

Najmah Thomas, PhD

www.linkedin.com/in/najmahthomas

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. 36th 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)