



## OZALLE TOMS, PHD

Educational/Diversity  
Consultant

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### SERVICES:

- ✚ Special Education Audits
- ✚ Diversity Audits/ Trainings
- ✚ Culturally Responsive Practices
- ✚ Culture/Climate Assessments
- ✚ Strategic Planning
- ✚ Professional Development
- ✚ Instructional Development
- ✚ Team Building Activities
- ✚ Conference Sessions
- ✚ Keynote Addresses
- ✚ Visioning Sessions
- ✚ Book Talks

## EXPERIENCE

### University of Wisconsin-Stevens Point (Professor) 7/2022- Present

- ✓ Teach master level education courses
- ✓ Teach doctoral level education courses
- ✓ Implement online teaching
- ✓ Serve on doctoral committees

### University of Wisconsin-Stevens Point (Campus Executive) 7/2022 – 12/2023

Guide daily operations of the Wausau campus, including responding to personnel, facilities, and budget concerns.

- ✓ Connect campus programs and resources to meet community needs
- ✓ Implement reentry programs
- ✓ Collaborate with the county for capital improvements
- ✓ Assess perceptions and needs of the community, students, and staff
- ✓ Strategic planning/visioning

### University of Wisconsin-Whitewater (Assistant Vice Chancellor) 6/2019 – 7/2022

Provided leadership and supervised sixteen university-wide academic and high impact practice programs.

- ✓ Facilitated campus engagement through equity and diversity programming
- ✓ Monitored and managed the budgets of subordinate units
- ✓ TRIO grant proposal team member
- ✓ Secured funding for retention programs

### University of Wisconsin-Whitewater (Administrator for Diversity) 1/2017 – 6/2019

Assisting the Dean with strategic planning, providing professional development, and supporting faculty and staff retention were integral parts of this position. Mentoring junior faculty, coordinating a writing group, and preparing materials for tenure reviews allowed me to contribute to the growth and success of my colleagues.

### University of Wisconsin-Whitewater (Professor) 7/2012 – 7/2022

- ✓ Taught undergraduate courses in high incidence disabilities
- ✓ Advised and supervised undergraduate students
- ✓ Arranged and taught online courses
- ✓ Collaborated in the role as field coordinator for the department's general education field experience
- ✓ Mentored undergraduate research students

### **Charlotte- Mecklenburg Schools (Co-department Chair) 8/2007 - 5/2010**

In this capacity, I adeptly managed a team of thirty teachers and support staff, administered budgets, oversaw federal paperwork, and ensured the delivery of apt educational programming and assistance to more than three hundred students. My role also extended to robust family support.

- ✓ Recommend and/or provide in-service training programs for the department
- ✓ Assisted new teachers in methodology, technique, materials, or any other function needed to enhance the new teacher's ability to be successful
- ✓ Supported teachers in writing IEPs
- ✓ Served as the administrator for IEP meetings
- ✓ Conducted transition meetings for incoming first-year students
- ✓ Authored annual reports
- ✓ Reviewed requests for new equipment, instructional materials and supplies for the department
- ✓ Conducted peer observations
- ✓ Conducted educational assessments

### **Charlotte-Mecklenburg Schools (8/2005 – 5/2010)**

#### **Gaston County Schools (8/2002 – 5/2005)**

Special Education Teacher. Taught students with mental and physical disabilities. Also taught students with autism and attention deficits.

- ✓ Developed and implemented lesson plans
- ✓ Administered educational assessments
- ✓ Developed individualized education plans
- ✓ Developed and implemented behavior intervention plans
- ✓ Developed post-secondary transition plans.
- ✓ Mentored new teachers (Teach for America)
- ✓ Supervised/evaluated para-educators

## **EDUCATION**

### **University of North Carolina at Charlotte**

BA- Mental Disabilities (May 2002)

### **East Carolina University**

MA- Learning Disabilities (December 2005)

### **University of North Carolina at Charlotte**

PhD- Special Education (2012)

\*Concentration in Educational Leadership

## **SCHOLARSHIP (5 YEARS)**

### Books

**Toms, O.** (Eds) (2022), Letting Perseverance Finish, (eBook edition), Doc Oz LLC, available at:

[www.amazon.com/dp/B09MSNFDNM](http://www.amazon.com/dp/B09MSNFDNM)

### Book Chapters

Watson, D., Yarbrough, K., **Toms, O.** (2023) Reflections of Black leaders in understanding whiteness during a period of racial and social unrest. In S.M. McCarther and D. M. David (Eds.) Breakthrough: From pandemic panic to promising practice. *American Educational History Journal*. Charlotte, NC: Information Age Publishing, Inc.

Rodriguez, D., Hoag, G., **Toms, O.**, Jolly, A., Reyes, E., & Voggt, A. (2021). Mathematics and Literature. (Chapter 5). In Campbell-Whatley, G., Rodriguez, D., & Agrawal, J. STEAM Meets Story: Using Adolescent Fiction and Film to Spark Deeper Learning. Teachers College Press, New York, NY

**Toms, O.** (2018). *More than textbook knowledge: Truths arising from life experience. (Chapter 16)*. In R. Fox, *Adoption Matters: Teacher Educators Share their Stories and Strategies for Adoption Inclusive Curriculum and Pedagogy*. Peter Lang, New York

## Journal Articles

Toms, O.M., and Johnson, T.W. (2023) African American academic and career experiences: educational bridges, spaces, and inclusivity. [Manuscript in preparation]

Bamgbose, O. O., Toms, O. M., Kranz, L. J., & Owen, M. P. (2023). Assessing the cultural knowledge of pre-service professionals, faculty, and staff on the journey toward developing cultural competence. *Teacher Development*, 1-19.

Toms, O.M., Collins, J.C., and Campbell-Whatley, G.D. (2022), "A tenacious population: supporting former foster youth in higher ed", *Journal for Multicultural Education*, Vol. 17 No. 1, pp. 106-122. <https://doi.org/10.1108/JME-05-2022-0058>

Casey, K., Schultz, T., & **Toms, O.** (2021). Can You Teach Intrinsic Values? Creating a Rubric to Support and Assess Professional Dispositions Development. *International Journal of Special Education (IJSE)*, 36(1). <https://doi.org/10.52291/ijse.2021.36.2>

Law, K.L., Guthrie, D., Beaver, B.R., Johnson, S.M., Parys, J. & **Toms, O.M.** (2019) Faculty and staff perceptions of undergraduate mentoring. *Mentoring & Tutoring: Partnerships in Learning*. <https://doi.org/10.1080/13611267.2019.1649918>

**Toms, O.**, Reddig, K. and Jones-Fosu, S. (2019), Assessing the diversity-related professional development needs of pre-service teachers, *Journal for Multicultural Education*, 13(3), 236-248.

**Toms, O.** Campbell-Whatley, G., Stuart, S.K., & Schultz, T. (2018). The effects of check-in, check-out on the academic planning and behavior of African American males. *Journal for Multicultural Education*. 12 (3), 278-279. *Data Based, Peer Reviewed* <https://doi.org/10.1108/JME-03-2017-0016>

## Keynotes

Toms, O. (February, 2023) *A Call to Action: Creating a Welcoming Community*. Mosaic's Connecting Communities Conference. Wausau, WI.

Toms, O. (February, 2023) *We're All in This Together: Supporting Youth Who've Experienced Trauma*. Wisconsin Council for Exceptional Children Annual Conference (virtual)

Toms, O. (November, 2022) *A Charge for Educators: Supporting Students Who Have Experienced Trauma*. Illinois Council for Exceptional Children Conference. Naperville, IL

## International Presentations

**Toms, O.**, Reddig, K., & Campbell-Whatley, G (January, 2022) *Assessing Pre-Service Educators Cultural Knowledge: Implications for the Classroom*. Council for Exceptional Children's Conference. Orlando, FL.

**Toms, O.**, & Toms, D. (November 2019) *Considerations for Mentoring Underrepresented Minority and First-generation College Students*. International Colloquium on Black Males in Education Conference. Milwaukee, WI

**Toms, O.M.**, & Freeman-Green, S. (November, 2018). *Strategies for Supporting Urban Youth Who are in Foster Care*. International Conference on Urban Education. Nassau, Bahamas.

**Toms, O.M.** (November, 2018). *Assessing the Diversity Related Professional Development Needs of Pre-Service Teachers*. International Conference on Urban Education. Nassau

## National Presentations

**Toms, O.**, & Jones, T. (May, 2022) *May I Take Your Order Please? Providing a Menu of Student Support Services in Higher Ed Settings*. Portland, OR. The National Conference on Race and Ethnicity in American Higher Education (Refereed).

Simek, J., **Toms, O.**, Connor, C., & Lengel, K., (July, 2021) *Best Practices for Responding to Students' Linguistic and Cultural Needs through Cross-Departmental Collaboration*. Building Foundations for International Student Success. Hosted by The International English Language Testing System (IELTS) **Virtual**

**Toms, O.**, Bangbose, O., & Kranz, L. (June, 2021) *We have defined diversity: Now what?* National Conference on Race and Ethnicity in American Higher Education. (Peer Reviewed) **Virtual**

**Toms, O.M.** (May, 2020) *Faculty and Staff Perceptions of Mentoring Underrepresented Minority Students*. New York, NY. National Conference on Race and Ethnicity in American Higher Education. (Peer Reviewed)-**Canceled due to COVID-19**

Durojaiye, A., **Toms, O.M.**, & Lampman, C. (October 2019) *Ensuring First-Gen Student Access & Success: Breaking Down Barriers to Belonging*. Webinar for Mentor Collective

**Toms, O.M.**, & Yarbrough, K. (May, 2019) *Assessing the Climate of the College of Education and Professional Studies*. Portland, Oregon. National Conference on Race and Ethnicity in American Higher Education. (Peer Reviewed)

**Toms, O.M.**, & Reddig, K. (February, 2019) *Addressing Difficult Conversations in the Classroom: Teaching and Modeling Civil Discourse*. Indianapolis, IN. Council for Exceptional Children Conference. (Peer Reviewed).

Campbell-Whatley, G., & **Toms, O.** (May, 2018) *Reaching the Resistant: Innovative Inclusion Infusion in Curricula*. New Orleans, LA. The National Conference on Race and Ethnicity in American Higher Education (Refereed)

### State Presentations

**Toms, O.** (April, 2023) *Creating a Village to Support Foster Youth*. Toward One Wisconsin Conference. Appleton, WI

**Toms, O.** (April, 2022) *Dealing with Microaggressions*. American Association of University Women State Convention (**Virtual**)

**Toms, O.** (April, 2022) *Defining Microaggressions*. American Association of University Women State Convention (**Virtual**)

Lowery, V., Andrews, J., **Toms, O.** (April, 2021) *Program Assessment*. Panel for the UW-System's Scaling up Summer Bridge Programs Summit (**Virtual**)

**Toms, O.** (August, 2018). *In Care to Giving Care*. (foster care strand). Whitewater, WI. Endless Possibilities Conference: Supporting Our Most Vulnerable Students.

### Local Presentations

**Toms, O.** (October 2023). *Microaggressions in the Workplace*. Cultivating Connections and Creating Change Conference. University of Wisconsin-Stevens Point, Stevens Point, WI

**Toms, O.** (September 2020) "Unconscious Bias in the K-12 Setting" Guest lecture for SPECED 760, Characteristics of Learning Disabilities, Cognitive Disabilities and Behavioral Disorders

**Toms, O.** (Feb 2020) "*Differentiation for Secondary Classrooms*" Leaping into Secondary Education Conference. Whitewater, WI

**Toms, O.** (April, 2019) "Exploring Community Diversity" State Parks and Recreation Directors Regional Meeting. Whitewater, WI

**Toms, O.** (February, 2019) "Unconscious Bias in the K-12 Setting" Guest lecture for SPECED 360, Behavior Management for Inclusive Classrooms.

**Toms, O.** (February, 2019) "Supporting Students in Foster Care" Guest lecture for SPECED 466, Working with Parents of Exceptional Children & Community Agencies.

**Toms, O.** (November 2018) "Microaggressions in the community: How to identify and address them." Unity Project. Fort Atkinson, WI Hoard Museum.

## Workshops

**Toms, O.** (August 2020) *Inclusive Leadership*. UW-Whitewater, Peer Mentor Training

**Toms, O.** (January 2020) *Mentoring First Generation College Students*. UW-Whitewater Undergraduate Research Program Mentor Training

**Toms, O.** (Aug 2019) *RA Training: What You Need to Know about Microaggressions*. University Housing. Whitewater, WI

**Toms, O.** (April 2019) “*We Know What Microaggressions Are: Now What?*” UW-Whitewater LEARN Center. Whitewater, WI

**Toms, O.** (October 2018) *Civil Discourse around Microaggressions*. University of Wisconsin-Whitewater Diversity Forum on Civil Discourse

**Toms, O.** (April 2018) *Courageous Conversations in Higher Education and K-12 Settings*. College of Education and Professional Studies. UW-Whitewater (Repeated 3 times)

Kedharnath, U., Morgan, C., Olson, E., Pulliam, R., **Toms, O.**, & Zhang, S. (February, 2018) *Strategies for Reducing Unconscious Bias in the Hiring Process*, Whitewater, WI. Faculty Search Committee Training (UW-Whitewater)

**Toms, O.**, & Liu, M. (January, 2018) *Microaggressions 2.0*. College of Education and Professional Studies (spring forum). UW-Whitewater

**Toms, O.**, Smith, L. & Perry, M. (January, 2018) *Facilitating Difficult Conversations*, Whitewater, WI. Whitewater Unified School District MLK Day Training