**

- “Black Studies and Black People in the Future,” Black Books Bulletin 4 (2), (1976), 20-25.
- “Historical Patterns of Black-White Political Economic Inequality in the United States and the Republic of South Africa,” The Review of Black Political Economy 7 (3), (1977), 266-295.
- “Ethnicity and Economic Opportunity,” (with Thomas Hyclak) American Journal of Economics and Sociology 38 (3), (1979), 319-335.
- “The Institutional Decimation of Black American Males,” (with Joseph W. Scott) The Western Journal of Black Studies 2 (2), (1978), 82-92.
- “Toward A Marxist Urbanology: A Review Essay,” South Atlantic Urban Studies 4 (1979), 346-355.
- “Relationships Between Black Males and Females in Rhythm and Blues Music of the 1960s and 1970s,” The Western Journal of Black Studies 3 (3), (1979), 186-196.
- “The Pimp-Whore Complex in Everyday Life,” (with Joseph Scott) Black Male/Female Relationships 1 (2), (1979), 11-15.
- “Contemporary Patterns of Black-White Political-Economic Inequality in the United States and South Africa,” The Review of Black Political Economy 9 (4); (1979), 359-391.
- “Perspectives on the Changing Configuration of Black Families from Contemporary Soul Music: The Case of Millie Jackson,” Phylon (March, 1980), 57-71.
- “Introducing Black Studies: A Critical Examination of Some Textual Materials,” UMOJA 3 (1), (1979), 5-17.
- “The Emerging Economic Development Program of the NAACP,” The Crisis 87 (5), (1980), 166-168.
- “The Political Economy of Black Male Suicides,” Journal of Black Studies (December, 1980), 249-261.
- “A Note on the Relative Earnings of Central City Black Males,” (with Thomas Hyclak) The Journal of Human Resources 16 (2), 1981), 303-313.
- “Alternative Models of Black Studies,” UMOJA 5 (3), (1981), 17-39.
- Some Factors Determining the Work Effort of Single Black Women,” The Review of Social Economy 40 (1), (1982), 30-44.
- “Psychic Duality of Afro-Americans in the Novels of W.E.B. Du Bois,” Phylon 44 (2), (1983), 93-107.
- “An Analysis of the Earnings Profiles of Immigrants,” (Note) (with Thomas Hyclak) Review of Economics and Statistics 66 (2), (1984), 292-296.
- “Factors Affecting Variation in Published Black Studies Articles Across Institutions,” The New England Journal of Black Studies 4 (1984), 72-83.
- “The Legacy of W.E.B. Du Bois for Contemporary Black Studies,” The Journal of Negro Education, 53 (3), (1984), 296-311.

“Building a Cooperative Economy: Lessons from the Black Experience,” Review of Social Economy 42 (3), (1984), 360-368.

**b. Articles (In Print - In Press) (cont.)**

“Black and White Students' Perceptions of Differing Others,” (with Jane Madsen and Audrey Potok), Journal of Educational Research 79 (2), (1985), 69-75.

“The Effects of Immigrants, Women, and Teenagers on the Relative Earnings of Black Males,” (with Thomas Hyclak) The Review of Black Political Economy 15 (1), (1986), 93-101.

“Unionism and the Dispersion of Wages Among Women,” (with David Macpherson) Journal of Labor Research 8 (4) (1987), 395-405.

“Immigrants, Women, Teenagers, and the Relative Earnings of Black Males: A New Study,” Pennsylvania Labor, (September, 1987), 4, 7-8. (Quarterly newsletter published by the Department of Labor Studies and Industrial Relations, University Park, PA).

“Unions, Women Workers and Wages,” Pennsylvania Labor, (September, 1987), 2. (Quarterly newsletter published by the Department of Labor Studies and Industrial Relations, Penn State University, University Park, PA).

“The Significance of Economic Structure and Microfoundations in Macroeconomic Modeling: Five Suggested Propositions,” The Cyprus Journal of Economics 1 (2) (1988).

“Influences on the Formation of the Self Concept of Black and White Women,” (with Lois Benjamin), The American Journal of Economics and Sociology 48 (2), (1989), 165-177.

“The Labor Force Participation and Earnings Profiles of Married Female Immigrants,” (with David Macpherson) The Quarterly Review of Economics and Business 29 (1989), 57-72.

“The Role of Empiricism in Economic Analysis and Testing Revisited,” (with A. Theophanous) Journal of Business and Society 2, (1989), 139-150.

“The Relationship Between Self Appraisal Variables and the College Grade Performance of Black Freshmen,” (with Joe Trippi), Journal of College Student Development 30 (6), (1989), 484-491.

“Values, Beliefs, and Welfare Reciprocity: Is There a Connection?,” (with Lois Benjamin), The Review of Black Political Economy 17 (3), (1989), 43-67.

“The Effect of International Competition on Union and Nonunion Wages,” (with David Macpherson), Industrial and Labor Relations Review 43 (4), (1990), 434-446.

“Change is Pain: Critical Challenges Facing Black Studies in the 21st Century: A Pennsylvania State University Perspective,” The Pennsylvania Black Conference on Higher Education Journal 8, (1990), 4-12.

“Did They Come to Bury Gunnar Myrdal -- Or to Praise Him?,” Forum for Social Economics 20 (1), (1990), 16-32.

“The Effects of Extended Families and Marital Status on Housing Consumption by Black Female-Headed Households,” (with David Macpherson), The Review of Black Political Economy 19 (3-4) (1990), 65-83.

“Reaching for Higher Ground: Toward an Understanding of Black/Africana Studies,” The Afrocentric Scholar 1 (1), (1992), 1-63.

**b. Articles (In Print - In Press) (cont.)**

“Looking For a Few Good Men?: Predicting Patterns of Retention, Promotion, and Accession of Minority and Women Officers,” (with Juanita Firestone), The American Journal of Economics and Sociology 51 (4), (1992), 435-458.

“Racial Differences in Married Female Labor Force Participation Behavior: An Analysis Using Inter-Racial Marriages,” (with David Macpherson), The Review of Black Political Economy 21 (1), (1992), 59-68.

“Some New Historical Evidence on the Impact of Affirmative Action: Detroit, 1972,” (with Thomas Hyclak and Larry Taylor), The Review of Black Political Economy 21 (2), (1992), 83-98.

“Union Rent Appropriation and Ex Post Analysis,” (with Ted Childs), Journal of Labor Research, 14 (3), (1993), 317-333.

“Malcolm X and the Economic Salvation of African Americans,” The Western Journal of Black Studies 17 (1), (1993), 17-25.

“Ethnic Discrimination and Women's Wages in Milwaukee Laundries, 1911-1912,” (with Thomas Hyclak), Eastern Economic Journal 20 (3), (1994), 325-336.

“Toward Broader Involvement of Black Economists in Discussions of Race and Public Policy: A Plea for a Reconceptualization of Race and Power in Economic Theory, NEA Presidential Address, 1994,” The Review of Black Political Economy 23 (3), (1995), 13-36.

“Racial Differences in the Unemployment Response to Structural Changes in Local Labor Markets,” (with Thomas Hyclak), The Review of Black Political Economy 23 (4), (1995), 29-42.

“Race, Science, and ‘Just-Us’: Understanding Jurors’ Reasonable Doubt in the O.J. Simpson Trial,” The Black Scholar 25 (4), (1995), 43-45.

“Outcomes Based Education: Another Challenge to Quality Education for African Americans,” (with Caryl J. Sheffield), Journal of the Pennsylvania Black Conference on Higher Education 11, (1996), 82-92.

“Staying the Course: Toward an Holistic Strategy for Enhancing the Experiences of African Americans in Pennsylvania’s Higher Education Institutions” (with W. Terrell Jones), Journal of the Pennsylvania Black Conference on Higher Education 11, (1996), 74-81.

“Africana Studies: New Directions for the Twenty-First Century,” The International Journal of Black Studies 4 (1&2), (1996), 1-21.

“Trends in Gender and Racial Equity in Retention and Promotion of Military Officers” (with Juanita Firestone), Free Inquiry in Creative Sociology, 26 (2), 1998, 1-4.

“Worker Re-Training and Labor Market Outcomes: A New Focus on Labor Research Published in ‘The Review of Black Political Economy,’” The Review of Black Political Economy, 25 (4), (Spring 1998), 55-76.

“Negotiation of African American Identities in Rural America: A Cultural Contracts Approach” (with Ronald Jackson). Journal of Rural Community Psychology E4 (1), 2001. (<http://www.marshall.edu/jrcp/JacksonStewart.htm>).

“A Delicate Balancing Act: Adult Education in South Africa,” Models of Adult and Lifelong Learning, 3, (2001), 55-85.

**b. Articles (In Print - In Press) (cont.)**

“The State of Africana Studies,” (with Bruce Hare, Alfred Young, & Delores Aldridge), International Journal of Africana Studies 8 (1), (Fall 2003), 1-26.

“Hard Measures to Support the Business Case for Diversity,” (with Steve Knouse), *The Diversity Factor* (Fall, 2003). ([http://diversityfactor.Rutgers.edu/next\\_page.jsp?page=art01&link=none&art=y](http://diversityfactor.Rutgers.edu/next_page.jsp?page=art01&link=none&art=y)).

“Will the Revolution be Digitized? Using Digitized Resources in Undergraduate Africana Studies Courses,” The Western Journal of Black Studies, 27 (3), (Fall 2003), 194-204.

“Globalization, Cities, and Racial Inequality at the Dawn of the 21<sup>st</sup> Century,” The Review of Black Political Economy 31 (3) (Winter 2004), 4-32.

“Message in the Music: Political Commentary in Black Popular Music from Rhythm and Blues to Early Hip Hop,” in “The History of Hip Hop,” Special Issue of the Journal of African American History 90 (3) (Summer 2005), 196-225.

“Is There Racism in Economic Research? Research Networks and Discrimination Research,” European Journal of Political Economy 21 (3) (September, 2005), 790-794.

“The Economics of Identity: The Origin and Persistence of Racial Norms” (with William Darity and Patrick Mason), Journal of Economic Behavior and Organization 60 (3) (July 2006), 283-305.

“The Globalization of the Labour Market for Healthcare Professionals” (with Paul Clark and Darlene Clark), International Labour Review 145 (1) (Summer 2006), 37-64.

**c. Chapters in Books/Parts of Books**

“Economic Policy and Black America,” in M. Rice and W. Jones, Jr. (eds.), Contemporary Public Policy Perspectives and Black Americans: Issues in an Era of Retrenchment Politics (Westport, CT: Greenwood Press, 1984), 141-156.

“Relationships Between Black Males and Females in Rhythm and Blues Music of the 1960s and 1970s,” in More Than Dancing: Essays on Afro-American Music and Musicians edited by Irene V. Jackson (Westport, CT: Greenwood Press, 1985), 169-186.

“The Pimp-Whore Complex in Everyday Life,” in Crisis in Black Sexual Politics by Nathan Hare and Julia Hare, (1989), 57-63.

“Back to Basics: The Significance of Du Bois's and Frazier's Contributions for Contemporary Research on Black Families,” in Black Families: Interdisciplinary Perspectives, Harold E. Cheatham and James B. Stewart, eds. (New Brunswick: Transaction Consortium, 1990), 5-27.

“Values, Beliefs, and Welfare Dependency: Is There A Connection?” (with Lois Benjamin) in Black Families: Interdisciplinary Perspectives, Harold E. Cheatham and James B. Stewart, eds. (New Brunswick: Transaction Consortium, 1990), 235-259.

“Memphis Sanitation Workers Strike of 1968,” in Labor Conflict in the United States: An Encyclopedia, Ronald L. Filippelli, ed. (New York: Garland Press, 1990), 321-324.

“The Field and Function of Black Studies,” in The Education of African-Americans, C. Willie, A. Garibaldi, and W. Reed, eds., prepared under the auspices of the William Monroe Trotter Institute, University of Massachusetts at Boston (Westport, CT: Auburn House, 1991), 159-169.

“Planning for Cultural Diversity: A Case Study,” in Cultural Pluralism on Campus, Harold E. Cheatham and Associates, (Alexandria, VA: American College Personnel Association, 1991), 161-181.

**c. Chapters in Books (cont.)**

“The Effects of Extended Families and Marital Status on Housing Consumption by Black Female-Headed Households,” in The Housing Status of Black Americans, Wilhelmina A. Leigh and James B. Stewart, eds., (New Brunswick: Transaction Consortium, 1992), 65-83.

“The Legacy of W.E.B. Du Bois for Contemporary Black Studies,” in A Turbulent Voyage: Readings in African American Studies, Floyd W. Hayes, ed. (San Diego: Collegiate Press, 1992), 11-23.

“Neo-Conservative Attacks on Black Families and the Black Male: An Analysis and Critique,” Chapter 3 in The American Black Male: His Present Status and His Future, Richard Majors and Jacob Gordon, eds. (Chicago: Nelson-Hall, 1994), 39-58.

“George Edmund Haynes and the Office of Negro Economics,” in A Different Vision: African American Economic Thought, Thomas Boston, ed. (London: Routledge, 1996), 213-229.

“In Search of a Theory of History: W.E.B. Du Bois's Theory of Social and Cultural Dynamics,” in W.E.B. Du Bois on Race and Culture: Philosophy, Politics, and Poetics, Bernard Bell, Emily Grosholz and James Stewart, eds. (New York: Routledge, 1996), 261-288.

“Racial Differences in Married Female Labor Force Participation Behavior: An Analysis Using Inter-Racial Marriages,” (with David Macpherson), in African-Americans and Post-Industrial Labor Markets, James B. Stewart, ed. (New Brunswick: Transaction Consortium, 1997), 227-236.

“Some New Historical Evidence on the Impact of Affirmative Action: Detroit, 1972,” (with Thomas Hyclak and Larry Taylor), in African-Americans and Post-Industrial Labor Markets, James B. Stewart, ed. (New Brunswick: Transaction Consortium, 1997), 101-118.

“Toward Broader Involvement of Black Economists in Discussions of Race and Public Policy: A Plea for a Reconceptualization of Race and Power in Economic Theory, NEA Presidential Address, 1994,” in African-Americans and Post-Industrial Labor Markets, James B. Stewart, ed. (New Brunswick: Transaction Consortium, 1997), 16-33.

“Racial Differences in the Unemployment Response to Structural Changes in Local Labor Markets,” (with Thomas Hyclak), in African-Americans and Post-Industrial Labor Markets, James B. Stewart, ed. (New Brunswick: Transaction Consortium, 1997), 261-274.

“Developing Black and Latino Survival Strategies: The Future of Urban Areas,” in The State of Black America 1996 (New York: National Urban League, 1997), 164-187.

“Reaching for Higher Ground: Toward an Understanding of Black/African Studies,” in Africana Studies, A Disciplinary Quest for Both Theory and Method, James Conyers, ed. (Jefferson, NC: McFarland & Co., 1997), 108-129.

“Deciphering the Thought of W.E.B. Du Bois: A Thematic Approach,” Black American Intellectualism and Culture, A Social Study of African American Social and Political Thought, James Conyers, ed., (JAI Press, 1999), 57-84.



“Introducing Black Studies: A Critical Examination of Some Textual Materials,” Africana History, Culture and Social Policy, A Collection of Critical Essays, James Conyers, ed. (Lanham, MD: International Scholars Publications, 1999), 309-326.

“Africana Studies: Past, Present, and Future,” by Bruce Hare, James Stewart, Alfred Young, & Delores Aldridge, in Robert Diamond and Bronwyn Adams, eds. The Disciplines Speak: A Continuing Conversation (Rewarding the Scholarly, Professional, and Creative Work of Faculty), Washington, DC: American Association of Higher Education, 2000, 125-151.

**c. Chapters in Books (cont.)**

“The Collaborative City, Opportunities and Struggles for Blacks and Latinos in U.S. Cities,” John Bentancur and Douglas Gills, eds., (New York: Garland Publishing, 2000), 229-251.

“Rational and Ethical Public Choice and Affirmative Action: An Exploratory Analysis,” in Ethics in Academia, S.K. Majumdar, H.S. Pirkow, L.P. Bird, & E.E. Miller, eds., (Easton, PA: The Pennsylvania Academy of Science, 2000), 270-298.

“The Pursuit of Equality in the Steel Industry: The Committee on Civil Rights and Civil Rights Department of the United Steelworkers of America, 1948-1970,” in Patrick Mason, ed., African Americans, Labor, and Society (Detroit: Wayne State University Press), 2001, 165-201.

“Looking for a Few Good Men?: Predicting Patterns of Retention, Promotion, and Accession of Minority and Women Officers,” James B. Stewart & Juanita Firestone, in Managing Diversity in the Military: Research Perspectives, Mickey Dansby, James Stewart, and Schuyler Webb, eds., (New Brunswick, NJ: Transaction, 2001), 231-256.

“Trends in Gender and Racial Equity in Retention and Promotion of Officers,” by Juanita Firestone and James Stewart, in Managing Diversity in the Military: Research Perspectives, Mickey Dansby, James Stewart, and Schuyler Webb, eds., (New Brunswick, NJ: Transaction), 2001, 257-263.

“The Field and Function of Black Studies: Toward an Accurate Assessment of the State of Black Studies,” in Delores Aldridge and Carlene Young, eds. Out of the Revolution: The Development of Africana Studies (Lanham, MD: Lexington Books), 2000, 15-24.

“The Pursuit of Equality in the Steel Industry: The Committee on Civil Rights and Civil Rights Department of the United Steelworkers of America, 1948-1970,” in Patrick Mason, ed., African Americans, Labor, and Society (Detroit: Wayne State University Press, 2001), 165-201.

“Introduction” in African American Jazz and Rap, Social and Philosophical Examinations of Black Expressive Behavior, James Conyers, ed. (McFarland, 2001), 1-8.

“Rethinking W.E.B. Du Bois' “Double Consciousness”: Implications for Retention and Self-preservation in the Academy,” (with Leon Caldwell), in L. Jones (ed.), Retaining African-American Faculty, Administrators, And Students In The Twenty-First Century: A Tale Of Multiple Paradigms, 2001), 225-234.

“Public Policy Outcomes and Higher Education Desegregation in Pennsylvania,” in Beverly Lindsay and Manuel Justiz, eds. The Quest for Equity in Higher Education: Towards New Paradigms in an Evolving Affirmative Action Era (Binghamton, NY: State University of New York Press, 2001), 63-98.

“Demographic Diversity and Higher Education Reorganization in South Africa: The Applicability of US Models,” (with Fatima Abrahams) in Diversity in the New Millennium: An International Perspective, K. Shimahara & I. Holowinsky, eds., (Lawrence Erlbaum Associates, 2001), 165-192.

- “The Field and Function of Black Studies,” in Nathaniel Norment, Jr., eds. The African American Studies Reader (Durham, NC: Carolina Academic Press, 2001), 41-49.
- “Reaching for Higher Ground: Toward an Understanding of Black/Africana Studies,” in Nathaniel Norment, Jr., eds. The African American Studies Reader (Durham, NC: Carolina Academic Press, 2001), 349-366.
- “The Neoconservative Assault on Black Males: Origins, Objectives, and Outcomes,” in Dimensions of Black Conservatism in the U.S.: Made in America, Gayle Tate and Lewis Randolph eds. (New York: Macmillan, 2002), 101-118.
- c. Chapters in Books (cont.)**
- “Be All That We Can Be: Managing Diversity in the Military Workplace,” in Diversity in America, Visions of the Future, Edgar Farmer, Jay Rojewski, and Barbara Farmer, eds. (Dubuque, IA: Kendall/Hunt, 2003), 417-449.
- “Black Studies and Black People in the Future,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 17-22. Originally published in Black Books Bulletin 4 (2), (1976), 20-25.
- “Relationships Between Black Males and Females in Rhythm and Blues Music of the 1960s and 1970s,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 167-184. Originally published in The Western Journal of Black Studies 3 (3), (1979), 186-196.
- “Back to Basics: The Significance of Du Bois's and Frazier's Contributions for Contemporary Research on Black Families,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 129-144. Originally published in Black Families: Interdisciplinary Perspectives, Harold E. Cheatham and James B. Stewart, eds. (New Brunswick: Transaction Consortium, 1990), 5-27.
- “Perspectives on the Changing Configuration of Black Families from Contemporary Soul Music: The Case of Millie Jackson,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 153-165. Originally published in Phylon (March, 1980), 57-71.
- “Introducing Black Studies: A Critical Examination of Some Textual Materials,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 211-220. Originally published in UMOJA 3 (1), (1979), 5-17.
- “Psychic Duality of Afro-Americans in the Novels of W.E.B. Du Bois,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 93-106. Originally published in Phylon 44 (2), (1983), 93-106.
- “The Legacy of W.E.B. Du Bois for Contemporary Black Studies,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 249-260. Originally published in The Journal of Negro Education, 53 (3), (1984), 296-311.
- “Africana Studies: Past, Present, and Future,” (with Bruce Hare, Alfred Young, & Delores Aldridge), in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 305-323. Previously published in International Journal of Africana Studies 8 (1), (Fall 2003), 1-26.
- “In Search of a Theory of History: More on W.E.B. Du Bois's Theory of Social and Cultural Dynamics,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 65-85. Originally published in W.E.B. Du Bois on Race and Culture: Philosophy, Politics, and Poetics, Bernard Bell, Emily Grosholz and James Stewart, eds. (New York: Routledge, 1996), 261-288.
- “‘What Goes Around Comes Around’: Long Economic Cycle Models as a Foundation for Black/Africana Studies Historiography,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 41-63.

“Perspectives on Reformist, Radical, and Recovery Models of Black Identity Dynamics from the Novels of W.E.B. Du Bois,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 107-127.

“Foundations of a ‘Jazz’ Theory of Africana Studies,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 191-202

“Africana Studies for Young People: Reflections, Sounds, Sights, and Color in Ebony Jr! and The Brownies Book, in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 221-233.

**c. Chapters in Books (cont.)**

“The Black Church as a Religio-Economic Institution,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 261-276.

“Science, Technology, and Liberation: Foundations for a Black/Africana Studies -- Science, Technology, and Society (STS) Partnership,” in Flight in Search of Vision (Trenton, NJ: Africa World Press, 2004), 277-303.

“The Black Political Economy Paradigm and the Dynamics of Racial Economic Inequality,” (with Major Coleman), in African Americans in the U.S. Economy, John Whitehead, Cecelia Conrad, Patrick Mason, & James Stewart , eds. (Lanham, MD: Rowman & Littlefield, 2005), 118-129.

“The Pursuit of Equality in the Steel Industry: The Committee on Civil Rights and Civil Rights Department of the United Steelworkers of America, 1948-1970, in African Americans in the U.S. Economy, John Whitehead, Cecelia Conrad, Patrick Mason, & James Stewart , eds. Lanham MD: (Rowman & Littlefield, 2005), 66-80 .Originally published in Patrick Mason, ed., African Americans, Labor, and Society (Detroit: Wayne State University Press), 2001, 165-201.

“The Critical Role of African Americans in the Development of the Pre-Civil War U.S. Economy,” in African Americans in the U.S. Economy, John Whitehead, Cecelia Conrad, Patrick Mason, & James Stewart, eds. (Lanham, MD: Rowman & Littlefield, 2005), 20-31.

“African American Athletes and Urban Revitalization: African American Athletes as a Funding Source for Inner-City Investments” (with John Whitehead), in African Americans in the U.S. Economy, John Whitehead, Cecelia Conrad, Patrick Mason, & James Stewart , eds. (Lanham, MD: Rowman & Littlefield, 2005), 378-391.

“Bridging Time, Space, and Technology: Challenges Confronting Black Cultural Centers in the 21st Century,” in Black Culture Centers: Politics of Survival and Identity, Fred L. Hord (ed.) (Chicago: Third World Press, 2005).

“Social Science and Systematic Inquiry in Africana Studies,” in Afrocentric Traditions, James L. Conyers, ed. (New Brunswick, NJ: Transaction Publishers, 2005), 83-110.

“Social Science and Systematic Inquiry in Africana Studies,” in Handbook of Black Studies Molefi Asante and Maulana Karenga (eds.) (Thousand Oaks, CA: Sage Publications, 2006), 379-401.

“Globalization, Cities and Racial Inequality: Don’t Believe the Hype,” in Gayle Tate and Lewis Randolph (eds.) The Black Urban Community (Palgrave Press, forthcoming).

“Riddles, Rhythms, and Rhymes: Toward an Understanding of Methodological Issues and Possibilities in Black/Africana Studies,” in Tim Fong (ed.) Perspectives on Ethnic Studies Research (forthcoming).

**d. Proceedings**

- “New Directions for Black-White Cooperation in Humanizing Science and Technology,” (Keynote Address) in Proceedings: Undergraduate Science Symposium, Volume I, Science and Technology: Issues and Challenges for the Eighties and Beyond (November, 1982), Willie J. Washington, ed., (Wilberforce, Ohio: Central State University, College of Arts and Sciences, 1984), 7-12.
- “Economic and Psychosocial Dilemmas Generated by High Technology and Their Implications for Black Progress,” in Proceedings: Undergraduate Science Symposium, Volume II, High Technology in the Eighties and Beyond: Human Dilemmas and Issues (April, 1984), Willie J. Washington, ed., (Wilberforce, Ohio: Central State University, College of Arts and Sciences, 1984), 55-58.
- “Black Unions and the Liberation Struggle in South Africa,” in Proceedings of the 9th Annual Southern Regional Industrial Relations Academic Seminar, (Baltimore, MD, October 5-7, 1988), 37-39.
- “The Labor Supply and School Attendance of Black Women in Extended and Nonextended Households,” (with David Macpherson) American Economic Review Proceedings 79 (2), May, 1989, 71-74.
- “The Rise and Fall of Negro Economics: The Economic Thought of George Edmund Haynes,” The American Economic Review Proceedings 81 (2), (May, 1991), 311-314.
- “On the Cutting Edge: Summer Sessions Diversity Initiatives in Higher Education,” Proceedings, 31st Annual Conference of the North American Association of Summer Sessions, (Boston, MA, November, 1994), 17-26.
- “Trends in Gender and Racial Equity in Retention and Promotion of Officers,” (with) Juanita M. Firestone), Proceedings, Equal Opportunity Research Symposium, DoD WorldWide Equal Opportunity Conference, Defense Equal Opportunity Management Institute, Cocoa Beach, FL, December, 1994, 43-49.
- “Recent Perspectives on African Americans in Post-Industrial Labor Markets,” American Economic Review Proceedings 87 (2), (May, 1997), 315-320.
- “Best Practices in Diversity Management in the Department of Defense (DoD),” Proceedings, 3<sup>rd</sup> Biennial EO/EEO Research Symposium, December 8-10, 1999. Sponsored by the Defense Equal Opportunity Management Institute, 2001.
- “Demographic Diversity and Organizational Performance: A Military Perspective,” (with Ulysses Brown and Steve Knouse) 35<sup>th</sup> Annual Meeting of the Western Decision Sciences Institute Conference Proceedings (2006), (April 11-15, 2005, Waikoloa, Hawaii).

**e. Book Reviews**

- “Review of The Death of White Sociology,” Joyce E. Ladner, ed., The Review of Black Political Economy 5, (2), (1975), 202-207.
- “Review of Detroit: I Do Mind Dying: A Study in Urban Revolution,” by D. Georgakas and M. Surkin, The Review of Black Political Economy 6 (1), (1976), 118-9.
- “Review of Law and Modern Society,” by Roberto Mangeberia Unger, Journal of Economic Issues, (December, 1976), 987-91.
- “Review of New Rulers in the Ghetto: The Community Development Corporation and Urban Poverty,” by Harry Berndt, South Atlantic Urban Studies 4, (1979).

**e. Book Reviews (cont.)**

- “Review of An Introduction to Black Studies,” by Maulana Karenga, The Western Journal of Black Studies 7 (1983), 113-117.
- “Review of Out of the Crucible: Black Steel Workers in Western Pennsylvania 1897-1980,” by Dennis C. Dickinson in Pennsylvania Labor (1987).
- “Review of Fostering Minority Access in Higher Education: The Role of Urban Community Colleges and Universities,” by R. Richardson, Jr. and L. Bender, NACADA Journal, June (1988).
- “Review of Racial Conflict and Economic Development,” by W. Arthur Lewis, Harvard Press (1985), The Review of Black Political Economy, 18 (1), (1989), 87-89.
- “Review of Young, Black and Male in America: An Endangered Species, Jewelle Taylor Gibbs, ed., (Auburn House Publishing Co.), (1988), Contemporary Sociology 18 (5), (1989), 815-817.
- “Review of Dumping in Dixie: Race, Class, and Environmental Quality,” by Robert D. Bullard, The Review of Black Political Economy 20 (2), (1991), 105-108.
- “Review of “Two-Tier Compensation Structure: Their Impact on Unions, Employers and Employees,” by James E. Martin with Thomas D. Heetderks, The Review of Black Political Economy 2, (2), (1991), 109-111.
- Review of The Political Economy of Hope and Fear, Capitalism and the Black Condition in America, by Marcellus Andrews (New York: New York University Press, 1999), The Review of Black Political Economy, Vol. 28, No. 1 (Summer 2000), 63-66.
- Review of Black Unionism in the Industrial South, by Ernest Obadele-Starks (College Station: Texas A & M University Press, 2000), Choice, May 2000, 1691.
- Review of Thinking Identities: Ethnicity, Racism and Culture, Edited by Avtar Brah, Mary J. Hickman and Mairtin Mac an Ghaill (New York: St. Martin’s Press, 1999), Contemporary Sociology, Vol. 30, No. 2, March 2001, 129-131.
- Review of Prosperity for All?: The Economic Boom and African Americans, edited by Robert Cherry and William Rodgers. (New York: Russell Sage Foundation, 2000). Choice, April 2001, 1507.
- Review of Locked in the Poorhouse, Cities, Race, and Poverty in the United States, edited by Fred Harris and Lynn Curtis (Lanham, MD: Rowman & Littlefield, 1998), The Review of Black Political Economy, Volume 28, No. 1 (Summer 2000), 67-70.
- Review of Job Creation Prospects & Strategies, The Black Worker in the 21<sup>st</sup> Century, Volume 1, edited by Wilhelmina Leigh & Margaret Simms (Lanham, MD: University Press of America, 1998), The Review of Black Political Economy, Volume 27, No. 4 (Spring 2000), 93-96.
- Review of The Strengths of African American Families, Twenty-Five Years Later, by Robert Hill (Lanham, MD: University Press of America, 1999), The Review of Black Political Economy, Volume 27, No. 4 (Spring 2000), 87-91.
- Review of Readings in Black Political Economy, edited by John Whitehead and Cobie Kwasi Harris (Dubuque IA: Kendall/Hunt), The Review of Black Political Economy, Volume 28, No. 1 (Summer 2000), 71-74.
- Review of Maida Springer: Pan-Africanist and International Labor Leader, by Yvette Richards. (Pittsburgh: University of Pittsburgh Press, 2000), Choice, (June 2001).

**e. Book Reviews (cont.)**

- Review of Poverty and Inequality in South Africa: Meeting the Challenge, edited by Julian May (Johannesburg: Zed Books, 2000). Choice, (2001).
- Review of Pullman Porters and the Rise of Protest Politics in Black America, 1925-1945, by Beth Tompkins Bates. (North Carolina, 2001) Choice (November, 2001), 574.
- Review of Between Fear & Hope. Globalization and Race in the United States by Andrew Barlow (Lanham, MD: Rowman & Littlefield), 2003), Review of Black Political Economy 31 (4) (Spring 2004), 109.
- Review of Liberating Economics: Feminist Perspectives on Families, Work, and Globalization by Drucilla K. Barker and Susan F. Feiner (Ann Arbor: University of Michigan Press, 2004), Review of Black Political Economy (forthcoming).
- Review of Group Harmony: The Black Urban Roots of Rhythm & Blues by Stuart L. Goosman,. (Philadelphia: University of Pennsylvania Press, 2005), Journal of African American History (forthcoming)..
- Review of W. Arthur Lewis and the Birth of Development Economics by Robert Tignor (Princeton, Princeton University Press, 2005), Journal of African American History (forthcoming).
- “Thomas Sowell’s Quixotic Quest to Denigrate African American Culture: A Critique,” [Review of Black Rednecks and White Liberals by Thomas Sowell (San Francisco: Encounter Books, 2005)], Journal of African American History (forthcoming).

**f. Research Reports**

- “Educational Quality Assessment: An In-Depth Analysis of the ‘Understanding Others’ Component,” (with Jane Madsen and Audrey Potok. Final report to the Pennsylvania Human Relations Commission, January (1985).
- “Determinants of Household Expenditures for Additions, Alterations, Replacements, and Repairs to Owner-Occupied Residences.” Final report to HUD Housing Survey Small Grant Program (1984).
- “Rekindling the Flame: A Comprehensive Approach to Multicultural Education in the K-12 Curriculum in the Commonwealth of Pennsylvania,” final report to the Legislative Office for Research Liaison, House of Representatives, Commonwealth of Pennsylvania, (April, 1986), (with LaVerne Howell, Mary Dupuis, Edward Fagan, and Harold Cheatham).
- “Away from ‘The Park’: An Assessment of Progress in Retaining Black Students at Targeted Commonwealth Campuses and Behrend College,” report of the Equal Opportunity Planning Committee Evaluation Team, (with Carol Everett, Diane Fales, Laurie Gunter, William Henson, David Johnson, and Joe Prewitt-Diaz).
- “The Black Church as a Religio-Economic Institution,” prepared for “The Black Church in the Black Experience,” C. Eric Lincoln, Duke University, Director and Principal Investigator (Fall, 1986).
- “The Field and Function of Black Studies,” prepared for “The Assessment of the Status of Black Americans,” a project sponsored by The William Trotter Institute for the Study of Black Culture, University of Massachusetts at Boston, James Blackwell and Wornie Reed, Principal Investigators (June, 1987).

**f. Research Reports (cont.)**

- “Toward A Black Studies - S-STS Interface,” prepared for the project “Improving the Quality of Secondary Science and Technology Instruction for Urban and Minority Students Through Science/Technology/Society,” STS Urban Education Project, U. S. Department of Education, 1987-88. Leonard Waks, Principal Investigator.
- “The Field and Function of Black Studies: Toward an Accurate Assessment of the State of Black Studies,” Occasional Paper of the National Council for Black Studies, Inc., (July, 1988).
- “Looking for a Few Good Men?: Predicting Patterns of Retention, Promotion, and Accession of Minority and Women Officers,” Summer Research Report prepared for the Defense Equal Opportunity Management Institute, Patrick AFB, FL, (August, 1989).
- “Critique of Chapters 6 and 10 'Blacks in the Economy' and 'Children and Families,’” (with Robert B. Hill) in “Critiques of the NRC (National Research Council) Study, A Common Destiny: Blacks and American Society,” Assessment of the Status of African-Americans, Vol. VI, the William Monroe Trotter Institute (University of Massachusetts at Boston), 1990, 41-44”
- “The Status of African-Americans: Convergence or Divergence?” in Critiques of the NRC (National Research Council) Study, A Common Destiny: Blacks and American Society,” Assessment of the Status of African-Americans, Vol. VI, the William Monroe Trotter Institute (University of Massachusetts at Boston), 1990, pp. 45-53.
- “Research on the African-American Family: A Holistic Perspective,” Assessment of the Status of African-Americans, Vol. II, Robert B. Hill with Andrew Billingsley, Eleanor Engram, Michelene Malson, Roger Rubin, Carol Stack, James Stewart, and James Teele. The William Monroe Trotter Institute (University of Massachusetts at Boston, 1989).
- “Report of the Curriculum Committee,” (with Carrie Patterson, Sandra Bacote, James Berquist, Donald Clark, Harding Faulk, Jr., Lillian Escobar-Haskins, Rod Kelchner, Shalom Staub and Ione Vargus), Prepared for The Pennsylvania Task Force on Intergroup Relations, (July 1993).
- “Staying the Course: Toward An Holistic Strategy for Enhancing the Experiences of African Americans in Pennsylvania's Higher Education Institutions,” (with W. Terrell Jones), Position Paper prepared for the Pennsylvania Black Conference on Higher Education, (February 1995).
- “Outcomes Based Education: Another Challenge to Quality Education for African Americans,” (with Caryl J. Sheffield), Position Paper prepared for the Pennsylvania Black Conference on Higher Education, (April 1995).
- “An Analysis of Earnings and Employment Outcomes of JTPA Title III Program Participants.” Final Report submitted to the National Commission for Employment Policy, Washington, D.C., (September 1995).
- “Review of 1994 Military Equal Opportunity Assessments.” Final Report submitted to the Department of Defense, Washington, D.C., (October 1995).
- “Review of 1995 Military Equal Opportunity Assessments.” Final Report submitted to the Department of Defense, Washington, D.C., (August 1996).
- “Review of 1996 Military Equal Opportunity Assessments.” Final Report submitted to the Department of Defense, Washington, D.C., (November 1997).
- “Review of 1996 Military Equal Opportunity Assessments - Reserve Units.” Final Report submitted to the Department of Defense, Washington, D.C., (November 1997).

**f. Research Reports (cont.)**

- “Review of 1997 Military Equal Opportunity Assessments.” Final Report submitted to the Department of Defense, Washington, D.C., (August 1998).
- “Review of 1997 Military Equal Opportunity Assessments - Reserve Units.” Final Report submitted to the Department of Defense, Washington, D.C., (August 1998).
- “Review of 1998 Military Equal Opportunity Assessments, Active Duty Components.” Final Report submitted to the Department of Defense, Washington, D.C. (November 1999).
- “The Effects of Racial Incidents on Satisfaction with Military Life: Evidence from the Armed Forces Equal Opportunity Survey.” DEOMI Research Series Pamphlet 00-3, Defense Equal Opportunity Management Institute, Patrick Air Force Base, Florida, Summer 2000.
- “Variation in the Effects of Different Types of Racial Incidents on Satisfaction with Military Service.” DEOMI Research Series Pamphlet 00-4, Defense Equal Opportunity Management Institute, Patrick Air Force Base, Florida, Summer 2000.
- “New Strategies to Strengthen Penn State’s Faculty Diversification Efforts,” Office of the Vice Provost for Educational Equity, September, 2000.
- “Review of 1999 Military Equal Opportunity Assessments, Active Duty Components.” Final Report submitted to the Department of Defense, Washington, D.C. (May, 2001).
- “Review of 1999 Military Equal Opportunity Assessments, Reserve Components.” Final Report submitted to the Department of Defense, Washington, D.C. (May, 2001).
- “Variation Across Racial/ethnic Groups in Effects of Racial Incidents on Satisfaction with Military Service.” DEOMI Research Series Pamphlet 01-6, Defense Equal Opportunity Management Institute, Patrick Air Force Base, Florida, Summer 2001.
- “The Effects of Discrimination on Job Satisfaction in the Military: Comparing Evidence from the Armed Forces Equal Opportunity Survey and the Military Equal Opportunity Climate Survey.” DEOMI Research Series Pamphlet 01-?, Defense Equal Opportunity Management Institute, Patrick Air Force Base, Florida, Summer 2001.
- “Perceptions of Leadership Efficacy in Implementing EO Policies, Insights from the *Armed Forces Equal Opportunity Survey*.” DEOMI Research Series Pamphlet 02- , Defense Equal Opportunity Management Institute, Patrick Air Force Base, Florida. Summer 2002.
- “Building A ‘Military Case for Diversity:’ Enhancing Organizational Effectiveness by Expanding Current Efforts to Promote Equal Opportunity.” DEOMI Research Series Pamphlet 03- , Defense Equal Opportunity Management Institute, Patrick Air Force Base, Florida. Summer 2003
- “Demographic Diversity in the Officer Corps: A Resource for Enhancing Organizational Effectiveness.” DEOMI Research Series Pamphlet 03- , Defense Equal Opportunity Management Institute, Patrick Air Force Base, Florida. Summer 2003.



### **Resource Materials**

“A Penn State Mind is a Terrible Thing to Waste: The Faculty Role in Black Student Retention,” (with LaVerne Howell and Elizabeth Lewis), a handbook to guide faculty in helping Black college students succeed, The Pennsylvania State University (1987).

“Liberation 2000?: The Black Experience in America,” a computer simulation exercise designed for use as a complement to other modes of instruction examining the history and culture of Black Americans. (Originally prepared for Apple IIe microcomputers).

### **Other Publications**

“Tichakunda,” (A Poem) in Steppingstones: A Literary Anthology Toward Liberation: Anniversary Issue: Liberation I (1984), p. 48.

“Milestone in Memphis: Black Workers in Search of Equality,” Theater as Discovery Essay, Arena Stage production of *I Am A Man*, by Oyamo, (Spring, 1995).

“Introduction” (with Derrick Alridge) in “The History of Hip Hop,” Special Issue of the Journal of African American History 90 (3) (Summer, 2005), 190-195.

### **RESEARCH PROJECTS AND FELLOWSHIPS - (1980 - )**

National Endowment for the Humanities Independent Study Category B Fellowship, “The Legacy of W.E.B. Du Bois for the Contemporary Black Studies Movement, 1979-80.”

Principal Investigator, Determinants of Household Expenditures for Additions, Alterations and Repairs to Owner-Occupied Residences, funded by the Housing Survey Small Grant Program, U. S. Department of Housing and Urban Development, 1983-84.

Co-Principal Investigator, “Racial Differences in Responses to Understanding Others Items of the EQA Inventory,” Pennsylvania Human Relations Commission, 1984 (with Jane Madsen).

Principal Investigator, “Minority and Ethnic Contributions to be Included in the Commonwealth's Curriculum, Grades K-12,” Legislative Office for Research Liaison, House of Representatives, Commonwealth of Pennsylvania, 1985-86.

Principal Investigator, “Minority and Ethnic Contributions to be Included in the Commonwealth's Curriculum, Grades K-12,” Legislative Office for Research Liaison, House of Representatives, Commonwealth of Pennsylvania, 1986-87.

Member of Research Team, “Improving the Quality of Secondary Science and Technology Instruction for Urban and Minority Students through Science/Technology/Society,” STS Urban Education Project, U.S. Department of Education, 1987-88.

Principal Investigator, “An Examination of the JTPA Title III Program Results Using UI Wage Record Data,” National Commission for Employment Policy, Washington, DC, 1994-1995.

Principal Investigator, “The Global Sullivan Principles as a Guide to International Corporate Social Responsibility in the 21<sup>st</sup> Century,” Lecture/Workshop Series, GM Sullivan Fellowship Program, 2006-2007.

## **OTHER PROFESSIONAL ACTIVITIES**

### **a. Black/Africana Studies**

Director, National Council for Black Studies Summer Faculty Institutes - Indiana Univ. (Summer, 1989); Ohio State Univ. (Summers, 1990, 1991, 1992). External Review Team - Indiana University, Department of Black Studies, March, 1985; Curriculum Consultant, Department of Afro-American and African Studies, UNC at Charlotte, February, 1987; External Evaluation Team - Black Studies Program, SUNY--New Paltz, October 1988; Review Team - Department of Black Studies, University of Nebraska at Omaha, February, 1990; Consultant to the Department of Afro-American and African Studies, SUNY - Binghamton, August, 1990; External Evaluation Team - Black Studies Program, SUNY--Brockport, November, 1992; External Reviewer, Georgia Southern University, Dept. of Education Grant, "Developing African and African Diaspora Studies," 1992, 1993; Consultant to Kean College for the Development of an African and African American Studies undergraduate major, June, 1993; Consultant, Development of Graduate Black/Africana Studies curricula, University of Cincinnati, April, 1994; External Evaluation Team, Department of Black and Puerto Rican Studies, Hunter College, May, 1997; Research Consultant, Colloquium on Jazz and Rap - University of Nebraska at Omaha, May, 1998; External Reviewer, Black Studies Program, Youngstown State University, June, 1998; Consultant, Cleveland State University (April 2002) – Development of the African American Studies curriculum; Consultant, African American Studies, Austin Peay State University, November, 2002; External Reviewer, Africana Studies Department, Tennessee State University, April 2003; Consultant, African American Studies Program Development, Gettysburg College, August 2003; Reviewer, African American Studies Program Development, Rowan University, September, 2003; Reviewer, African American Studies Department, Temple University, October, 2003; Reviewer, Department of African American Studies, Georgia State University, January 2005; Reviewer, Department of Africana Studies, SUNY at Stony Brook, November 2005; Reviewer, Department of Afro-American Studies, Howard University, March 2006; Reviewer, Department of xx, California State University at Long Beach, April 2006.

Presenter: Schomburg-Mellon Humanities Summer Institute Schomburg Center for Research in Black Culture, New York, June 20-24, 2005; June 19 - 23, 2006.

### **b. Labor Education/ Adult Education**

Instructor, United Steel Workers of America Summer Institute, Penn State University 1982, 1983, 1984, 1986, 1987, 1988; Instructor, AFL-CIO Leadership Institute, May, 1985; Instructor, Communication Workers of America Institute, Penn State University, Summer, 1987. Instructor, Elderhostel Program, Penn State University, July (1986), July (1987), June (1988), and May-June (1990).

### **c. Cultural Diversity/Multicultural Initiatives (Civilian)**

Center Associate, Illinois-Indiana Race Desegregation Assistance Center, 1979-80; Consultant, Ethnic Studies, Millersville University, April, 1985; Consultant - Recruitment/Retention of Black Faculty/Staff, SUNY at Cortland, February, 1987; Consultant - Bloomsburg University - Multicultural Curricula, March, 1992; Consultant, Millersville University - Town-gown cooperation in promoting diversity, April, 1992; Consultant, University of Minnesota at Duluth, April, 1994; Consultant, Ohio University - Organization of diversity offices, May, 1995; Committee on Institutional Cooperation, Chief Diversity Officers Group, 1995-; Working Group to Assess Pennsylvania's Efforts to Provide Equal Educational Opportunity for African Americans Attending Postsecondary Institutions, 1996-1998; Consultant - Racial Conflicts on Campus, Bryant College, February 1999; Consultant – Institutional Diversity, Alma College, August 1999; Consultant, University of California at Riverside (May 2001) – Managing Diversity; Consultant, Purdue University, April 2002 – Managing Diversity in Colleges and Departments; Consultant, Status of diversity Programs at the University of Missouri at Columbia, 2003-2004; Reviewer, Faculty and Staff for Excellence Mentoring Program, Indiana University, November 2005.

## **OTHER PROFESSIONAL ACTIVITIES (cont).**

### **d. Cultural Diversity/Multicultural Initiatives (Military)**

Participant, 1989 Navy-ASEE Summer Faculty Research Program, Patrick Air Force Base, DEOMI, Cocoa Beach, Florida, July-August, 1989; Presenter, First Biennial Equal Opportunity Research Symposium, WorldWide Equal Opportunity Conference, Cocoa Beach, FL, December 5-9, 1994, First World Wide DoD Conference; Senior Consortium Research Fellow, U.S. Army Research Institute, July-, 1995/Aug.-Nov, 1996/Sep.-Nov, 1997; Consultant, DMDC - Development of Armed Forces Equal Opportunity Survey, 1996; Participant, DEOMI EO/EEO Research Symposium, Cocoa Beach, FL, December, 1997; Consultant, Curriculum transformation, DEOMI, 1998-99 during tenure as Colonel Shirley J. Bach Visiting Professor; Consultant, Diversity training for South African Defense Force Officers, DEOMI, 1999 during tenure as Colonel Shirley J. Bach Visiting Professor; Participant, 2000 Navy-ASEE Summer Faculty Research Program, Patrick Air Force Base, DEOMI, Cocoa Beach, Florida, May-July, 2000; Participant, 2001 Navy-ASEE Summer Faculty Research Program, Patrick Air Force Base, DEOMI, Cocoa Beach, Florida, May-August, 2001; Participant, 2002 Navy-ASEE Summer Faculty Research Program, Patrick Air Force Base, DEOMI, Cocoa Beach, Florida, May-August, 2002; Participant, 2003 Navy-ASEE Summer Faculty Research Program, Patrick Air Force Base, DEOMI, Cocoa Beach, Florida, May-July, 2003.

### **e. Historically Black Institutions**

Lecturer and Organizer, Conferences on "The Global Partnership North and South Together: Problems and Prospects," Morehouse College (1981), Fisk University (1982), Delaware State College (1983), Morehouse College (1984) - for the Council on Religious and International Affairs; Member, Review Team for the Albany State College Minority Institutions Science Improvement Program Project, Albany, Georgia, 1988, 1989; Scholar-in-Residence, Department of Public Administration, Jackson State University, April 21-223, 2005.

### **f. Black Family/Black Community Development**

Consultant, Center for the Assessment of Economic Policy and Welfare Reform on Black Americans, Central State University, August, 1982; Member, Task Force on the Black Family, William Monroe Trotter Institute, University of Massachusetts at Boston, 1987; Participant, Wingspread Conference, "The Black Family: Current and Future Research Issues," sponsored by the Joint Center for Political Studies, Inc. and the Johnson Foundation, November 12-14, 1987; Participant, The Fifth National Policy Institute, sponsored by the Joint Center for Political Studies, Inc., January 18, 1988.

### **g. Information Systems/Multimedia Resources**

Consultant, Microsoft Corporation, Review of material in Economics and Business subject area, Microsoft Encarta, a multimedia encyclopedia, 1994.

### **h. International Development**

Participant, Second Annual Conference of the South African Association for Academic Development (SAAAD), Bophuthatswana, South Africa, October, 1987; Presenter, "Man in the Mirror: Academic Support, Academic Development, and Educational Change in South Africa and the United States;" Penn State Representative to the Pennsylvania Response Team for the development initiatives of the Southern African Development Committee (SADC), 1991-. Delivered keynote presentation entitled, "Sustainable Development for Southern Africa in the 21st Century: The Role of Partnerships Between SADCC Countries and Pennsylvania Interests," Conference on Trade and Investment with the Countries of the Southern African Development Coordination Conference (SADCC), Pittsburgh, PA, May 7-8, 1991; Member, Advisory Council, International Foundation for Education and Self Help (IFESH), founded by Reverend Leon Sullivan, 1994-; Visiting Faculty Member, Department of Industrial Psychology,

University of the Western Cape, Bellville, South Africa, July-Aug, 1997 - supported by the U.S. Agency for International Development, Tertiary Education Linkage Project.

**OTHER PROFESSIONAL ACTIVITIES (cont.)**

**i. Organizational Development/Enhancement**

Consultant, Student Health Services, University of Pennsylvania, September, 2006 -- .

**j. Residencies**

Scholar in Residence, Benjamin Mays Scholars Program, College of Education, Indiana University of Pennsylvania, July, 1986; Professor in Residence, Black Professionals in Residence Program, Schuylkill Campus, Penn State University, November, 1986.

**k. Other**

Lecturer, Commonwealth Speakers Program, PA Humanities Council, 1987-1988.

Expert Witness Consulting, Employment Discrimination and Racial Harassment, 2001 - Present

**PROFESSIONAL HONORS AND AWARDS**

**Membership in Honorary Societies**

Tau Beta Pi, Pi Mu Epsilon, Delta Tau Kappa, Omicron Delta Kappa, Phi Delta Kappa, Golden Key

**Encyclopedia Listings**

Who's Who in the Midwest, 1980; Outstanding Young Men of America, 1982; Personalities of America, 1984; Pennsylvania Black Book, 1985; Who's Who in the East, 1986, 1989; Who's Who in Black America, 1987 -; Who's Who CD-Rom, 1997.

**Other Awards**

Notre Dame Afro-American Fellowship 1973-1974; Ford Foundation National Fellowships Fund Fellowship 1974-75; Outstanding Faculty Award, Black Arts Festival Committee, Penn State University, April, 1984; Honorary Outstanding Black Delawarean, Black Studies Program and Student Government Association of Delaware State College, February, 1985; First Humanitarian Service Award, Forum on Black Affairs, Penn State University, January, 1985; Outstanding Volunteer Award, Education Division, Rockview State Correctional Institution, May, 1987; Presidential Award, National Council for Black Studies, 1990; Support and Leadership Award, Black Studies Program, The Pennsylvania State University, April, 1992; Award for Outstanding Contributions Improving Equal Opportunity and Cross Cultural Relations, Penn State University, April, 1992; Nguzo Saba Award for Intellectual Achievement and Leadership, US, Los Angeles, California, September 9, 2000; African American Culture and Philosophy Award, African American Studies and Research Center at Purdue University, September, 2004; Cheikh Anta Diop Award for Best Articles in Scholarly Journals, ANKH, October 2004; Anna Julia Cooper & CLR James Award for Outstanding Promotion of Scholarly Publications in Africana Studies, National Council for Black Studies, Houston, Texas, March 2006; Award for Service to the Journal of African American History, Association for the Study of African American Life and History, Atlanta, Georgia, September, 2006; Senior Scholar Award, Brothers of the Academy, Atlanta, Georgia, October, 2006.

## **MEMBERSHIPS/OFFICES IN PROFESSIONAL ORGANIZATIONS**

Member, National Council for Black Studies (1975-); Vice-Chair, (1985-1988); Chairperson, Evaluation Committee, (1985-1986); Executive Board, (1975-1991; 1996 -); President (1998-2002).

Member, Association for Social Economics (1978-1987); Exec. Council, (1985-1987).

Member, National Economic Association (1984-); President (1994).

Member, Society for Values in Higher Education (1980-1987, 1991-1998); Board of Directors, (1982-1984, 1991-); Treasurer, (1992-1997).

Member, Forum on Black Affairs, Penn State (1981-); President, (1981-1983).

Member, Pennsylvania Black Conference on Higher Education (1984-).

Fellow, Inter-university Seminar on Armed Forces and Society, 2001- 2005.

Member, Association for the Study of African American Life and History; Advisory Board, (2004 – 2006).

Member, Association for the Study of African American Life and History; Executive Council, (2007 – ).

Member, Labor Economics Research Association (2006- ).

## **EDITORIAL BOARD AND REVIEW ACTIVITIES**

### **Editorial Activities**

Editor, The Review of Black Political Economy (1987-1995).

Past member Editorial Boards -- The Western Journal of Black Studies, The Journal of Black Studies and IMHOTEP: An Afrocentric Review, Forum on Social Economics

Past and current review activity: The Review of Economics and Statistics, The Review of Social Economy, Labor Studies Journal, Industrial Relations, Urban Affairs Review, The Review of Black Political Economy, Industrial and Labor Relations Review

Series Editor (with James Conyers), African American Studies Series, Transaction Publishers

Guest Editor (with Derrick Alridge) of Special Issue of the Journal of African American History 90 (3) (Summer, 2005).

### **Proposal Review Activities**

Panelist, NEH, Division of Special Programs, 1979-80; Media Programs 1984; Proposal Reviewer, National Endowment for the Humanities, 1982, 1984; Office of Community Services, Department of Health and Human Services, 1984, 1985, 1986, 1987; Proposal Reviewer, National Science Foundation, 1990, 1999, 2001; Proposal Reviewer, Ohio Urban University Program, Ohio Board of Regents, 1990; Project Reviewer, Joint Center for Political and Economic Studies, 1989, 1990.

**PAPERS PRESENTED, PROFESSIONAL SPEAKING ENGAGEMENTS**

Type	1980-1985	1986-1990	1991-1995	1996-2000	2001-2002		
National/Regional Black/Africana Studies Conferences	6	4	4	9	3		
National/Regional Economics Conferences	5	4	5	3	5		
Black History Month Presentations	10	8	6	3	3		
African/ International Development	2	2	1	2	0		
Diversity Management	3	2	12	6	2		
Other	5	1	3	0	5		

Panelist, Panel session entitled, “Africana Studies: A Look into the Past and the Future,” The State of Black Studies: Methodology, Pedagogy, and Research, a conference co-sponsored by the Schomburg Center for Research in Black Culture, the program in African-American Studies at Princeton University, and the CUNU Institute for Research on the African Diaspora in the Americas and the Caribbean, February 7, 2003.

“Examining the Continued Relevance of The Souls of Black Folk: A Hundred Years After Publication” (with Emily Grosholz). Centennial Commemorative Lecture, The Africa-American Studies Program, Gettysburg College, April, 2003.

“Riddles, Rhythms, and Rhymes: Toward an Understanding of Methodological Issues and Possibilities in Black/Africana Studies,” Keynote Address, Annual Spring Conference of the Graduate Students of the African American Studies Department of Temple University, Philadelphia, PA, April 11, 2003.

“Impact of Leadership Perceptions of a Positive EO Climate in the Armed Forces,” Army National Guard Directorate FY 04 Leadership Forum, Alexandria, VA, August 26, 2004.

“The Brown v. Board of Education Decision and the Future of America in the New Era of Globalization,” Keynote Address, Northampton Community College, March 30, 2004.

“New Approaches to the Integration of Political Economy Studies into Africana Studies,”  
“Continuing the Legacy of Scholarship and Service,” 10th Anniversary Celebration  
Department of African-American Studies, Georgia State University, September 17, 2004.

“The Progress and Maturation of African American Studies as a Discipline,” Opening Plenary Address,  
“African American Studies: Meeting the Challenge Today, Learning from the Past – Envisioning the Future,” 20<sup>th</sup> Annual Symposium, African American Studies and Research Center, Purdue University, September 23, 2004.

Panelist, “Black Political Economy Roundtable”, Sponsored by the Union of Radical Political Economists. Allied Social Science Association Meeting, Philadelphia, PA, January 8, 2005.

“The Economics of Identity: The Origins and Persistence of Racial Norms,” Conference entitled Persistent Interracial Inequality and Identity, Florida State University, March 18, 2005.

**PAPERS PRESENTED, PROFESSIONAL SPEAKING ENGAGEMENTS (cont.)**

Panelist, Roundtable entitled “Defining the Descriptors and Parameters for Africana/Black Studies,” Annual Conference of the National Council for Black Studies, New Orleans, LA, March 24, 2005.

“Message in the Music: Political Commentary in Black Popular Music from Rhythm and Blues to Early Hip Hop,” Panel presentation at the Annual Conference of the National Council for Black Studies, New Orleans, LA, March 25, 2005.

Brown, U. J., III., Knouse, S., & Stewart, J. S. (2005). “The Relationship between Unit Diversity and Organizational Outcomes in the Military,” (with Ulysses Brown and Steve Knouse, presentation by Ulysses Brown), Academy of Management Annual Conference. August 5-10, 2005, Honolulu, Hawaii.

“Message in the Music: Political Commentary in Pre- Hip Hop Popular Music Lyrics,” Panel presentation at the Annual Conference of the Association for the Study of Afro American Life and History, Buffalo, NY, October 7, 2005.

Panelist, Plenary Session entitled “W.E.B. Du Bois, The Development of Black Studies, and the Future of the Discipline Annual Conference of the Association for the Study of Afro American Life and History, Buffalo, NY, October 8, 2005.

“Message in the Music: Political Commentary in Pre- Hip Hop Popular Music Lyrics,” Keynote Black History Month Presentation, Dutchess Community College, Poughkeepsie, NY, February 9, 2006.

“Sub-Disciplinary Specializations and Disciplinary Maturation: Relationships Among Afro-American Studies, Critical Race Studies, Diaspora Studies, African Studies, Afro-Latino/a Studies, and Africana Women’s Studies,” Conversations for Sustaining Black Studies in the 21<sup>st</sup> Century, Ford Foundation, New York, NY, (April 21-22, 2006).

“Neutering the Black Power Movement: The Hijacking of Protest Symbolism,” Panel Presentation, Race, Roots, and Resistance: Revisiting the Legacies of Black Power Conference, University of Illinois, March 29 - April 1, 2006.

Panelist, Plenary Session, “Can We Recapture the Vision of Du Bois at Today’s Atlanta University Center?, Brothers of the Academy Think Tank: Black Scholars and the Study of Black Folk: “Setting Interdisciplinary Research, Policies, and Agendas for the 21<sup>st</sup> Century, Atlanta, GA, October 4-7, 2006).

“It’s a New World Order: The critical Role of Africana Studies Majors in the 21<sup>st</sup> Century.” Keynote Address, An Inaugural Celebration of the Africana Studies Undergraduate Degree, North Carolina State University, October 24, 2006.

## **PARTICIPATION/FACILITATION - SEMINARS/WORKSHOPS (Selected)**

### **a. General (1990-Present)**

Penn State University/Du Pont Continuous Quality Improvement Partnership Conference, Wilmington, DE, August, 1993; General Electric/Penn State Work-Out, "Accelerating the Partnership," Pittsfield, MA, June, 1995.

### **b. Human Relations/Diversity/Minority Student Retention Workshops (1990 - Present)**

Facilitator, Vitae Workshop, Sponsored by the Center for Minority Graduate Opportunities and Faculty Development, Penn State University, 1992, 1993; Workshop Presenter, Executive Development Seminar, Eastern Management Development Center, United States Office of Personnel Management, "Managing Cultural Diversity," January, 1993; Co-facilitator, "Racism & Segregation in American and South African Higher Education," Association for the Study of Higher Education, 18th Annual Meeting, Pittsburgh, PA, November 5, 1993; Presenter, "Diversity and Leadership in Rural Communities: Challenges and Opportunities," Pennsylvania Rural Leadership Program, University Park, PA, February 26, 1994; Co-presenter, Curriculum Workshop, Regional Conferences of the Pennsylvania Task Force on Intergroup Relations in Higher Education, Robert Morris College, October 25, 1994; Harrisburg, PA, Oct. 27, 1994; Facilitator, Cultural Diversity Workshop, Bedford Head Start Program Staff, Bedford, PA, Nov. 20, 1994; Presenter, "'I Am A Man' Teach In," Arena Stage, Washington, D.C., April 3, 1995 (Part of "The 'Theater as Discovery' Series"); Presenter, "Diversity and Leadership in Rural Communities: Challenges and Opportunities," Pennsylvania Rural Leadership Program, University Park, PA, January 12, 1996; "Defining 'Equity' and 'Affirmative Action'," Presentation at a workshop entitled, *Affirmative Action in Higher Education: Implications of the California Decision*, University Park, PA, February 3, 1996; Presenter, Pre-conference Workshop, "Affirmative Action Reformed - Institutional Responses and Directions," 1996 AAHE National Conference on Higher Education, "Crossing Boundaries: Pathways to Productive Learning and Community Renewal," March 17, 1996; Presenter, "Diversity and Continuous Quality Improvement," Human Resource Development Center Panel Discussion, April 25, 1996; Presenter: "Combating 'Rankism': A Critical Dimension of Successful Diversity Management," Outreach Diversity Council Professional Development Session, Penn State University, Conferences and Institutes, April 26, 2005.

## **CAMPUS AND COMMUNITY SERVICE - (1990 - Present)**

a. **Departmental and College Committees:** University Faculty Senate and Curricular Affairs Committee, College of the Liberal Arts, 1989-1990; College of the Liberal Arts Immediate Tenure Committee 2000-2002; Labor Studies and Industrial Relations (LSIR) Department Personnel Committee, 1988-; LSIR Internship Coordinator, 1999-2001; LSIR Undergraduate Committee, 1999-2000; LSIR Graduate Committee, 1999-2000; Promotion and Tenure Committee, Penn State McKeesport 2004-; Commonwealth College Promotion and Tenure Committee, 2005-2006.

b. **Search Committees (Selected):** Registrar's Search and Screening Committee, 1991; Search Committee for Senior Vice President and Dean for the Commonwealth Educational System, 1991; Head, Department of African and African American Studies, 1991-92; Associate Vice President for Continuing Education, 1991-92; Campus Executive Officer, McKeesport Campus, 1991-92; Head, Department of Labor Studies and Industrial Relations, 1991-93; Head, Department of African and African American Studies, 1991-93; African American Studies Faculty Position, 1994; Campus Executive Officer, Shenango Valley Campus, 1997; Associate Director of Affirmative Action, 1997.; Assistant Vice President for Student Affairs, 1998; Head, Department of African and African American Studies, 1999-2000; Selection Committee – Administrative Fellows Program, Office of the Provost, 1997-2003); Chair, Search Committee for the Director of the Africana Research Center, 2002; Chair, Search Committee, Director of the Paul Robeson Cultural Center, 2004; Director of Multicultural Programs, Smeal College of Business Administration, 2005.



## CAMPUS AND COMMUNITY SERVICE (cont.)

### c. **University-Wide Governance Bodies and Committees:**

(1) University Faculty Senate: Elected Representative, College of the Liberal Arts, University Faculty Senate, 1988-1990; University Faculty Senate, Presidential Appointment, 1991-1998; Chair-Elect Penn State McKeesport Faculty Senate, 2005-2006.

(2) International Issues: International Cooperative Programs Advisory Committee, 1994-95; Member, International Awards Selection Committee, 1994-96; Tertiary Education Linkage Project, Advisory/Implementation Committee, 1999-2000.

(3) Diversity/Multicultural Issues: Commission on Racial/Ethnic Diversity (ex-officio), 1989-1998; Chair, Minority Recruitment Task Force, 1990-1991; Campus Environment Team 1988-1998; Facilitator, 1990-1998; Co-chair, Advisory Council for Educational Equity Programs, 1993-1998; Chair, University Diversity Steering Committee, 1994-1996; Advisory Committee, Africana Research Center, 2001-.

(4) Other: University Marketing Advisory Committee, 1991; Administrative Council for Undergraduate Education, 1991-; Planning and Budget Advisory Committee, 1991-93; University Future Committee, 1991-93; Central Enrollment Management Group, 1994-; McKeesport Campus Viability Committee, 1994-95; Graduate School Implementation Committee, 1994-95; Middle States Re-Accreditation Self-Study Steering Committee, 1994-95; Leadership/ Management Curriculum Design Team, 1996-1997; Committee to Review the Dean of Liberal Arts, 2002.

(5) Other: Chair, Administrative Review Committee, Chancellor, Penn State McKeesport, 2005.

d. **Participation in Community Affairs:** Historic Preservation Board, PA Historical and Museum Commission, 1986-90; Archival Advisory Committee, Opportunities Industrialization Centers of America, Inc., 1986-1990; Chair, Board of Trustees, United Black Fellowship Church, State College, PA, 1993-1994; Director, Opportunities Academy of Management Training, Inc., 1989-1991; Chair, Curriculum Committee, PA Task Force on Inter-group Relations, 1991-1994; Task Force on the State of Blacks in PA, PA Legislative Black Caucus, 1991-1993; Director, Community for Peace Education, State College, PA., 1994-1996.

e. **Professional Service provided to Defense Equal Opportunity Management Institute:** Member, Distance Learning Process Action Team, Member, Research Evaluation Committee, 1998-1999; Member, Selection Committee, Director of the Directorate of Research, 2002.