

## **Najmah Thomas, PhD**

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### **Education**

*Virginia Commonwealth University, Richmond, VA*

Ph.D., Public Policy & Administration; Concentration: Urban Policy

*College of William and Mary, Williamsburg, VA*

B.A., Public Policy

### **Teaching Experience**

Associate Professor, August 2020 -; Assistant Professor, August 2014 – July 2020

Human Services Program Coordinator, August 2018 - current

*School of Humanities and Social Sciences, University of South Carolina Beaufort*

Teaching Areas: African American Studies, Human Services, Leadership Development,

Nonprofit Management and Program Evaluation

Research Agenda: social and economic equity measurement, program evaluation practices, and evaluating the impact of historical and contemporary public policies on underrepresented populations, especially the Gullah/Geechee community.

Adjunct Faculty Member

*L. Douglas Wilder School, Virginia Commonwealth University*

Courses: Nonprofit Ethics, Law & Governance (POLI 372), Spring 2011 – Spring 2013

Fundraising for Nonprofit Organizations (PADM 656) Spring 2014

### **Research & Scholarship**

**Thomas, N.** (2019, January) In Service of Social Equity: Leveraging the Experiences of African American Women Professors. *Journal of Public Affairs Education*, 25(1), 185-206.

**Thomas, N.** (2018, December) An analysis of program evaluation course content in CSHSE–accredited human services baccalaureate programs. *Studies in Educational Evaluation*, 59, 187-194.

**Thomas, N., & Erdei, R.** (2018, April), Stemming Stereotype Threat: Recruitment, Retention, and Degree Attainment in STEM Fields for Undergraduates from Underrepresented Backgrounds. Paper presented at CoNECD - The Collaborative Network for Engineering and Computing Diversity Conference, Crystal City, Virginia. <https://peer.asee.org/29579>

**Thomas, N.** (2017, January). African American History Month: Relevance and Cross-Cultural Awareness on Campus. Paper presented at The National Association of African American Studies & Affiliates Annual Conference, Dallas, Texas.

Gooden, S., Martin, K. and **Thomas, N.** (2007). African American Women and Poverty: Undeserving for Over a Century. *Journal of the Center for Research on African American Women*, (2)1, 48 - 55.

(Internal Publications)

**Thomas, N.,** Lamkin, R. and Glasson, J. (2018). University of South Carolina Human Services Program – Council for Standards in Human Services Education (CSHSE) Self Study & Accreditation Reports. University of South Carolina Beaufort Social Sciences Department.

**Thomas, N.,** Lamkin, R. and Glasson, J. (2016). USCB Human Services Program Evaluation Report. University of South Carolina Beaufort Social Sciences Department.

## **Professional Experience**

*Virginia Community College System:*

Director of Workforce Investment Act Programs, March 2012 – April 2014; Policy Planning Specialist II – March 2011 – March 2012; Areas: Statewide Workforce Investment System; Research and Evaluation; System Performance Management; Federal Contract Management; Technical Assistance

*The Cameron Foundation:*

Director of Capacity Building, 2009 – 2011; Senior Program Officer, 2007 -2009  
Areas: Nonprofit Capacity Building; Strategic Planning; Grant Portfolio: Community and Economic Development

*Crater Regional Workforce Investment Board:*

Deputy Director, 2005 – 2007; Program Manager, 2000-2005  
Areas: Nonprofit Management, Budget and Compliance; Contract Management; Policy and Administration; State and Local Government Liaison; Grant Development

## **Grants & Contracts**

African American Nonprofit Leaders – Strategic planning & workgroup facilitation contract, \$25,000 (2020)

Support for Minority Advancement in Research Training – undergraduate student research mentoring grants \$2,000 (2019) & \$1,000 (2018)

Eyes on the Prize: African American History Month at USCB – SC Humanities planning grant \$2,000 (2019)

Reconstructing Freedom: African American History Month at USCB – SC Humanities planning grant \$2,000 (2018)

USCB Sea Islands Institute (research grants) \$2,500 (2015) & \$5,000 (2018)

University of South Carolina Institute for African American Research (2017 Fellow) \$6,000

South Carolina Department of Social Services (foster care awareness, 2016) \$135,850

US Department of Labor (workforce development, 2007 & 2008) \$450,000

Virginia Department of Social Services (workforce development, 2004 – 2007) \$660,000

## **Presentations & Workshops**

(2020) Eyes on the Prize: 2020 Vision. African American History Month Series, University of South Carolina Beaufort, Bluffton, SC.

(2020) Black Generational Wealth Building – Historical Context of Wealth and Poverty, Beaufort County Black Chamber of Commerce, Beaufort, SC.

(2019) Promoting, Persevering and Prospering: How the Gullah/Geechee Community can Leverage a Living Monument. USC Institute for African American Research, Columbia, SC.

(2019) Scenes and Stories from the Diaspora: Saint Lucia and St. Helena Island. International Gullah Geechee and African Diaspora Conference, Coastal Carolina University, Conway, SC.

(2018) Reconstructing Freedom: Penn Center, Inc. 36<sup>th</sup> Annual Heritage Days Symposium. Symposium convener and facilitator. St. Helena Island, SC.

(2018) Realities of Reconstruction. Gullah/Geechee Sea Island Coalition, Technical College of the Lowcountry, Beaufort, SC.

(2017) Evaluation Implementation: Data Driven Decisions for Enhanced Program Results. Southern Organization for Human Services, Charleston, SC.

(2017) African American History Month: Relevancy and Cross-Cultural Awareness on Campus. National Association of African American Studies & Affiliates, Dallas, TX.

(2016) Panel Moderator: Race, Education, and Public Policy. Understanding and Celebrating Our Shared South Carolina Story. USCB African American History Month Series

(2015) Culture of Care in the Lowcountry: Reflecting on the Past to Understand the Present and Shape the Future Nursing Workforce. (Research Poster) South Carolina Nurses Association Annual Conference, Greenville, SC

(2015) Applying Servant-Leadership in Human Services Education and Practice. Southern Organization for Human Services, Charlotte, NC

(2015) The Impact of Public Policy on Education, Labor and Land Use in the Gullah Geechee/Culture. Eastern Kentucky University Honors Course, St. Helena Island, SC

(2014) Beyond Internships: Securing Professional Development Experiences for Early Career Students. *Network of Schools of Public Policy, Affairs and Administration*, Albuquerque, NM

(2011) Collaborating to Re-connect Disconnected Youth: *American Society for Public Administration – Hampton Roads Chapter*, Old Dominion University, Norfolk, VA

(2010) Foundation Perspective; *Virginia Association of Fundraising Executives*, Richmond, VA

## **Service to the Community**

*Program Coordinator* (2018 – current) University of South Carolina Beaufort (USCB) Human Services Program

*Faculty Advisor* (2016 – current) USCB African American Student Association

*Board of Trustees Member* (6/2016 – 8/2020) Penn Center, Inc., St. Helena Island, SC

*Board Member* (2016-2018) Gullah Daughters of Purpose, Beaufort, SC

*Market Manager* (2016 – 2018) St. Helena Island Community Market, St. Helena, SC

*Audit Committee Member* (2016-2017) American Society for Public Administration

*Chairperson* (2015 - current) USCB African American History Month Planning Committee

*Faculty Advisor* (2015 – current) USCB Human Services Student Organization

*Evaluation Taskforce Chair* (2015 - 2018) USCB Human Services Program

*Internal Review Board Member* (2012 – 2014) Virginia Department of Social Services, Richmond, VA

*Annual Meeting Planning Committee Member* (2009-2010) Southeastern Council on Foundations, Atlanta, GA

*Conference Coordinator; Workshop Facilitator* (2004 – 2010); Central Virginia Youth Leadership Summit, Virginia State University, Petersburg, Virginia

## **Professional Affiliations**

American Society for Public Administration

Association for Research on Nonprofit Organizations and Voluntary Action

Gullah/Geechee Sustainability Think Tank

National Association of Schools of Public Affairs and Administration

Southern Organization for Human Services

## **Awards and Honors**

USCB, Vincent P. Mesaric Award (May 2018)

University of South Carolina, Institute for African American Research Fellow (2017-2018)

Commencement Address Speaker; Fortis College, Richmond, VA (May 2013)

Association for the Study of African American Life and History Living Legacy Award (February 2013)

Petersburg City Council Commendations (April 2013 & May 2007)

Keynote Speaker; Virginia Career Coach Academy, Richmond, VA (September 2012)

The Cameron Foundation Board of Directors Proclamation (June 2011)

Southeastern Council on Foundations Hull Fellow (June 2009)