

## Norma J. Bond Burgess

North Carolina State University	Sociology	1986	Doctor of Philosophy
North Carolina State University	Public Affairs	1980	Master of Public Affairs
University of TN—Martin	Political Science	1975	Bachelor of Arts

### Administrative Experience

#### **Lipscomb University**

**Nashville, TN**

Founding Dean, College of Arts and Sciences and Professor, Sociology and Family Studies;  
Dean, College of Liberal Arts and Sciences (title change)  
2009 –present.

Areas within the college: Communication and Journalism; Psychology, Counseling and Family Science; Social Work and Sociology; English and Modern Languages; History, Politics and Philosophy; Biology; Chemistry and Biochemistry; Mathematics; and Physics. With approximately 4500 students enrolled, more than 1600 are majors in the liberal arts and sciences. The College of Entertainment and the Arts was launched in fall, 2014 with the Departments of Art, Theatre, and Music.

#### **Major accomplishments**

A central mission and vision for the new College of Arts and Sciences was established through strategic planning with faculty members and department chairs (100+ full and part time faculty members and staff persons).

- **Graduate Education.** Successful new graduate programs in Marriage and Family Therapy and Molecular Biology, along with Film and Creative Media were developed. The Biomolecular Science program serves as a bridge program for students entering medical and allied health professions and offers research opportunities. The two programs joined a CACREP- accredited graduate program in Clinical Mental Health Counseling and a Master of Psychology degree.
- **Global Learning.** Established a student and faculty exchange program with Hong Kong Baptist University
- **Humanities.** A documentary film series (HumanDocs) in the humanities that addresses issues of social justice and civic concerns was established successfully. The series brings together a diverse group of community experts as panelists and other professionals to the campus for discussions of today's most pressing matters.
- **General.** Managed curricula changes, course development, budgets, provided professional development for department chairs and faculty members, and scholarship development. The number of student and faculty presentations at professional conferences and grants and contracts increased in science and math education—state-based funding used for k-4 math teacher summer enrichment workshops and high school chemistry teachers in collaboration with the College of Education; the Nursing Academy and Forensics Academy in conjunction with the College of Pharmacy and Health

Science. The Department of Biology was named the #1 Biology program by *Christian Universities Online* in 2016. Excellent placement for students in Pre-medicine each year.

- **STEM.** Supported the expansion of a STEM day event to include both public and private high schools and increased the diversity of the students attending and broadened the exposure of Lipscomb University to the community.
- **Graduate and Undergraduate Student Research.** In support of faculty and student collaborative research efforts, I developed a Student Scholars Research Symposium now in its seventh year. Serving the community and University at-large, it also includes presentations by faculty members, graduate and undergraduate students who work collaboratively. The event includes a keynote address by an outstanding scholar in one of the fields represented by a discipline that we offer. Six students from the CLAS presented their research at the national conference of the Council of Undergraduate Research this year.
- **Faculty Development.** Established faculty development programs -- Peer to Peer workshops on teaching excellence adapted by the Lipscomb University Center for Teaching and Learning; research briefs by faculty have also been developed; facilitated the creation of a student-curated art gallery in downtown Nashville's arts district.
- **Development Activities.** Secured and stewarded significant art collection gift to expand the university's permanent collection; the majority of the collection is now displayed throughout the campus. Construction of new addition to the science building was completed on the McFarland Science Center in December, 2015; development activities are ongoing for renovation and for student scholarships.
- **Student Mentoring.** The number of students admitted to graduate and professional schools increased by 30% through the work of the Health Professions Advisory Committee over the past 5 years. Students are routinely admitted to medical schools, dental schools and related health professions.
- **Diversity and Inclusion.** Worked collaboratively with the Division of Student Affairs and the Office of Intercultural Development and its programming. This office serves the needs of underrepresented and international students.

**Chatham University, 2007-2009**

**Pittsburgh, PA**

**Founding Dean, College for Graduate Studies and Professor of Sociology**

I developed the ground work for future programs (Psychology Doctorate (PsyD; Doctor of Nursing Practice DNP; Food Studies), managed budgets, performed academic and administrative functions for the unit, provided faculty and student support, new faculty development, built the graduate student community through workshops and professional development programs. Other existing graduate programs included in the college were Business and Accounting; Creative Writing; Film and Digital Technology; Education; Interior Architecture; Landscape Architecture; Nursing; Physical Therapy; Transitional Doctorate in Physical Therapy (TDPT); Physician Assistant Studies; and Occupational Therapy.

## **Major Accomplishments**

- Created year- long faculty development seminar (Peer to Peer Teaching and Research);
- Updated the Graduate Student Handbook, established the model for a professor of practice,
- Established graduate student appreciation week (professional development);
- Created a Certificate in University Teaching for students interested in college teaching careers, established outstanding graduate student mentoring award
- Earned full member status in the Council of Graduate Studies for the College, increased enrollment in several areas
- Developed articulation agreements with other universities in the area.

**Syracuse University, 1993-2007**

**Syracuse, NY**

### **Associate Professor, 1993-1998; Professor, 1999-2007**

I taught courses (gender and intimate relations, domestic violence, graduate seminars in social and ethnic variations, research, families in communities, children in Black families, and African American families).

### **Department Chair, Child and Family Studies. 1996-2005**

I provided leadership and oversight for family studies and child development and marriage and family therapy; evaluated faculty and staff; rebuilt department following university restructuring process in 1995 and 1998; led the department through college merger in 1999-2001 and preserved the department's programs.

**Major accomplishments:** I maintained quality undergraduate and graduate programs (MA, MS, and PhD) while other programs closed. I successfully recruited and retained faculty members and students from underrepresented groups through mentorship and support. The departmental curriculum reflected sensitivity and inclusion representative of the diversity in society. I also facilitated the NAEYC (National Association for the Education of Young Children) accreditation for the Bernice M. Wright Laboratory Development School; shepherded the program approval for the Certified Family Life Education (CFLE) designation from the National Council on Family Relations (NCFR), including the establishment of the NCFR student affiliate on campus; facilitated the accreditation for the first AAMFT (American Association of Marriage and Family Therapy) doctoral program in New York state.

### **Primary Faculty Liaison to the Graduate School 1996-2005.**

Future Professorate Program

Professional development for doctoral students to gain an independent, quality teaching experience, including team teaching and evaluation through peer reviews of teaching. I lead topical seminars including student motivation for learning, assessment, professional development, classroom management and technology use.

**Major Accomplishments:** Facilitated the transition from graduate student teaching assistant to instructor so that students would have a quality, marketable teaching experience. Several doctoral student participants from the Department of Child and Family Studies received

university wide recognition including designation as Teaching Fellows (training and leading other Teaching Assistants, campus wide), Outstanding Teaching Assistants and Certificate of University Teaching designation by university wide faculty and student selection committee. Several doctoral students in Child and Family Studies received outstanding dissertation awards.

**Director, Costa Rica Summer Study Abroad Program, 1995, 1996** **San Jose, Costa Rica**

Planned, developed and directed the first five-week program on women and families in Costa Rica

**Academic Co-Chair, Syracuse University** **Syracuse, NY**  
**Bachelor of Professional Studies (BPS) Program, 2000-2007**

Curriculum development, program management and oversight

**Major Accomplishments:** Along with a co-chair, I coordinated and developed the first undergraduate degree for part time adult degree students based at University College, (the continuing education unit) including strategies to gain University Senate, Board of Trustees and NY State Department of Education approval.

**University of the Aegean, Summer 2005, 2006 and 2007** **Rhodes, Greece**

I served as a visiting professor in the graduate program in Gender Studies, conducting workshops on gender and women's employment.

**Cornell University, 2001- 2009** **Ithaca, NY**

Summer Faculty; I served annually as a panelist for the Administrative Management Institute for non-academic college personnel. The evolving role of the administrative manager was the central theme with the specific focus on soft skill development.

**Memphis State University (now the University of Memphis), 1990-1993** **Memphis, TN**

National Science Foundation Postdoctoral Research Fellow, my proposal to study socio-historical perspectives on families and social mobility among professional/managerial middle class African American women was one of ten selected by National Science Foundation for 1990.

**Mississippi State University, 1986-1993** **Mississippi State, MS**

Assistant Professor, I taught graduate and undergraduate courses in comparative family sociology, gender roles, and marriage and the family.

**Selected Publications**

**Burgess, Norma J.** (2012). "African American Women and their families: Strong, Essential, Influential, Phenomenal," in Bond Hopson, C.A., *The Women of Haywood: Their Lives—Our Legacy*.

**Burgess, Norma.** (2005). Challenges Faced by Nonelite Women in Higher Education: Case Study in Bengston, V.L., Acock, A.C., Allen, K.R., Dilworth-Anderson, D.L., and Klein, D.M. (Eds), Sourcebook of Family Theory and Research. Sage, Thousand Oaks, CA.

**Burgess, Norma.** (2003). Household Structures in the U.S. (in the Encyclopedia of Community). Sage, Newberry Park, CA.

George-Bowden, R. and **Burgess, N.** 2000. Forces that shape rural and urban life in Costa Rica. Family Science Review, Vol. 13, 3 and 4. P. 116-129.

**Burgess, Norma J.** and Eurnestine Brown. (2000). African American Women: An Ecological Perspective. New York: Garland.

**Burgess, Norma J.** et al (1999). "Assumptions, Objectives, and Strategies for funding Policy-Related Activities in Applied Developmental Science," in Ralston, P.A. (Eds.), Social Change, Public Policy and Community Collaboration: Training Human Development Professionals for the Twenty First Century.

**Burgess, Norma J.** (1997). "Tenure and Promotion among African American Women in Academia," in Benjamin, L., (Ed), African American Women in the Academy: Perils and Promises, pp. 227-234. Gainesville, FL: University of Florida Press.

**Burgess, Norma J., D. Wilderson** and L. Kanarr. 1996. "Race and ethnicity in family studies: Class Projects as Families." Family Science Review, Vol.9 No.1, February, pp. 27-34.

**Burgess, Norma J.** (1995). "Female Headed Households in Sociohistorical Perspective," in Betty Dickerson (Ed), African American Single Mothers, pp. 21-36. Beverly Hills: Sage.

**Burgess, Norma J.** (1995). "Looking back, looking forward: African American Families in sociohistorical perspective," in Ingoldsby and Smith (Eds), Families in Multi-Cultural Perspective, pp. 321-334. New York: Guilford.

**Burgess, Norma J.** 1994. "Gender Roles Revisited: The Development of the Woman's Place among African American Women in the United States." Journal of Black Studies, 24 (4), 391-401.

**Burgess, Norma J.** and Hayward Derrick Horton. 1993. "African American Women and Work: A Socio-Historical Perspective." Journal of Family History, 18: (1) 53-63.

Horton, Hayward Derrick and **Norma J. Burgess.** 1992. "Where are the Black Men? Regional Differences in the Pool of Marriageable Black Males in the United States." National Journal of Sociology, 6 (1) 3-20, Spring.

Bryant, Ellen, Brenda J. Vander Mey, and **Norma J. Burgess.** 1988. "Co-Employed Spouses: Differences, Strategies, and Discrimination." Journal of Family Issues. Dec.

### **Selected Presentations**

**Burgess, Norma J.** I conduct workshops on leadership, professional development, and personal development. August 2009-present.

- “A Jar of Peach Preserves, \$2 and an Egg Pie.” Professional Development Workshop for the Black College Fund, United Methodist Higher Education Ministry, Nashville, TN. January, 2017
- Youth Workshop, the Urban League of Nashville (2011, 2012, 2014).
- Youth Workshop, the Oasis Center of Nashville, Nashville State Community College (2014).
- Christian Scholars Conference, Women’s Leadership Strategies, (2010, 2011, 2012); Respondent, papers on Civil Rights and the church’s response, 2014.
- Respondent for discussion on Tony Morrison’s novels the *Bluest Eye* and *Beloved*, Christian Scholar’s Conference, 2016. Nashville, TN.

**Burgess, Norma J** and Cynthia Bond Hopson. Built to Last: SOARing with Purpose with Dr. Cynthia Bond Hopson, Women in Higher Education in Tennessee Annual Conference. Lebanon, TN. September 28-29, 2017.

**Burgess, Norma J.** ‘Movin’ on Up in the Academy: Feminist Sociologists as Administrators (invited panelist). Southern Sociological Society Annual Meeting, Greenville, SC. March, 2017.

**Burgess, Norma J.** Keynote Speaker for Lubbock Christian University’s Community Lecture Series, September, 2015. Lubbock, TX.

**Burgess, Norma J.** Freshman Deans’ Reflections (invited panelist). Council of Graduate Schools, New Deans’ Institute, Vail, CO. July 12-16, 2008.

**Burgess, Norma J.** American Council on Higher Education, Office of Women, invited panelist, Regional Leadership Forum, Philadelphia, PA, March 11, 2008.

**Burgess, Norma J.** Moving up the ladder towards tenure: National Science Foundation Advance Peer Mentoring Summit for Women Engineering Faculty of Color, invited panelist, June 17-20, 2007. Durham, NC.

**Burgess, Norma J.** National Science Foundation Minority Faculty Development Workshop, Arlington, VA. Enhancing the retention and advancement of minority engineering faculty. (Invited workshop) July 30-August 2, 2006.

**Burgess, Norma J.** Forging Bold New Paths: Offering Welcome and Ministry to Hispanic-Latino Students at Black College Fund supported Schools, Council of Presidents' Retreat, keynote address. Nashville, TN. September 18, 2006.

**Burgess, Norma J.** Managing Self While Leading Others. Guest Faculty, Summer Institute for Women in Higher Education Administration (HERS). Bryn Mawr College, Bryn Mawr, PA. June 29, 2006.

**Burgess, Norma J.** Productive Diversity: People Make the Difference. Sixth International Conference on Knowledge, Culture and Change in Organizations. Prato, Italy. July 11-14, 2006.

**Burgess, Norma J.** Redefining the Social Sciences: Strategies and Opportunities, invited plenary speaker. International Conference on Interdisciplinary Social Science. University of the Aegean, Rhodes, Greece. July 18-21, 2006.

**Burgess, Norma J.** Blurring Professional and Personal Boundaries: Leadership Strategies for Today's Workplace. Transferring Personal Knowledge into Common Knowledge: Leadership Strategies for Goal Setting and Goal Getting (workshop). Collegiate Science and Technology Education Program (CSTEP) Annual Undergraduate Conference, Syracuse University. April 21-23, 2006. Bolton Landing, NY.

**Burgess, Norma J.** Pathways to Success- From Prospective Graduate Student to Tenured Faculty and (2) Achieving a Work/Life Balance. Invited panelist, Central New York- Puerto Rico (CNY-PR) NSF Alliance for Graduate Education and Professorate (AGEP) Annual Fellows/Mentors Meeting, June, 2006. Cornell University, Ithaca, NY.

**Burgess, Norma J.** Today's Workplace (workshop). Office of Sponsored Programs, Syracuse University. January, 2005.

**Burgess, Norma J.** Fifth International Conference on Knowledge, Culture and Change in Organizations (workshop). University of the Aegean, Rhodes, Greece. July 2005.

**Burgess, Norma J.** Professional Development and Wellness for Women in Academic Leadership (workshop). The University of the District of Columbia, Washington, DC. December, 2005.

**Burgess, Norma J.** My Colleagues Made Me Do It: Integrating Work and Family Life. National Council on Family Relations, Marie Peters Award keynote address. Vancouver, British Columbia. November 2003.

**Burgess, Norma J.** Dimensions (Undergraduate Minority Women) Luncheon Speaker— Success and You, February 2003. Syracuse University.

**Burgess, Norma J.** Friday Afternoon at Winthrop: Managing Self and Managing Conflict. Faculty Development Seminar, February, 2002. Winthrop College, Rock Hill, SC.

**Burgess, Norma J.** Maintaining Self and Civility in Academia. Professional development seminar and keynote address. South Carolina Women in Higher Education, February 2002. Winthrop College, Rock Hill, SC.

### **Leadership Development**

American Council on Education, 2014

Millennium Leadership Institute, Protégé, 2011

American Council on Education, Office of Women in Higher Education (several years)

Kaleidoscope Leadership Institute, 2001

National Forum for Diversity and Women of Color, Costa Mesa, CA

Administrative Management Institute, 1999

Cornell University, Ithaca, NY

Summer Institute for Women in Higher Education Administration, 1997

(HERS), Bryn Mawr College, Bryn Mawr, PA

### **Awards and Honors**

National Council on Family Relations (NCFR) Fellow, 2013

Excellence in Graduate Education, Syracuse University Graduate School, 2007

Marie Peters Award, National Council on Family Relations,

in recognition for contributions to Ethnic Minority Families, 2002

100 Most Influential Black Alumni, North Carolina State University, 1995

National Science Foundation Postdoctoral Research Fellow, 1990-1993

National Science Foundation Research in Education for Undergraduates (REU) –Co-PI, 1988

Paideia Award, for outstanding teaching, research, and service to the College of Arts and Sciences, Mississippi State University, 1988

### **Community Service and Organizations**

Oasis Center, Board Chair, 2016-2018, Board Member since 2012-present;

Table Host and Participant, Mayor's (Nashville/Davidson County) Dialogue on Racial Justice, 2016

Reader, Nashville Freedom School, Nashville, TN. June, 2016.

Board Member, World Christian Broadcasting, Inc., 2015- present

Director, Village of Clovercroft Home Owners Association Board, Franklin, TN. 2014-2017

### **Professional Memberships**

National Council on Family Relations (NCFR)

American Association of Colleges and Universities (AACU)

Council of Colleges of Arts and Sciences (CCAS)

International Leadership Association (ILA)

### **International Travel**

Germany, Nigeria, Costa Rica, Venezuela, China, Hong Kong, Thailand, Cambodia, Singapore, Jordan, Israel, Greece, Turkey, Italy, United Kingdom, Ghana, Spain, Mexico, Canada, Madagascar, Kenya

**Past Memberships**

Delta Sigma Theta Sorority

**Interests and Hobbies**

Reading, food and nutrition study, cooking, travel, outdoor activities,

September, 2017