

Dr. Benjamin Dixon

30 Mallet Hill Court
Columbia, SC 29223
United States
Phone: (803)497-3638
Email: bdixon711@aol.com

Education:

B.Mus.Ed., Howard University, General Music, 1962
M.A.T., Harvard University, Teaching, 1963
Ed.D., University of Massachusetts Amherst, University of Massachusetts Amherst, Education Administration & Leadership, 1977

Professional Experience:

Sankofa Futures Consulting, LLC, Training and Consultation, Founder/President Appointed: 2007
Virginia Polytechnic Institute and State University, University Administration, Multicultural Affairs, Vice President Emeritus Appointed: 2006
1998-2006, Vice President, Virginia Polytechnic Institute and State University, Administration, Multicultural Affairs
1998-1998, Interim Superintendent, Hartford (CT) Public System, CT State Department of Education
1992-1998, Deputy Commissioner, Connecticut State Department of Education, Education
1989-1992, Director, The Travelers Companies, Hartford, CT, Human Resources, Workforce Diversity
1987-1988, Assistant Executive Director, Capitol Region Education Council, Windsor, CT
1986-1987, Acting Superintendent of Schools, Bloomfield (CT) Public School System
1974-1986, Assistant Superintendent of Schools, Bloomfield (CT) Public School System
1971-1973, Co-director, Education/Instruction, Inc., Hartford, CT
1963-1974, K-12 Teacher, Hartford (CT) Public System, Public, Private K-12
1963-1974, K-12 Teacher, University of Connecticut, Higher Education

Expertise and Research Interests:

Public/Non-profit: - Education administration (personnel, budget, facilities, board relations, and contract negotiations, curriculum, standards-based reform, multicultural education)
 - K-12, State department, and higher education (planning, development, and implementation of local, state, and national education policy)

Corporate/Community:- Human resource recruitment/development activities; long-range planning, budgeting, staff appraisals
 - EEO/AAP, workforce diversity and multicultural programs
 - Total quality management
 - Community engagement, partnerships

Certified Trainer: - Organization change and development (ODR, Inc.)
 - Managing diversity (Harbridge House, Inc.)
 - Quality improvement process (Juran Institute, Inc.)

Other Expertise:

Utilized skills and knowledge to co-found non-profit organization designed to provide technical and consultant services to community and educational institutions in the areas of training, human relations, citizen participation, regional planning, and equal opportunity in education, housing and employment.

Business and Industry Relevance:

1. Corporate recruiters, foundations, and government grant programs need some way to identify the institutions that yield the 'most return on investment' in the area of diversity and multicultural experience and expertise, especially when searching for talent, entering strategic partnerships, or funding research and programs in higher education. A set of indicators common to highly regarded institutions should be helpful in determining which universities to engage and support, and which are likely to do well in addressing issues of excellence, equity, and effectiveness on their campuses.
2. More experienced corporations and businesses now understand that 'token' diversity roles and functions, without proper authority or resources, are not effective beyond the monitoring of numbers and basic non-discriminatory practices. Climate and inclusion issues need to be managed by highly competent diversity managers, trainers, and educators within the company.

Education and Community Consultations and Presentations:

- The New England Program in Teacher Education (NH)
- Loomis-Chaffee (CT) School
- Bloomfield and Windsor (CT) Public Schools
- Worcester (MA) Public Schools
- Kenai Peninsula Borough (AK) School District
- Capitol Region Education Council (CT)
- Connecticut State Department of Education
- International Council for Exceptional Children
- American Association of School Administrators
- U.S. Department of Education
- Council of Chief State School Officers (D.C.)
- Connecticut Association for Supervision and Curriculum Development
- Education Commission of the States
- James Madison University (VA)
- Roanoke Valley Graduate Center (VA)
- University of Connecticut
- Connecticut State University System (Eastern, Western, Southern, Central)
- Hartford (CT) Graduate Center
- Hartford (CT) Housing Authority
- American Society of Medical Technicians (N.E. Region)
- Roanoke Public Safety Department (VA)
- Virginia State 4-H Congress (VA)
- National Association for Multicultural Education
- Southside Community Advocates for Learning Excellence-United for Progress (SCALE-UP) Danville, VA

RESEARCH AND WRITING

"Community Involvement and the Urban School Principal" (with Kenneth Washington, published in *Consortium Currents*, Vol. 1, No. 2, Spring 1974).

"Societal Ignorance, Survival and Freedom" (published in *MEFORUM*, Vol. I, No. 3, fall 1974, University of Massachusetts).

Facilitating Citizen Participation in Educational Decision Making Through an Interactive Assessment of Citizen Opinion. (A doctoral dissertation submitted to the Graduate School of the University of Massachusetts, 1977).

"Participative Decision Making: The Delphi Method" (published in *CABE Journal*, April 1978, by the Connecticut Association of Boards of Education, Inc.).

"The Administrator's Role in Fostering the Mental Health of Special Services Personnel"; (with S. Shaw and J. Bensky, published by the *ERIC Clearinghouse on Handicapped and Gifted Children*, ED 1711086, April 1979).

"Burnout Among Special Services Educator: Causes and Coping Strategies"; (with S. Shaw, J. Bensky and R. Bonneau, published in *Leadership in the 80's: Influencing Through Management*, Leadership Series in Special Education, 1979-80. Minneapolis, Minnesota, 1980).

"P.L. 94-142 and Stress: An Analysis and Direction for the Future"; (with J. Bensky, S. Shaw, A. Gouse, and H. Bates, published by the Council for Exceptional Children, 1980).

Stress and Burnout: A Primer for Special Education and Special Services Personnel: (with S. Shaw and J. Bensky, published by the Council for Exceptional Children, 1981).

"Toward an Adequate and Equal Special Education;" (published in *Intercom*, Unified School District II, Department of Children and Youth Services, spring 1984)

"A Case for Quality and Integrated Education---Now!" (Published in *The BMS Journal* by The Black Men's Society, Hartford, Connecticut, November 1993).

"Equity: A Call for Rigorous Standards" (published in *The Journal* by the Connecticut Association of Boards of Education, Wethersfield, CT, June 1997).

"Should Schools Continue to Celebrate Black History Month? Yes. It Promotes Multicultural Education": (published as part of a pro/con Op Ed article with the "No" view addressed by Lucy Ann Hurston in *The Hartford Courant*, January 6, 1998).

"An Inclusive Graduate Community," (with Leonard K. Peters, published in 1998-99 Research and Graduate Studies Report to the Faculty, Virginia Tech Research and Graduate Studies Department, January 2000.)

Student Affairs in an Increasingly Multicultural World. (In R. B. Winston, Jr., D. G. Creamer, T. K. Miller (eds.), and Associates, The professional student affairs administrator: Educator, leader, and manager. New York, NY: Brunner-Routledge, 2001.)

"Cultural diversity and quality education: How the twain do meet." Virginia Issues and Answers: A Public Policy Forum, Virginia Polytechnic Institute and State University, winter, Vol. 8, No. 1, January 2002.

Improving Campus Climate to Support Faculty Diversity and Retention: A Pilot Program for New Faculty. (with Piercy, F., Giddings, V., Allen, K., Meszaros, P. & Joest, K., in Innovative Higher Education, 30(1), 53-66, 2005, January).